



PAPER AP15/50

ACCOUNTABILITY AND PERFORMANCE PANEL

A meeting of the Accountability and Performance Panel was held in the Strategic Co-ordination Centre, Police Headquarters, Martlesham on Tuesday 16 June 2015 at 9.30am.

PRESENT:

Office of the Police & Crime Commissioner

Liz Hollingworth (Business Administration and Policy Officer), Christopher Jackson (Chief Executive), Tim Passmore (PCC), and Claire Swallow (Deputy Chief Executive).

Chris Bland (Chief Finance Officer for the PCC and Chief Constable).

Suffolk Constabulary (for items 1 to 18)

Sarah Hamlin (Assistant Chief Constable), Peter Jasper (Head of Finance), Steve Jupp (Temporary Deputy Chief Constable), David Skevington (Temporary Assistant Chief Constable) and Gareth Wilson (Temporary Chief Constable).

In attendance for item 19

Belinda Clabburn (Suffolk Youth Offending Service), Nicki Cooper (Public Health), Jo Copsey and Tony Hodge (Town Pastors).

PUBLIC AGENDA

1. MINUTES OF THE PREVIOUS MEETING (Paper AP15/19)
 - 1.1 The minutes of the meeting held on 28 April were agreed as an accurate record and signed by the Police and Crime Commissioner (PCC).
 - 1.2 Updates were given on actions arising from the minutes.
 - 1.3 Temporary Assistant Chief Constable Skevington had circulated the performance measures table showing Suffolk Constabulary position in national rankings.
 - 1.4 T/ACC Skevington said that the work assessing the impact of shift patterns in the Contact and Control Room (CCR) had started and preliminary data was available. It was agreed that a verbal update would be given at the next Accountability and Performance Panel with a report to follow once substantial data was available.

Action: Update on impact of CCR shift patterns to be delivered at the Accountability and Performance Panel in September 2015.

- 1.5 T/ACC Skevington reported that response times to emergency incidents in east Suffolk had been investigated and the work had highlighted various challenges. As a result officer deployment and the location of response bases were being reviewed. It was also anticipated that the implementation of Tough Books would improve response times. An update will be provided to the Accountability and Performance Panel in September 2015.

Action: Response times to emergency incidents and Constabulary response to be reviewed at the Accountability and Performance Panel in September 2015.

- 1.6 T/ACC Skevington updated the Panel on attendance at the Multi-agency Risk Assessment Conferences (MARAC). Following his correspondence with the housing sector attendance had improved and Independent Domestic Violence Advisor (IDVA) representation attendance at the Ipswich MARAC was also anticipated to improve following the implementation of the PCC funded IDVA service. Attendance from the education and immigration services was still variable and T/ACC Skevington said he would write to them setting expectations about attendance. The Temporary Chief Constable said that representation from the education sector at MARAC was important as there was an average of 1.35 children involved in each case. The PCC gave his full support to ensuring appropriate representation at MARAC.
- 1.7 The Deputy Chief Executive asked for detail on the governance arrangements for MARAC. T/ACC Skevington confirmed that the Chair of each MARAC was a Detective Chief Inspector and agreed to clarify the governance arrangements.

Action: T/ACC Skevington to clarify the MARAC governance arrangements.

- 1.8 It was confirmed that the content and timing of reports to the Accountability and Performance Panel on Serious Sexual Offences had been agreed.
- 1.9 ACC Hamlin said that she had discussed the possibility of a second Sexual Assault Referral Centre (SARC) with the Health Service who had confirmed their preference to continue resourcing one SARC in Suffolk. It was discussed that resourcing a second SARC may adversely affect the quality of the service provided. The PCC requested a written response from the Health Service and asked the Constabulary to keep the option of a second SARC under review. The T/Chief Constable said that the analysis of victims experience would indicate the extent of any dissatisfaction with distance travelled to the SARC.
- 1.10 The T/Chief Constable gave an update on the Voluntary Exit Scheme. Suffolk Police Federation had received the proposals and the Joint Negotiating and Consultative Committee (JNCC) would now consider the scheme as part of the formal consultation process. The T/Chief Constable stressed there were no current plans to use the scheme.
- 1.11 ACC Hamlin said she would send the report on bail to the PCC. The T/Chief Constable confirmed that Suffolk Constabulary was not participating in the pre-charge bail pilot.

Action: ACC Hamlin to send the report on bail to the PCC.

