PERFORMANCE & DELIVERY COMMITTEE

Q1 PERFORMANCE INPUT

CONTENTS:

[1]

BRITISH TRANSPORT POLICE

POLICING PLAN COMMITMENTS

Protect the railway environment from the impact of terrorist attacks
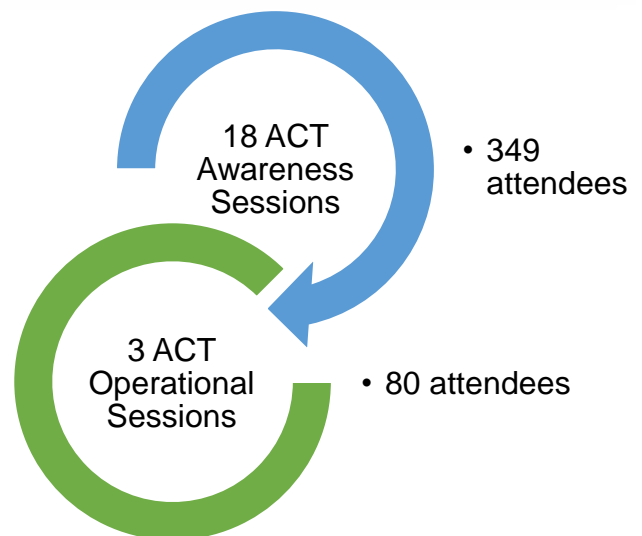
BRITISH TRANSPORT POLICE

Objectives:

✓ To host 120 ACT Awareness industry engagement sessions

✓ To host 8 ACT Operational industry engagement sessions

✓ To host 85 CT mobilisation exercises with stakeholders to assess our preparedness

✓ An increase in our visible presence and Servator patrol activity at Category A stations within London whilst implementing the full roll-out of our outer-London CT hubs

✓ A prompt response to suspicious incidents to prevent unnecessary disruption

ACT Awareness, formerly Project Griffin, provides the industry a Counter Terrorism session which covers topics such current threat level, what to look for when reporting suspicious activity and how BTP Specialist Operations help to protect the public.

During Quarter(Q)1 Specialist Operations have completed **18** out of the expected **30** ACT Awareness engagement sessions, with an average of 20 industry staff & stakeholders attending per session. Recent recruitment for a Counter Terrorism Support Advisor should help to improve the number of engagement sessions, bring performance in line with the target within the next 3-4 months.

ACT Operational industry sessions focus more on enhancing staff members' confidence in responding to an incident or any suspicious activity seen. Three of these engagement sessions have been conducted so far this year, with another two sessions already planned in the forthcoming months.
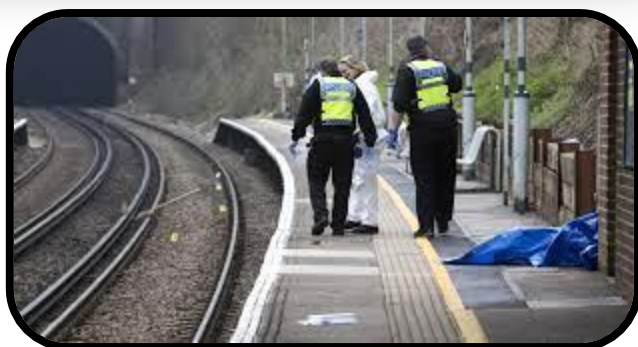
18 ACT Awareness Sessions

- 349 attendees

3 ACT Operational Sessions

- 80 attendees

SAFETY AND SECURITY
Together, we've got it covered

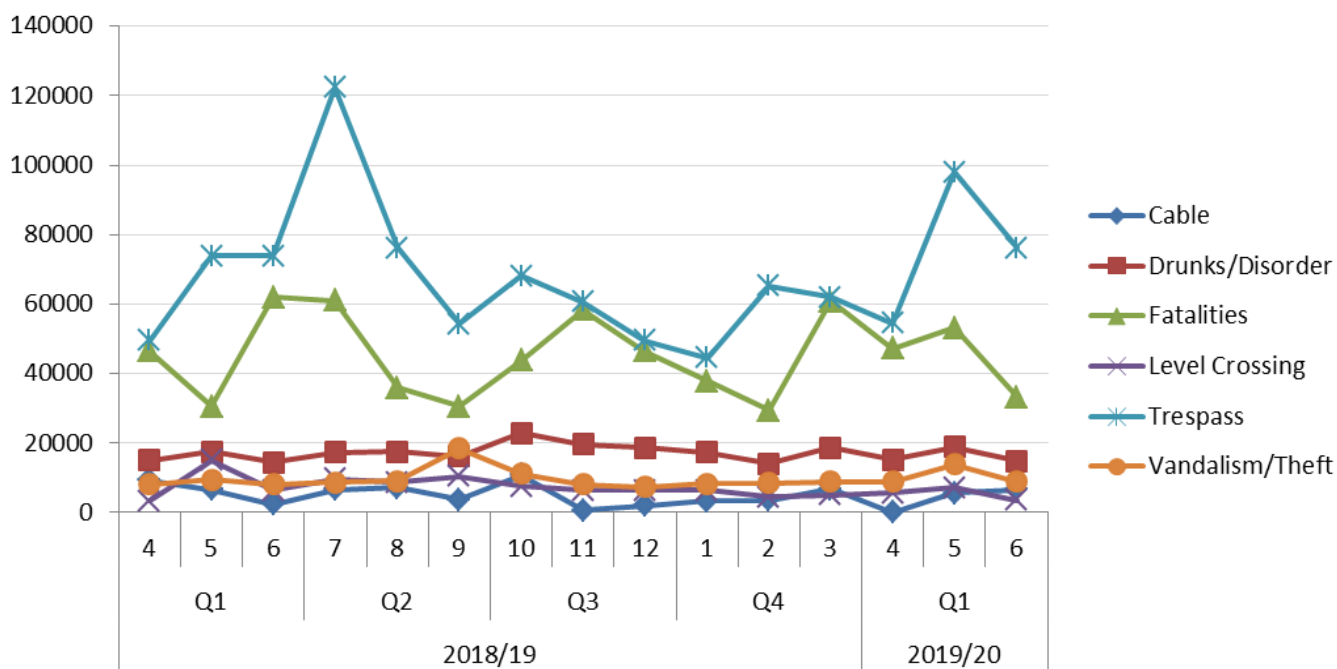# Reduce disruption and delay on the network

Objectives:

✓ The delivery of our commitments under the National Trespass Reduction Strategy

✓ Joint problem solving plans at route crime hotspots to prevent trespass and other police related disruption

✓ A reduction in the impact of trespass at the top ten hotspot locations on the network

Overall disruption in Q1 increased by **4%** (19,031 minutes) with the rise in minutes evenly split between primary & reactionary minutes.

The majority of this increase was due to trespass which was up **16%** (31,241 minutes).

