

Public Document Pack

Agenda

Meeting: North Yorkshire Police, Fire and Crime Panel

Venue: Brierley Room, County Hall, Northallerton DL7 8AD

Date: Thursday, 11 January 2024 at 11.45 am

Members of the public are entitled to attend this meeting as observers for all those items taken in open session. Please contact the Democratic Services Officer whose details are at the foot of the first page of the agenda if you would like to find out more.

This meeting is being held as an in-person meeting that is being broadcasted and recorded and will be available to view via <https://www.northyorks.gov.uk/your-council/councillors-committees-and-meetings/live-meetings>

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Business

1. Welcome and apologies

2. Declarations of Interest

All Members are invited to declare at this point any interests they have in items appearing on this agenda, including the nature of those interests.

3. Consideration of the Exclusion of the Press and Public

To consider the exclusion of the press and public from the meeting during consideration of the item of business listed in column 1 of the following table on the grounds that they involve the likely disclosure of exempt information as defined in the paragraph specified in column 2, of Part 1 of Schedule 12A to the Local Government Act 1972 as amended by the Local Government (Access to Information)(Variation)Order 2006:-

Item Number on the Agenda	Paragraph Number
14	1

4. Public Questions or Statements to the Panel

- Any member of the public, who lives, works or studies in North Yorkshire and York can ask a question to the Panel. The question or statement must be put in writing to the Panel no later than midday on Monday, 8th January 2024 to Diane

Enquiries relating to this agenda please contact Diane Parsons Tel: 01609 532750 or email nypfcp@northyorks.gov.uk. Agenda and papers available via www.northyorks.gov.uk

Parsons (contact details below).

- The time period for asking and responding to all questions will be limited to 30 minutes. No one question or statement shall exceed 3 minutes.
- Please see the rules regarding Public Question Time at the end of this agenda page. The full protocol can be found at www.nypartnerships.org.uk/pfcp.

5. Progress on Issues Raised by the Panel

Update report from the Panel Secretariat.

(Pages 5 - 8)

6. Members' Questions

7. HMICFRS re-visit outcomes for the North Yorkshire Fire and Rescue Service and North Yorkshire Police

For the Panel to note and/or comment on the published findings of the inspectorate following their re-assessment of progress against Causes of Concern previously highlighted for each service.

(a) North Yorkshire Fire and Rescue Service - HMI letter on Causes for Concern (published 19 October 2023)

(Pages 9 - 14)

(b) North Yorkshire Police - HMI letter regarding Causes for Concern (published 6 December 2023)

(Pages 15 - 18)

Focus on: Realising our potential

8. Setting the Precepts for 2024/25: Police and Fire and Rescue

'Pre-precept' report from the Commissioner setting out the provisional funding settlements for both services, with additional context around the current precept consultation and future planning assumptions.

(Pages 19 - 46)

9. Organisational Review of North Yorkshire Police

Report from the Commissioner outlining the findings and implications of the recent organisational review.

(Pages 47 - 52)

Other reports

10. Mayoral Devolution and Implications for Panel Governance

Reports from the Secretariat providing information on the implications for the Panel following devolution and seeking agreement to changes to the Panel's Arrangements.

(a) Devolution Implications and Governance Changes

(Pages 53 - 60)

(b) Panel Arrangements

(Pages 61 - 76)

11. Work Programme

Report by the Panel Secretariat.

(Pages 77 - 80)

12. Any other items

Any other items which the Chair agrees should be considered as a matter of urgency because of special circumstances.

13. Date of Next Meeting

Monday, 05 February 2024 at 10:30am – County Hall, Northallerton.

14. Closed Session - Organisational Review of North Yorkshire Police

For the North Yorkshire Police, Fire and Crime Panel to be provided with additional briefing and context regarding the ongoing organisational review of North Yorkshire Police.

Barry Khan

Assistant Chief Executive (Legal and Democratic Services)

County Hall

Northallerton

Wednesday, 3 January 2024

NOTES:

(a) Members are reminded of the need to consider whether they have any personal or prejudicial interests to declare on any of the items on this agenda. The Panel Secretariat officer will be pleased to advise on interest issues. Ideally their views should be sought as soon as possible and preferably prior to the day of the meeting, so that time is available to explore adequately any issues that might arise.

(b) Members of the public may put questions or statements to the Panel and these must be submitted to the officer detailed below three working days in advance of the meeting, for consideration by the Chair. The full protocol for public questions can be found at www.nypartnerships.org.uk/pfcp

Contact Details:

Diane Parsons

Panel Secretariat

Tel: (01609) 532750

Email: nypfcp@northyorks.gov.uk

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NORTH YORKSHIRE POLICE, FIRE AND CRIME PANEL

11 January 2024

Progress on Issues Raised by the Panel

1.0 PURPOSE OF REPORT

1.1 To advise Members of:

- (i) progress on issues which the Panel has raised at previous meetings; and
- (ii) any other matters that have arisen since the last meeting and which relate to the work of the Panel.

2.0 BACKGROUND

2.1 This report will be submitted to the Panel as required, listing the Panel's previous resolutions and/or when it requested further information to be submitted to future meetings. The table below provides a list of issues which were identified at previous Panel meetings and which have not yet been resolved. The table also indicates where the issues are regarded as completed and will therefore not be carried forward to this agenda item at the next Panel meeting.

2.2 The Panel is asked to consider whether any further follow-up is required.

	Date	Minute number and subject (if applicable)	Panel resolution or issue raised	Comment / date required	Complete at publication?
1	21 June 2023	671 – Members' Questions	Information sought on health surveillance of firefighters in NY and York.	<i>To be provided when available</i>	X
2	12 October 2023	696 – Public Questions	Information requested regarding Kirkbymoorside police hub and potential for additional hubs in Ryedale area.	Update at Appendix A	√
3	12 October 2023	698 – Members' Questions	Data requested on numbers of businesses charged for having four or more automatic alarm (false) call-outs.	Update at Appendix A	√
4	12 October 2023	699 – Right Care, Right Person Update	PFCC agreed to provide further information to	Update at Appendix A	√

			highlight that appropriate triage of welfare calls to the FCR is taking place.		
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3.0 FINANCIAL IMPLICATIONS

3.1 There are no significant financial implications arising from this report.

4.0 LEGAL IMPLICATIONS

4.1 There are no significant legal implications arising from this report.

5.0 EQUALITIES IMPLICATIONS

5.1 There are no significant equalities implications arising from this report.

6.0 CLIMATE CHANGE IMPLICATIONS

6.1 There are no significant climate change implications arising from this report.

7.0 RECOMMENDATIONS

7.1 It is recommended that the Panel:

- (a) notes the report;
- (b) considers whether any of the points highlighted in this report require further follow-up.

APPENDICES:

Appendix A – Updates against issues from the Commissioner’s office.

BACKGROUND DOCUMENTS:

None.

Barry Khan
 Assistant Chief Executive, Legal and Democratic Services
 County Hall
 Northallerton
 2 January 2024

Report Author: Diane Parsons, Principal Scrutiny Officer.

	Query raised	Response from Commissioner's office
1	<p>When will the Kirkbymoorside police hub be operational? How often will police officers be present there? What estimated impact will the initiative have on response times? Will similar hubs be introduced across Ryedale and North Yorkshire more widely?</p>	<p>North Yorkshire Police (NYP) have confirmed that on 20th of October 2023 Kirkbymoorside went live as a forward deployment post as per the model recommended by Process Evolution. Early indications are that response times will improve and although the data to prove this is in its infancy it is expected that there will be a significant improvement in the coming months.</p> <p>In terms of the wider work, Process Evolution have recommended a number of "Forward Deployment Posts" to improve response times across the force. However, these will only be sited at locations where NYP already have a police building located but didn't necessarily previously have a footprint working out of it at all times. Process Evolution have done a lot of analysis that shows it is not cost effective to spread resources across some of the vast rural areas because the demand doesn't warrant it and if the force did this, some of the utilisation rates for officers would be just 5%, which not be an appropriate use of their time and resources.</p>
2	<p>Data requested on numbers of businesses charged for having four or more automatic alarm (false) call-outs by North Yorkshire Fire and Rescue Service (NYFRS).</p>	<p>Since NYFRS reinforced the ability to charge and made this explicitly clear as part of the Risk and Resource Model on 1st October 2023, two premises have met the criteria for charging; a university and a hotel in Harrogate. Both the hotel and university have been actively engaging with the Business Fire Safety team to avoid these occurrences happening in the future.</p> <p>Two hospitals have also had four unwanted fire signals since 1st October 2023. However, it is foreseen that there is the potential for increased number of activations in hospitals due to the quantity of building stock and the number of detector heads within them. This understanding and prevention guidance is covered in the Health Technical Memorandum (0503 part H). NYFRS are working collaboratively with the hospitals to reduce the burden of false alarms and incorporate any shared learning across the sector. Although NYFRS do have the ability to charge or enforce, this will only be considered when engagement, education and audit is unable to demonstrate a reduction in the unwanted fire signals at those premises.</p>
3	<p>Commissioner agreed to provide further information to highlight that appropriate</p>	<p>All Mental Health tagged incidents are reviewed as they come in by the First Response Team (all trained mental health practitioners) and any pertinent action taken at the time. The incidents are also reviewed in slower time by the NYP Mental Health Team to</p>

	triage of welfare calls to the Force Control Room is taking place.	see if there are any longer term measures / partner interventions that may assist and, if so, these are raised with the relevant agency.
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His Majesty's Inspectorate
of Constabulary and
Fire & Rescue Services

23 Stephenson Street
Birmingham B2 4BH

Michelle Skeer

His Majesty's Inspector of Constabulary
His Majesty's Inspector of Fire & Rescue Services

Jonathan Dyson
Chief Fire Officer
North Yorkshire Fire and Rescue Service

cc. Zoe Metcalfe
Police, Fire and Crime Commissioner

19 October 2023

Dear Jonathan,

North Yorkshire Fire and Rescue Service: causes of concern – assessment of progress

During March and May 2022, we inspected North Yorkshire Fire and Rescue Service. During our inspection, we identified two causes of concern. In December 2022, we outlined the details of these in our letter to the chief fire officer and we gave the following causes of concern and accompanying recommendations.

Cause of concern

The service doesn't have in place robust processes to ensure transformation activities provide efficiency and effectiveness.

Recommendation

By September 2022, the service should put in place plans that are designed to:

- detail in its medium-term financial plan the efficiencies that its transformation plans will bring for the service;
- make sure that its processes for working with other organisations are effective, provide value for money and benefits for the public, and don't negatively affect the service; and
- monitor, review and evaluate its collaboration activities, such as enabling services, to make sure they achieve best value for money and are beneficial for both the service and the public.

Cause of concern

The service doesn't have in place adequate workforce planning processes. This means that areas such as safety-critical training, succession planning, absence and work-time management don't support its current and future integrated risk management plan.

Recommendation

By September 2022, the service should have put plans in place that are designed to:

- review its current workforce, succession and training planning to make sure these are provided efficiently and effectively;
- review and develop its current absence management policy and process;
- develop a policy and process to manage the working time of its staff;
- make sure that data and processes are in place to regularly assess and manage the capacity and capability of all staff groups; and
- carry out a skills gap analysis to make sure all staff have the skills and training they need to perform their roles.

In January 2023, we carried out a revisit to review progress against the recommendations to address both causes of concern.

