

JOINT AUDIT RISK ASSURANCE COMMITTEE AGENDA

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| DATE OF MEETING | Thursday 24 th July 2025 |
| TIME OF MEETING | 10:00 |
| LOCATION | In person – Meeting Room 3 HQ |
| PCC CONTACT OFFICER | Ms M Romano |
| CONSTABULARY CONTACT OFFICER | Mr A Price |
| DISTRIBUTION | <p><u>Force/OPCC Attendees</u> Commissioner N Ndiweni – Roberts – NNR Chief Constable R Swann – RS Deputy Chief Constable – S Blatchly – SB2 Mr A Dale - AD Ms M Romano - MR Mr A Price - AP Ms D Brown – DB Mr E Eruego – EE Mr R Brunt – RB Mrs S Adkin – SA Miss K Holding – KH Mr M Euerby – ME Mrs M Fox – MF Ms M Shanley - MS</p> <p><u>Audit Attendees</u> Ms S Knowles (Mazars) - SK Mr A Campbell (Mazars) - AC Mr R Anderson (Grant Thornton) - RA Ms K Lees (Grant Thornton) - KL</p> <p><u>JARAC Member Attendees</u> Ms S Sunderland (Chair) - SS Ms J Charlton - JC Mr L Harrold - LH Mr A Jenkinson - AJ Mr B Mellor - BM Ms S Beecham – SB</p> |

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| ITEM and PAGE No | SUBJECT | Presented by | Paper or Verbal Update |
|--------------------|---|-----------------|------------------------|
| 5 | STANDARD JARAC AGENDA ITEMS | | |
| | APOLOGIES FOR ABSENCE | SS CHAIR | V |
| | DECLARATIONS OF INTEREST (IF ANY) | ALL | V |
| 5A - PAGE | MINUTES FROM THE LAST JARAC MEETING | SS CHAIR | P |
| 5B - PAGE | ACTIONS FROM THE LAST JARAC MEETING | SS CHAIR | P |
| 5C - PAGE | FORWARD PLAN FOR THE NEXT 12 MONTHS | SS CHAIR | P |
| | | | |
| 6 | EXTERNAL AUDIT | | |
| 6A - PAGE | EA UPDATE | RA/KL | P |
| | | | |
| 7 | INTERNAL AUDIT | | |
| 7A - PAGE | IA PROGRESS REPORTS | SK/AC | P |
| 7B - PAGE | IA RECOMMENDATION LOG | CHAIR/MS | P |
| 7C - PAGE | IA ANNUAL REPORT AND OPINION 25 - 26 | SK/AC | P |
| | | | |
| 8 | POLICIES | | |
| 8A - PAGE | FORCE POLICIES – • CONTRACT MANAGEMENT POLICY | SS CHAIR | P |
| | | | |
| - | INTERNAL CONTROLS AND GOVERNANCE | | |
| 9A - PAGE | STATEMENT OF ACCOUNTS AND ANNUAL GOVERNANCE STATEMENT (to follow on 14th) | MF | P |
| 9B - PAGE | FINANCIAL MONITORING AND PLANNING 25/26 | MF | V |
| 9C - PAGE | ANNUAL FINANCIAL EXCEPTION REPORTING (to follow on 14th) | MF | P |
| 9D - PAGE | OPCCFORCE RISK MANAGEMENT UPDATE | AD/EE | P |
| 9E - PAGE | FORCE RISK MANAGEMENT UPDATE | ME | P |
| | | | |
| 10 | FORWARD PLAN GUEST SPEAKERS | | |
| 10 A - PAGE | SAVINGS PROGRAMME UPDATE | SA | P |
| 10 B - PAGE | PROCUREMENT UPDATE | KH | P |
| 10 C - PAGE | ENVIRONMENTAL STRATEGY UPDATE | RB | P |
| | | | |
| 11 | ANY OTHER BUSINESS | | |

MINUTES of the JOINT AUDIT, RISK and ASSURANCE COMMITTEE meeting held on 30TH April 2025

PRESENT

Ms S Sunderland – in the Chair
Ms S Beecham
Mr L Harrold
Mr B Mellor

Apologies:

Mr A Jenkinson
Ms J Charlton

OPCC Present: Mrs N Ndiweni-Roberts, Mr A Dale, Ms M Romano, Ms D Brown
Constabulary Present: Ms M Fox, Mr A Price, Mr A Wilkin, Ms G Booth, Mr R Brunt, Ms K Andrews
Internal Audit: Ms S Knowles, Mr A Campbell
External Audit: Mr R Anderson

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| 8/25 | APOLOGIES | |
| | Mr A Jenkinson Miss M Poole | |
| 9/25 | DECLARATIONS OF INTEREST | |
| | None. | |
| 10/25 | MINUTES OF THE MEETING OF THE JARAC HELD ON 29 JANUARY 2025 | |
| | They were agreed as a correct record | |
| 11/25 | REVIEW OF ACTIONS | |
| | It was agreed that the action log would be added to the revised notes and Action: DB to add to previous notes and re-circulate the papers | ACTION: DB COMPLETE |
| JARAC BUSINESS ITEMS | | |
| 12/25 | 5A FORWARD PLAN | |

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| | <p>It was agreed that a pre meet between members of JARAC and both Internal and External Audit would take place immediately prior to the next meeting, with a 0930 start.</p> <p>Action: Pre-meeting with auditors at 0930 prior to next meeting in place of normal pre-meet</p> <p>December extraordinary meeting to be arranged between JARAC, external audit, AD, Maria Fox, Efe Ereuro- to take place prior to 19 December.</p> <p>Action: DB to arrange the meeting</p> | ACTION: DB COMPLETE |
| 13/25 | EXTERNAL AUDIT – Grant Thornton | RA |
| 6A | Audit Plan 24/25 | |
| | <p>RA presented the paper to the Committee and invited questions. He explained there were two reports – the first one being the 24/25 audit plan. He outlined that the main change was introduction of IFRS 16 accounting standard for leases. The other issue was the backstop, the implications of which were outlined in the report.</p> <p>SS commented that it would be good to have a pathway to adhere to and the more pressure that can be applied to the Government the better.</p> <p>LH – does this impact ability to finance if statutory accounts are disclaimed. AD – not at the moment and would only affect short term cash flow.</p> <p>Materiality – increase from prior year to 2% which is typical for a police body of this size. Not identified any risk on value for money. Logistics and timing of audit – completed planning and interim audit work and progress being made. Timelines good. Field work testing being undertaken in June but majority of work between September and December meeting to be the goal to be completed.</p> <p>No issue with audit fees</p> <p>SS – has IS system access been sorted. Richard – has set out meeting with IS to discuss this. Not causing a delay so far. Recommendation not addressed – splitting actuarial report – will this be ongoing or something to address in future years. MF outlined that the fund needs to be split into two and in order to do that we need to give actuary more time but will be done from next year onwards.</p> | |

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| | SS – IFRS 16 – how comfortable do you feel with the scale of potential impact on Force . MF explained that lots of work had been carried out to identify leases. Still feeding data in as part of year end accounts and will have impact on balance sheet. Query had been raised with CIPFA around how we treat IFRS 16 on Chief and PCC balance sheet and technical advice was being sought. | |
| 6B | Progress Reports | |
| | Nothing further to add | |
| 14/25 | INTERNAL AUDIT – Mazars | |
| 7A/7B | Draft IA Plan 25/26 and IA Reports | |
| | <p>Questions and comments were invited</p> <p>SS – two deferred from last year including governance and oversight. It was explained that both were merged into one now. IA confirmed that they were confident that there will be enough time to complete them. It was confirmed that days not utilised last year were not carried forward and that charge was only made for the days used so these will be utilised.</p> <p>LH – Operational Plan - 25/26 – only three are linked to a strategic risk. It was asked whether it was considered that assurance was at the right level ie should they be at a more strategic level. SK confirmed that they were happy that the balance is right. AD outlined that it had been ensured all the ones on the risk register have been picked up and dealt with although there are items on there which do not necessarily require an internal audit. He highlighted that the report will pick up governance as a whole.</p> <p>BM – force savings programme – don't seem to have any audits picking this up - will it deliver what the force needs. AD confirmed that CIPFA work was carried out around this. Savings programme will need to be revisited at some point.</p> <p>It was agreed to add Savings programme presentation to the next meeting – MR to add to agenda</p> <p>Action: MR to add to July agenda – paper AP</p> | <p>ACTION: MR COMPLETE</p> |
| 7C | IA Recommendation Log | |

