

Public Document Pack



Wednesday, 8 March 2023

Date: **Thursday, 16 March 2023**

Time: **10.00 am**

Place: **Council Chamber, County Hall, Matlock**

For any further information please contact:

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AGENDA

PART I - NON-EXEMPT ITEMS

1. Apologies for Absence
To receive apologies for absence (if any)
2. Declarations of Interest
To receive declarations of interest (if any)
3. Minutes
To confirm the non-exempt minutes of the meeting of the Derbyshire Police and Crime Panel held on 26 January 2023.
4. Member Question and Answer Session
5. Recruitment, Retention and Exit Interview Report
6. Vetting Report
7. Announcements from the PCC

8. Forthcoming Events

To hear an oral update on forthcoming events (if any)

9. Date of Next Meeting - 22 June 2023

PUBLIC

MINUTES of a meeting of **DERBYSHIRE POLICE AND CRIME PANEL** held on Thursday, 26 January 2023 at Council Chamber, County Hall, Matlock.

PRESENT

Councillor V Newbury (in the Chair)

Councillors G Potter (Derby City Council), W Armitage (North East Derbyshire District Council), A Barrow (High Peak Borough Council), V Clare (Erewash Borough Council), H Dhindsa (Derby City Council), M Dooley (Bolsover District Council), S Handsley (Independent Member), R Flatley (Derbyshire County Council), J Frudd (Erewash Borough Council), C Hart (Derbyshire County Council), D Lomax (High Peak Borough Council), J Mannion-Brunt (Chesterfield Borough Council- substitute member), D Murphy (Derbyshire Dales District Council), M Murray (Amber Valley Borough Council), P Niblock (Chesterfield Borough Council) and G Rhind (South Derbyshire District Council)

Officers present: Danny Sunderland (Democratic Services Officer), Alec Dubberley (Head of Democratic and Registration Services) and Andrea Bond (Business Services Manager - Democratic Services).

Apologies for absence were submitted on behalf of M Eyre (Derby City Council), P Innes (Chesterfield Borough Council) and D Watson (Bolsover District Council).

1/23 DECLARATIONS OF INTEREST

There were no declarations of interest.

2/23 MINUTES

The minutes of the meeting held on 17 November 2022 were confirmed as a correct record.

3/23 TO CONSIDER A REPORT FROM THE POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE ON THE PROPOSED PRECEPT FOR 2023/24

Angelique Foster, Police and Crime Commissioner for Derbyshire presented to the Panel her proposed precept for the forthcoming financial year in accordance with the duty under the Police Reform and Social Responsibility Act 2011. The Commissioner informed the Panel of her proposal to issue a precept increase of £15.00 per year to the current

Band D precept of £251.60, which would give a Band D precept for 2023-24 of £266.60.

The Commissioner invited Rachel Swann, the Chief Constable to give a presentation to members outlining her Operation Business case for Investment, giving an insight into what a precept increase of £15 would provide.

J Peatling, Chief Finance Officer, Derbyshire Constabulary also provided a presentation to support the report.

The Commissioner was questioned in detail by Panel members with regard to her proposed precept increase and also gave members the opportunity to make comments or ask questions of the Chief Constable and the Finance officer, which were duly noted or answered.

RESOLVED:

To approve the proposed precept for 2023-24 of the Commissioner for a Band D increase of £15 without qualification or comment.

4/23

INTERIM UPDATE ON DELIVERY AGAINST THE POLICE AND CRIME PLAN INCLUDING UPDATE ON STRONG LOCAL POLICING

The Police and Crime Commissioner provided the Panel with a summary of the work she had conducted in support of the delivery against the Derbyshire Police and Crime Plan 2021-25, since the last meeting of the Panel on 17 November 2022.

The paper provided an overview of the key work undertaken by the Police and Crime Commissioner in relation to her Police and Crime Plan, between 9 November 2022 and 18 January 2023.

Specifically, the report provided an in-depth summary of the work surrounding the 'Strong Local Policing' priority within the Commissioner's Police and Crime Plan. This had been the focus of the latest Performance Scrutiny Meeting held in November. Appended to the report for Panel Members information was a copy of these meeting papers which included an update on the implementation of the Neighbourhood Policing Charter.

