

**Report to:** Police Authority  
**Agenda #:** 8  
**Date:** 05 November 2014  
**Subject:** People and Standards Committee  
**Sponsor:** Committee Chairman  
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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 22 October 2014.

## 2. Standards

### *Standards Quarterly Report*

- 2.1 A summary of the BTP performance in complaint handling against forces nationally had been published by the IPCC. This showed BTP to be above average for timeliness in complaint handling, low for number of complaints per 1000 officers and low with respect to number of appeals, with only 25% upheld, which was encouraging. Furthermore, of the 25% of appeals upheld 35% of these did not require BTP to take any action.
- 2.2 Her Majesty's Inspectorate of Constabulary had conducted an inspection of the integrity and counter corruption measures in place at BTP. The report was awaited but initial feedback had been positive.
- 2.3 There had been a live firearms exercise held at St Pancras Station in September. The Professional Standards Department (PSD) had used this opportunity to test Post Incident Management (PIM) procedures. Partners including the IPCC had participated. The exercise had proved useful with a number of lessons to be learned but overall a very positive outcome.
- 2.4 The staffing within PSD had been an issue in the last few months with a number of staff leaving. This appeared to be a blip rather than an indicator of an underlying issue. Recruitment was in hand to regain full strength and this was expected to be achieved by Christmas.

- 2.5 The Vigilance Pro software was working and would be fully functional from 21 November. Internal monitoring would be possible, both live and recorded.
- 2.6 On review of the performance data for the last quarter (July - September) there had been a small increase in complaint cases (106 compared to 100 in the previous quarter) but a slight decrease in the number of allegations. The longer term trend for complaints was generally flat.
- 2.7 Two complaint categories were giving cause for concern. These were other assault and incivility, impoliteness and intolerance. Both had risen significantly on a rolling year basis and whilst incivility, impoliteness and intolerance was generally one of the higher complaint categories for police forces BTP's figures were high in comparison. The Committee recognised that despite this the overall numbers remained low and there were no significant patterns emerging. It was felt, however, that it would be useful for PSD to conduct some additional analysis comparing BTP divisions and other forces to identify if there were any hotspot areas that could be addressed.
- 2.8 Overall conduct cases continued to reduce, as expected following the completion of Operation VALE. Once Operation VALE figures were stripped out, however, there was an increase year on year which needed to be carefully monitored. The Committee also noted that, unusually, three officers at inspector rank were subject to misconduct investigations. The cases were not related in any way but as inspectors these officers were relied upon to lead the way in setting an example of how to behave and uphold standards. BTP was looking at internal management practices and secondments to identify and mitigate any areas of risk to ensure that this was not repeated.

### *Regulatory Matters*

- 2.9 The new Regulations continue to be delayed as the required agreement with the IPCC remains outstanding awaiting signature from the Home Secretary.

### *Custody*

- 2.10 The Committee received a thorough briefing on strategic custody issues and assurance that BTP was compliant with the relevant legislation.
- 2.11 The Committee received an update on the action plan following the HMIC/HMIP inspection of BTP custody. This was progressing well with 75% of actions complete.

- 2.12 The work towards NHS healthcare commissioning for custody was progressing well. This is a collaborative project with the City of London Police and the new arrangements are expected to come into effect no later than November 2015.
- 2.13 The Independent Custody Visitors Report from the Mayor's Office for Policing and Crime (MOPAC) was positive with only a few minor environmental matters raised. It was noted that as a number of London facilities (Wembley, West Ham and Hammersmith) had moved to demand-led opening it was more difficult to arrange random ICV visits. These were now only likely to take place annually. It was noted that this was a potential risk and BTP would look at internal inspection arrangements to mitigate this.

#### *Code of Ethics*

- 2.14 Work on embedding the Code of Ethics was in progress and Detective Superintendent Simon Jones was leading, as this was a matter for the chain of command not only for PSD. Detective Superintendent Jones had visited Wiltshire Police as one of the lead forces with respect to the embedding of the Code of Ethics. This had been a useful exercise, providing feedback on options for embedding and the success of these. The intention was to make the Code of Ethics part of day-to-day routine in the working life of all those employed by the police. The College Policing was also due to visit BTP in November to see the work that had been done so far. It was noted that BTP was one of the more advanced forces with respect to the embedding of the Code.

### **3. People**

#### *Quarterly Update*

- 3.1 BTP had one successful candidate out of two for the Fast Track Inspector Programme with the College of Policing. The College is also opening a portal for serving officers to apply to join the fast track and several BTP officers are expected to apply.
- 3.2 The College of Policing is also running a "Releasing Potential Programme" for substantive BME inspectors. Two BTP inspectors have been accepted onto this Programme taking two of only 16 places.
- 3.3 Recruitment continued to progress well with BTP continuing to receive high numbers of applications despite other forces having now opened their recruitment windows. This was encouraging. The general trend for attracting BME and females

was positive and a significant amount of work was taking place on attraction strategies for candidates from these groups.

- 3.4 The trends for Employment Tribunals and grievances remained reasonably static and were not a cause for significant concern. It was, however, noted there had been a slight increase in grievances following the restructure.

#### *Health and Safety*

- 3.5 The first Central Health and Safety Committee meeting had taken place. This had been successful but it was noted that there was a significant risk with the Head of Safety and Wellbeing post being vacant. The Committee was concerned that the Health and Safety function did not lose momentum following all the good work that had been done by the Gold Group.
- 3.6 It was noted that interviews had taken place and an offer made with a new Head of Safety and Wellbeing expected to start in early January. In the meantime an Interim Head had been appointed and work continued.

## **4. Recommendations**

- 4.1 Members note the contents of this report.