Disruption Minutes by category

Legend:
- Cable
- Drunks/Disorder
- Fatalities
- Level Crossing
- Trespass
- Vandalism/Theft

X-axis: 4 5 6 | 7 8 9 | 10 11 12 | 1 2 3 | 4 5 6
Q1 | Q2 | Q3 | Q4 | Q1
2018/19 | 2019/20

Reduce disruption and delay on the network

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Commitments under the Trespass Strategy include;

Maximising the Fusion team's capabilities

Identifying and focussing on hotspot locations

Targeting CYP (Child and Young Person) Trespass

Employing early intervention and preventative problem solving techniques

Working with Industry partners to focus efforts and resources

Utilise specialist roles to support activity such as EIUs and Embedded Officers

Work together with the industry to change perceptions internally within the industry and to change behaviours by the public to significantly reduce incidents

At the top ten hotspots for trespass only Pitsea is seeing a substantial increase with an additional eight incidents compared to this time last year.

Incidents at this location often involve offenders taking shortcuts between the station & level crossing to avoid paying a fare.

Following this increase, remedial work is ongoing with Anglia Route and the BTP embedded Inspector, covert cameras and warning signs have been installed with numerous days of action completed. As a result of this activity BTP and NR now have a clearer picture of the trespass issues at Pitsea which can help to design out the problem. Discussions are ongoing regarding the platform end and edge trial from Network Rail.

TRUST & SMIS Top 10 Hotspot Locations	Incidents (Last 13 Periods)	2018/19 P01-P02	2019/20 P01-P02	Difference
Pitsea	137	13	21	8
Grays & Grays Level Crossing	94	19	4	-15
Rochdale	80	15	0	-15
Stalybridge	42	7	2	-5
Leeds	40	8	8	-
Doncaster	35	6	7	1
Sheffield	38	7	5	-2
Coventry	31	3	6	3
Bellgrove	29	1	4	4
Marylebone	27	5	0	-5

Performance at Hotspot Locations

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Further work being completed at other hotspot locations includes:

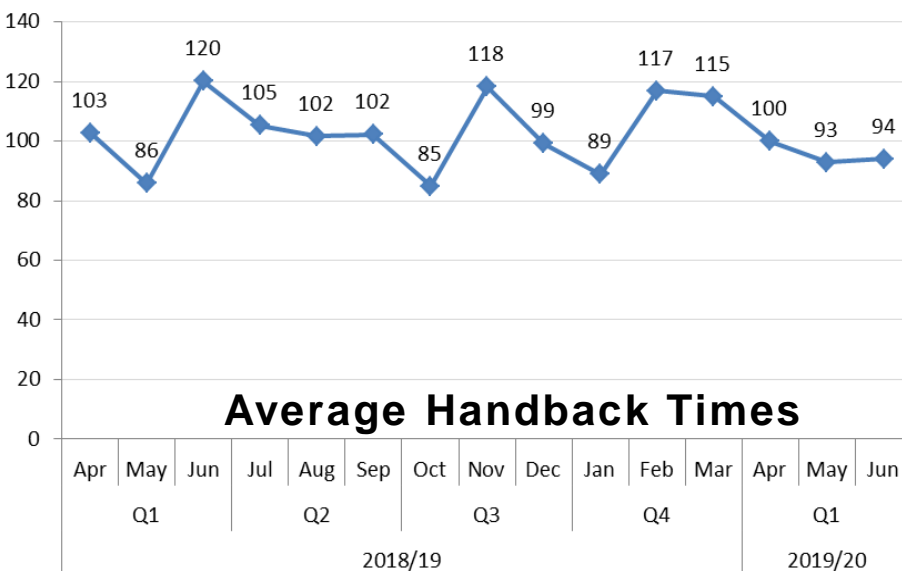|	
Grays	• media campaigns, additional signage and leafleting have resulted in a reduction
Rochdale	• plain clothes operations, anti-climb paint and longer palisade pales at access points
Stalybridge	• Servo security team employed, designing out crime involvement
Leeds	• 24/7 security patrols and continuous engagement with the Leeds Station Manager, led to a reduced increase in incidents
Sheffield	• daily high vis patrols, engagement sessions with a repeat suicidal individual and designing out crime involvement

The wide variety of activity evidenced across hotspot locations covers the main aspects of engagement, reassurance, visibility and accessibility which are key initiatives for BTP. With industry stakeholders and the National Disruption Fusion Unit this work will continue to develop.

The average handback time for fatalities is just above the 90 minute target at **96 minutes**, with a slight rise in incidents; from 72 to 75.

Non-suspicious fatality handback time remains below this at **83 minutes**, with unexplained fatalities disproportionately contributing, recording 181 minutes from 10 incidents.

Due to the nature of these incidents, unexplained fatalities frequently have longer handbacks, however this is an improved position compared to this time last year (181 minutes compared to 252 minutes).

Average Handback Times

	Q1			Q2			Q3			Q4			Q1		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
	103	86	120	105	102	102	85	118	99	89	117	115	100	93	94

2018/19   2019/20

We continue to arrive promptly at fatality incidents, with an average arrival time of 17 minutes. Partial re-opening of fatalities at 4 track locations has been used in 6 out of 10 possible occasions in Q1. All 4 incidents where partial handback was not used, the handback time was delivered before the 90 minute target (of the 4 incidents where partial handback was not used this was due to either the incident being deemed critical or that partial handback would have undermined the dignity of the deceased.
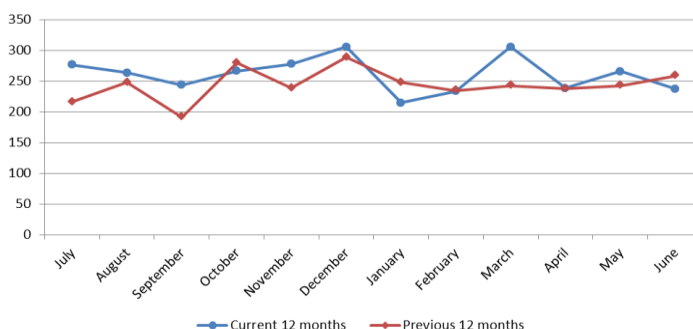
[9]

BRITISH TRANSPORT POLICE

Objectives:

✓ Our commitments and key indicators outlined in Operation Sentinel, our overarching strategy to protect the public, rail staff and our staff (including Workplace Violence Reduction Strategy)

✓ A 10% reduction in serious violence offences

✓ A 10% reduction in the number of knife-enabled offences

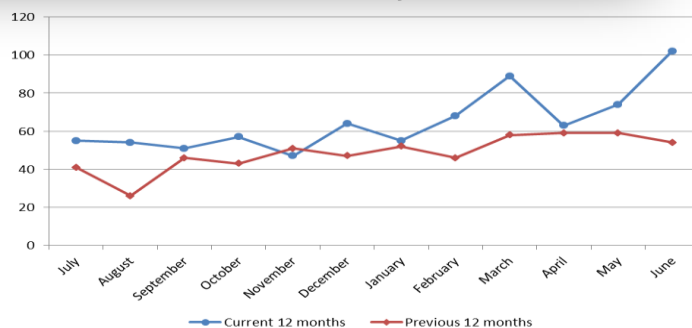✓ An increase in the number of solved crimes for serious violence offences

During Q1 there was a **1%** increase in violence with injury (+6 offences) with a recent reduction recorded in June (-**8%**; 21 offences). This is lower when compared to the most recent ONS figures (2018/19) which recorded a **7%** increase, up 34,084 offences. B Division is the only area seeing this rise, at **16%** (77 offences) on last year. Offences are widely spread across the Division with no discernible hotspots, mainly at hub stations during evening hours. Forcewide solved rates remain high at **24%** and C Division are currently recording **36%.** Arrests account for **23%** (171 arrests) of violence with injury offences, a higher proportion compared to last year.

