

# People and Standards Committee Authority Briefing

## Agenda Item 11

Thursday 12 January 2017, 11.am  
at The Forum, 74-80 Camden Street, London NW1

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### Present:

Len Jackson, Chair  
Liz France  
Stella Thomas  
Dyan Crowther

DCC Adrian Hanstock  
Simon Downey, Director of Capability and Resources  
Supt. Gareth Williams (PSD)  
Stephanie Calvert (PSD)  
Darren Skinner (Director of HR)  
Nisa Carey (Occupational Health)

Lucy Yasin (BTPA)  
Iggi Falcon (BTPA)

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### PSD Business Plan – Autumn Update

- 1.1 The Department was making excellent progress and was on track to meet all of its KPIs. Members were very encouraged by the data on the report, which showed that the BTP's PSD function was among the best performing in the country.

### PSD Quarterly Update

- 1.2 The Committee considered the Q3 report covering the activities of the Professional Standards Department. The report included details of recent IPCC data regarding PSD performance, professionalism publications, forthcoming HMIC inspection, PSD training seminars, as well as a summary of recent PSD work – business interests, vetting and investigation appeals.

- 1.3 The analysis of PSD Complaint-handling data showed good performance over the past quarter. There had been a decline in case work for both complaints and conduct matters, signaling a return to numbers seen in 2015/16. Case numbers were consistent but the number of allegations within them had reduced. All allegation types are down except for two which experienced rises albeit in very small numbers.
- 1.4 In terms of misconduct, all allegation categories were down, apart from 'Use of force', which has risen marginally from 7 to 8 allegations. A Division (FHQ) and C Pennines were the greatest source of allegations of misconduct.

### **Executive Professional Standards Quarterly Report**

- 1.5 The Committee received a report of the Senior Policy Officer providing an update on the Authority's professional standards work
- 1.6 Members noted that the Authority was currently dealing with one complaint, one conduct matter and one Police Appeals Tribunal case. There was also an update on a potential application for Judicial Review from a former appellant. 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 expected to receive Royal Assent before the end of January 2017.

### **People & Occupational Health**

- 1.7 The Committee received the quarterly People report, setting out Performance Management, Promotion process, Workforce data, HR Service Delivery and Sickness Absence trends. There was a brief discussion concerning the modules which were included in the Sergeant and Inspector leadership courses, and the level of input from PSD and HR when it came to cover the theme of professionalism. There was also a request to supply the Committee with greater detail of the measures to test the impact of the courses on leadership quality.
- 1.8 Following from the Authority's action at its meeting in December 2016, the Committee discussed the options being considered to commission the People Survey. Members asked to see the questions and the Director of HR undertook to circulate these as soon as they were available.
- 1.9 The Committee also received an update on Occupational Health activity, which included a discussion on the management of PTSD

in the Force and the impact which this had on its business and pension arrangements.

## **Recommendation**

1.10 The Authority is asked to note the report.