

**Report to:** Police Authority  
**Item:** 5  
**Date:** 04 August 2016  
**Subject:** People and Standards Committee  
**Sponsor:** Committee Chairman  
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**For:** Information

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## 1. Purpose of paper

- 1.1 This report summarises key matters arising from the People and Standards Committee meeting on 22 July 2016.

## 2. Standards

### *Standards Quarterly Report*

- 2.1 Members welcomed the report and noted progress against the business plan for the Professional Standards Department; no significant areas of slippage were identified.
- 2.2 The establishment of a Force People and Ethics Board was noted and the Committee Chair was thanked for his interest in this new forum and for supporting its first meeting.
- 2.3 Members' attention was drawn to the work of the new 'use of force' steering group which looked at how BTP deployed various tactics from Stop and Search to use of firearms. The new group had met to agree terms of reference and an action plan; it was proposed that a thematic on the work of the group be provided to a future meeting of the Committee to demonstrate how BTP ensures professional use of force.
- 2.4 Members welcomed progress on putting in place a process to recognise good work by writing to officers that had been the subject of a complaint and were subsequently found to have behaved professionally. This approach was felt to go some way to address the perceived punitive culture revealed through the recent review of the Force and Authority's governance arrangements.

- 2.5 It was noted that the PSD quality of service questionnaires were being updated to allow BTP to capture more data about those using the Force's professional standards services, in particular it would now enable BTP to monitor satisfaction levels from services users having one or more protected characteristics.
- 2.6 The Chair noted that the future work of the Committee should include reviewing the misconduct outcomes for BTP in the current climate of newly appointed legally qualified chairs and the new positioning of the IPCC to be involved in more managed investigations and the impact that might have on findings and patterns of misconduct sanctions.

#### *Inspector Training Presentation*

- 2.7 Members received a presentation from the Head of Professional Standards which was provided as an example of the input the department had to the ongoing training of officers in supervising ranks. The tone and content of the presentation was welcomed and the focus on reiterating the importance of the role of supervisors in maintaining public confidence in appropriate standards of policing was supported. Members particularly supported ongoing efforts to raise awareness and encourage use of the Confidential Anonymous Reporting System (CARS).

#### *Authority work*

- 2.8 Members noted a brief update report from the Authority Executive.

### **3. People**

#### *Wellbeing and Trauma Risk Management*

- 3.1 The Committee received a presentation from the Head of Safety and Wellbeing on the Force's reset of its wellbeing provision. The Committee noted that the context for the reset was the low satisfaction score for wellbeing received via the most recent employee survey. As a result the current work was being focused on achieving a happy and healthy workforce.
- 3.2 The first tranche of work had been focused on refreshing provisions for trauma support with 67 referrals received during 2015 and 23 post traumatic stress disorder (PTSD) cases confirmed as a result. The expectation of the wellbeing unit was that historic cases were being identified by the reset and the number of referrals should reduce over time.

- 3.3 The Committee recorded that the Force should continue to review ways to encourage officers and staff to make use of the Trauma Risk Management (TriM) facility as, despite the recent relaunch, uptake remained low.

#### *Quarterly Update*

- 3.4 Members welcomed a more concise report and supported proposals to move to greater use of visual representation of data in future reporting. The Committee received a general update on many strands of work in the Human Resources function.
- 3.5 Members acknowledged the emerging financial pressures for the People and Development Department, likely to be in the order £0.5m by year end which resulted both from a requirement to reduce overall spend and to absorb unforeseen demands from Force projects such as the implementation of Niche. The pressures were being mitigated in a range of ways including management of vacancies and exploring opportunities to innovate business as usual tasks; at the moment the department was not carrying any redundancy exposure. It was confirmed that the Chief Officer Group was aware of the pressures and the risks arising.
- 3.6 An update on recent engagement with the staff union was provided, noting that there had been a particular focus on the proposed change to staff discipline procedures to align these with the approach for officers. The union had expressed concerns about applying the same standards of conduct to police staff as were currently applied to officers and the associated proposal for all conduct matters to be managed through PSD. BTP's planned approach was consistent with the direction given by the Home Secretary to bring staff and officer professional standards closer together particularly where staff roles are public facing, for example in custody facilities. The Committee noted that TSSA are also challenging whether BTP's proposals were aligned with standards set out by the Advisory, Conciliation and Arbitration Service (ACAS), BTP's view remains that they are. Discussions with TSSA on the staff discipline rules continue; the Committee requested sight of the new rules once agreed.
- 3.7 Other discussions taking place with TSSA currently included the staff pay claim received which had requested;
- A substantial pay increase - not quantified
  - An uplift in London Weighting
  - A review of staff spine points to increase from 7 to 8 points
  - A standard approach to weekend working allowances for staff

- A standard approach to subsidised travel for staff

3.8 In relation to equality matters, members queried progress against the 15-in-5 objectives and whether the business was clear about the link between the stated aims and the intended outcomes. The Authority was clear that the aim of the equality strategy was to create an environment where protected characteristics were not an actual, or perceived, barrier to employment or progression and as such people felt confident in declaring those characteristics to the business. As currently phrased the link between this ambition and equality objectives was not clear. Members asked to see a draft copy of the 2015/16 annual equality report at its next meeting.

3.9 Reviewing current headcount versus establishment the Committee noted that the Force was currently carrying 109 officer and 94 staff vacancies. Of particular note was the current vacancy gap for CT resources. The Force reported that it had recently experienced a loss of officers to Home Office forces as they reopened recruitment after a prolonged period of closure. Following exit interviews with BTP officers it emerged that the key reason for officers transferring out of the Force was that other forces offered a wider range of policing opportunities than BTP could. While members welcomed the fact that exit interviews were now routinely being conducted they recognised that officers no longer joined a single force planning to remain for an entire 30 year career as had previously been the norm. This presented recruitment and retention challenges for all forces including BTP.

3.10 Members concluded the meeting noting that the next employee survey was scheduled to take place in January 2017.

## **4. Recommendations**

4.1 Members invited to note the contents of this report.