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**Report to:** Police Authority  
**Agenda item:** 4  
**Date:** 26 March 2015  
**Subject:** Chief Constable's Report  
**Sponsor:** Chief Constable  
**For:** Information

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**1. PURPOSE OF REPORT**

1.1 The report provides members with an update on activity across British Transport Police (BTP) since the Chief Constable's last report to Police Authority on 29 January 2015.

**2. POLICING PLAN PERFORMANCE**

2.1 As of 11 March 2015 BTP was achieving 5 of the 7 national and 51 of the 68 local targets set in the 2014/15 Policing Plan. Performance against the national targets is as follows:

- BTP is achieving a 5% reduction in notifiable offences (41,687 offences against 43,859 recorded last year) against a reduction target of 4%.
- Police related lost minutes have increased by 1.6% compared to the same period last year (1,188,135 minutes compared to 1,169,697). The target is to decrease police related lost minutes by 6%.
- The average clearance time for fatalities is 80 minutes against a 90 minute target.
- The average time to partially re-open multi track lines is 42 minutes against a target of 45 minutes.
- Overall sickness is currently running at an average of 6.76 days per employee against a target of 6.69 days.
- The Autumn 2014 National Passenger Survey which was published in January reported 77.25% of passengers were confident in their personal security achieving the current target of 77.0%
- The end of year forecast projects that the target of 67% of BTP's budget spent on frontline resources will be achieved.

### **3. COUNTER TERRORISM**

- 3.1 Members will be aware of the range of threats and the unpredictability of attack methodology. As previously reported to the Police Authority, this changing environment led to a review of capability, which has been strengthened in line with the increased threat.
- 3.2 BTP is increasing its firearms capability to the originally planned strength, allowing for increased resilience and surge capacity in the event of a large scale incident or critical threat. Recruitment of the additional resources is anticipated to be completed by July 2015. Discussions are underway with the Civil Nuclear Constabulary to provide additional capability and surge support in the interim.
- 3.3 Behavioural Detection Officers (BDOs) are being deployed in tandem with the Armed Firearms Officers on operations daily as part of a layered CT policing strategy. This enables BTP to provide high profile engagement, reassurance and deterrent activity, as well as providing support to Divisions with CT operations.
- 3.4 Reviewing deployment and resources of the Specialist Response Unit has led to the inclusion of PCSOs which will help underline that all officers and staff have a role to play in combating terrorism, in addition providing a specialist skills development option previously not available to PCSOs.
- 3.5 Cross functional dog teams who provide a dual general purpose / explosives detection role are being trialed. This innovative approach reflects the nature of the current threat and helps provide further deterrent value.

### **4. SCOTLAND**

- 4.1 Following publication of the Smith Commission on 27 November 2014, the draft devolution legislation was published by Government on 22 January 2015. The draft bill states 'This clause will devolve legislative competence in relation to railway policing in Scotland. This change will allow the Scottish Parliament to legislate in relation to the policing of the railways in Scotland'.

4.2 Earlier this month the Cabinet Secretary for Justice, Michael Matheson, indicated to the media that Scottish government believed transport policing should be integrated into Police Scotland.

4.3 Further discussion on Scotland will take place at the Police Authority meeting.

## **5. DISRUPTION**

5.1 In December 2014 BTP presented a series of high level tactical options to Network Rail (Neal Lawson, Director of Maintenance and Operations Services), outlining policing initiatives that had worked on parts of the underground and overground rail network to reduce incidents of disruption and which could support Network Rail in reducing disruption across the rail network. Following this meeting BTP and Network Rail worked together to develop more detailed proposals on a number of initiatives, including the development of a Fusion unit, establishment of a disruption focused real time intelligence cell, Suicide Prevention and Mental Health route based teams, embedded inspectors, route based disruption prevention teams, disruption focused compstat process and CCTV analytics.

5.2 The developed options were presented back to Neal Lawson in January following which a high level blueprint and business case was presented to Network Rail's Director of Network Operations in March for consideration.

