

People and Standards Committee Authority Briefing

Agenda item 13

Wednesday 19 October 2016, 11.am
at The Forum, 74-80 Camden Street, London NW1

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Present:

Len Jackson, Chair
Liz France
Stella Thomas

DCC Adrian Hanstock
Simon Downey OBE
Supt. Gareth Williams
Suzanne Caddell
Nisa Carey (Occupational Health)
Barry Boffy (Diversity)

Lucy Yasin
Iggi Falcon

Apologies:

Dyan Crowther

File Review

1. The Committee conducted a dip sample of conduct / complaint files exploring the theme of Use of Force and Discriminatory Behaviour. It reviewed, in particular, several files containing CCTV / Body-worn video footage to understand the challenges around investigations where this form of evidence was available. It also reviewed 'Force appeals' as part of the operation of the new BTP Conduct Regulations 2015.

2. Summary of Committee feedback:

- 2.1 There were no concerns with the casefiles reviewed. PSD should consider consistency in terms of when Use of Force allegations should lead to complaint proceedings.
- 2.2 PSD should ensure that there is a Scheme of Delegation supporting the powers of the Head of PSD to deal with Force Appeals (which is delegated from the Chief Constable).

PSD Business Plan – Autumn Update

- 2.3 The Department was on track to meet its KPIs. The only significant concern related to capability at the B Division, where a backlog has emerged. A recent change in roles should be able to deal with this issue over the coming weeks.
- 2.4 The Committee was pleased to note that the BTP featured in a very strong position in the recently published IPCC and PIRC performance data, relating to Gifts and Hospitality.

PSD Quarterly Update

- 2.5 The Committee considered the Q2 report covering the activities of the Professional Standards Department. The report included details of collaborative working with the Metropolitan and City of London Police on the establishment of an Ethics Panel. It also showcased some of good work on the delivery of PSD seminars and Professional Masterclasses, emphasizing the proactive focus on professionalism led by the Department.
- 2.6 The analysis of PSD Complaint-handling data showed good performance over the past quarter. The volume of complaint cases had experienced a moderate increase compared to the previous quarter. Members noted the comparatively high number of allegations of ‘other assaults’ and ‘oppressive conduct’, some of which could be explained by station gate interactions and ejection from stations.
- 2.7 In terms of conduct, the total volume of cases had experienced a decrease compare to the previous quarter – which were in any case small numbers. It was highlighted that the BTP recorded 36 allegations per 1,000, which benchmarked very well against the Metropolitan Police (64), Greater Mancs (69) and South Yorkshire (64).

Executive Professional Standards Quarterly Report

- 2.8 The Committee received a report of the Senior Policy Officer providing an update on the Authority’s professional standards work
- 2.9 Members noted that the Authority was currently dealing with two complaints and two Police Appeals Tribunal cases. In terms of the policy update, the Committee noted the latest position regarding the Policing and Crime Bill, which contained wide-ranging elements of police reform, including an overhaul of the police complaints

and disciplinary system. The Bill was scheduled for Lords Committee in late October and was on well on track.

People & Occupational Health

- 2.10 The Committee received a new format of the People report, setting out Performance Management, Promotion process, Workforce data, HR Service Delivery and Sickness Absence trends in a visual form. Members were pleased with this new format.
- 2.11 The Committee paid considerable attention to Occupational Health activity, noting the challenges faced by the service given the shortage of occupational health advisors and the increase in demand. The Force had nonetheless put in place measures to increase resilience and address issues, including a new centralized team to manage case administration, new systems for triage and case prioritization and an improved telephone service.

Equality, Diversity and Inclusion

- 2.12 The Committee received a draft of the Equality, Diversity and Inclusion Annual report, giving Members details of the BTP's progress over the past year in matters such as Positive Action, Workforce Monitoring and Profile Data; and initiatives for Recruitment, Retention and Progression.