

# Minutes

Police Authority

Thursday 01 November 2012, 1.30pm  
at G1&G2, FHQ, 25 Camden Road, London NW1 0EG

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## Present:

Millie Banerjee, Chairman  
Brian Phillpott, Deputy Chairman  
Lew Adams  
Patrick Butcher  
Howard Collins  
Elizabeth France  
David Franks (part)  
Michael Holden  
Len Jackson  
William Matthews (part)  
Wendy Towers  
Anton Valk

## Apologies:

Colin Foxall  
Jeroen Weimar

## In attendance:

Andrew Trotter, Chief Constable  
Paul Crowther, Deputy Chief Constable  
Alan Pacey, Assistant Chief Constable Territorial Policing &  
Crime  
Steve Thomas, Assistant Chief Constable Central Operations  
Paul Brogden, Chief Superintendent  
Simon Hart, Head of Finance  
Elaine Derrick, Senior Advisor, BTP

Andrew Figgures, Chief Executive  
Samantha Elvy, Performance Review Manager  
Lucy Yasin, Authority Business Manager & Minutes

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## **PART I - ITEMS TO BE TAKEN IN PUBLIC**

### **53/2012 Welcome and Apologies**

Non Agenda

1. The Chair gave apologies from Mr Weimar and Mr Foxall.
2. The Chair welcomed Mr Matthews to his first Authority meeting. Mr Matthews had joined BTPA as the Member with knowledge of the interests of persons in Scotland. Mr Matthews brought a wealth of experience to the Authority from a number of executive and non-executive positions.

### **54/2012 Minutes of Meeting 27 September**

Agenda Item 1

3. The minutes were approved as an accurate record.

### **55/2012 Matters Arising**

Agenda Item 2

4. The Performance Review Group (PRG) would be looking at the performance portal and how it could be used to communicate with the public at its January meeting.
5. All other actions had been discharged or were for later meetings.

### **56/2012 Chief Constable's Report**

Agenda Item 3

6. A national Policing Plan target for 2012/13 was to reduce disruption on the railways. As part of this work BTP had conducted a root and branch review of its fatality management procedures. One of the key changes to result from the review was to the culture of the Control Rooms, with Control Room Inspectors taking command of and controlling incidents involving fatalities. A new Disruption Strategy was now being developed to target other disruption related offences including trespass, vandalism, on-train incidents and suicidal persons.
7. The new approach was proving rewarding, with Network Rail reporting an £11.3m saving on lost minutes. It was also a good example of what could be achieved working in partnership and had attracted a lot of good feedback from PSA holders. BTPA agreed that it was excellent progress.
8. Part of BTP's strategy was to get involved proactively to progress national issues where there was an interest for the railway, such as it had with metal theft. As such, BTP was taking a lead role for policing looking at how mental health and criminal justice converge following an increase in the number of suicides on the railway. It was also an objective of the Chairman's as part of her Sheriff role to bring coherence between the mental health services and criminal justice

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partners in London. Therefore it was the opportune time to progress this agenda nationally for policing as the Chairman was able to provide a number of helpful contacts. The Chairman added that there was a lot of goodwill and people willing to participate.

9. A suicide prevention pilot was taking place in London North Area building on some excellent work that had been carried out by Chief Superintendent Smith and his team to reduce suicides. Mental health professionals were working with officers to help them to identify those at risk. BTP had also set up a multi agency Suicide Working Group with attendees from NHS, Network Rail and criminal justice to progress issues nationally.
10. A further example of BTP taking the lead on national issues was BTP's Fusion Centre, where analysts from a range of key stakeholders work together on the key issues. A recent example was working with partners from the shipping industry to tackle metal theft. Members were invited to visit the Fusion Centre.
11. The drive against metal theft continued to produce positive results. The funding for the National Taskforce was due to end in March 2013 and BTP had submitted a business case for its continuation, which was going to a bids panel in the near future. It was estimated that the £5m investment had led to approximately an £88-90m harm reduction. With the introduction of Police and Crime Commissioners (PCCs), it was suggested that BTP could be the body through which they could channel funding to commission further work to prevent and detect metal theft.
12. The use of social media to request police assistance and document crimes continued to grow. The control rooms now had access to the relevant social media so that they could respond to calls for assistance. The Authority would be receiving a further detailed report on this at its March meeting.
13. HMIC were due to conduct an inspection of stop and search at the end of November. The Chief Constable commented that there was work to do on stop and search and the Force were looking at this area.
14. BTP had restructured their internal governance processes. The new arrangements were based on those used by Police Service Northern Ireland which had been commended. This was part of the process of addressing the control issues that had arisen. However, the Chief Constable advised that there was more work to be done until a culture of compliance was fully embedded.
15. The Chief Constable had engaged with a number of stakeholders since the last meeting and the feedback had been:

