



# PEOPLE BOARD

Thursday 6 May 2010 - Conference Room 3

## OPEN MINUTES

**Present:** Deputy Chief Constable Stuart Hyde (CHAIR)  
 Joanna Bancroft, Personnel and Development Director  
 T/Detective Superintendent Keith Capstick, PSD  
 Andrew Dobson, Legal Services Director  
 Inspector Janet McGilloway, Executive Support  
 Chief Superintendent Kevin McGilloway, Structures Review  
 Gill Shearer, Marketing & Communications  
 Joke Maes, Police Authority  
 Ann Dobinson, Payroll & pensions Manager  
 Chief Inspector Dawn Allen, Personnel & Development  
 Stephen Kirkpatrick, Director of IT (Observer)  
 Hollie Mark (Minutes)

### 1 APOLOGIES

Apologies were received from Chief Superintendent Steve Johnston, Confidence Board representative.

Action

### 2 MINUTES OF PREVIOUS MEETING

Minutes of the previous meeting held on 02 March 2010 were accepted.

### 3 MATTERS ARISING / ACTION SHEET

No outstanding actions.

### 4 STANDING AGENDA ITEMS

#### a. Diversity Issues

Joanna Bancroft raised the matter of A1 assessments being undertaken within the force. An advert for an assessor went through Establishment Panel and the post was not filled internally. Feedback was sought from the Board on the possibility of advertising externally. It was agreed that as the force have 60+ trained assessors it would be more appropriate to utilise those existing skills and have the internal assessors carry out the assessments.

