

1. **Enable North Yorkshire** (Enable) provides Support Services to North Yorkshire Police (NYP), North Yorkshire Fire and Rescue Service (NYFRS) and the Office for Policing, Fire and Crime (OPFC). These services are split across four functional domains: **People Services** (including wellbeing); **Estates, Logistics and Transport; Information, Communications and Technology**; and **Finance and Procurement**.
2. Robust **governance and processes** of Enable are in place and the collective services of Enable are governed through a series of Boards:
 - a. Chief Officer Team (Police) which considers strategic matters in relation to the delivery of efficient and effective policing, the management of resources and expenditure of the force.
 - b. Senior Leadership Board (Fire) is the strategic decision-making authority for Fire. It approves the Service delivery plans which set the delivery requirements of Enable.
 - c. **Collaboration Steering Board** which informs the strategic direction and prioritisation for how the collaborative services of Enable are aligned to support frontline activity in a simplified and standardised way. It ensures activity is aligned with the Police and Crime Plan, Fire and Rescue Plan and key organisational strategies. Matters for the Collaboration Steering Board are escalated from the Chief Officer Team and Senior Leadership Board to ensure Enable activity delivers macro-level police and fire intent.
 - d. Matters from the Collaboration Steering Board, where required, are escalated to the **Executive Board** for decision making or direction and guidance.
3. In addition, for business change activity, the following Boards take place:
 - a. **Enabling Programme Board**, chaired by the Assistant Chief Officer aligning all change activity to the Police and Crime Plan, Fire and Rescue Plan and organisational priorities. Attended by all Enable Heads of Function, Programme Management Offices and operational representatives from police and fire. This Board feeds both the Police and Fire Change Boards.
 - b. Police Change Board, chaired by the Deputy Chief Constable governing and prioritising all change activity (operational and Support Services) across NYP.
 - c. Fire Change Board, chaired by the Deputy Chief Fire Officer governing and prioritising all change activity (operational and Support Services) across NYFRS.
4. Performance of Enable is monitored monthly by the Assistant Chief Officer at their **Monthly Performance Meetings**. The Heads of the Enable Functions present a summary of their performance against the capital plan, delivery of key performance indicators, risks, resourcing matters and any novel or contentious issues that require escalation to any of the above-mentioned boards or, for risk, to either the Fire or Police Risk and Assurance Board. In mid-2023, the Assistant Chief Officer expanded the attendance at these monthly meetings to include operational colleagues from both police and fire to ensure a golden thread whereby delivery activity is aligned with operational intent. An example of the monthly **performance pack** is provided for information (not for the public domain due to commercial, financial and operational sensitivities).
5. There is recognition that Enable is not efficient and effective as we aspire and we are focused on continuing to develop. Accordingly, following some external support to review the overarching structure and governance of Enable, the organisation is now working up a detailed business case to recommend a **more efficient and effective model** to deliver support services which better meets the changing needs of the services. This activity is due to report at the end of the summer, presenting costed options to the Chief Constable, Chief Fire Officer and Deputy Mayor for Policing, Fire and Crime. The guiding principle of this activity is the essential need to provide **agile Support Services that enable the delivery of policing and fire capabilities that mean the people of York and North Yorkshire are kept safe and feel safe**.