

Devon and Cornwall Police Force Performance Board

Meeting held on Thursday 25 June 2026
Via Teams and commenced at 9.00am

Attendance

Jim Colwell (Deputy Chief Constable) (Chair)
Glen Mayhew (Assistant Chief Constable,
Local Policing)
Roy Linden (BCU Commander, South Devon)
Antony Hart (BCU Commander, NEW Devon)
Ben Deer (Commander, Crime and Criminal
Justice)
Segil Zulhayir (COG Support)
Tanya Croft (Head of Corporate Communications
and Engagement)
Ruth Frett (Head of Learning and Development)
Jonathan Back (Head of Performance and
Scrutiny, OPCC)
Claire Aspray
(Force Insight Manager)
Natalie Rowley (Force Performance Analyst,
Performance and Analysis)
Katie Clements
(Sergeant, Police Federation)
Charles Jagger (GMB Branch Secretary)

Alexis Poole (Assistant Chief Officer, People)
Matt Longman (T/Assistant Chief Constable, Crime,
Justice and Vulnerability)
Sheon Sturland (Commander, PVP)
Alex Doughty (Commander, Plymouth)
Lucy Baillie (Police Staff Commander,
CRC/Ops)
Richard Bullock (Head of Corporate Development)
Fiona Bohan
(T/Head of Performance and Analysis)
Jim Richardson (Head of People)
Mark Chivers
(Chief Technology Officer)
Gordon Richens (Business Intelligence Developer,
Performance and Analysis)
Tyler Moore (Strategic Analyst, Performance and
Analysis)
Belinda Dunmall (Unison Assistant Branch
Secretary)
Danielle Pearce (Specialist Support Coordinator)

Apologies

Nikki Leaper (Assistant Chief Constable, Contact
and Specialist Operations)
David Wilkin
(Director of Finance and Resources)

Mike Stamp (Director of Legal, Reputation and
Risk)
Emma Butler - Jones (LPA Commander, NEW
Devon)

Guests

Ian Thompson, (Superintendent, Local Policing)
(rep for Scott Bradley)
Dave Pebworth (Chief Inspector, Learning and
Development) (rep for Ruth Frett)
Gavin Bardsley (Performance Improvement
Evidence and Evaluation Advisor, College of
Policing) (observer)

Jenny Bristow (Superintendent, Local Policing)
(observer)
Mark Kavanagh (T/Chief Superintendent, College
of Policing) (observer)
Ceri Lloyd (Review and Inspections Manager,
Performance and Analysis)
(observer)



Chloe Christine (Administration and Business
Support Officer) (observer)

05/26/30 Opening and Declaration of Interests [FOIA Open]

Jim Colwell opened the meeting welcoming colleagues and guests. No declarations of interest, health and safety or equality concerns were raised.

05/26/31 Minutes of the Meeting 28 May 2026 [FOIA Open]

The minutes of the previous meeting held on Thursday 28 May 2026 were agreed as a true and accurate record, subject to FOIA clarification for minute extract 04/26/27 Cause of Concern Action Plans.

[Secretarial note: minute extract 04/26/27 had been confirmed after the meeting as FOIA Closed s.22 Information Intended for Future Publication].

05/26/32 Action Log [FOIA Open]

- a. **Action 173 Victim Focus – Victim Satisfaction** (previous minute reference 10/25/84d, 11/25/87j, 12/25/91g, 01/26/03e and 04/26/25a)
The Strategic Insight Report into victim satisfaction findings would be brought to the 30 July 2026, Force Performance Board.
Action to remain open.
- b. **Action 185 Investigating and Solving Crime – Productivity Diagnostic Insight Tool (PDIT) Overview of Findings** (previous minute reference 01/26/05d and 04/26/25b)
The action to examine the data and codes used in PDIT had been ongoing and an update would be brought to the 30 July 2026, Force Performance Board.
Action to remain open.
- c. **Action 190 Force Performance Dashboard** (previous minute reference 04/26/26)
Activity complete.
Action closed.
- d. **Action 191 Force Performance Dashboard – Central Safeguarding Team (CST) Staff** (previous minute reference 04/26/26)
Challenges remained and work continued to staff the CST. Commanders were requested to release any staff requested as soon as feasible. An update would be brought back to the 30 July 2026, Force Performance Board.
Action to remain open.

- e. **Action 192 Cause of Concern (previous minute reference 04/26/27)**
Activity complete.
Action closed.
- f. **Action 193 Investigating and Support Victims – Recording of Stalking Arrest Rates (previous minute reference 04/26/28b)**
The management and investigation of stalking crimes continued, with members noting that should further consideration be prompted, the action would be brought back to a future Force Performance Board.
Action closed.
- g. **Action 194 Investigating and Support Victims – Reviews (previous minute reference 04/26/28b)**
Activity complete.
Action closed.
- h. **Action 195 Prevention, Public Safety and Welfare – Performance Pack (previous minute reference 04/26/29)**
Performance and Analysis (P&A) and Basic Command Units (BCUs) anti-social behaviour collaboration continued, with members noting that should further consideration be prompted, the action would be brought back to a future Force Performance Board.
Action closed.
- i. **Action 196 Prevention, Public Safety and Welfare – Problem Solving Plans (previous minute reference 04/26/29)**
Activity complete.
Action closed.
- j. **Action 197 Prevention, Public Safety and Welfare (previous minute reference 04/26/29)**
Communications relating to outcomes and arrest rates would be issued within a 48-hour period, for Commanders to cascade to Officers and Staff, as appropriate.
Action to remain open.