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| | <p>It was mentioned that the Committee are consistently finding that recommendations monitoring is not dealt with effectively at the committee. A lot of the recommendation are within the Force The suggested way forward is that the assurance group AP chairs take responsibility for overseeing implementation of the updates.</p> <p>AP – agreed to take ownership for JARAC from Force side. Head of Corporate service to chase updates with their team. MR to liaise with AP.</p> <p>Action: MR to liaise with AP regarding the process</p> <p>It was agreed to discuss current recommendations at the next meeting – to be carried over.</p> | <p>ACTION: MR COMPLETE</p> |
| 15/25 | INTERNAL CONTROL AND GOVERNANCE | |
| 8A | FORCE POLICIES – CRITICAL INCIDENT POLICY | SS CHAIR |
| | No queries were raised regarding the policy | |
| 8B | COMPLAINTS PERFORMANCE FORCE/OPCC | KA/MR |
| | <p>SS commented that it was useful to see the detailed report and to see how this is progressing and hoped to see improvements going forward.</p> <p>BM – in OPCC report it mentioned that between 23 and 24 there has been a 20% increase in complaints. Where are we with understanding why there is that difference? KA explained that Force were anticipating 10% as a consistent measure. More complaints are being recorded which indicates more confidence in the public to contact us. Work is ongoing to understand where those increases are.</p> <p>SB – with regard to organisational learning, it is great that individual cases are being picked up. How is it disseminated and is it fed into induction of police officers or fed into training.</p> <p>KA – depends on nature of learning – could be included in reflective practice. Work is done with all divisions so we can look at and identify issues in particular areas. Work also done with students to introduce this learning.</p> <p>MR – confirmed that the OPCC work closely with PSD and ensure a strong working relationship. It was reported that there had been an increase of reviews between November and March. Lots of those upheld with learning and feedback given. It was found that gaps in management along with induction of</p> | |

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| | <p>new staff has caused some delays with some sergeants providing back fill for vacant posts within the Force. Increase of 44% - from 73 last year to 105 reviews this year. Currently working with Katie to clear backlog.</p> <p>SS thanked Katie for the very useful report.</p> | |
| 8C | YEAR END ACCOUNTING ARRANGEMENTS AND ACCOUNTING POLICIES 24/25 | MF |
| | <p>MF explained no major changes apart from IFRS 16.</p> <p>BM - prep of 24/25 accounts – backstop date should be 2026.</p> <p>ACTION: MF to amend the paper</p> | ACTION: MF COMPLETE |
| 8D | FINANCIAL MONITORING AND PLANNING 24/25 | MF |
| | <p>Still working through and as of year end there are a number of transactions to be taken into account which might affect the outturn.</p> <p>Budget pressures ie premises costs, fleet etc lots of work done around this. Added pressure of police officer numbers as uplift targets to be met, recruitment times longer yet leavers expedited more rapidly.</p> | |
| 8E | STOCK CONTROL UPDATE | MF |
| | <p>MF outlined that the stock system been in since May within the Agresso system with currently over 750 items in the inventory. Work ongoing with uniform team to ascertain exactly what each officer is entitled to. A formal tracking process is now in place on the system. This data including the reason for the request and the cost of the stock requested is then provided to the internal meetings to be scrutinised. Currently have 12 months of data and this will enable more accurate forecasting of stock needed going forward.</p> <p>SS commented that a written report is not needed as assurance has been given that a system is in place to monitor the situation.</p> <p>BM asked whether the work undertaken has deal with all the audit findings. MF – although this has not been scrutinised in great detail but understand that tracking is being done.</p> | |

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| | <p>LH – commented that this system would also enable the Force to hold suppliers to account regarding quality of uniform.</p> <p>AP confirmed that this is also being considered within the internal Uniform Steering Group ensuring all goods are of good quality and fit for purpose.</p> <p>It was agreed that this would be taken off the forward plan for next year.</p> <p>Action: MR to remove this from the forward plan</p> | <p>ACTION: MR COMPLETE</p> |
| 8F | DATA QUALITY UPDATE | AW |
| | <p>SS explained this had not been looked at for a while. AW presented the report and invited questions.</p> <p>SB – raised a question about the governance structure around monitoring – and asked if AW was confident that governance structure is there to ensure implementation? AW confirmed that a DCI attends the relevant board meeting to provide oversight at executive level. Auditors are also closely involved and react immediately. DCI and auditors have a route in from a strategic governance point of view.</p> <p>SS thanked Adam for the very helpful report. It was suggested that an update was presented on an annual basis to the Committee.</p> <p>Action: MR to add to forward planner on an annual basis</p> | <p>ACTION: MR TO ADD TO FORWARD PLAN COMPLETE</p> |
| 8G | ENVIRONMENTAL STRATEGY UPDATE | RB |
| | <p>RB presented the report following as an update to the previous presentation in April 2024.</p> <p>SS commented that the draft internal audit report should have been a final version and in terms of an update is useful to hear specifics but in terms of strategy and plan and target to net zero the Committee were hoping for the plan, progress, priorities etc. Committee need assurance that all is on track and how is this being managed.</p> <p>RB explained that resources are minimal. Attempting to recruit an environmental engineer but Force cannot match the salaries. An action plan is ongoing which will be circulated following the meeting. Staff mileage is of greatest concern. All departments are doing their part. Governance is also an area of concern and progress is being made albeit slower. Fire now</p> | |

[illegible]

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| | Action: MR to add to the agenda for July meeting | ACTION: MR COMPLETE |
| 8H | HMIC ACITIVITY UPDATE | GB |
| | <p>Verbal update from GB who is leading the HMIC project. Important to start by saying the ambition is to be outstanding force and the objective for the team is to build strategic plan to achieve this. Mindful of new HMIC new assessment framework and want to get ahead of game and do a self assessment and identify gaps and build that into force strategic plan. Need to ensure the voice of public is included and ensure workforce is actively engaged by doing stakeholder engagement.</p> <p>HMIC key assessment framework – 9 key areas. Completed self assessment on three of the areas to be addressed. Responding to the public, public treatment, prevention, supporting workforce and leadership, safeguarding, investigations, monitoring the force and custody.</p> <p>Working with leads in supportive way and reviewing all Forces which were assessed as good or outstanding.</p> <p>Using HMIC digital pack to guide this process. Governance overseen by DCC in a monthly meeting. When self assessment has been completed this will be broken down into what can be locally managed and what needs to go on Force plan, identify emerging themes and ensure that appropriate resources are assigned to those areas. Full strategic plan available July.</p> <p>Findings so far – strengths identified responding to the public – improvement in answering 999 calls, digital offing - strong leadership in that department. Need to focus on improvement of evidence preservation advice given to public and attendance times which are being addressed at the local level board. If any escalation needed will be addressed at the Dep Board. Police powers compliance - confident this is being addressed and should be signed off in June and have an array of scrutiny forums with PCC and internally around Use of Force. Need attention to supervision levels in some areas and community IAGs and local engagement ensuring diversity in critique and discussions.</p> <p>Prevention – good progress made regarding Op Shango and ASB policing, really strong diversion and interventions and lots of initiatives around prevention. Need to pull together in framework to present this. PEEL is due in September 2026 and preliminary findings will be presented in July.</p> | |

