

Report to: Police Authority
Agenda : 11
Date: 12 June 2014
Subject: People and Standards Committee
Sponsor: Committee Chairman
Author: Lucy Yasin
For: Information

The Forum
5th Floor North
74-80 Camden Street
London NW1 0EG

T: 020 7383 0259
F: 020 7383 2655
E: general.enquiries
@btpa.police.uk

www.btpa.police.uk

1. Purpose of paper

- 1.1 To report on the key matters arising out of the People and Standards Committee meeting that took place on 30 April 2014.

2. Standards

File Review

- 2.1 The Committee conducted a review of a random sample of completed service recovery, complaint and conduct files from 2014/15. No significant issues were found with the files but a number of observations were made, including –
 - The number of typographical and other errors in the Investigating Officer Reports needed to be addressed, as this was damaging confidence and undermining the investigative process.
 - Letters to complainants could be improved with a more positive focus, particularly with respect to service recovery.
 - There was a lesson to be learned with respect to identifying next of kin from medical bracelets.
- 2.2 The Committee agreed that in future the dip-sampling of the files should take place on a 6-monthly basis.

Standards Quarterly Report

- 2.3 A summary of the BTP performance against forces nationally had been published by the IPCC. This had shown that in most areas BTP was average or better than other forces.
- 2.4 A repeat study comparing data on disproportionality in complaints against Black and Minority Ethnic (BME) officers from BTP, Greater Manchester and West Midlands Police was being arranged. The new study would to look at data from

2011-2014 and interim results were expected to be available in July. It was expected that this would show an improvement on the overall picture from the 2007-2011 study.

- 2.5 The draft Code of Ethics had been published by the College of Policing and the Professional Standards Department (PSD) was working to incorporate the Code, BTP values and Standards of Professional Behaviour into everyday business.
- 2.6 The number of complaint cases and allegations continued to reduce, whilst the use of service recovery increased by 20%. There had, however, been a significant increase in complaint allegations categorised as 'discriminatory behaviour', 'irregularity in evidence/perjury' and 'other assault' over the last 12 months. PSD had begun to analyse possible reasons for this but so far had not found a common theme.
- 2.7 The IPCC had confirmed there were 12 suspects in relation to the Hillsborough inquest, none of whom were BTP.
- 2.8 The number of appeals to the Independent Police Complaints Commission (IPCC) had reduced overall, however a higher percentage of appeals were being upheld. An analysis of the 17 upheld appeals would be conducted to identify if there was any emerging trend. It was noted that the IPCC and Procurator Fiscal were taking a considerable amount of time to respond to BTP cases.
- 2.9 The number of conduct cases was in line with the previous year once Operation Vale cases were stripped out of the figures.

Regulatory Matters

- 2.10 The new Regulations continue to be delayed as the required agreement with the IPCC remains outstanding. Final comments have been supplied by the Authority but signing of this document has been delayed as a result of workload pressures at the IPCC.

Vetting

- 2.11 Operation Vale had been completed with all officers and staff having up to date vetting. New measures were in place to ensure that vetting remained up to date and to remind employees to declare anything which may impact their vetting status.

Custody

- 2.12 The Report from the Independent Custody Visitors from the Mayor's Office of Policing and Crime was positive with only a

few minor environmental matters raised. There were some concerns around missed visits to BTP facilities and MOPAC confirmed that they were working to recruit volunteers to the panels where these difficulties were occurring.

3. People

Quarterly Update

- 3.1 The decision had been taken to participate in the direct entry and fast track schemes for superintendents and inspectors respectively. Eight police forces were currently participating in this pilot and it was expected that there would be media attention. Discussions were taking place with the College of Policing to ensure that the course programme (for which BTP would receive free provision) addressed transport policing and the commercial elements associated. The recruitment process would start in July with training from September.
- 3.2 Compulsory fitness testing would be introduced from May 2015, giving officers 12 months to prepare. The test was the standard bleep test. Fitness testing had been equality assessed and no detriment found.
- 3.3 Significant progress had been made on the Equality and Diversity Strategy which was aimed at embedding equality and diversity into day-to-day work. A Diversity Dashboard had been produced and a baseline was being defined. There had been a focus on internal diversity and how to bring people into the Force, for example through cadet schemes, specials etc. An employee survey was also under development. The focus was now moving to the external diversity work.
- 3.4 From the next meeting the Committee would begin to receive a suite of statistics covering turnover, recruitment, percentage representation of females and BMEs etc on a quarterly basis.
- 3.5 The Committee received an update on learning and development. The highlights were –
 - 263 new police officers were being recruited and trained.
 - Spring House had a pass rate of 100% for those completing recruit training.
 - 1709 training courses had been delivered with only 42 cancelled (fewer than 2%).
 - 94.5% of officers were “in ticket”, meaning they were up to date with their training.

- Travel and subsistence allowances for recruit training had been reviewed and approximately £500k of potential costs had been avoided as a result.
- Constant review of the recruit training course had led to officers being on Division one week earlier than previously, this had already saved 90 training weeks.

Health and Safety

3.6 The project continued to progress well and the new Head of Safety and Wellbeing came into post from 28 May. The new look health, safety and wellbeing function would be launched on 11 June.

4. Recommendations

4.1 Members note the contents of this report.