Robbery

As with violence, Robbery occurs mainly on B Division and is sporadic in nature with 129 locations recording 1 offence year to date, accounting for **54%** of all Robbery. The remaining offences took place across 41 locations with the top locations recording 4 offences YTD. The solved rate is currently **13%** across the Force and there have been 51 arrests YTD, improving on last year (11%).

Violence with injury

Robbery has increased by **39%** (67 offences) compared to the recent ONS figures (2018/19) which saw an 11% increase; 8,632+ offences.

Reduce violent crime on the network

Knife-enabled crime currently accounts for only 4% (47 offences) of all serious violence, with Robbery accounting for 14% (34 offences) and 2% (13 offences) of violence with injury. The majority of these offences (non knife-enabled) involve punching, kicking, scratching and biting of victims rather weapons used or intimated during the offence.
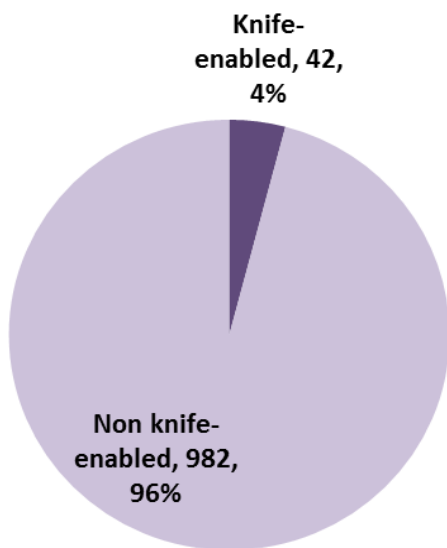
Force activity shows that in the first quarter of 2019/20, 1,792 patrols were completed in relation to Operation Sentinel, which covers all aspects of serious violence. This resulted in over 1,000 stop and accounts, 345 intel submissions and 274 arrests. Within these various operations and days of action taking place, 24 knife arches were used on B-Division and 28 for C-Division during peak commuter times.

Top locations for activity included Birmingham New Street, which had patrols & operations being undertaken by Specialist Ops and Manchester Piccadilly. London hubs Euston & Stratford also recorded high activity levels with a number of weapons recovered such as machetes and knuckle dusters.

Knife-enabled, 42, 4%

Non knife-enabled, 982, 96%

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Operation Sentinel

Top Locations for Activity Submissions

Reduce violent crime on the network

Positive Results & Activity

Officers attended Coventry station, where a suspect was pointed out. On speaking to the suspect, officers could see something concealed on suspect. Samurai sword and Class A drugs were recovered from and the suspect was arrested at scene. Charged and remanded in custody

Subject stopped regarding a ticketing issue at Basildon and refused to provide details. He became increasingly nervous and consequently was searched with a knife found in his possession. Upon checking PNC suspect is wanted on warrant by Cardiff Magistrates for FTA for a drugs offence. Suspect charged & awaiting court hearing

Suspect was stopped & spoken to by officers on a train from Leeds and subsequently searched. Whilst conducting the search Officers recovered Class B drugs and bladed article. Suspect was arrested & charged and has since pleaded guilty at court.

Officer attended reports of several youths carrying weapons on a train between Maghull and Ormskirk. Upon arrival seven youths were spoken to & subsequently searched. One male was arrested for possession of a knife along with another for cannabis possession. Both charged & await a court date.

During a joint Operation with Metropolitan Police involving a knife arch at Elephant & Castle Station, two males doubled back from to avoid a knife arch and detection. Males were stopped and searched with one found to be in possession of a baton. Suspect has been charged and is now waiting court date.

BRITISH TRANSPORT POLICE

Objectives:

✓ Problem solving plans at each hotspot location that deliver outcomes jointly agreed with industry stakeholders. Progress of plans will be reviewed at the Neighbourhood board chaired by ACC and shared with industry at the local Railway Coordination Tasking Group meeting

✓ Work with industry stakeholders to deliver Secure Station accredited status at 400 locations under the new scheme

There are **23** locations which have been identified as volume crime hotspots, therefore require a problem-solving approach.

At present all locations apart from London Bridge, St Albans and Victoria are showing reductions in volume crime (public order, cycle crime or shoplifting)

B-Division has a total of six hotspot locations with specific crime types of focus for each outlined below. Cycle crime at Bedford has seen a reduction of 20 offences, with St Albans City recording an increase of 20 offences.

There has been a significant increase in Theft of Passenger Property (TPP) which mainly impacts the LU network. **27%** of all notifiable crime is made up of TPP compared to 20% last year.54% of all recorded TPP crime on BTP occurs on the LU network. To combat this, the Force completed a week of action focusing on the hotspot lines of routes and locations in London. This included proactive and covert patrols between 12 August and 18 August 2019. Initial results show 200 uniformed officers deployed across the LU network resulting in 21 arrests, 35,000 leaflets on crime prevention handed out to passengers. 60 covert officers were deployed over 7 days and 11 suspects were arrested for attempt theft.

B DIV		Cycle Crime			Public Order			Shoplifting		
		PYTD	YTD	YTD change	PYTD	YTD	YTD change	PYTD	YTD	YTD change
NORTH	KINGS CROSS/ ST. PANCRAS							122	104	-15%
	BEDFORD	36	10	-72%						
	ST. ALBANS CITY	9	29	222%						
	LONDON LIVERPOOL STREET				45	23	-47%	33	22	-33%
SOUTH	LONDON BRIDGE				17	28	65%	16	44	169%
	VICTORIA				46	44	-4%	47	46	-2%

Liverpool Street, London Bridge and Victoria all focus on public order offences with increases seen at two of the three locations. Solved rates remain favourable across all locations with a particularly good level seen at Liverpool Street currently; despite low volume of offences.

Whilst Kings Cross St Pancras and Liverpool Street are recording decreases in shoplifting, Victoria has increased by 6 offences (**16%**). However, London Bridge has recorded the largest rise year to date; an additional **26** offences. The majority of this has been seen in the main arcadia towards the station concourse with no particular shops of note recorded.

Force activity across these particular locations shows some good proactive targeted patrolling, gatelines barrier cross partnership working with stakeholders, reassurance patrols, close working relationships & briefing sessions with relevant security staff along with training packages provided to station staff and managers.

C-Division have chosen **15** locations with **12** locations currently recording a decrease. These three locations are; Rhyl station which has recorded an additional four offences followed by Pontypridd and Liverpool Lime Street both seeing an increase of one offence, respectively. Overall this provides a good picture. However, at some locations, criminal damage and theft of passenger property are recording a modest increase. Whilst solved rates remain good they are generally below the rates of this time last year.

