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**REPORT TO: Stakeholder Relations & Communication Strategy**

**DATE: 20 January 2010**

**SUBJECT: BASS Position Paper**

**SPONSOR: DCC Crowther**

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## **1. PURPOSE OF PAPER**

- 1.1 To provide the British Transport Police Authority (BTPA) an up to date summary of the position of BASS training within British Transport Police (BTP)

## **2. BACKGROUND**

### Training Team

- 2.1 The team consists of two trainers, DC Mick London and DC Gary Powell. Since conception in 2006, DI Gill Murray has had line management control and DCC Crowther has in his three past ranks had overall control and holds force direction.

- 2.1.1 Both Officers have approximately 32 years service each and still appear as keen and passionate about BASS training as when they started. Feedback from the courses is always complimentary.

### Training History

- 2.2 Approximately 1,000 employees have been trained from within BTP, which has been recorded on TAS (Appendix B)

- 2.2.1 This course has been quality assured by BTP internally in 2006 but is not nationally accredited.

### Future Internal BASS Training

- 2.3 In line with the DCC's request all Areas will be offered extra BASS training to ensure that all front line police staff are BASS trained.

2.3.1 It has been identified that the NE Area is short on qualified officers but two courses in March 2010 have been arranged and this has rectified this shortage.

2.3.2 All Officers new to BTP will receive the two day course at 18 months in their probationer period as this is felt the most appropriate time to receive and implement this type of training.

2.3.3 Refresher training can be arranged and in line with other crime related courses can be offered after three years of attending the course if identified by their line managers in the officers Personal Development Review as a development area.

2.4 Confirmed dates for internal courses already arranged by the BASS team.

- 12-13 January, 19-20 January, 21-22 January (Student Officers), 9-10 February. All at Parnell House Victoria.
- 20 January FHQ Police Authority Presentation re BASS (On behalf of ACC Alan Pacey)
- 23-24 February (Birmingham BTP AHQ)
- 1-5 March (Leeds BTP-OSU officers) two courses.

2.5 Future External BASS Training:

- 26-27-28 January (ACPO Ports Train the Trainers) SB officers (Gatwick Airport),
- 16-17-18 February (ACPO Ports Train the Trainers) SB officers (Manchester Airport).
- 14-27 March (Singapore Police). This training will take place in Singapore
- 7-8 April (Metropolitan Police- CT Unit East Ham). This unit has responsibility for security of the Olympic site in Stratford.

2.6 Income generation to date:

Financial Year	Force	Value
2007-08	Greater Manchester Police	£2200
	Essex Police	£2200
2008-09	Met Police	£5000

2.6.1 It is estimated a possible future income generation of around £20,000+ pa if managed carefully.

Strategic Future of BASS

2.7 During the Force Training Board (FTB) meeting on 6 January 2010, a strategic decision was made in principal for the Bass team to come under the line management of the Crime & Specialist Training Faculty within Learning & Development (L&D), although further consultation needs to be sought with the Senior Management at L Area before this is confirmed.

2.7.1 It is believed that both officers are willing and competent to provide additional specialist training delivery in intelligence, RIPA, Foot Surveillance, CHIS, and anti terrorism legislation and best practice. This would be a huge benefit for BTP as it has been identified from a recent HMIC inspection that BTP are lacking professional competent trainers in these subjects. It would also save money on expensive external courses.

2.7.2 This will provide new staff to the understaffed crime-training faculty. Fill gaps in Intelligence training as identified by HMIC and office of Surveillance Commissioners inspections recently. It will also enable succession planning and further development of BASS training and provide

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financial/administrative support and line management as and when required. This will require a transfer of budget of two top scale Constable's from L Area to L&D.

2.7.3 The evaluation team within the QA faculty can evaluate the training with a Kirkpatrick level 3 or 4 evaluation proving the operational effectiveness of the programme.

2.7.4 The ACPO lead on Stop and Search is extremely interested in developing BASS training to various forces around the country. BTP officers are working with DC Tim Royal from ACPO (TAM) to develop BASS further for the use of Special Branch at ports.

2.7.5 A training schedule will be planned for the forthcoming 2010-2011 training year after liaising with internal and external business partners identifying what the training needs are and obviously prioritizing them

### **3. OPTIONS**

3.1 No options were identified within this report.

### **4. FINANCIAL IMPLICATIONS**

4.1 There is significant revenue that could be generated from delivery of this training to external partners, which could be invested in front line policing. There are further savings that could be made if this team of trainers are used to deliver surveillance / RIPA courses that are currently sourced externally at a cost to BTP.

**5. RISK IMPLICATIONS**

- 5.1 There is a significant reputation risk to the organisation if this training is not well-managed and developed in line with intelligence trends.

**6. DIVERSITY ISSUES**

- 6.1 The link to misuse of Sec44 and diversity is very topical and carries with it a significant reputation risk to the organisation. BTP have a responsibility to apply the law in a clear and proportional manner without prejudice. This training assists officers in providing a proportionate, legal and methodical system to use this search power.

**7. RECOMMENDATIONS**

- 7.1 To note the current position of BASS training within the BTP