

NORTH AREA
SENIOR MANAGEMENT TEAM MEETING
31st August 2010

(OPEN)

Present

C/Supt Don Spiller (Chair)
Supt Mark Pannone
DCI Jason Hudson
Sgt Paul Jenner
Louise Norman
Julie Johnstone – Strategic Development

Apologies

C/Insp Adrian Sowerby
Anne Rogers

*Shaded section denotes Action Discharged

Date of Meeting	Action No.	Actions	Update	Discharged	Action Manager
22/06/10	97	Performance Contracts - formulate process for reporting back and update SMT.	Supt & Perf Sgt progressing Now 'not fit for purpose'. C/S confirmed there will be a Perf Cont and a process. C/S meeting with ACC next week. C/Supt to update. Perf contracts ended.	Pend Discharged 31/08/10	Supt & Perf Sgt
20/07/10	106	Appleby Fair 2011 Force restricted leave period to be clarified. C/Insp to liaise with Supt	Supt to liaise with Force Gold and update next meeting. Supt meeting with ACC 18/8 and will update next meeting. AR has meeting with ACC 18/8 to discuss outturn of Appleby Fair. Street Safe had been carried out in Appleby town centre 14 & 15 Aug. Supt will raise at MASCG on 23 Aug.	31/08/10	C/Supt Supt
17/08/10	112	Quality of Service - Provide update in relation to Sgt			Supt C/Insp

Date of Meeting	Action No.	Actions	Update	Discharged	Action Manager
		packs.			
17/08/10	113	Risk Register – Update required in relation to MIRs.			DCI
17/08/10	114	Insp Thomson to be briefed re audit of Brampton performance figures.	Completed.	31/08/10	Supt
31/08/10	115	Equality Standard – Perf Sgt to consider document and provide précis for next SMT after which, options to raise profile will be considered.			Perf Sgt
31/08/10	116	Assessment / review of all serious sexual offences to be provided for Supt.			DCI
31/08/10	117	Assessment / review of violent crime detection rates to be provided for Supt.			DCI
31/08/10	118	Performance – Class A Drugs – clarification of Kendal Calling PWIs to be confirmed.			DCI
31/08/10	119	British Crime Survey - Consider running some good news stories in local media to address public perceptions of police and correlate information with Community Voice.			Perf Sgt

2.	<p>POLICY WRITING & NEW EQUALITY STANDARDS</p> <p>Julie Johnstone from Strategic Development attended SMT to provide an update of policy writing and the new equality standard.</p> <ul style="list-style-type: none"> ➤ The Equality Standard is in every Commander and Director’s performance contract which no longer exists but still remains part of the agenda due to the HMIC Inspection which will take place between January and March 2011, which is now called ‘Valuing the Police’. HMIC will do a reality check of staff understanding of what the equality standard is about in terms of delivering outcomes for the public and the way policing services are delivered. Perf Sgt to consider Equality Standard document and provide précis at next SMT. ➤ The performance management framework is being reviewed in conjunction with the Police Authority and performance contracts will be updated to reflect what will be delivered. There is a Police Authority Strategy day on 	<p>115</p>
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	<p>3 Sept when ACC Graham will present proposals for the revised performance management framework.</p> <ul style="list-style-type: none"> ➤ The Equality Standard is an NPIA tool and badged as a continuous self assessment tool. ➤ At present it is more about raising awareness. It is not about complying with equality and diversity, it is about demonstrating the way staff deliver daily services to the public and how equality and diversity is integrated within these services and how it contributes to improved outcomes within the community. We should be able to evidence what we are already doing and be prepared for the Inspection team. ➤ Strategic Development have carried out a dip sample of minutes from meetings, main plans and strategies and other available documentation and carried out an internal audit against the Standard. It was found some documents meet the Standard and some do not. Once complete, Sarah Dimmock will incorporate all actions within the Single Equality Scheme Action Plan to ensure everything is embedded. ➤ Equality Impact Assessments – process and guidance have recently been re-written. The Equality Impact Assessment has been updated and approved by the Police Authority in June. The remit of EIA has been extended and is a statutory requirement. An EIA is required upfront prior to any major work or project being undertaken and prior to any decisions which could significantly increase workload. Pat Bell and Sarah Dimmock can assist with completion of the EIA form. Julie Johnstone will ensure the EIA is incorporated within the Bureaucracy Review. ➤ Documents and guidance are available on Force Intranet via Strategic Development & Information Department. ➤ In conclusion, there are 11 standards in relation to how we take into account the needs and requirements of all of the diverse populations within our community and how we ensure we eliminate as far as possible, disproportionality and improve outcomes for communities wherever possible. ➤ Continuous Improvement Toolkits were raised for awareness. Strategic Development can assist with completion where necessary. ➤ BCU Inspections – launch of ‘Going Local 4’ is currently on hold. ➤ ASB Report from inspection activities is expected to be available 16 / 17 Sept. 	
<p>3. 4.</p>	<p><u>Discussion -</u> MINUTES FROM PREVIOUS MEETING – MATTERS ARISING – discussed and actions updated.</p>	
<p>5.</p>	<p>QUALITY OF SERVICE</p> <ul style="list-style-type: none"> ➤ Sgt Sherlock had provided update at AMT on 25 Aug. ➤ Action Plan had been produced and discussed at BCU PDC on 26 Aug with CC and ACC, which was positively received. Sgt Sherlock is progressing prioritisation within Action Plan. 	