2. REVENUE AND CAPITAL OUTTURN AS AT 31 MARCH 2015

- 2.1 The Chief Finance Officer reported that the paper provided the provisional outturn for both the PCC and Chief Constable as corporation soles. He said that the position may change following the audit process. Following the Accountability and Performance Panel discussions, a Decision Paper would be prepared on the transfer of balances and underspends.
- 2.2 The Head of Finance said that the provisional outturn was subject to the audit process but indicated that the total revenue budget outturn for the group was an underspend of

£0.215m which was less than one per cent of the net revenue budget. The Constabulary had previously highlighted that year end provisions for medical retirements and redundancy would affect the outturn. In addition, a bad debt provision and an increase in insurance costs had contributed to the reduction in the Constabulary underspend.

- 2.3 The £1.8m underspend at year end shown in Appendix C of the report was noted.
- 2.4 The PCC asked for information on the outcome of the scheme that had been undertaken with other precepting authorities in Suffolk to maximise revenue from council tax. The Chief Finance Officer said that he would request an end of year report from Suffolk County Council.

Action: CFO to request report from Suffolk County Council on the outcomes of the council tax scheme.

- 2.5 The PCC asked whether the Medium Term Financial Plan had allocated sufficient budget to cover the impact of the job evaluation scheme. The Chief Finance Officer said that an allowance had been made for 2 years of £0.5m. This had been revised down to £0.35m. The final cost would only be known once the appeal process had been concluded.
- 2.6 The T/Chief Constable said that the job evaluation scheme, which sought to harmonise pay, terms and conditions for police staff had two key aims. Firstly as a responsible employer the Constabulary needed to ensure it was paying staff undertaking similar jobs an equitable amount, in line with equal pay legislation. Secondly it was recognised that there needed to be parity of pay where Norfolk Constabulary and Suffolk Constabulary employees worked in collaborated departments. The T/Chief Constable said there were likely to be some discrepancies arising from the job evaluation scheme and the appeals process was in place to address this. The PCC would be kept up to date on the number and impact of appeals.
- 2.7 The Chief Executive suggested the Constabulary should provide details of the Birmingham City Council case that had prompted the decision to implement the job evaluation scheme in Suffolk. The T/Chief Constable agreed to look into the information made available to Chief Officers and the Police Authority at the time.
- 2.8 The PCC requested a formal report from the Constabulary on the job evaluation scheme including a summary of the Birmingham City Council case, reasons for the length of the process, lessons learned and an explanation of the market supplement policy.
- 2.9 The T/Chief Constable confirmed that the market supplement policy would not be used to raise pay across roles as this would perpetuate pay inequality. A salary supplement would be used in cases where pay determined under job evaluation was significantly different to the market rate for comparable posts resulting in difficulties recruiting and retaining key staff, for example where specific technical skills were required. It was confirmed that market supplements would be reviewed annually.

Action: The T/Chief Constable to provide a report on the Job Evaluation Scheme. Details of the market supplement policy and rates to also be supplied to the PCC.

- 2.10 The Chief Finance Officer said he could reassure the PCC that the financial cost of the job evaluation scheme would be monitored through the monthly finance processes. If corrective actions were required to ensure the Constabulary did not overspend these would be taken and reported to the PCC. The Head of Finance said that the situation would become more complex during the year as the Change Programme was implemented.

2.11 The PCC asked what the 2015/16 budget for the National Police Air Service (NPAS) was. The Head of Finance said he would confirm whether the budget had remained at £0.8m.

Action: The Head of Finance to confirm the 2015/16 budget for the National Police Air Service.

2.12 The T/Chief Constable said that the Constabulary had confirmed to NPAS what they would expect to pay in 2015/16. The PCC reiterated that the current arrangements were unacceptable. Additionally he said there were significant public concerns with the recent NPAS announcements suggesting that there would no longer be a helicopter site in East Anglia.

2.13 The Chief Executive said that entering into the original collaboration agreement regarding NPAS was mandated by statutory order but had been accepted by the Police Authority (subject to a number of qualifying conditions) on the basis that it would be reviewed within two years. ACC Hamlin said that the legal aspects of the agreement had been considered and there are a number of actions that can be pursued. She confirmed that no response had been received to either the PCC or regional letters that had been sent. The T/Chief Constable confirmed he would continue to negotiate with NPAS on governance.