On 30 January 2023, you submitted an action plan setting out how you would address the areas of concern and our recommendations. We reviewed the action plan, and in our letter of 19 April 2023, we acknowledged the progress the service was making.

Between 4 and 7 September 2023, we visited again to further review progress. During this revisit, we interviewed the staff who were responsible for developing the action plan, including you as the chief fire officer.

We also interviewed managers and staff with responsibility for assurance, service improvement and training, together with colleagues from their teams. We carried out further interviews with the newly appointed assistant chief officer of the [Enable North Yorkshire](#) (Enable) collaboration, along with middle managers who use this support function. Enable is a collaboration between your service, North Yorkshire Police and the Office of the Police, Fire and Crime Commissioner.

On 13 September 2023, we concluded the revisit by giving you our initial findings. This letter provides an update on those findings.

Governance

We were pleased to find appropriate and robust governance arrangements in place to monitor the progress of your action plan. This progress includes:

- monthly HMICFRS reporting meetings;
- bimonthly risk and assurance committee meetings with direct reporting to the senior leadership team;
- regular updates to the Office of the Police, Fire and Crime Commissioner; and
- the service's appointment of a dedicated assistant chief officer to represent fire within its support function of Enable.

Action plan

The service has an updated action plan that covers the two causes of concern. Its inspection improvement plan, which relates to the action plan, identifies senior responsible officers, deadlines and specific action owners. This plan includes updates on all actions. Some examples are as follows:

- There is a simplified action plan, which is regularly reviewed. It clearly states our recommendations and actions to be taken against them. All actions have a specific deadline.
- Responsible officers have been allocated to specific areas of our framework. This also adheres to [national fire standards](#).
- The service has made significant progress against the action plan. Senior leaders oversee this progress and monitor any outstanding actions.
- The service has aligned actions within the plan and has a full understanding of how the actions relate to each cause of concern. It has also aligned the [risk and resource model](#) with the workforce plan, which has given the service a better understanding of future requirements.

Progress against the causes of concern

The service has made notable progress to implement several changes that are already having a positive effect on the provision of enabling services. These are given below.

The service doesn't have in place robust processes to ensure transformation activities provide efficiency and effectiveness

The service's performance management system and governance framework have been strengthened.

The support function, Enable, has been restructured. The role of managing director has been replaced by an assistant chief officer who reports directly to the deputy chief fire officer. This is to clarify accountability and separate fire and police structures. A planned review later this year will also help to decide future direction of Enable. It will build on the changes made since our visit in January 2023, including the decision to

change the model for its business design and assurance function. This should make sure that there is an appropriate focus on fire-related needs and requirements.

The service's medium-term financial plan shows a balanced budget that incorporates the efficiencies and savings to be generated from the risk and resource model. The service has confirmed that the savings identified will be reinvested as planned.

The service doesn't have in place adequate workforce planning processes

The service has made progress in further upgrading its data and processes to support how staff capacity and capability are managed. The service has upgraded some of its systems and they are used to support the process it has established to monitor the working time of staff. In particular, the following improvements have been made:

- The service is now fully informed on workforce data and has carried out a skills gap analysis.
- The service has approved a two-year training plan in line with [national operational guidance](#) and incorporated it into its budget.
- The service's workforce and training plans now identify necessary succession planning and recruitment requirements.
- The service has added timelines to its skills-focused training plan according to date of expiry and in advance of deadlines.
- The service has addressed the number of temporary posts and has successfully appointed permanent staff to a middle-management level.
- Further promotion processes are ongoing in line with the phased approach to future staffing requirements.

The service has reviewed its absence management policy and procedure, and it has approved this with the trade unions. A trial is due to begin in October 2023 and it is expected to be fully implemented by December 2023.

Conclusion

I am pleased to see the significant steps that the service has taken in response to the causes of concern we issued. The strengthened working relationships between the enabling services have helped to change the working culture and improve staff understanding of the benefits that the collaboration can provide. We saw evidence that showed the improvements made are sustainable and that they will continue to be monitored at a senior level.

The service recognises that there is still more work to do, particularly in refining the processes to monitor and evaluate the services provided by Enable. However, the steps taken since our previous visit reassure us that there is a much-improved position regarding enabling services and the benefits they bring to the service.

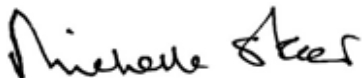
The risk and resource model, and the actions within it, are in progress and aim to lead to change and create efficiencies to further benefit the service. During our inspection, the service told us that it had managed this change effectively, and that it had a minimal negative effect on the staff involved.

The service has reviewed and developed processes in relation to its workforce and is improving data and updating systems to support and develop this further. The absence management policy and procedure is expected to be implemented imminently, and we look forward to reviewing this in the future.

We recognise the considerable work carried out to support these improvements. As a result, we now consider both causes of concern to be resolved. We will, however, continue to monitor them during our scheduled inspection of the service in 2024 as part of our established inspection methodology.

This letter will be published on our website.

Yours sincerely,

A handwritten signature in black ink that reads "Michelle Skeer". The signature is written in a cursive, slightly slanted style.

Michelle Skeer

His Majesty's Inspector of Constabulary

His Majesty's Inspector of Fire & Rescue Services

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His Majesty's Inspectorate
of Constabulary and
Fire & Rescue Services

23 Stephenson Street
Birmingham B2 4BH

Michelle Skeer OBE QPM

His Majesty's Inspector of Constabulary
His Majesty's Inspector of Fire & Rescue Services

Lisa Winward
Chief Constable
North Yorkshire Police

6 December 2023

Dear Chief Constable Winward,

North Yorkshire Police: PEEL cause of concern – March 2023

Background

Between 3 and 15 October 2022, we inspected North Yorkshire Police as part of our police efficiency, effectiveness and legitimacy (PEEL) programme. During our inspection, we identified a cause of concern, in which we said that North Yorkshire Police doesn't have adequate governance in place.

On 17 March 2023, we published this cause of concern in our [2021–22 PEEL assessment of North Yorkshire Police](#).

Strategic planning, organisational management and value for money

In our inspection, we found that the force didn't have adequate governance. This meant that the force's approach to strategic planning, organisational management and value for money was inadequate.

We recommended that the force should:

- make sure that senior leaders have effective oversight of the force's enabling services and the current challenges associated with capability;
- develop an effective workforce plan so it can provide a service that meets the policing needs of the community, now and in the future; and
- develop and align departmental operational and strategic plans that are informed by accurate information and a detailed performance framework.

Progress review of identified cause of concern

During our revisit on 13 July 2023, we reviewed progress against the identified cause of concern. We interviewed officers and staff throughout the force, observed force meetings and reviewed a range of documents and data. A summary of our findings for each of the recommendations is detailed below.

The force should make sure that senior leaders have effective oversight of the force’s enabling services and the current challenges associated with capability

In October 2022, we identified that the force had inadequate organisational governance. This meant that senior leaders weren’t aware of how the force was performing.

The force’s approach to performance management and its governance framework has improved.

Its enabling services (such as HR, IT, vehicle fleet management, estate management and business insight), which are shared with the fire service, have been restructured. The role of managing director has been replaced by an assistant chief officer who reports directly to the deputy chief constable and the deputy chief fire officer. This is to clarify accountability between the police and fire and rescue services.

In late 2023, a review of these enabling services is scheduled to take place. This review will help to decide the future approach of these enabling services. It will build on the changes made since our visit in October 2022, including the decision to change the model for the business design and assurance function. This should make sure that enabling services focus on police-related needs.

The force should develop an effective workforce plan so it can provide a service that meets the policing needs of the community, now and in the future

The force has improved how it manages its workforce planning since our last inspection. It has developed a workforce plan, which has improved its understanding of vacancies and the skills needed to provide its services.

The force has developed a recruitment plan to predict the needs of its workforce. It has recruited extra officers and staff in areas where demand was creating pressure on the workforce. This means that the force can continue to provide effective policing services.

The force has also introduced a vacancy meeting to decide how to recruit and prioritise roles. This is designed to make sure that resources are aligned to high-risk areas. This process prevents officers and staff being moved from higher-risk roles to other lower-risk areas to fill vacancies.

Strategic boards consider requests for increased resources, and posts are reallocated based on the force’s priorities. The force uses its [force management statement](#) to help predict future demand.

The force has reviewed its investigation structure. It has increased the number of investigator posts from 107 to 148. The force is dividing these posts between the criminal investigation department and a new safeguarding investigation team.

The force has also increased the availability of training sessions. This will make sure it can support the development of the increased number of investigative staff.

The force should develop and align departmental operational and strategic plans that are informed by accurate information and a detailed performance framework

The force has developed a 'plan on a page', which is the link between the commissioner's crime plan and the strategic and operational priorities of the force. This is used to develop local plans that make sure the force's activities achieve its priorities.

Chief officers have led sessions to raise awareness of the plan on a page in their workforce. This has given officers and staff the opportunity to ask questions and to see how their activities contribute to the force's priorities.

The force has improved how it presents its performance data, which is used to inform strategic and operational decision-making. It has also improved its understanding of the demands it faces and its ability to align resources accordingly. The force has moved resources from lower-risk positions to areas identified as being of greater need.

The new governance structure provides a greater insight into how the force is managed. And it has helped the monthly improvement board, chaired by the chief constable, to quickly improve policing services.

Conclusion

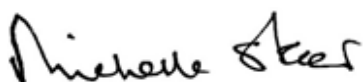
I am pleased to see the significant steps that the force has taken to address the cause of concern we issued. The strengthened governance and improved understanding of its performance is improving the service it provides to the public. We saw evidence that these improvements are sustainable and that senior leaders will continue to manage them.

The force recognises that there is still more work to do, particularly in refining the structure of its shared enabling services. However, the steps taken since our last inspection reassure us that these services and how they are overseen have improved.

The force has improved its workforce planning so it can fill vacancies with skilled officers and staff. We can already see the benefit of this approach in the control room and the improved speed at which the force is answering calls from the public.

We recognise the considerable work that the force has done to support these improvements. As a result, we now consider this cause of concern to be discharged. We will, however, continue to monitor the force's progress through our PEEL continuous assessment.

Yours sincerely,



Michelle Skeer OBE QPM

His Majesty's Inspector of Constabulary

His Majesty's Inspector of Fire & Rescue Services

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North Yorkshire Police, Fire & Crime Commissioner

Page 19

Setting the Precepts 2024/25

Police and Fire & Rescue

Agenda Item 8

Contents - Police

- Provisional 2024-25 Police Funding Settlement
- Financial Impact of Settlement for Policing in NY
- Pay Awards and Wider Inflation
- Changes beyond inflation and Additional Income
- Precept Consultation
- Future Funding and Planning Assumptions
- Reserves

Provisional 2024-25 Police Funding Settlement – Headlines

- Up to £18.4 billion for policing in 2024/25, an increase of up to £843 million on the (restated) 2023/24 funding settlement.
- Available funding to PCCs will increase by up to an additional £922m in 2024/25, assuming full take up of local flexibility to increase council tax by the maximum amount.
- £13 precept flexibility for all PCCs, or equivalent, for 24/25
- Would equate to a national increase to PCC funding - in cash terms - of 6%

Provisional 2024-25 Police Funding Settlement – Precept

- The £922m available to PCCs is broken down as follows:
- A £150m increase in Government grant funding to PCCs. However **ALL** of this is added to the ring-fenced funding to maintain the Police Officer Uplift Programme.
- £185m to **fund last years** 7% pay award
- £259m to cover additional costs of police pension scheme contributions.
- £27m one off grant relating to costs of pension changes.
- Up to £298m additional funding from council tax precept, based on current forecasts and **assuming all PCCs** maximise their precept flexibility. The Government is enabling PCCs to increase precept by up to £13 for a Band D equivalent property.

