

Minutes

Performance Review working group

Wednesday 19th October 2011

at The Forum, 74-80 Camden Street

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Present:

Mr Howard Collins (Chair)
Ms Liz France
Mr Michael Holden
Mr Neil Scales

Apologies:

Mr Anton Valk

In attendance:

Mr Paul Crowther, Deputy Chief Constable BTP
Mr Alan Pacey, Assistant Chief Constable Territorial Policing
BTP
Mr Paul Brogden, Chief Superintendent BTP
Mr David Wildbore, Chief Superintendent BTP
Ms Teresa Hickman, Head of HR BTP
Mr Bob Kenwick, Health and Safety Manager BTP
Mr Simon Peel, Temporary Head of Strategic Services BTP
Ms Lisa Brooks, Corporate Support BTP
Mr Andrew Figgures, Chief Executive BTPA
Mrs Samantha Elvy, Research & Policy Manager BTPA
Mr Jon Newton, Performance Analyst BTPA (minutes)

12/2011 Welcome and Apologies

Non-Agenda

The Chair welcomed all colleagues to the Performance Review Group meeting.

13/2011 Minutes of meeting 06.07.2011

Agenda Item 1

The minutes were approved.

14/2011 Q2 Performance report and analysis

Agenda Item 2

DCC Crowther informed the group that there has been continued good progress. Ten out of 11 National Policing Plan targets and 30 out of 47 Local Policing Plan targets are being achieved.

The main issue of note is the disruption target. This is subject to a seasonal profile and there is confidence that if last year's trend is the same, the force will come in under target. The majority of offences were for trespass, which are difficult to target. This continues to be a challenge. Network Rail disruption minutes data shows that the majority of lost minutes were for trespass, followed by fatalities and cable theft.

There is a focus on having a target, for next year, focussed on lost minutes. This is being considered via the Policing Plan Group. Network Rail and operating companies are being contacted to request their top 50 locations. The aim will be to have a common target aggregated to local areas. The areas will know where the issues are and will be focussed on these.

There has been a reduction in crime for most crime groups. Much of this has been attributable to extra deployments and visibility as a result of the riots. This has, however, been offset by an increase in motor vehicle/cycle offences. There has been work at SMT to identify what can be done to counter this. The detection rate for serious violence is good.

Sickness continues to fall; there have been 3.8 days per employee, this has been the lowest 6 month period since 2007. The grading for Problem Solving Plans (PSPs) has been changed as a number appeared to be continuing as Red despite not being due to finish for some time. PSPs are now profiled across the year for each area, and this is being used to grade them. This is presenting an encouraging picture and there is absolute confidence these will be achieved.

DCC Crowther gave an overview of projects:

- The Case and Custody project is assessed as Red due to bandwidth issues. These are expected to be fixed by the new WAN, which will be delivered in December.
- The Firearms project has experienced some ongoing challenges. All other areas of the project are progressing well. The force is escalating the legislative issues through the Home Office and DfT.

- The CCTV project is red due to delays with BT. DCC Crowther stated that he had written to the CEO of BT to express his concerns. The issues are from a particular branch of BT. In response to a question from Mr Howard about what options there are to deal with these issues, DCC Crowther explained that the force will continue with BT until the end of this phase but will be looking at other options for phase 2. The force will also be looking at the framework agreements process and whether they should continue to widely use them.
- There is a slight delay with the Desktop Virtualisation project. There is confidence that this will be delivered without any interruption to the Olympics.
- The Reports Rationalisation project will be delivered by March. There are some issues with a single search tool, however, the main outcomes will be delivered on time.

Mr Holden enquired as to why the Performance Dashboard showed linear data for the disruption targets rather than seasonally adjusted, and why there appeared to be a lot of violence against the person offences (table 2 – Quarter 2 Performance Report).

DCC Crowther explained that the majority of assaults shown were very minor assaults and staff are encouraged to report all incidents. Also, if the figure was broken down into offence type there would be very few serious violence offences. These numbers should be considered in the context of the 6.5 million people using the railway.

There was a discussion regarding stolen property. Officers in L area are now checking lost property, and have found much of the property reported stolen has ended up there, including up to 20% of reported stolen mobile phones. There is, however, a balance required in the effort spent identifying whether something is not a crime. A higher proportion of reportedly stolen property being identified as lost property could impact on public confidence.

15/2011 Cable Theft Update

Agenda Item 3

DCC Crowther informed the group that metal theft has become a hot topic and is attracting media attention. There was a discussion about the potential introduction of new legislation. There is a Ministerial Meeting on the 6th November where this will be discussed. There are, however, one or two departments against the proposal. BTP has

been asked to develop a detailed intelligence case and demonstrate that every power is being used to its fullest extent before more powers can be agreed. Belgium and Holland have introduced a range of measures including a cashless model; these resulted in a significant reduction in crime and could provide useful case studies for how measures could work in this country.

There have been messages coming through regarding the impact on infrastructure. As such, media communications should also emphasise this impact.