Members thanked the PCC for her detailed summary and commended her for the good work and large number of activities she had undertaken.

RESOLVED:

That the Panel note the interim update in relation to progress against

delivery of the Police and Crime Plan 2021-2025.

RESOLVED:

That the Panel notes the interim update in relation to progress against the delivery of the Police and Crime Plan 2021-2025.

5/23 ANNOUNCEMENTS FROM THE PCC

The Police and Crime Commissioner made reference to the following:

A further round of Anti-Social Behaviour grants had been launched last year and 33 projects totalling £147,000 had been awarded to organisations. These projects would commence in January and would continue throughout the year.

The Derbyshire Rural Crime Prevention Guide to be launched in March.

I announced a further round of my Neighbourhood Watch Support Fund would be made available from April onwards at the Neighbourhood Watch Association Trust (DNWAT) AGM last month.

£1m towards tackling violence in Derbyshire.

Following the success of the Commissioner hosting a county lines secondary schools event last year, two similar events will be held for primary schools later this year.

The Commissioner will be hosting a victim support event later this year. Invitations will be circulated to Panel Members inviting them to attend to better understand the victim services which are commissioned by the Commissioner.

6/23 FORTHCOMING EVENTS

There were no forthcoming events to report.

7/23 DATE OF NEXT MEETING - 16 MARCH 2023

The date of the next meeting was noted.

The meeting finished at 12.00 pm



POLICE AND CRIME PANEL MEETING

REPORT TITLE	RECRUITMENT, RETENTION AND EXIT INTERVIEWS
REPORT OF	POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE
DATE	16th MARCH 2023

PUPOSE OF REPORT

This report was requested by members of the Police and Crime Panel's business committee instead of progress on the police and crime plan. The Commissioner was asked to provide a report on the Recruitment, Retention and Exit Interviews process within Derbyshire Constabulary.

RECRUITMENT, RETENTION AND EXIT INTERVIEW REPORT

Background:

For the last 3 years (April 2020 – March 2023) the main recruitment focus for the Constabulary has been on police officers' numbers, as part of the Government Uplift programme - to recruit 20,000 new officers.

Derbyshire Constabulary's allocation was for an additional 283 new officers over this period and the Constabulary have successfully recruited more than the additional 283 officers' target.

There was an acknowledgement that increasing police officer numbers would require additional support staff. Therefore, there has been investment of £1.363m which covers a combination of associated costs including trainers, vetting, training, laptops, phones, IT licences, body worn video, Radio devices to support the Police Officer uplift programme.

The Police and Crime Commissioner has regular meetings with the Chief Constable and her team to scrutinise progress in this area of business as this falls under the Police and Crime Plan priority "Strong Local Policing".

On receipt of the request for a report on this operational matter, the Commissioner asked the force to provide a summary of relevant information for the panel. This is attached at appendix 1 below.

CONTACT FOR ENQUIRIES

Name:	Marie Romano – Head of Governance and Compliance OPCC
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APPENDIX 1

Retention of officers and staff:

There has been an increase in the number of police officer resignations. This isn't just a Derbyshire issue but a national issue. Derbyshire are in line with the national trends. It was evident that about 70% of resignation were occurring with officers that are in their first 5 years of service. This has implications for recruitment and operational productivity.

It is worth noting that the notice period for a Police Officer is only 28 working days.

A police officer retention strategy was developed to look at areas where the Constabulary could help retain their officer workforce. (Please find that attached on page 5). The Constabulary will review this strategy with completed actions removed and outstanding / new items to be retained/included.

Below are the different entry programmes for joining the force –

Initial Police Learning and Development Programme (IPDLP) - For individuals without a degree but with an A level (or equivalent) in at least two subjects OR be able to demonstrate relevant experience or training that can be considered equivalent to a Level 3 qualification. On completion, the individual will gain a Level 3 Qualification in Professional Policing Practice.

Degree Entry Route (DHEP) – For individuals who already have a degree (in any subject), there's the option of a two-year work-based training programme supported by off-the-job learning. As part of the programme, individuals will focus on a specialist area of study from either Investigation, Intelligence, Community, Roads or Response policing. The individual will earn a Level 6 Post-Graduate diploma in Professional Policing Practice once you've completed your probation.