3. PROGRESS UPDATE SUFFOLK ONLY CHANGE PORTFOLIO – PCC DECISION PAPER 31 – 2014

3.1 The report provided a progress update in respect of the Suffolk Only Change Portfolio. The Suffolk Only Change Board is in place to oversee the work, including the Local Policing Review.

3.2 It was confirmed that phase 1 of the local policing review had been completed. Updates on four areas (Community Contact, Neighbourhood Teams, Investigations, and Emergency Response) were provided in the report which also covered how estates and technology were being used to support change. Partnership working with Suffolk County Council was being extended through the Transformational Challenge Award. The T/DCC will be leading on this area of work.

3.3 The PCC said he had recently met with Chief Officers on the vision for the Constabulary. The T/Chief Constable said a plan would be produced by September 2015 outlining the structure of the organisation and working practices. It had been agreed that more proactive communication was needed to ensure the workforce and public understood how the Constabulary was delivering on the financial savings required, estates, public access and community safety.

3.4 The Community Safety review was being led by the Suffolk Chief Fire Officer who would report back to the Suffolk Public Sector Leaders group. T/ACC Skevington confirmed that Suffolk Constabulary was contributing to the review and would keep the PCC informed of progress. The Deputy Chief Executive said she was keen to ensure the PCC's commissioning role had been taken into account in the review so that grants were not awarded in isolation.

3.5 The Chief Executive said the report was important as it provided an update following the Decision Paper which had set out how savings would be made. In particular it was important that the PCC was kept informed of progress on savings particularly where the Constabulary was dependent on other partners.

3.6 It was agreed an update report would be presented to the Accountability and Performance Panel in December 2015.

3.7 T/ACC Skevington confirmed that the Multi-agency Risk Assessment Conference (MARAC) was included as part of 'domestic abuse' in the diagram on page 7 of the

report. The Deputy Chief Executive said the hidden harm agenda was critically important and had been expanded on in the revised Police and Crime Plan.

- 3.8 The PCC said that he was interested in the partnership work outlined in the report and said that economic development needed to be central to schemes in order to create employment. T/ACC Skevington said that the partnership teams in Sudbury and Bury St. Edmunds were putting economic prosperity at the heart of the projects and agreed to keep the PCC informed.

Action: T/ACC Skevington to provide the PCC with an update on the 'Connect' multi-agency partnership team work.

- 3.9 The PCC invited comment from Patricia O'Brien, Chair of the Police and Crime Panel, who was observing the meeting. Patricia O'Brien said that she felt greater leadership was needed to ensure transformation of the Constabulary and other authorities in Suffolk.
- 3.10 The PCC said that he hoped the recent change of leadership at the County Council would ensure progress was made across public sector organisations in Suffolk. The T/Chief Constable said that the discussions at the last Suffolk Public Sector Leaders meeting had been encouraging and he felt that the pace of change had increased.
- 3.11 Patricia O'Brien said she was reassured by the responses from the PCC and T/Chief Constable. The Police and Crime Panel had written to the Chief Fire Officer and the Assistant Chief Executive (Suffolk County Council) to gather information on partnership working with Suffolk Constabulary. It was hoped a response would be provided to the Police and Crime Panel before their meeting on 10 July.

4. SUFFOLK COLLABORATION REPORT

- 4.1 The T/Chief Constable said that there were no significant changes to report on Suffolk Collaboration.
- 4.2 The PCC said that he was pleased funding for shared police and fire stations had been secured as this would contribute to a more effective and joined up service as well as generate cost savings. The T/Chief Constable said that the Constabulary were due to meet the Chief Fire Officer for Suffolk shortly to progress the work.

5. HMIC CRIME DATA INTEGRITY REVIEW 2013/14

- 5.1 T/ACC Skevington said that the report showed progress with the recommendations made by Her Majesty's Inspectorate of Constabulary (HMIC). All of the recommendations had either been implemented or were ongoing and dependent on the production of national guidelines.
- 5.2 Additional resource had been allocated to auditing and the monthly figures showed an improvement. The Crime Data Integrity Group was overseeing an evaluation to determine the most cost effective way of sustaining the progress made.
- 5.3 The PCC asked for further clarification of section 3.6 of the report. T/ACC Skevington said that the HMIC testing had suggested that four offences should have been recorded as crimes and therefore found this to be evidence of 'investigating to record'. T/ACC Skevington assured the PCC that mechanisms in the CCR and the audit process now ensured that as soon as there is evidence a crime has been committed it is recorded. The T/Chief Constable said that in the cases highlighted by HMIC the recording process had not been correct but assured the PCC that the crimes had been investigated.
- 5.4 The Deputy Chief Executive expressed concern with this as the Constabulary had previously provided the PCC with assurances that they were one of the most ethical

Constabularies in terms of crime recording. She asked whether the cases highlighted in the report were isolated cases that had slipped through the system.