## **6. TRANSFORMATION PROGRAMME**

6.1 Good progress continues to be made with the Transformation Programme and a presentation setting out progress will be provided to members at the Police Authority meeting. Key points of note include:

6.2 The roll out of Operation Trafalgar is nearing completion on B Division, with PC and PSCO training underway and evidence-based patrol strategies due to be embedded in all locations by May. Plans and lead officers are in place for C and D Division rollouts which are expected to be completed by August.

- 6.3 The Evidence Review Gateway, which goes live on 27 April, will standardise the approval process for case files in order to drive up the quality of submissions to CPS and reduce bureaucracy and the administrative burden on supervisors.
- 6.4 Consultation is underway regarding a National Justice Directorate for the Force. The Chief Constable met with the Chief Crown Prosecutor for Birmingham to progress work to centralise all BTP cases into one prosecution unit managed by the West Midlands Crown Prosecution Service.
- 6.5 Following approval by the Police Authority, procurement is underway for the Integrated Systems Programme (ISP). Tender evaluation activity will be complete by the end of March and contracts then agreed with the preferred supplier in line with governance arrangements.
- 6.6 The People Programme 'You Make The Difference' will be formally launched on 20 April. The program introduces a new approach to performance management, career development and skills training. A guidance document will be provided to all officers and staff together with training on the new performance system being rolled out to managers.
- 6.7 Learning and Development are working with organisational subject matter experts to revise the new Recruits Training Programme in line with Transformation and new Ways of Working for launch in May. These cultural changes will then be extended to all through-life training for officers and staff.
- 6.8 The Transformation Team have developed benefits realisation within the BTP project management approach. The initial benefits have been captured for Transformation and reviewed by the Director of Capability & Resources. These will now be subject to a challenge process with Divisional Commanders and Department Heads to both validate the existing benefits and to extract further benefits resulting from introduction of new capabilities into the organisation.

## **7. CHIEF CONSTABLE'S 10 COMMITMENTS**

7.1 Good progress is also being made with the 10 commitments set out by the Chief Constable following the Make the Difference road shows. An update on the commitments due to be delivered by the end of March is as follows:

- Each officer to complete at least one tour of duty a month in support of an operational force priority to maximise use of resources and impact on crime, disruption and public confidence:
  - In January 156 (92%) non-operational officers completed their operational tour of duty and in February 163 officers (98%) completed their tour of duty.
  - The operations supported included Op Pegasus (CT visibility), Op Trafalgar (evidence based patrol), Op Look (level crossings), Op Avert 4 (suicide and mental health) and Op Striga (EDL event).
  
- BTP will recruit 300 more special constables across the Force, specifically targeting police staff under the new 'Employer Supported Policing' scheme:
  - Since January 32 applications have been received from police staff and 30 more are in the process of applying. Assessment days have been held for the first intake of training which will commence in April.
  - The Mayor of London recently agreed to include BTP Specials in a council tax rebate scheme, a move which could see up to £450 benefit to each Special Constable who resides in London.
  - A national travel concession proposal for police staff Specials is with ATOC for consideration at their April meeting.
  
- Run a trial using hand held devices to stream CCTV images providing officers with immediate access to images of suspects:
  - The CCTV trial allows officers to see live, retrospective and still images streamed to mobile devices. Fifteen devices have been issued to officers at London Victoria, Leeds, Edinburgh and Glasgow, and a further 15 devices are in the process of being issued to specialist teams including sexual offences, volume crime and the



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dip squad. An early example of the benefits of this technology is an incident where streamed CCTV footage was used to identify a high risk missing person in Scotland. The person was in possession of a train ticket however the CCTV showed that although he was at the station, he failed to board the train. Direct streaming to the mobile device saved substantial officer time and led to the missing person being found and escorted to a place of safety.

- Run an independent staff survey
  - The 'Make Your Difference' employee survey, which was open for 3 weeks, closed on 16 February with 64% of BTP employees completing the survey. The results were presented to FEB on 10 March and will be presented to members at the Police Authority meeting.
  
