



Force Governance Board (FGB)

Tuesday 26 October 2021 - 11:30 hrs to 13:00 hrs

Attendees

No	Name	Ref	Capacity	Person	Teams	Rotate
1	Philip Secombe	PS	Police and Crime Commissioner	x		
2	Debbie Tedds	DT	Chief Constable	x		
3	David Gardner	DG	ACC Protective Services	x		
4	Steve Russell	SR	Head of A&SI	x		
5	Alison Hall	AH	Head of HR	x		
6	Jeff Carruthers	JC	Director of Finance OPCC CEO	x		
7	Sara Ansell	SA	Chief Finance Officer	x		
8	Polly Reed	PR	OPCC CEO	x		
9	David Patterson	DP	OPCC Performance Lead / Minutes	x		

Apologies

Name	Ref	Capacity
Richard Moore	RM	Deputy Chief Constable
Alex Franklin-Smith	AFS	T/ Deputy Chief Constable
Ben Smith	BS	ACC Local Policing

Minutes

Reference	Item	Actions
01.26/10/21	<p><u>Minutes 28/09/2021</u> Minutes of the previous meeting of the 28/09/2021 were agreed and approved.</p> <p><u>Actions</u> 03.28/09/2021 ¹Action AH to arrange for PCC to be invited to attend police officer recruitment event 18/11/2021. PCC at national conference - Discharged</p> <p>²Action AH to arrange for PCC to meet with new PCSOs. Completed - Discharged</p> <p>07.28/09/21 ⁴Action SR to review if any further data on possession of offensive weapons was available. Knife Crime HO data submission available - Discharged</p> <p>⁵Action SR to provide police establishment figures to DP. Information provided - Discharged</p> <p>⁶Action DP to extend invitation to Martin Rone-Clarke to PCP 15/11/2021. On AL and not available. Liaising with Chris Lewis from OPCC for paper to PCP - Discharged</p>	
02.26/10/21	<p><u>Establishment and Recruitment</u> Alison Hall provided a comprehensive update. Key points: -</p> <p>Police Officers</p> <ul style="list-style-type: none"> • In September there were 9 leavers. Attrition rates are beginning to increase nationally. The Chief Constable meets with all leavers from the force. The reasons given for leaving are often due to society opening up following Covid 19 and the ability to again travel. • Recruitment Scheduled intakes: – <ul style="list-style-type: none"> ➤ January 2022 – DHEP 20 students ➤ March 2022 – 24 students • The PCC asked if force finances supported the projected increase to 1,100 officers. Response - The Uplift programme funds ‘actual’ numbers, whilst the force budget is based on FTE. The 	

	<p>FTE of 1,100 at the beginning of 2021/23 should be achieved in Q3/4 of 2022/23.</p> <ul style="list-style-type: none"> • The Regional Governance Group (RGG) had discussed the PEQF programme, following concerns that it was having an adverse operational impact due to abstraction for learning. The RGG's observations would be provided to the College of Policing that were conducting a review. A survey was to be conducted by Staffordshire University to ascertain students' experiences of the programme. • The PCC was of the view that PEQF needed to be reviewed. • The PCC questioned the recruitment of ex-military personnel in the context of PEQF. The response was that the Chief Constable has discretion in terms of UCAS points for entry, but a degree was the end requirement. Also, that whilst ex-military had firearms experience, which may be a desirable skill, police firearms officers were first and foremost police officers. Therefore, she was not supportive of ex-military for the firearms function. The AFO capability is the force was considered to be adequate. <p>PCSOs</p> <ul style="list-style-type: none"> • The headcount was 78 PCSOs, against a FTE of 77. The latest intake were considered to be more 'mature', with a desire to work in their own local communities to make a positive difference. • Scheduled to recruit 6 PCSOs in January 2022. <p>Police Staff</p> <ul style="list-style-type: none"> • The October figures exclude Evolve ICT staff. • The November figures will further reveal the transition position. • Whilst a standalone force will have higher fixed costs, efficiency is just one element of VFM – accountability / flexibility / responsive are other considerations that may influence and produce greater effectiveness. <p>Special Constabulary</p> <ul style="list-style-type: none"> • Recruitment Scheduled intakes: - <ul style="list-style-type: none"> ➢ January 2022 – 12 specials ➢ March 2022 – 24 specials ➢ Headcount of 110 by beginning of 2022/23 	
03.26/10/21	<p><u>Finances</u></p> <p><i>Exempt FOIA under Section S.43 (Commercial Interests)</i></p>	

04.26/10/21	<p><u>Police and Crime Plan 2021-2025</u></p> <ul style="list-style-type: none"> • The Chief Constable stated that it was her preference to provide a written response to the PCC on the draft Police and Crime Plan that has previously been provided. • It was commented that the Plan was clear n its objectives, easy to follow and that the five key objectives were appropriate from the force’s perspective and complemented its Fit for the Future strategy - this was welcomed. 	
05.26/10/21	<p><u>AOB</u></p> <ul style="list-style-type: none"> • The PCC commented that he was seeing to appoint a Deputy PCC at the beginning of 2022/23. <p>Meeting concluded at 13:00 hours.</p>	
Agenda Item	Summary Of Actions	Allocated