

Report to: Police Authority
Item: 7
Date: 28 January 2016
Subject: People and Standards Committee
Sponsor: Committee Chairman
Author: Iggi Falcon
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 This report summarises key matters arising out of the People and Standards Committee meeting that took place on 28 January 2016.

2. Standards

Standards Quarterly Report

- 2.1 The picture was generally positive in relation to the activities of the Professional Standards Department.

The number of appeals upheld by the IPCC was marginally higher than the previous quarter although it was still very good compared to the national average.

As noted at the previous meeting, complaint cases continued to show a larger number of allegations within them, something which was attributable to a change in the way PSD was recording cases. Having more allegations allowed for a more precise approach in handling complaints, so that specific elements of the complaint can be probed in isolation.

- 2.2 The Committee also noted continued good performance in terms of handling times.
- 2.3 The Committee received updates concerning serious investigations, including those with IPCC involvement, and sought assurances of the way in which lessons learned are captured and fed back to Learning and Development processes.

- 2.4 The number of Use of Force complaints continued to be a matter of concern, with the Deputy Chief Constable (DCC) confirming that recent PSD 'Masterclasses' had covered these issues in detail. Members expressed interest in attending future Masterclasses scheduled for the 9th and 10th February and this was to be arranged.
- 2.5 In terms of Conduct, Members noted that the College of Police had recently disclosed the existing Disapproved Register following an FOI request, and it showed the BTP as being 6th in the ranking of Forces according to number of officer dismissals. This appeared to be comparatively high, although it was explainable because of Op Vale (retrospective vetting of officers) and also because many conduct cases elsewhere have not concluded since officers were legally prevented from resigning during proceedings.

Regulatory work

- 2.6 The Authority had agreed to make the Conduct and Performance Regulations at its meeting of 10 December 2015. The Home Secretary subsequently counter-signed the s.26 agreement between the IPCC and the BTPA, thus allowing the Regulations to come into effect on 1 January 2016. The project was hence completed successfully and on target.
- 2.7 Since confirmation of the Home Secretary's approval, the focus has been on implementation, and the BTPA and PSD had been liaising closely over the last few weeks to ensure that the new procedures are rolled out effectively and members of PSD receive adequate training. In addition, news articles have been published on the intranet to inform all BTP officers of the changes. Communications have also been sent to Staff Associations, Legal Teams and others to make them aware of the new arrangements. The news of the update to the Regulations had been well received.
- 2.8 Concerning the Police Staff Disciplinary procedures, negotiations with the TSSA are ongoing. TSSA wrote to the BTPA in December setting out their concerns formally and a response is currently being prepared. The intention was to identify the specific areas of the regulations where different arrangements will apply to civilian staff. The hope was to have a new Standard Operating Procedure (SOP) for Police Staff Discipline by the Spring.
- 2.9 Legally-qualified chairs (LQCs), who were recruited jointly by BTPA, MOPAC, City of London and MoD in the summer, received two sessions of training before Christmas and

attended a formal induction at the MPS on 7 January. BTP, City and MoD are planning to host a separate induction day in mid-February. All four forces are looking into issues such as a consistent approach to case management and professional indemnity insurance, concerns which were raised by LQCs.

- 2.10 The Senior Policy Officer also provided an update on engagement with the Home Office as part of the work on the upcoming Police and Crime Bill, which was expected to be introduced in the coming weeks.

Custody

- 2.11 The Committee received the Annual Report on Custody. The Chairman commented that he wished to see where the BTP was heading in terms of its custody strategy, and particularly, how we were collaborating with territorial forces. The Deputy Chief Constable reassured the Committee that he had commissioned work in this area, particularly as NICHE was due to implementation in the near future and this would allow the BTP to manage custody more efficiently.
- 2.12 The Committee also received a report from MOPAC providing an update for Quarter 3 (2015/16) on Independent Custody Visiting.

3. People

Quarterly Update

- 3.1 The Committee received a general update on many strands of the People's Strategy, including the work on leadership, career development and the review of Terms and Conditions.
- 3.2 The Director of Capability and Resources gave a detailed presentation on the methodology of the current Demand project. The project's aim was to ensure that police capability matched demand; this was to be delivered through better rostering and more sophisticated mapping of resources, efforts which would hopefully provide a degree of predictability to BTP activity.
- 3.3 Members were keen to understand the benefits that the project would deliver on issues such as overtime. They also enquired about how the project would achieve a reduction in the levels of abstraction (that is, when officers are taken away from normal duties). It was explained that elements of police time such as that which is spent on training or court appearances were being quantified and measured for the first time. This would assist in

achieving more balanced rosters, which is where the success of the project would be ultimately demonstrated.

- 3.4 On that point, there was also a discussion concerning the upcoming consultation with the staff associations, and the culture/leadership challenges which implemented the outcome of the project would present. Members expressed their gratitude to the Director for a thorough presentation.
- 3.5 Recruitment activity was noted, with the Director explained that the Force was encountering difficulty in attracting Occupation Health, Estates and IT professionals. The report also included updates on sickness targets and grievances levels with no significant concerns being raised on those.

4. Recommendations

- 4.1 Members to note the contents of this report.