Precept

- A £13 increase in North Yorkshire would be the equivalent of a 4.4% increase.
- The current planning assumption is for an increase in precept of 2.99% , or £8.83 extra, for a Band D property.

Page 23

Underlying Tax Base has seen growth of 1.1%.

- Depending on the position on the councils Collection Funds then the increase in core funding, in comparison to 2023/24 is expected to be around 6% (the forecast national average), even with a lower than maximum precept increase.

Impact of a 2.99% £8.83 increase in Band D Precept

Overall Government and Local Revenue Funding				
	2024/25	2023/24	(Increase)/Reduction	Year on Year Change
	£000s	£000s	£000s	%age
<u>Government Funding</u>				
Police Grant	(55,615)	(54,390)	(1,225)	2.3%
RSG/National Non Domestic Rate	(33,156)	(32,589)	(567)	1.7%
Police Officer Uplift Grant	(5,096)	(2,677)	(2,420)	90.4%
Council Tax Freeze Grant	(2,152)	(2,152)	0	0.0%
Council Tax Support Grant	(5,746)	(5,746)	0	0.0%
Police Pensions Grant	(4,930)	(1,449)	(3,481)	240.2%
Government Funding Changes	(106,695)	(99,002)	(7,693)	7.8%
Impact of a £8.83 (2.99%) Band D Precept increase				
Net Surplus on Collection Funds	(484)	(484)	(0)	
Council Tax Requirement	(95,767)	(91,970)	(3,798)	4.1%
Total Local Funding	(96,251)	(92,454)	(3,798)	4.1%
Total Government + Local Funding	(202,946)	(191,456)	(11,490)	6.0%

Precept

- Current Council Tax/Precept Levels:
 - Band D: £295.09 – £5.66 per week
- Impact of a **£8.83, or 2.99% increase** in 2024/25
 - Would equate to around **17p extra per week** for a Band D property
 - Would provide **£2.8m additional funding** (versus 23/24 precept level)

Impact of a **£13, or 4.4% increase** in 2024/25

- Would equate to around **25p extra per week** for a Band D property
- Would provide **£4.1m additional funding** (versus 23/24 precept level)

Pay Awards and Wider Inflation

Forecast additional Pay Costs	Forecasts 2024/25
	<u>£000s</u>
Impact of 23/24 Pay Awards @ 7% in 24/25	1,790
Increase in Employer Pension Contributions rate to Office Pension Scheme	2,845
Assume 2.5% Pay Awards from Sept-24	2,390
Increase Police Officers to 1,660 FTEs in 24/25	830
Investment in Force Control Room	1,065
Combination of multiple changes	(250)
Total Forecast Additional Pay Costs	8,670
Impact of Inflation and Pressures on Non-pay Budgets:	Forecasts 2024/25
	<u>£000s</u>
Other Non Salary	2,340
Injury and Medical Police Pensions	425
Estates	(160)
Supplies and Services	2,300
Transport Pressures	(410)
Commissioned Services Growth	1,370
Other Inflationary pressures net of savings target	(105)
Total Forecast Additional Inflationary Non-Pay Costs	5,760
Movement on Reserves and Capital	1,300
Potential Additional Costs	15,730

Changes Beyond Inflation

- The Force will exceed their Uplift Target of 1,644 Police Officers by the end of 2023/24 – and will be funded to exceed this by more than 20 in 2024/25.
- These additional roles are being funded by £980k additional grant from the Government. **(non-recurring)**
- **Further Investment of over £1m per year** is planned into the Force Control Room.
- Other investments are planned into Safeguarding.
- Wider staff vacancies will need to be managed to make this affordable
- Structures will be based on the recently completed organisational design review.

Additional Funding

- So we have £15.7m of additional costs and £11.5m of additional 'Core' income – Where is the rest coming from?
 - We will receive £1m to support activity designed to combat anti-social behaviour and serious violence.
 - We will receive £0.5m to support immediate justice.
 - We will receive £0.35m to continue the work on the schemes started in 2023/24 around Safer Streets.
 - We will receive £0.26m to our serious violence duty.
 - £1.8m is expected from the Apprenticeship Levy to fund Police Officer training costs.
 - We forecast an additional £0.65m from interest receivable.

Where does this leave us?

- Assuming a 2.99% precept increase, then:
- We will balance the budget across the MTFP with a small efficiency target of £250k in 2024/25, increasing to £1m per year thereafter.

Precept consultation

- **Police and Fire & Rescue** consultation
- Representative telephone interviews (target is 1,000)
- And Online survey
- Consultation closes 21st January 2024
 - Full results to Panel in February

Page 30

The survey can be found at:

www.tellCommissionerZoe.co.uk

Police

- The following options are based on an average Band D property currently paying £295.09 each year for policing.
- **No more than I pay now – a precept freeze**

This would be a cut to the police budget due to inflation and current levels of service delivery could not be maintained
- **Up to £10 a year more (83 pence per month), an increase of 3.4%**

This would raise around £3.1 million, however is significantly below inflation and would likely lead to reductions in current levels of service delivery unless savings could be delivered
- **Up to £15 a year more (£1.25 per month), an increase of 5.1%**

This would raise around £4.7 million, however is significantly below inflation and would likely lead to reductions in current levels of service delivery unless savings could be delivered
- **Up to £20 a year more (£1.67 per month), an increase of 6.8%**

This would raise around £6.2 million, is broadly in line with the organisation's inflationary pressures and would lead to no reductions in current levels of service delivery.

Future Funding and Planning Assumptions

- Precept increases of 2.99% are included within the plans for 2025/26 and beyond.
- Government Grant increases of 2% in 25/26 and beyond are assumed
- 1.1% increase in Tax Base in 2024/25 followed by 1.4% increases thereafter.
- £600k collection surplus per annum.
- Pensions Grant continues at current level.
- Pay Awards are 2.5%, (24/25), then 2% thereafter.
- Additional funding is provided to maintain the Uplift Programme in future years.

Reserves

- General Reserves are projected to be £5.5m throughout the plan.
- This is 2.9% of Net Budget Requirement in 24/25.

Page 33

- Earmarked Reserves are expected to be £14.5m at the start of 24/25.
- Capital Receipts Reserve is expected to be £9m at the start of 24/25.

Contents - Fire

- Provisional Local Government Finance Settlement
- Financial Impact of Settlement for NY Fire
- Changes since February 2023
- Precept Consultation
- Future Funding and Planning Assumptions
- Reserves

Provisional Local Government Finance Settlement

- Fire and Rescue Authorities precept flexibility remains at 3%.
- **Standalone FRAs see smallest Core Spending Power (CSP) increase of all classes - 4.6%.**
- Core Spending Power increases by an average of 6.5% across the board - this consists of £1.825bn of additional grant and £2.078bn in additional council tax (assuming all LAs levy the maximum precept allowed in 24-25).
- Services Grant reduces by 84% to £77m. Social care grants rise by 20%.
- 3% Funding Guarantee continues in 2024-25 - ensures councils get at least 3% increase in CSP, before council tax or decisions on use of reserves.
- 31 out of the 44 FRAs hit the Funding Guarantee threshold for 2024-25
- Rural Services Delivery Grant continues at £95m.
- Fire and Rescue Pensions Grant (£115m) now included within Core Spending Power

Precept

- A 2.99% increase for North Yorkshire Fire would be the equivalent of a £2.41 increase for a Band D property.
- Underlying Tax Base has seen growth of 1.1%.

Page 36

Depending on the position on the councils Collection Funds then the increase in core funding, in comparison to 2023-24 is expected to be around 5%. (this is expected to be around 0.4% higher than the national average for FRA's)

Impact of a £2.41 (2.99%) increase in Band D Precept

Local and Government Funding				
	2024/25	2023/24	(Increase)/Reduction	Year on Year Change
	£000s	£000s	£000s	%age
<u>Government Funding</u>				
Total Settlement Funding	(11,441)	(9,284)	(2,157)	23.2%
Rural Services Grant	(604)	(604)	0	0.0%
Services Grant/Funding Guarantee	(444)	(249)	(195)	78.5%
Pensions Grant		(1,711)	1,711	-100.0%
Compensation for Underindexing of Business Rates	(1,315)	(1,088)	(228)	20.9%
Total Government Funding	(13,804)	(12,935)	(869)	6.7%
Impact of a £2.41 (2.99%) increase in Band D Precept				
Net Surplus on Collection Funds	(129)	(129)	0	
Council Tax Requirement	(26,160)	(25,123)	(1,037)	
Total Local Funding	(26,290)	(25,253)	(1,037)	4.1%
Total Government + Local Funding	(40,094)	(38,188)	(1,906)	5.0%

Precept

- Current Council Tax/Precept Levels:
 - Band D: £80.61 – £1.55 per week
- Impact of a 2.99% increase in 2024/25
 - Would equate to an annual increase of £2.41 for a Band D property. (or just under 5 pence per week)
- **Any increase above 2.99% would require a Referendum**

What has changed since Feb-23?

Staff Pay

- 2023/24 pay award – £1,925 for those earning up to £49,950 and 3.88% for higher earners - **£40k higher** than MTFP.

Inflation

- Forecast was CPI would be 5% in Sept-23, it was 6.7%.
 - This has led to higher Grant Settlement **+ £150k**
 - **BUT** higher costs (**Yes**) and pay awards (**Probably**)

Page 39

Interest Rates

- Have increased from around 3% when setting the 23/24 plan, to 5.25% now.
 - This will lead to higher interest receivable **+ £170k**
 - **BUT** higher interest payable on borrowing? **£240k**

What has changed since Feb-23?

Tax Base

We had forecast a 1.2% increase in the Tax Base, it has been confirmed at 1.1% increase - **£25k** less than forecast

Pay

Page 40

In Feb-23 we assumed 2% pay awards across the rest of the MTFP period

- Current plan assumes 2.5% in 2024/25 and then 2% per year thereafter – **£145k higher**
- **Each 0.5% higher than this adds a further £145k**

What has changed since Feb-23

Non Pay Inflation and Pressures net of savings - £1,135k

- £1,685k of pressures/inflation/growth currently identified and factored into plans.
- £550k of non-pay savings identified and factored into plans.

What hasn't changed since Feb-23

RRM efficiencies still assumed

- Harrogate – 4 less FFs from April-24 - **£210k saving**
- Scarborough – 4 less FFs from April-25 - **£215k saving**
- Operational Staffing Reserve – 7 less FFs from April-25 - **£375k saving**

Page

RRM Investments still planned

- **Prevention and Protection – phase 2 + £107k, 2.5 FTEs from April-25**
- **On-Call Investment**
 - **24/25 - £332k**
 - **25/26 - £788k**

Where does this leave us?

