

ACCOUNTABILITY BOARD: ACTIVITY SCHEDULE 15/01/26

PRESENT: Chief Constable (CC), Deputy Chief Constable (DCC), Assistant Chief Constable Local Policing (ACC – LP), Assistant Chief Officer – Crime and CJU (ACC – Crime and CJU), Assistant Chief Officer Resources (ACOR), Ch Supt Op Balance, Force Head of Performance and Service Improvement (FHPSI) Op Streamline Inspector (Insp OpS), Force Chief Finance Officer (FCFO), Force Head of People Services (FHPS), Police and Crime Commissioner (PCC), OPCC Chief Executive (OPCC CE), OPCC Head of Assurance and Statutory Duties (OPCC HASD), OPCC Chief Finance Officer (OPCC CHO), OPCC Deputy Finance Officer (OPCC DFO), OPCC Contracts and Commissioning Manager (OPCC C&C Mgr) OPCC Assurance Officer (OPCC AO).

ITEM	REPORT	BRIEF DESCRIPTION	ACTION	OWNER	TIMESCALE
1	Welcome and Introductions	Apologies: none			
Inspections, Audits and Reviews					
3	HMICFRS Update (DCC)	Work continues with hot debrief actions, no further updates. Initial reports expected February, main report six months later. Internal Audit plan being reviewed due to timing issues, FHPSI will meet TIAA tomorrow to discuss next steps. Delayed audits may be incorporated into the revised plan, which is due to go to JIAC in March.			
Collaboration and Partnerships					
4	Joint Estates Service (ACOR)	Revenue budget includes £9.2 million for Humberside Police and £2.6 million for Humberside Fire and Rescue Service. KPIs presented with associated measures and review timescales. Full review of Section 22 agreements, attached schedules, JES delivery structure, and cost model for service payments underway. Work will feed into annual review process and planning for next financial year. Governance process in place to manage key dates, including formalising agreed pay structure and ensuring appropriate cost recovery. Verbal update on timeframes to be circulated to OPCC.	Verbal update on timeframes for key dates to be shared with OPCC.	Assistant Chief Officer Resources (ACOR)	March 26
Risks					
5	Force Strategic Risk Register (DCC)	Presentation outlined work undertaken to improve risk recognition, mitigation, and recording. Inspector Op Streamline supported departments and commands through briefings, clearer terminology, and standardised templates; all areas now using or implementing correct formats for operational and strategic risks. Template links to new escalation process, allowing departments to submit interactive form that routes to FHPSI and then DCC for ratification. Where required, risks added to GOAT Risk System, which captures rationale, scoring, mitigation, and review timescales. Currently 30 open risks, mainly national IT and NPCC-related, alongside five recently closed operational risks. Two new risks identified - abolition of PCCs and Salix joined estates risk - several others, including weather, pensions, and RSN (RVS) around Courtland Road, have been closed following appropriate work. Recognised Inspector's contribution clear/positive impact on Force's risk approach.			

People					
6	People Services Update (ACOR)	Report adopted more data-driven format, with figures accurate to 31 December. Resourcing position is 4,061, with ongoing consideration of Home Office compliance. Workforce numbers remain challenging, though 80 officers will join in March intake, supporting key checkpoints and service demand. Force projected to reach 2,313 officers - 14 above target of 2,299, implication of which is being reviewed. Non-deployable staff being used in appropriate roles to ensure value and effective contribution. Detective capacity remains strong overall, though constable numbers slightly below requirement but will be monitored. Job Evaluation work continues with Unison and external support to refresh current Hays scheme, including training evaluators and updating materials, with initial activity within current budget. Longer-term options being explored. Apprenticeships remain under-used, and further work underway to maximise Levy, engaging local colleges to develop opportunities for schemes in other areas of organisation.	Raise concerns nationally around apprenticeship levy regarding limitations and potential savings.	PCC and OPCC Chief Exec	March 26
Finance and Procurement					
7a	Finance Update (including Civil Claims information) (ACOR)	Report reflects figures to November year-to-date, highlighting overspend areas, savings against targets, and expected income. FCFO confirmed they remain on track while recognising ongoing challenges. £142K reduction in rates has generated a one-off refund contributing to savings. Op Beacon identified further £43K in savings from ports activity, with evidence gathering continuing to support claim. Organisational culture shifting toward stronger financial discipline, with spending more closely scrutinised. Op Antares claim being challenged with aim of reducing or removing associated costs. £600K in savings remains to be delivered this year, current projections indicate will be achieved. Concerns around Single Tender Actions noted, increased scrutiny applied to IT-related STA activity and support for further review.	Single Tender Actions to be added to internal audit plan.	Force Chief Finance Officer and Head of Assurance and Statutory Duties	March 26
7b	Income Generation Opportunities (DCC and Ch Supt Op Balance)	Report outlined Force's current income generating areas and highlighted opportunities for further development. Op Balance expected to lead and coordinate future income growth whilst FCFO will oversee financial monitoring. New training provisions also being explored to identify opportunities that could generate income and deliver a return on investment. Clarification still needed on responsibilities, portfolio ownership and accountability for driving income generation (See 8f). Query raised around authorisation process for Local Authority Grant usage and inclusion of PCC signoff. OPCC to have oversight of applications to ensure transparency and governance. Requirement for officers to be aware of requirement when requesting grants and responsible for ensuring correct governance via OPCC.	Update on Income Generation in 6 months. Governance structure to be clarified in line with point 8f updates. Update on awareness of grant application governance.	DCC/Ch Supt Op Balance Ch Supt Op Balance Deputy Chief Constable	July 26 March 26 March 26

Performance					
8a	Race Action Plan update (ACC Local Policing)	Force is prioritising delivery of Race Action Plan and remains on track to meet national Maturity Matrix deadline in September. Engagement with seldom-heard communities ongoing to encourage applications and officers embedded within community. Issues around diversity data disclosure reflected nationally as well as locally. Recent and upcoming officer intakes lack diversity, prompting discussions at senior level with other forces about funding and long-term solutions. While community links are strong, force recognises need for meaningful representation across all demographics. DICE being considered under community safety to assess costings, funding source and if appropriate. Retention work continues, focus on ensuring Humberside Police is supportive workplace and hate crime against officers properly addressed.			
8b	Firearms Licensing Unit (ACC Crime and CJU)	College of Policing has assessed process and confirmed fit for purpose in managing risk, efficiency, and effectiveness. Current processing times remain 18–19 months. Work focused on ensuring consistent leadership and improving process efficiency, with resourcing levels to be reviewed as needed. Force continues to manage expectations with stakeholders, and although timescales for license grants have not improved, they are no longer increasing. Newly posted officers undergoing training to ensure full competence. Progress will continue to be monitored, with update due in three months.	Data on License deadlines to be monitored and a progress update to be provided.	ACC Crime and CJU	May 2026
8c	VAWG Update (ACC Crime and CJU)	Key recommendations for improvement highlighted and identification on areas with recommendations pending with ongoing work, including how associated risks being mitigated and further work required. OPCC noted whilst some interventions are referenced, report back provides only an overview and would like to ensure both victim and perpetrator services recognised within police as opportunities, encouraging utilisation as current data shows low levels of referrals. OPCC Contracts and Commissioning Manager working with all four local authorities to ensure services in place within next 6-8 months. Queried how traction is ensured from senior leadership downwards and that referral figures being reviewed as part of accountability. OPCC offered to produce report on current interventions to support awareness.	See Action at 8g.	OPCC Contracts and Comm'ing Manager	May 2026
8d	Neighbourhood Policing Guarantee Update (ACC Local Policing)	Challenges remain ensuring additional officers deployed to Northbank, with work underway to match skills and accelerate postings. ACC confident all 52 officers will be in place by 31 March 2026. ASB levels continued to decline, reflecting impact of Visi Beat activity and increased officer presence. Ongoing focus on young people, with emphasis on prevention and reducing reoffending.			
8e (i) and (ii)	Operation Yokohama and Operation Yellowfin (ACC Crime and CJU)	Operation Yokohama is run by officers in roads policing been trained accordingly to utilise bespoke motorcycles to tackle nuisance 2 wheelers. Operation Yellowfin is on larger bikes and focusses on engagement in a proactive approach. Yokohama more impactful due to being able to chase and not lose individuals so more physical and operational. OPCC recognises benefits of Yokohama but understands			

		it is limited to specific operations funded by overtime, therefore queried if it could be business as usual or standing operation. Force focusing on early engagement with young people, particularly through school-based education, to address issues before they develop. This includes promoting safe riding and refreshing preventative approaches. Yellowfin continues work with electric bikes, and Chief Constable will review opportunities and risks to support consistent practice. Sustainable funding and frequency of operations are being considered, recognising seasonal demand and competing pressures such as fatal and serious RTCs. Opportunities to strengthen prioritisation and planning will be explored, with view to ringfencing resources for Yokohama activity.			
8f	Op Balance Update (DCC and Ch Supt Op Balance)	Resources now in place to drive income generation, with 74 projects underway - 46 focused on savings and efficiency and 28 on the operating model - identifying £3.9m in potential savings. Governance and reporting to DCC are established. Work continues on next year's savings plan, including PCSO vacancy deletions and targeted resourcing, with £2.1m savings expected to be met. Detailed overview of savings and delivery timelines requested for alignment between Force and OPCC finance, ACO Resources will provide an update. Further work needed to ensure delivery of operating model. Non-pay budget figures remain indicative, and current government funding constraints recognised. Recommendation for Operation Balance to align with income generation.	Detailed overview of Savings and delivery timelines to be provided.	ACO Resources	March 26
8g	Victim Feedback (OPCC Contracts and Commissioning Manager)	OPCC holds extensive data on victim services, including contracts, referrals, and uptake figures that may be useful for service level assessment. Additional survey data is available and may support Force awareness, including examples of good practice and current community perceptions. Force confirmed it would welcome executive summary and exceptions-based update for commissioned services. Survey findings - both positive and negative - valuable for learning, raising officer awareness, and recognising success. Work on victim journey survey will provide insight into experiences at each stage, helping identify trends and informing feedback to officers. Further development needed through victim needs assessments to ensure services meet victims' needs and maintain trust. Future communication improvements being explored, including live transcription in Control Room. Currently querying potential opportunities to have functionality for officers' devices, e.g. mobile phones for telephone conversations. Opportunities to strengthen victim engagement continue, aligned with Op Soteria and lived-experience insights.	Executive summary to be produced for the force with exceptions-based update for commissioned services	OPCC C&C Mgr	March 26
9b	Road Safety Update (ACC Crime and CJU)	Paper has been completed and will be presented to COG next week. Outlines options to increase resources and proposes review of the current process, including what is working well, existing challenges, and opportunities for improvement. Also considers how reserve funding could support this work.			