



CUMBRIA POLICE AUTHORITY

Minutes of a Meeting of Cumbria Police Authority held on Tuesday 23 March 2010
in the Exhibition Hall, Helena Thompson Museum, Park End Road, Workington,
commencing at 1.00 pm.

PRESENT

Mr Ray Cole (Chair)

Ms Elizabeth Barraclough
Mr Alan Barry
Mr Jim Bland
Mr Patrick Everingham
Ms Beth Furneaux
Mr Andrew Hampshire
Mrs Jill Heath
Mr Rob Huck MBE

Mrs Margaret Johnson
Mrs Joke Maes
Mr John Mallinson
Mrs Lynda Shaw
Mr Peter Thornton
Mr Reg Watson
Mr John Woolley

Also present:

Deputy Chief Executive (Mr S Edwards)
Treasurer (Mr D Thomas)
Policy and Performance Officer (Ms N Brooker)
Community Engagement Officer (Mrs J Thornborrow)
Chief Constable (Mr C Mackey)
Deputy Chief Constable (Mr S Hyde)
Committee Services Officer (Mrs J Head)

PART 1 – ITEMS CONSIDERED IN THE PRESENCE OF THE PRESS AND PUBLIC

146. APOLOGIES FOR ABSENCE

Apologies for absence were received from Mrs C Egan.

147. URGENT BUSINESS AND THE EXCLUSION OF THE PRESS AND PUBLIC

There were no items of urgent business to be considered by the Committee. Members were advised that agenda item number 29, Appointment of External Independent Member, would be heard before item number 28, Police Authority Staffing.

RESOLVED, that under section 100A(4) of the Local Government Act 1972, (as amended), the press and public be excluded from the meeting during consideration of the following items on the grounds that they involve the likely disclosure of exempt information as defined in the paragraph indicated in Part 1 of Schedule 12A to the Act –



<u>Item</u>	<u>Title</u>	<u>Paragraph</u>
23	Estates Strategy	3 & 7
24	Business Case – Mobile Working	3 & 7
25	Business Case – Kendal Custody Suite	3
26	Consultation on New Power Generation Sites	3, 6 & 7
27	Co-location Opportunity	3
28	Police Authority Staffing	4
29	Appointment of External Independent Member	1

148. DISCLOSURE OF PERSONAL INTERESTS

Mrs J Heath declared a personal, but not prejudicial, interest in agenda item number 23 – Estates Strategy, as a member of Barrow Borough Council.

149. MINUTES

The Chairman presented the minutes of the Police Authority Meeting held Wednesday 17 February 2010, which had previously been circulated with the Agenda for the meeting.

In relation to Minute No 135 – Budget Proposals for 2010-11 and Medium Term Financial Forecast to 2013-14, a member thanked the Chief Constable for providing a copy of his vision for the Constabulary. They asked that future reports highlight which area of the Constabulary vision they related to and when the Constabulary was inspected and received a grading whether or not this was an area of priority for the Constabulary or not. The Chief Constable agreed that this information could be provided.

RESOLVED, that, the Minutes of the meeting of the Authority held on 17 February 2010 be confirmed as a correct record and signed by the Chair.

150. QUESTIONS FROM THE PUBLIC

Members were advised that no questions from the public had been received.

151. POLICE AUTHORITY ISSUES

(a) Constabulary Boards

The Deputy Chief Executive advised members that at the Police Authority meeting on 19 January 2010 members had appointed Ms E Barraclough to the Constabulary's Sustainability and Excellence Board with Mr A Hampshire being appointed as a substitute. Ms Barraclough had been approached to sit on the Constabulary's Mobile Working Group and therefore requested that Mr Hampshire be appointed to attend the Constabulary Sustainability and Excellence Board with herself as a substitute.



- RESOLVED,** that,
- (i) Ms E Barraclough be appointed to represent the Authority on the Constabulary's Mobile Working Group; and
 - (ii) Mr Hampshire be appointed as the Authority's representative on the Constabulary's Sustainability and Excellence Board with Ms Barraclough as substitute.

(b) Police Authority Regulatory Reform

Members attention was brought to the new statutory instruments which had been brought into effect on 17 March 2010 following the Home Office's White Paper 'Protecting the Public: Supporting the Police to Succeed'. These instruments defined how police authorities would operate in specific areas such as complaints received by the police force, ensuring value for money, obtaining the public's views and appointing its members. Copies of the statutory instruments had been provided to all members via email on 8 March 2010.

RESOLVED, that, the report be noted.

(c) Embedded Governance

At the full Police Authority meeting in December 2009, members were appointed to an Embedded Governance Working Group to develop the Authority's involvement with the proposal of embedded governance within the Constabulary.

