

Devon and Cornwall Police and Police and Crime Commissioner Resources Board

Wednesday 8 July 2026

Fowey Meeting Room, Middlemoor, commenced at 2.00pm

Attendance

Fran Hughes (Chief Executive, Office of the Police and Crime Commissioner) (Chair)	Alison Hernandez (Police and Crime Commissioner) (virtual)
Jim Colwell (Deputy Chief Constable)	David Wilkin (Director of Finance and Resources)
Alexis Poole (Assistant Chief Officer, People)	Laura Wotton (Head of Estates)
Sarah Baker (Head of Business Accounting)	Robin Wheeler (Head of Finance)
Alex Barclay (Specialist Support Coordinator)	

Apologies

James Vaughan (Chief Constable)	Nicky Allen (Treasurer, Office of the Police and Crime Commissioner)
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Guests

Chelsey Garner (Head of Legal Services) for item 06/26/54	John Wood (Health and Safety Manager) for item 06/26/55
Ollie Marks (Alliance Information Assurance Manager and Accreditor) for item 06/26/56	

06/26/47 Opening and Declaration of Interests [FOIA Open]

Fran Hughes opened the meeting, welcoming members and noting apologies. No Declarations of Interest, Health and Safety, or equality concerns were raised. The Board was recognised as quorate.

06/26/48 Minutes from previous meeting 6 May 2026 [FOIA Open]

The minutes of the previous meeting on Wednesday 6 May 2026 were agreed to be a true and accurate record.

06/26/49 Action Log [FOIA Open]

- a. **Action 647 Estates Update Report - safe loading of armed response vehicles (previous minute reference 02/26/14, 03/26/22b, 04/26/30b and 05/26/39a)**

A review on the logistics around loading and unloading armed response vehicles had been completed and any issues raised were being dealt with locally. The report would be circulated to members by the Specialist Support Hub.

Action closed.

b. Action 653 Estates Update Report – Spatial Development Strategies (previous minute reference 03/26/23, 04/26/30c and 05/26/39c)

Members agreed that the letter was not required at this stage and the action would therefore be closed for now, with the option to revisit it in a few months if needed.

Action closed.

c. Action 660 Independent Audit Committee Chair's Update (previous minute reference 05/26/46)

Fran Hughes would follow up with Nicky Allen to confirm if the letter to the Chair had been sent

Action to remain open.

06/26/50 Estates Update Report [FOIA Closed s.43 Commercial Interests]

[This section has been redacted under the Freedom of Information Act 2002 s.43.]

06/26/51 Financial Outturn 2025/26 Report Update [FOIA Open]

Members noted the Financial Outturn 2025/26 Report presented by Sarah Baker which provided the closing financial position for revenue and capital expenditure relating to 1 April 2025 to 31 March 2026. The report provided a review of the year's outcomes and the subsequent effect on financial performance over the previous 12 months. The report sat alongside the Force's draft statutory accounts which had been presented for public inspection in June 2026. Members noted that since the draft report in May 2026, additional carry forward requests of £225k had been received, giving a final outturn position overspend of £25k.

- A small formatting error was noted in Appendix B. It would be corrected and the report recirculated to members.

Action discharged by:

Specialist Support Hub

06/26/52 Budget Monitoring Report [FOIA Open unless exemptions specified below]

Members noted the Financial Dashboard Report 2026/27 presented by Sarah Baker which outlined the position as at the end of May 2026. The forecasts in the paper were prepared alongside budget holders and considered the latest workforce information. Key points from the discussion were as follows:

- The draft revenue outturn position at the end of May 2026 was a force overspend of £1,140k and an OPCC breakeven position. If drawn against general balances, the balance would be £15,857k and 3.44% of the 2026/27 expected net revenue expenditure.
- Members noted that £971k savings had been achieved through the Priority Based Budgeting (PBB) programme to date with a further £1.5m of savings anticipated, primarily through phase two of the programme. The impact of these savings would have a positive impact on August's forecast. £1.375 anticipated savings were not on track, and relevant departments would be scrutinised via PBB phase one (PBB1) governance. Members were assured that appropriate

governance structures were in place for implementing PBB1 along with appropriate scrutiny and escalation processes.

