

ACCOUNTABILITY BOARD: ACTIVITY SCHEDULE 20/11/25

PRESENT: Chief Constable, Assistant Chief Constable Local Policing, Assistant Chief Officer Resources, Force Head of Performance and Service Improvement, Force Head of Corporate Services, Force Chief Finance Officer, Force Head of People Services, Police and Crime Commissioner (PCC), OPCC Chief Executive, OPCC Chief Finance Officer, OPCC Deputy Finance Officer, OPCC Assurance Officer.

ITEM	REPORT	BRIEF DESCRIPTION	ACTION	OWNER	TIMESCALE
1	Welcome and Introductions	Apologies: OPCC Assurance and Volunteer Supervisor, Deputy Chief Constable, OPCC Head of Assurance and Statutory Duties.			
2	Activity Schedule Updates	Section 22 Agreement – still need further advice.	Report back on s. 22 Agreement following further advice. Meeting TBA.	ACC Crime and OPCC Chief Executive	January 2026
Inspections, Audits and Reviews					
3	HMICFRS Update	Force Head of Corporate Services updated. VINA completion improved, reaching 95%. Supervisor reviews improved, need clearer definition of acceptable. Further understanding required around appropriate outcomes. HMICFRS amended types considered 'positive' and assessed over two-year period. HMICFRS force debrief scheduled 25/11/25. Force liaison lead will provide overview of each question – no gradings, but good practice, innovation, and areas for development will be highlighted. Humberside moderated with four other forces. Advanced copy of report for accuracy before publication.			
Collaboration and Partnerships					
4	No papers	No papers.			
Risks					
5	Force Strategic Risk Register – Summary Presentation	Force Head of Corporate Services updated. Goat Risk online and reviewed changes in risk, including increases, decreases, closures. Identified new risk reflecting recent government announcement and implications for OPCC governance for statutory duties and decision-making. Add to Force and reflect in OPCC Risk Register.	Add OPCC Governance risk to both Force and OPCC risk registers to reflect identified challenges.	Force Risk Manager and OPCC Chief Executive	January 2026
People					
6	People Services Update	Force Head of People Services updated. Full reports provided six-monthly. Police officer strength 2,259.54, combined staff and officer headcount 4,074. Police staff attrition reduced to 9% (from 16%), remains under active management. PCSO headcount 131 (124.18 WTE) with target of 148, alongside 124 volunteers. Officer attrition proportionate, vacancy factor 7.5%. Under national leavers framework for October: 1 transfer, 1 retirement, 3 resignations, and 1 dismissal recorded.			
Finance and Procurement					
7a	Finance Update (including Civil Claims information)	Force Chief Finance Officer updated on current financial position. Discussions noted staff levels remain higher than desired, officer attrition lower, opportunity to reclaim funds. Salix due end of March, further work required on ownership and maintenance, Priory Communications, Silver meetings to track progress and structure, and possible grant variation. Procurement to be added to finance paper by exception, including breakdown of expiring contracts.	Finance paper to include procurement by exception along with a breakdown of expiring contracts.	Force Chief Finance Officer	January 2026

7b	Procurement Update	Force Chief Finance Officer reported on procurement activity over past 12 months, confirming contract volumes, values, renewals, and expirations. Attention drawn to high number of contracts expiring in Q4, will be closely managed. Contracts reviewed to identify those carrying high strategic risk.	See action in 7a		
7c	Income Gen Approach	Paper withdrawn at this time.	Paper to next meeting	DCC	January 2026
Performance					
8a	National Crime and Policing Measures (NCPM) Update	Force Head of Performance and Service Improvement updated. Discussion paper positively received, agreed link to be added on PCC website directing to public-facing performance information hosted on Humberside Police website. National White Paper re: Safer Streets requirements due before 2026. Crime Survey for England and Wales ONS Data – Survey not connected to NCPM framework but linked. Members need to be aware of areas for opportunity.	Add link from PCC website to public performance info.	OPCC Head of Assurance and Statutory Duties	January 2026
8b	Update Against Precept Commitments	Chief Constable updated. Information well received, demonstrated sustained progress across priority areas, clear strategic direction, and opportunities for expansion. Noted managing expectations may be necessary going forward. Update provided on five-year replacement plan, noting procurement of 20 new ANPR cameras and establishment of four new static sites on significant routes. Query raised regarding whether further action or lobbying required.	OPCC to review if further lobbying/action is required for ANPR.	OPCC	January 2026
8c	Force Contribution Towards Aims and Measures	Chief Constable updated. Paper well received. Further detail requested on Aim 1, Point 1 (greater trust and confidence in the police), with more force-specific information and emphasis. Additional detail also sought on Aim 3, Point 6 (a police force equipped to meet community needs).	Future paper to provide additional detail and clarification around issues raised.	Chief Constable	January 2026
8d	PSD Performance Data	Chief Constable updated. Key points noted included continual increase in recorded complaints, consistent with national picture, forthcoming regulation changes in 2026 relating to suspension, prolonged delays in CJS. Issue raised with Chief Officers to highlight at Police Chiefs' Council and challenge with Home Office. OPCC Chief Executive raised concerns about public sector workers in Criminal Justice System, particularly potential challenges that could be faced when conducting misconduct and criminal investigations concurrently. Concern raised about amalgamating officer and staff figures, could be misleading under new approach.	Raise topic of running misconduct and criminal investigations concurrently at next CJ Main Board.	OPCC CEO, Criminal Justice Manager and Assurance Officer	January 2026
			Report to be presented with Staff and Officer data separately for future report.	Force	January 2026
8e	Road Safety Update	Chief Constable updated. Report detailed, highlighting ongoing road safety initiatives and priorities, next steps to reduce casualties through targeted enforcement.			
8f	ASB Plans	Force ACC Local Policing updated. Superintendent appointed as new ASB Lead and currently working with partners on ASB Action Plan, aligned to HMICFRS headings. ASB Risk Review shows steady improvement, focus on front-end ASB training and ensuring remains standing item in senior meetings. ASB reporting reduced in September. Query raised whether reduction applied across all three measures.	Confirmation ASB Reduction figures are over all three measures	Force ACC Local Policing	January 2026
9a	Any Other Business	OPCC CEO confirmed all decision records documented and available if required.			
9b	Draft Code of Corporate Governance	Draft Code of Corporate Governance circulated for noting. Force Chief Finance Officer confirmed Appendix 4 (Procurement) awaiting confirmation.			