6.	<p>RISK REGISTER</p> <p>The Risk Register was discussed, updated and will be forwarded to HQ.</p> <ul style="list-style-type: none"> ➤ No.7 - Analyst Post – no issues to date. Score to be downgraded to 3. ➤ No.9 - Victim Contracts – ongoing. ➤ No.11 - Quality of Service, Admin – part of review. ➤ No.12 – No longer an issue for North BCU – closed. ➤ No.13 – NADS returned – closed. ➤ No.14 – STORM – being monitored – remain. ➤ No.15 – Citadel – risk related to confidence and reassurance - remain. 	
7.	<p>PERFORMANCE</p> <p>North PDC was held 23 Aug, and attended by CC and ACC. Performance was discussed in detail.</p> <ul style="list-style-type: none"> ➤ CC and ACC had considered what crimes are recorded as and they provided several challenges. Dwelling burglary and dwelling other are decreasing but certain types of theft are increasing. Queries were raised in relation to compliance with NCRS and integrity in our approach. There were no issues. The CC and ACC were assured by North SMT that North BCU performance is built on solid and ethical foundations. ➤ Brampton NPT – the audit work being carried out was recognised at North PDC and will be used as a template in Feb / Mar 2011 when every NPT will be assessed and a baseline determined. There will be three ‘pick up and go packs’ in relation to community engagement, crime and resources / people. ➤ Crime detail – Supt raised issues of detection rates decreasing by 2%, the dramatic increase in sexual offences and dramatic decrease in detection of sexual offences. Increase in violent crime and decrease in detections. Supt confirmed these issues were being investigated by DCI. It was noted that there is insufficient evidence to correlate the increase in reporting serious sexual offences with the campaign being carried out by Supt Thundercloud. In relation to detections re serious sexual offences, statistics required in relation to how many individuals have been questioned and detained but not charged due to a number of varying issues. DCI to provide an assessment / review of serious sexual offences. DCI has requested this issue be raised at Rape Steering Group. ➤ Violent Crime - DCI to provide an assessment / review of violent crime reduction in detection rates. <p>C/Supt confirmed, overall the North BCU PDC was very positive in relation to crime and performance.</p> <ul style="list-style-type: none"> ➤ Class A Drugs is only area in the red. Clarification of Kendal Calling PWIs to be confirmed. ➤ It was noted, detection rates overall are starting to decrease. 	<p style="text-align: right;">116</p> <p style="text-align: right;">117</p> <p style="text-align: right;">118</p>
8.	<p>A O B</p>	

	<p>➤ British Crime Survey – Perf Sgt had identified items for further discussion at BCU level:-</p> <ul style="list-style-type: none"> ○ Although crime is down there is a general belief that crime is changing and not being recorded, eg internet crime. ○ Fraud and forgery is increasing and is internet based. DCI noted these are emerging issues and should be identified in the Force Strategic Assessment. ○ Although crime is at a certain level, PCSOs suggest more than twice the amount of crime is being committed than recorded. ○ Risk Factors – 16 – 24yrs, highest risk is being a victim and tenant. ○ Unreported crime – mainly theft from person, vandalism and minor assault. <p>The above should be correlated to Community Voice work. Consideration to be given to running some good news stories in local media to address public perception.</p>	<p>119</p>
<p>9.</p>	<p>DATE OF NEXT MEETING - Tuesday 14 September 2010 at 1030</p>	