



<b>Members</b>	Alison Saunders (C)	Jeremy Newman	<b>Secretariat</b>	Lissa Matthews
	Nick Folland	Monica Burch		Jade Whittle-Barnes
	Jean Ashton	Mark Hammond		
	Gregor McGill	Paul Staff	<b>Apologies</b>	Alison Porter
<b>Guests</b>	Sandra McKay	Dave Cass		
	Mark Summerfield	Frances Riding		

**Item 1: Minutes and Matters Arising**

1. The minutes of the last meeting on the 26 July were agreed, there were no outstanding actions.

**Item 2: Strategic Update**

2. The Director updated the Board on the following matters:
  - Meeting with Philip Rutnam, Permanent Secretary to the Home Office;
  - National Security Council Officials Meeting on serious organised and economic crime;
  - Hate Crime Policy and Campaign launch;
  - Petty France move;
  - Meeting with the Home Secretary to discuss Brexit;
  - International Association of Prosecutors Conference in Beijing;
  - Interview on consent with BBC Three;
3. The Director gave an overview of the considerations of the International Steering Group on the organisation’s international Criminal Justice Advisor (CJA) postings. The Board discussed the recruitment and rationale for postings.
4. The Chief Executive updated the Board on the following matters:
  - Multimedia solutions for casework;
  - Modern CMS;

- Court Reform and engagement with HM Courts and Tribunal Service;
  - Return of day-time charging to CPS Areas;
  - Welsh Language Standards Consultation;
  - Parliamentary questions;
5. The Chief executive also gave an update on the progress of the Common Platform Programme, which included:
- A pilot had commenced in CPS Mersey-Cheshire testing charging in a small number of offences;
  - An Assurance and Action Plan Review had been completed by the Major Projects Authority (MPA) and they had rated the project amber/red. The MPA were complimentary of the progress made since the last review;
  - Business case refresh;

### **Item 3: The Role of Non-Executive Directors**

6. The Director gave an overview of the papers provided, including the good practice guide for Non-Executive Directors (NEDs) in engaging on the talent management agenda by Sir Ian Cheshire (Government Lead Non-Executive) and Mervyn Walker (Chair of the Talent Action Group).
7. The Board agreed that they were content that the majority of the action points outlined in the good practice guide were well managed by the Nominations and Governance Committee. However the Non-Executive members of the Board indicated that they were willing mentor senior managers on an ad-hoc basis if it was thought to be useful for their development.

### **Item 4: Brexit Update**

8. Jim Brisbane gave an overview of the papers provided which detailed the organisations ongoing engagement with the Home Office and other departments on Brexit. The Board raised the following points:
- Recently published position paper from the Home Office;
  - Financial implications for the CPS, the Board agreed that it would be useful to see a cost benefit analysis comparing both a full replication of the European Arrest Warrant (EAW) system and a return to the pre EAW system;
  - Locations of international staff, the Board discussed the cost and possible benefits of posting a CJA to each European country.
  - The importance of close engagement with the Home Office leads, Jim would be meeting with the Director of the EU Directorate shortly;

- Jurisdiction of the European Court of Justice;
9. Mark Hammond, Non-Executive Member, noted that as part of his role as a visiting professor at Canterbury university he chairs a stakeholder group and is co-author of reports on Making a Success of Brexit for Kent. This work is now looking at Policing and the Border with a further report to be published in February 2018.
  10. It was agreed that Jim would update the Board at the January meeting. **[ACTION S1]**

#### **Item 5: Leadership Development and Succession**

11. Mark Summerfield, the Director of Human Resources, attended to present the papers. The discussion was split into two sections, succession planning and the Leadership Development Programme. Members made discussed the following points:

##### Succession Planning

- The contrast between nine box grid assessments and performance at selection exercises – the Board hoped that the focus on this at the Senior Leadership Conference would lead to more meaningful assessments based on talent rather than performance in current roles.
- Managers would need to be coached to deliver difficult messages when appropriate.

##### Leadership Development Programme

- The 2016 People Survey results showed the benefits of the initial stages of the programme and the Board hoped this would be improve further;
- The Board were pleased to hear that a similar programme would be rolled out to B1 to B3 grades;
- It was agreed that the focus on leadership was appropriate as the New Managers Programme addressed basic managerial issues;

#### **Item 6: Hate Crime Campaign Update**

12. Sandra McKay, Director of Communications, attend to present the results of the Hate Crime Campaign.
13. The Board were impressed with the amount of high quality material the team produced for the campaign and the engagement with external community partners.
14. The Board congratulated Sandra on the success of the campaign; they were pleased with the level of debate it had raised.
15. The Board were also updated on upcoming communications campaigns.

#### **Item 7: Senior Leadership Conference 2017**

16. The Board had been provided with a draft copy of the conference agenda. The Director gave an overview of the content, which the Board noted.

#### **Item 8: Quarterly Area Performance Report**

17. Dave Cass, Head of the Performance Management Unit, gave an overview of the report and the Board discussed the following issues:
  - 20% increase in warrants, when compared with the same time last year;
  - Cracked and ineffective trials;
  - Conviction rate;
  - Remand cases;
  - London North Magistrates performance;
  - North West trend score – the North West was the only area that had declined in quarter one.

#### **Item 9: Any Other Business**

18. The Director thanked Mark Hammond for agreeing to take up the role as the organisation's whistleblowing champion.
19. Gregor McGill, Director of Legal Services, advised the Board that HMCPSI was due to publish report on both CPS East of England and CPS West Midlands.

**Secretariat**  
**September 2017**