At the Inspections Working Group meeting on 17 February 2010, members recommended that any work on Embedded Governance should be deferred until after the Authority had been inspected in June 2010. This would then allow the Authority to stock take its own position and review the benefits of member involvement in the Constabulary's new Board structure.

A member proposed that the Embedded Governance Working Group be renamed to reflect the work it would be undertaking and it was proposed that this working group be called the Structures Review Group.

- RESOLVED,** that, the
- (i) recommendation from the Inspection Working Group with regard to the progression of the embedded governance proposal be deferred be approved; and
 - (ii) Embedded Governance Working Group be renamed to the Structures Review Group.

(d) Carlisle & Eden Joint Crime and Disorder Reduction Partnership Scrutiny Panel

The Police Authority at its meeting in December 2009 had agreed it would work with the district councils in Carlisle and Eden, alongside the County Council, as a pilot, to look at the development of a joint committee to scrutinise the effectiveness of the Crime and Disorder Reduction Partnership (CDRP).



Mrs C Egan and the Policy and Performance Officer attended a workshop on 15 March when the terms of reference for the new Committee were finalised and it was agreed that the police authority would have one voting member on the panel.

Following discussion it was agreed Mrs Egan would represent the Authority on the joint Carlisle and Eden Joint Scrutiny Committee, who although not at the meeting had previously expressed her interest to undertake this role.

RESOLVED, that, Mrs Christine Egan be appointed to represent the Police Authority on the Carlisle and Eden Joint Scrutiny Committee.

(e) Police Authority Corporate Plan Task and Finish Group

The Police Authority had commenced a re-refresh of its existing Corporate Plan at a Strategic Planning Event on 17 March 2010. At the event it was agreed that a small Task and Finish Group should be formed to progress the review and development of the Corporate Business Plan. The re-freshed Corporate Plan would be presented to the full Police Authority at its annual meeting in June 2010.

RESOLVED, that, Mrs L Shaw and Mrs J Heath be appointed to a Task and Finish Group to progress the review of the Authority's Corporate and Business Plan.

152. LOCAL POLICING SUMMARY

The Police Authority has a statutory obligation to produce and distribute a summary of policing performance and priorities in Cumbria on an annual basis. The Chief Constable presented the proposed text for the Local Policing Summary which, once approved and a design had been developed, would be distributed to every household within Cumbria. The Authority's Policing Plan and Performance Committee had worked with the Constabulary to produce this document. Once approved the text would be taken to the Community Advisory Group and Cumbria Equality Resource Centre for their comments. Following this consultation any appropriate amendments would be made and members were asked to delegate authority to the Chief Executive in consultation with the Chair of the Authority to approve any amendments. They would also oversee the design of the summary which would be carried out once the final text had been approved.

RESOLVED, that,

- (i) the report be noted;
- (ii) the text for the Local Policing Summary, subject to data contained within it being updated after the year end (31 March 2010) be approved; and
- (iii) delegated authority to the Chief Executive, in consultation with the Chair of the Authority, for oversight of the design of the summary and any appropriate amendments following consultation with the Community Advisory Group and Cumbria Equality Resource Centre be approved.



153. A FINANCE MECHANISM FOR CUMBRIA POLICE AUTHORITY

Following a self assessment process and external audit the Police Authority recognised that it required a finance mechanism to enable it to have full engagement in developing the annual budget for 2011-12 and future years against the background of the current Medium Term Financial Forecast (MTFF).

The Treasurer advised that an appropriate mechanism would be via a working group rather than the more formal setting of a committee. A working group would provide members with the environment to be able to drill down into the strategic direction and efficiencies required of the Police Authority and Constabulary. One proposal contained within the report was to utilise the existing Change Management Working Group who already strongly focused on the delivery of strategic change and by association strategic savings. The terms of reference for the Change Management Working Group would need to be expanded to incorporate the role of a Finance Working Group.

Members questioned the Treasurer as to the workload and how frequently the working group would need to meet in order to deal with finance issues. He advised that the bulk of the detailed work would need to be produced by the Constabulary's Finance Team who were currently entering a very busy period of time dealing with year-end accounts and completing the PURE (Police Use of Resources) requirements by the Audit Commission. In the light of these immediate commitments, the Treasurer felt that neither the Constabulary nor the Police Authority would be able to service additional meetings beyond those already diaried to the end of June.

A discussion took place on whether a separate Finance Working Group or an amendment to the Change Management Working Group should be progressed and if so what the membership of that working group should be. Members agreed to expand the terms of reference of the Change Management Working Group to incorporate the role of a finance working group and that the membership of the existing Change Management Working Group remains the same. This membership would provide a rounded and holistic view to the areas of finance.