Police Constable Degree Apprenticeship (PCDA) - For individuals undertaking a Degree Apprenticeship.

Pre-Join - For individuals coming into the Special Constable role only.

Intake of officers between 1st Jan 2022 – 31st Dec 2022

IPLDP – 177

DHEP - 147.

PCDA - 47.

Pre-Join - 14.

Exit Numbers of officers between 1st Jan 2022 – 31st Dec 2022

385 student officers were recruited. 17 have left the Constabulary, which is 4.7%.

The entry route with the highest volume and proportion of leavers is the *Degree holder Entry Programme* (including the Investigator DHEP). During the above period 12 of these students (8.1%) have left the Constabulary, compared to 4 students (2.3%) from the IPLDP entry route.

The Constabulary are taking best practice on retention as developed through the National Uplift Team and putting it in place in the organisation. E.g., the retention framework, stay interviews (rather than leavers interviews etc). It will be a key focus over the next 12 months as the Constabulary seeks to capitalise on the Uplift success.

Future Plans:

Once Uplift is over, the Constabulary will be looking to extend the recruitment and retention strategic focus to include other workforce types such as PCSOs, control room and hard to recruit to staff roles, such as IS. This will start in April 2023 onwards. There will be an increased focus on skills and capability of the workforce, so that the Constabulary continue to deliver to the changing needs of their residents. The

Constabulary are keen to explore how they can attract skills vs the pay of the private sector, and how they can develop opportunities for police staff progression.

The Constabulary will continue to develop programmes to support the recruitment and development of their leaders and talent.

Pay:

Officers pay is set nationally, and increases based on length of service. The annual pay increase depends on what the government agrees through the national pay settlement process therefore, the Constabulary are unable to offer anything other than what is set to Officers.

Staff pay is set per the job evaluation scheme that the Constabulary runs - which gives some indication and scale of salary based on similar jobs in other sectors etc. The Constabulary also look at market supplement for very hard to fill roles.

Recent Roles where market supplement have been used are –

- Project Manager
- Data Architect and Cloud Developer.

There would need to have been several attempts to recruit unsuccessfully and to attract individuals to the post with the wider package and benefits of being in the public sector, such as pension etc. before the Constabulary would look at market supplement for a role.

Exit Interviews:

Below is the flow chart for Exit Interviews (page 4). The process and policy were revised last year. This was to:

- *Improve the quality of the information gathered for analysis*
- *Help increase uptake.*

Data Quality in Exit Interviews:

Previously this was via an excel spreadsheet and due to free-text rather than drop-box filtering for analysis was exceptionally difficult and time-consuming. The new Exit Survey provides a good range of automatic analysis, for example, gender, length of service, reasons for leaving etc.

Improving Uptake in Exit Interviews:

Previously the survey was very time-consuming (approx. 30 minutes to complete) for officers/staff. It also had to be completed prior to individuals leaving the Constabulary and had to be completed on the police computer system. The new survey can be done in about 5 minutes as it has drop-down boxes. Leavers can complete it after they have left the Constabulary, and it can be done on a home computer. This should support any officer/staff who has concerns raising any issues while they are still in the organisation. There is also the bad apple report line for officers to report their concerns whilst they are still in the organisation.

The survey asks if the leaver would like to have an exit interview and who they would want that with, for example a HR rep / line manager. Any concerns can be raised here, and then further action could be taken. The colleague can choose to complete the survey and 3 reminders are sent via HR during their resignation period to complete this survey. However, it is not mandatory for the survey to be completed, but the Constabulary strongly encourage officers/staff to complete the survey and detail how the information will be used.

The new Assistance Chief Officer (ACO) Andrew Price wishes to focus on exit interview completion rates and really improve how the Constabulary works in this area.