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| | <p>In terms of AFIs, 5 of the 21 have been closed, 1 merged, 15 outstanding. Monthly report to Chief monitors these.</p> <p>SS commented that it would be helpful for GB to come back once the self-assessment and strategic plan is complete to give overview. Agreed to add to July agenda</p> <p>Action: MR to add to July agenda (GB to present a paper to the meeting)</p> | <p>ACTION: MR COMPLETE – AGENDA ITEM ON OCTOBER JARAC MEETING</p> |
| 16/25 | ANY OTHER BUSINESS | |
| | End of open session. | |

JOINT AUDIT, RISK AND ASSURANCE COMMITTEE – OPEN SESSION

REVIEW OF ACTIONS

| ACTIONS FROM MEETING ON 30 APRIL 2025 | | | |
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| 11/25 | REVIEW OF ACTIONS | | |
| | It was agreed that the action log would be added to the papers and recirculated to the Committee | DB | COMPLETED |
| | It was agreed that a pre meeting with members of JARAC and both internal and external audit would take place immediately prior to the next meeting | DB | COMPLETED |
| | An extraordinary meeting would be arranged to discuss accounts sign off in December | DB | COMPLETED |
| 14/25 | Draft IA Plan 25/26 and IA Reports | | |
| (7A/B) | It was agreed that savings programme would be added to the July agenda (paper from AP) | MR | COMPLETED |
| (7C) | It was agreed that Force would take responsibility for obtaining | MR/AP | COMPLETED |

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| | updates regarding the IA recommendations going forward. MR and AP to liaise re the process and handover to be arranged | | |
| (8C) | Year end accounting – backstop date to be amended to read 2026 | MF | COMPLETED |
| (8E) | Stock Control Update – it was agreed to remove this from the forward plan for next year | MR | COMPLETED |
| (8F) | Data Quality Update – it was agreed to add this to the forward plan to be presented on an annual basis | MR | COMPLETED |
| (8G) | Environmental Strategy Update – it was agreed that RB will circulate the late report and action plan following the meeting | RB | COMPLETED |
| (8G) | Car Leasing Scheme – RB will check the risk involved in availability of vehicles for the car leasing scheme | RB | ACTION COMPLETED. ADDED TO FLEET MANAEMENT RISK ON FORCE RISK REGISTER. |
| (8G) | Agreed to add Environmental Strategy Update to the next agenda | MR | COMPLETED |

Agenda Item 4
JARAC

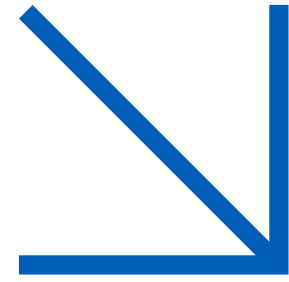
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| (8H) | HMIC Activity Update – it was agreed to add this to the July agenda where GB will produce a paper for the Committee | MR/GB | MR ADDED TO AGENDA/FORWARD PLAN FOR OCTOBER 2025 MEETING. |
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DERBYSHIRE
CONSTABULARY

Building on our progress

GREEN PLAN 2025



Foreword

Climate change is widely recognized as the major threat to the world in the 21st century, it affects behaviour on a day-to-day basis, the physical environment and social and economic conditions. The UK Government is committed to achieving Net Zero carbon emissions by 2050, and the College of Policing identified climate change as one of the ten most significant challenges for policing over the next ten years.

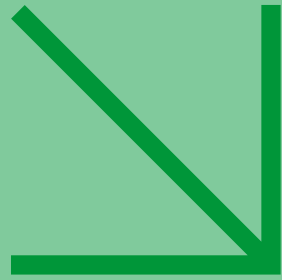
There is a critical role for policing to play in ensuring that their forces, commissioned services, and offices are using environmentally friendly and sustainable practices. The implications of policing not leading in these areas include growing protest movements, more civil emergencies (such as flooding), a rise in organised crime groups taking advantage of demand for resources, and demand on the police to enforce new legislative restrictions against those causing environmental harm.

There are ways in which police forces can mitigate against climate change, for example: fleet – where appropriate, safe and within statutory rules; procurement and maintenance of their fleet should be done as sustainably as possible. Also, estates – decisions made on the buildings our police forces use can also make a major positive difference to environmental sustainability.

Concern about climate change is an important issue for the public and it is crucial that policing is seen to strive to meet the challenges of climate change and take steps to mitigate the risks it poses.



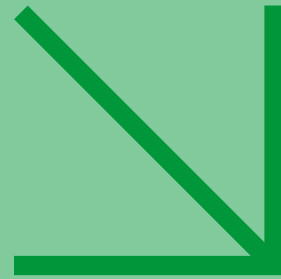
**DERBYSHIRE
CONSTABULARY**



We will ensure we are acting on our ambition to reach net zero carbon emissions, reflecting learning from delivery to date



We will prioritise interventions that support world-leading policing, while tackling climate change and broader sustainability issues



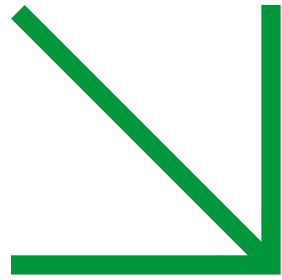
We will plan and make considered investments while increasing efficiencies and delivering value for money

CONSIDERED
INVESTMENT

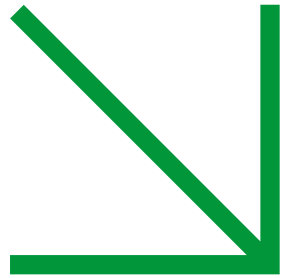
PRIORITISED
INTERVENTION

ACTION
ON OUR
AMBITION

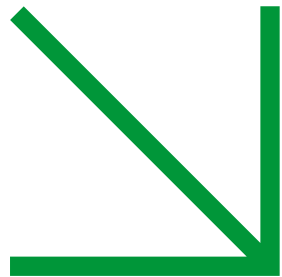
Building
on our
progress



Action on Our Ambition sets out our vision for achieving net zero, articulating why environmental sustainability is central to our role as a police force. It introduces the leadership and governance mechanisms that support delivery.



Prioritised Intervention outlines the SMART actions we will deliver over the next three years, targeting areas with the greatest environmental and operational impact. These interventions span travel, utilities, procurement, waste and water. Each action is owned by a working group lead and forms part of a coordinated delivery programme designed to reduce emissions, enhance resilience, and improve quality of policing.



Considered Investment focuses on how the plan will be resourced and monitored. It highlights our commitment to capital planning through initiatives like Heat Decarbonisation Plans, our strategy for accessing funding and our approach to embedding sustainability into business cases and risk processes. A robust monitoring and reporting framework ensures interventions remain on track and evolve in response to performance and opportunity.

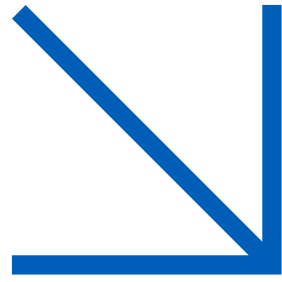
CONSIDERED
INVESTMENT

PRIORITISED
INTERVENTION

Navigating our Green Plan

“ *This Green Plan is structured to be a clear, accountable, and evidence -based foundation for Derbyshire Police to deliver against.* ”

ACTION
ON OUR
AMBITION



Executive Summary

Derbyshire Constabulary, in collaboration with the Derbyshire Fire & Rescue Service, the Police and Crime Commissioner for Derbyshire and Derbyshire Fire & Rescue Authority, has a Net Zero and Sustainable Development Strategy. This strategy aims to place Derbyshire at the forefront of emergency services in terms of sustainability, working towards the UK's net zero target by 2050. The strategy includes aspects like sustainability resourcing, energy use and reporting, and support for transitioning to low-carbon energy solutions.

