

[27 September 2022] Background Pack - Full Authority

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SECURITY CLASSIFICATION - OFFICIAL

HANDLING INSTRUCTIONS - Management

DISCLOSABLE (FOI / PUBLICATION SCHEME) - Yes

Report

Report to: BTPA Full Authority Committee
Date: 27/09/2022
Subject: Accelerated Entry Scheme
For: Noting

Executive Summary

This report concerns the introduction of the Detective Constable (DC) Accelerated Entry Scheme (AES) within British Transport Police (BTP). The scheme launched in June 2022 and has reached the end of the first round of recruitment. The first DC AES recruits begin training on Monday 26th September 2022. This interim report has been compiled to share learning from this first recruitment phase and respond to questions raised by members at the preceding Full Authority Committee – and is structured in direct answer to questions posed both in Committee and informally.

The first recruitment campaign for BTP's DC AES met its aim of attracting 20 new recruits into the Crime command. The scheme is achieving positive results in attracting those from more diverse backgrounds, providing a new avenue through which those with the skills and abilities to become Detectives, but who would otherwise decide against policing due to the frontline, uniform aspects, can pursue policing as a career.

Valuable data has been gathered during the course of this first intake, which will be used to improve future schemes and recruitment across the force.

Main Report

This interim report has been created to record learning from the implementation of the Detective Constable Accelerated Entry Scheme within British Transport Police.

An accelerated entry scheme for detectives was requested by the Senior Leadership team in 2021 and work began on researching similar programmes in June 2021. The findings of the research phase then informed the design considerations of the BTP model.

Scheme Aims & Candidate Selection

Any briefing to the project team in terms of what would 'good' look like, and what did it contain?

The Scheme was requested to provide a new recruitment route for detectives. This was necessitated both to address the high turnover of investigators within the force and also to provide opportunities to diversify the CID Command by reaching communities outside of the traditional recruitment pools.

The design lead was given full autonomy as to how this would be achieved with the restriction that the scheme could only be funded from existing departmental budgets. However, the emphasis from that start was to identify and recruit individuals capable of embracing and achieving not only the initial selection process but to go on to be successful within the wider CID portfolio.

What were the core competencies of the ideal applicant?

The core competencies required for the detective role are set out in the College of Policing's (COP) Detective 'Key Responsibilities'. The responsibilities (below) were then translated into a question set and marking criteria in order to interview candidates on their suitability to meet the competencies.

Prior to arriving at the DC interview, the candidates had already taken part in answering the Police Constable application form questions and the PC interview. Both of these are based on the Competencies Values framework. Having successfully passed assessment against the CVF the DC interview was then seen as an opportunity to assess the candidates against the Detective specialism.

What skills-based methodology was used for selection. Was diversity a part of that?

The selection process is divided into several sections. This allows for parity against the standards all recruits are expected to pass to ensure both quality assurance and provide DC AES recruits legitimacy in the eyes of the rank and file of police officers within the force.

The application form, online competency testing and PC interview remained the same as for all other recruit processes. The PC interview in the DC AES interview served as a first stage interview which recruits were required to pass in order to progress onto the second stage and final Detective Constable interview.

The application form and PC interview, as mentioned above, is based solely on the CVF.

The DC interview, whilst still adhering to the CVF, utilises marking criteria which is reflective of the role and responsibilities of a Detective.

All panels were aware of the equalities act and force policy on positive action. The methodology of the scheme was to be successful in reaching a higher than average number of Female and Minority Ethnic candidates. This meant that by the DC interview stage of the process a diverse range of candidates had been successful.

Diversity & engagement

How was 'diversity' made a theme of the recruitment exercise?

The scheme was given the remit of contributing to the diversification of the Crime Command from the outset. This informed decision making at each stage of the scheme and recruitment campaign design.

During the research and planning stage the early scheme framework was taken to the 'Diversity Round Table' board chaired by Chief Superintendent Denis Murray. Consultation was also conducted with both the forces Positive Action Recruitment Team (PACT) and the Female Police Officer's association.

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After the scheme's recruitment campaign had been launched, Supt. Tim Tubbs, from COP was invited to critique the process. This critical friend role was vital in ensuring a robust examination of the scheme's diversity engagement and overall recruitment process. Supt. Tubbs was positive about the DC AES standalone processes but had recommendations as to how existing BTP recruitment could be improved.

