

**Title**

JOINT BUSINESS MEETING

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<b>Date</b>	<b>Location</b>	<b>Duration</b>
27 <sup>th</sup> July 2017	Victory House, Balliol	10:15am – 11.25am

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**Present:**

Vera Baird – Police and Crime Commissioner (Chair)  
Steve Ashman – Chief Constable  
Elaine Snaith – OPCC Chief Executive  
Darren Best – Assistant Chief Constable  
Rachel Bacon – Assistant Chief Constable  
Helen McMillan – Assistant Chief Constable  
Mike Tait – Director of Finance and ICT  
Mike Mullen – Director of Asset Management  
Dean Lowery – Officer of the PCC

**Invitees**

Sarah Gracey – Durham University

**Apologies**

Winton Keenen – Deputy Chief Constable  
Joscelin Lawson – Director of People and Development

**OPEN AGENDA**

**1. Minutes from the Previous Meeting**

The minutes of 13<sup>th</sup> July 2017 were agreed as a true and accurate record.

**2. Staff Survey Gender Analysis**

Sarah Gracey, Durham University presented a further breakdown of the results of the recent Northumbria Police staff survey following a request by the Commissioner for a breakdown of results based on protected characteristics (PC).

Sarah highlighted that due to the potential of being able to identify groups or individuals within a workforce through their survey answers, protected characteristics are not routinely included, with the focus being the general perceptions of staff and officers.

In relation to gender analysis no statistical differences were observed between genders and there were very small differences in data observed across the organisation between genders generally.

Assistant Chief Constable Bacon highlighted the work that the force are undertaking in relation to protected characteristics staff and officers by re-launching the BPA Association and Disability Network to support disability staff. Once these groups have

been formed work will be undertaken with them to specifically look at the opinions of staff within these specific groups.

**AGREED:** That the report be noted.

### **3. Police Presence in the Crown Court**

Assistant Chief Constable Bacon presented a report providing an update on police staff who have been based within the Crown Court as part of the “Better Case Management Structure” (BCM) and presence within Magistrates Courts under “Transforming Summary Justice”.

The aim of the system was to improve the early guilty plea rate and increase the number of cases brought to a conclusion at the first hearing.

The report highlighted that in relation to BCM, performance has improved with the guilty plea rising from 17% prior to the introduction of BCM to 31.4% between March and September 2016/17. It was noted that police staff are now undertaking their work through a remote link by email rather than a staff member being based within the court. Since this change was implemented guilty pleas have risen to 35.3%.

The report highlighted that in relation to the work in Magistrates Courts, the pilot was successful in improving the throughput of cases and increasing the number of cases finalised from 10% to 50% with the main issue resolved being the provision of CCTV evidence.

The Commissioner felt that even though the report highlighted some improvements she felt that further improvements could be made to increase the number of early guilty pleas. She requested that staff increase the level of recording of each case day by day highlighting the issues that have arisen and what needed to be done to address the issues. It is felt by looking in-depth at the statistical information that further improvements could be made.

The Chief Constable confirmed that increased recording will be undertaken and evidence will be provided in the form of a briefing to the Commissioner in before October 2017.

**ACTION:** That the report be noted and that a further briefing be presented with the inclusion of increased statistical information to the Commissioner before October 2017.

### **4. Capital Monitoring 2017/18 – Quarter 1**

The Director of Finance and ICT presented the Capital monitoring 2017/18 – Quarter

The report highlighted that the revised capital programme currently stands at £13.37m.

Capital receipts all remain on target and the Director of Finance confirmed that there were no issues to raise attention to.

**Action:** That the report be noted.

## **5. HMIC Stalking and Harassment, “Living in Fear”**

ACC Best presented a report following a joint inspection of six police forces in 2016 by Her Majesty’s Inspectorate of Constabulary (HMIC) and Her Majesty’s Crown Prosecution Service Inspectorate (HMCPIS) relating to the police and Crown Prosecution Service response to harassment and stalking.

ACC Best highlighted that prior to the review Northumbria Police undertook an internal review of the Police Information Notice and a self-assessment of stalking and harassment to determine the level of training and knowledge of across the force with the report highlighting these findings.

Following the internal review a number of recommendations were made with an update on the implementation of each of these provided by ACC Best.

The HMIC and HMICPS inspection findings were also presented which highlighted that Northumbria Police were an outlier in relation to the recording of stalking offences. It was noted that Northumbria Police approximately record 1 stalking offence for every 450 harassment offences which is much less than other forces. This may support the finding that there is a misunderstanding of varying interpretation of the definition of stalking.

ACC Best did highlight that one of the recommendations of the inspection was that there is no firm legal definition of stalking and that the legislation be reviewed with the assistance of the College of Policing. ACC Best also commented that in relation to classifying an offence as stalking, then the force is an outlier however in relation to harassment Northumbria would be the second best in the country, if stalking and harassment were combined then the force would be joint second per thousand population.

ACC Best discussed how the force will respond to the outcomes of the report with an explanation given on the removal of the Police Information Notice (PIN) and the potential use of Early Harassment Notices which is currently being looked at by the College of Policing.

ACC Best confirmed that an action plan has been put in place and will be monitored by the Safeguarding Board. The Commissioner requested that this action plan be presented in due course with further information relating to what difference it is making by Northumbria Officers classifying a case as harassment rather than stalking.

**ACTION:** That the action plan in relation to the Stalking and Harassment Inspection be presented to a future JBM meeting.

## **6. Forward Plan**

All items for the 24<sup>th</sup> August 2017 JBM were agreed for presentation.

## **7. Any other Business**

No further business to discuss

## **8. Future Meeting Date**

The next meeting of the JBM will take place on 24<sup>th</sup> August 2017 at 10am, OPCC Office.