Members agreed that this matter be looked at again following inspection and the undertaking of a structure review by the Police Authority, as finance was an essential part of the work undertaken by the authority.

- RESOLVED,** that, the
- (i) report be noted;
 - (ii) Terms of Reference of the Change Management Working Group be expanded to incorporate the role of a Finance Working Group and become a Finance and Change Management Working Group; and
 - (iii) Terms of Reference set out in Appendix 3 of the report be adopted.



154. CUMBRIA POLICE AUTHORITY SINGLE EQUALITY SCHEME

A Task and Finish Group consisting of members from the Communities, Equality and Diversity Committee had been set up to develop Cumbria Police Authority's Single Equality Scheme. Following a consultation period a proposed scheme had been presented to a meeting of the Communities, Equality and Diversity Committee on 17 March 2010, where they had recommended it for approval.

The Deputy Chief Executive advised that as the Single Equality Scheme was a living document, any comments received following the end of the consultation period would be presented to the Communities, Equality and Diversity Committee at their meeting in June for consideration to be included in the Single Equality Scheme.

RESOLVED, that, the

- (i) report be noted;
- (ii) Single Equality Scheme be approved and adopted; and
- (iii) Communities, Equality and Diversity Committee be authorised to amend the scheme in the light of any further consultation feedback.

155. POLICE TREATMENT CENTRES

The Chief Constable presented a report in relation to Police Treatment Centres to provide clarity and background information to members of the benefits to the police officers and the Constabulary and regarding the charity status of the Northern Police Convalescent and Treatment Centre.

A presentation had been provided to the North West Joint Committee in November 2009 from the Chief Executive of The Police Treatment Centre in Harrogate and a copy of a proposed business case to raise £4 million which was appended to the report. There had been a proposal of a 'one-off' grant of £40 per police officer, per force being provided by the five North West regional forces, which in the case of Cumbria would equate to £49,720. The decision by the Joint Committee had been not to support the business case. Therefore if the Police Authority did decide to support the business case any monies would not be solely for Cumbria officers. Members agreed that all police officers and staff were important and felt that it should be a facility that assisted everyone. Therefore should the Authority donate to the treatment centre, this may set a precedent for any facility which provide support to police staff.

After consideration the Authority felt it was not in a financial position, having agreed next year's budget only the previous month, to donate the proposed sum to the treatment centre.

Member's asked whether the treatment centres had considered any fund raising activities to raise the monies required and stated they would consider supporting any events. One member suggested that monies secured from the Proceed of



➤ Confidence and Satisfaction GOOD

The Value for Money and Productivity domain would be assessed and graded during 2010.

It was noted that Cumbria was now meeting the national standards for all areas of crime and the Chief Constable thanked the Police Authority for its continued support in achieving this.

RESOLVED, that, the report be noted.

158. BUDGET AND COUNCIL TAX INCREASE

The Treasurer presented a report which provided a resume of the final budget and Council Tax increase across the police sector for the forthcoming financial year. Cumbria's council tax increase was slightly below the service and shire average and as such should not be at risk from Government 'capping'. Cumbria's net budget requirement was an increase of 2.78% compared to 3.05% for other shire authorities and the service.

RESOLVED, that, the report be noted.

159. SINGLE NON-EMERGENCY NUMBER

The Home Office had undertaken a consultation process with the APA (Association of Police Authorities) and ACPO (Association of Chief Police Officers) to consider a Single Non-Emergency Number (SNEN) such as 101.

Should this proposal be progressed the indicative financial costs to the Constabulary would be in the region of £88k. Members were advised that the Constabulary would still need to retain its own non-emergency number, currently an 0845 number, as with 101 you would be connected to the police force which covered the area from where you were dialling. For example if someone in Lancashire wished to contact Cumbria Constabulary and dialled 101 they would be connected to Lancashire Constabulary. There would also be a cost for re-branding to inform members of the public.

The concept of a SNEN was still being investigated and any updates would be provided to the Police Authority.

RESOLVED, that, the report be noted.

160. CUMBRIA POLICE AUTHORITY RISK STRATEGY

The Treasurer presented the Police Authority's Risk Management Strategy and Statement which the Governance Committee had approved at its meeting on 24 February 2010. There had been only one material change which related to the Authority's requirement to comply with its obligations imposed under the Human Rights Act 1998, ie to monitor the Constabulary's compliance with the provisions of the Act in undertaking its policing functions.



RESOLVED, that the report be noted.