Approaching the recruitment campaign with diversity at the forefront of the campaign shaped and directed the process. Informing the choice of advertisement platforms, images and wording and supporting events. This is explored in more detail in the Recruitment Campaign section below.

How did they undertake outreach?

Outreach was performed a number of different ways. The traditional route of recruitment events were attended by the force PART team and they were fully briefed on what the DC AES was and how individuals could apply.

Another approach was pursued due to the unique aims of the DC AES in which social media on a variety of platforms was utilised. The choice of platforms was spread in order to ensure a wide coverage of selected locations – London, Birmingham and Manchester. These locations would be the 'Hub' locations in which recruits would be placed in order to ensure adequate support for trainees.

By utilising social media platforms, and aiming the advertisements at female and ethnic minority candidates, the scheme aimed to spark their interest, keep them engaged and translate that to applications.

In order to support this, the scheme aimed to replicate the traditional outreach method online to ensure potential recruits could access information, ask questions and see if the work of Detectives and Policing in general was for them. The online sessions were therefore set up using personnel from the AES design and training team as well as personnel from different ranks across CID and the Crime Command to provide the best illustration as to what a career as a Detective could be and mean.

The format took the form of candidates submitting an Expression of Interest (EOI) in attending an information event by clicking on the social media campaign adverts. Events were then set up for morning and evening sessions over four (4) days, inclusive of one weekend day.

Upon attending an online information event, candidates were then given a brief talk on the work of BTP and the Crime Command. Crime personnel then took them through their role and the host asked questions related to the best and worst parts of the job. The Crime personnel were briefed before hand to be open and honest in their replies and not avoid the more negative aspects of the job. This enabled a very frank insight into the work and gave candidates the chance to make an informed decision.

Out of 700+ candidates who expressed an interest in attending the online events 115 applications were received.

Was there a 'diversity champion' to the project?

There was not a Diversity Champion assigned specifically to the project, as the remit of the scheme was so firmly rooted in the aim of increasing diversity that each department and team member was charged with delivering diversity as part of their role. The design lead oversaw the implementation of these aims and provided overall project management the scheme's planning and launch and it was felt that the mission statement on this was clearly understood.

Diversity champions and other key personnel from around the organisation were engaged with during the research and planning stages of the scheme. Most notably; Chief Superintendent Denis Murray, Superintendent Alison Evans (BTP FPA), Superintendent Tim Tubbs and Detective Chief Inspector David Udomiahye. The personnel consulted offered both feedback and guidance in relation to the scheme.

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Further to those above, Crime personnel from a diverse range of backgrounds across the departments who took part in the information sessions also fed back their views on the scheme and how the proposed engagement would work.

Recruitment campaign

How did they arrive at the words in the advertisement?

A budget of £5,000 was secured from the recruitment budget in order to conduct a bespoke and standalone advertising campaign for the DC AES.

The chosen medium of social media platforms dictated the campaign approach. Due to the way in which social media is consumed the advert used would have to grab the attention quickly and communicate in simple terms what was on offer. This worked on the assumption that the target audience of people interested in working as a detective would be attracted by police iconography and wording that invited them to consider the being a Detective.

During the consultation phase of the recruitment campaign research was looked at in regard to the differences in gender perceptions of job advertisement and the type of wording that would appeal to the genders as well as strike a neutral balance.

Roughly speaking the findings were that male candidates would often apply for roles despite only having a small number of the requirements. Whilst female candidates often only applied for a role if they had all requirements.

These findings were applied to job description which would later feature in the candidate information packs but also to the advertising campaign itself. Setting a brief that the iconography used should be a female weighted and utilise individuals from visibly minority ethnic backgrounds.

The brief also stipulated that the main advert for the campaign should not show a particular face.

The reason for the above decisions was that male candidates were likely to apply whatever the iconography was used. However, by using female centred imagery, combined with minority ethnic appearance, the intention was to encourage those from a wide range of backgrounds to apply.

The wording asking the question "Could you be a Detective?" was intentionally plain and simple. Designed to grab the attention of someone scrolling through their social media feed who had an interest in the specific job role. This brief was communicated and work then began in relation to engaging a central advertising company to map out the social media campaign. However, due to a policy change it was not possible to target advertisement based on gender or ethnicity on any platform owned by the META group who own Facebook, Instagram and other popular sites. It was also deemed, by the external government contracted advertising company, to be too work intensive to advertise using interests and other algorithms to hit target audiences. A decision was then made to run the advert as it was and rely on the advert visuals to engage with candidates.