Drivers for Change

The United Nations declare climate change as the defining issue of our time and we are at a defining moment. From shifting weather patterns that threaten food production, to rising sea levels that increase the risk of catastrophic flooding, the impacts of climate change are global in scope and unprecedented in scale. Without drastic action today, adapting to these impacts in the future will be more difficult and costly.

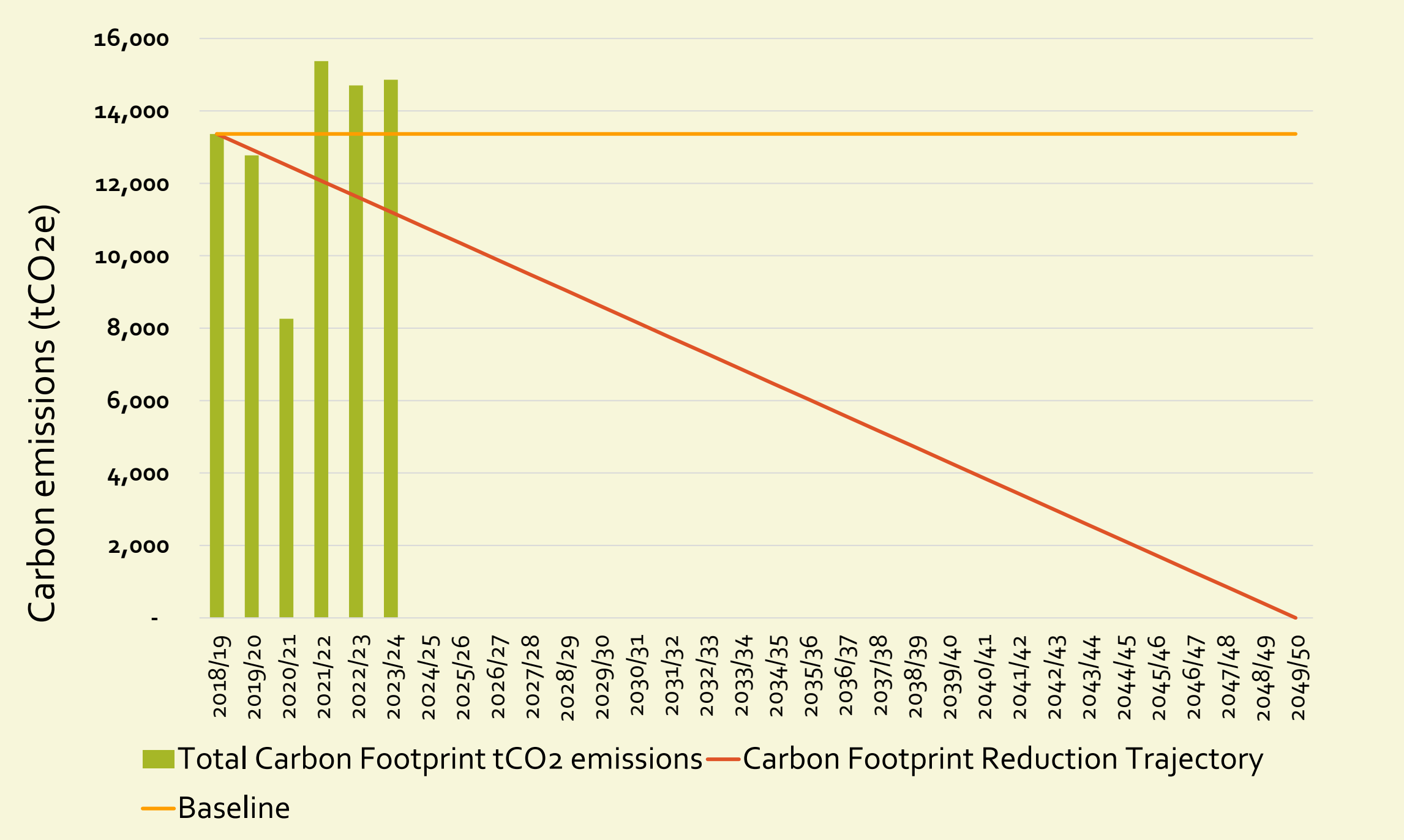
Climate change refers to long-term shifts in temperatures and weather patterns. Since the 1800s, human activities have been the main driver of climate change, primarily due to the burning of fossil fuels like coal, oil and gas. Burning fossil fuels generates greenhouse gas emissions that act like a blanket wrapped around the Earth, trapping the sun's heat and raising temperatures.

The UK government is at the forefront of the global fight against climate change. Since 2000, the UK has decarbonised our economy faster than any other G20 nation. We have reduced UK emissions by more than 40% since 1990. In 2019, we became the first major economy in the world to pass laws to end our contribution to global warming by 2050.

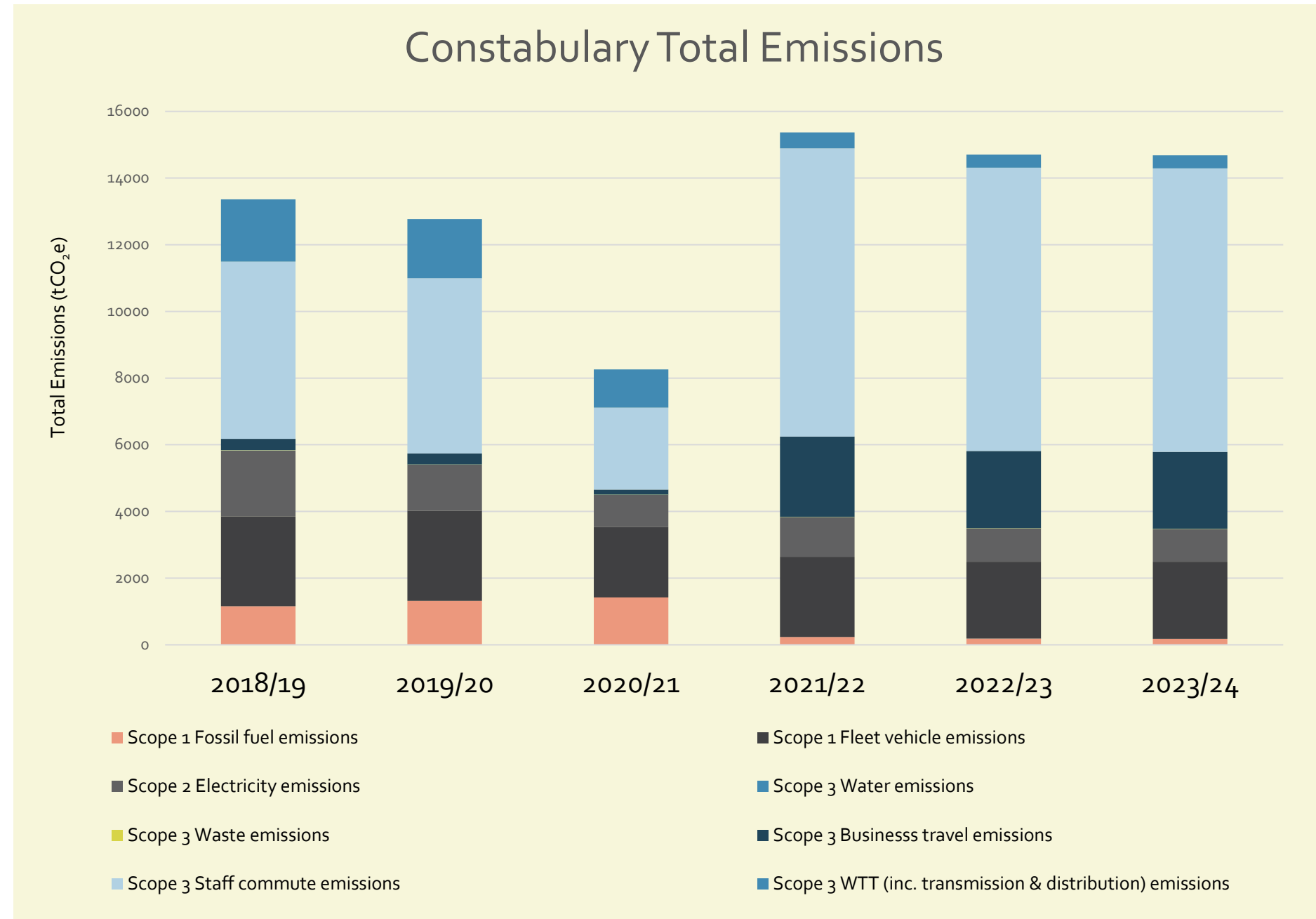
In this plan, Derbyshire Constabulary describes the actions it will take to move towards net-zero carbon by 2050 and make its own contribution to de-carbonising the public sector.