- We are working to have a balanced budget across the 4 years of our MTFP
- The finances continue to be exceptional tight.
- Please keep in mind that this assumes a 2.5% pay award for both staff and firefighters in 24/25.
A pay award above this level cannot be afforded by the Service without additional funding or significant changes to the current plans.
- We have some final areas to finalise in relation to Precept and Business Rates

Fire & Rescue

- The following options are based on an average Band D property currently paying £80.61 each year for Fire and Rescue.
- **No more than I pay now – a precept freeze**

This would mean a significant cut to the fire and rescue budget due to inflation and current service delivery could not be maintained.
- **Up to £2.41 a year more (20 pence per month), an increase of 2.99%**

This would raise around £750k, however is significantly below inflation and would likely lead to reductions in current levels of service delivery.
- **Up to £5 a year more (42 pence per month), an increase of 6.2%**

This would raise around £1.6m, is broadly in line with the organisation's inflationary pressures and would lead to no reductions in planned levels of service delivery
- **Up to £7.50 a year more (63 pence per month), an increase of 9.3%**

This would raise around £2.4m, is likely to be higher than the organisation's inflationary pressures and would allow some additional investment into fire and rescue service delivery.

Future Funding and Planning Assumptions

- Precept increases of 2.99% are assumed to be possible for 2025/26 and beyond
- Government Grant increases of 2% each year
- 1.1% increase in Tax Base in 2024/25 followed by 1.4% increases thereafter.
- £160k collection surplus per annum.
- Pensions Grant continues at current level.
- Pay Awards are 2.5%, (24/25), then 2% thereafter.

Reserves

- General Reserves are projected to be £1.1m throughout the plan.
- This is 2.8% of Net Budget Requirement in 24/25.
- Earmarked Reserves are expected to be £2m at the start of 24/25.
- Capital Reserves are expected to be £1.9m at the start of 24/25.
- Further details on reserves will be provided in February

POLICE, FIRE AND CRIME PANEL REPORT

Meeting Date	11 th January 2024
Report Title	Organisational Design Project

Information should be accessible for all. If you require this information in a different language or format, please contact the Office of the Police, Fire and Crime Commissioner at info@northyorkshire-pfcc.gov.uk.

Purpose of this report

1.1 To provide an update on the Organisational Design Project

Background

2.1 The Organisational Design project was established to deliver a refreshed organisational design for operational policing, focusing on core service areas in line with the Chief Constable's vision

- The core project requirement was to deliver a refreshed organisational design for operational policing in North Yorkshire Police (NYP), with a primary focus on stabilising and enhancing the following core areas of business:
 - Safeguarding
 - Digital Forensics Unit (DFU)
 - Force Control Room (FCR)
 - Investigations
 - Neighbourhood Policing processes
- Process Evolution were commissioned to carry out this work. They have set the standard for UK police service planning, with a developed and recognised approach that combines thorough analysis, insightful consultancy, and the supply of long-term software for organisational change. They provide sophisticated modelling techniques. Simulating scenarios in both the short, medium, and long term ensures that the solutions offered are objective, evidence-based and quantified. Process Evolution work with police services throughout the UK and have previously helped emergency services across the world to optimise resource use and respond in the most effective and efficient way. Their work ranges from response optimisation, workforce profiling and planning, and improving service delivery time in control rooms and across other policing functions
- Prior to this project, the operating model for NYP hadn't been reviewed since 2015, when the Operational Policing Model (OPM) Review was completed. The landscape of policing has changed significantly in the intervening period, as has the financial landscape. Whilst ad hoc changes have been made in specific areas to deal with changing demand, a full review was needed to realign the operating model to the current profile of threat, risk, and harm, and

ensure that it remains coherent and uses resources in the most effective way to deliver an exemplary service to the public.

- The Target Operating Model captures the core operational functions that the force needs to have in place to deliver effective services to the public. Aligned to the core mission to keep communities safe and feeling safe, North Yorkshire Police believe Neighbourhood Policing is at the heart of the model, supported by other core, specialist policing and enabling functions.
- The Target Operating Model is the vehicle by which NYP delivers against core strategic priorities, including the Police and Crime Plan.
- The key drivers for change to the operating model include emerging areas of high-harm demand such as cybercrime and online abuse, as well as increasing calls for service following the COVID-19 pandemic. There are several key identifiers that have been used to identify the highest risk areas requiring additional capacity, including:
 - Force Management Statements (FMS) 4 and 5
 - The Force Plan on a Page
 - Control Strategies
 - HMICFRS PEEL and NCPI inspections
 - The overarching drive to deliver better outcomes for victims and the public
- The project work focused on the following areas of the Operating Model:
 - Safeguarding
 - Investigations
 - Professional Standards
 - Digital Forensics
 - Response Policing
 - Neighbourhood Policing
 - Partnerships
 - Expedite Teams
 - Professional Development Unit (PDU)
 - Criminal Justice
 - Specialist Operations
 - Intelligence and Automatic Numberplate Recognition (ANPR)
- Design work was completed across these areas, and a series of options developed for future service delivery models. This work was led by the operational Heads of Function, supported by Project Management and Business Analyst resource, as well as the Business Insight Team.
- Decision making on the recommended options for each business area was driven by an assessment of the outcomes that the revised model would deliver, including a consideration of risk and impact to service delivery.

2.2. Findings and Implications

- The Organisational Design Project resulted in a series of recommendations for the realignment of resources, both people and financial, across the NYP Operating Model to use resources most efficiently and effectively in response to demand for policing services.

- These options were evaluated and considered through NYP governance, and a recommended option was selected for each workstream area based on the best fit for operational need.
- These recommendations include:
 - Growth of staff and officer resources in key areas of risk requiring additional resource to deliver the required outcomes to the public
 - The introduction of efficiency measures to release Police Officer capacity for realignment into higher priority areas
 - The introduction of efficiency measures to release cashable financial savings to fund growth in higher priority areas
- Implementation of the recommended options will commence in early 2024, following the completion of the appropriate engagement and consultation processes.

2.3 Outcomes

- The Organisational Design project has focused on the alignment to the outcomes detailed in the Police and Crime Plan during the design and decision-making phases and has an overarching alignment to the CARE principles through focusing on service improvement as the key driver for change.
- At a high level, the project focuses on delivering the following outcomes detailed in the Police and Crime Plan:
 - *Outcome 3a:* North Yorkshire Police have the appropriate resources in the appropriate places to serve the needs of the public
 - Organisational Design focuses on ensuring that resources are best aligned to areas of need, based on demand and potential harm to the public.
 - Neighbourhood Policing, and a focus on the embedding of prevention and early intervention, are at the core of the NYP Operating Model upon which Organisational Design has built
 - *Outcome 4a:* North Yorkshire Police is outstandingly effective and efficient
 - Organisational design focuses on allocating resources, both people and financial, in the most efficient and effective way to maximise the alignment of service delivery to need. This has enabled growth in core areas of risk through the realignment of resource from other areas.

PFCC/OPFCC Activity Update

3.1 Supporting North Yorkshire Police to improve

- As the panel will already be aware I have supported the Chief Constable to accomplish improvements, by investment where necessary. These include Operational and corporate improvements to support the recommendations made by HMICFRS;
 - Delivering on the investment in the Force Control Room amounting to £2.5 million, in respect of 101 and 999 but also in respect of the requirements of child and adult safeguarding. Which has resulted in significantly improved call handing and response times.
 - Improvements in safeguarding structures and processes.
 - An increase of over 100 officers in frontline roles, specifically on response policing.
 - Significant reduction in backlogs within the crime recording and occurrence management unit.

- Measures to address backlogs in digital forensics resulting in all of these being cleared.
 - First and Middle-Line Leadership Programmes have been delivered to almost 300 supervisory personnel so far.
 - Diversity, Equality and Inclusivity modular development and training programmes.
 - Launch of a North Yorkshire Police Staff Survey, which had one of the highest rates of return nationally.
 - Launch of revised and refreshed overarching vision and ‘plan on a page’ focussing NYP staff and officers on the Force Values of Impartiality, Integrity, and Respect – and the approaches of Being Victim Focussed, Working in Partnership, Targeting Offenders, Intervening Early, Problem Solving, and Being inclusive.
 - Renegotiation of the strategic intent between North Yorkshire Police and North Yorkshire Fire & Rescue Service in respect of enabling services collaboration. This has led to a revised governance arrangement and adjustments to the collaboration agreement, along with an agreed forward plan for revised business cases for individual collaborative functions. Taken together, the Chief Constable is confident that the concerns expressed by HMICFRS about the efficiency and effectiveness of enabling services, can be addressed.
 - Reintroduction of the rank of Chief Superintendent.
- Last year I implemented a rigorous ongoing programme of improvement following the HMICFRS and PEEL inspection. I was clear in my position that scrutiny activity over North Yorkshire Police would need to be intensified, with Chief Officers regularly held to account and their progress measured. This included improvements in the internal governance structures and processes within NYP by the adoption of a refreshed and revised system of governance to drive, challenge and assure progress. To this end, my Office introduced a new assurance framework which provided a clear and transparent framework for governance and scrutiny activity which is intelligence based. This included revamping my Online Public Meetings to provide greater transparency when I hold to account. This has resulted in increased public engagement of these meetings and positive feedback from both the public and members of the Police, Fire and Crime Panel. I was also clear that by October 2023, one year on from the initial inspection, overall gradings would need to be significantly improved. The recent report on the Causes of Concern from His Majesty’s Inspectorate noted the improved approach to performance management, and the successful implementation of a new workforce plan in informing recruiting practices and identify need. To see the single cause for concern removed just 12-months on from the initial inspection is a tremendous achievement, and testament to the hard work of both Chief Constable and her whole team. This also demonstrates the effectiveness of public oversight. It is fantastic that the clear improvement plan put in place following the initial inspection last year has led to genuine, embedded, and measurable progress in keeping the public safe and feeling safe
 - I supported a pledge with the Suzy Lamplugh Trust to increase the number of stalking cases reported to North Yorkshire Police. They conducted an independent victim-focussed review of current practices and responses to reports of stalking, with recommendations where necessary to improve processes. North Yorkshire Police has already implemented several steps to improvement and with the support of my office, will continue to do so.
 - This year I approved investment to fund the purchase of Meeting Room Technology to enable North Yorkshire Fire and Rescue Service, North Yorkshire Police and the Office of the Police, Fire and Crime Commissioner to improve the agile working environment across the joint estate to support operational and business needs. Agility is one of the key principles of

the Estates Strategy for all three organisations, with improvements to time management and decrease in costs, using a mix of face to face, fully on-line and hybrid meetings are required to provide the most flexible and effective solution for all.

I will continue to hold to account and support both services to make the improvements needed for the residents of North Yorkshire and York, so that they can and will become exemplary.

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NORTH YORKSHIRE POLICE, FIRE AND CRIME PANEL

11 January 2024

Devolution Implications for the Police, Fire and Crime Panel

1.0 PURPOSE OF REPORT

- 1.1 To outline a schedule of changes required to the Panel's governance documentation, arising following Mayoral devolution; and
- 1.2 To share in outline some key provisions from the Statutory Order which creates the Mayoral Combined Authority which will impact on the legal framework around the Commissioner and the Panel.

