



Force Governance Board (FGB)

Tuesday 28 September - 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 | Alex Franklin-Smith | AFS | Deputy Chief Constable | x | | |
| 4 | Ben Smith | BS | ACC Local Policing | x | | |
| 5 | David Gardner | DG | ACC Protective Services | x | | |
| 6 | Steve Russell | SR | Head of A&SI | x | | |
| 7 | Katie Tredinnick | SR | ASI Performance Lead | x | | |
| 8 | Alison Hall | AH | Head of HR | x | | |
| 9 | Polly Reed | SR | OPCC CEO | x | | |
| 10 | David Patterson | DP | OPCC Performance Lead / Minutes | x | | |

Apologies

| Name | Capacity |
|---------------|---------------------------|
| Richard Moore | RM Deputy Chief Constable |

Minutes

| Reference | Item | Actions |
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| 01.28/09/21 | <p><u>Minutes 31/08/2021</u> Minutes of the previous meeting were agreed and approved.</p> <p><u>Actions</u> No actions arising.</p> | |
| 02.28/09/21 | <p><u>Proposal to Voice Record Meeting</u> Default position for future meetings.</p> | |
| 03.28/09/21 | <p><u>Establishment and Recruitment</u> AH provided an update: -</p> <p>Police Officers</p> <ul style="list-style-type: none"> • The numbers of leavers was in line with that predicted • The intake for 03/22 had been pushed back to late in the month for financial reasons, so that cost is minimised for 2021/22. • Recruitment was ongoing and 10% of the applicants undergoing the Assessment Centre were BAME candidates. • There are three BAME recruits in the January 2022 intake. • The National Police Recruitment campaign was to re-start in October and a local recruitment event was to be hosted in November.¹ <p>PCSOs</p> <ul style="list-style-type: none"> • A small intake had taken place in September with the next intake scheduled for January 2022, although there hasn't been a great response in terms of applicants. There was an opportunity for unsuccessful police officer applicants to be advised of the PCSO route. • CC Tedds had met with the new recruits and many had stated their aspiration to become police officers² • There were no plans at present to increase the FTE of PCSOs <p>Special Constabulary</p> <ul style="list-style-type: none"> • There was no specified establishment for Specials, although there was an aspiration to steadily increase their numbers. • 40 applicants were in the process of application / assessment. <p>Volunteers</p> <ul style="list-style-type: none"> • The PCC queried if the OPCC volunteers were included in the figures (ICV etc.) • AH clarified that the figures were from August | <p>¹Action</p> <p>²Action</p> |

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| | <p>and the OPCC volunteers would only be included if a HR profile had been created, Sian Battle-Welch was the administrator³</p> <p>Transactional Services</p> <ul style="list-style-type: none"> • HR were busy, but there was a good team in place and the handover from West Mercia had been smooth. • Payroll were a critical function and were attending to managing any risks as a consequence of transition from West Mercia. | ³ Action |
| 04.28/09/21 | <p><u>Evolve</u></p> <p><i>Exempt FOIA under Section S.31 (Law Enforcement)</i></p> <p><i>Exempt FOIA under Section S.43 (Commercial Interests)</i></p> <p>At 12:30 hrs CC Tedds left the meeting due to other commitments.</p> | |
| 05.28/09/21 | <p><u>Performance Scrutiny</u></p> <p>A force response was provided to the questions posed in the OPCC Performance Scrutiny Report: -</p> <p><i>Q1. Given that the sickness rates are continuing to deteriorate for both police officers and staff, there is concern as to the compounding effects of winter Covid-19 / Flu on sickness absence during Q3 and Q4. It would therefore be helpful to have a better understanding as to the reasons for the current high sickness absence rates and reassurance provided as to when they are anticipated to start to reduce and what measures being taken to improve this position.</i></p> <ul style="list-style-type: none"> • Further work will be undertaken by HR to see if any insights can be gleaned from the sickness data. It is expected that this is a consistent picture with other forces as the economy/society has opened up post COVID. Not only has this led to previously suppressed illness spreading but out workforce now understandably has a much greater propensity to remain at home should they feel ill, given the concerns around the spread of COVID. <p><i>Q2. At a previous PAM it was discussed that the activity of the PAT in attempting to improve the position in terms of a truly representative work force would be reviewed by the force to see what more and how better it could be done to influence BAME officer recruitment. What was the outcome of that review and what is the current position with PAT in terms of recruitment, retention and</i></p> | |

development of BAME officers.

- Positive Action lead is currently Sergeant Kate Wallace, who will be retiring in December, and will be replaced by Detective Sergeant Sabby Dhesi. This post is not in the policing model but we have committed to support.
- Work has been undertaken to increase the diversity of those looking to join Warwickshire Police, particularly in the role of Constable, as well as working to retain officers and staff through increasing awareness of career development opportunities, and offering directed guidance and support.
- The force has a workforce representation plan which incorporates attraction and recruitment as well as retention, progression and wellbeing. This plan is a rolling document which is reviewed at least monthly by Sergeant Wallace who reports on developments to Director of Enabling Services and the Diversity and Inclusion Board.
- We have made the best use of technology to ensure that we have been able to engage with the public as much as possible despite the restrictions that COVID has required, as well as taken the opportunity to host public events where prospective candidates can meet with us in person.
- Staffordshire University have been supporting the force with the positive action work involving us in their recruitment activities as well as developing online resources to encourage and support candidates as they prepare for their assessments. The feedback from the candidates is that they have felt very well supported and appreciated the assistance offered, which in turn has encouraged their commitment to joining Warwickshire Police in preference to other bordering forces.
- The June recruitment campaign for PCDA saw keen interest from a number of prospective candidates from under-represented communities and groups, who were then offered group and 1-2-1 support throughout the application and assessment processes. Of the candidates who are currently undertaking the final stages of their applications to become police officers, 10% of the candidates currently in the application process are from an ethnic minority background and 33% are female. We are also seeing keen interest from candidates who are LGBT+ and also those with a disability, which suggests that the positive action work is encouraging the public to see Warwickshire

Police as an inclusive employer of choice.