Our Net Zero Carbon Trajectory



Carbon Baseline



Since the peak seen in 2020/21, our baselines indicate that carbon emissions due to energy use are slowly reducing.

Both gas and electricity usage have seen declines of 1-2%, possibly indicating a little change in employee behaviour.

Something that might make a positive change is the introduction of PV (solar panels) on Constabulary estate. This would realise considerable carbon savings and significantly reduce the cost of power.

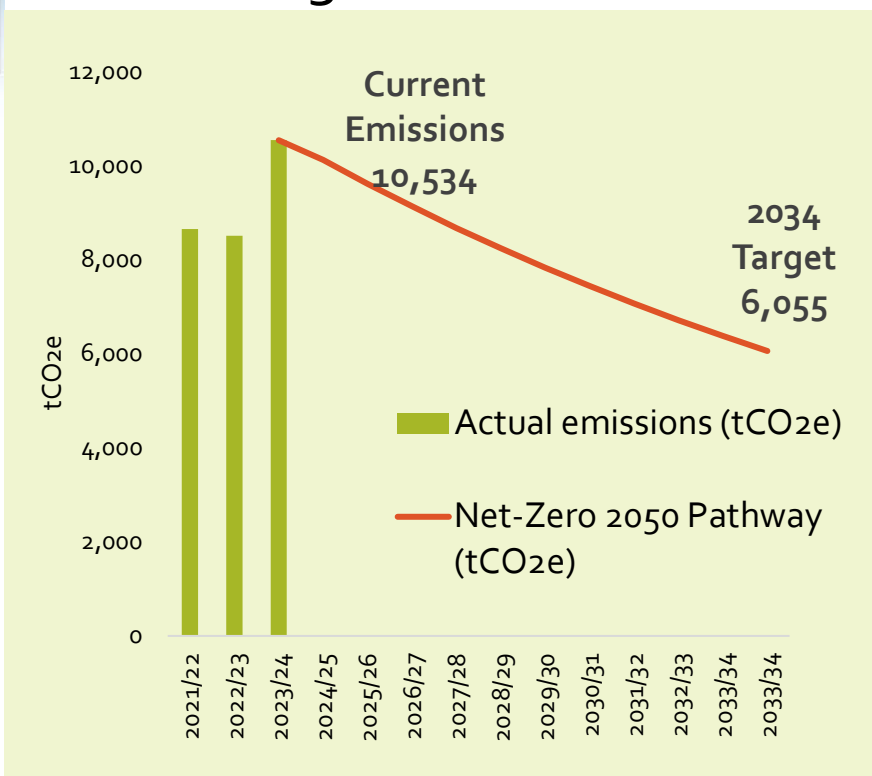
In future years, estate consolidation and building disposals will influence energy usage.

However, staff commuting is the biggest source of greenhouse gas emissions for Derbyshire Constabulary.

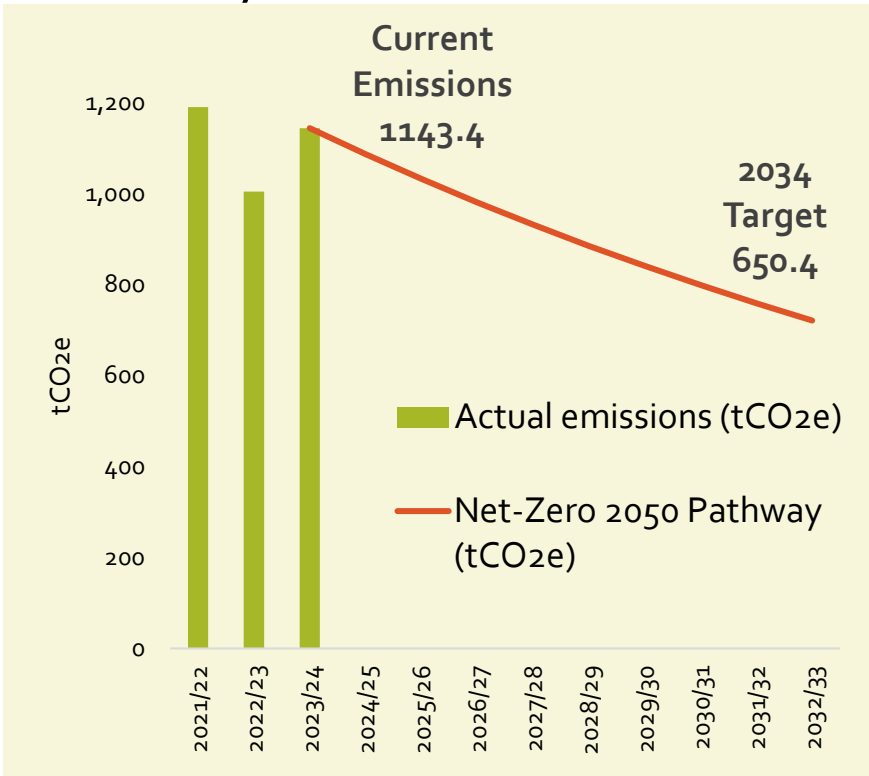
Carbon Usage Dashboard & 10 -Year Target to 2035



