**Executive Board Minutes**

**Meeting Date:** 21st April 2022

**Duration:** 10:00 a.m. –12:10 p.m.

**Location:** Dixon Room, Police HQ/Microsoft Teams

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| **Attendees** | | |
| **Durham Police and Crime Commissioner’s Office** | **Durham Constabulary** | |
| **Chair:** Joy Allen, Police and Crime Commissioner (PCC) | Deputy Chief Constable (DCC) - Ciaron Irvine | |
| Chief Executive Officer – Steve White (CEO) | Assistant Chief Constable (ACC) – Tonya Antonis | |
| Head of Accountability - Jeanne Trotter (JT) | Detective Chief Superintendent - Paul Gray (PG) | |
| Scrutiny & Accountability Officer – James Atkinson (JA) |  | |
| Champion: Victims, Michael Banks (MB) |  | |
| Governance and Finance Manager (note taker) – Jo’Anne Connor (JAC) |  | |
| **Guests** |  | |
| Miss Tracy Henderson – Internal Audit |  | |
| **Apologies** | | |
| Head of Private Office – Sweety Sahani (SS)  Head of Governance and Finance – Charles Oakley (CO) | Chief Constable (CC) - Jo Farrell  Assistant Chief Officer (ACO) – Gary Ridley | |
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| 1. **Welcome and Introductions** | | **Action Owner** |
| PCC Joy Allen, as Chair, welcomed all members to the meeting.  Apologies were received as documented above.  There were no declarations of interest shared. | | PCC |
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| 1. **Minutes from the meetings held on 17th March 2022** | |  |
| Minutes from the previous Executive Board meeting held on 17th March were accepted and recorded as true record.  A copy of the minutes is available on the PCC website. | | JAC |
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| 1. **PCC Action Log Update** | |  |
| Chair updated the Executive Board on the PCC outstanding Action log as below:  Reference 55 – The force review is now complete, and the delivery of the report is expected at this meeting. – This action is now complete with a request of regular updates on progress from the PCC.  Reference 60 - Force to provide Community Trigger briefing to PCC and share outcomes from CASBRAC – ongoing. DCC explained that the community trigger used by the Police force is a statutory national standard. PCC new policy lead Andrew Woodward and PCC ASB champion have a meeting booked in with Neal Bickford and Alastair Simpson. | |  |
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| 1. **Force Review** | |  |
| Deputy Chief Constable (DCC) Ciaron Irvine delivered a comprehensive update at Executive Board on the force review.  DCC explained that the force review would have taken place earlier, but delays were due to dealing with the challenges that covid brought.  DCC highlighted the investment in the Investigative Hub, the ending of the Section 22 with County Durham Specialist Operations Unit (CDSOU), the lessons learned during the force response to Covid, the desire from the Executive to have clearer lines of accountability and a structure that is more closely matched to the NPCC portfolios, the experience and lessons from recent inspections, the changes in the collaboration picture, the appointment of a new Police and Crime Commissioner, and the development of a new Police and Crime Plan, the changing nature of strategic threats and demands, and feedback from the current cohort of leaders within the force.  Exit from Covid, response to uplift, command structure, and long-term considerations were discussed including the construction of the Investigative Hub.  CEO asked around the welfare of new recruits, coming into the role of Police Constable, regarding their training and studies? DCC detailed the wrap around service provided by the training staff, supervisors, and counterparts. DCC added there has also been positive feedback from the new officers. PCC added it was good to hear that the probationers feel fully equipped to be able to take on the full range of tasks that the job requires.  Contact management and response were highlighted as the two most important areas to be aware of in relation to the quantity of demand coming in.  With the structural change planned to span over a 5-year period. It is accepted by the force that the full benefits of the force review will not be realised for a period of time.  The primary uplift recruitment into the force is taking place over the next 11 months (to March 2023). Therefore, the release of resource to see the benefits of the uplift programme will not be primarily realised until the end of the 2023 and fully realised until 2024.  Discussions took place around the number of detectives and the succession planning for gold and silver commanders.  PCC thanked the Executive team for their comprehensive update, their innovation and modernisation of the force. PCC asked if her team could be kept updated on how the force review progresses. | |  |
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| 1. **Thematic: Domestic Abuse and Sexual Violence** | |  |
| DCC explained what the force are doing in relation to the thematic reports and provided statistics to show the volume of cases, successes in these areas and is working closely with James Atkinson and Paul Gray to develop an algorithm evidence-based document which will form part of all the thematic updates.  Violence Against Women and Girls, including domestic abuse continues to be both a national and force priority.  Year to date performance data shared showed a decrease in high-risk DA referrals over the last three years whilst medium risk referrals have increased. Medium risk DA victims and perpetrators are the focus of the forces MATAC team and after a thorough evaluation in 2020 showing that MATAC interventions reduced the number of safeguarding incidents, crime and harm, a further two navigators have been appointed.  The navigator’s role includes working with perpetrators of DA, focusing on their critical pathways, whilst the domestic innovation team officers ensure regular contact with the victim.  In the response to lockdown police forces saw it as a priority to protect their most vulnerable and within Durham Constabulary, in April 2020 a Covid 19 review was carried out with three identified processes being agreed. It was felt that these processes would assist the Organisation in identifying those victims of DA who were potentially at greater risk.  In March 2022 the draft academic findings from the N8 Protect Covid 19 were shared, the initial research focusing on ‘**Exploring lived experiences of intimate partner violence and abuse during the Covid-19 global pandemic’.