

**Report to:** Police Authority  
**Agenda:** 7  
**Date:** 26 September 2013  
**Subject:** People and Standards Committee  
**Sponsor:** Committee Chair  
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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 24 July 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 24 July 2013.

## 3. People and Development Quarterly Report

- 3.1 Mr Jackson and his team were developing the People Strategy. The context of which was informed by the Strategic Plan. The following three key aims had been identified:
  - **Develop** - to enhance contribution to operational effectiveness
  - **Sustain** - an environment that maintains effective commitment
  - **Provide** - People Services that mitigate distraction from Operational outcomes
- 3.2 The focus of the work in 2013/14 would be to establish the baseline from which the People Strategy would be delivered.
- 3.3 A new Head of Development started on 12 August. Mr Jackson's vision was to establish a 'Development Centre' which would transform into the 'BTP Academy'. There were also plans

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to have a second training centre in Birmingham in addition to Spring House.

- 3.4 The Leadership Academy was mature in its development. Promotion panels were being reviewed and it was proposed all those eligible would be considered for promotions rather than this being on an application only basis. Profiles would be built for all individuals as part of the talent management process to support this. This approach should also help the Force in meeting its equality and diversity objectives. The promotion panels would be chaired by staff from P&D and an external panel member would also be appointed (the suggestion was that this would be a C/Supt. or ACC from another Force).
- 3.5 The HR restructure was almost complete. There remained vacancies in the new structure predominantly at junior grades. There had been a process in place to capture corporate memory. The Committee noted that following the Force restructure and the widening of the span of command the capability of supervisors would become evermore important. As such supervisory training would be vital to the success of the organisation.
- 3.6 The grievance statistics had improved with the introduction of the new Dispute Resolution Procedure. The Committee noted that there had been no formal disputes in the North Western Area in the last 12 months. It was suggested that the leadership elements in the North Western Area be studied to see what good practice could be passed on to other areas.

#### **4. Professional Standards Quarterly Report**

- 4.1 The Force was continuing to develop its procedures in response to firearm incidents and article 2 deaths and was working with the IPCC on testing and drilling. A Live Exercise had taken place on 2 July simulating a death in custody. This had been successful and a report was being drafted which included a number of recommendations following the debriefing.
- 4.2 The subject intervention process that had been developed by BTP had been widely endorsed by other police forces. This had led to a national working group being developed to take this work further. The subject intervention process involved inputting statistics from a number of databases to identify those individuals who were at risk of becoming of interest to PSD and intervening before action was required to be taken.

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- 4.3 Complaints with respect to unlawful arrests/detention had increased notably from 2011/12. In response to this a clear message had been sent out that arrests must only be made when absolutely required.
- 4.4 The Committee noted that London South complaint allegations were now in line with the percentage of frontline staff that it represented. Whether this represented a change in culture or was the result of the introduction of service recovery was unclear. The overall number of complaints upheld had increased as Areas were pushed to take a reasoned and professional judgement when making decisions.
- 4.5 Conduct cases were slowly rising and this was expected to spike as a result of the vetting project.
- 4.6 The Committee had encouraged the Force to do some benchmarking against similar forces to better understand the trends.

## **5. Vetting**

- 5.1 In 2007 new vetting standards had been introduced for those joining the organisation but these had not been applied retrospectively. Operation Vale was now underway and would ensure that all employees were vetted to the 2007 standard. This involved the vetting of almost 2000 employees.

## **6. Custody**

- 6.1 Independent Custody visiting reports continued to be positive.
- 6.2 The Committee had been notified that the Mayor's Office for Policing and Crime (MOPAC) had given notice to terminate its contract with the Authority for Forensic Medical Examiners (FMEs). This had been expected and the Force had gone out to tender for a new supplier. Any new supplier was expected to cost significantly more per annum than the MOPAC contract. From April 2015 all forces, including BTP, would move to NHS commissioning for FMEs. Therefore, any new contract would only cover the interim period from November 2013 to April 2015.
- 6.3 A joint HMIC/HMIP inspection of custody was expected before the end of the calendar year. The Force would be given 30 minutes notice of the arrival of the inspectors. An internal inspection regime was in place and no significant issues were anticipated.
- 6.4 The Manchester and Liverpool custody suites had been temporarily closed whilst the restructure was ongoing.

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Decisions on whether to reopen these would be taken once the restructure was complete. As a result the ICV contracts for these facilities had been suspended.

## **7. Recommendations**

7.1 That Members note the contents of this report.

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