

ACCOUNTABILITY BOARD: ACTIVITY SCHEDULE 22/05/25

PRESENT: Chief Constable, Deputy Chief Constable, Assistant Chief Constable Local Policing, ACC Corporate Services and Operations, ACO Resources (online), Force Head of Corporate Services, Force Head of Communications, Force Chief Finance Officer, Police and Crime Commissioner (PCC), Deputy Police and Crime Commissioner (DPCC), OPCC Chief Executive, OPCC Chief Finance Officer, OPCC Head of Assurance and Statutory Duties.

| ITEM | REPORT | BRIEF DESCRIPTION | ACTION | OWNER | TIMESCALE |
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| 1 | Welcome and Introductions | Apologies: Assistant Chief Constable Crime and Criminal Justice. PCC welcome Chief Constable Chris Todd to his first Accountability Board and set out the aims of the meeting around holding to account. | | | |
| 2 | Activity Schedule Updates | ACO Resources updated on Central Stores and locations being considered. Section 22 not yet in place and innovation activity being considered. | | | |
| Inspections, Audits and Reviews | | | | | |
| 3a | HMICFRS Update | DCC updated. DCC stated HMICFRS returning in September 2025, fieldwork from 6 October 2025 with 8 inspectors for 10-day period, excluding custody inspection. Strategic presentation 30 September 2025 including Areas for Improvement (AFIs). Chief Constable positive around PEEL timing issues and no room for manoeuvre, although this will mean large gap between inspection and final report. PCC updated on recent meeting with HMICFRS. DCC discussed HMICFRS were looking at AFIs and thematic recommendations nationally. Force already analysing requirements and updating portal every 3 months as required. DCC outlined achievement of call handling and outcome targets, with victim-based outcome rate also improved. OPCC Head of Assurance and Statutory Duties outlined recent decision by HMICFRS to grade custody inspections and follow six-point approach. PCC asked whether Force following same audit methodology used by HMICFRS, and DCC stated potentially slightly different approach as reference point was first PEEL inspection, but confirmed if data locally is correct, position should be good. ACC Local Policing stated Force assisting others with their approach. Aware current HMICFRS team do not have history of Force, so assisting with local approaches. | PEEL schedule communications issues to be considered earlier than August 2025. Send HMICFRS custody grading requirements to Force Head of Corporate Services | DCC / Force Head of Communications OPCC Head of Assurance and Statutory Duties | June 2025 May 2025 |
| 3b | Operation Navette - learning | DCC updated. PCC asked whether public order safety training was continuous process. DCC confirmed. Discussed Mayoral outcome on North and South Bank. PCC asked about public order helmets. ACC Corporate Services and Operations outlined potential new supplier nationally. Discussed riot compensation issues and PCC clarified details on website. OPCC Chief Executive highlighted learning for future claims and develop points of verification with Force and communication/preparedness. Discussed impact on insurance coverage and lessons addressed. DCC added Operation Navette 2 recently published, directed at forces instead of social media companies. | Issues from Operation Navette 2 to place onto Force Risk Register where appropriate. | DCC | June 2025 |

