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**Report to:** Police Authority  
**Date:** 28 September 2021  
**Subject:** Chief Constable's Report  
**Sponsor:** Chief Constable  
**For:** Information

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## 1. Purpose of report

1.1 The Chief Constable's report brings to the attention of Members of the Police Authority, items that the Chief Constable wishes the Committee to note.

## 2. Operational Context

2.1 Recorded crime year to date (15,873) is 33% less than 2019-20 levels (23,742). With the release of all lockdown restrictions on the 19 July, it was expected that crime would increase. However, we are nearing "normal" crime levels, close to 2018-19 and 2019-20 weekly figures. Other points of interest include:

- Positive outcomes for 2021/22 have increased by 2.8% when compared to the same period last year.
- The number of active investigations has increased slightly over the last few months with the bulk sitting in over 6 months category (3,815), higher than in recent previous months.
- Those issued bail have slowly dropped since April 2021, with 74% (280) issued within the past 30 days or less, similar % to previous months.
- Those released under investigation have remained consistent this year.
- Year to date, the 24hr crime recording level is at 84% (-6% off target) & the 72hr crime recording is at 94% (-1% off target).

2.2 There have been a wide range of notable operations taking place over the summer:

- Operation Trelawny, the policing operation for the G7 summit in Cornwall took place in June. BTP provided support, including specialist capabilities, to the operation.
- Operation Savour took place in July, which was the BTP operation to police the Euros, including the final which took place at Wembley Stadium.
- Despite there being no official Notting Hill Carnival this year, a significant operation took place over the Bank Holiday weekend in part in response to staycations.
- An XR policing operation took place from 23 August to 27 August 2021

2.3 Looking forward, November will see COP26 the United Nations Climate Change Conference take place in Glasgow, with BTP supporting the policing operation. The Force's involvement in planning for the Commonwealth Games due to take place in July 2022, continues apace.

2.4 As part of our strategy to combat sexual offences and unwanted sexual behaviour on the rail network, Teams sessions, that included our strategy as well as ongoing and future work surrounding sexual offences and unwanted sexual behavior, were delivered to officers throughout July and August.

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- 2.5 A national BTP Week of Action to tackle sexual offending on the rail network started on 2 August, aimed at encouraging passengers to report unwanted sexual behavior.
- 2.6 Although the use of body worn cameras in the industry appears to be increasing, there are still many frontline industry staff who do not have access to them. This is compromising the gathering of evidence and the safety and security of the network and those working within it.
- 2.7 During the week commencing the 6 September, I visited Scotland and whilst there I was able to meet with the Chief Constable of Police Scotland, Iain Livingstone QPM, along with several other key stakeholders. I was also able to visit some locations within BTP Scotland, where I was able to meet officers and staff, during which we discussed a whole range of issues including resources, vehicles and IT.

### **3. Challenges**

#### **3.1 Manchester Arena Inquiry**

A verbal update will be provided.

#### **3.2 Technology**

Technology and data lie at the heart of our planned transformation. My brief to the Authority in July makes clear both my reflections on the unacceptable state of technology across the Force and my commitment to a significant step change in the service provided, in addition to exploiting future opportunities. We must have stable technical foundations for change and our current performance falls well short of that. The team are working hard to address this, by identifying and tackling the underlying issues. The workplan has been briefed to COG, FEB and ARAC. To bring independent assurance to this plan, technology colleagues from the MPS are conducting a Peer Review of our approach, operating model and plans to ensure we get this right and our investment generates the value we need and expect.

#### **3.3 London Estate**

The lease for FHQ and a sizeable part of our London operations accommodated by TfL ends in 2024. We have developed, with TfL colleagues, options to transform how we police whilst modernising and reducing our accommodation requirements. We are consulting the Cabinet Office on the approvals process and, have established a joint Steering Group, which aims to secure a preferred option in principle in September 2021. After this, we are aiming to engage with TfL to reach a partnership agreement in principle in October 2021. I am concerned that timelines for a project of this scale and complexity remain daunting.

### **4. Changes**

- 4.1 Looking back on the past few months, the Force has seen changes from the strategic to the tactical detail, aligning to the ambition I set out in July this year:
- The emerging strategy is beginning to take form, complicated logistically by the concurrent development of a three-year policing plan, materials for engaging with our workforce, the underpinning portfolio of change required and subsequently the MTFP due for discussion at this meeting.
  - Uniform: after hearing feedback during operational site visits, there has been a policy change which will allow officers to be given the choice as to what

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head gear they wear when operationally deployed, whether a helmet, flat cap or bowler. This ensures our approach is inclusive, yet smart and I have been encouraged by the positive feedback.

- Following stakeholder consultation, it has been agreed that BTP Taser Trained Officers will be able to carry taser with them when on duty in Scotland, wherever that may be.
- Free tea, coffee and milk will no longer be provided to officers and staff in A and B Divisions. The provision of refreshments had previously been adopted inconsistently across the Force. This decision was not made to generate a financial saving, but through a deeper consideration as to the appropriate use of public money. However, the associated savings will contribute to a new small-scale efficiencies fund, led by Finance & Commercial Services, and will be ringfences and reinvested in priority areas.
- On 28 September, E-sickness will go live. This will simplify the way by which officers report their sickness, making the process less bureaucratic.

## 5. People

### 5.1 Values

The process to agree new force values has concluded and they will be announced publicly at the beginning of October. The process to agree the new values started with the Chief Constable's 'Have Your Say' sessions and continued through the summer with the 'All Peoples Survey' and the 'Senior Leadership Forum'. From this feedback, a short list of preferred values was created and then all staff discussed them with their line managers during 'Value Sessions'. A definitive list was agreed. We have developed a set of new organisational values which describe who we are when we are at our best and what makes us unique. Our values are for all of us and will be a daily part of our working life: The values have very much been both informed by our workforce and developed with them.

### 5.2 Senior Personnel Changes

This will be Adrian Hanstock's last Authority meeting as Deputy Chief Constable before Alistair Sutherland takes up post on 8 November 2021. I would like to note my thanks to Adrian for his commitment to BTP on behalf of the entire Force. We wish him well for the future.

- 5.3 This meeting is also the first for our new ACC, Allan Gregory, who is covering the portfolio of Network Policing for a six-month trial period. Chief Superintendent Gill Murray has been appointed as the Divisional Commander for D Division and in October 2021, Will Jordan will be in post as the Chief Superintendent for E Division.

### 5.4 Recognition

Detective Constable Henry Fowler has been awarded the prestigious Drapers' Company Medal for 2021, and the runner-up was Helen Turner, Head of Resilience Planning. They were joined at a ceremony in London on 1 July by PCSO Lewis Parsons who was awarded the Medal in 2020.

- 5.4 Three of our officers are due to receive Royal Humane Society Resuscitation Certificates for saving a man who was choking to death at Carlisle station on 4 November last year. PCs Lee Ballantyne, Stuart Bingham and Richard Melling were first on the scene and immediately began administering CPR and mouth-to-mouth

resuscitation. Their swift actions ensured the man was in the best possible condition to survive when paramedics arrived. Their quick response undoubtedly saved his life.

- 5.5 In September, our coaching and mentoring team have won a highly-regarded award for Best Diversity and Inclusion Programme at the PPMA&HR Awards 2021. The award was made for our successful Mastering Your Power coaching programme which is designed to enable more ethnic minority colleagues to become coaches. 25% of the Force's coaches are now from ethnic minority backgrounds. As a result, we now have a diverse pool of coaches supporting officers and staff, helping to develop colleagues' skills and confidence and unlock their career potential.