		PYTD	YTD	YTD Diff
PENNINE	LEEDS	194	104	-46%
	MANCHESTER PICCADILLY	180	124	-31%
	LIVERPOOL LIME STREET	57	55	-4%
		431	*283*	-34%
MIDLANDS	BIRMINGHAM NEW STREET (BNS)	173	135	-23%
	COVENTRY	30	18	-40%
	NOTTINGHAM	42	30	-29%
		245	183	-25%
WESTERN	READING	68	38	-44%
	SLOUGH	32	24	-25%
	BRISTOL TEMPLE MEADS	31	28	-10%
		131	90	-28%
WALES	CARDIFF	51	34	-33%
	NEWPORT	9	6	-33%
	SHREWSBURY	7	8	14%
	SWANSEA	5	4	-20%
	PONTYPRIDD	5	8	60%
	RHYL	1	5	400%
		78	65	-17%

There is a wide variety of problem solving activity taking place across these volume crime locations including County Lines operations, Op Sentinel high profile patrolling, zonal policing, cross partner working with NPTs and daily use of Leeds station radio airwaves for quicker access to platforms/information.

A recent positive result took place at Coventry, where there has been a prolific offender, responsible for a series of crimes. BTP liaised with West Mids Police and the offender was arrested for crime in both areas, receiving a 9 month prison sentence. Since then, thefts in the area have considerably reduced.

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D-Division have two hotspot locations; Edinburgh Waverley and Glasgow Central stations. At the end of Q1, Edinburgh was recording a reduction of 2 offences (6%) with theft of passenger property the main crime group.

Glasgow Central has seen an increase of 3 offences (11% increase), although shoplifting has increased by nine offences at the station year to date.

Solved rates remain favourable at 52% for Edinburgh and 63% for Glasgow.

		PYTD	YTD	YTD Diff
SCOTLAND	**EDINBURGH WAVERLEY**	32	30	-6%
	GLASGOW CENTRAL	27	30	11%
		59	**60**	**7%**

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**SUPPORTING
OUR PEOPLE**

[16]

**BRITISH
TRANSPORT
POLICE**

BTP demonstrates a different turnover pattern than other police forces. The average age of our police officers is 39, which means we lose far less to retirement. We also allow officers to work past compulsory retirement age; during the period 01.04.18 – 31.03.19, we had 52 officers who were employed by BTP after the age of 60. We also encourage officers to join us from other forces after they have retired (Just 0.8% of HO officers' served past 30 years). Our employees are employees rather than office holders, we therefore have the power to dismiss.

Our recruitment competitors are every police force due to our geographic footprint, Network Rail and train operating companies. Train drivers and guards earn more than police officers.

OFFICER FTE

PCSO FTE
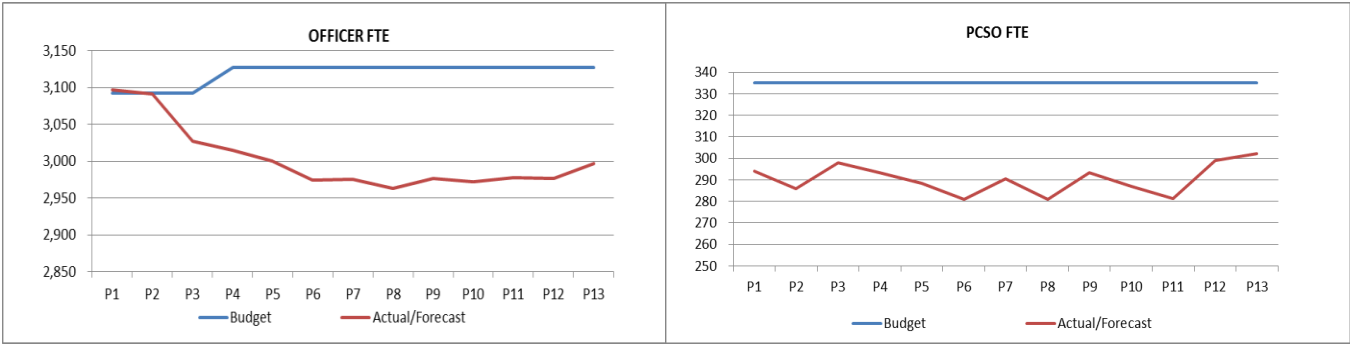
Police Officer Attrition: Reason for Leaving & Home Office Comparison

Reason	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	Total
Resign	45	65	108	123	106	44	491
Retirement	87	114	140	98	70	22	531
Transfer to another Force	30	2	48	47	66	14	207
Dismissed	31	26	25	21	24	2	129
Death	0	1	2	3	1	1	8
Total	192	208	322	292	266	83	1363

Leaver reason 2018/19	BTP	HO Forces
Resign	39.85%	24.92%
Transfer	24.81%	15.34%
Retire	26.32%	57.36%
Dismissed	9.02%	1.84%
Death	0.38%	0.53%

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MPS have commenced an aggressive recruitment campaign targeted at existing officers in other forces. B Division is reporting a 70 officer/PCSO vacancy gap compared with 9 officers in C Division, which explains the fall in the establishment. If turnover continues unabated, we predict that officer turnover will increase by 2.42% and PCSO by 12.21%.

We are seeing an increase in turnover of constables with less than 3 years of service. This is particularly prevalent in B Division and in C Division areas around the M25, as MPS have removed the requirement for officers to complete probation before applying to join their force. Each new recruit costs £11,170 in training costs, excluding salary, uniform & kit costs.

Annual Turnover Rates
■ Officers ■ PCSO

	2016/17	2017/18	2018/19	2019/20 Projected
Officers	11.00%	9.81%	8.72%	10.96%
PCSO	16.82%	20.21%	16.75%	28.96%
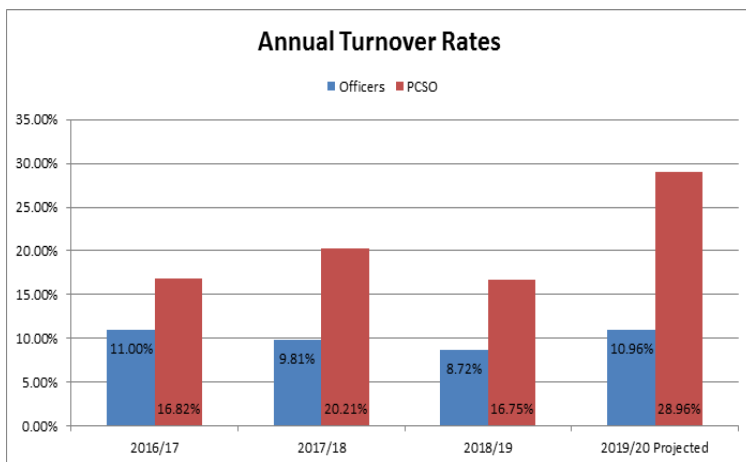
In response to the increased turnover of PCSOs we have announced with immediate effect PCSOs can be placed straight onto a PC course with a manager's recommendation and no longer have to go through assessment centre selection.

