

Commissioner's covering note

The role of Police and Crime Commissioner was created to help make the police more accountable to the people they serve, and the holding of our local police to account on behalf of the people of Devon, Cornwall and the Isles of Scilly is my core responsibility.

I do this in a number of ways, one of them via my Commissioner's Accountability Board that I introduced earlier this year. Through this Board, I select a number of areas of policing activity and related performance, and as Chair, scrutinise them in detail, requiring the Chief Constable and his team to explain both current performance, and any plans they have in place to make improvements where required.

Following this, I then make a judgment on how assured I am, again both in terms of current police performance and the quality of any improvement plans. I then publish a statement describing my levels of assurance for the public to see, along with the agenda and attendance at each Board, to ensure as wide a visibility as is possible.

I remain committed to ensuring that Devon and Cornwall Police delivers a service to our communities as effectively and efficiently as is possible, and my office and I will continue to not only scrutinise and challenge robustly, but also to celebrate and champion whenever appropriate, on behalf of the people of Devon, Cornwall and the Isles of Scilly.

My statement of assurance from my Board meeting of 12th November 2025, and the meetings agenda, can be found below.

Alison HERNANDEZ

Police & Crime Commissioner

Commissioner's Accountability Board



Date & venue: Wednesday 12th November 2025, Andy Hocking House, Middlemoor, Exeter
Chair: Alison HERNANDEZ, Police & Crime Commissioner
Chief Constable: James VAUGHAN QPM

Statement of assurance

Within this meeting the Commissioner explored three areas of Devon and Cornwall Police's performance for the purposes of assurance. These included:



- Delivery of Op. Marnow
- Management of risk and Areas for Improvement (AFIs)
- Management of long term sickness

One item was deferred until the next meeting on the 10th December 2025:

- Custody review

No.	Title	Rationale	Current performance	Force plans
1	Devon and Cornwall Police's delivery of Op. Marnow	<p>Op. Marnow refers to Devon and Cornwall Police's arrangements to deliver summer policing. Due to Devon and Cornwall's geography and tourism profile, policing of our two counties over the summer requires enhanced planning and delivery.</p> <p>The Commissioner was part-assured by Devon and Cornwall Police's delivery of Op. Marnow this summer. This Commissioner noted there were more abstractions of frontline officers than expected this year (largely due to major crime investigations), and the uptake of police officer overtime was lower than anticipated.</p> <p>The Commissioner was assured of the police's plans to deliver Op. Marnow next year following plans to intensify forward planning, reduce abstraction of police officers through training, and create a dedicated command structure to enhance oversight.</p>	<p>Part Assured</p>	<p>Assured</p>
2	Devon and Cornwall Police's management of risk and AFIs	<p>The Commissioner was assured by Devon and Cornwall Police's current performance regarding management of risk and Areas for Improvement (AFIs)¹. There is a clear mitigation strategy for risks identified by the police and dedicated work is being progressed to address AFIs.</p> <p>The Commissioner was assured of Devon and Cornwall Police's future plans in this area, noting structured processes for risk management were implemented and regular meetings were diarised so that risk could be discussed by police leaders. The Commissioner was assured that Devon and Cornwall Police would continue to actively engage with HMICFRS about AFIs in the lead-up to their next inspection.</p>	<p>Assured</p>	<p>Assured</p>

¹ As identified by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS).

3	Devon and Cornwall Police's management of long term sickness	<p>The Commissioner was part assured by the police's current performance on the management of long term sickness. Whilst recognising some progress had been made, including reduced wait times for occupational health support, Devon and Cornwall Police continue to have higher levels of long term sickness when compared to other police forces. In March 2025, 3.3% of police officers in Devon and Cornwall were off work due to long term sickness, compared to 2.2% across England and Wales.</p> <p>The Commissioner was partially assured by the police's plans to manage long term sickness. Whilst a detailed action plan had been developed, including plans to further enhance welfare provision to officers and staff, the Commissioner noted that levels of long term sickness had been rising year-on-year since 2021 and that improvement would need to be evidenced before total assurance of plans were made.</p>	Part Assured 	Part Assured 
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Key:

Assured	Part assured	Not assured
Sufficient evidence has been provided to assure the Commissioner.	Some evidence has been provided, however insufficient to offer full assurance. Some further work is required.	Insufficient evidence has been provided to assure the Commissioner. Improvements are required.

