
BRITISH TRANSPORT POLICE AUTHORITY

MINUTES
PROFESSIONAL STANDARDS COMMITTEE
TUESDAY 26th JANUARY 2010

at
6TH FLOOR - FHQ, 25 CAMDEN ROAD

Present: Mrs W Towers (Chair)
Mr I Dobbs

In Attendance: Mr P Crowther, Deputy Chief Constable
Mr E Carroll, Detective Chief Superintendent

Miss L Barrick, Business Support Manager
Miss R Pazos, Administration Assistant & Minutes

01/2010 WELCOME AND APOLOGIES

Non-Agenda

The Chair said that apologies had been received from Mr Foxall and Mr Culley.

02/2010 MATTERS ARISING FROM THE FILE REVIEW

Agenda Item 1

A query relating to a G20 complaint was raised during the dip sampling. There was an allegation of serious assault by 5/6 officers and the committee queried whether the investigation was adequate in the circumstances. It was noted that a dispensation had been granted by IPCC. Force check and comment.

Agreed

- **The Force to check and comment on the allegation received in regards to serious assault following the G20.**

03/2010 MINUTES OF MEETING 27TH OCTOBER 2009

Agenda Item 2

The minutes were approved as an accurate record.

04/2010 MATTERS ARISING

Agenda Item 3

Liverpool Street visit

DCS Carroll advised the Committee that this action had been handed over to the property officer in the Professional Standards Department (PSD) and was awaiting feedback once the visit to the site was complete. DCS Carroll would keep the Committee updated.

G20

The Force had received 10 complaints, 6 complaints had been completed and the other 4 complaints were ongoing two of which were sub-judice. DCS Carroll would keep the Committee updated on the progress of the four ongoing complaints.

External and Internal Communications

The Deputy Chief Constable advised that the PSD page on the Force website would be translated into Welsh by the end of February. Translation into other languages was under consideration. The Deputy Chief Constable would keep the Committee informed.

It was agreed that the minutes and any “not protectively marked” documents from the Committee would be available on the website. Chief Superintendent Zieminski was running a publication scheme, reviewing what reports needed to be on the BTP website. DCS Carroll confirmed that he had produced a redacted Quarterly Report to upload onto the BTPA website and this was given to Miss Barrick.

Mrs Towers reminded the Committee that the minutes of the meetings were only available to upload on the website after the Committee approved them at the Committee meeting. DCS Carroll confirmed that the reports should stay on the website for a year.

Agreed

- **DCS Carroll would keep the Committee updated on the property officer visit to Liverpool Street site.**
- **DCS Carroll would keep the Committee updated on the progress of the four ongoing G20 complaints.**
- **Deputy Chief Constable would keep the Committee updated on the progress on uploading the PSD website in Welsh.**

05/2010 QUARTERLY REPORT

Agenda Item 4

The Quarterly report was discussed it was now a very detailed document and although it was seen as a model of best practice by the IPCC it was recognised that it is labour intensive to produce. Various suggestions were made for streamlining and simplifying the document such as moving some statistics to an annual moving average removing some tables, focussing on exception reporting.

The Deputy Chief Constable suggested that PSD may find the signals of noise software useful in producing reports for the Committee

It was agreed that the Force would review the report following the discussion.

DCS Carroll advised that the FHQ complaints figure on the Complaints by Area table was incorrect. This included complaints made against the other forces such as the Metropolitan Police Service (MPS) which had initially come to BTP but handed to the appropriate force. These figures would be adjusted accordingly. DCS Carroll was also speaking to

Centurion to review the software to see where this type of complaint could be logged without affecting the own force figures.

Mrs Towers said it would be helpful if the Force Management Information (FMI) and the data in the Quarterly Report matched. DCS Carroll said that he would speak to the Analyst to ensure that the Quarterly Report was aligned with the information in the FMI.

Mrs Towers mentioned the Federation had commented on the increase of misconduct meetings and hearings.