Derbyshire Statistics for Exit Interviews:

Locally the use of the exit interview has insufficient numbers to provide any meaningful intelligence to suggest trends or require specific interventions. So, filtering just police officers who have left the Constabulary in their first 5 years of service and who have completed the Exit survey this year is 10. Of these 10 –

- *70% resigned. Of these 70% - the main reason was because they found another/better job (43%)*
- *30% transferred to another police force*
- *Only 1 person put as the main reason was 'Unhappy in the workplace'. This was expanded to a student officer feeling there were too many student officers in the group and that it felt like being on a conveyor belt, and training felt rushed.*

The main reasons (top 5) that officers report in their exit interviews for leaving are - (This is for all police officers – 20 in total August 2022 to date. There are only 5 different reasons recorded.)

- 45% Resigning. Of these 45% - the main reason was better job and/or Pay - 44%
- 25% retiring
- 20% transferring to another police force
- 5% medical grounds
- 5% prefer not to say
- The percentage of exit interviews that are undertaken compared to the officers/staff leaving the organisation?
- Since July 2022 to end of Jan 23 – 97 Police Officers have left the Constabulary. 21% of police officer leavers completed the exit survey
- Since July 2022 to end of Jan 23 – 154 Police Staff (incl. PCSOs) have left the Constabulary. 15% of police staff leavers completed the exit survey

The survey asks leavers if they would like to have a face-to-face exit interview. **The percentage of leavers that requested an exit interview was 2% for police staff and 6% for police officers.**

The lack of data in this area evidences how the Constabulary need to improve in this area to better understand the causes and therefore better address them.

What further action is Derbyshire taking to address recruitment and retention of officers and staff?

Retention Single Point of Contact (SPOCS):

Often at the point of resignation it can be too late for the Constabulary to intervene and keep the officer in the organisation, the Constabulary therefore have 3 appointed Retention SPOCS that can speak to officers who may be thinking of resigning. The purpose of the role is for Derbyshire to try to retain officers. These roles will focus on officers who have applied to transfer out of Derbyshire or have issued their resignation. They are there to unpick any issues that officers might have and to see if retention of the officer is possible.

Derbyshire has three retention SPOCS who are based at HR, North and South Divisions.

If during 1-1s supervisors are alerted to an officer considering leaving they can contact a SPOC to speak with the officer and see if they are able to keep them within the organisation.

Practical Example of a successful SPOC intervention:

An officer who had applied to transfer out of Derbyshire as they were not happy with the Constabulary's promotion board process. The SPOC listened to the officer's concerns and asked for an opportunity to make some improvements to the process. The officer agreed and was happy that the Constabulary had listened and took some of their suggested changes on board. The officer then applied at the next promotion board and was promoted.

TVPs (Targeted Variable Payments):

There is no separate Constabulary budget given for this. Therefore, they are only used for roles that are exceptionally difficult to fill. For example, Armed Response Trainers can lose shift allowances and it can be difficult financially for them to take on the role, and therefore unattractive. Despite repeated attempts to recruit, including external. The TVPs have helped to support with this and get individuals into the role.

On-boarding for Student Officers:

Research has indicated that resignations come after a period of up to six months where officers are experiencing issues. The Constabulary sent a notice out to all student officers and asked if any would like to engage in some work which tracked issues such as morale, confidence levels etc. and it would be tracked monthly. There has been a small uptake and so the process is currently under review to ensure the Constabulary get improved uptake. The purpose of the exercise was not only to help the Constabulary improve officer retention (by picking up issues early) but looking at whether the data would identify higher risk groups – for example is there a link between motivation to join the Constabulary (wanting to help people) and motivation to leave the Constabulary (find a job to help people). This work has now moved over to the Training Centre for a full review and re-launch and further updates around this area of work will follow.

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POLICE AND CRIME PANEL MEETING

REPORT TITLE	VETTING REPORT
REPORT OF	POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE
DATE	16th MARCH 2023

PUPOSE OF REPORT

This report was requested by members of the Police and Crime Panel's business committee instead of progress on the police and crime plan. The Commissioner was asked to provide a report on the Vetting processes within Derbyshire Constabulary.

VETTING REPORT

Background:

Following the Sarah Everard Murder by a serving Police Officer, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), was commissioned to inspect how Vetting, Misconduct and Misogyny were being dealt with

across all 43 police forces, this included the ability to detect and deal with predatory behaviour, by its officers and staff. This inspection made a number of recommendations.

