

Report to: Police Authority
Agenda: 12
Date: 06 November 2013
Subject: Quarter 2 People and Standards
Committee Report
Sponsor: Chair, People and Standards Committee
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For: Information

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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 23 October 2013.

2. Background

- 2.1 Following Member feedback it was agreed that full minutes would be circulated out of committee with the Authority receiving highlight reports from the Committees and Groups.
- 2.2 This report provides the highlights from the People and Standards Committee meeting that took place on 23 October 2013 in Birmingham

3. Standards

Standards Quarterly Report

- 3.1 T/DCS Williams has been appointed as Head of the Professional Standards Department (PSD) following DSU Lawson's retirement in August. As T/DCS Williams is currently acting up as Chief Superintendent Command Support, T/DSU Borgeat is performing the role of acting Head of PSD in the interim.
- 3.2 The Hillsborough Investigation Team at the IPCC has written to the Chief Constable stating that they would like to interview a small number of BTP officers as part of their investigation. It has been agreed that the officers will be approached by BTP on behalf of the IPCC to make the arrangements.
- 3.3 The Vigilance Pro software remains an issue and a full-time consultant has been appointed to lead the work to find a solution. The software is expected to be fully functional by the

end of 2013. The Committee has requested an update at its January meeting.

- 3.4 The number of stop and search related complaints remain low at 14 but this represents an increase of almost 50% year on year. This was attributed to the increased activity as a result of Operation Magnum targeting theft of passenger property in London. Operation Magnum is being rolled out nationally so the complaint figures may continue to increase in line with the increased activity.
- 3.5 To improve the quality of stops in future officers will be handing out cards detailing the steps they are required to take. The objective being that the member of the public has clarity and understanding of the process and whether they have the grounds for a complaint. This could result in an increase of complaints as it makes it more visible, but could also reduce complaints where stops have been conducted in line with the requirements. The cards should also act to reinforce the process, ensuring good quality stops by officers.
- 3.6 Police unsatisfactory performance procedures are under-utilised across the country with most cases being dealt with as misconduct. BTP is focusing on increasing the use of these in appropriate situations, an approach which is fully supported by the Committee. A key factor to the success of this work will be the training at supervisor and line manager level.
- 3.7 The potential cost of civil claims reported was significant and the Committee asked if there were any high value cases they should be aware of. T/DCS Williams has undertaken to come back to the Committee outside of the meeting on this.

Vetting

- 3.8 Operation Vale has initially focused on the most serious cases and the 37 staff in management positions who have not been vetted to the Management Vetting (MV) standard. The vetting of management staff is nearing completion.
- 3.9 The project is due to be completed by the end of March 2014. It is recognised that there is a lot of work to do to achieve this. T/DCS Williams stated that he is confident that this will be delivered in time but this may require some additional resources.

- 3.10 The proportionality of the current vetting process was discussed and it was noted that this was something for closer scrutiny.

Regulatory Matters

- 3.11 The introduction of the new Regulations has been delayed until 1 April 2014 at the request of the Home Office. This is so they will come into force at the same time as the Ministry of Defence Police's Regulations.
- 3.12 The Police Investigation and Review Commissioner (PIRC) in Scotland has advised the Authority that he cannot investigate senior officer misconduct in Scotland on the Authority's behalf. The PIRC advised that this is considered to be a function by the Scottish Government lawyers, and as this function has not been prescribed in legislation the PIRC does not have the power to do this. It was agreed that rather than delay the Scottish regulations further at this time the Authority will continue to appoint a chief officer from another force as investigator, should the need arise, whilst this position is explored further.

Public confidence and transparency

- 3.13 The feedback from the Independent Custody Visitors continues to be positive. The Liverpool and Manchester schemes have been suspended as the BTP custody facilities in these areas have been closed. A formal decision is awaited as to whether they will reopen but it is likely they will remain closed.
- 3.14 There is a significant amount of work ongoing on police integrity at both policy and practitioner level. The Authority and Force are engaged at all levels. The transfer of financial resources to the IPCC was emphasised as an area to monitor as it is not clear how this is going to be achieved and how the British Transport Police Fund may be impacted.

4. People

Quarterly Update

- 4.1 The HR Restructure is complete with all staff recruited. The policy and engagement team have reportedly already had a positive impact.
- 4.2 A major focus for the people team is job matching for the Force restructure. The people team are visiting the affected areas to speak to those with concerns and resolve issues at source.

- 4.3 A significant amount of officer recruitment is underway, with double intakes until September 2014. This has put pressure on training facilities meaning that PCSO and Specials training will need to be conducted outside of Spring House.
- 4.4 It was agreed that now the HR restructure was complete with all staff in post, a statistical baseline on the agreed factors¹ would be provided for the next meeting.
- 4.5 A significant amount of work has been conducted on internal equality engagement and strategy. The focus is now on external equality engagement which is a matter for the Performance Review Committee. A review of policies is underway to ensure these are all equality impact assessed. There is also work in progress to compare internal equality statistics with other forces.
- 4.6 A slight upturn in disputes was reported but no discernible trend has been identified. The Committee was encouraged to see that allegations of 'bullying and harassment' had significantly reduced. It was recognised that as the organisation is going through a significant restructure a further rise should be anticipated.
- 4.7 There has also been a noticeable reduction in employment tribunal cases nationally following the introduction of a fee.

Health and Safety

- 4.8 There has been a thorough review of the health and safety function as this has moved from the HR function as part of part of the restructure. A health and safety expert was jointly appointed to conduct the review which identified several weaknesses, a number of which were serious. An action plan has been developed and Gold Group constituted to progress the work.
- 4.9 A report was provided to update on progress against the action plan. This covered the high and medium priority actions.
- 4.10 A new Head of Safety and Wellbeing is being recruited and will report directly to the Director of Corporate Resources. There will also be a focus on training for supervisors and line managers to reinforce their role and responsibilities with respect to health and safety.

¹ As detailed in the email from Lucy Yasin to Paul Jackson dated 9 July 2013

- 4.11 The day-to-day management of appropriate health and safety arrangements is delegated to the Chief Constable; however the overall accountability remains with the Authority as the employer of all officers and staff.

College of Policing

- 4.12 The Authority, advised by the Chief Constable, will need to decide on the level of engagement it has with the College of Policing, as what the College offered and how best to integrate will form an important part of the People Strategy. Value for money will also be a significant factor.

5. Recommendations

- 5.1 Members note the contents of this report.