

SUFFOLK POLICE AUTHORITY

PA09/75

MINUTES OF THE POLICE AUTHORITY

A meeting of the Police Authority was held in the LEC Building, Police Headquarters, Martlesham on Friday, 9 October 2009 at 10.10 am.

Present:

Gulshan Kayembe – Chair
Colin Spence – Vice Chair

Holden Cook, Peter Gardiner, Liz Harlaar, Judith Lancaster, Deanna Law, Rae Leighton, Gill Lewis, Tim Marks, David Rowe, Joanna Spicer, Anne Tyler, David Wood and Mary Young.

Officers in attendance: Simon Ash (Chief Constable), Chris Bland (Treasurer), Jacqui Cheer (Deputy Chief Constable), Phillip Clayton (Assistant Chief Officer), Andrew Doole (Staff Officer), Christopher Jackson (Chief Executive), Gary Kitching (Assistant Chief Constable) and Ian Rands (Business Manager).

1. **CHAIR'S ANNOUNCEMENTS**

- 1.1 The Chair offered apologies on behalf of Patricia O'Brien and wished Peter Gardiner a swift recovery following his ankle operation.
- 1.2 The Chair announced her intention to add an item concerning the Policing Pledge to the agenda as urgent business. This arose from the HMIC gradings being published that morning following an inspection of all Forces in terms of the delivery of the Policing Pledge. The outcome of the inspection required that the Authority give immediate consideration to the matter.

2. **PUBLIC QUESTION TIME**

- 2.1 There were no matters raised under this item.

3. **DECLARATIONS OF INTEREST**

- 3.1 There were no matters recorded under this item.

4. **CONFIRMATION OF MINUTES**

- 4.1 The minutes of the meeting held on 11 September 2009 were confirmed by the Authority as an accurate record and signed by the Chair (Paper PA09/69 in the Minute Book).

5. **UPDATE ON THE IPSWICH STREET PROSTITUTION STRATEGY**

- 5.1 The Authority considered a report by the Chief Constable that provided an update on the continued progress of the Ipswich Street Prostitution Strategy (Paper PA09/70 in the Minute Book).
- 5.2 The Authority was pleased to note the continuing good progress and recorded its thanks to Detective Superintendent Tim Beach who was retiring shortly. He had been instrumental in the developing and driving the strategy from a Constabulary perspective.
- 5.3 The proposal in paragraph 4.4 of the report concerning the carry forward of a £50k underspend for the remaining two years of the strategy was supported. The Deputy Chief Constable made the point that there was no intention of withdrawing current staffing resources devoted to this area of work.
- 5.4 There was a discussion about the growing awareness of issues linked to off-street prostitution and an acknowledgement that they also had to be tackled, particularly around exploitation. The Deputy Chief Constable said that Forces nationally were more sighted on this issue and it was not growing disproportionately in Suffolk. A proposal that the Safer Suffolk Partnership be formally requested to take forward this work and in particular the 6th strand of the strategy entitled 'Coercive Partners' was supported.

The Authority **RESOLVED** that :

- (i) the continued progress of the Ipswich Street Prostitution Strategy be acknowledged and welcomed;
- (ii) the 6th strand of the strategy be endorsed and the Safer Suffolk Partnership Board be asked to carry forward that work;
- (iii) the carry-over of funds from 2009/10 for the final two years of the strategy as outlined at paragraph 4.4 be supported.

6. **COMMITTEE BUSINESS REPORT**

- 6.1 The Authority considered a report by the Chief Executive on matters linked to the business of the Authority that had arisen since the last report was presented to the meeting on 11 September 2009 (Paper PA09/71 in the Minute Book).

The Authority **RESOLVED** that:

- (i) the information in the bulletins attached to the report be noted;
- (ii) the amendments to the terms of reference of the Monitoring & Audit Committee set out at paragraph 3.2 of the report be approved.

7. **THE POLICING PLEDGE**

- 7.1 The Authority agreed to consider as urgent business the HMIC grading of Suffolk Constabulary as 'poor' that was being published that morning as part of the results flowing from inspections carried out in all Forces over the summer period. HMIC had reviewed how well Forces were delivering against the ten

minimum standards set out in the Policing Pledge and a copy of the findings for Suffolk were tabled and also appear in the Minute Book.