161. PERSONNEL COMMITTEE

The Chairman presented the Minutes of the Personnel Committee meeting held on 28 January 2010 which had previously been circulated with the agenda.

RESOLVED, that, the Minutes of the meeting of the Personnel Committee meeting held on 28 January 2010 be received.

162. PROFESSIONAL STANDARDS COMMITTEE

The Committee Chair presented the Minutes of the Professional Standards Committee meeting held on 4 February 2010 which had previously been circulated with the agenda.

In relation to minute number 31, Mental Ill Health and Learning Disabilities, a member asked what the Constabulary were doing in relation to the provision of a designated doctor in the south and west of the county. The Chief Constable advised that this matter had been escalated with Health Trusts and the Criminal Justice Board in order to progress this matter.

RESOLVED, that, the Minutes of the meeting of the Professional Standards Committee meeting held on 4 February 2010 be received.

163. COMMUNITIES, EQUALITY & DIVERSITY COMMITTEE MINUTES

The Committee Chair presented the Minutes of the Communities, Equality & Diversity Committee meetings held on 17 February 2010 and 11 March 2010 which had previously been circulated with the agenda.

RESOLVED, that, the Minutes of the meeting of the Communities, Equality and Diversity Committee meetings held on 17 February and 11 March 2010 be received.

164. INSPECTIONS WORKING GROUP

The Chairman presented the Minutes of the Inspections Working Group meeting held on 17 February 2010 which had previously been circulated with the agenda.

RESOLVED, that, the Minutes of the meeting of the Inspections Working Group meeting held on 17 February 2010 be received.

165. POLICING PLAN AND PERFORMANCE COMMITTEE

The Committee Chair presented the Minutes of the Policing Plan and Performance Committee meeting held on 22 February 2010 which had previously been circulated with the agenda.



RESOLVED, that, the Minutes of the meeting of the Policing Plan and Performance Committee meeting held on 22 February 2010 be received.

166. GOVERNANCE COMMITTEE

The Committee Chair presented the Minutes of the Governance Committee meeting held on 24 February 2010 which had previously been circulated with the agenda.

RESOLVED, that, the Minutes of the meeting of the Governance Committee meeting held on 24 February 2010 be received.

167. NORTH WEST JOINT COMMITTEE

The minutes of the meeting of the North West Joint Committee held on 26 February 2010 were not currently available. The Chief Constable updated members on the collaboration which was taking place within the North West such as regional motorway policing, regional crime unit, specialist areas such as firearms. Collaboration in relation to procurement and the criminal justice system were also being progressed.

RESOLVED, that, the verbal report be noted.

PART 2 – ITEMS TO BE CONSIDERED IN THE ABSENCE OF THE PRESS AND PUBLIC

168. ESTATES STRATEGY

The Deputy Chief Constable presented the refreshed joint Police Authority and Constabulary Estates Strategy which was a five year strategy. The strategy had been developed by the Authority's Estates Working Group and the Constabulary's Estates Team. It contained details of the Authority's vision for its estate and an agreed set of principles for a common standard for all buildings. The strategy highlighted that the Authority and Constabulary would also wish to progress partnership working where appropriate.

Currently there was a backlog of maintenance, which was not unusual for the size of the estate. The Deputy Chief Constable asked for clarification from members as to whether they would wish the Estates Team to carry out a more detailed assessment of how this could be resolved and bring a report back to the Authority in June. Members asked that this assessment be carried out.

A member asked that if the Authority and Constabulary were to progress partnership working, whether or not such shared buildings would appear within the strategy. The Deputy Chief Constable confirmed that such buildings would be included within the strategy to account for the Authority's responsibilities for maintenance.



- RESOLVED,** that, the
- (i) report be noted;
 - (ii) development plan for the Estates Strategy be endorsed; and
 - (iii) Estates Team carry out a more detailed assessment of the maintenance backlog and provide a report to the Police Authority in June.

169. BUSINESS CASE – MOBILE WORKING

The Deputy Chief Constable presented a business case for the approval to draw down funds in order to progress mobile working within the Constabulary. In January 2009 members had approved an indicative business case for such development and the report presented today provided details of how this would be progressed.

A pilot running in West Cumbria had illustrated how laptops and ruggedized laptops could be used by police officers and staff whilst out on patrol. In response to a question the Deputy Chief Constable assured members that no information was held on the mobile devices and that encryption and security measures were in place should they be stolen or lost.

A member asked whether a financial restraint had been placed on the project should it be concluded that this was not a viable proposition following the analysis of the pilot scheme. The Deputy Chief Constable confirmed that a limit had been set which would not be exceeded prior to any evaluation.