- 5.5 T/ACC Skevington said that the Constabulary had complied with legislation but that the National Crime Recording System rules had since been strengthened so that all crimes must be recorded as soon as possible and at least within 24 hours. Constabulary processes had been changed in response to the HMIC recommendations.
- 5.6 The Deputy Chief Executive summarised by saying that, despite the PCC being told the Constabulary was scrupulous in recording crime, it seemed that HMIC had taken a more stringent stance in applying guidelines and hence Suffolk, and other Constabularies around the country had changed their processes in response.
- 5.7 The Deputy Chief Executive said she was content the Constabulary were making progress with reporting performance on Serious Sexual Offences to the PCC.
- 5.8 The PCC expressed an interest in seeing the Essex Police review mentioned in section 7.5 of the report. T/ACC Skevington said that the work had been completed and there was 89% compliance which was a notable improvement.

6. USE OF STOP AND SEARCH IN SUFFOLK

- 6.1 T/ACC Skevington reported that as a result of the introduction of the Best Use of Stop and Search Scheme, Stop and Search forms had been altered. The change in the way data was recorded meant the Constabulary had been unable to provide a data report on Stop and Search for the Accountability and Performance Panel. This report would be provided for the September meeting of the Panel.

7. EQUALITY AND DIVERSITY STRATEGY

- 7.1 The PCC suggested that a meeting be convened to discuss the equality and diversity strategy in detail. The PCC said he was keen to see diversity data for the numbers of police, staff, specials and volunteers separately.
- 7.2 The T/Chief Constable said that the strategy had been developed in consultation with Ipswich and Suffolk Council for Racial Equality (ISCRE), the Suffolk Independent Advisory Group and others. The T/Chief Constable expressed his thanks to DCI Tonya Antonis for her work on the strategy and recommended the strategy to the PCC.
- 7.3 It was agreed a meeting would be convened to discuss the strategy and agree how the Constabulary applies the strategy in practice.

Action: Diversity Strategy to be discussed at a PCC and T/CC weekly conference.

8. DIVERSITY ANNUAL REPORT

- 8.1 The T/Chief Constable said the Diversity Annual Report summarised activity and impact during the year. It was noted that whilst diversity within police officer numbers was difficult to address whilst the Constabulary was not recruiting, there was opportunity to encourage applications to staff and volunteers vacancies.

9. INDEPENDENT ADVISORY GROUP ANNUAL REPORT 2014/15

- 9.1 The PCC endorsed the annual report produced by Suffolk Independent Advisory Group (IAG). The report would be published on the PCC's website. The T/DCC said that the Constabulary had offered assistance to the IAG to help expand membership.

10. CUSTODY VISITING ANNUAL REPORT 2014/15

- 10.1 The PCC noted the contents of the Custody Visiting Annual report and placed on record his thanks to the Custody Visitors for volunteering their time to this important role. The report would be made available on the PCC website. T/ACC Skevington suggested that, if available, the ethnicity of Custody Visitors should be included in the report.

11. ANNUAL REPORT ON HEALTH AND SAFETY

- 11.1 The T/DCC said that a joint Health and Safety Policy was now in place and a single management system was being developed. Key Performance Indicators have been introduced to monitor progress and a new training programme will be delivered in 2015/16.
- 11.2 The Constabulary had not been subject to any enforcement authority sanctions during the reporting period.
- 11.3 The T/DCC confirmed that the Constabulary had reviewed and published the health and safety business continuity programme.
- 11.4 During 2015/16 collaborative Health and Safety documents would be developed, induction and refresher training would be implemented and there would be better reporting mechanisms for accidents and incidents.
- 11.5 The PCC asked whether the most common accidents could be determined for officers and staff. The T/DCC confirmed the data was available by department and was scrutinised by the Health and Safety Board for trends. It was agreed that the next annual report would include this data and comment on trends.