The advert was released on Facebook, Instagram, Linked in and Twitter. In the case of Instagram, the advert was only shown on the stories section and the use of Twitter was restricted to promotion from the Chief Constable's Twitter account and force Twitter feed.

This approach proved successful and over seven hundred candidates responded to the advertisement, booking themselves into expression of interest sessions to find out more about the role of Detective.

How did they 'look after' applicants through the stages?

A recruitment advisor was dedicated to the DC AES scheme and others within the recruitment department also supported the application and selection process when the demand was high. The

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engagement provided by the advisor underpinned the candidate journey and supported the training and design leads in their engagement with individuals throughout.

Online PART preparation sessions took place before the PC interviews for female and Minority Ethnic candidates. This was followed by an online session for all successful candidates to aid in preparing them for the DC interview stage.

Feedback from candidates attending these sessions was positive.

The DC AES training lead is also responsible for ongoing engagement with all candidates as they move toward their start dates. This role also acts a mentor to the recruits throughout their training.

Was there any use made of one 2 ones with candidates, and at what stage of selection?

One-to-ones were considered and planned for the information session stage of the recruitment process with the aim being to recreate an outreach scenario in which a person approaches a BTP stand at a recruitment event and decides which of the two or three officers standing behind it they feel most comfortable speaking to. One-to-ones were intended to take place after the main information events with a diary system in order to give candidates a choice of personnel they could approach based on who they believed would be best placed to answer their questions. However, due to the level of demand for the online events it was not feasible to implement one-to-ones with the limited number of staff available. Instead, extended Q & A sessions took place at the end of each talk.

Results and learning

The DC AES is presently meeting its objectives and provides a unique insight into strategies and recruitment adaptations that could be utilised across force recruitment.

At each stage of the process data was capture as to the success and attrition rates which enabled the scheme to examine where attrition was highest:

	Total	Female	Ethnic Minority
Applications Received	115	59	36
Applications Received		51%	31%
Eligibility Sift Passes	106	55	32
Eligibility Sift Fails	4	2	2
Eligibility Sift Pass Rate	96%	96%	94%
Shortlist Passes	89	48	25
Shortlist Fails	17	7	7
Shortlist Pass Rate	84%	87%	78%
Testing Passes	56	28	12
Testing Fails	26	16	5
Testing Pass Rate	68%	64%	71%
Interview Passes	24	13	6
Interview Fails	14	7	3

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Interview Pass Rate	63%	65%	67%
Stage 2 Passes	22	12	4
Stage 2 Fails	5	2	0
Stage 2 Pass Rate	81%	86%	100%

54.5%	18.2%
Female	EM

That 51% female and 31% Minority Ethnic candidates submitted applications is seen as an encouraging response to the DC AES recruitment campaign. 22 candidates were then offered roles after successfully completing the recruitment process and DC stage interview. Of the 22 successful candidates 55% were Female and 18% were from an Minority Ethnic background.

Those who passed the PC stage interview but failed to pass the DC stage interview were offered PC roles within the force in order to retain some of the candidates who were not successful.

There is learning to be gained from both the positives of this scheme and the attrition rates, particularly those seen amongst Minority Ethnic candidates.

This work is ongoing and will be applied to the next DC AES intake, commencing on 03rd October 2022.

REPORT ENDS

Security Classification and Handling Instructions of document are detailed on page 1



BRITISH
TRANSPORT
POLICE

2021/22

STATS BULLETIN



FOCUSED
ON OUR
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03/Introduction

03/Introduction

This bulletin contains crime and performance statistics for the year April 2021 to March 2022.

The statistics are also compared against statistics from April 2019 – March 2020 to compare to a Pre COVID year.

British Transport Police compiles crime statistics for England, Wales and Scotland. In England and Wales these statistics are broken down into geographical areas (Subdivisions) as illustrated on the map on 04.

The figures collated in this bulletin are for notifiable offences (those which are reportable to the Home Office) for B and C Division (England and Wales), and the equivalent crimes for Scotland which fall in the 12 crime categories given below:

- Violence against the person
- Sexual offences
- Criminal damage
- Line of route offences
- Theft of passenger property
- Motor vehicle/cycle offences
- Robbery
- Theft of railway property
- Public order offences
- Fraud offences
- Drugs
- Other crimes

Crime statistics should be treated with caution. Dramatic fluctuations whether up or down, can be misleading and, if misused, statistics can contribute to the fear of crime. Hundreds of millions of passenger journeys are made safely each year and the statistics should be viewed in that context.