Baroness Casey's interim report into the culture and standards at the Metropolitan Police Service, published last year, raised concerns about the low number of police officers being dismissed and that those with multiple allegations of misconduct against them are still serving the public - [The Baroness Casey Review | Metropolitan Police](#)

On Friday the 20th of January 2023, all police forces in England and Wales were informed there would be a requirement to update the progress against each of the recommendations identified by HMICFRS by Wednesday the 25th of January 2023, some of which were relating to vetting.

The Commissioner role is to make sure that the Force are providing a high standard of service to residents and considers that this includes ensuring that officers and staff that have not passed the vetting standards, or that have additional adverse information against them, are dealt with swiftly and in the appropriate manner.

The Commissioner has regular meetings with the Chief Constable and her team to monitor progress on recruitment and vetting and has received reassurance that the above request by HMICFRS has been complied with. Derbyshire Constabulary has responded identifying that at the time that the Constabulary were compliant with all the recommendations including those relating to vetting, either having already been implemented or would be, within the recommended timescales for implementation.

On receipt of the request by the panel for a report, the Commissioner has asked the force to summarise their operational activities on this matter as attached at appendix 2 below. Any further queries might be noted and passed on to the force.

CONTACT FOR ENQUIRIES

Name:	Marie Romano - Head of Governance and Compliance OPCC
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APPENDIX 2

Vetting undertaken in 2023/2024:

During 2023/2024 there will be approximately 590 new applicants being processed through the Constabulary's vetting unit. Each applicant is thoroughly checked through a multitude of methods, including the Police National Computer (PNC), the Police National Database (PND), local and national intelligence systems, previous working references and financial institutions. Any decision to support or refuse vetting will be supported by a detailed rationale and where applicants have convictions, cautions or other disposals (such as reprimands, warnings, fixed penalty notices for disorder and arrests) and vetting is granted, a full detailed rationale will be included and may result in limited or conditional vetting being granted.

There has been an increase in the establishment within the Vetting Unit during the Uplift programme to ensure that all applications could be processed to meet tight deadlines and to ensure that the unit could be fully APP compliant (Authorised Professional Practice).

Derbyshire Constabulary are fully APP compliant, which ensures a consistent application of the Minimum National Standards relating to vetting across the national police service.

Health Checks for vetting that has previously been granted:

Health checks are checks on officers/staff members vetting at regular intervals during their service in the Constabulary. Health Checks are a requirement under the APP and the Constabulary undertake checks on all vetting clearances.

The below table highlights the type of vetting clearances available and the frequency that the APP determines the vetting clearance should be re-vetted, against how often Derbyshire Constabulary actually undertake the vetting clearance health checks.

Type of Vetting	APP Determination	Derbyshire Health Check Period
Recruit Vetting (RV)	10 years	3 years
Security Cleared (SC)	10 years	Bi - Annual
Management Vetting (MV)	7 years	Bi - Annual
Developed Vetting (DV)	7 years	Yearly
NPPV1 up to 3 years	3 Years	1 Year
NPPV2 (abbreviated) 3 years	3 Years	3 Years
NPPV2 (full) 3 years	3 Years	3 Years
NPPV3 7 years	7 Years	3 Years

- **Recruitment Vetting (RV)** provides the requirements to meet recruitment standards. These checks include qualifications, nationality, finances, credit reference check, criminal convictions and references.
- **Security Cleared (SC)** provides the required for individuals who are to be appointed to posts which require frequent and uncontrolled access to government assets marked SECRET.
- **Management Vetting (MV)** provides a means of ensuring that persons serving in designated posts are assessed as to their reliability and integrity.
- **Developed Vetting (DV vetting)** is a high level of Security Clearance and is required for people with substantial unsupervised access to *TOP SECRET* assets or for those working in the Intelligence or Security agencies.
- **Non-Police Personnel Vetting (NPPV)** assesses the honesty, integrity and reliability, and the overall suitability for clearance of anyone other than police

officers, police staff and members of the special constabulary, who have physical or remote access to any of the following:

Police premises

Information

Intelligence

Financial or operational assets

Corporate databases

Data networks or hard copy material.

The different levels of NPPV broadly follows that of police vetting, for example –

NPPV Level 1 – normally relates to limited access to premises only, for instance contractors for building repairs.