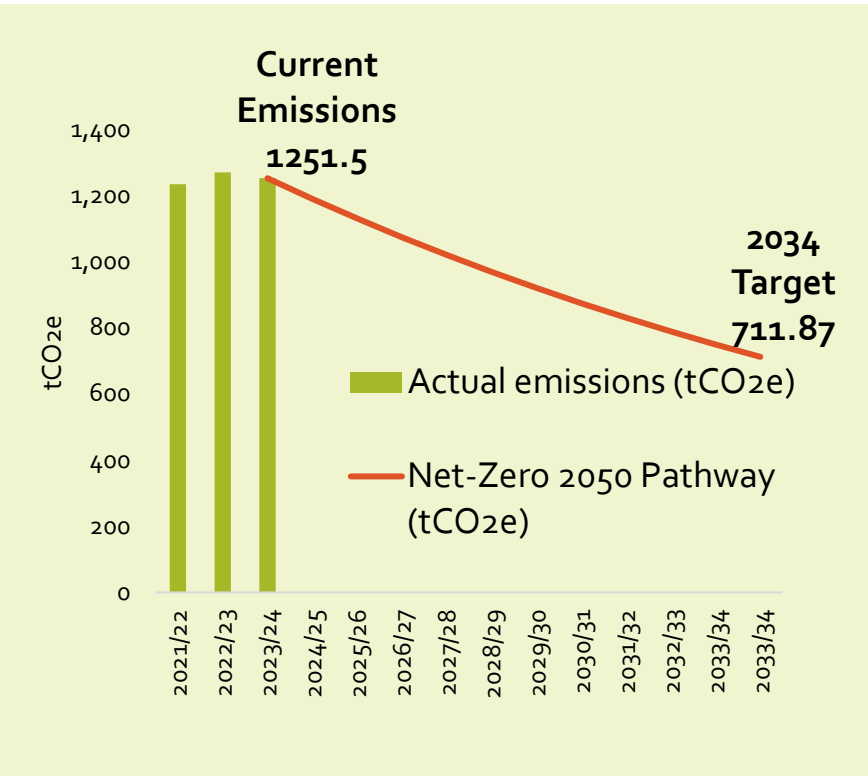
Commuting



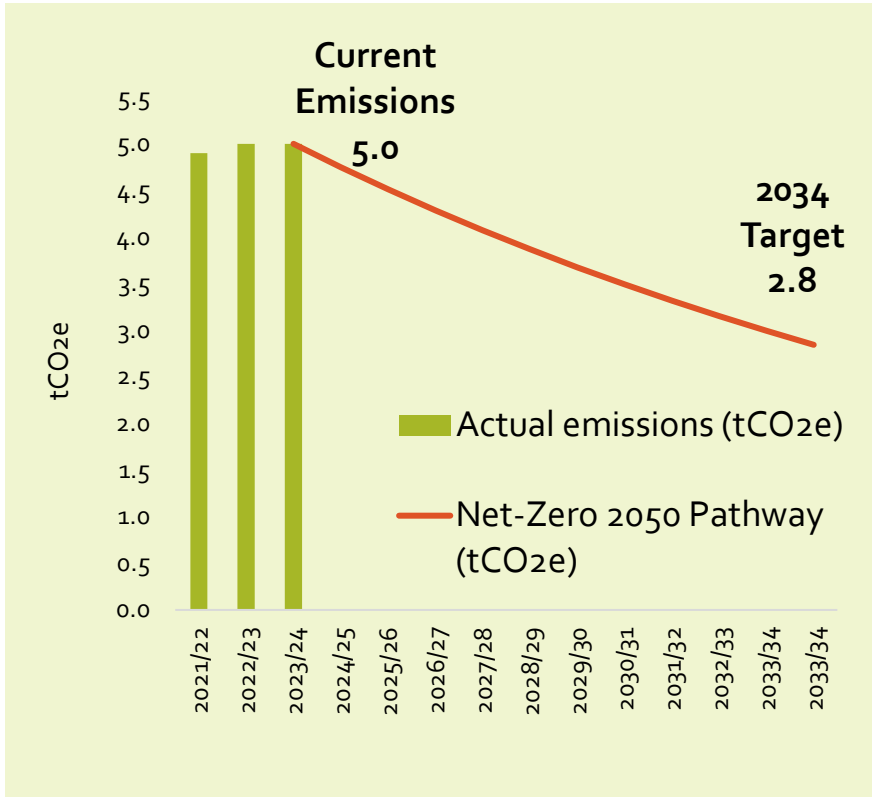
Electricity



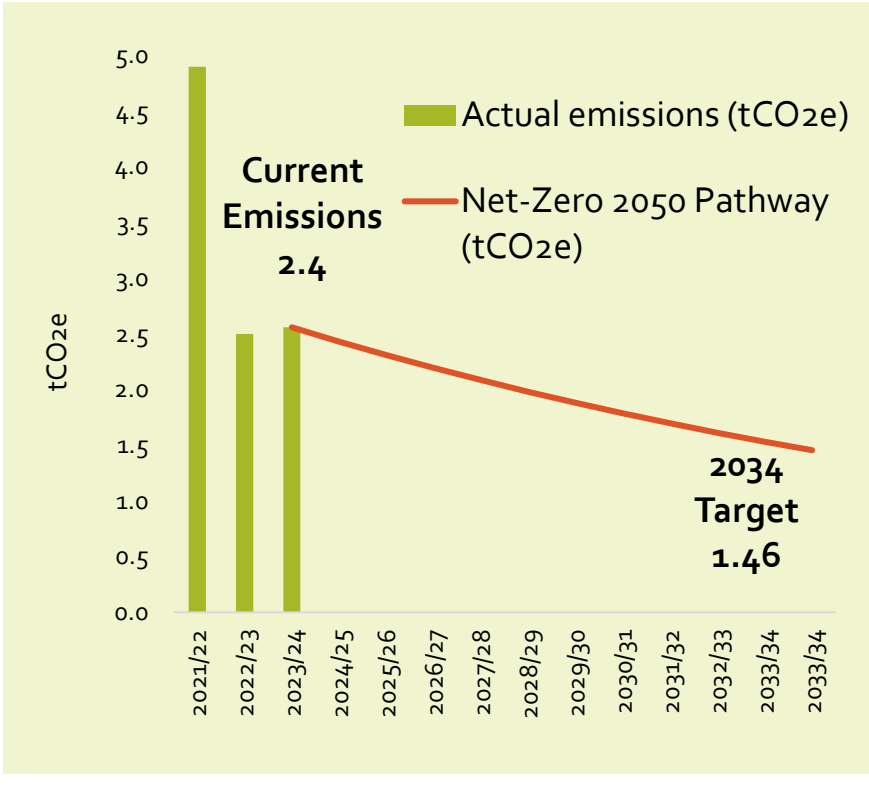
Gas



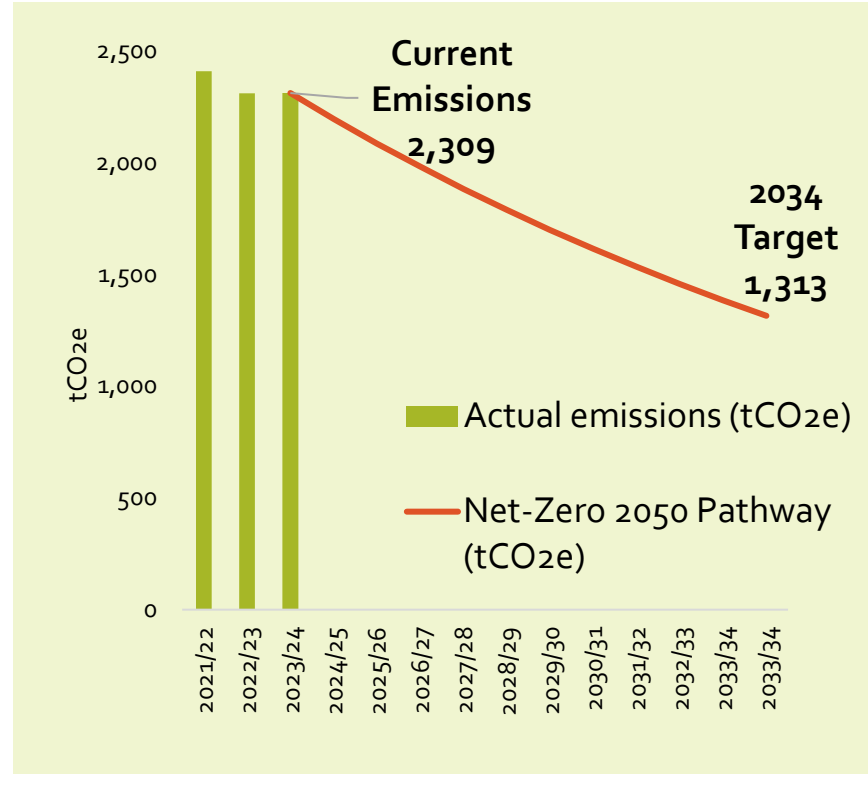
Waste



Water



Fleet



Where carbon can be measured, the adjacent charts show current emissions along with where the Force needs to be in 2034, in order that the 2050 net-zero target is met.