ACC Pacey informed the group that there will be a metal theft day of action on 28th October. This will involve BTP working with other forces and organisations, it will include the use of ANPR and roads policing, as well as other tactics. There is also other tactical work ongoing; Network Rail resources are in place and this is resulting in more intelligence; the detection rate is at 16 per cent, which is higher than it has been; and there are some decent sentences being handed out. Areas have been getting some positive results. These offences are under control, however, external help is required to reduce it further. The key, however, is to tackle the outlet dealers.

DCC Crowther stated that MPs are looking to get additional legislation through the House of Lords rather than via a Private Members Bill. This would involve a timeline of around next year's Queen's Speech. Mr Collins offered the support of the Members.

16/2011 Update on HMIC Inspections

Agenda Item 4

Ms Brooks informed the group that BTP has just had a data quality review by HMIC. The results were positive, with HMIC finding evidence of strong leadership, effective victim care, and improved data quality. There will be some Areas For Improvement (AFIs). These include improved compliance with the National Standards for Incident Recording (NSIR) and the National Crime Recording Standards (NCRS). ACC Pacey stated that crime recording was very good but there were some coding issues.

The HMIC also conducted a police integrity review, which involved two days of inspections. There will not be individual feedback from this review; the findings will be detailed in a report to the Home Secretary at the end of October.

Mr Figgures stated that the data inspection is very helpful as it shows that the information used for charging has integrity. He informed the group that HMIC may have a presentation on the outcome of their study, which would be good to get hold of. This may be obtained at a meeting with HMIC in the next couple of weeks.

HMIC will be coming to the force in October/November to consider activity for 2012.

17/2011 BTP EDHR Operational Delivery Theme Update

Agenda Item 5

ACC Pacey informed the group that this work came about in response to the NPIA Equality Standards for the Police Service. The action plan is high level and covers what the force is going to do; each area then has its own local plan. This is now almost business as usual. Ms France stated that she found the North Western area happier with this approach, which is less bureaucratic.

18/2011 Stop and Search Six Monthly Update

Agenda Item 6

ACC Pacey informed the Members that Section 44 powers to stop and search have now gone and that the force has also stopped recording stop and accounts. The force has, however, been under pressure from the Metropolitan Police Association, as the Metropolitan Police has continued to record stop and accounts; the City of London Police has also continued to do so.

There was a discussion about the possibility of recording stop and accounts in the London areas, but not elsewhere. The force is currently mapping the approaches taken by different forces and looking at technical solutions which would allow BTP to be consistent with those forces whilst reducing bureaucracy.

Action: Mr Collins agreed that the BTPA would identify a Member to act as lead for stop and search for the Authority.

The number of stop and searches has considerably reduced; Section 60 stop and search numbers have always been low, as they are used

specifically where there is intelligence regarding weapons and for events such as the Notting Hill Carnival. Ms Elvy informed the group that there is likely to be a challenge to the Section 60 powers.

Proportionality has been broadly consistent throughout the period. London areas have stopped a high proportion who have identified their ethnicity as Black, however, this is to be expected because of the general London population. Independent advisors have been very supportive of the BTP approach thus far.

19/2011 Protective Services Theme: Policing Public Order

Agenda Item 7

Chief Supt Wildbore gave a presentation on public order and public safety policing. He informed the group that it would be useful for the Authority to be aware of how funding is gained for policing football.

There was a discussion regarding the number of PSUs the force has, and can muster. The number of units has been reviewed in terms of the risk and cost, and they have worked well so far. The force has quite a high number of units when compared to other forces of a similar size and the number of people trained is more than is required for the number of units. The force is also strong with regard to those with command level training.

There was a discussion regarding mutual aid and the challenges presented to BTP, which can be different to other forces due to the national geography covered. There is also a balance to be had with regards to resources when considering other functions, such as neighbourhood policing.

Action: Chief Supt David Wildbore agreed to share the presentation notes with Mr Figgures.

20/2011 Thematic: Sickness Management

Agenda Item 8

Ms Hickman and Mr Kenwick gave a presentation on PCSO sickness and the Occupational Health Team Wellbeing Department.

The group discussed benchmarking the force's sickness levels with other sectors and the rail industry. The PCSO sickness figures do not look good when compared to other BTP employee types, but they compare well with other forces.

Ms France suggested that when one type of self-certified sickness reason is unusually prominent this can warrant further investigation. Mr Collins informed the group that his personal experience has led him to focus and interact with local managers to keep on top of sickness levels. He also stated that it would be useful, on another occasion, to look into occupational health referrals, to see whether they are getting people back to work or just providing information.

21/2011 Scoping Discussion for Thematics at Meeting 3: i) Force Training Strategy; ii) Protective Services Theme Critical Incidents

Agenda Item 9

The group was informed that these topics were on the plan for the year; views were requested on whether they would still be useful. DCC Crowther stated that short presentations, such as those given in this meeting, were useful for providing information.

22/2011 Any Other Business

Agenda Item 10

Mr Figgures stated that he would discuss the Stoke Tunnel incident outside of the meeting with ACC Pacey. Mr Pacey stated that lessons had been learnt from this and that it should not occur again.

23/2011 Date of Next Meeting 12th January 2012

Agenda Item 11

The next meeting is scheduled for the 12th January at 10.00-12.00. Mr Collins gave his apologies for this meeting; he would be happy for it to go ahead as planned or for it to be rearranged.

Signed.....
Chairman