John Apter PFEW Chair responded on twitter: *"this is refreshing… need to implement this across policing."*

10 PCSOs applied on the first day of this announcement, 4 of who had previously submitted resignations to join the MPS:

	Constable Leavers				
Full Years Service	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019
0	9	12	19	20	22
1	8	8	35	16	27
2	12	9	32	44	24
3	4	8	20	17	29
Total	33	37	106	97	102

19/20 YTD Officers - A Division	
Headcount - 01.04.17	557
Headcount - 31.03.18	573
Avg Headcount	565
Leavers	18
Turnover Rate	3.19%
19/20 Projection	8.72%

19/20 YTD Officers - B Division	
Headcount - 01.04.17	1397
Headcount - 31.03.18	1345
Avg Headcount	1371
Leavers	61
Turnover Rate	4.45%
19/20 Projection	12.18%

19/20 YTD Officers - C Division	
Headcount - 01.04.17	935
Headcount - 31.03.18	913
Avg Headcount	924
Leavers	35
Turnover Rate	3.79%
19/20 Projection	10.37%

19/20 YTD Officers - D Division	
Headcount - 01.04.17	216
Headcount - 31.03.18	205
Avg Headcount	210.5
Leavers	9
Turnover Rate	4.28%
19/20 Projection	11.70%

19/20 YTD PCSO - B Division	
Headcount - 01.04.17	202
Headcount - 31.03.18	185
Avg Headcount	193.5
Leavers	18
Turnover Rate	9.30%
19/20 Projection	25.46%

19/20 YTD PCSO - C Division	
Headcount - 01.04.17	101
Headcount - 31.03.18	98
Avg Headcount	99.5
Leavers	13
Turnover Rate	13.07%
19/20 Projection	35.76%

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Establishment and Attrition

STAFF FTE

Legend: — Budget — Actual/Forecast
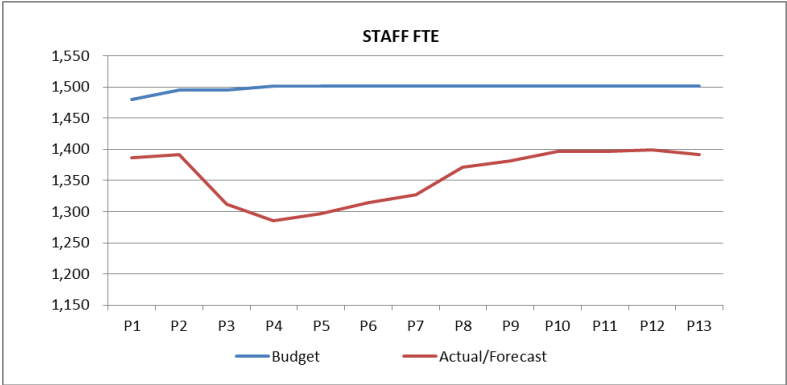
The police staff vacancy gap remains high in an effort to maximise redeployment opportunities for staff displaced by BTP2021 changes. To date 55 people have been made redundant and a further 301 have been redeployed. This has been achieved by holding all vacancies and matching people to posts wherever possible:

Total staff FTE reduction	No staff in scope	Matched/ Redeployed	Retirement/ Resignation	Voluntary Redundancy	Compulsory Redundancy	Estimated* Redundancy Cost to date
126	380	301	23	51 Staff 1 Officer	3 actual 1 at risk	£1.0187M

Technology posts remain hard to fill. We are currently recruiting a CIO to lead our digital transformation journey.
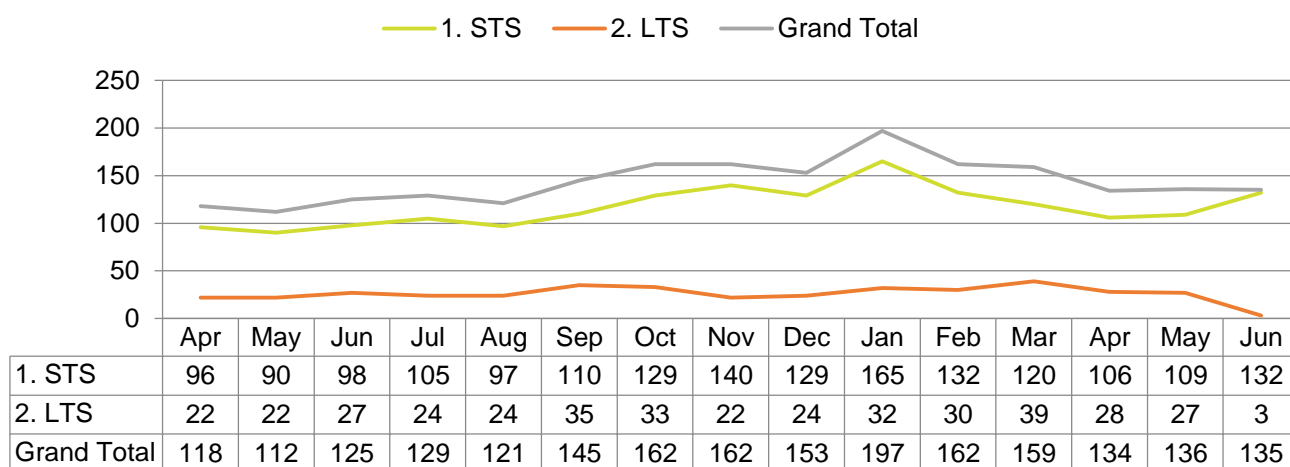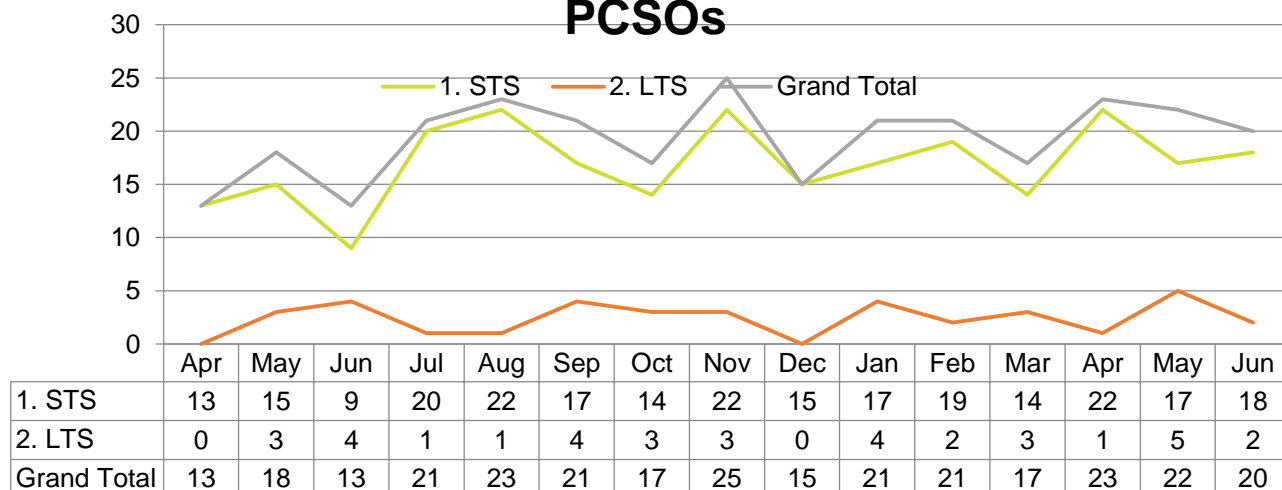
Ill Health Management

Our sickness level for 18/19 was 8.91 days per person. For 19/20 we have changed how we calculate sickness absence, which will now be based upon FTE rather than headcount, which should provide a truer picture. We are currently trying to benchmark against other forces. However the HO captures data on the number of officers off for more than 28 days, rather than days lost, so this is currently proving difficult.