- 2.0 In November 2023 the Statutory Order which creates the Mayoral Combined Authority for York and North Yorkshire (the MCA) was laid before Parliament and was given parliamentary approval on 19th December 2023. The MCA will formally come into being at its first meeting in late January and Mayoral elections will be held on 2nd May 2024. Under the Order, there are a number of provisions which will provide for the transfer of the police, fire and crime commissioner's functions to the Mayor (from 7th May) and which therefore have implications for the Police, Fire and Crime Panel in terms of governance and lines of accountability.
- 3.0 Following the election of Mayor and the subsequent transfer of police, fire and crime commissioner functions to the Mayor, the Panel will need to ensure that changes are made to its key governance documentation to reflect the changes in accountability. Appendix A provides a schedule of proposed changes to documentation with a summary of the changes needed. It also highlights where changes may need to be formally agreed by the constituent authorities to the Panel. The Panel are asked to agree the proposed schedule and that the constituent authorities will be requested to agree the changes highlighted in the next few months.
- 4.0 Appendix B provides a summary of some of the key provisions of the Order which relates to the Mayor's police, fire and crime functions and the Panel, along with a note of what the changes mean in terms of structures and governance. Further, more detailed, guidance will be provided to the Panel as and when it is required to discharge particular functions under the Order.

5.0 FINANCIAL IMPLICATIONS

- 5.1 There are no significant financial implications arising from this report.

6.0 LEGAL IMPLICATIONS

- 6.1 The legal implications for the Police, Fire and Crime Panel arising from Mayoral devolution are relatively limited inasmuch as they do not alter the statutory purpose and function of the Panel as set out in the Police Reform and Social Responsibility Act 2011. The York and North Yorkshire Combined Authority Order 2023 provides for a transfer of police, fire and crime commissioner functions to the Mayor. This as such changes the accountability between the Panel and commissioner to becoming

Panel and Mayor (and Deputy Mayor) so it's important that the Panel's governing documents reflect the procedural changes.

7.0 EQUALITIES IMPLICATIONS

7.1 There are no significant equalities implications arising from this report.

8.0 CLIMATE CHANGE IMPLICATIONS

8.1 There are no significant climate change implications arising from this report.

9.0 RECOMMENDATIONS

9.1 That the Panel:

(a) notes the information provided on the implications of devolution; and

(b) agrees the outline schedule of governance document changes at Appendix A.

APPENDICES:

Appendix A – Proposed schedule of governance changes to Panel documentation.

Appendix B – Summary of relevant provisions of The York and North Yorkshire Combined Authority Order 2023 which have implications for the PFC Panel.

BACKGROUND DOCUMENTS:

The York and North Yorkshire Combined Authority Order 2023
<https://www.legislation.gov.uk/uksi/2023/1432/contents/made>

Barry Khan
Assistant Chief Executive Legal and Democratic Services
County Hall
Northallerton
2 January 2024

Report Author: Diane Parsons, Principal Scrutiny Officer.

Changes Required to PFC Panel Documentation Following Transfer of Commissioner Functions to Mayor

Document	Purpose	Legal	Owned by	Notes	Timescales
Panel Arrangements	Agreement between the constituent authorities regarding membership, co-options, the lead authority, allowances and promotion of the Panel.	Yes – required under the Police Reform and Social Responsibility Act 2011.	North Yorkshire Council / City of York Council	There are no significant changes to the meaning of the Arrangements but changes need to be made to highlight the change in accountability from PFCC to Mayor.	Revised document to go to the following for agreement: <ul style="list-style-type: none"> • PFC Panel in January 2024; • NYC full council 21 Feb 2024; • CoY full council 22 Feb 2024.
Panel Rules of Procedure	Sets out the rules and procedures for Panel's discharge of its statutory functions.	Yes – required under the Police Reform and Social Responsibility Act 2011.	PFC Panel	Changes required to reflect the new accountabilities and removal of Panel role in confirming senior officer appointments.	Revised document to be approved at Panel on 6 th February 2024.
Panel Complaints Policy	Details the Panel's policy for reviewing and handling of complaints made regarding the Commissioner / Deputy Commissioner.	No – good practice.	PFC Panel	Amendments required to reflect the remit for the Panel being confined to complaints regarding the Deputy Mayor's police, fire and crime functions <u>only</u> and only where they are not also a Member of the MCA. In addition, amendments needed to reflect the role of the MCA in complaints	Revised document to be approved at Panel on 6 th February 2024.

Changes Required to PFC Panel Documentation Following Transfer of Commissioner Functions to Mayor

				handling regarding the Mayor and Deputy Mayor for police, fire and crime where they are a Member of the MCA.	
Panel Complaints Handling Leaflet	Provides an accessible guide to the complaints handling policy and process for the public.	No – good practice.	PFC Panel	<p>Amendments required to reflect the remit for the Panel being confined to complaints regarding the Deputy Mayor’s police, fire and crime functions <u>only</u> and only where they are not also a Member of the MCA.</p> <p>In addition, amendments needed to reflect the role of the MCA in complaints handling regarding the Mayor and Deputy Mayor for police, fire and crime where they are a Member of the MCA.</p>	Revised document to be approved at Panel on 6 th February 2024.
Home Office Grant Agreement	Agreement in place with HO to provide a grant to maintain a Police and Crime Panel for the North Yorkshire Police force area.	Yes – legal agreement between NYC and the HO.	North Yorkshire Council / Home Office	An annual agreement and no changes are anticipated as a result of devolution.	N/A

Changes Required to PFC Panel Documentation Following Transfer of Commissioner Functions to Mayor

NY PFCP pages on the NY Partnerships site	Public-facing governance platform for the Panel.	No	PFC Panel	All sections to be reviewed and updated to reflect the changes in accountabilities.	By 7 th May 2024.
NY PFCP description on the North Yorkshire Council and City of York websites.	Public-facing platforms with links to membership, agendas and meeting papers for the Panel.	No	North Yorkshire Council / City of York Council	Introductory information/description of Panel role to be reviewed and updated as necessary.	By 7 th May 2024

Summary of relevant provisions of The York and North Yorkshire Combined Authority Order 2023 which have implications for the PFC Panel

The following summary highlights some relevant areas of the Order around changes and/or exclusions to the legislation enacting the Mayoral Combined Authority which will have implications for the work of the Panel. It does not detail all those provisions around Panel role and responsibilities which remain as now as these are taken as a given. The following abbreviations are used when referring to modifications or exclusions of enactments in relation to PCC functions under a Mayor:

- 'The 2012 Regs' - Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 (set out the Panel's role in handling of complaints regarding the Commissioner)
- 'PRsRA 2011' – Police Reform and Social Responsibility Act 2011 (governing legislation for the Panel's role and functions).

1 Transfer of Commissioner functions to Mayoral office

- a. On 7th May 2024, all of the police, crime and fire functions which currently are held by the Police, Fire and Crime Commissioner will be transferred to the elected Mayor (s32)
- b. All property, rights and liabilities of the Commissioner, including contracts of employment, transfer to the Mayoral Combined Authority (MCA) on 6th May 2024. (s34)
- c. The MCA will become the Fire Authority once functions are transferred to the Mayor and the Fire and Rescue Authority is abolished. (s41)

2 Appointment of Deputy Mayor and delegation of Mayoral duties

- a. The Mayor may make arrangements for a Deputy Mayor for policing, fire and crime. (modification to s18 of the PRsRA 2011).
- b. As with the current Commissioner model, the Mayor cannot delegate certain statutory powers to be exercised by others (including the Deputy Mayor) on their behalf. These include appointing, suspending or dismissing the Chief Fire Officer/Chief Constable, proposing the Council Tax precepts and issuing the Police and Crime Plan. (modification to s18 of the PRsRA 2011).
- c. In relation to the fire and rescue functions the Mayor may choose to make arrangements for a fire committee of the MCA to exercise fire and rescue functions, rather than conferring some functions on the Deputy Mayor. (s43)

3 Scrutiny role of the Panel

- a. The Police, Fire and Crime Panel continues as a statutory panel in its current form, separate to the MCA, with scrutiny oversight for any of the policing, crime and fire

Summary of relevant provisions of The York and North Yorkshire Combined Authority Order 2023 which have implications for the PFC Panel

functions exercisable by the Mayor or Deputy Mayor. As now, this includes responsibility for reviewing proposed appointments for Chief Constable/Chief Fire Officer, reviewing proposals for the Council Tax precepts for fire and policing, reviewing the draft Annual Reports for policing and fire, reviewing the draft Police and Crime Plan and Fire and Rescue Plan. (s46 and modification to s28 of the PRSRA 2011)

- b. In each financial year, the Mayor must notify the Panel of their proposed allocation of the draft budget for fire and rescue including the proposed allocation of the element of general precept attributable to fire and rescue functions. The notification must be given before the MCA determines whether to approve the Mayor's annual budget and at a time which permits the Panel a reasonable amount of time to review the budget allocation. The Panel must review any proposed allocation of budget and make a report to the Mayor. (s48/49)
- c. The Panel will no longer be required to undertake scrutiny of senior staff appointments for Chief Executive and Chief Financial Officer (currently to the Commissioner) as this element of the Commissioner functions will not be a requirement on the police, fire and crime functions of the Mayor. (modification to Sch 1 of the PRSRA 2011)
- d. Similarly to the current legal position, the Panel may require the Mayor, Deputy Mayor, members of staff of the MCA deployed in relation to policing/crime/fire or any Member of the MCA who exercises any function of the Mayor to attend its meetings to answer questions which appear necessary to carrying out its functions. (modification to s29(1) of the PRSRA 2011)
- e. The Mayor, a member of the MCA appointed by the constituent councils, or substitute members acting in place of those members may not be a member of the Panel (modification to Sch 6, s 21 of the PRSRA 2011).

4 Complaints handling

- a. Complaints made regarding the conduct of the Mayor in relation to their police, fire and crime functions will be handled by the Monitoring Officer of the MCA, in line with the MCA's Code of Conduct under s27(2) of the Localism Act 2011. The Panel has no legal remit to consider such complaints under its policy although the Monitoring Officer of the MCA will inform the Panel of the outcome of the complaint. (new Regulation 29(1) to (3) of the 2012 Regs)
- b. Complaints made regarding the conduct of the Deputy Mayor for policing, fire and crime will be considered by the Panel where the Deputy Mayor is not also a Member of the MCA. As now, complaints handling may be delegated by the Panel to a relevant officer (currently the Head of Democratic Services and Scrutiny, NYC). A Panel Sub-Committee can be called to consider whether the complaint may be dealt with via informal resolution.
- c. Where the Deputy Mayor is a Member of the MCA then any complaints regarding conduct will be dealt with by the MCA's Monitoring Officer under the MCA Code of

Summary of relevant provisions of The York and North Yorkshire Combined Authority Order 2023 which have implications for the PFC Panel

Conduct. The Panel has no legal remit to consider such complaints under its policy although the Monitoring Officer of the MCA will inform the Panel of the outcome of the complaint. (new Regulation 29(1) to (3) of the 2012 Regs)

- d. The Panel retains its legal responsibility to record qualifying complaints received and also retains the legal requirement to notify complaints alleging criminal conduct of the Mayor or Deputy Mayor to the Independent Office for Police Conduct.

5 Suspension of Mayor and appointment of Acting Commissioner

- a. The Panel continues to have the power to suspend the office holder (Mayor) in relation to their policing, crime and fire functions and for appointing a person to act in these functions of the Mayor where needed. There is no longer provision to appoint if there is a vacant office or the Mayor is incapacitated as there is currently in the case of the Commissioner. Any person appointed must, however, be a member of the MCA's staff deployed wholly or partly in relation to the Mayor's policing, fire and crime functions or the Deputy Mayor for policing, fire and crime. (modification to s62 of the PRSRA 2011)
- b. The Deputy Mayor of the MCA cannot be appointed as Acting Commissioner. (as previously)

6 Administration of the Panel

- a. There remains the legal responsibility on the Panel to maintain appropriate Arrangements and Rules of Procedure outlining how it will conduct its business. The Panel must continue to make provision for appropriate support to be in place to ensure the proper administration and funding of its business. This is currently provided by North Yorkshire Council and it is anticipated that this arrangement will continue once the MCA comes into being.