Alison **HERNANDEZ**, Police & Crime Commissioner for Devon, Cornwall & the Isles of Scilly

Commissioner's Accountability Board



Wednesday, November 12, 2025, 2pm–5pm
Fowey Room, Andy Hocking House, Middlemoor

Agenda

Item no.	Title	Lead	Time
	Arrival		
1	Chair's opening address	Chair	2.00pm
2	Review of Previous Meeting and Assurance Statement	Chair	2.10pm
3	Chief Constable's update report (paper x 1) [FOIA Various] To include: <ul style="list-style-type: none"> Force performance against the Police & Crime plan Force budget & financial performance HMICFRS/PPOG matters Recent homicides or serious crimes the Commissioner should know about <i>The aim of this item is for the CC to inform the PCC of key issues happening in the force, including areas of concern & success</i>	James VAUGHAN	2.20pm
4	Op Marnow Deep dive (papers x 2) [FOIA s.21] <i>To assure the Commissioner of the delivery and outcome of Op.Marnow</i>	Ben DEER	2.50pm
	BREAK		3.20pm
5	Force Management of Risks and AFIs Part A: Force Management of Risk Deep dive (papers x 3) [FOIA s.31] <i>Assurance report on Force management of</i>	Part A - Mike STAMP Part B - Karen MELLODEW	3.30pm

	<i>red/amber risks and mitigating actions</i>		
	Part B: Force Management of AFIs Deep dive (papers x 2) [FOIA s.31] <i>Assurance report on Force management of AFIs</i>		
6	Long Term Sickness Deep dive (papers x 3) [FOIA Open] <i>A report on the review, and arrangements to manage, the long term sickness of police officers and staff</i>	Carey OWEN & Jim RICHARDSON	3.55pm
7	Custody review Deep dive (papers x 3) [FOIA Various] <i>Assurance report on progress of the force's custody review, to include potential options, and plans for communication and evaluation</i>	Jim COLWELL	4.15pm
8	Assurance statement summary	Chair	4.45pm
9	AOB	Chair	4:55pm
10	Date & time of next meeting Meeting close	Chair	5.00pm

Attendance

Role	Name	Attended
OPCC		
Police & Crime Commissioner	Alison HERNANDEZ	Y
Deputy Chief Executive, OPCC	Clare GOLLOP	Y
Treasurer, OPCC	Nicky ALLEN	Y
Head of Performance & Scrutiny, OPCC	Jon BACK	Y
Head of Communications & Public Affairs, OPCC	Ben WOOLVIN	Y
Scrutiny & Performance Officer, OPCC	Chloe HOWARD	Y
Executive Staff Officer, OPCC	Seg ZULHAYIR	Y
DCP		
Chief Constable	James VAUGHAN	Y
Deputy Chief Constable	Jim COLWELL	Y
Assistant Chief Constable (Operations Support)	David THORNE	Y

Assistant Chief Constable (Contact & Strategic Planning)	Nikki LEAPER	Y
Assistant Chief Constable (Justice & Vulnerability)	Jim PEARCE	Y
Director of Legal, Reputation & Risk	Mike STAMP	Y
Director of Finance & Resources	David WILKIN	Y

Guests

Detective Chief Superintendent, Head of Crime, D&CP	Ben DEER	Y
Head of Performance & Analysis, D&CP	Karen MELLODEW	Y
Head of People, D&CP	Jim RICHARDSON	Y

Apologies

Chief Executive Officer, OPCC	Fran HUGHES
Assistant Chief Constable (Local Policing), D&CP	Glen MAYHEW
Assistant Chief Officer (People), D&CP	Alexis POOLE
Chief of Staff, D&CP	Ed WRIGHT
Staff Officer (DCC), D&CP	Zoe SMITH
Head of HR Organisational Support, D&CP	Carey OWEN