For Q1, sickness absence was 2.07 days pp, compared with 1.94 days pp in the same period last year. This extrapolates to a forecast 8.28 days pp for the full year, if absence remains steady. We have noted an increase in absence of police officers due to muscular-skeletal issues (4.75% of absence and of which 22% was the lower back) and as a result, are currently revising our training packages on manual handling. (See chart below for OH referrals by parts of the body 02.18 – 01.19). We had 1 ill-health dismissal during this period. We continue to monitor sickness absence closely, particularly in areas going through significant restructuring, which is likely to drive stress.
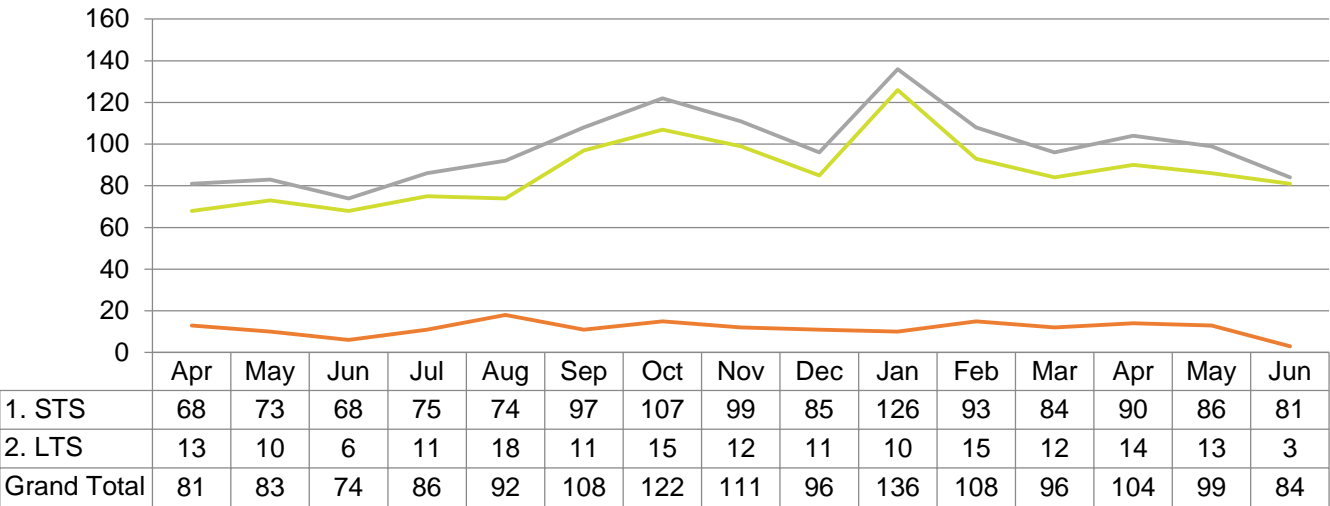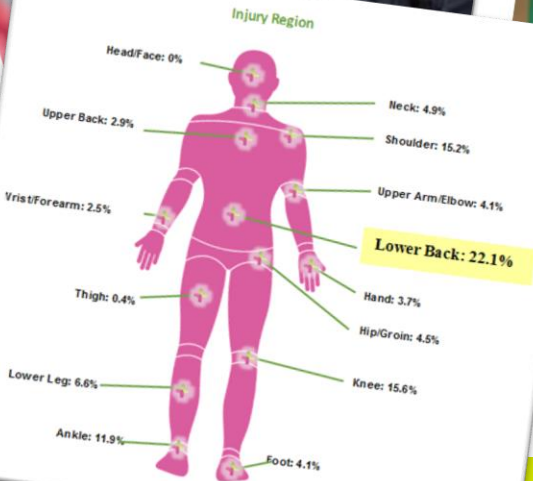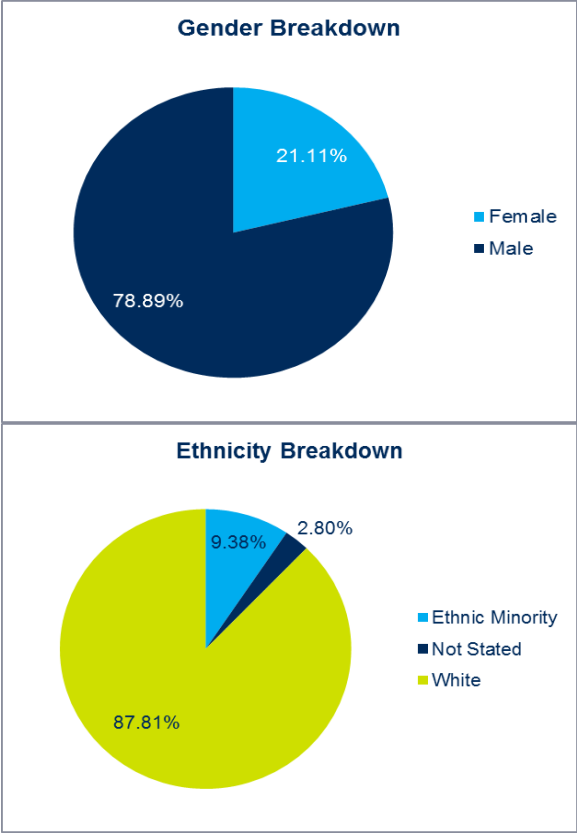
Police Officers

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
1. STS	96	90	98	105	97	110	129	140	129	165	132	120	106	109	132
2. LTS	22	22	27	24	24	35	33	22	24	32	30	39	28	27	3
Grand Total	118	112	125	129	121	145	162	162	153	197	162	159	134	136	135

PCSOs

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
1. STS	13	15	9	20	22	17	14	22	15	17	19	14	22	17	18
2. LTS	0	3	4	1	1	4	3	3	0	4	2	3	1	5	2
Grand Total	13	18	13	21	23	21	17	25	15	21	21	17	23	22	20

Police Staff

Legend: —— 1. STS —— 2. LTS —— Grand Total

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
1. STS	68	73	68	75	74	97	107	99	85	126	93	84	90	86	81
2. LTS	13	10	6	11	18	11	15	12	11	10	15	12	14	13	3
Grand Total	81	83	74	86	92	108	122	111	96	136	108	96	104	99	84

We continue to monitor sickness absence closely, particularly in areas going through significant restructuring, which is likely to drive stress.

