



Working Together to make Lincolnshire the *Safest* place to live, work and visit



People Board

Terms of Reference

Version	Date	Changes
v0.1	16/3/2021	Draft ToR for discussion
V0.2	29/03/2021	ACO White and Charley Rimmer additions
V0.3	7/4/2021	ACO White added delivery plan
v.04	9/4/2021	CIU Mgr removed Delivery Plan to separate document and added strategic board structure diagram
v.05	05/05/2021	Adjusted objectives and revised attendees

Aim

To champion, marshal, engage and monitor the core work activities and plans which will develop an inclusive and diverse workforce who are knowledgeable and confident to respond to force demand.

The information presented to the People Board will enable activities to be continually reviewed to ensure they remain relevant in achieving the force vision and objectives.

Board Objectives

- To make strategic decisions to complement the Force Strategy and the People Strategy
- To set and approve establishment management variables, oversee and monitor strength data agreeing future intakes by role and skill set (including student officers, special constables, transferees, promotion boards, ICIDP cohorts and others by exception)
- To review our progress against actions and highlight new and emerging matters and trends
- To monitor the competency profile of the workforce now against current and predicted demand ensuring challenges and risks are raised
- To review training utilisation against the annual training plan to maximise learning potential
- To develop tools and opportunities to create a culture of learning and development within the force
- To ensure mechanisms and process are in place to encourage growth and investment in our future leaders and the provision of opportunity



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- To improve the operational health and wellbeing of the workforce ensuring tools and materials are promoted and utilised to allow ease of access for all support streams
- To report by exception to the Executive Board

Required attendees

- Director of People Services (Chair)
- Chief Constable (Deputy Chair)
- ACC Local Policing
- ACC Crime and Operations
- Chief Finance Officer
- Senior representative of each Chief Superintendent command (either Ch Super or someone with full delegated authority)
- Head of Professional Standards
- Head of HR
- Head of L&D
- EDI Lead
- Staff Association representatives
- Staff Network leads (by exception)

Operating Practices

- Meetings held on a quarterly basis and will be diarised 12 months in advance
- Agenda items for discussion to be received within 10 working days of the meeting date
- Papers will be circulated 5 working days prior to meeting date
- Meetings will be held by Teams for efficiency of attendee's time management
- Meetings will be recorded

Frequency

Quarterly meetings, before the monthly Performance Board

Administration

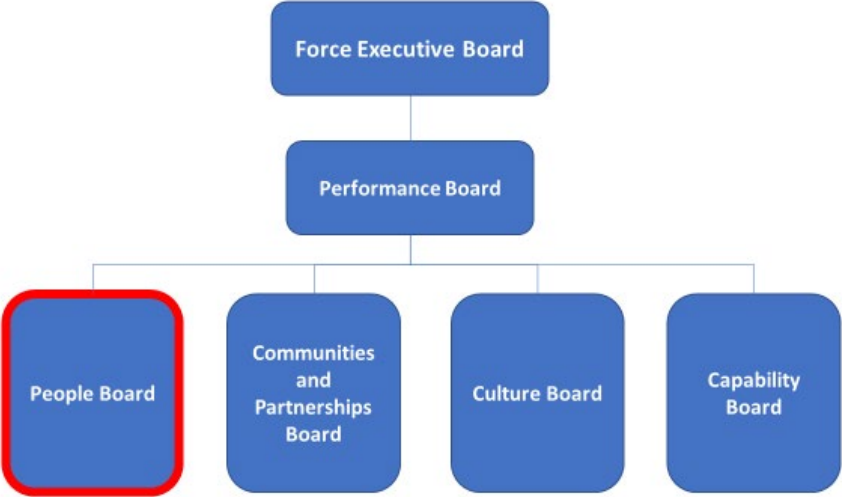
Chief Constable Executive Assistant

Linked meetings

- Tactical Resources Board
- Tactical Training Group
- Health & Safety Board
- Equality, Diversity & Inclusion Board
- JNCC
- Police Pension Board



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Strategic Board Hierarchy Diagram