

Chief Officer Group 1st November 2010

Minutes

OPEN

Present:

Stuart Hyde (chair)	Deputy Chief Constable
Jerry Graham	Assistant Chief Constable (Territorial Policing)
Joanna Bancroft	Director of Personnel and Development
Mike Thompson	Director of Finance and Resources
Gill Shearer	Head of Marketing and Communications
Julie Johnstone (part)	Strategic Development
Nina Robinson	Minute Taker

1 Apologies for absence

Chief Constable Craig Mackey
ACC Michelle Skeer

**Action
owner(s)**

2 Minutes of meeting of 25th October 2010

The minutes were agreed as an accurate record.

3 Action updates

See action sheet

4 Declaration of any other business

There were no items of any other business

5 Minutes to note

There were no minutes to note

6 Standing Items

- a) **COG diary commitments and command cover**

Chief Officer Group

Noted.

b) Press issues

Gill Shearer updated the group on national and local press issues.

Agenda Items

(discussed out of agenda order)

7 Resource Management Strategy

Joanna Bancroft circulated an email raising issues around resource imbalances in BCUs and tensions around filling specialist posts. A protocol is needed to ensure balance, and it was agreed that the strategy will be considered further at COG next week after discussion at SMF and with the Federation.

ACTION: Resource Management Strategy to be discussed further at COG on 8th November.

Dir P&D

8 Overseas Postings

Joanna Bancroft advised COG that there is currently an application being made by an officer for an overseas position. COG agreed to support the application in principle, dependant on review of the threat assessment.

9 Equality Impact Assessments

Julie Johnstone joined the meeting and summarised the review of EIAs over the last twelve months. Progress has been made with all EIAs being completed, but there are still improvements to be made in the quality of EIAs. There is not enough commissioning of research, or use of existing data or other resources such as force champions and other groups. The Police Authority has been presented with the review findings and has requested that one EIA per quarter is to be assessed.

A new policy process has been introduced in July of this year which is simplified and should reduce bureaucracy. EIAs are not to be restricted to policies but are required for all major pieces of work. Options for ensuring accountability were discussed and COG agreed that PDCs would be the most appropriate forum for this, and that Boards must take more responsibility for approving EIAs alongside policies.

Not Protectively Marked

Chief Officer Group

Any other business

There were no items of any other business

Closed agenda

Date of next meeting

Monday 8th November 2010 9.30am

DRAFT

Not Protectively Marked