Injury Region

Head/Face: 0%
Upper Back: 2.9%
Neck: 4.9%
Shoulder: 15.2%
Vrist/Forearm: 2.5%
Upper Arm/Elbow: 4.1%
Lower Back: 22.1%
Thigh: 0.4%
Hand: 3.7%
Hip/Groin: 4.5%
Lower Leg: 6.6%
Knee: 15.6%
Ankle: 11.9%
Foot: 4.1%

We continue to see a small increase in female and BME officers, due to the positive action recruitment initiatives underway. Female police officer numbers have improved by 0.11% on the last quarter and BME officers by 0.38%. HO Forces have an average of 6.9% BME officers currently, so our representation at 9.4% is better than average. However our number of female officers is below that of the lowest HO Force, the City of London Police which has 23% female police officers (MPS has 27%). We must do more to improve the recruitment and retention of female officers, particularly in part time and flexible working, which we know from a recent FPA survey is the biggest cause of female officers leaving

Police Officer %	BME	Female
BTP	9.4%	21.1%
Home Office	6.9%	30.4%

PCSOs:

The number of BME PCSOs has fallen slightly by 0.47%, largely due to recent intakes being largely in Wales (due to Welsh Government funding), where the BME population is proportionally smaller.
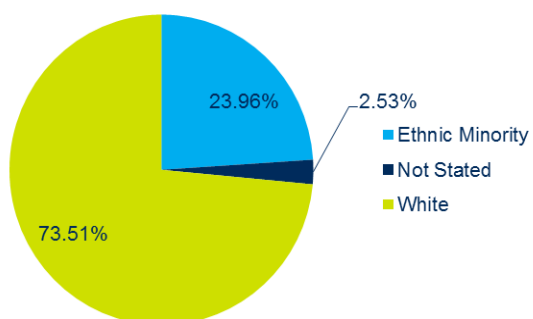
Police Officers:

Gender Breakdown

21.11% Female
78.89% Male

Ethnicity Breakdown

9.38% Ethnic Minority
2.80% Not Stated
87.81% White

Gender Breakdown

30.07% Female
69.63% Male

Ethnicity Breakdown

14.53% Ethnic Minority
0.68% Not Stated
84.80% White

Inclusion & Diversity
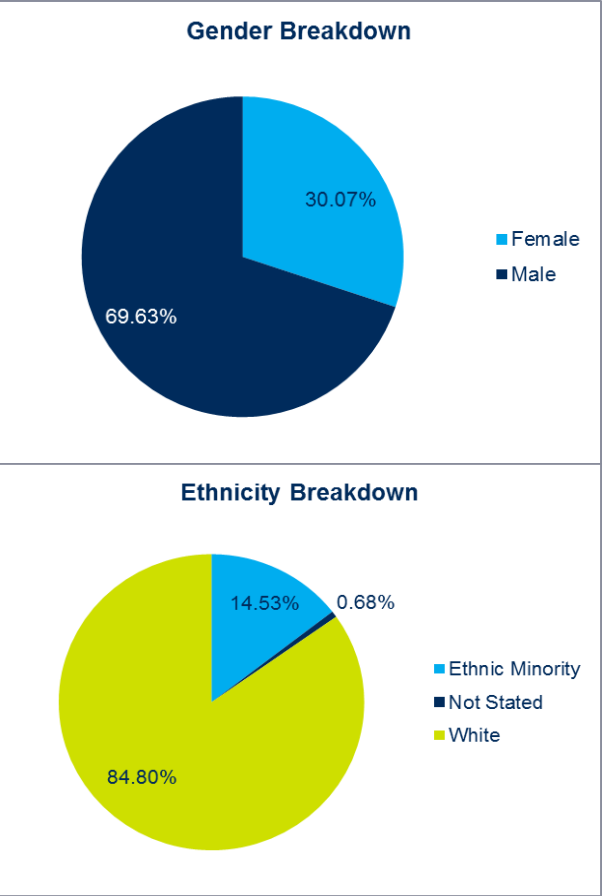
Police Staff:

Gender Breakdown

46.45%
53.55%
- Female
- Male

Ethnicity Breakdown

23.96%
2.53%
73.51%
- Ethnic Minority
- Not Stated
- White
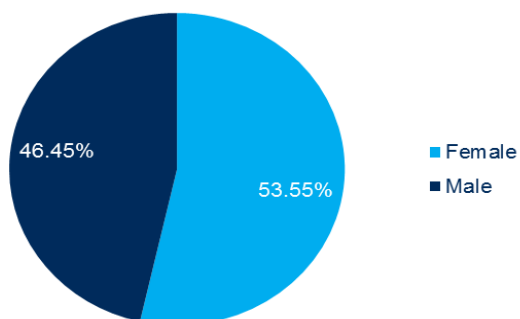
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We have taken on board feedback from stakeholders about new recruits occasionally lacking confidence. We are revising the Recruit Training Programme so that new recruits complete e-learning legal knowledge before they arrive, giving trainers time to emphasis practical policing skills. We are trialling a Divisional Tutor Unit based at Stratford to replace the current 1-2-1 tutoring.

Between 9 June and 24 July the students worked 335 shifts and achieved:

- 14 revenue operations – TfL Rail / LU / GA
- 11 Op Engulf / Viking deployments (Op Sentinel)
- Dealt with 22 Prisoners in custody
- Made 52 safeguarding interventions
- Arrested 31 people
- Reported 22 people
- Stop and searched 73 people
- Compete 434 Stop and Accounts
- Submitted 74 Intel reports

Station Managers and Stakeholders at Stratford are appreciative of the increased visibility and understand that the recruits are learning. Embedded SGTS have relayed positive comments, particularly with the support for revenue operations and increased visibility. We will complete a full evaluation of the pilot.

Personal Safety Training has been redesigned to enhance learning and to focus on violence reduction and improving self-defence techniques in order to keep our people safe. This launches in September.

As at 2nd August 2019 Officer Mandatory training figures were:

Track Safety Trained	Personal Safety Trained	First Aid Trained
99.23%	94.91%	97.26%
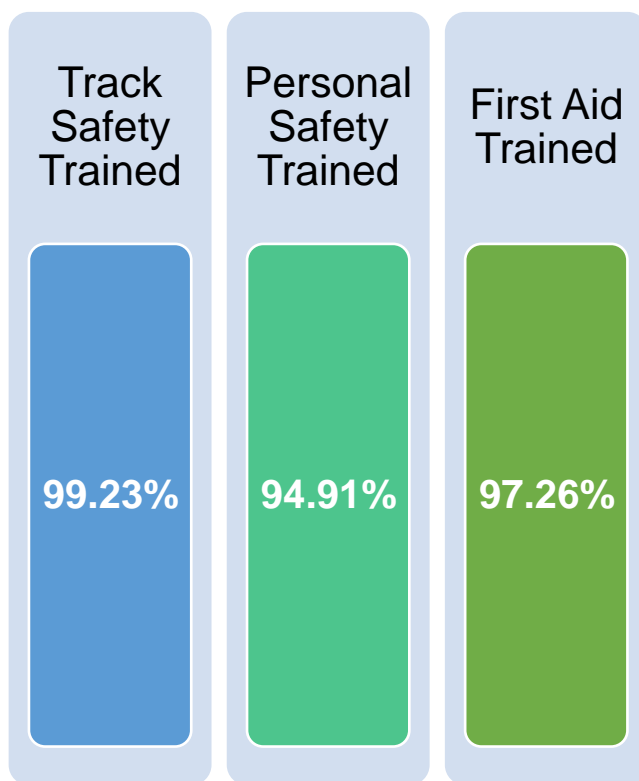
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PROFESSIONALISM

Complaints recorded for Q1 are on trend with 60 complaints recorded, which is a slight reduction on the volume recorded this time last year. Conduct cases also remain stable for this quarter with 19 reports compared to 18 same period last year.