Commuting and Fleet are 'red-light' areas. They make up a significant share of total emissions. Interventions to address these areas should be prioritised.

Priority Categories



The next section describes interventions that will contribute to greenhouse gas (GHG) reduction across all dashboard categories. Some of the interventions described will not directly realise a GHG decline - but will contribute to an environmentally friendly and sustainable culture.



PRIORITISED
INTERVENTION



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| <p>Building Replacement Program: Develop and implement a program to replace buildings where improvements are not appropriate. Where possible, ensure all applicable new building and major refurbishment projects are (will be) compliant with Net Zero Building Standards</p> | <p>Programme developed - £70m borrowing approved, £227m shortfall in available funding to match obsolescence</p> |
| <p>Building Improvement Program: Develop and implement a program of works to decarbonize buildings. This will include installation of LED lighting and adding insulation.</p> | <p>£12m backlog identified for next 5 – years. £500k allocated per annum.</p> |



Efficient and sustainable buildings (including buildings and land)



PRIORITISED
INTERVENTION



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| HDP: Produce a site wide heat decarbonisation plan and explore on-site renewable energy generation/connecting to a heat network across all sites (with a view to submitting a funding application through the PSDS and other routed to funding) | Grant funding bid submitted but unsuccessful |
| Energy consumption: Reduce energy consumption across our estate and cut our carbon emissions in line with Net Zero Carbon targets (-5% annually) | 5 – year programme of estate rationalisation underway. |
| Improve Energy Efficiency: Continue to improve energy efficiency of building systems across all sites, including retrofitting where possible/appropriate | Sustainable systems installed in all new builds and on replacement for breakdowns |



Efficient and sustainable buildings (including buildings and land)



PRIORITISED
INTERVENTION



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| Staff Travel Survey: Undertake an annual travel survey | Pending appointment of SRO |
| Travel Plan: Develop and implement a Force Wide Sustainable Travel Plan | Pending appointment of SRO |
| Provide information: on public and active transport to encourage staff, volunteers and visitors to use sustainable modes of transport | Pending appointment of SRO |
| Staff Vehicles and Salary Sacrifice: All vehicles offered through salary sacrifice scheme to be EV. | Commenced 2025 |
| Flexible working: Enhance and promote flexible and agile working options for staff where practically possible. | Pending appointment of SRO |
| Travel Staff/Green Champions: Travel staff to undertake training, attend events, and share best practice | Pending appointment of SRO |



Transport, travel and logistics - Commuting



PRIORITISED
INTERVENTION



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| Travel Policies: ULEV policies developed for fleet vehicles | Pending appointment of SRO |
| Travel Policies: ULEV policies to be implemented for fleet vehicles | Pending appointment of SRO |
| Implementation of Telematics: to monitor and review fleet usage and disposition | Completed, installation ongoing in new vehicles and monitoring |



Transport, travel and logistics - Fleet



PRIORITISED
INTERVENTION



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| Single-use Plastic and Plastic Packaging: Raise awareness e.g. promotion of refillable water bottles. Work with supply chain partners to reduce high-emission plastic packaging and produce greener alternatives | Pending appointment of SRO |
| Supplier Engagement: Develop a Sustainable Procurement Strategy- as part of this strategy encourage suppliers to go beyond minimum requirements | 2025 |
| Procurement Awareness Staff Training: All staff with purchasing as part of their job to have sustainable procurement training | Pending appointment of SRO |
| Circular Solutions/Economy: Embed circular solutions/economy within Procurement policies, e.g., committing to opt for reusable, remanufactured or recycled items/equipment where appropriate | Pending appointment of SRO |



Sustainable procurement and supply chain



PRIORITISED
INTERVENTION



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| Climate Change: Effects of climate change will be factored in when making infrastructure decisions and designing new facilities, including enhancements like improved green spaces, drainage systems and passive cooling solutions | Currently working to Planning Policy and Building Regulations |
| Provide green and natural areas: Use built assets where possible and as part of new capital projects | Currently working to Planning Policy and Building Regulations |
| Impact assessment: Undertake impact assessment of Force activities on local biodiversity and derive mitigation actions | Undertaken as required under Biodiversity and Net Gain Legislation |



Ecology, biodiversity and greenspace



PRIORITISED
INTERVENTION



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| IT Hardware Management: Commit to a low- carbon IT hardware management approach. This will include longer device lifetimes, leasing models, buying refurbished equipment and more effective PC/laptop power down configurations | Pending appointment of SRO |
| Waste to resource policy: ensure furniture, office and other equipment are repurposed gifted or recycled | Pending appointment of SRO |
| Enable successful waste segregation: through improved processes and communications | Included in current waste management contract |
| Repair and Reuse Schemes: digital equipment recycle and disposal schemes, 0% to landfill | Pending appointment of SRO |



Waste and recycling

PRIORITISED
INTERVENTION



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| Build the Network: Support a Green Champions network including representation across the force and increase sign-ups to include X% of staff | Pending appointment of SRO |
| Focused Improvement Huddles: Monthly focused improvement huddles chaired by Sustainability Lead to empower Green Network/Champions to develop and implement sustainable care models within their division | Pending appointment of SRO |
| Sustainability Survey: Undertake an annual Sustainability Survey | Annually |
| Embed a culture of sustainability: add it to the agenda of team meetings across the force | Pending appointment of SRO |



Staff wellbeing and engagement

PRIORITISED
INTERVENTION



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| <p>Sustainable Communications Plan: A Sustainable Communications Plan will be developed. Content will be based around awareness campaigns for recycling, resources efficiency (as simple as turning lights off and closing windows and doors), segregating waste and water usage. The workforce will be supported to learn, innovate and embed sustainability into everyday work. Also included will be progress against targets and case studies of what is happening across the Force</p> | <p>Pending appointment of SRO</p> |
| <p>Staff Engagement and Involvement: Using the Force comm’s channels develop and promote more methods of engagement and involvement with staff to participate with sustainable development activities. E.g. Competitions between sites</p> | <p>Pending appointment of SRO</p> |



Communication, engagement and social value



DERBYSHIRE
CONSTABULARY

PRIORITISED
INTERVENTION



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| Weather Health Alerts: Ensure adequate cascading of weather health alerts and relevant messaging across the organisation, in line with the government’s Adverse Weather and Health Plan | Pending appointment of SRO |
| Work in partnership with local community: Where possible, engage local organisations to increase biodiversity where possible | Pending appointment of SRO |



Communication, engagement and social value



DERBYSHIRE
CONSTABULARY

PRIORITISED
INTERVENTION



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| Specialist Training: Seek out Specialist Training opportunities for key staff groups who are crucial for Green Plan delivery. including: Board members, procurement, finance, estates and other areas | Pending appointment of SRO |
| Sustainability Survey: Undertake an annual Sustainability Survey | Pending appointment of SRO |
| Launch a Green Innovation fund: Create a small internal funding pot (£X) to support staff-led Green projects, such as reducing waste, energy or unnecessary resource use in any activity | Pending appointment of SRO |

Governance and leadership (green plan delivery)



PRIORITISED
INTERVENTION



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| Board and senior management: Introduce sustainability as an agenda item for meetings | 2025 – Our People Board to adopt at next meeting |
| Adaptation/Preparedness: Review Major Incident Plan, Severe Weather Procedure, Climate Change Risk Assessment and Business Continuity Plan. A climate risk register | Pending appointment of SRO |
| Measure carbon: Make an annual measurement of the carbon that the organization is responsible for | Annually |



Governance and leadership (green plan delivery)



THE FOUNDATION HEAT DECARBONISATION PLANNING

To meet our Net Zero Carbon targets, Derbyshire Police are prioritising the development of a comprehensive Heat Decarbonisation Plan (HDP). This plan will serve as the foundation for reducing emissions across our estate and ensuring long-term energy resilience.

