

Joint Audit Committee

30th July 2020

Responsible Officer:	Impact on Business:		Risk Register Reference & RAG
Chief Constable Nick Dean	High		Please refer to Report Summary
	Medium	X	
	Low		
Lead Manager:	Report Type:		
See Report Summary	Governance		
	Strategic		
	Operational	X	
Previous papers to Committee:			
Previous 6-monthly Constabulary Operational Risk Reports			

Report summary	<p>Purpose: To update members on the current risks and issues being carried by the Constabulary (other than those jointly owned with the OPCC which are reported separately).</p> <p>PDF Report Format and Content: The PDF is chronological by date originally raised, and includes both risks and issues. A current summary for each is provided in the 'Cause & Effect' column.</p> <p>High (Red) Risks Summary:</p> <p>416 Risk of inability to comply with HMICFRS PEEL recommendation to undertake pro-active review by 9/20</p> <ul style="list-style-type: none"> • Corporate Objective 2. Maintain local police performance within available budgets • Owner / Lead: Head of BCH PSD Det Ch. Supt Amanda Bell • Summary: Staff have now been recruited and contact with HMICFRS anti-corruption unit continues. Current risk severity is being reviewed to consider if it may be reduced to Medium-High.
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421 Risk of BCH non-compliance with data protection regulations due to inability to delete records from legacy systems or data warehouse resulting in fines from ICO and loss of public confidence

- Corporate Objective 2. Maintain local police performance within available budgets
- Owner / Lead: Head of BCH Management of Police Info Kay Weeks
- Summary: The position is complex as we need to be able to amend or delete individual entries and transact bulk deletions on an ongoing basis. DCC Gyford, Director of ICT Jon Black and Director of Information are meeting to review progress and options late in July.

423 Risk that the final HR operating model supporting the systems will not be fit for purpose

- Corporate Objective 2. Maintain local police performance within available budgets
- Owner / Lead: Director of BCH HR Rachel Wilkinson
- Summary: Creation of the HR Digital Unit helps mitigate but as one issue is solved another is uncovered, especially related to CARM, which is now due to go live in November but may never integrate with iTrent.

424 Risk that BCH will not eradicate re-vet backlog due to HO national security vetting services (UKSV) reduced capacity

- Corporate Objective 2. Maintain local police performance within available budgets
- Owner / Lead: Head of BCH PSD Det Ch. Supt Amanda Bell
- Summary: NPCC lead has taken up the matter with the government to find a way forward and reduce the severity. NPCC lead is seeking an extension to the backlog deadline from HMICFRS in view of this dependency, which is outside the control of the police forces.

428 Risk that the need to attract higher numbers of recruits through Uplift will result in a reduction of the percentage of BAME officers in the force

- Corporate Objective 2. Maintain local police performance within available budgets
- Owner / Lead: DCC Jane Gyford
- Summary: Currently awaiting the proportion of BAME applicants that were successful in the latest round. Recently achieving around 7% but further improvement is required. Action being taken to increase support for Positive Action initiatives.

High (Red) Issues Summary:

410 Additional pension liabilities arising from McCloud Sargeant decision

- Corporate Objective 2. Maintain local police performance within available budgets
- Owner / Lead: Director of Finance & Resources Jon Lee
- Summary: Initial tranche of pecuniary claims (70 in total) received and subject to review through test case. Non-pecuniary claims awaited. Government have not advised on long-term remedy.

	<p>422 Issue that there is insufficient capacity in the driver training team to meet the Driver Response demands for BCH</p> <ul style="list-style-type: none"> • Corporate Objective 2. Maintain local police performance within available budgets • Owner / Lead: Head of Operational Learning Amanda Meech • Summary: Backlog of training was already an issue. Covid has exacerbated the situation as 1:3 training reduced to 1:1. Two new trainers allocated to Cambs have steadied the backlog but will not improve it until the training ratio can be increased. <p>427 Issue of balancing right to protest against right to life considerations and officer safety during Covid-19</p> <ul style="list-style-type: none"> • Corporate Objective 2. Maintain local police performance within available budgets • Owner / Lead: ACC Vicki Evans • Summary: Partially mitigated by loosening of restrictions on group meetings and national medical advice but remains a watching brief. <p>429 Excessive PIP2 vacancies including in CAISU South</p> <ul style="list-style-type: none"> • Corporate Objective 1. Keeping people safe (tackling DV and serious sexual offences in Partnerships) • Owner / Lead: Det Ch. Supt Mark Greenhalgh • Summary: New risk raised as related to CAISU South but being extended to PIP2 vacancies generally. Risk owner and force risk controller due to meet to agree rewording but interim rewording applied.
Related Police and Crime Plan objective	See Report Summary
Action (tick one box only)	Information <input type="checkbox"/> Assurance <input checked="" type="checkbox"/> Approval <input type="checkbox"/> Decision <input type="checkbox"/>
Recommendation	The Committee is asked to comment and/or raise questions following review of the contents of this summary report and (as necessary for greater and additional detail), the PDF report.