Timeliness has significantly improved with an average 85 days to finalise cases to adjudication. This has been helped by a reduction in long running lengthy and complex investigations which are resource intensive.

Vetting timeliness has continued to fluctuate and work has been reprioritised in relation to demand, particularly noteworthy given the ongoing firearms recruitment campaigns and retention challenges nationally. We continue to meet the 28 day response target.

Applications processed:

- ✓ **April** - 111, 80% of which were within 28 days

- ✓ **May** - 96, 78% of which were within 28 days

- ✓ **June** - 105, 62% of which were within 28 days

During all three months, Recruitment Vetting was the largest percentage of all cases processed (41%, 47% and 37% respectively) including taking the longest amount of working days to complete. This is not an emerging trend but representative of vetting activity.

Proactivity: In Q1, a number of Intelligence Development Plans created link to the five key threats of corruption (Abuse of Authority, Abuse of Position for Sexual Purpose, Theft/Fraud, Substance Misuse and Unauthorised Disclosure of Information), many of which are still ongoing live investigations.

Abuse of Authority remains the highest reported of all corruption categories. There are a number of PSDIU pro-active operations on going, as well as force wide initiatives, including ethical dilemma workshops (1365 employees have attended so far). Tackling Abuse of Position for Sexual Purpose is also a key focus. The number of intelligence development plans linked to this corruption remains low in the context of all PSDIU activity but there is enormous reputational risk to the Force associated with these offences.

The top three allegation types remain static with Other Assault being the most reported with 30 reports in Q1, comprising 19% of all reporting, higher than the national average of 7%. This is not entirely surprising as due to the transient population that the BTP deals with, allegations are often a result of officers using powers under bylaws to remove people from railway stations. Other Neglect or Failure in Duty (27 allegations) Incivility, impoliteness and intolerance (17 allegations) and Mishandling of Property (15 allegations) are the other highest report generators. Mishandling of property has shown an increase reporting this quarter with 15 reports compared to 3 in the same period last year. PSD is working closely with the managing property board for appropriate communications for early service recovery and public transparency, as well as identifying litigation risks and learning & intervention opportunities.

Allegation Types
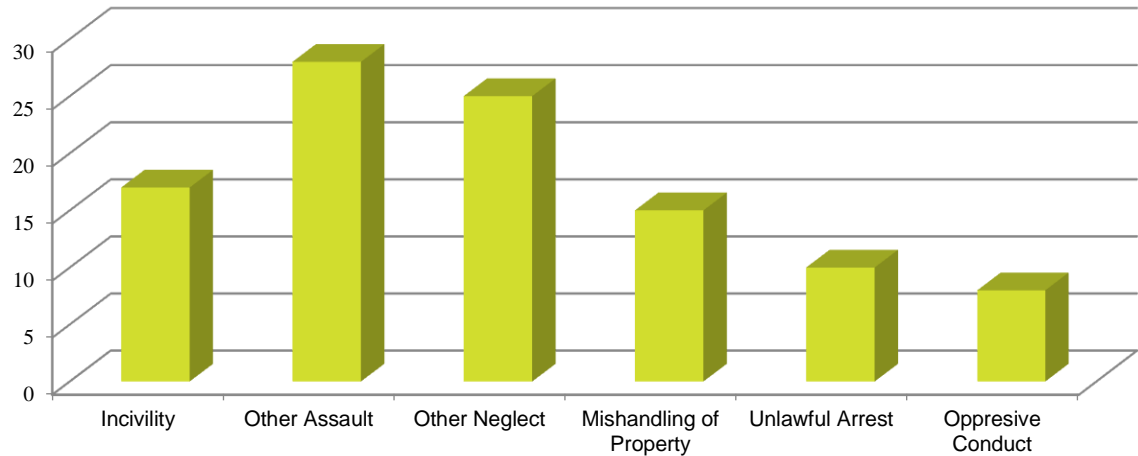
Hearings & Meetings	**Appeals**
There were 7 meetings in Q1 with regards to Use of Force and Authority, Respect and Courtesy. This is a slight increase on the 4 meetings for the same period (Q1 2018) which were for Respect and Courtesy and Discreditable behaviour. There was one planned hearing relating to sexual harassment in the workplace, however the officer has resigned prior to the hearing. There were 2 hearings in the same period last year, one for gross incompetence resulting in a final improvement notice and one for honesty and integrity resulting in dismissal without notice.	*Local appeals have increased partly due to low level investigations being pushed back and to encourage local ownership. There have been 12 local appeals, of these 5 were upheld or partially upheld; timeliness and an insufficient quality of the investigation were the contributing factors. In Q1, 2018, there were 6 local appeals, 1 of which was upheld. In Q1 there were 5 IOPC appeals, with 1 upheld and 4 not upheld. There were 3 IOPC investigations in the same period last year, 1 which was upheld.*

Threats	Opportunities
▪ Positive Increased reporting of APSP/Sexual Harassment in the work place continues 3-4 reports per quarter ▪ 2 ongoing live investigations in Q1 (sexual harassment – derogatory/ inappropriate comments)	✓ "Let's Talk" Campaign and ethical workshop effects. ✓ Presented BTP good practice/campaign with National Ethical conference ✓ Divisional case study briefings to staff ✓ Share learning support groups and divisions for prevention and greater supervision ✓ Reviewing recording criteria in PSDIU to assist analysis ✓ Various Intelligence Operations– explores misuse of force technology assets/vulnerable contacts ✓ Reviewing Vetting process for staff in contact with vulnerable positions ✓ Prevention matrix to assist identify staff with similar historical reports ✓ Ethics specialist to establish evidence based results ✓ Professionalism communications/briefings and prevention & intervention role.
▪ Derogatory remarks with regards to equality and diversity	✓ Work with Digital lead to share communications regarding upgrade to I-patrol apps and risks ✓ Briefings with divisions to support early interventions ✓ Use of ethical interviews ✓ Monthly case conferences with HR/legal and Infosec ✓ Collaboration with support organisations/regular engagement to assist investigators and investigations
▪ Neglect of Duty – crime screening e.g. cycle theft/ timeliness/ managing expectations	✓ Briefing note for divisions on key areas to assist intervention ✓ Manage victims of crime and prevent complaints
▪ Mishandling of property complaints. This increase has shown a correlation with the increase in civil claims	✓ Working closely with managing property board for appropriate communications for early service recovery and public transparency ✓ Identify civil litigation risks and work with legal as to learning and intervention.
▪ Local handling of complaint investigations - average case days = 44 days	✓ Dashboards for more accountability ✓ Identifying training needs and more regular support/ guidance for Inspectors and above ✓ Governance structure with PSD and divisions for more accountability of local focused support and activity

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Feedback from Regional IOPC Director:

"Yesterday morning I was waiting in Birmingham New Street at around 7am for my train to London. Unfortunately a member of the public became upset and very disruptive, and it was clear the situation was escalating.

I then watched 4 of your officer's try to reason with this individual but when that failed they then detained and arrested him.

I was really impressed with how they all handled what was clearly a very difficult situation in such a calm and professional manner. This was in the context of someone who was doing their best to be non-compliant. I realise this is the reality of front line policing but to see this up close really brought home the difficulty of the role for me".

IOPC
Independent Office for Police Conduct

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THANK YOU