Members agreed that by officers having the ability to update and collate information whilst out on patrol would be an effective and efficient way forward.

- RESOLVED,** that, the
- (i) report be noted;
 - (ii) drawn down of the full capital and revenue budget for Mobile Working to enable the project to proceed as outlined within the business case be approved.

170. BUSINESS CASE – KENDAL CUSTODY SUITE

The Chief Constable presented a report and business case to members in relation to the redevelopment of the custody facilities at Kendal Police Station. The tenders for the work had been received which had come in higher than expected. Following evaluation and further discussion with the tendering companies to try and reduce the cost of the project the tenders were still £400k over the original budget figures. This could be attributed to the need to keep Kendal Police Station and the existing cell facilities open during the redevelopment work.

Amending the original design of the project and recommencing the tender process would not be a cost effective solution. In order that the project proceeded at the higher cost the Constabulary had identified £400k worth of savings from the IT



Budget. The Treasurer supported the proposal and stated that he felt the IT savings were realistic and would enable the Kendal Police station redevelopment project to be delivered.

In response to a question from a member the Deputy Chief Constable confirmed that it had been an open tendering process, however due to the specialist work to be carried out this had possibly excluded some local companies.

RESOLVED, that,

- (i) the report be noted;
- (ii) the changes to the capital programme totalling £400,000 as detailed within the report be approved.
- (iii) the provision for the Kendal Police Station redevelopment be increased from £3.270m to £3.670m and the increase of £400,000 be funded from the savings identified at (ii)

171. CONSULTATION ON NEW POWER GENERATION SITES

The Deputy Chief Executive presented a report which outlined the joint response made by police authorities to the Government's consultation for the generation of nuclear power on new sites and the potential resource implications for policing of such developments.

The Chief Constable confirmed that senior officers were liaising with nuclear agencies and linking with North Wales to ascertain if they had identified any issues.

RESOLVED, that the report be noted.

172. CO-LOCATION OPPORTUNITY

The Chief Constable presented a report which provided details of an opportunity for the Constabulary's Criminal Justice Unit at Barrow to co-locate with the Crown Prosecution Service (CPS) at Emlyn Hughes House at Barrow. This opportunity would drive out efficiencies within the criminal justice system and free up valuable space within Barrow Police Station.

The Constabulary were currently undertaking a Structure review and were looking to remodel its existing criminal justice units based at Barrow and Kendal by combining them into one unit. This would allow for more efficient working and a way forward to further integration with the CPS.

RESOLVED, that the report be noted.

The Chair advised members that he would take agenda item number 29, Appointment of External Independent Member next.



173. APPOINTMENT OF EXTERNAL INDEPENDENT MEMBER

The Police Authority had recently undertaken a recruitment exercise for an External Independent Member to sit on its Standards Committee. Interviews had been held on 10 February 2010

RESOLVED, that, the

- (i) report be noted;
- (ii) the proposed nominee Mr Keith Fitton be appointed as an External Independent Member of the Standards committee for a two year period from 31 March 2010 with the option of a further four year appointment.

(NOTE: Mr Edwards, Ms Brooker, Mrs Thornborrow and Mrs Head all left the meeting room at this point).

174. POLICE AUTHORITY STAFFING

The Treasurer presented a report detailing the options open to the Authority in the short-term, medium term and longer term for appointing to the office of Chief Executive when it falls vacant from 31 March, together with details of the likely timescales and potential costs for each of the options put forward for consideration. He also commented on the impact on workloads and capacity of the existing staffing arrangements, but particularly the impact for officers and members of the over-riding requirement to prepare for the Police Authority inspection at the end of June.

The Treasurer responded to questions from members and was thanked by the Chairman for his report.

The Chairman allowed all members to contribute to the detailed discussion on the alternative arrangements set out in the report, at the conclusion of which it was

RESOLVED; That,

- (1) the, Deputy Chief Executive Stuart Edwards be appointed as Acting Chief Executive and Monitoring Officer from 01 April to 30 September 2010 and thereafter on a monthly basis until alternative arrangements are made or a permanent appointment is taken up
- (2) the appointment be on existing salary and terms applicable to the retiring Chief Executive
- (3) rather than attempt to recruit a temporary Deputy Chief Executive, the Acting Chief Executive be authorised to backfill some of his activities by recruitment of temporary



supplementary staffing resources to support him in his role within existing budgetary provision

- (4) the Acting Chief Executive to liaise with the Chairman and to report and advise the Police Authority on the outstanding matters identified by the Treasurer in his report which stand deferred for further consideration.

Meeting ended at 4.20 pm

Chair:

Date: