

ACCOUNTABILITY BOARD – JULY 2026

The bi-monthly Accountability Board is the principal formal meeting between the Police and Crime Commissioner (PCC) and Chief Constable. It provides a structured forum for open and constructive challenge on the efficiency and effectiveness of the Force and delivery of the Police and Crime Plan. Its standing agenda covers actions, inspections and audits, collaboration and partnerships, strategic risks, people, finance, performance, and current or significant issues.

The PCC chairs the Board.

SUMMARY OF JULY 2026 BOARD:

The July 2026 Accountability Board reviewed force performance, risks, finances, people, assurance, and policing priorities. The PCC chaired discussions and assigned actions for September 2026 and later follow-up.

Some key issues covered included:

- The Force remained at His Majesty's Inspectorate of Constabulary (HMICFRS) Tier 1.
- Firearms licensing complaints, new system implementation, and backlog management required continued monitoring.
- Workforce and finance discussions covered the job evaluation scheme, survey results, forecasting, attrition reporting, cash flow, and a targeted £5 million savings programme.
- Performance priorities included victim referrals, unacceptable-service complaints, electric vehicles, Violence Against Women and Girls (VAWG) definitions, AI Bobbi, drone use, hotspot policing, and road safety partnerships.

ACCOUNTABILITY BOARD: ACTIVITY SCHEDULE JULY 2026

PRESENT: Chief Constable (CC), Deputy Chief Constable (DCC), Assistant Chief Officer Resources (ACOR), Force Chief Finance Officer (FCFO), Force Head of Financial Management & Reporting (FHFMR), Force Op Balance Supt (FOBS), Force Head of Crime & Criminal Justice (FHCCJ), Force Head of Performance & Service Improvement (FHPSI), Force Head of People (FHOP), Force Strategic Planning Supt (FSPS), Chief Officer Support (COS), Police & Crime Commissioner (PCC), Deputy Police & Crime Commissioner (DPCC), OPCC Chief Executive (OPCC CE), OPCC Head of Assurance & Statutory Duties (OPCC HASD), OPCC Chief Finance Officer (OPCC CFO), OPCC Assurance Administrator (OPCC AA), OPCC Assurance Officer (OPCC AO), OPCC Assurance & Volunteer Supervisor (OPCC AVS).

ITEM	REPORT	BRIEF DESCRIPTION	ACTION	OWNER	TIMESCALE
1	Welcome and Introductions	Apologies: None received.			
Inspections, Audits and Reviews					
3	HMICFRS Update	Presentation on framework in place, and explanation around how utilised practically, identifying areas for improvement, responsibilities, full tracking and evidence which can be attached. Master list collates all links from tactical actions and allows for detailed drilling, improving ability to identify work streams, both thematic and location based. Aim for one methodology for audit and assurance with systematic approach, providing organisational memory, consistency, measurable monitoring, in tiered approach with clear ownership. Force assessed as Tier 1, meaning no further enhanced intervention required. PCC queried how Force is preparing for next assessment. Force confirmed they are proactive, particularly around child protection, inviting feedback prior to next inspection. Bring further details around approach, learning and preparedness for future assessment to next meeting. PCC welcomed approach around monitoring. PCC requested further work on proactive role they can play in supporting this assurance, possibly utilising scrutiny panels and assessment, with view to providing appropriate evidence of improvement. PCC raised concerns around increase in firearms licencing complaints and requested update. Force looking for Rural Task Force to support process and carry out checks. Force moving towards use of Palantir, a national firearms licencing system. OPCC requested timeframe for coming online and how existing backlog will be managed. Firearms licencing to be verbal update every meeting, with six-monthly paper.	Details of approach, learning and preparedness for next assessment in updated report. Request for identification of what OPCC can do to support assurance. Verbal updates for Firearms Licensing each meeting. Share timeframe for implementation of firearms licencing system to be shared and how backlog managed.	FSPS OPCC HASD FSPS OPCC HASD OPCC Assurance Officer ACC CC &S	September 2026
Collaboration and Partnerships					
4	ROCU Update	Information to be provided later this month.			
Risks					
5	Force Strategic Risk Register	No new risks. Job evaluation scheme risk improved, still in procurement but ongoing in line with planned approach. OPCC pleased Force progressing scheme but noted two-year timeframe for rollout and questioned impact on people as report does not reference human aspect. OPCC queried how Force mitigating potential unsettled environment. Force engaging with staff associations, aware of impact on individuals. OPCC requested more details of plan and 'people' impact from ACO R at next 1:1 meeting. Force aware of requirement for communication and training to help with managing expectations.	Request for more detail around process of implementing new job evaluations scheme including impact on people.	ACO R	September 2026
People					

6	People Services Update	Queried report did not contain 'Good Place to work' results. FHOP confirmed slide pack as well as presentation for this meeting. 'Good Place to Work' survey comprised 60 statements for individuals to identify level of agreement. Consideration around areas that undertook survey and given encouragement and time given to complete, feel participation was fair. Overarching Organisational Trust index score showed positive increase by 5% and all key focus areas bar one has improved. Breakdown analysis showed areas to focus on. Positive that even lower scored areas have improved on previous years. Consideration around key themes/trends that can be focussed on, identified by results. Going forwards, results already been shared with workforce, Commands have own data and producing action plans for areas relevant to them. Organisational Projects in place, and engagement strategy is dynamic taking into account results. Survey approach allows for comparison with other sectors, not necessarily just policing. Head of People to send presentation through to OPCC. PCC concerned only 24% of people agree right people being promoted. Force recognised this and leadership results show individuals happy with how they are being led, although awareness that some individuals unhappy with promotional processes. Force stated not only has there been increase in positive results but also shift from negatives into neutral area for responses. PCC queried dismissal table, and if it can it be updated to clarify conduct or performance. Breakdown on students shown in table, requested breakdown into the numbers. Request for table demonstrating performance management - how many individuals going through capability processes, etc.	Presentation slides for 'Good Place to Work' to be sent to OPCC. Request for dismissal table to clarify points raised.	Head of People ACO R/Head of People	September 2026 September 2026
Finance and Procurement					
7a	Finance Update (including Civil Claims information)	New format for paper was produced. Request for audience to note report written prior to announcement of pay award released on 15 July 2026. Prediction for full year outturn will be included to show how forecasting is tracked. PCC questioned if virements can be included in future reports. PCC asked about attrition rates, and any way of predicting attrition, including definite leavers and indicative leavers level. Head of People is working with Head of Performance & Service Improvement to build into the report. Also noted reduction in individuals leaving. Request for attrition to be considered in reporting Month 3 reporting being collated, and demand for figures to be comprehensive, including pressures and risks. Looking to increase narrative of any risks and included to be observed to increase transparency. Pay award will help, but aware not a full solution. PCC queried use of cash flow and requirements to reduce, preferably some movement in Q2. Force monitoring and reviewing cash flow and impact on reserves. PCC queried how much Force believed they were going to spend in Months 1 and 2 vs. how much was. Need to look at ways of identifying if budgets are working and on track. As this progresses, next year will move toward month-on-month reviews. PCC content for civil claims to be split from this paper and only by exception.	Request for virements and attrition to be included in the report. Civil Claims to be split from this paper and only exceptions to be included.	Force CFO Force CFO	September 2026 September 2026

7b	Income Generation – Progress Report	Presentation provided. PCC raised Designing Our Crime Officers – Community Safety Unit (CSU) approached PCC to help with collaborative approach and added to PCC Delivery Plan targets to work with CSU along with small amount of funding for consultancy to help develop commercialised approach. Night-time levy reviewed approximately 18-months ago. Considered it had limited self-funding capacity and therefore advised not viable to progress. Queries raised around other income – particularly governance of grant applications that PCC have not been made aware of. For clarity, there is £30K threshold, anything above should be raised to PCC. One entry was over that and PCC requested clarity around what happened. Finance to investigate anomaly and feed-back. PCC supportive of officers considering opportunities for funding but need to understand governance. Retrospective work required via a Decision Record to tidy up previous ones. Request for Force to consider correct future process. Overall report considered very good, clear and useful – going forwards, PCC would like regular checkpoints to ensure still on track.	Request for Force to consider process of governance for income generation and feedback, identification of gaps and how to manage going forward. Regular Checkpoint updates for income generation to be included in Schedule.	Force Chief Finance Officer Head of Assurance & Statutory Duties	September 2026 September 2026
7c	Op Balance Update	144 services assessed, identifying saving opportunities. Review of original planned saving, savings to date, and updated forecast provided. PCC queried removal of posts not filled, where did money go from previous year, and how to ensure not spent elsewhere. Concern still spending, could overspend in other areas, and taking out of budget rather than actual savings. Part of work based around operating model being tidied and closer scrutiny on business-as-usual accounting. Two-pronged attack as looking to deliver everything else on budget, and Op Balance looking at £5 million savings. Work being done to ensure Force is not compensating in other areas of business. Op Balance identified where individuals were in non-TOM posts and have moved into correct areas, ensuring savings made. Finance ensuring reporting is identifying that all areas are within budget, to ensure no overspend. Staff and officer budgets complete and broken down per month, planned intake and modelling. PCC raised cashflow seen downward trend possibly due to less individuals in the business. Recognition it will go up in September 2026 due to pay award, but monitoring needs to continue to ensure it reduces again.			
Performance					
8a & 8b	College of Policing APP – 8a Investigation, 8b Major Investigation and Public Protection	Overview of submitted report given. Force working on process of information sharing via consent and under public interest. Governance focussed on how we engage and enable information sharing correctly, including use of PiTstop, leading nationally and promoting at national conferences. Key narrative not asking for consent but sharing under public task, beginning with removal of consent box on DARA in line with national guidance. PCC pleased sharing under Public Task. PCC confirmed Victim Support contract based on volume of data, however actual is lower due to use of consent approach still in place and identified not using Public Task. Originally raised via Ethics and Scrutiny Panel, further investigation and identification of potential issues. PCC asking where Force intends to change information sharing agreement or use public task in line with national direction of travel as a lead force. Request for update around Victim Referral, force direction and implications.	Request for update around Victim Referral, Force direction and implications.	DCC	September 2026

8c	PSD Complaints Data	Report overview provided. Awareness of ChatGP to submit complaints from public. PCC looking to understand how many complaints have resulted in 'service was unacceptable' and how being used for learning and improvement. Without number of complaints around this, cannot see how we can improve. Request for template to be updated to identify what has been found as unacceptable and what being done to improve. PCC happy to provide support via scrutiny panels to identify learning. Would like to be done in line with any teams/themes, etc. Force looking at staffing to support this approach and how we can work together.	Request for template to be updated to identify data where service found unacceptable and what is being done to improve, where is learning, and where are we improving - OPCC to support via Scrutiny Panels, etc.	DCC Head of Professional Standards, OPCC AVS	
8d	Digital Services Command Update	Report overview provided. Awareness around Tableau, with project on track and on budget. Abnormal loads project on track, and a priority as it supports funding income generation. Repurposing AI Agent into an internal space to provide advice and guidance to officers when out and about. PCC queried if AI Bobbi can it be anonymised. Answer was no, as it must have name and contact details submitted to help track any previous correspondence and for safety reasons if interactions cease as AI Bobbi will flag as a risk and provide pathway to a human to investigate further. To remain anonymous, AI Bobbi forwards to Crimestoppers where individual can report anonymously.			
8e	Sustainability Update	Report overview provided. Current project around implementation of electric vehicles. Looking at infrastructure required to support vehicles, priority which vehicles to be changed first. Response fleet considered easiest to transition. Currently purchasing hybrid but working on where we have ability to provide charging infrastructure. Consideration around grants and work to be carried out, looking at Clough Road and transformer provision. Legislation issues around where power received first from electricity grid as currently working on first-come first-served basis with no recognition of priority services. NPCC lobbying on this issue. Hydrogen not being considered at this time, rationale being availability of vehicles and industry not moving that way. Looking at self-generating electric, cheaper to put gas-powered power station units. Looking at project around feasibility of solar power.			
8f	Refreshed VAWG Definition	National awareness around forces using differing definitions of recording Violence Against Women and Girls (VAWG), therefore now been standardised. Humberside already compliant. Change in effect from 1 October 2026, Humberside soft launch August. Development of Tableau dashboard to assess demand of new definition compared to old definition. Removal of 10 plus age range has potential to increase number of VAWG offences. Confirmed this was statistical change and no risk of not identifying victims. PCC stated scrutiny panel may request further guidance on new definition to ensure consistency. Force happy to support PCC and scrutiny panel with this.	PCC Scrutiny panel to request further guidance as to new VAWG definition, ensuring consistency of included offences.	Assurance & Volunteers Supervisor, Head of Perf and Service Imp'ment	September 2026
Current and Significant Issues					
9a	Force Management Statement (FMS) Summary	PCC pleased with report. Force looking to adopt FMS into methodology currently promoted into their assurance and governance processes, with agility for adaptation as required. Query around who is reporting this result, Force confirmed based in evidenced-based approach, identifying any risk and awareness of Strategic Policing Requirement.			

		Triangulation in place, linking and understanding change in culture, allowing to raise concerns. Engagement of individuals to encourage discussion supporting change in culture. Aim to identify areas for learning, improvement and support, potential areas for investment. Consideration for evidence-based presentation when identifying areas/priorities for investment, for discussion with PCC when identifying areas to support and priorities for funding. Helpful to know where things are in cycle for discussions prior to Christmas.			
9b (i) and (ii)	Operation Yokohama and Operation Yelowfin	PCC raised concerns that not used to full potential. Feedback that when in use it is deemed as very effective. PCC requested consideration around collaborative approach for these operations and use of drones to have combined and better effect, reducing risk issues. Force considering more proactive use of drones. PCC aware of risks.			
9c	AI Bobbi Update	Report shows increase in usage, and adoption works with positive impact. Advice received to only take AI Bobbi on short-term as improved systems coming online and Force understands use of AI developing quickly. New Citizen assist is national developed system which will be more encompassing allowing for conversations, sourcing information, taking messages and feeding into Police systems like NICHE. AI Bobbi considered as still useful as we progress use for more internal services.			