05/26/33 Force Performance Dashboard [FOIA Closed s 22 Information Intended for Future Publication]

This extract has been removed from published minutes under Section 22 Freedom of Information Act 2000 (Information Intended for Future Publication).

Sam Smoothy joined the meeting.



05/26/34 Investigating and Supporting Victims [FOIA Closed s.22 Information Intended for Future Publication]

a. Possession of Drugs: Escalation Plan

This extract has been removed from published minutes under Section 22 Freedom of Information Act 2000 (Information Intended for Future Publication).

b. Safeguarding Management Plans (SMPs) Escalation Plan

This extract has been removed from published minutes under Section 22 Freedom of Information Act 2000 (Information Intended for Future Publication).

c. Consideration and Use of Civil Orders (COs) Escalation Plan

This extract has been removed from published minutes under Section 22 Freedom of Information Act 2000 (Information Intended for Future Publication).

The meeting paused at 10.18am and reconvened at 10.30am.

d. Outcomes Deep Dive [FOIA Closed s.22 Information Intended for Future Publication]

This extract has been removed from published minutes under Section 22 Freedom of Information Act 2000 (Information Intended for Future Publication).

05/26/35 Workforce and Professional Standards [FOIA Open]

Jim Richardson presented the Workforce and Professional Standards overview, (available from the Specialist Support Hub), with the following key points noted:

a. Long Term Sickness (LTS)

- Persistent numbers of LTS cases had been demonstrated however it was noted that the total time taken during each LTS episode had declined.
- Despite the challenges experienced in Occupational Health Department, improvements continued in activity to rationalise the decision-making process.

Lesley Bulley left the meeting.

- The Board noted that HR Operations had been running as business as usual, anticipating that with further attention, higher focus could be achieved.
- There had been a reduction in LTS by 11 cases in May 2026. 123 Police Officers had been on LTS absence in April 2026 and of those, 82 (66.67%) had been for mental health reasons. In May 2026, staff LTS cases had increased to 64.

- The staff percentage rate of LTS mental health cases continued to be lower than what had been seen for officers, however, that still accounted for 29 (45.31%) of the 64 cases.
- The levels of LTS related to mental health remained a concern. Members acknowledged the LTS snapshot sourced from the Force system, Unit4.
- 35% of individuals that had exceeded 100 days of LTS, had no LTS Action Plan in place.
- 50 individuals within 16 departments, had a LTS Action Plan, with 27 having no plan in place. The quality of the LTS Action Plans continued to be developed. The positive utilisation of the Attendance Management Processes had continued with members acknowledging that with focus and drive, the number of LTS cases could be reduced. Commanders were urged to focus on the positives of the action plans in place and the documentation of the support provided to individuals.
- Members discussed areas with high instances of LTS and the ongoing work to reduce impacts.
- A brief discussion was held regarding the financial pressures involved in LTS, in addition to increase workload pressures on staff and officers in Force.
- It was noted there had been a challenge with some officers on long term sick that had been reluctant to come back to work in a meaningful way, despite alternative roles being offered. An active review of the Priority Posting List would take place.

For action by: Alexis Poole
Action discharged

The Board:

1. Considered the recommendations for improvement:
 - 1.1. Line management had requested an effective use of the Attendance Support Process, with a focus on providing timely support to employees and addressing attendance concerns constructively.
 - 1.2. The focus for the Force and departments should be a concerted effort to improve compliance rates through the development and delivery of meaningful action plans.
2. Agreed the impact judgement: Long Term Sickness (LTS) required more time to embed. Continued monitoring would take place.

b. Personal Development Review (PDR) Compliance

It was noted PDR compliance rates had been ahead of last year's completion rates, however not as high as was required. It was agreed that the PDR Compliance would be deferred and presented at the 30 July 2026, Force Performance Board for a more detailed discussion.

Lesley Bulley rejoined the meeting.

c. Professional Standards Department (PSD) - Scorecard

Lesley Bulley and Alex Doughty provided a brief overview of the PSD department, including the PSD scorecard presentation, (available from the Specialist Support Hub). The focus of discussion

had been data accuracy relating to complaints, investigations, vetting and compliance responsibilities. Members noted that a Task and Finish Group had been created to consider those key issues and would commence the week of Monday 29 June 2026, with the assurance that all outdated complaints and investigations held within PSD had been accurate. A small number of investigations had been experiencing significant delays with the most dated complaint recorded in 2017.

During discussion, the following actions were created:

1. Alex Doughty and Lesley Bulley would work collaboratively to reduce the number of complaints held by PSD. A deadline had been established to ensure all relevant updates had been finalised and closed on the Force system.

For action by: **Alex Doughty and Lesley Bulley**

2. The PSD Scorecard item would feature as an earlier item on the 30 July 2026, Force Performance Board agenda.

For action by: **Specialist Support Hub**

Action discharged

Members were thanked for their attendance and Danielle Pearce provided members with a summary of actions from the meeting.

Date, Time, and Location of Next Meeting

There being no other business the meeting closed at 12.05pm. The next Force Performance Board meeting will be held on Thursday 30 July 2026, commencing at 9:00am, in the Tamar Room, HQ, Middlemoor and via Teams.