** PCC agreed these findings provide a valuable insight into the experiences of participants accessing support during the pandemic.  PCC said she was pleased to read in the report the positive action with arrest rates going up and improvements with the use of body worn cameras.  The extension of Section 28 – pre-recording of cross examination for all victims of DA is currently on hold whilst a decision is made nationally on which cases this would include.  PCC asked what is the recent data in terms of the number of stalking orders and the outcomes of these? The national crime recording standards shows Durham Constabulary as high on the threshold, which is consistent over time. DCC shared details of equipment that is now being developed and is starting to be issued to response officers to distribute to vulnerable victims. He also highlighted TecSOS which is a**unique mobile solution that provides immediate connection to the Police at the touch of a button 24/7.** The TecSOS handset provides an enhanced level of confidence, protection and reassurance for individuals who are victims of domestic abuse. PCC agreed Durham Constabulary perform well and would like to see the evidential base with numbers and context.  In relation to the police and crime plan deliverable to *prioritise developing a violence against women and girls’ strategy aimed at changing attitudes and improving our knowledge of and response to the crimes that predominantly affect women and girls so that no woman needs to live in fear and girls grow up knowing they are safe,* the question was in relation to how the force interacts with the recent national VAWG strategy and outcomes framework. Also, the Rape and Serious Sexual Offences (RASSO) will be progressed via the forthcoming Operation Soteria National Operating model and how will the remaining VAWG offences be dealt with? Mr Banks said it was brilliant to hear Durham praised for their courage and openness in the process on operation Soteria. He asked about the operating model for the RASSO offences and what is going to be in place for these offences? DCC explained that following a recommendation made by Her Majesty’s Inspectorate for Constabulary Fire and Rescue Services (HMICFRS) to recruit national police lead for VAWG, Maggie Blyth had been appointed to coordinate police action across England and Wales. A VAWG dashboard has being produced for force performance which is aligned to the VAWG national toolkit. Collaboration with partners and wider communities has already begun in this area. ACC said that as clearer links come in from Maggie Blyth this work will be embedded more and feedback after the first six months will be shared with the PCC.  PCC was reassured by the number of awareness training sessions delivered on Domestic abuse and asked for an update on how many people had been trained in this area. DCC agreed there is more Durham Constabulary can do, there is always a new victim and the need of confidence in reporting is key. All officers have awareness training with some peopled having a heightened aware around Claire’s Law and Sarah’s Law and Domestic Abuse matters.  PCC asked what timelines have been attached to the CPS actions listed in the report? DCC answered that this is down to the CPS as they are the lead partner on their own tracker. PCC suggested that this could be progressed through the LCJP mainly through the effective and efficiency group. JT to progress.  In relation to the police and crime plan deliverable *to support the use of robust domestic violence perpetrator interventions to prevent domestic violence and abuse happening in the future* questions were raised in relation to the resolved rates which are decreasing year on year despite increases in arrest rates for Domestic Abuse. What are the reasons for this and what is being done to change the direction of travel? ACC updated the board on the outcome 22 figures (this is a new police outcome code that can be used when the police have decided to defer prosecution until the accused has been given the opportunity to engage with intervention activity).  PCC was grateful for the comprehensive update. | |  |
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| 1. **PCC Accountability Report** | |  |
| Mr Atkinson presented the PCC Accountability Report.  Processes have been put in place and supported.  The Executive Board noted and agreed the content of the PCC Accountability Report. | |  |
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| 1. **Internal Audit Plan 2022/23** | |  |
| Miss Henderson introduced herself to the Executive Board as the Chief Internal Auditor and Corporate Fraud Manager from Durham County Council.  Miss Henderson explained Durham County Council have a service level agreement to carry out the Internal Audit function for Durham Constabulary and the Durham Police and Crime Commissioner.  The Executive Board are being asked to approve the Internal Audit plan 2022/23 which was reported to and agreed by the Joint Audit Committee at its meeting on 22 March 2022.  The Executive Board approved the Internal Audit plan 2022/23. | |  |
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| 1. **Internal Audit Charter** | |  |
| Miss Henderson has brought the Internal Audit Charter to the Executive Board for approval, this was last agreed in March 2021 and will be applied to all reviews undertaken as part of the Internal Audit plan for 2022/23.  The Charter reflecting the changes made to the Public Sector Internal Audit Standards (PSIAS) in 2017 was previously considered by the Joint Audit Committee on 09 March 2021. The Charter is subject to annual review by the Chief Internal Auditor and Corporate Fraud Manager. On this occasion, with no new revisions made to the PSIAS and in only needing to reflect name changes further to the appointment of the Interim Chief Internal Auditor and Corporate Fraud Manager, it is considered that no further amendments to the Charter are required.  The Executive Board approved the Internal Audit Charter which was reported to and agreed by the Joint Independent Audit Committee at its meeting on 22nd March 2022. | |  |
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| 1. **Any Other Business** | |  |
| Chair thanked all members of the Executive Team and the PCC staff and all who have contributed to this meeting.  Next Executive Board to be held on 26th May 2022 at 11am following the public accountability meeting majoring on Contact Methods. | |  |
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