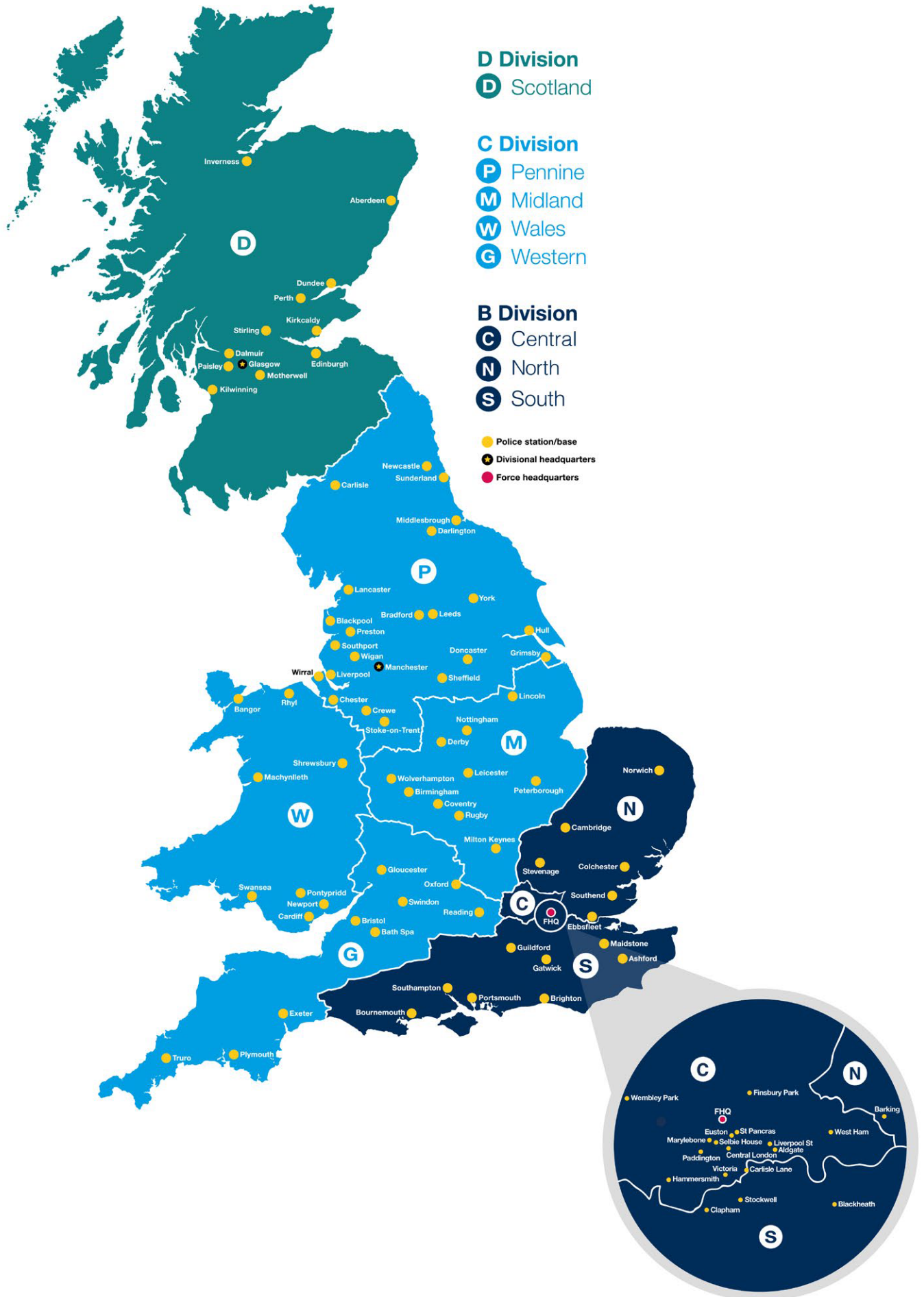
Crime statistics are not always accurate indicators of risk. Police activity to target particular offences, changes in reporting patterns and other factors can affect reported crime figures.

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campaigns@btp.police.uk
or telephone **0800 40 50 40**

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neu ffoniwch **0800 40 50 40**

04/BTP stations

04/BTP stations



05/Personnel statistics

05/Personnel statistics

These figures represent a snapshot in time. They were collected on March 31 2022.

