

**Report to:** Police Authority  
**Agenda:** 11  
**Date:** 13 June 2013  
**Subject:** People and Standards Committee Report  
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**For:** Information

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## 1. Purpose of paper

- 1.1 This paper summarises the key matters discussed at the People and Standards Committee meeting held on 16 May 2013. Full minutes will be circulated to iPads once finalised.

## 2. Background

- 2.1 This was the first meeting of the People and Standards Committee following the decision to expand the coverage of the previous Professional Standards Committee to cover people matters. The expansion was in response to a concern raised as part of the annual review process that there was not sufficient coverage of people matters by the Authority, particularly as people represent 80% of annual budget spend.

## 3. People

- 3.1 The Committee used the first people session to review their role with respect to people and discuss what information they would expect to see according to their terms of reference. The Committee intended to use existing data sources as far as possible, and was supplied with a selection of data to help identify the best sources of information for their role. However, in the event that data sources were not available for areas that the Committee felt it appropriate to review, they may ask for further work. In these instances, the members of the Committee would seek to properly understand the resource implications before requesting the new information.
- 3.2 A Quarterly Report summarising key strategic and operational matters in people and development would be received and a first draft had been prepared.
- 3.3 It was agreed that information requirements would be considered further and finalised outside of committee.

## 4. Standards

### *Vetting*

- 4.1 The Committee had been made aware of a risk with respect to the vetting status of a number of staff and officers as a result of non-standardised procedures in place prior to 2007. The current vetting policy and adherence to this was not an issue.

### *IPCC Commissioner and investigations*

- 4.2 Jennifer Izekor had succeeded Sarah Green as IPCC Commissioner for the Authority and Force.
- 4.3 At the time of the meeting, the IPCC was independently investigating two matters with respect to BTP officers and supervising two others. A further four matters had been referred to the IPCC with decisions awaited.

### *Unsatisfactory Performance Procedures*

- 4.4 These procedures are under-utilised nationally in policing with most matters being dealt with through the conduct route. To improve BTP's usage of these an Inspector was being attached to the Professional Standards Department for three months.

### *Hillsborough*

- 4.5 There had been a number of BTP officers involved in the policing operation at Hillsborough and their details were held by West Midlands and South Yorkshire Police. The involvement of the officers varied from planning, to policing travelling fans, with five officers in the stadium itself. The Force was seeking advice as to how best to support these officers as the investigation progressed.

### *Complaint and Conduct Statistics*

- 4.6 The number of complaints continued its downward trend, whilst conduct cases were steadily increasing. The view from the Head of PSD was that the increase in conduct cases demonstrated that more employees were being detected committing misconduct, rather than instances of misconduct increasing.
- 4.7 A problem profile on London South Area had supported the explanation that complaints rates were higher than other Areas as a result of a number of factors including -
- above average detection rates in London South, with 33% of complaint allegations relating to arrest and detention;

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- exceptionally high footfall at three key railway terminals, compared to other terminals in the city, lending greater opportunity for complaint with increased demand on police resources; and
- frequency of contact with the public, together with the manner in which contact occurred was found to be a factor in the origin of complaints across the Area.

4.8 It was noted however that 62% of complaint allegations resulted in a 'no case to answer' disposal. Furthermore, that the number of complaint allegations in the London South Area were beginning to reduce.

### *Regulations*

- 4.9 The regulations have been further delayed as the Home Office has stated that the retention of the status quo for BTP and MoD police with respect to appropriate authority arrangements requires an Order from the Home Secretary. This Order is being drafted but is not expected to be laid until late Summer and will not come into force for a further 21 days once laid. The Authority is not able to introduce its regulations before this Order has come into force and therefore is now aiming to have the regulations in place by 1 October 2013. The benefit of this delay is that it will allow the Scottish regulations to be brought in at the same time as those for England and Wales, so there will be no overlap of systems. The Head of PSD has confirmed that the interim arrangements are not causing any issues for BTP.
- 4.10 The Committee discussed the retention of an Authority Member on police appeal tribunals. The view of the Committee is that it is an appropriate use of Member time, there is no conflict of interest nor could any potential unfairness be perceived and Police and Crime Commissioners have a different role to the Authority. However, owing to Government proposals to reduce to the membership of police appeal tribunals further a decision on whether to retain Authority Member representation has been postponed.
- 4.11 Following the changes to the policing arrangements in Scotland, the Committee agreed that the Police Investigations and Review Commissioner (PIRC) should be asked to be the investigator for the Authority in conduct cases involving a chief officer in Scotland. The Committee also supported the Force view that BTP should fully engage with the PIRC.

## **5. Recommendations**

- 5.1 The Authority notes the contents of the report.

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