Open Minutes

Force Governance Board (FGB)

29 June 2021 - 11:30 to 13:00

Attendees

No	Name	Ref	Capacity	Person	Rotate
1	Philip Seccombe	PS	Police and Crime Commissioner	x	
2	Martin Jelley	MJ	Chief Constable Warwickshire Police	x	
3	Debbie Tedds	DT	T/DCC	x	
4	David Gardner	DG	T/ACC Protective Services	x	
5	Steve Russell	SR	Head of Analysis and Service Improvement	x	
6	Alison Hall	AH	Head of Human Resources		x
6	Jeff Carruthers	JC	Director Financial Services		x
7	Sara Ansell	SA	Chief Finance Officer	x	
8	Polly Reed	PR	OPCC CEO	x	
9	David Patterson	DP	OPCC Scrutiny and Performance	x	
10	Nargis Begum	NB	OPCC Secretariat - Minute Taker	x	

Apologies	Capacity	Representative
Richard Moore	Deputy Chief Constable	Nil
Alex Franklin-Smith	ACC Local Policing	Nil

Minutes

No	Details

1	**Minutes and Actions 25/05/2021**
	
	Actions Arising: -
	    1. JC to work with SA to prepare a financial report on overtime, showing income on overtime with the net spend position
	        • **To be covered in the next Money Matters report as an appendix**
	    2. JC to share Evolve costs paper with SA
	        • **Paper provided**
	The Minutes of the 25 May 2021 were approved with the above actions discharged.

2	**Evolve Programme** *Exempt under Section S.31 (Law Enforcement)* *Exempt under Section S.43 (Commercial Interests)*
3	**Force Finances** *Exempt under Section S.43 (Commercial Interests)*
4	**Establishment and Recruitment** A briefing was given by the Head of Human Resources (AH) with the following noted:- **Police Officers** • Above establishment but tracking in line with predictions at 1066. • On track for leaver numbers at 9. • There were presently no plans for transferees, but this would be kept under review. • Uplift target for next year 1100 • Next intake will be in January / March 2022 • Minimum university contract over 2 year is 80 students with 2 intakes per year • Recruitment update for next year's PCDA intake. Applications closing at the end of June 2021. • To date 120 applications are at various stages in the process. Out of 120 candidates there are 10 BAME and 39 female applicants. • Tracking higher failure rate for BAME and women candidates in the shortlisting process, which is common within national assessments centres. • Warwickshire Positive Action Lead is engaging with all of these candidates. Assessment centres take place in September. **Staff** • 105 staff posts are accounted for in shared / hosted services. • There will be a change in the staff establishment in Sept 2021 with numbers lowering as shared / hosted services end. **PCSO** • Turnover last month was three, with one leaving to join Warwickshire as a police officer and two others to other forces. • Planning intake for September to bring numbers back up

	Specials / Volunteers • No change since last month, recruitment work continues in the background • Aspired target of approximately 130 Specials by end of 2021 **Action: AH to provide a breakdown on Volunteers for the next meeting**
5	**AOB** PCC thanked the CC for 5 years of guidance and continued advice and for his ability to understand problems throughout his term as he leaves the force. The CC thanked the PCC for the close working relationship built with the OPCC.

Summary of Actions Arising

Action 2 – Volunteers

The below breakdown of volunteers is based on information from Sian Battle-Welch:

5 Community Speed Watch Volunteers
2 Forensic Admin Support Volunteers
3 Harm Hub Support Volunteers
2 Horse Watch Volunteer
3 Mounted Police Volunteer
1 Health and Wellbeing Volunteer (PhD Student)
1 Safer Roads Volunteer
10 SNT Volunteer
1 Special Constabulary Recruitment Volunteer
1 Business Support Volunteer
1 Business Watch Support Volunteer
4 CID Admin Support Volunteers
1 Citizens Academy Support Volunteer
3 Coroner's Office Volunteers
1 History Society Volunteer
1 Rural Crime Volunteer
1 Vehicle Maintenance Volunteer
2 Watch Scheme Support Volunteers
1 Wildlife Crime Volunteer
3 Volunteer Chaplains
14 Cadet Leaders

Independent Custody Visitors are not included in the return, but 12 ICVs are shown on the system.