Number of employees

	Police Officers	Police staff (inc. PCSOs)
2021/22	3168	1655
2020/21	3123	1685
2019/20	3185	1501
2018/19	3107	1870
2017/18	3079	1797
2016/17	2886	1877
2015/16	3069	2051
2014/15	2972	1856
2013/14	2931	1853
2012/13	2880	1827
2011/12	2865	1730
2010/11	2866	1703
2009/10	2914	1638

	Police Officers	Police staff	PCSOs	Special constables
Divisional strength				
A Force Headquarters	730	1181	0	8
B Division	1169	96	144	129
C Division	768	53	90	106
D Division	170	13	0	31
E Division	331	78	0	3
Total	3168	1421	234	277

	Female	Male	Total
Police officers by rank			
Chief Officers	1	4	5
Chief Superintendent	1	5	6
Superintendent	6	21	27
Chief Inspector	12	42	54
Inspector	38	163	201
Sergeant	70	429	499
Constable	565	1811	2376
Total	693	2475	3168

05/Personnel statistics

These figures represent a snapshot in time. They were collected on March 31 2022.

Police staff and PCSOs by grade

	Female	Male	Total
A002	1	0	1
A003	12	12	24
A004	105	60	165
A005	188	145	333
A006	193	149	342
B001	100	112	212
B002	37	38	75
B003	56	58	114
B004	34	27	61
C001	19	24	43
C002	12	18	30
C003	5	4	9
C004	7	3	10
Director	2	0	2
PCSO	62	172	234
Total	833	822	1655

Police starters and leavers

Police officer starters

A Force Headquarters	9
B Division	190
C Division	100
D Division	12
E Division	12
Total	323

05/Personnel statistics

These figures represent a snapshot in time. They were collected on March 31 2022.

Police officer leavers

Reason

	A Force Headquarters	B Division	C Division	D Division	E Division
Death Other	0	0	1	0	0
Dismissal Disciplinary Reasons	0	2	1	0	0
Ill Health Dismissal	0	2	2	0	0
Normal Retirement	26	18	28	9	9
Resign Non Return Career Break	2	1	0	0	0
Resign Other	14	54	31	6	10
Transfer to Other HO Force	6	18	17	1	9
Resignation - Pending Disciplinary	0	1	2	0	0
Transfer Seconded Returning	1	0	0	0	0
Resignation - Pending UPOP	0	3	3	0	0
Dismissal - UPOP - Performance	0	0	2	0	0
Transfer to Other HO Force	0	0	0	0	1
Total	49	99	87	19	29

06/Complaints against police officers and staff

06/Complaints against police officers and staff

	2021-22
Cases	1075
Allegations on Cases finalised in period	1191
Case to Answer	0
No Case to Answer	7
Service Provided Acceptable	204
Service Provided Not Acceptable	37
Not Determined if Service Acceptable	3
No Further Action	38
Regulation 41	0
Resolved	544
Not Resolved - Moved to Sched 3	1
Not Resolved - NFA	64
Special Procedures	33
Locally Resolved	9
Upheld/Substantiated	16
Not Upheld/Unsubstantiated	148
Withdrn/Disp/Disapp/Disc	23
Not Recorded	0
Derecorded	46

07/Summary of Notifiable crime/offences

07/Summary of Notifiable Crime/Offences by Division

All crime	2019-20	2021-22	No +/-	% +/-
B Division North	13,667	9,209	-4,458	-32.6%
B Division Central	17,383	10,007	-7,376	-42.4%
B Division South	21,893	15,499	-6,394	-29.2%
C Division Midland	5,257	3,948	-1,309	-24.9%
C Division Pennine	8,769	7,625	-1,144	-13.0%
C Division Western	2,667	2,145	-522	-19.6%
C Division Wales	1,455	1,440	-15	-1.0%
D Division	1,745	1,724	-21	-1.2%
Total	72,836	51,597	-21,239	-29.2%

Violence against the person

B Division North	2,313	1942	-371	-16.0%
B Division Central	3,105	2000	-1,105	-35.6%
B Division South	4,148	3311	-837	-20.2%
C Division Midland	920	907	-13	-1.4%
C Division Pennine	1,832	1948	+116	6.3%
C Division Western	435	418	-17	-3.9%
C Division Wales	319	420	+101	31.7%
D Division	531	587	+56	10.5%
Total	13,603	11,533	-2,070	-15.2%