- Issue supervising officers and staff with hand held tablets to remotely access systems and data.
  - The business case for the procurement of tablet devices for response sergeants and inspectors has been developed with the back office technical infrastructure and procurement in progress.

## **8. REDUCING SEXUAL OFFENCES ON PUBLIC TRANSPORT**

8.1 The Department for Transport (DfT) and BTP jointly commissioned an academic study looking at what works in reducing sexual harassment and sexual offending on public transport nationally and internationally. This assessment was undertaken by Middlesex University, drawing together methods from across the world and identifying best practice.

8.2 Following this study, a round-table event co-hosted by the Chief Constable and Parliamentary Under Secretary State for Transport has been arranged for 25 March. Attended by 25 senior representatives from British and international police forces, transport stakeholders, Government officials, advocates and academics, the event will provide an opportunity to examine the findings of the research, define the problem, assess under reporting, identify best practice, and agree the messaging that can be taken forwards by the police service and transport industry internationally.

8.3 The Chief Constable will update members on the outcome of the event at the Police Authority meeting. If members would like a copy of the report, this is available via Elaine Derrick.

## **9. FOOTBALL SUMMIT**

9.1 As a result of the ongoing volume of football related incidents, and after liaison with the MPS Commissioner and National Police Lead for Football, the Chief Constable will host a football summit attended by representatives from across football, government, broadcasting and policing. The summit will focus on ownership of the problem, innovative multi-agency solutions, the exclusion of those committing these crimes, and the funding of policing operations.

## **10. LEGISLATIVE AMENDMENTS**

10.1 The Infrastructure Act 2015 amends legislation in relation to BTP's jurisdictional powers and comes into effect in April. These include amendments to S100 of the Anti-Terrorism, Crime and Security Act 2001, extending the circumstances where a BTP officer can act in urgent circumstances away from the railway. Also amended was S172 of the Road Traffic Act 1988 which now enables BTP to require the registered keeper of a vehicle to provide the details of a driver who is suspected of committing the offence. Previously BTP could request these details but there was no legislative onus on the registered keeper to comply.

## **11. INFORMATION MANAGEMENT**

11.1 Following the Chief Constable's appearance at the Home Affairs Select Committee on 20 January, the Chief Constable wrote to the Chair of the Committee on 20 February providing an update on the matters raised by the Committee. The Chief Constable confirmed that the 10,000 non-indexed boxes of data dating from 1996 to 2008 had been reviewed and weeded, and 89% of the material had been destroyed as per the Management of Police Information (MoPI) retention rules.

11.2 A technical solution has been identified and implemented to electronically search data group matches for MoPI 1 category offences. Whilst this work still requires human

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intervention the electronic system has speeded up the process and the conversion of MoPI 1 records will now be complete by the end of March.

## **12. AWARDS**

12.1 BTP's Emergency Intervention Unit won the 'Passenger Safety' category at the UK Rail Industry Awards. The team, who are co-located and work in direct partnership with South West Trains, respond to serious operational incidents that pose a threat to life or serious disruption to the railway.

12.2 On 25 February the Chief Constable presented 16 police officers, 8 staff and 5 Special Constables with awards recognising their long service and good conduct. The BTPA was represented by the Chief Executive.

12.3 A Chief Constable's Awards Ceremony is scheduled for 7 May where a number of officers, rail staff and members of the public will be awarded with a Chief Constable's Commendation or Royal Humane Society Award. Members of the Authority are welcome to attend.

## **13. SENIOR APPOINTMENTS**

13.1 BTP has recently made the following senior appointments:

- Head of Finance
- Interim Head of People and Development
- Head of Leadership Academy
- Head of Organisational Development
- Four new superintendents, two on internal promotion
  - Matt Allingham – Western Sub Divisional Commander C Division
  - Jenny Gilmer – Operations B Division.
  - Richard Mann – Head of Safeguarding
  - Nick Sedgemore – Director of Intelligence

## **14. RECOMMENDATIONS**

14.1 That members note the update provided in this report.