NPPV Level 2 Abbreviated – Similar to RV but likely has access to certain systems, such as partnership programmes or where data is being shared.

NPPV Level 2 Full – Alike to full RV.

NPPV Level 3 – Similar to MV/SC, unrestricted access to systems and buildings.

The type/s of vetting the Constabulary carry out on an individual is dependent on the role the individual is undertaking. Some individuals need just the basic levels of vetting however, individuals who have access to *TOP SECRET* information will have to be vetted to a higher level, due to exposure of more confidential areas of police work.

Rolling Programme of Vetting:

Vetting individuals is an ongoing and rolling programme, which may instigate a health check or indeed a full repeated vetting process multiple times throughout any vetting clearance. This includes where staff have disclosed changes in circumstances, such as marital status, change of address, any alternative business interests or any notifiable associations (relatives or acquaintances that may have been arrested or sentenced for criminal behaviour).

In addition to self-reported change in circumstances, the Constabulary's vetting unit is part of a wider Professional Standards Department and upon receipt of any adverse information, complaint or conduct investigation the circumstances will be thoroughly reviewed and may result in a repeated vetting process being undertaken.

PND Re-Check instructed by the Government

The Police National Database (PND) contains intelligence and information including reports of domestic abuse, child abuse or neglect, crimes and police custody details. The National Police Chiefs Council (NPCC) said that all police staff records will be checked against the database by the end of March 2023 to identify anything that needs further investigation.

This comes against a background of rising concerns about the failure of some police forces to ensure they are not appointing or retaining officers who could cause harm or indulge in inappropriate behaviour. There have been particular anxieties over recent cases that have come to light of sexual abuse and misconduct of serving police officers in other police forces.

Derbyshire Constabulary have already submitted the circa 4000 Derbyshire officers and staff, to the Home Office for review and the Home Office intend to communicate the results back to the Constabulary by the end of April 2023. Dependent on the outcome of the checks, the Constabulary will then need to determine what actions are needed, if

there are any officers or staff on the PND which are found to have adverse information against them.

To give some assurance, Derbyshire Constabulary have always been fully compliant with PND and routinely check PND during their vetting processes, regardless of the level of vetting the individual is being checked against. The PND database is used by police forces nationally as a way to check and update information regarding individuals. Therefore, it is worth noting that if additional information updates come to light during the Home Office review this could then prompt the need for Derbyshire Constabulary to take further action against serving officers and staff accordingly. Depending on the information gained from the check, this could mean individuals may need to be re-vetted, have conditions placed on their vetting status whilst an investigation is completed, or dismissed from the police service altogether.

Bad Apple/Adverse Information:

Adverse information is any information received by any of the Professional Standards Department, from any source, which is either corroborated or uncorroborated. Where the information gives rise to concerns about the general fitness of the individual to work in, or with, the police service, this may result in a conduct investigation and or a vetting review.

Some examples of adverse information that Derbyshire Constabulary would investigate further are:

- ***Inappropriate nicknames.***
- ***Predatory/ Misogynistic/Sexist behaviour.***
- ***Breaches of integrity that falls short of criminal behaviour.***

- ***A build-up of complaints and misconduct allegations that have not been proven.***
- ***Improper behaviour.***
- ***Officers/staff notoriety amongst other colleagues.***

Conclusion:

Derbyshire Constabulary's Vetting Unit ensures that all individuals within, working alongside or delivering service on behalf of the police service maintain high ethical and professional standards, and acts with the utmost integrity. The Constabulary offer a thorough and effective vetting regime, which is a key component in assessing an individual's integrity. It helps to reassure the public that appropriate checks are conducted on individuals in positions of trust. Vetting also identifies areas of vulnerability that could damage public confidence in Derbyshire Constabulary, or the wider national police service.

Derbyshire Constabulary are thorough and proactive with their vetting processes. This can be identified by them consistently adhering to the service level agreement between vetting and the force (Currently 8 weeks), to complete vetting checks, and additionally the Constabulary conduct vetting health checks at more regular intervals than the APP currently determines. Therefore, protecting the public and ensuring that officers and staff that have not passed the vetting standards, or that have additional adverse information against them, are dealt with swiftly and in the appropriate manner.

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