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| 3c | Stalking IOPC Police Recommendations – Super-complaint | DCC updated. PCC asked about trajectory with Stalking Protection Orders (SPOs), currently at 49. DCC outlined positive work with Suzy Lamplugh Trust, ensuring regular audits and monitoring of risks. Force in better position, but issues around end-to-end process. Officer approach improving and moving in right direction. Large numbers of stalking are domestic abuse related, now dealt with via DASIT. OPCC Chief Executive asked about areas in progress, at what point will they be completed, and what else is required. DCC to report back in future on progress. | Report back on progress in future. | DCC | November 2025 |
| Collaboration and Partnerships | | | | | |
| 4 | IS Futures Update | ACO Resources updated and outlined recent meeting, with revised proposal from IT. Moving towards better position and resolution of main governance issues. Business case being developed in positive direction and bringing in further skills. Risk around elements in centre and potential restructuring. | | | |
| Risks | | | | | |
| 5 | Force Strategic Risk Register | DCC updated and outlined full risk register provided following switchover to Pentana Risk system. No significant further risks outlined, but future potential risk discussed as Force Risk Manager recently left organisation. Temporary person in place and recruitment being developed. DCC highlighted health and safety risks being mitigated. OPCC Head of Assurance and Statutory Duties outlined report production issue with Pentana Risk system and requested assistance of IT to resolve. OPCC CFO outlined OPCC risk register showing funding as high risk, but lower on Force register and need to consider differences. Discussion outlined in-year vs. longer-term risks. Force CFO would discuss and realign as necessary. OPCC CFO discussed savings target issue. PCC asked about Operation Tabula around custody image processing. DCC outlined this was national issue and timeline to be advised nationally. PCC also asked about pension remedy and was informed of two breaches, all registered and no feedback so far. | Resolve issue around Pentana reporting problems. Consider financial risk differences on Force and OPCC risk registers, realigning if necessary. | ACO Resources Force and OPCC CFOs | June 2025 July 2025 |
| People | | | | | |
| 6 | People Services | ACC Corporate Services and Operations updated. Outlined officer figure of 2,999 plus Neighbourhood Policing Guarantee figures, leading to 3,037 later in year. Staff currently at 1,270. Sickness figures – currently 6.45% of hours lost (6.42% for officers/6.52% for staff), down 17.2% since last year. Mainly respiratory/psychological issues. Attrition figures – 161 officers left in year, of which 71 voluntary resignations. Working through reasons for leavers. Staff attrition 130 over last year. | | | |
| Finance | | | | | |
| 7a | Finance Update | ACO resources updated. No specific issues identified. PCC CFO stated that it was overall positive picture, with budget delivered at year-end and risks mitigated. Collaboration figures requested last time and provided but asked about certainty of IT numbers accuracy. Force CFO stated work commenced around collaboration. Outlined positive approach to efficiency target, discussed mid-year around lack of reserves if pay award goes ahead. DCC also added | | | |

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| | | <p>nationally they were hoping to reassess NPCC (National Police Chiefs Council) driven collaborations in near future.</p> <p>PCC asked about underspend on DCC performance fund. DCC outlined future budget will be held across commands and could be vired across if required. Part of underspend related to Operation Navette which was lower than expected.</p> <p>DPCC asked about a few overspend items including £16k on photocopying, outlining this was public money. Force CFO discussed contract renegotiation and identification of specific users.</p> <p>PCC outlined no need for commentary on OPCC within report and overspend was related to Legacy victim requirements, already in public domain.</p> | | | |
| 7b | Procurement Update | <p>ACO Resources updated. Report provided visibility around pipeline and reasons for Single Tender Actions for example. New Procurement Policy will be added into refreshed Code of Corporate Governance now underway.</p> <p>OPCC Chief Executive stated overall the paper provided a useful line of sight. In respect of high-profile projects, need to show on the template what is being done. Would be helpful to have column around routes of procurement and put OPCC contracts separately. OPCC Chief Executive asked to provide assurance around contracts outside of Force being undertaken correctly.</p> <p>OPCC Chief Executive outlined some STAs (Single Tender Actions) and discussion required around ensuring correct exemption usage. OPCC Chief Executive stated use of STAs required clear rationale and should not be the norm.</p> <p>Force CFO provided reassurance and some STAs in place pre-local procurement team, local team now routing out issues.</p> | Update table to include route of procurement and put OPCC contracts on separately. | Force CFO | July 2025 |
| Performance | | | | | |
| 8a | Police Conduct | <p>DCC updated. PCC asked about issues with cases up to three years. DCC responded by stating that certain issues were out of Force control, but potential for progress in future through changes to vetting regulations, which will be explored. DCC also discussed Regulation 13 issues.</p> <p>OPCC Chief Executive asked about capacity issues and recent national conference inferred Force had a lean department for dealing with conduct matters. DCC discussed issues and CC added he wanted to ensure Force were able to take demand out of system accordingly and putting onto frontline responsibilities.</p> | | | |
| 8b | College of Policing APP – Engagement and Communications | <p>ACC Corporate Services and Operations updated. OPCC Chief Executive stated report helpful and asked if APP (Authorised Professional Practice) included anything around Chief Constable responsibilities to engage with public, e.g. Humber Talking.</p> <p>Force Head of Comms stated it doesn't cover specific roles and more focused around corporate communications function with engagement. OPCC Chief Executive stated communications and engagement should not be separate, so work to do around this. PCC added this area of business had improved significantly and DPCC added more needed to be done to improve feedback from teams on ground around social media presence.</p> | | | |

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| 8c | Digital Innovation Programme Update | ACO Resources updated. In 2020, £1m was provided by PCC to Force Digital Innovation Board. Since then, process changed with focus that has brought in £1.4m of external funding and mainstreamed digital funds of £200k. Team has won Awards, with high profile for trying out many things for first time in policing. PCC stated it was good to see where money had gone, and value created. Now a need to undertake publicity with community. Chief Constable agreed and OPCC Chief Executive highlighted summarised infographic approach. | Develop publicity communications around the outcomes from the Digital Innovation Fund. | Force Head of Comms | July 2025 |
| 8d | Neighbourhood Policing Pledge | ACC Local Policing updated. PCC stated positive discussion with Force Lead around the pledge. ACC Local Policing discussed uplift approach to ensure further 38 officers are in place as soon as possible, including within town centres and main retail areas. Technology including Visibeat and Smart Storm will be fully utilised. New Neighbourhood Policing qualification being developed and launched nationally. ACC Local Policing outlined current shop theft charge rates, highest in England and Wales at present. ACC Local Policing discussed return that PCC is required to send to Home Office by 6 June 2025 around national town centre initiative during July-August 2025. Return being co-ordinated by OPCC and on track for return on time. | | | |
| 8e | Road Safety Update | ACC Corporate Services and Operations updated. PCC discussed that direction of KSI (Killed or Seriously Injured) travel not improved. DPCC added that OPCC and partners recognised strategic direction needed to change. DPCC stated that CSW Co-ordinator was doing a good job in moving Community Speed Watch (CSW) scheme forward and had implemented online system for training and recording. OPCC Head of Assurance and Statutory Duties added Operation Snap now regularly receiving up to 500 reports per month and making positive impact for local people. DPCC added there was opportunity for Operation Snap to potentially take forward parking offence issues. PCC asked about long-term staffing for Operation Snap and ACC Corporate Services and Operations stated there was no backlog at present. PCC confirmed a further dashcam initiative was planned in future. | | | |
| 8f | Firearms Licensing Unit (FLU) | ACC Corporate Services and Operations updated. DPCC asked about renewals timescales. ACC Corporate Services and Operations outlined recent changes to process to assist public around late renewals. National external review underway and fully supported. | Determine timescales for firearms licensing and provide to PCC/DPCC. National report to provide when available. | ACC Corporate Services and Operations ACC Corporate Services and Operations | July 2025 TBA |
| 8g | Operation Soteria Update | ACC Local Policing updated and discussed training pinch-points and performance around rise in adult rape and serious sexual offences. Outcomes need to improve further. Force looking to learn from others, so expectation is for outcome rates to increase through continued work. OPCC Head of Assurance and Statutory Duties outlined several questions from OPCC Contracts and Commissioning Manager and requested ACC Local Policing to provide answers in due course directly to him. Chief Constable discussed room for improvement around overall crime and outcomes rates. | OPCC Head of Assurance and Statutory Duties to provide questions to ACC Local Policing, with request for answers. | OPCC Head of Assurance and Statutory Duties and ACC Local Policing | June 2025 |

| Current and Significant Issues: Force | | | | | |
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| 9a | Force Operational Delivery Plan | ACC Corporate Services and Operations updated along with Force Head of Corporate Services. OPCC Chief Executive outlined it was good to see draft plan in place, outlining several issues that need to be woven into final document around ensuring capture of all public commitments made during precept consultation period by previous Acting Chief Constable. These were around areas such as increasing specialist around fraud, ANPR usage, performance to ensure officers in right place at right time with right tools, and development of enhanced drone capabilities. In addition, it was felt that mention of Police and Crime Plan could be expanded to include headlines around areas such as trauma informed approach, police performance information for public understanding, victim code compliance, skilled/flexible workforce, investment in modern IT and buildings, and capability to respond to emerging threats. OPCC Chief Executive added need to consider how to track precept and other related commitments, so PCC can ensure all working towards Police and Crime Plan aims and objectives. | Ensure inclusion of issues raised by OPCC Chief Executive around the draft Force Operational Delivery Plan. | Force Head of Corporate Services | July 2025 |
| 9b | Force Management Statement (FMS) | Force Head of Corporate Services updated and outlined 11 sections in summary provided and discussed detail behind this and requirement for submission to HMICFRS by 30 May 2025. This was first draft at this level of detail and process will develop further as time goes on. Comms Team thanked for assistance and Commanders fully involved in the process. OPCC Chief Executive discussed PCC oversight of FMS and thanked Force for bringing format to the meeting. Document will be used to aid discussions with PCC around budgets, investment, performance, and so on. | | | |
| Current and Significant Issues: OPCC | | | | | |
| None raised | | | | | |