

**Warwickshire Joint Audit and Standards Committee Report Summary**

**Meeting Date:** 27<sup>th</sup> March 2024

**Subject:** Analysis and Performance – Empower People Post Implementation Review

**Contact details:** Stephen Russell, Director of Data, Strategy & Technology (on behalf of DCC Franklin-Smith)

**Purpose of the report**

This report provides the findings from the 6 month post implementation review of Empower People Model

**Recommendation**

That the report and findings are noted by members of JASC.

**Background**

Within the TOR the Committee has the role to review the governance and assurance arrangements for significant projects and programmes.

Within force this activity is governed primarily through the change board, chaired by DCC Franklin-Smith. They commissioned a post implementation review, undertaken by the change team (Head of Change) within Data, Strategy and Technology directorate and sponsored by DCC Franklin-Smith.

This report has been reviewed and approved through change board, Executive Board and presented to the Police and Crime Commissioner as part of the monthly Governance and Performance Board.

**Executive Summary**

- The report reviews the implementation of the empower people change programme which was a key strand of the wider empower programme and focused on reviewing the operational target operating model.
- This report is specific to the change delivered by the programme and is not a holistic review of Warwickshire Police's (the force) operating model and organisational performance. Within this report there are several ongoing actions, risks and lessons learned aligned to the tranches of the programme's delivery. Unless stated otherwise, these will be taken forward by Local Policing and Protective Services command.
- Whilst there are several actions and lessons learned the over-riding conclusion was that the change programme was undertaken effectively and implemented in an efficient way. There are signs of progress in terms of meeting the outcomes and objectives set out in

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the business case, albeit it is recognised that some of these are long terms aims and would not necessarily be evident in a review of this nature.

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