What is an HDP?

A HDP is a strategic document that outlines how an organisation will reduce its carbon emissions from heating systems across its estate. It includes:

- A full assessment of current heating infrastructure and energy use
- Identification of opportunities to switch from fossil fuels to low-carbon alternatives (e.g., heat pumps, district heating)
- Phased recommendations for upgrades, retrofits, and renewable energy integration
- Cost-benefit analysis and carbon savings projections.

Why create an HDP?

- **Strategic Alignment:** Supports national decarbonisation goals.
- **Operational Efficiency:** Identifies opportunities to reduce energy consumption and improve system performance.
- **Funding Readiness:** Enables access to capital through schemes such as PSDS, LCSF.
- **Risk Mitigation:** Prepares the estate for climate-related disruptions and rising energy costs.

When to act?

Acting now is critical as heating systems are currently big contributors to the total carbon footprint, and with funding windows now open, delaying action risks missing out on vital investment opportunities and early carbon savings.

FORWARD PLAN 2025/26

| JULY 2025 | | | |
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| Papers Deadline to OPCC – 2nd July 2025 | JARAC Meeting Date – 24th July 2025 | | |
| Guest Speaker/ Standard Item | Forward Plan Item/ Previous Meeting Action Item | Name of Agenda Items | Lead Officer/ Staff Member |
| Standard Item | Forward Plan | Internal Audit Progress Report | Sarah Knowles/Alexander Campbell - Paper |
| Standard Item | Forward Plan | Internal audit annual report and opinion 24/25 | Sarah Knowles/Alexander Campbell - Paper |
| Standard Item | Forward Plan | Draft PCC & CC Financial Statements for 24/25 | Andrew Dale/Maria Fox - Papers |
| Standard Item | Forward Plan | External Audit Progress Report | Richard Anderson - Paper |
| Standard Item | Forward Plan | Annual Financial Exception Reporting (Any breaches of financial regulations) | Maria Fox - Paper |
| Standard Item | Forward Plan | PCC and Force Annual Governance Statement | Andrew Dale/Maria Fox - Paper |
| Standard Item | Forward Plan | Policies update <ul style="list-style-type: none"> Contract Management Policy Financial Handbook OPCC Assurance Map/Framework | Chair – Paper |
| Standard Item | Forward Plan | OPCC Risk Management Update | Andrew Dale – Paper |
| Guest | Forward Plan | Force Risk Management Update | Mark Euerby - Paper |
| Standard Item | Forward Plan | Financial Monitoring and Planning 25/26 | Maria Fox - Paper |
| Guest Speaker | Previous Meeting Action | Environmental Strategy <ul style="list-style-type: none"> Action Plan Summary/Gaps/Focuses | Richard Brunt/Andrew Price - Paper |
| Guest Speaker | Previous Meeting Action | Savings Programme Update | Sharon Adkin - Paper |
| Guest Speaker | Previous Meeting Action | Procurement Overview and Update | Kirsty Holding - Paper |
| Guest Speaker | Previous Meeting Action | OPCC Performance Update | Jennifer Connolly-Thompson -Paper |

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| OCTOBER 2025 | | | |
| Papers Deadline to OPCC – 16th September 2025 | JARAC Meeting Date – 8th October 2025 | | |
| Standard Item | Forward Plan | IA Progress Report | Sarah Knowles - Paper |
| Standard Item | Forward Plan | External Audit Update | Richard Anderson - Paper |
| Standard Item | Forward Plan | JARAC Annual Report | All JARAC Members - Paper |
| Standard Item | Forward Plan | Financial Monitoring and Planning | Maria Fox - Paper |
| Standard Item | Forward Plan | Fraud and corruption theme review (themes announces at agenda setting) – anti fraud and corruption policy, whistle blowing policies | |
| Guest | Forward Plan | Complaints Performance –Force | Katie Andrews - Paper |
| Standard Item | Forward Plan | Complaints Performance – OPCC | Marie Romano - Paper |
| Guest | Forward Plan | IS Disaster Recovery – RC to attend to update | Richard Cariss – Paper |
| Standard Item | Forward Plan | Policies update <ul style="list-style-type: none"> • Financial Handbook • Procurement Policy • Gifts, Gratuities & Hospitality Policy | Chair – Paper |
| Guest | Previous Meeting Action – April 2025 | HMIC Strategic Plan (Moved from July's meeting agenda) | Gemma Booth - Paper |

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| JANUARY 2026 | | | |
| Papers Deadline to OPCC – 14th Jan 2026 | JARAC Meeting dates – 28th January 2026 | | |
| Standard Item | Forward Plan | IA Progress Report inc. detailed reports from recent audits | Sarah Knowles - Paper |
| Standard Item | Forward Plan | HMIC Activity Update | Andrew Price/Gemma Booth – Verbal Update |
| Standard Item | Forward Plan | Financial Monitoring and Planning | Maria Fox - Paper |
| Standard Item | Forward Plan | Work Force and Planning – PUP and ARR | Andrew Price - Paper |
| Standard Item | Forward Plan | External audit ISA 260 Report 24/25 (GT) inc. audit plan (May need a separate meeting in Feb 26) | Richard Anderson - Paper |
| Standard Item | Forward Plan | Budget 25/26 update | Maria Fox - Paper |
| Standard Item | Forward Plan | Force risk management – Risk Register | Mark Euerby – Paper |
| Standard Item | Forward Plan | OPCC risk management – Risk Register | Andrew Dale/Efe Eruero – Paper |
| Standard Item | Forward Plan | Policies update <ul style="list-style-type: none"> Information Sharing Policy | Chair - Paper |
| Standard Item | Forward Plan | JARAC Member Self-Assessment initial discussion (CIPFA Checklist) | Chair - Verbal |
| Standard Item | Forward Plan | Transport Update on IA recommendations/KPI's/Dashboards (DCC) | Andrew Price - Paper |
| Standard Item | Forward Plan | Health and Safety mandatory training and compliance and inspections | Andrew Price - Paper |
| Standard Item | Forward Plan | Assurance Framework | Andrew Dale/Efe Eruero |

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| APRIL 2026 | | | |
| Papers Deadline to OPCC – 8th April 2025 | JARAC Meeting date – 30th April 2026 | | |
| Standard Item | Forward Plan | JARAC Member Self – Assessment (CIPFA Checklist) | Chair – Paper |
| Standard Item | Forward Plan | Force Policies | Chair - Paper |
| Standard Item | Forward Plan | IA Plan 24/25 | Sarah Knowles/Alexander Campbell - Paper |
| Standard Item | Forward Plan | IA Progress Reports | Sarah Knowles/Alexander Campbell – Paper |
| Standard Item | Forward Plan | Year End Accounting Arrangements & Accounting Policies 24/25 | Maria Fox – Paper |
| Guest | Forward Plan | Environmental Strategy Update | Richard Brunt - Paper |
| Guest | Forward Plan | Key Security Control Update | Richard Cariss - Paper |
| Standard Item | Forward Plan | Financial Monitoring and Planning 25/26 | Maria Fox – Paper |
| Guest | Forward Plan | HMIC Activity (including VFM profiles) | Gemma Booth – Paper/Verbal |
| Guest | Forward Plan | Six monthly Complaints Performance – Update on meetings with IOPC Rep Force/OPCC | Katie Andrew – Paper |
| Guest | Forward Plan | Data Quality Audit update report | Adam Wilkins - Paper |