12. COMPLAINTS AND PROFESSIONAL STANDARDS UPDATE (YEAR TO 31 MARCH 2015)

- 12.1 The T/DCC said that the number of overall complaints had reduced by 14% although the overall number of allegations had increased due to improved assessment and recording practices. It was clarified that there can be a number of allegations within each complaint.
- 12.2 The T/DCC said that he had met with the Professional Standards Department and the Police Federation to look at values and ethics and how the data gathered through the complaints process could be used to improve the service delivered.
- 12.3 The Chief Executive asked why only 46 of the 62 appeals received by the Constabulary had been reviewed. The T/DCC suggested that the remaining were live cases where the review was yet to be concluded.

13. ANY OTHER BUSINESS

- 13.1 The PCC said that he was expecting an update on Domestic Abuse and Roads Policing in September and on the Cyber Crime Unit at the October meeting of the Accountability and Performance Panel.

PRIVATE AGENDA

[A detailed account of the discussions and decisions on the following items is contained in the Confidential Minutes.]

14. CONFIRMATION OF MINUTES

- 14.1 The confidential minutes of the meeting held on 28 April 2015 were agreed as an accurate record and signed by the PCC.
- 14.2 It was confirmed that ACC Hamlin had briefed the PCC on the Local and Organised Crime Partnership Board.

15. COMPLAINTS, MISCONDUCT AND PROFESSIONAL STANDARDS UPDATE (YEAR TO 31 MARCH 2015)

- 15.1 The report for the year was reviewed.

16. ACTICA REVIEW OF JOINT ICT – ACTION PLAN UPDATE

- 16.1 ACC Hamlin provided an update on the action plan and confirmed that the majority of actions had been completed. It was agreed an update on the Digital Strategy would be provided by the end of August 2015.

17. BUSINESS SUPPORT FUNCTIONS OPERATING MODEL

- 17.1 The T/DCC updated the Panel on the Business Support Functions Operating Model. It was confirmed that he would chair the Board implementing the model
- 17.2 The Chief Executive said that the requirement for a new collaboration agreement should be considered. It was agreed that the PCC would be updated on progress.

18. CHIEF OFFICERS RISK REPORT AND CONSTABULARY RISK REGISTER

- 18.1 The report outlined updates to the Chief Officers' Strategic Risk Register and the intended actions to mitigate risk. The report was noted.

PUBLIC AGENDA

[The meeting reconvened at 1pm to consider agenda item 19]

19. CRIME AND DISORDER REDUCTION GRANTS

Town Pastors

- 19.1 Tony Hodge presented the final report for the 2014/15 Town Pastor grant. He gave a brief overview of the work of the Town Pastor volunteers who support the night time economy by engaging and supporting vulnerable people and by their actions to reduce crime and the fear of crime. Town Pastors worked in nine towns across Suffolk during the year and supported the Latitude festival.
- 19.2 The report provided statistics on the achievements of the scheme in 2014/15 including categorisation of 23,000 interventions. Over 600 volunteers and 4 part time members of staff contributed over 10,000 hours of service. On average there were two recorded interventions for each Town Pastor every hour for each night of duty (not including

general interaction with the public). The scheme trained 13 new Town Pastors during the year and added to the number of prayer partners.

- 19.3 The 'Festival Pastors' at Latitude provided welfare and security during day and night time patrols across the weekend and contributed 230 hours of support.
- 19.4 Tony Hodge thanked the PCC for his support through the grant which contributed 45% of the total amount required to provide the Town Pastor service in Suffolk. Town Pastors said they had been encouraged by the support from individuals on the streets, the community and the Constabulary.
- 19.5 Jo Copsey outlined the contribution Town Pastors made to reducing the demand on the police and health service. Town Pastors had prevented and reduced crime on 258 occasions, dealt with 621 drunk and incapable and 80 domestic tension/violence incidents and diffused 14 incidents of racial tension. Many of these interventions avoided the need for the police or paramedics.
- 19.6 Case studies included examples of where Town Pastors had prevented and reduced crime, calmed situations and supported vulnerable people. Assistance and support had been given where crimes had occurred, in which cases the Town Pastors worked with the police. One example where Town Pastors had been requested to help an individual culminated in a victim being supported to report a serious sexual offence to the police.
- 19.7 The PCC thanked Town Pastors for their work in support of a safe and secure night time economy. He said the statistics were very enlightening and demonstrated the impact of the grant.
- 19.8 The PCC asked whether new volunteers were needed to support schemes. Jo Copsey said that Town Pastors were working on opportunities to present at churches and events as well as distributing literature to encourage volunteers.