- PBB phase two (PBB2) (reviewing a number of DCP service areas) was ongoing and expected to conclude in July. A newly created PBB2 Implementation Group would oversee and coordinate delivery of approved proposals. Updates would be presented at Resources Board when further details were available.
- [This point has been redacted under the Freedom of Information Act 2002 s. 22 Information intended for future publication]
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- Members noted the forecast overtime overspend of £0.2m, which was a significant reduction in comparison to prior years.
- Members discussed the 20 vacancies within Contact and Resolution Command which was the result of a misunderstanding of the recruitment strategy in that department. The strategy had been clarified, and mitigating options were under discussion alongside a revised recruitment and training schedule.

The Board:

1. Agreed revenue financial forecast of £1,140k overspend as at 31 May 2026.
2. Approved revenue virements detailed in the dashboard.
3. Delegated decision authority to the Section 151 Officers regarding the 2026/27 relocation allowance for transferees and vehicle provision for senior officers.

06/26/53 Workforce Update July 2026 [FOIA Open]

Members noted the Workforce Update 2026 presented by Alexis Poole which provided detailed progress of ongoing workforce reviews, options and savings. Members discussed the presentation with the following highlights:

- Recruitment for the 171 student officers in 2026/27 remained on track, with full intakes scheduled for July, August and September 2026. As the current pipeline was sufficient to meet all requirements, recruitment for new constables would be paused. The focus would be towards completing appointments and achieving the target of 135 transferees.
- In relation to the recruitment of transferees, it was noted that while interest was high and 20 individuals had been invited to the interview process, conversion rates remained lower than required. Members acknowledged that the recruitment process was often complicated by significant personal and logistical factors for transferee applicants but noted that the provision of a relocation package would help to mitigate these issues. If the transferee recruitment programme did not deliver the required volume, there was capacity available within the student officer pipeline.
- Members briefly discussed the DCP rank breakdown by service and noted that 51% of all DCP officers had over 10 years' service. A further breakdown noted that 90% of all sergeants and 38% of constables had over 10 years total service. This finding dispelled any misconception that 50% of DCP officers were new.

Chelsey Garner joined the meeting virtually.

06/26/54 Quarterly Litigation Report [FOIA Closed s.42 Professional Legal Privilege]

[This section has been redacted under the Freedom of Information Act 2002 s.42.]

Members thanked Chelsey for her report and she left the meeting.
The meeting paused at 3.55pm and reconvened at 4.00pm.
John Wood joined the meeting virtually.

06/26/55 Health and Safety Update [FOIA Open]

Members noted the Health and Safety Update report presented by John Wood which provided an update on strategic health and safety issues relating to DCP. Members discussed the paper with the following highlights:

- Training compliance rates continued to improve, with completion of all e-learning packages exceeding the minimum required threshold of 75%. An offer of employment had been made to a new Alliance Health and Safety trainer who would be based at Winfrith.
- Members noted that the Health and Safety Executive had confirmed that, for lower-risk buildings, individuals trained to College of Policing Level Two First Aid standard were considered an appropriate provision. There were plans to bring first aid training to DCP staff in-house which would improve governance and realise significant savings.
- Members discussed the reporting of significant incidents to Resources Board. It was felt that moving forward, greater analyses of working practices and associated recommendations would provide members with the necessary assurance that organisational health and safety risks were being effectively managed and that continuous improvement was being achieved.

Jim Colwell would ensure the relevant commander contacted John Wood with regard to organisational learning resulting from a significant incident in South Devon involving violence against an officer.

For action by: Jim Colwell

Alexis Poole and Fran Hughes would meet to discuss Health and Safety reporting requirements into Resources Board.