NORTH YORKSHIRE POLICE, FIRE AND CRIME PANEL

11 January 2024

Panel Arrangements

1.0 PURPOSE OF REPORT

1.1 To seek Panel's agreement to changes to its Arrangements following the transfer of police and crime commissioner functions to the Mayor in May 2024.

2.0 Each Panel is required to make Arrangements to set out its key legal functions and how it will appoint its members. The Arrangements must be formally agreed by each of the Panel's constituent authorities.

3.0 Following the election of Mayor and the subsequent transfer of police, fire and crime commissioner functions to the Mayor, the Panel's Arrangements will need to reflect the changes in accountability to the Mayor.

4.0 Appendix A provides a revised draft of the Arrangements for provisional agreement by the Panel on 11th January. This early review is required in order that each of the constituent councils can then formally agree the changes prior to early May 2024.

5.0 The Arrangements have been updated to reflect the role of Mayor and, where applicable, of Deputy Mayor in relation to the Panel's functions. In addition, to ensure that the Arrangements fully reflect the latest provisions of the host authority's (North Yorkshire Council's) Constitution, some additional provisions have been included in the draft as follows:

- a) An Appendix 1 which lists the standard Access to Information Procedure Rules of North Yorkshire Council and how these relate to public rights to information around Panel meetings; and
- b) A new section 4.36 which provides additional delegated powers to the Assistant Chief Executive (Legal and Democratic Services), in consultation with the Panel Chair, to dismiss a co-opted member in appropriate circumstances.

6.0 FINANCIAL IMPLICATIONS

6.1 There are no significant financial implications arising from this report.

7.0 LEGAL IMPLICATIONS

7.1 There are no significant legal implications arising from this report.

8.0 EQUALITIES IMPLICATIONS

8.1 There are no significant equalities implications arising from this report.

9.0 CLIMATE CHANGE IMPLICATIONS

9.1 There are no significant climate change implications arising from this report.

10.0 RECOMMENDATIONS

- 10.1 That the Panel seeks formal agreement by North Yorkshire Council and City of York Council to its revised Arrangements.

APPENDICES:

Appendix A – Revised Panel Arrangements for adoption in May 2024.

BACKGROUND DOCUMENTS: None

Barry Khan
Assistant Chief Executive Legal and Democratic Services
County Hall
Northallerton
2 January 2024

Report Author: Diane Parsons, Principal Scrutiny Officer.

North Yorkshire Police, Fire and Crime Panel

Panel Arrangements

This Agreement is dated the XX day of XX 2024.

The Agreement is made between the following:

The Council of the City of York
The Council of North Yorkshire

In the Agreement the above constituent councils are referred to together as 'the Authorities'.

1.0 Background

- 1.1 The York and North Yorkshire Combined Authority Order 2023 provides from 7th May 2024 for the Mayor for the area of York and North Yorkshire to exercise the functions of the police, fire and crime commissioner ('the Mayor's PCC and fire and rescue functions') in relation to that area.
- 1.2 These functions include securing an efficient and effective police force and fire and rescue service for the area, producing a police and crime plan and fire and rescue plan, recruiting the Chief Constable and Chief Fire Officer and holding them to account, publishing certain information including an annual report, setting the budgets for the police and fire services and their annual Council Tax precepts. These functions also include the responsibility for co-operating with local community safety partners and criminal justice bodies.
- 1.3 The Police Reform and Social Responsibility Act 2011 ('the Act') requires the Authorities to establish and maintain a police, fire and crime panel ('the Panel') for the North Yorkshire force area. The Panel has responsibility for scrutinising the performance of the Mayor's PCC and fire and rescue functions.
- 1.4 The Act requires the Authorities to make Arrangements for the Panel ('Panel Arrangements'). These Arrangements shall be periodically reviewed by the Panel.

2.0 General Principles

- 2.1 Each Authority and each Member of the Panel must comply with the Panel Arrangements.
- 2.2 The Panel must have regard to the Policing Protocol issued by the Home Secretary, which sets out the ways in which the Home Secretary, the Mayor, the Chief Constable and the Panel should exercise, or refrain from exercising, functions so as to encourage, maintain or improve working relationships (including co-operative working); and limit or prevent the overlapping or conflicting exercise of functions.
- 2.3 While the Panel is there to challenge the Mayor in respect of their PCC and fire and rescue functions and the Deputy Mayor for policing, fire and crime (where applicable), it must also exercise its functions with a view to supporting the effective

exercise of the PCC and fire and rescue functions of the Mayor for that force area. Section 3 outlines these functions.

- 2.4 The Panel is a joint committee of the Authorities.
- 2.5 The Authorities agree the Panel Arrangements.
- 2.6 On behalf of the constituent authorities, North Yorkshire Council is the responsible body for the effective delivery of the secretariat to the Panel. The Panel is therefore governed by the council's constitutional arrangements including the requirement to comply with the Equality Act 2010. The Panel shall conduct its business in accordance with the Procedure Rules of the host authority as set out in Appendix 1 of this document.

3.0 Functions of the Police, Fire and Crime Panel

- 3.1 The Panel may not exercise any functions other than those conferred by the Act.
- 3.2 The functions of the Panel set out at paragraphs 3.3 - 3.8 below may not be discharged by a Committee or Sub-Committee of the Panel.
- 3.3 The Panel is a statutory consultee on the development of the Mayor's Police and Crime Plan and Fire and Rescue Plan, and must:
 - a) review the draft Police and Crime Plan and Fire and Rescue Plan (and a variation to these); and,
 - b) report or make recommendations on the draft Plans, which the Mayor must take into account.
- 3.4 The Panel must comment upon the Mayor's Annual Reports for policing and fire and rescue (for the latter, this is sometimes referred to as an annual fire statement), and for that purpose must:
 - a) arrange for a public meeting of the Panel to be held as soon as practicable after the Panel is sent an Annual Report under Section 12 of the Act;
 - b) ask the Mayor at that meeting such questions about the Annual Reports as the Members of the Panel think appropriate;
 - c) review the Annual Reports; and,
 - d) make a report or recommendations on the Annual Reports to the Mayor.
- 3.5 The Panel must undertake a review of the policing and fire and rescue service precepts proposed by the Mayor in accordance with the requirements set out in Schedule 5 of the Act, and will have a right of veto in respect of the precepts in accordance with the Act and Regulations made thereunder.
- 3.6 The Panel must review, make a report to and make recommendations to the Mayor (in exercise of their PCC and fire and rescue functions) in relation to the appointment of a Chief Constable and a Chief Fire Officer by the Mayor. This is in accordance with the requirements set out in Schedule 8 of the Act and the Panel will have a right

of veto in respect of these appointments in accordance with the Act and Regulations made thereunder.

- 3.7 The right of veto in paragraphs 3.5 and 3.6 will require that at least two-thirds of the persons who are Members of the Panel at the time when the decision is made vote in favour of making that decision.
- 3.8 The Panel must review, make a report and make recommendations to the Mayor in relation to the proposed appointment of a Deputy Mayor for policing, fire and crime (where applicable) in accordance with the requirements set out in Schedule 1 of the Act.
- 3.9 The following functions must also be undertaken by the Panel but may be delegated to a Sub-Committee of the Panel:
- 3.10 The Panel shall receive notification from the Mayor of any suspension of the Chief Constable, or any proposal to call upon a Chief Constable to retire or resign, and in the case of the latter must make a recommendation to the Mayor as to whether or not the Mayor should call for the retirement or resignation in accordance with the procedures set out in Schedule 8 of the Act.
- 3.11 The Panel must review or scrutinise the decisions made or actions taken by the Mayor in the discharge of his/her PCC and fire and rescue functions, the Deputy Mayor for policing, fire and crime (where applicable) and any other person who exercises any function of the Mayor in relation to their PCC and fire and rescue functions. The Panel may make reports or recommendations to the Mayor with respect to the discharge of those duties.
- 3.12 The Panel must publish any reports or recommendations made in relation to the discharge of the Mayor's PCC and fire and rescue functions in a manner which the Panel will determine and must also send copies to the Authorities.
- 3.13 The Panel may require the Mayor, the Deputy Mayor for policing, fire and crime (where applicable), members of staff of the Mayoral Combined Authority ('the MCA') deployed wholly or partly in relation to the Mayor's PCC and fire and rescue functions or any other person who exercises any function of the Mayor in their PCC and fire and rescue functions to attend the Panel to answer questions necessary for the Panel to undertake its functions.
- 3.14 Nothing in this Rule 3.13 requires a person to give any evidence, or produce any document, which discloses advice given to:-
- a) the Mayor in relation to their PCC or fire and rescue functions;
 - b) the Deputy Mayor for policing, fire and crime (where applicable); or
 - c) A member of the MCA who exercises any function of the Mayor pursuant to arrangements made under section 18 of the Act.
- 3.14 If the Panel requires the Mayor or Deputy Mayor for policing, fire and crime (where applicable) to attend the Panel, the Panel may (at reasonable notice) request the

Chief Constable or Chief Fire Officer to attend before the Panel on the same occasion to answer any question which appears to the Panel to be necessary in order for it to carry out its functions.

- 3.15 The Panel may require the Mayor to respond in writing to a report or recommendation from the Panel to the Mayor.
- 3.16 The Panel may suspend the Mayor so far as acting in the exercise of PCC and fire and rescue functions if he/she is charged with an offence carrying a maximum term of imprisonment exceeding two years. Where the Mayor is suspended from the exercise of PCC and fire and rescue functions the Panel must appoint an Acting Commissioner. The Panel must appoint an Acting Commissioner from the MCA's staff deployed wholly or partly in relation to the Mayor's PCC and fire and rescue functions or the Deputy Mayor for policing, fire and crime (where applicable).
- 3.17 The Panel will have any other powers and duties set out in the Act or Regulations made in accordance with the Act.

4.0 Membership

4.1 General

- 4.2 Appointments of elected members to the Panel shall be made by each of the Authorities in accordance with their own procedures and with a view to ensuring that the balanced appointment objective is met so far as is reasonably practicable. The Lead Authority shall take steps to coordinate the Authorities with a view to ensuring that the balanced appointment objective is achieved. The balanced appointment objective requires that the local authority Members of the Panel (which includes Members appointed by the Authorities and co-opted Members who are elected Members of any of the Authorities) should:
- a) represent all parts of the police force area;
 - b) represent the political make-up of the Authorities; and,
 - c) taken together have the skills, knowledge and experience necessary for the Panel to discharge its functions effectively.
- 4.3 In appointing co-opted Members who are not elected members of any of the Authorities the Panel must secure, so far as is reasonably practicable that the appointed and co-opted Members of the Panel, together have the skills, knowledge and experience necessary for the Panel to discharge its functions effectively.
- 4.4 The Panel shall consist of ten Members appointed by the Authorities in accordance with the requirements of fair representation as follows:
- 4.5 Seven Members appointed by the North Yorkshire Council.
- 4.6 Three Members shall be appointed by the City of York Council.