Suffolk Youth Offending Service Triage Programme (Challenge4Change)

- 19.9 Belinda Clabburn, the County Partnerships Manager, presented the final report for 2014/15. The first time entrant rate in Suffolk continued to fall and the re-offending rate continued to be lower than national, regional and family rates.
- 19.10 The enhanced Triage pilot in the north of the county was based on the model used in Durham where all young people eligible for out of court disposal were, after the first engagement with a police officer, engaged with by the Youth Offending Team.
- 19.11 An evaluation of the scheme by University Campus Suffolk will be published in December 2015 and sent to the PCC.
- 19.12 Belinda Clabburn reported on the development of Restorative Justice (RJ) between victims and young offenders. Early evidence suggested that police officers had been more successful at engaging victims in Restorative Justice than Youth Offending Service practitioners.
- 19.13 The Deputy Chief Executive confirmed a business case had been received from the Youth Offending Service. She asked whether there was evidence that showed RJ was a credible method for resolving domestic abuse and violence. Belinda Clabburn said that RJ could be powerful and effective for victims. Training was being commissioned to develop work with victims of sexual offences. The work was being led by RJ expert Dr Heather Strang from the Institute of Criminology at Cambridge University.
- 19.14 The PCC asked whether the model would be changed in any way following the pilot. Belinda Clabburn said that running the service from the Police Investigation Centres (PICs) had worked initially, except in the north of the county which is why the enhanced model had been introduced. The enhanced model would be progressed as

it was more appropriate for young people and simpler for the Constabulary to engage with.

Public Health: Drug Intervention Programme

19.15 Apologies had been received from Jodie Rendell, the programme manager, who was unable to attend the meeting. The Deputy Chief Executive noted that the report only provided data up to quarter 3 and suggested that once a final end of year report was received the PCC should meet with the programme manager.

Action: Public Health to submit an end of grant report on the Drugs Intervention Programme once quarter 4 data is available.

Public Health: Young People Specialist Substance Misuse

19.16 Nicki Cooper, the programme manager, said that the report was a restricted document due to the data restrictions the National Drug Treatment Service applied. Data is not made available in the public domain until a year after availability to practitioners.

19.17 It was agreed that an end of year report, to include data from quarter 4 would be made available to the PCC once Public Health received the data.

Action: Public Health to submit end an of grant report on the Young People's Specialist Substance Misuse Service once quarter 4 data is available.

19.18 The current report indicated that the number of young people in treatment, referrals and planned exits had increased. It was expected this level of performance would continue into the last quarter of the year.

19.19 The Panel discussed the proportion of referrals from Domestic Abuse and the PCC suggested this may be due to raised awareness. Nicki Cooper outlined the work that Public Health were undertaking on hidden harm and the extent to which children in Suffolk are affected. She confirmed that the externally commissioned consultant had access to the PCC commissioned domestic abuse research and was consulting with other partners. Public Health would report to the Health and Wellbeing Board on the results of the work and in particular any recommendations regarding alcohol abuse and parental responsibility.

The meeting closed at 1.40pm

SUMMARY OF ACTIONS

Item	Action	Owner
1.4	Update on impact of CCR shift patterns to be delivered at the Accountability and Performance Panel in September 2015.	T/ACC Skevington
1.5	Response times to emergency incidents and Constabulary response to be reviewed at the Accountability and Performance Panel in September 2015.	T/ACC Skevington
1.7	T/ACC Skevington to clarify the MARAC governance arrangements.	T/ACC Skevington
1.11	ACC Hamlin to send the report on bail to the PCC.	ACC Hamlin
2.4	CFO to request report from Suffolk County Council on the outcomes of the council tax scheme.	Chris Bland
2.9	The T/Chief Constable to provide a report on the Job Evaluation Scheme. Details of the market supplement policy and rates to	T/Chief Constable

	also be supplied to the PCC.	
2.11	The Head of Finance to confirm the 2015/16 budget for the National Police Air Service.	Peter Jasper
3.8	T/ACC Skevington to provide the PCC with an update on the 'Connect' multi-agency partnership team work.	T/ACC Skevington
7.3	Diversity Strategy to be discussed at a PCC and T/CC weekly conference.	T/Chief Constable
19.15	Public Health to submit an end of grant report on the Drugs Intervention Programme once quarter 4 data is available.	Public Health / OPCC
19.17	Public Health to submit end an of grant report on the Young People's Specialist Substance Misuse Service once quarter 4 data is available.	Public Health / OPCC