- 7.2 The Chief Constable said that Suffolk was one of two Forces graded as 'poor', the other being Cumbria. Eight Forces had received a 'good' grading and the remainder 'fair'. Given the report listed a 'fair' grading for Suffolk against 8 of the 10 Pledge points he had sought information around scoring but had little success; national moderation had clearly impacted on the position. The findings appeared to reflect HMICs new 'fierce advocate of the public' role. He highlighted some of the areas where it was evident that Suffolk was not performing as well as it might including tasking arrangements, website management and capturing dissatisfaction, particularly at the more minor level.
- 7.3 While clearly disappointed, the Chief Constable was determined to address the findings as soon as possible and had asked Chief Superintendent Paul Marshall to lead on this. A plan of action was being drawn up that would include a number of 'quick wins' as HMIC intended to revisit the Force by January next year. It was understood that it would be possible to address the grading issue at that time so some immediate actions were favoured. He had asked for the support of Peter Neyroud, Chief Executive of the National Policing Improvement Agency in this regard.
- 7.4 At the request of members, the Chief Constable also reported on upcoming inspections and he highlighted the importance of the 'Rounded Assessment' process that was beginning on 26 October and would feature quarterly reviews. Other reports recently received were a Serious Violent Crime Audit and a joint ACPO/CPS Rape Support Service Review. HMIC/HMP were carrying out joint inspections of custody across all Forces and he had offered to be early in that process in view of the progress made against the Safer Detention guidelines although nothing had been heard. A Workforce Inspection was due in 2010.
- 7.5 The Chair was anxious that the Authority should work closely with the Constabulary and a proposal that the Vice Chair would lead on this was supported. He would liaise closely with the Chair and Chair of the Engaging Communities Committee. It was clear that members could support the process through their SNT link roles and on further discussion the Chief Executive agreed to issue a briefing note to help members contribute to the process of delivering the Pledge; this would include information on reality checking and mystery shopping. Discussions could also take place at Area meetings.
- 7.6 The following is a summary of comments made by members :
- the failings were not evident to members from dealings at SNT level or from the report on the Pledge in September when the inspection was mentioned;
 - while the grading could impact on public confidence, current performance and satisfaction levels were good overall;
 - there was concern that the findings could impact on staff morale;
 - greater effort was required in terms of preparation for inspections, particularly around the collection of evidence and demonstrating outcomes;
 - communication channels were clearly an issue and this had been evidenced by some of the comments made at the District Meetings held to date.

- 7.7 A proposal by the Chief Executive that the findings should be added as a high category risk on the Authority's Risk Register was supported. In concluding, the Chief Constable referred to the need for the whole of the organisation to be responsive to change. It was important in this instance to get the foundations in place in terms of systems and compliance but staff also needed to be open to understanding that the Constabulary was now being judged from a customer and community perspective in terms of what it was like to receive the service and this needed a fresh mindset in some cases.

The Authority **RESOLVED** that:

- (i) the disappointment over the findings expressed by members and the Chief Constable be recorded;
- (ii) Colin Spence be appointed to work closely with Constabulary officers on the actions designed to bring about some immediate improvements;
- (iii) the Chief Constable be requested to report to the next meeting on 13 November on the progress against the action plan including those steps proposed to be taken prior to the HMIC return visit with a view to achieving an amended grading;
- (iv) the HMIC findings be recorded on the Authority's Risk Register as a high category risk;
- (v) the Chief Executive issue advice to members on how they might support improvements in this area through their SNT link roles;
- (vi) the Chief Constable be requested to provide regular updates to members on the inspection programme generally including timescales and possible risks/threats.