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- 15.1. A general demand for more officers and visibility, particularly on-train.
  - 15.2. First Great Western had requested greater visibility of officers as demand increased in the south west.
  - 15.3. London Overground had reported an increase in staff assaults and had also requested an Inspector secondment.
  - 15.4. Birmingham was seen an area that was expected to demand more attention in the near future.
  - 15.5. Enhanced police officer resources were planned for the south east outside of central London.
16. It had been the Chief Constable's strategy to reduce the number of supervisors by recruiting the best candidates who he reasoned should require less supervision. He had also worked to reduce overhead costs to put more officers on the frontline and was pleased to be moving in this direction and providing the stakeholders with what they want.
17. The Leveson Report was due to be published shortly and as part of his ACPO remit the Chief Constable would be drafting national guidance for the police service.

**18. Agreed**

- 18.1. An invitation was extended to Members to visit BTP's Fusion Centre.
- 18.2. BTP to keep abreast of Police and Crime Commissioners individual and/or collective thinking on prevention and detection of metal theft to gauge the national role for BTP in this area going forwards.

**57/2012 Chief Executive's Report**

Agenda Item 4

19. Feedback on the new Police Service Agreement (PSA) had been received from the DfT lawyers. This included some constructive feedback which was being worked through. Advice had been requested from the DfT on the process in the event that the new PSA was not approved in time for signing by 31 March 2013. The DfT had stated that there was not a risk of this but they would provide some advice and this was awaited.
20. There had been extensive consultation with all PSA holders on the new PSA at both an individual and collective level. In the interests of transparency, when the new PSA was sent to the Secretary of State for approval, it had been copied to the PSA holders with an accompanying letter explaining the issues raised by the PSA holders and the detail of which had been incorporated, which had not and

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reasons why. Once the Secretary of State had approved the PSA it would not be possible to make any further amendments. Therefore, the Chairman and Chief Executive requested that if any Members were aware of any PSA holders who had outstanding issues which had not been raised previously they should make these known.

21. Agreement from Treasury had been achieved on the unauthorised pension payments. Compromise agreements were in the process of being signed by the Authority and the individuals affected. The final issue to be resolved was whether the payments should be grossed up. If this was not seen as a compensatory payment it would become taxable and the case was with the Treasury at the time of the meeting for consideration.
22. The Chairman on behalf of the Authority, and the Chief Constable, thanked the Chief Executive for his hard work on resolving the pension issue. Mr Collins added that this remained a complex area and BTPA needed to be confident that the correct resources were in place. It was agreed that the resource point would be addressed in Mrs Pike's paper to the December meeting.
23. Mr Adams raised concerns that the Authority was trying to address too many things, which was resulting in duplication of effort and it needed to prioritise its work. It was agreed that it was a complex landscape in the policing world with the many areas of reform but that BTPA had to address these. The new strategy was being developed which would help prioritise and plan for the future.
24. On the duplication point, the Chairman requested that the Executive take this as an action, consult Members and BTP and report back by the end of the month having resolved any areas of overlap. The annual review of the governance arrangements would take place as usual in the New Year.
25. **Agreed**
  - 25.1. Any Members aware of any PSA holders with outstanding issues which had not been raised previously on the new PSA to make these known to the Chief Executive and Chairman as soon as possible.
  - 25.2. The Executive to take the duplication point away as an action, consult Members and BTP and report back by the end of the month.
  - 25.3. The pension paper to the December meeting to include a section on resources to reassure the Authority that these were sufficient or to recommend changes.

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**58/2012 Strategy Group Report**

Agenda Item 5

26. It had been agreed that in order to deliver the project to develop a revised Strategy the Strategy Group should meet on a more regular basis operating as a Steering Group. Furthermore, it had been proposed that the Chairmanship of the Group should pass from the Authority Chairman to Mr Valk who had been leading on the development of a plan to deliver a Strategy for the period 2013-18/19.
27. The new Strategy was required to address the myriad of changes that were occurring in both the policing and railway worlds. The Strategy needed to be more aligned and integrated in the planning and operations of the BTP. Therefore, a more intensive process was underway to develop the Strategy than had been applied previously.
28. There was also an effort to get a better understanding of passengers. A proposal was being developed to gather independent research in partnership with Passenger Focus.

