

**POLICE AND CRIME COMMISSIONER (PCC) FOR LINCOLNSHIRE  
REQUEST FOR DECISION**

REF: 002/2022

DATE: 24 March 2022

<b>SUBJECT</b>	
<b>CHIEF INFORMATION OFFICER</b>	
<b>REPORT BY</b>	<b>COMMERCIAL PARTNERSHIP MANAGER</b>
<b>CONTACT OFFICER</b>	<b>Gail Bradshaw – Commercial Partnership Manager Tel 07900 138443</b>
<b>EXECUTIVE SUMMARY AND PURPOSE OF REPORT</b>	
<p>The purpose of this report is to confirm approval to recruit a Chief Information Officer (CIO) supported by an Enterprise Architect (EA).</p> <p>The provision of these two roles will provide greater strategic leadership to the IT Department and across the business change and information management functions. It will enable the force to move forward by providing a strategic view of information and the capability of the force, essentially linking the IT provision to the business operation in a strategic way.</p> <p>The PCC makes considerable investment in IT that is not, at present fully exploited, there is a need to exploit the capability that exists within the system, processes and people to ensure maximum benefit is achieved from the investments made.</p> <p>The National Policing Digital Strategy 2020-2030: Digital, Data and Technology Strategy was launched at the Police Digital Summit 2020. The Strategy has been developed by the service in response to the digital challenges faced, but ultimately for the benefit of the public. Lincolnshire Police have no Digital Strategy in support of this National Strategy, and no one ready to drive it forward and implement it – this is fundamental to supporting the officers and enabling functions of the Force which ultimately will improve the services delivered to the communities of Lincolnshire.</p> <p>An annual revenue cost of £255,000 (maximum) is required for the permanent provision of these two roles.</p>	
<b>RECOMMENDATION</b>	<b><i>That the appointment of a CIO and EA is approved.</i></b>

**POLICE AND CRIME COMMISSIONER FOR LINCOLNSHIRE**

**I hereby approve the recommendation above, having considered the content of this report.**



**Signature:**

***Date: 24 March 2022***

## **A. NON-CONFIDENTIAL FACTS AND ADVICE TO THE PCC**

### **A1. INTRODUCTION AND BACKGROUND**

- 1.1 As part of defining the future direction for the Force, it has become apparent that there is a need for greater strategic direction in the use of information and the alignment of IT systems to support the business of policing.
- 1.2 The current IT service lacks vision, strategy, a clear forward technology plan, and core elements of technology provision require replacement or upgrade. This, at a time when there is rising demand and opportunity for technology innovation, and greater exploitation to positively impact operational policing and citizen engagement. There is a clear need to ensure that Lincolnshire Police is ready to fully embrace and realise the opportunities in Digital Policing.
- 1.3 An assessment of the situation has been ongoing over the last year. This has included a review of the overall service provision required; the Future Services Programme has started to challenge what a future service could look like; and external IT advisors have undertaken an assessment of the IT service and wider landscape in the force. Additionally, input from a workshop hosted by Police Digital Services (PDS) on "*The force IT Department of the future*", have all rounded to the position that there is a need for Lincolnshire Police to make greater investment in their strategic IT provision; including the management of data, transforming it into information; and a holistic view of the forces needs for processes and the underlying systems to support them, moving away from a silo'ed approach to business systems which is prevalent in policing.
- 1.4 The CIO will lead on the Force's: information management, technology deployment and exploitation; including assessing current processes, recommending software improvements, and successfully deploying business change. It is recommended that the CIO will be a member of the chief officer team.
- 1.5 In support of the CIO it has been identified that an EA is also required. This is a role that looks across the whole force to determine the needs of operational commands and business units and processes that run not just within a one area but across the Force (i.e., the whole enterprise). While having a strong influence on IT, the responsibilities are wide - establishing the framework within which business operating decision are made and how IT can best support the business. The EA will report to the CIO. These roles will have a remit wider than IT, considering business change; information management and security; strategic direction; and performance management.

### **A2. LINKS TO POLICE AND CRIME PLAN AND PCC'S STRATEGIES/PRIORITIES**

- 2.1 The introduction of a CIO and EA supports the Police and Crime Commissioner's strategic aims of:-
  - Community Safety and prevention in partnership
  - Listening, responsive and accountable
  - Protecting and supporting victims and the vulnerable
  - Policing that works

- *I will hold the Chief Constable to account for the services he provides and ensure he continues to innovate and transform the service and gives the frontline officers the “right tools for the job” to respond to the diverse needs of our communities.*
- *Invest in appropriate information and communication technology (ICT) to support modern frontline policing enabling officers to spend less time desk-bound and more time out in the community.*
- *Embracing appropriate use of ‘agile’ working to free up officer/ staff time and improve service*
- *Invest in appropriate equipment to meet the varied needs of policing a large and diverse county*

## **B. FINANCIAL CONSIDERATIONS**

- 3.1 There is an ongoing annual revenue cost of £255,000 built into the Police Staff Budget for 2022/23 for the provision of these two roles. This includes salary and full employee on-costs.

## **C. LEGAL AND HUMAN RIGHTS CONSIDERATIONS**

*[This should include the legal powers the PCC has for making the decision]*

- 4.1 The Police Reform and Social Responsibility Act 2011 (“the Act”) makes provision for the governance and administration of police forces. The Act charges the Police and Crime Commissioner for Lincolnshire with securing the maintenance, efficiency and effectiveness of Lincolnshire Police.

## **D. PERSONNEL AND EQUALITIES ISSUES**

- 5.1 The PCC requires all providers / contractors to have policies in place to demonstrate their commitment and meet all applicable legislative requirements in relation to personnel and equality issues.

## **E. REVIEW ARRANGEMENTS**

- 6.1 The CIO and EA roles will be managed in accordance with Police Staff policies and procedures which include performance management.

## **F. RISK MANAGEMENT**

- 7.1 This will be managed in accordance with existing Force policies and procedures.

## **G. PUBLIC ACCESS TO INFORMATION**

Information in this form along with any supporting material is subject to the Freedom of Information Act 2000 and other legislation. Part 1 of this form will be made available on the PCC’s website within one working day of approval. However, if release by that date would compromise the implementation of the decision being approved, publication may be deferred. An explanation for any deferment must be provided below, together with a date for publication.

**Is the publication of this form to be deferred?** No

**If Yes, for what reason:** N/A

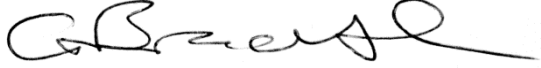
**Until what date:** N/A

Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead on the separate part 2 form.

**Is there a part 2 form?** No

**If Yes, for what reason:**

### ORIGINATING OFFICER DECLARATION

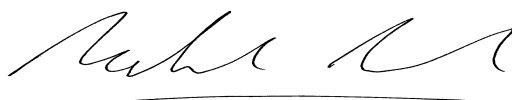
	Initial to confirm
Originating Officer: The Commercial Partnership Manager recommends this proposal for the reasons outlined above.	
Financial advice: The PCC's Chief Finance Officer has been consulted on this proposal.	JF
The CC's Chief Finance Officer has been consulted on this proposal.	SC
Monitoring Officer: The PCC's Monitoring Officer has been consulted on this proposal	MB
Chief Constable: The Chief Constable has been consulted on this proposal	CH

### OFFICER APPROVAL

#### **Chief Executive**

I have been consulted about the proposal and confirm that financial, legal and equalities advice have been taken into account in the preparation of this report. Consultation outlined above has also taken place. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner for Lincolnshire.

**Signature:**



**Date:** 18 March 2022