Sexual offences

B Division North	379	342	-37	-9.8%
B Division Central	864	601	-263	-30.4%
B Division South	648	645	-3	-0.5%
C Division Midland	135	143	+8	5.9%
C Division Pennine	222	297	+75	33.8%
C Division Western	63	77	+14	22.2%
C Division Wales	43	53	+10	23.3%
D Division	58	77	+19	32.8%
Total	2,412	2,235	-177	-7.3%

07/Summary of Notifiable Crime/Offences by Division

Criminal damage	2019-20	2021-22	No +/-	% +/-
B Division North	774	753	-21	-2.7%
B Division Central	910	847	-63	-6.9%
B Division South	2,606	2,259	-347	-13.3%
C Division Midland	483	515	+32	6.6%
C Division Pennine	703	802	+99	14.1%
C Division Western	263	295	+32	12.2%
C Division Wales	179	240	+61	34.1%
D Division	294	316	+22	7.5%
Total	6,212	6,027	-185	-3.0%

Line of route offences

B Division North	78	59	-19	-24.4%
B Division Central	50	35	-15	-30.0%
B Division South	235	146	-89	-37.9%
C Division Midland	117	121	+4	3.4%
C Division Pennine	266	282	+16	6.0%
C Division Western	60	71	+11	18.3%
C Division Wales	52	57	+5	9.6%
D Division	59	91	+32	54.2%
Total	917	862	-55	-6.0%

Theft of passenger property

B Division North	4,292	1,937	-2,355	-54.9%
B Division Central	8,594	3,312	-5,282	-61.5%
B Division South	4,738	2,092	-2,646	-55.8%
C Division Midland	874	477	-397	-45.4%
C Division Pennine	1,656	852	-804	-48.6%
C Division Western	490	249	-241	-49.2%
C Division Wales	189	119	-70	-37.0%
D Division	280	146	-134	-47.9%
Total	21,113	9,184	-11,929	-56.5%

07/Summary of Notifiable Crime/Offences by Division

Motor vehicle/cycle offences	2019-20	2021-22	No +/-	% +/-
B Division North	2,165	1,489	-676	-31.2%
B Division Central	598	517	-81	-13.5%
B Division South	3,932	2,484	-1,448	-36.8%
C Division Midland	1,054	460	-594	-56.4%
C Division Pennine	827	589	-238	-28.8%
C Division Western	707	385	-322	-45.5%
C Division Wales	89	65	-24	-27.0%
D Division	139	130	-9	-6.5%
Total	9,511	6,119	-3,392	-35.7%

Robbery

B Division North	199	203	+4	2.0%
B Division Central	361	364	+3	0.8%
B Division South	330	403	+73	22.1%
C Division Midland	64	53	-11	-17.2%
C Division Pennine	41	34	-7	-17.1%
C Division Western	11	8	-3	-27.3%
C Division Wales	6	8	+2	33.3%
D Division	10	10	0	0.0%
Total	1,022	1,083	+61	6.0%

Theft of railway property

B Division North	1,032	449	-583	-56.5%
B Division Central	208	162	-46	-22.1%
B Division South	1,066	462	-604	-56.7%
C Division Midland	433	252	-181	-41.8%
C Division Pennine	869	511	-358	-41.2%
C Division Western	100	73	-27	-27.0%
C Division Wales	127	73	-54	-42.5%
D Division	169	114	-55	-32.5%
Total	4,004	2,096	-1,908	-47.7%

07/Summary of Notifiable Crime/Offences by Division

Public disorder offences	2019-20	2021-22	No +/-	% +/-
B Division North	1,642	1,402	-240	-14.6%
B Division Central	2,150	1,723	-427	-19.9%
B Division South	3,131	2,530	-601	-19.2%
C Division Midland	845	672	-173	-20.5%
C Division Pennine	1,551	1,512	-39	-2.5%
C Division Western	370	401	+31	8.4%
C Division Wales	322	295	-27	-8.4%
D Division	14	17	+3	21.4%
Total	10,025	8,552	-1,473	-14.7%

Fraud offences

B Division North	76	50	-26	-34.2%
B Division Central	64	30	-34	-53.1%
B Division South	57	35	-22	-38.6%
C Division Midland	17	10	-7	-41.2%
C Division Pennine	33	23	-10	-30.3%
C Division Western	1	9	+8	800.0%
C Division Wales	5	1	-4	-80.0%
D Division	18	13	-5	-27.8%
Total	271	171	-100	-36.9%