**59/2012 Quarter 2 Finance Group Report**

Agenda Item 6

29. BTP were forecasting a £0.1m under spend at the end of period 6. This figure included the impact of ring fencing £0.7m of under spends from Areas and Departments for an initiative to strengthen the frontline.
30. The capital expenditure was forecast to underspend by £1.2m.
31. The potential financial impact of pension auto-enrolment would need to be provided from May 2013 onwards. The financial risk areas were those people that had opted out of the scheme and those returning to BTP who were not eligible to re-join the pension scheme for 5 years after leaving.

*2013/14 PSA Charges*

32. The 2012/13 PSA charges had been abated by £3.3m of savings so unless some form of similar abatement was applied for 2013/14 the total to be charged to PSA holders would rise by more than the budgeted increase of 1.8%. Whilst the PSA holders had been informed of the abatement for 2012/13, and therefore should have factored this into their provisions for PSA charges in 2013/14, it would be helpful if the impact could be smoothed. A suggestion was that if a controlled underspend of £1.6m could be achieved and the operational impact was manageable this could be used to abate the 2013/14 charges.

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33. The Chairman advised that she had discussed this option with the Chief Constable and that BTP were looking at the numbers to see if this was achievable and what the impact would be. Following this work a paper would come back to the December meeting for decision. The Chief Constable's concern was the future years and when the money would be come back in to BTP.
34. There was general support for this option with Members noting that the communication would be very important.

### **60/2012 Quarter 2 Performance Report**

Agenda Item 7

35. The performance update had been largely covered by the Chief Constable as part of his report. The PRG had worked with BTP to use the data that they had available so as not to cause additional work for BTP.
36. The supervisor training statistics had caused concern but the PRG had been advised that this followed a new intake pre-Olympics who could not be trained until after the Olympics period. Also, custody training was falling behind target but again the PRG had been assured that there was always someone fully trained on site.

### **61/2012 Strategic Policing Landscape Committee**

Agenda Item 8

37. Mr Stephen House had been appointed as the new Police Force for Scotland Chief Constable. The Chief Constable would be meeting Mr House in December. BTP continued to have a Chief Inspector seconded to the reform team at the Scottish Government.
38. The College of Policing was due to launch on 31 December 2012. The College's remit is to help police officers and staff to protect the public and fight crime by enhancing professionalism in policing. The Home Office has arranged two workshop days with BTP in November to share its progress to date and to capture what police officers and police staff want from their professional body.
39. A briefing for PCCs had been published on the BTPA website and the Executive was preparing to engage with PCCs immediately on appointment.

*[Mr Franks and Mr Matthews left the meeting]*

### **62/2012 Firearms Presentation**

Agenda Item 9

40. Assistant Chief Constable Thomas presented to the Authority on firearms covering resources, training and authorities, deployment, equipment, post incident procedure and legislation.

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41. An invitation was extended to Members to visit the Counter Terrorism Unit to meet the firearms officers and see the armoury.

42. **Agreed**

42.1. Members were invited to visit the Counter Terrorism Unit to meet the firearms officers and see the armoury.

**63/2012 Quarterly Strategic Risk Reports**

Agenda Item 10

*BTPA*

43. The PSA was the key risk for BTPA and this had already been discussed. The pension valuation was the other significant risk and a detailed paper was due to be reported to the December meeting.

*BTP*

44. The Wide Area Network and Disaster Recovery Centre risks had been closed at the last meeting.

45. The Audit Committee had discussed whether the terrorism risk could be moved to the “as low as reasonably practicable” (ALARP) sheet, as it could not be fully mitigated and if BTP were satisfied that they had done all that was reasonably possible to mitigate the risk then it should not remain as a current risk as it became business as usual. This would be reviewed in time for the next Audit Committee.



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## **PART II - ITEMS TAKEN IN PRIVATE**

### **64/2012 Minutes of Meeting 27 September 2012 (continued)**

Agenda Item 11

46. The minutes were approved as an accurate record.

### **65/2012 AOB**

Non-Agenda

47. The first meeting of the Policing Plan Group had taken place. Some slight amendments had been proposed but it had been agreed in principle to retain the four categories. The output from the stakeholder workshop had been considered and the first proposals would be presented to the December meeting.