DCS Carroll said that compared to other forces, BTP figures regarding misconduct hearings were comparably low. The Force had also reviewed those subject to misconduct proceedings to establish if there was any link with length of service but found none.

Agreed

- **The Force to review the content and style of the report following the discussion.**
- **The Force to adjust the figures on the Complaints by Area table for FHQ.**
- **DCS Carroll to speak with Centurion regarding where complaints which were passed to other forces should be logged.**
- **DCS Carroll would speak to the Analyst to ensure that the Quarterly Report was aligned with the information in the FMI.**

06/2010 UPDATE ON PSD PLANS

Agenda Item 5

DCS Carroll informed the Committee there were currently 34 actions on the PSD Plan, 26 were completed and 8 were ongoing until the end of March. DCS Carroll said that everything was on track and would keep the Committee updated.

DCS Carroll was currently working on next year's PSD plans and was restructuring the plan using the Force's format. DCS Carroll would circulate a draft PSD Plan before the end of April for the Committee's comments.

Agreed

- **DCS Carroll would keep the Committee updated in regards to the PSD plans.**
- **DCS Carroll would circulate a draft copy for next years PSD Plan by the end of April for the Committee's comments.**

07/2010 SECRETARIAT UPDATE

Agenda Item 6

Miss Barrick updated that the Authority had received four complaints in the last quarter which had been directed to the BTP. A complaint was also recorded against the Chief Constable.

The Authority had two live police appeal tribunal cases. One of which was under the new regulations.

It was also updated that the Authority website had been relaunched and included information on Independent members for misconduct hearings. The dip sampling protocol would also be published.

08/2010 TAYLOR IMPLEMENTATION – ONE YEAR ON

Agenda Item 7

DCS Carroll said that he had attended a one day Taylor Seminar. There had been discussion about how organisational complaints could be recorded. This was separate from direction and control.

The new regulations had been working well and the gross misconduct hearings had worked well with independent members. There had also been a reduction in legal costs. It was further noted that BTP was unique and ahead of other forces in that they had applied the new regulations to staff as well as officers. UPP was being used but it was felt that there was still some way to go with embedding this fully.

The pilot on London Underground which had allowed the area greater responsibility in relation to misconduct matters had gone well in general. There had been some issues but guidance had been given.

DCS Carroll advised that Norfolk Constabulary had set up performance improvement unit and employed HR professionals within PSD which he considered to be an interesting development.

Mrs Towers said there had been a query from one of the staff associations as to where grievances were directed if they might relate to conduct matters. DCS Carroll advised they are dealt with by HR or Area Management. However PSD was involved, as a number come via Crimestoppers or the CARS system, i.e. they were not conduct issues but require dealing with by Area by way of the grievance process or some other intervention.

09/2010 IPCC PERFORMANCE FRAMEWORK

Agenda Item 8

DCS Carroll distributed a copy of the draft IPCC Performance Dashboard to show the committee how force performance might be presented. He hoped to circulate further details to the Committee at the next meeting

Agreed

- **DCS Carroll to circulate further information in relation to the IPCC dashboard for the next meeting.**

10/2010 CASE UPDATE – INCLUDING LESSONS LEARNED

Agenda Item 9

A bulletin had been published advising lessons learned from the Flanagan case and was available on the intranet.

A detailed report on lessons learned in relation to the case would be published following the inquest.

11/2010 AOB
Agenda Item 10

DCS Carroll advised that the 6 monthly report relating to complaints against BME Officers would be reviewed now the Taylor guidelines have been in place for one year. A standardised request for data had been drawn up and this was distributed to the Committee.

The report would be complete by the end of March. Once completed he would circulate the updated report by the end of March

Agreed

- **DCS to circulate the report relating to the analysis of complaints by ethnicity of officers complained about by the end of March.**

DATE OF NEXT MEETING – 11th May 2010, File Review 11.30 – 13.30, Meeting 13.30 – 15.30

Signed.....

Chairman