Drugs

B Division North	544	494	-50	-9.2%
B Division Central	353	326	-27	-7.6%
B Division South	781	978	+197	25.2%
C Division Midland	222	273	+51	23.0%
C Division Pennine	644	663	+19	3.0%
C Division Western	119	137	+18	15.1%
C Division Wales	99	94	-5	-5.1%
D Division	104	149	+45	43.3%
Total	2,866	3,114	+248	8.7%

07/Summary of Notifiable Crime/Offences by Division

Other crimes	2019-20	2021-22	No +/-	% +/-
B Division North	173	90	-83	-48.0%
B Division Central	126	90	-36	-28.6%
B Division South	221	154	-67	-30.3%
C Division Midland	93	65	-28	-30.1%
C Division Pennine	125	112	-13	-10.4%
C Division Western	48	22	-26	-54.2%
C Division Wales	25	15	-10	-40.0%
D Division	69	74	+5	7.2%
Total	880	622	-258	-29.3%

08/Force

Total crime

08/Force Total crime/offences

	2019-20	2021-22
Violence against the person	Recorded	Recorded
Homicide	4	1
Attempted Murder	14	5
Serious Assault	2,973	2,736
Common Assault	8,642	6,788
Assault on Police	659	844
Firearms/Explosive Offences	48	56
Other Violence	1,263	1,103
Total	13,603	11,533

Sexual crime

Sexual Offences against Females	1465	1168
Sexual Offences against Males	139	133
Exposure/Voyeurism	304	347
Other sexual crime	504	587
Total	2,412	2235

Criminal damage/malicious mischief

Criminal Damage/Malicious Mischief	2,635	2,770
Arson/Fire-raising	159	118
Graffiti	3,393	3,122
Other Criminal Damage	25	17
Total	6,212	6,027

Line of route crime

Destroy or Damage/Endanger Safety	152	89
Obstruction	556	563
Throw Missile at Rail Vehicle	209	210
Total	917	862

Theft of passenger property

Theft Luggage	1,385	586
Theft Personal Property	7,897	4,105
Theft from the Person	11,831	4,493
Total	21,113	9,184

08/Force Total crime/offences

	2019-20	2021-22
Motor vehicle/cycle crime	Recorded	Recorded
Theft Motor Vehicle	400	255
Take Vehicle w/o Consent	19	10
Theft from Vehicle	1,379	722
Damage to Motor Vehicle	725	519
Theft/Damage Pedal Cycle offences	6,897	4,577
Interfere with Motor Vehicle	91	36
Total	9,511	6,119

Robbery

Robbery	977	1,054
Assault w/i to Rob	45	29
Total	1,022	1,083

Theft of railway/commercial property and burglary

Burglary/Housebreaking Booking Office	49	23
Burglary/Housebreaking	519	285
Theft from Shop/Kiosk	2,544	1,116
Goods in Transit Offences	17	8
Theft from Vending Machines	120	44
Theft Undertaking Stores	220	272
Live Cable Theft	190	122
Non-Live Cable Theft	166	151
Other Theft/Burglary Offences	179	75
Total	4,004	2,096

Public disorder

Public fear, alarm or distress	7,165	6,409
Racially or religiously aggravated public fear, alarm or distress	2,122	1,657
Bomb Hoax Offences	90	48
Other Public Order Offences	648	438
Total	10,025	8,552

08/Force Total crime/offences

	2019-20	2021-22
Fraud	Recorded	Recorded
Ticket Fraud	1	1
Forgery	80	66
Other Fraud	190	104
Total	271	171

Drug crime

Trafficking in Controlled Drug	162	199
Possession of Controlled Drug	2,684	2,900
Proceeds of Crime (Drugs)	6	1
Other Drug Offences	14	14
Total	2,866	3,114

Total other notifiable crime/offences

Handling/Reset	60	44
Other Firearms Offences	1	0
Proceeds of Crime (Exc Drugs)	37	28
Other Theft	414	258
Other Offences	368	292
Total	880	622

Total notifiable crime/offences	72,836	51,598
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09/B Division. North

Total Crime/offences

09/B Division. North Total crime/offences

	2019-20	2021-22
Violence against the person	Recorded	Recorded
Homicide	0	0
Attempted Murder	1	1
Serious Assault	527	445
Common Assault	1,451	1,142
Assault on Police	102	164
Firearms/Explosive Offences	6	3
Other Violence	226	187
Total	2,313	1,942

Sexual crime

Sexual Offences against Females	243	197
Sexual Offences against Males	19	14
Exposure/Voyeurism	38	57
Other sexual crime	79	74
Total	379	342