For action by: Alexis Poole and Fran Hughes

- It was identified that the current strategic framework for the organisation's overarching approach to Health and Safety would benefit from further development to ensure that it remained fully aligned with corporate governance requirements and this would be taken forward.
- Members discussed health and safety concerns during prolonged periods of extreme heat. It was noted that plans to introduce a heat stress index warning system were underway to assist in appropriately modifying activities for operational staff during these times. Members emphasised the importance of involving relevant operational commanders in the implementation of this system.

John Wood left the meeting and Ollie Marks joined.

06/26/56 Physical Security Incident Management Review [FOIA Open unless exemptions specified below]

Members noted the Physical Security Incident Management Review provided by Ollie Marks which provided a summary of incidents which had occurred in 2026 to date and detailed ongoing work to mitigate vulnerabilities. Highlights from the discussion were as follows:

- Work was underway to review how security incidents were approached, assessed and graded in line with national guidance. The process for reporting, escalating and managing security breaches was outlined, together with examples of incident categorisation.

- 45 physical security incidents across the DCP and Dorset Alliance had been reported in 2026 to date, 33 of those for DCP. Members noted that efforts were focused on improving the reporting culture to ensure a more complete picture of physical security concerns, rather than solely confirmed breaches.
- [This point has been redacted under the Freedom of Information Act 2002 s. 31 Law Enforcement]
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- Members queried the Forces' appetite for investment in physical security as well as the level of corporate tolerance for certain issues, for example private parking on Force sites. Ollie Marks would take this to the Executive and bring a report back to Resources Board by November 2026.

For action by: **Ollie Marks**

Ollie Marks and Alison Hernandez left the meeting.

06/26/57 Treasury Management Outturn Report [FOIA Open]

Members noted the 2025/26 Treasury Management Outturn Report presented by David Wilkin which provided the position for Devon and Cornwall for comment prior to approval by the Commissioner. Highlights from the report were discussed:

- Members noted that DCP's investment return performance compared favourably with other Police and Fire Authorities.
- No new long term external borrowing had been arranged within the reporting period, and it was noted that external debt was felt to be generally low.
- In February 2026 Torbay Council had failed to pay the contractual Precept payment resulting in an overdraft position. The issue was subsequently resolved and charges incurred were recovered by Torbay Council.

The Board:

1. Was assured by the report outlining the Treasury Management Outturn Performance for 2025/26.

06/26/58 Annual Governance Statements [FOIA Open]

The Annual Governance Statements 2025/26 for both the OPCC and the Chief Constable of DCP were noted. Members acknowledged that both statements had been received well by the Independent Audit Committee in April 2026.

A query was raised regarding the omission of the Strategic Policing Requirement from the OPCC Governance Statement. Robin Wheeler would discuss the matter further with the Head of Audit and Insurance.

For action by: **Robin Wheeler**

06/26/59 Summary of Audit Recommendations [FOIA Open]

Members noted the Internal Audit Outstanding Actions Update presented by Robin Wheeler and reviewed by the Independent Audit Committee (IAC) on 18 June 2026.

All overdue actions were either priority two or three and the total had reduced from 41 to 19 since the previous report in February 2026. Eight actions related to force policy improvements which were complete but not approved and finalised. The IAC had agreed all requests to amend timescales and had reiterated the requirement for setting realistic deadlines from the outset.

06/26/60 IAC Chair's Reports [FOIA Open]

a) Annual Report to the Chief Constable and Police and Crime Commissioner

Members noted the IAC Annual Report to the Chief Constable and Police and Crime Commissioner 2025/26.

b) Report for the meeting on 18 June 2026

Members noted the report. Two members of the IAC were approaching the agreed 10-year tenure limit. The committee had requested that Resources Board approve an extension of this tenure by up to two years to retain the members' experience and knowledge during the evolving transition arrangements for the OPCC.

The Board:

1. Approved the proposal to extend the tenure of two committee members by up to two years.

Date, Time, and Location of Next Meeting

There being no other business, the meeting closed at 4.56pm. The next Resources Board meeting would be held on Wednesday 2 September 2026, commencing at 2.00pm in the Fowey Room, Middlemoor.