- 4.7 The Panel shall also include up to three independent members co-opted by the Panel. There must be a minimum of two independent co-opted members on the Panel.
- 4.8 The Panel may also resolve to co-opt further Members with the agreement of the Secretary of State provided that the number of co-opted Members included in the Membership of the Panel shall not exceed 10.
- 4.9 Panel Members will not be able to appoint substitute Members in the event that they are unable to attend a meeting.

4.10 Appointed Members

- 4.11 The Authorities shall each nominate elected members to be Member of the Panel in accordance with paragraphs 4.5 and 4.6. If a nominated Member agrees to the appointment the Authority may appoint the Member as a Member of the Panel.
- 4.12 In the event that an Authority does not appoint a Member or Members in accordance with these requirements, the Secretary of State must appoint a Member to the Panel from the defaulting authority in accordance with the provisions in the Act.
- 4.13 With a view to ensuring continuity of membership as far as possible, an appointed Member shall be a Member of the Panel for four years unless s/he ceases to be an elected Member, or is removed by their Authority.
- 4.14 An Authority may decide in accordance with their procedures to remove their appointed Member from the Panel at any point and on doing so shall give notice to nypfcp@northyorks.gov.uk
- 4.15 An appointed Member may resign from the Panel by giving written notice to the Lead Authority on behalf of the Panel at nypfcp@northyorks.gov.uk and to their Authority via the relevant Authority's department as deemed appropriate.
- 4.16 In the event that any appointed Member resigns from the Panel, or is removed from the Panel by an Authority, the Authority shall immediately take steps to nominate and appoint an alternative Member to the Panel.
- 4.17 Members appointed to the Panel may be re-appointed to the Panel for a further term of four years provided that the balanced appointment objective is met by that re-appointment.

4.18 Substitute Members

- 4.19 Each constituent Authority will agree its own arrangements for the appointment of Substitutes to the Panel. The proper officer of each constituent Authority shall have authority to give effect to those nominations.

For North Yorkshire Council

- 4.20 Political groups of North Yorkshire Council may nominate some or all their Members to be substitutes for appointed Members of the Police, Fire and Crime Panel.

- 4.21 Arrangements for any substitute Member shall be made by the Member for whom the substitution is being sought or if that Member is unavailable or it is not practical for them to do so then by their political group leader by giving notice to the proper officer as soon as practicable before the meeting to which the substitution relates.

For City of York Council

- 4.22 In line with the Authority's Constitution, up to three named substitutes shall be allowed for each political Group. Independent Councillors may also be appointed to act as named substitutes for other Independent Councillors within this rule.
- 4.23 Where no named substitute is available a political group may instruct the Chief Operating Officer or the Monitoring Officer to replace for the duration of particular meeting, an existing Member with another substitute identified by the political group.
- 4.24 If a meeting which is attended by a substitute is adjourned, then the substitute will have the right to attend on the adjourned date in place of the original Member. If the substitute is unable to attend, then the original Member or another named substitute may attend.

General

- 4.25 In the event of notification not being provided/received before the start of the meeting then the substitute shall not be treated as a member of the Panel for the purposes of being able to speak or vote.
- 4.26 Substitute members will have all the powers and duties of any ordinary member of the committee but will not be able to exercise any special powers or duties exercisable by the person they are substituting.

4.27 Co-opted Members

- 4.28 The following may not be co-opted Members of the Panel:

- a) the Mayor for the Police/Fire and Rescue Area.
- b) a member of staff of the Mayor/Deputy Mayor for the area.
- c) a member of the civilian staff of the police force for the area.
- d) a member of staff of the fire and rescue authority for the area (MCA).
- d) a Member of Parliament.
- e) a Member of the National Assembly for Wales.
- f) a Member of the Scottish Parliament.
- g) a Member of one of the Authorities to the Panel.

- 4.29 With reference to 4.28(g), an elected member of any of the Authorities may not be a co-opted Member of the Panel where the number of co-opted Members is two.
- 4.30 If the Panel has three or more co-opted Members an elected member of any of the Authorities may be a co-opted Member of the Panel provided that at least two of the other co-opted Members are not elected members of any of the Authorities.

- 4.31 A co-opted Member shall be a Member of the Panel for four years.
- 4.32 The Panel shall put in place arrangements to ensure that appointments of co-opted Members are undertaken following public advertisement in accordance with the following principles:
- a) The appointment will be made on merit of candidates whose skills, experience and qualities are considered best to ensure the effective functioning of the Panel;
 - b) The selection process must be fair, objective, impartial and consistently applied to all candidates who will be assessed against the same pre-determined criteria; and,
 - c) The selection process will be conducted transparently with information about the requirements for the appointment and the process being publicly advertised and made available with a view to attracting a strong and diverse field of suitable candidates.
- 4.33 A co-opted Member of the Panel may resign from the Panel by giving written notice to the Lead Authority on behalf of the Panel at nypfcp@northyorks.gov.uk
- 4.34 The Panel must from time to time decide whether the Panel should exercise its power to change the number of co-opted Members of the Panel to enable the balanced appointment objective to be met, or be more effectively met, and if so, it must exercise that power accordingly.
- 4.35 The Panel may decide to terminate the appointment of a co-opted Member of the Panel if at least two-thirds of the persons who are Members of the Panel at the time when the decision is made vote in favour of making that decision at any time for the reasons set out below and on doing so shall give written notice to the co-opted Member:
- a) if the co-opted Member has been absent from the Panel for more than three months without the consent of the Panel;
 - b) if the co-opted Member has been convicted of a criminal offence but not automatically disqualified;
 - c) if the co-opted Member is deemed to be incapacitated by physical or mental illness or is otherwise unable or unfit to discharge his or her functions as a co-opted Member of the Panel;
 - d) if the co-opted Member's membership of the Panel no longer achieves the meeting of the balanced appointment objective.
- 4.36 Additionally, in line with the North Yorkshire Council Constitution, there is a delegated function to the Assistant Chief Executive (Legal and Democratic Services) to dismiss a co-opted member of the Panel, in appropriate circumstances as determined by the Assistant Chief Executive Legal and Democratic Services in consultation with the Panel Chair.

- 4.37 In the event that a co-opted Member resigns from the Panel or is removed from the Panel following a decision of the Panel, the Panel shall ensure that at least two independent co-opted Members remain appointed to the Panel, and in the absence of two such Members shall make arrangements to ensure that two co-opted Members are appointed.
- 4.38 Co-opted Members appointed to the Panel may be re-appointed for a further term of four years provided that the balanced appointment objective is met by that re-appointment.

5.0 Budget and Costs of the Panel

- 5.1 The annual costs of the Panel, reduced by the figure of any grant from the Home Office or any other source, shall be borne between the Authorities on the basis of population.
- 5.2 The population shall be determined by reference to the population data (mid-year estimates) issued by the Office of National Statistics for the year in which this agreement is made, and reviewed in accordance with that data every four years.
- 5.3 A draft budget for the operation of the Panel shall be drawn up by the Lead Authority in February each year, and shall be approved by the Authorities. All costs will be contained within the budget.

6.0 Lead Authority

- 6.1 The North Yorkshire Council shall be lead authority for the Panel and shall provide such administrative and other support as will be necessary to enable the Panel to undertake its functions.
- 6.2 As host authority, the Council will ensure that support and guidance is provided to executive and non-executive members and officers of the Authorities in relation to the functions of the Panel as and when required.

7.0 Rules of Procedure

- 7.1 The Panel shall determine its Rules of Procedure which shall include arrangements in relation to:
- a) the appointment and removal of the Chair;
 - b) the formation of sub-committees;
 - c) the making of decisions;
 - d) the arrangements for convening meetings; and,
 - e) the circulation of information.

8.0 Allowances and expenses

- 8.1 The payment of a responsibility allowance to Panel Members was considered by the Independent Remuneration Panel for North Yorkshire County Council (“the NYCC IRP”) in December 2018. In February 2019, the IRP published its recommendation that every Member of the Panel should be paid an equivalent of one unit of allowance (aligned to the NYCC allowances scheme); further that the Vice Chairs should each

receive a Special Responsibility Allowance of two units and the Chair an SRA of four units. Community Members will also receive one unit of allowance.

- 8.2 This recommendation was made by the NYCC IRP in recognition of the expanded scrutiny role of the Panel from November 2018 and to reflect the complexity and responsibility of the matters dealt with by the Panel.
- 8.3 It was subsequently agreed via the Leaders of North Yorkshire and York that each constituent authority to the Panel will consider – via its own IRP – the recommendation to pay their Member an allowance. The costs of the basic councillor allowance shall be payable by their respective Authority.
- 8.4 The Lead Authority will continue to ensure an allowance is payable to Community Members from the Home Office grant.
- 8.5 Travel and subsistence expenses incurred by Appointed Members in the course of undertaking Panel business should be claimed from the Member's constituent authority. Travel and subsistence expenses incurred by co-opted members shall be processed by the host authority under the Panel's budget.

9.0 Promotion of the Panel

- 9.1 The Panel arrangements shall be promoted by:
 - a) the establishment and maintenance of a dedicated open-access website including information about the role and work of the Panel, Panel Membership, all non-confidential Panel and sub-committee meeting papers, press releases and other publications;
 - b) activities agreed via the Panel's communications plan and media protocol, such as press releases and social media promotion of meetings/agendas; and,
 - c) the Authorities will each include information about the Panel on their websites, and will also include a link to the Panel website.

10.0 Validity of Proceedings

- 10.1 The validity of the proceedings of the Panel shall not be affected by a vacancy in the Membership of the Panel or a defect in appointment.
- 10.2 The conduct of the Panel and the content of these arrangements shall be subject to the legislative provisions in the Police Reform and Social Responsibility Act 2011, and any Regulations made in accordance with that Act, and in the event of any conflict between the Act or Regulations, and these arrangements, the requirements of the legislation will prevail.

Access to Information Procedure Rules

References to “the Council” in these Rules refer to North Yorkshire Council as host authority.

1. SCOPE

- 1.1 Except where indicated these rules apply to all formal meetings of the Panel and Sub-Panels.
- 1.2 These rules also cover public rights of access to information under the Freedom of Information Act 2000, and Members’ rights of access to information.

2. ADDITIONAL RIGHTS TO INFORMATION

- 2.1 These rules do not affect any more specific rights to information contained elsewhere.

3. RIGHTS TO ATTEND MEETINGS

- 3.1 Members of the public may attend all Panel meetings subject only to the exceptions in these Rules.
- 3.2 The Panel and any Sub-Panel may by resolution exclude the press and public from a meeting (whether during the whole part or part only of the proceedings) in accordance with the Access to Information Procedure Rule 10.

4. NOTICES OF MEETING

- 4.1 The Council will give notice of the time and place of any public meetings of the Panel by posting details of the meeting at County Hall and at the venue of the meeting (if different) and on the Council’s website. At least five clear days before the meeting or, where the meeting is convened at shorter notice, at the time that the meeting is convened.
- 4.2 “Clear days” means all days the notice is available for public inspection (not including the day of the notice or the day of the meeting/decision).

5. ACCESS TO AGENDA AND REPORTS BEFORE THE MEETING

- 5.1 The Council will make copies of the agenda, and reports which are open to the public, available for inspection at County Hall and on the Council’s website at least five clear days before the meeting. If an item is added to the agenda copies of which are open to inspection by the public, the Assistant Chief Executive Legal and Democratic Services shall make the revised agenda and the report concerning the item available to the public as soon as the report is completed and sent to Members) and subject to the report containing no confidential or exempt information as described in Rule 10.