8. **EXCLUSION OF THE PRESS AND PUBLIC**

- 8.1 The Authority **resolved** that the public, including the press, should be excluded from the meeting during consideration of the following items on the grounds that:

- (i) they involved the disclosure of exempt information as defined in paragraphs 1, 3 and 7 of Part I to Schedule 12A of the Local Government Act 1972;
- (ii) in all the circumstances the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

9. **CONFIRMATION OF MINUTES [Exempt: Individual(s)1, Financial/ Business Affairs 3 and Crime 7]**

- 9.1 The confidential minutes of the meeting held on 11 September 2009 were confirmed by the Authority as an accurate record and signed by the Chair.

10. **ASSISTANT CHIEF CONSTABLE POST [Exempt : Individual(s) 1]**

- 10.1 The Authority considered a confidential report by the Chief Constable on proposals linked to an additional Assistant Chief Constable (ACC) post.

- 10.2 The Authority supported the appointment of Detective Chief Superintendent Stewart Gull to the Temporary ACC position. This vacancy arose following the appointment of Martin Jelley as the substantive ACC for Northamptonshire Constabulary. Members were assured that there was sufficient resilience within the Protective Services Directorate in terms of backfilling.
- 10.3 The Authority also accepted that a case had been made for converting this temporary post to a permanent role for the reasons set out in the report. In doing so, members were anxious to make it clear from a public perspective that a Chief Superintendent post was being removed from the establishment and the difference in budgetary terms was £11,375 for the temporary period of 7 months and £19,500 annually thereafter.
- 10.4 There was a suggestion that a report be presented on the difference the new post had made after six months. Recognising that portfolios were changing the exact timing of such a report was left open.
- 10.5 Looking forward the Chief Executive asked the Authority to consider the establishment of an Appointments Panel and he advised that for recent recruitment processes there had been six members appointed – four councillor members and two independents. A proposal that the number be reduced to five plus a reserve was supported and any training requirements would be reviewed once names were identified. It would be a matter for that panel to consider the detailed appointment process, including whether a suggestion of involving a wider cross section of members withstood scrutiny.
- 10.6 As to timing, the Authority was dependent on guidance from the Senior Appointments Panel (SAP) office and it was already clear that an appointment process could not begin until April 2010 at the earliest. On that basis extending the temporary arrangements until a permanent ACC was appointed was supported.

The Authority **RESOLVED** that:

- (i) the appointment of Detective Chief Superintendent Stewart Gull to the temporary ACC post from October 2009 until a permanent appointment was made be agreed, subject to SAP, Regional HMIC and Ministerial approval;
- (ii) the appointment of an additional ACC on a permanent basis be approved;
- (iii) the Chief Executive be authorised to make arrangements to recruit for the permanent ACC position to include notification to SAP of the intention to recruit following the next Strategic Command Course outturn in March 2010;
- (iv) the Chief Executive, in consultation with the Chair and Vice Chair, be authorised to establish an appointments panel of five members plus a reserve.

11. **NORFOLK AND SUFFOLK COLLABORATION – PROTECTIVE SERVICES**
[Exempt : Individuals 1 and Crime 7]

- 11.1 The Authority considered a confidential report by the Chief Constable that introduced three business cases linked to areas of Protective Services which

had been identified as part of the Year 2 'preferred partner' collaboration programme.

- 11.2 The Authority was advised that, in order to allow for further consultation with relevant officers, Norfolk Police Authority had agreed to defer consideration of the business cases. In particular the Treasurers of the two Authorities had asked to meet with the Collaboration Team to discuss the financial implications in more depth together with the scoring options. A proposal that Suffolk should do the same was supported. In doing so members made reference to the findings in the Hudson Report and the need to submit such reports to stakeholders in good time.
- 11.3 Referring to the business cases, it appeared that certain options had been dismissed without the reasoning being explained. The Deputy Chief Constable explained how, from a professional policing point of view, such options could not be contemplated and it was proposed that this should, in an appropriate case, be recorded through a statement within the business case.
- 11.4 Members were asked to submit detailed views on the business cases as they stood to the Treasurer.

The Authority **RESOLVED** that :

- (i) consideration of the business cases be deferred and resubmitted to a later meeting following further consultation with the Treasurers of the two Authorities;
- (ii) in the meantime, members submit any detailed comments electronically for consideration as part of the revised timetable.

The meeting ended at 12.06 pm.

Chair