Q2b. What is the position in respect of the advancement of female officers in supervisory and managerial ranks, where the Performance Report notes that an additional 22 female sergeants and 7 female inspectors are required to meet 35% female representation?

- In the last 10 months, positive action has supported candidates seeking promotion to Sergeant and Inspector, offering interview practice workshops, guidance on how to prepare and how they will be assessed. As there were few officers from an ethnic minority background who were eligible to apply, there has not been significant changes in the representation in the supervisory ranks, with one out of two ethnic minority candidates being successful. However, there is work ongoing to encourage those who have joined the force in the last 2-3 years to aspire to progress their careers so that there will be a pipeline of future candidates seeking promotion once they are eligible to do so. During 2021, of 28 successful candidates seeking promotion to Sergeant, 9 were female, and of the five successful Inspector candidates, one was female.
- There is a current piece of work ongoing to encourage eligible officers to consider applying for the Fast Track Constable to Inspector promotion programme, with interest from a number of prospective female candidates and also LGBT+ prospective candidates.
- On 1st October the Women Of Warwickshire staff support network is hosting an event at Wolston Community Centre to promote women's health and wellbeing, as well as empowerment and leadership. The objectives are to encourage and support female colleagues to recognise their own skills and abilities and to have the confidence to apply for promotion and other career development opportunities, which is often a barrier to women (confirmed by the College of Policing Progression of Women in Policing Focus Group 2020).
- So whilst the deficits in representation have not been fully addressed this year, and it was not envisaged that such results could be achieved in a short timescale particularly when promotion exams are only held once a year, the building blocks for future increases have been established and Warwickshire Police will be on a better footing.

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| | <p>Q3. With the present rates of OST and FASP accreditation expiry it would appear that it's going to take many months to reduce it to reasonable levels at the current rates of training delivery. What does the Chief Constable consider to be 'acceptable' levels of expiry for OST and FASP and what is the anticipated time-frame to achieve this position.</p> <ul style="list-style-type: none"> • Sign off has been received to increase the class size. The issue is resourcing impact on front line officers due to abstractions not the availability of classes. • This is a situation that was to be expected and is entirely consistent with other forces, who have training backlogs as a result of COVID. • Because there was a 'bulge' last summer when we came out of the first lockdown, this results in a spike tickets being up for renewal 12 months later. It will take time to smooth this bulge. • Tolerance levels are being discussed at Workforce Development Group. <p>Q4a. Is there any explanation for the apparent decline in the August 2021 Burglary Victim Satisfaction Rates?</p> <ul style="list-style-type: none"> • We are looking more closely at burglary satisfaction data before the October VWEB and our victim journey mapping work is starting here to better understand this. This work will be shared with OPCC. • Burglaries have significantly reduced in terms of offence levels, from 6 a day to less than 3 over the recent years. <p>Q4b. It's understood that A&SI are conducting a review of Victim Satisfaction methodology and improvement measures. An update to the Commissioner on this work would be welcomed.</p> <ul style="list-style-type: none"> • There is no fundamental plan to reshape the method. We are always making service improvements and have for example focussed on improving sample sizes for some of the surveys e.g. hate, DA. We are also looking at how we might be able to use Warwickshire connect and victim journey mapping to complement the phone survey programme. | |
| 06.28/09/21 | <p><u>PCC Annual Report 2020/21</u></p> <p>No comment made.</p> | |

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| 07.28/09/21 | <p><u>AOB</u></p> <p>Police and Crime Plan 2021-25 The PCC introduced the subject of his next Police and Crime Plan 2021-25 and highlighted the proposed key priorities, namely: -</p> <ol style="list-style-type: none"> 1. Crime Reduction 2. Policing 3. Harm Reduction 4. Communities 5. Criminal Justice <p>It was anticipated that a draft would be provided to the Chief Constable for comment and views in the next week.</p> <p>Police and Crime Panel 23/09/2021 The PCC provided a brief update on the conduct of the Panel that had taken place the previous week. Following actions arising out of the Panel meeting, a request was made by the OPCC to the force for:-</p> <ol style="list-style-type: none"> 1. Any detailed data that they may have on the possession of offensive weapons and the demographics of the offenders.⁴ 2. Police officer establishment numbers since 2012⁵. 3. Request that Martin Rone-Clarke be invited for the next Panel meeting on the 15/11/2021 to present on GRT⁶. <p>Meeting concluded at 13:00 hours.</p> | |
| Agenda Item | Summary Of Actions | Allocated |
| 03.28/09/2021 | <p>¹Action AH to arrange for PCC to be invited to attend police officer recruitment event.</p> <p>²Action AH to arrange for PCC to meet with new PCSOs.</p> <p>³Action DP to arrange for the details of the OPCC volunteers to be provided to the force.</p> | <p>AH</p> <p>AH</p> <p>DP</p> |
| 07.28/09/21 | <p>⁴Action SR to review if any further data on possession of offensive weapons was available.</p> <p>⁵Action SR to provide police establishment figures to DP.</p> <p>⁶Action DP to extend invitation to Martin Rone-Clarke to PCP 15/11/2021.</p> | <p>SR</p> <p>SR</p> <p>DP</p> |