5.2 Where a meeting is convened at shorter notice, a copy of the agenda and any associated reports to which the public have access will be available for inspection at the time the meeting is convened.

6. SUPPLY OF COPIES

6.1 The Council will supply copies of:

- (a) any agenda and reports which are open to public inspection;
- (b) any further statements or particulars necessary to indicate the nature of the items in the agenda; and
- (c) if the Assistant Chief Executive Legal and Democratic Services thinks fit, copies of any other documents supplied to Members in connection with an item to any person on payment of a charge for postage and any other costs.

6.2 Subject to Rule 6.3, any member of the public may, in any publicly available medium, reproduce, or provide commentary in relation to, any document supplied to that person or made available for inspection by members of the public under these Rules.

6.3 Rule 6.2 does not require or authorise the doing of any act which infringes the copyright in any work except that, where the owner of the copyright is the Council, nothing done pursuant to that paragraph constitutes an infringement of the copyright.

7. ACCESS TO MINUTES ETC AFTER THE MEETING

7.1 Draft minutes of the Panel are only confirmed as a correct record of the decision when approved as a correct record at the next convenient meeting of the Panel.

7.2 The Council will make available for public inspection (at County Hall and on the Council's website) copies of the following for six years after a meeting:

- (a) the minutes of the meeting (or records of decisions taken, together with reasons), excluding any part of the minutes of proceedings when the meeting was not open to the public or which disclose exempt or confidential information;
- (b) a summary of any proceedings not open to the public where the minutes open to inspection would not provide a reasonably fair and coherent record;
- (c) the agenda for the meeting; and
- (d) reports relating to items when the meeting was open to the public.

7.3 Where a request on behalf of a media organisation is made for a copy of any of the documents available for public inspection under 7.2 above, those documents must be supplied for the benefit of the organisation by the Council on payment by the organisation to the Council of postage, copying or other necessary charge for transmission.

8. BACKGROUND PAPERS

8.1 List of background papers

The Assistant Chief Executive Legal and Democratic Services will ensure that there is set out in every report a list of those documents (called background papers) relating to the subject matter of the report which in their opinion:

(a) disclose any facts or matters on which the report or an important part of the report is based; and

(b) which have been relied on to a material extent in preparing the report,

but this does not include published works or those which disclose exempt or confidential information (as defined in Rule 10).

8.2 Public inspection of background papers

The Council will make available for public inspection (at County Hall and on the Council's website), both from the date from which the relevant report was made available for public inspection, and for four years after the date of the meeting, one copy of each of the documents on the list of background papers.

9. SUMMARY OF PUBLIC'S RIGHTS

9.1 A written summary of the public's rights to attend meetings and to inspect and copy documents must be kept at and available to the public at County Hall, Northallerton. These Rules constitute that summary.

10. EXCLUSION OF ACCESS BY THE PUBLIC TO MEETINGS

10.1 Confidential information – requirement to exclude public

The public must be excluded from meetings whenever it is likely in view of the nature of the business to be transacted or the nature of the proceedings, that confidential information (see 10.4) would be disclosed.

10.2 Exempt information – discretion to exclude public

10.2.1 The public may be excluded from meetings whenever it is likely, in view of the nature of the business to be transacted or the nature of the proceedings, that exempt information (see 10.5) would be disclosed.

10.2.2 The public may also be excluded under 10.1 and 10.2 for the part or parts of the meeting during which it is likely that confidential information or exempt information would be disclosed.

10.3 Meaning of confidential information

10.3.1 Confidential information means information given by a Government Department on terms which forbid its public disclosure or information which cannot be publicly disclosed by Court Order.

10.4 Meaning of exempt information

10.4.1 Exempt information means information falling within the following 7 categories

(subject to any qualifications). Please note that even if the information falls within a category of exempt information, a public interest test re disclosure or exemption must still be applied.

1. Information relating to any individual	Information is exempt if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information
2. Information which is likely to reveal the identity of an individual	Information is exempt if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information
3. Information relating to the financial or business affairs of any particular person (including the authority holding that information).	Information is exempt if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information Information is not exempt if it must be registered under various statutes, such as the Companies Act 1985 or the Charities Act 1993. “Financial or business affairs” includes contemplated, as well as past or current, activities
4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or officer-holders under the authority.	Information is exempt if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information “Labour relations matter” are as specified in paragraphs (a) to (g) of section 218(1) of the Trade Unions and Labour Relations (Consolidation) Act 1992, i.e. matters which may be the subject of a trade dispute within the meaning of that Act or any dispute about any such matter
5. Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.	Information is exempt if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information
6. Information which reveals that the authority proposes – (a) to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or (b) to make an order or direction under any enactment	Information is exempt if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information
7. Information relating to any action taken or to be taken in connection with the	Information is exempt if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption

prevention, investigation or prosecution of crime

outweighs the public interest in disclosing the information

11. EXCLUSION OF ACCESS BY THE PUBLIC TO REPORTS

11.1 If the Assistant Chief Executive Legal and Democratic Services thinks fit, they may exclude access by the public to reports which in their opinion relate to items during which, in accordance with Rule 10, the meeting is likely not to be open to the public. Such reports will be marked “Not for publication” together with the category of information likely to be disclosed.

Version Control

V 1.0 First agreed by Authorities	June 2012
Amended to reflect inclusion of FRS	4 December 2018
Update on Member Allowances	1 December 2019
Updated to reflect Home Office approval of third co-opted member.	25 January 2022
Updated following local government reorganisation and governance changes agreed by both Authorities (May 2023).	26 May 2023
Updated to reflect transition of Commissioner role to Mayor in May 2024 plus inclusion of NYC constitutional framework.	2 January 2024

NORTH YORKSHIRE POLICE, FIRE AND CRIME PANEL

11 January 2024

Work Programme

1.0 PURPOSE OF REPORT

1.1 To invite the Panel to consider its future work programme.

2.0 The Panel is responsible for setting its own work programme taking into account the tasks that the Panel must undertake and the priorities defined by the Commissioner within the context of the [Police and Crime Plan](#) and [Fire and Rescue Plan 2022/25](#).

3.0 The work programme at Appendix A highlights those issues which have been previously agreed or which have been added since the last meeting in discussion with the Chair and Vice Chair.

4.0 The work programme looks at key topics and areas of interest under the rubric of the Commissioner's four CARE principles, as drawn from the two key statutory plans. These are:

- **Caring about the vulnerable**
 - Includes:- (NYP) Making all women and girls safer; Embed compassion for victims and the vulnerable; Prevent harm before it happens; Tackle hidden harms (e.g. wildlife crime, rural crime).
 - (FRS) Prevent harm and damage before it happens; Enhance our role in achieving wider public safety; Embed compassion for the vulnerable.
- **Ambitious collaboration**
 - Includes:- (NYP and FRS) Enhance collaboration; Take a whole system approach to tackling core problems.
- **Realising our potential**
 - Includes:- Maximise funding to improve our services; Properly skill and equip our people; (NYP only) Improve trust and confidence in our police; Develop our people and organisation to meet our communities' needs; (FRS only) Build a diverse and inclusive workforce.
- **Enhancing our service for the public**
 - Includes:- Embed a customer and community focus; Promote a more visible presence in communities.

5.0 There is some statutory business that the Panel has to undertake and slot in to the future work programme such as reviewing the Commissioner's precept proposals. However, the topics selected for consideration by the Panel under the CARE principle themes are propositional. As such, Panel members are invited to consider the appropriateness of the suggestions given for forthcoming agendas.

6.0 Members are also reminded that it is preferable for the Panel to agree just a couple of key substantive reports to come to each meeting; and perhaps just one thematic report where this is taken in addition to statutory reporting. This is to ensure that sufficient time can be given to each discussion and also to ensure that the ask of the Commissioner's office is not overly burdensome.

7.0 Members are asked to note the updated forward calendar of meeting dates for the Panel in 2024 and 2025. All full Panel meetings will continue to be held in person and venues are highlighted on the programme where these have been confirmed.

8.0 FINANCIAL IMPLICATIONS

8.1 There are no significant financial implications arising from this report.

9.0 LEGAL IMPLICATIONS

9.1 There are no significant legal implications arising from this report.

10.0 EQUALITIES IMPLICATIONS

10.1 There are no significant equalities implications arising from this report.

11.0 CLIMATE CHANGE IMPLICATIONS

11.1 There are no significant climate change implications arising from this report.

12.0 RECOMMENDATIONS

12.1 That the Panel agrees its outline work programme.

APPENDICES:

Appendix A – Police, Fire and Crime Panel Work Programme 2024/25

BACKGROUND DOCUMENTS:

None.

Barry Khan
Assistant Chief Executive Legal and Democratic Services
County Hall
Northallerton
2 January 2024

Report Author: Diane Parsons, Principal Scrutiny Officer.

<p>February 2024</p>	<p>Monday 5th February 2024 at 10:30am (PRECEPT) County Hall, Northallerton</p>	<p>Precept proposals for policing and fire and rescue. Focus on: Enhancing our service for the public</p> <ul style="list-style-type: none"> • Report updating on Force Control Room performance, including impact of the PFCC’s investment in early 2023. <p><u>Other reports:</u></p> <ul style="list-style-type: none"> • Enhancing Neighbourhood and Response Policing. • Approval of revised Panel governance documentation (ahead of Mayoral devolution).
	<p>Monday 19th February 2024 at 1:30pm County Hall, Northallerton</p>	<p>Precept reserve meeting (if needed).</p>
<p>June 2024</p>	<p>Wednesday 12th June 2024 at 10:30am County Hall, Northallerton</p>	<p>Focus on: Ambitious collaboration</p> <ul style="list-style-type: none"> • Cross-border collaboration by both the Commissioner and North Yorkshire Police. • Working in partnership to tackle County Lines and pervasive drug crime. • Fire and rescue service – collaboration work with partners to maximise efficiency and resilience. <p><u>Other reports:</u> EnableNY progress report with identified savings and efficiencies.</p>

<p>July 2024</p>	<p>Thursday, 25th July 2024 at 10:30am (Annual Meeting) Selby Civic Centre, Selby (tbc)</p>	<p>Election of Chair and Vice Chair Draft Policing and Crime Annual Report 2023/24 Draft Fire and Rescue Annual Report 2023/24 Annual Report of the PFC Panel 2023/24 <u>Other reports</u> Right to Protest – update on policing in North Yorkshire.</p>
<p>October 2024</p>	<p>Thursday, 10th October 2024 at 10:30am City of York Council’s West Offices (tbc)</p>	<p>Focus on: Caring about the vulnerable (<i>may include</i>)</p> <ul style="list-style-type: none"> • Making all women and girls safer – annual update. • Tackling hidden harms: Wildlife and rural crime. • Scrutiny of commissioning of victims’ services.
<p>January 2025</p>	<p>Thursday, 16th January 2025 at 10:30am</p>	<p>Focus on: Realising our potential</p> <ul style="list-style-type: none"> • ‘Pre-precept’ reports for policing and fire and rescue. • Equality, diversity and inclusivity in both services.
<p>February 2025</p>	<p>Thursday, 6th February 2025 at 10:30am</p>	<p>Precept proposals for policing and fire and rescue.</p> <ul style="list-style-type: none"> • Annual Force Control Room performance update.
	<p>Thursday, 20th February 2025 at 1:30pm</p>	<p>Precept reserve meeting (if needed).</p>