Criminal damage/malicious mischief

Criminal Damage/Malicious Mischief	311	308
Arson/Fire-raising	19	6
Graffiti	438	437
Other Criminal Damage	6	2
Total	774	753

Line of route crime

Destroy or Damage/Endanger Safety	18	3
Obstruction	48	48
Throw Missile at Rail Vehicle	12	8
Total	78	59

Theft of passenger property

Theft Luggage	331	137
Theft Personal Property	1,890	918
Theft from the Person	2,071	881
Total	4,292	1,936

09/B Division. North Total crime/offences

	2019-20	2021-22
Motor vehicle/cycle crime	Recorded	Recorded
Theft Motor Vehicle	144	49
Take Vehicle w/o Consent	5	0
Theft from Vehicle	314	286
Damage to Motor Vehicle	103	101
Theft/Damage Pedal Cycle offences	1,570	1,036
Interfere with Motor Vehicle	29	17
Total	2,165	1,489

Robbery

Robbery	192	199
Assault w/i to Rob	7	4
Total	199	203

Theft of railway/commercial property and burglary

Burglary/Housebreaking Booking Office	2	3
Burglary-Housebreaking	95	47
Theft from Shop/Kiosk	814	327
Goods in Transit Offences	1	3
Theft from Vending Machines	29	7
Theft Undertaking Stores	22	22
Live Cable Theft	24	10
Non- Live Cable Theft	14	17
Other Theft/Burglary Offences	31	13
Total	1,032	449

Public disorder

Public fear, alarm or distress	1,103	1,011
Racially or religiously aggravated public fear, alarm or distress	384	300
Bomb Hoax Offences	13	6
Other Public Order Offences	142	85
Total	1,642	1,402

09/B Division. North Total crime/offences

	2019-20	2021-22
Fraud	Recorded	Recorded
Ticket Fraud	0	0
Forgery	37	26
Other Fraud	39	24
Total	76	50

Drug crime

Trafficking in Controlled Drug	28	37
Possession of Controlled Drug	510	456
Proceeds of Crime (Drugs)	3	0
Other Drug Offences	3	1
Total	544	494

Total other notifiable crime/offences

Handling/Reset	14	8
Other Firearms Offences	0	0
Proceeds of Crime (Exc Drugs)	13	6
Other Theft	65	29
Other Offences	81	47
Total	173	90

Total notifiable crime/offences	13,667	9,209
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10/B Division. South

Total Crime/offences

10/B Division. South Total crime/offences

	2019-20	2021-22
Violence against the person	Recorded	Recorded
Homicide	2	0
Attempted Murder	7	0
Serious Assault	922	816
Common Assault	2,653	1,969
Assault on Police	192	209
Firearms/Explosive Offences	7	2
Other Violence	365	315
Total	4,148	3,311

Sexual crime

Sexual Offences against Females	352	318
Sexual Offences against Males	43	27
Exposure/Voyeurism	90	105
Other sexual crime	163	195
Total	648	645

Criminal damage/malicious mischief

Criminal Damage/Malicious Mischief	853	870
Arson/Fire-raising	44	33
Graffiti	1,702	1,350
Other Criminal Damage	7	6
Total	2,606	2,259

Line of route crime

Destroy or Damage/Endanger Safety	35	18
Obstruction	129	87
Throw Missile at Rail Vehicle	71	41
Total	235	146

Theft of passenger property

Theft Luggage	214	51
Theft Personal Property	2,021	1,093
Theft from the Person	2,503	948
Total	4,738	2,092

10/B Division. South Total crime/offences

	2019-20	2021-22
Motor vehicle/cycle crime	Recorded	Recorded
Theft Motor Vehicle	135	113
Take Vehicle w/o Consent	2	4
Theft from Vehicle	370	145
Damage to Motor Vehicle	238	149
Theft/Damage Pedal Cycle offences	3,165	2,066
Interfere with Motor Vehicle	22	7
Total	3,932	2,484

Robbery

Robbery	317	391
Assault w/i to Rob	13	12
Total	330	403

Theft of railway/commercial property and burglary

Burglary/Housebreaking Booking Office	14	8
Burglary-Housebreaking	138	52
Theft from Shop/Kiosk	717	285
Goods in Transit Offences	1	0
Theft from Vending Machines	47	17
Theft Undertaking Stores	60	62
Live Cable Theft	23	9
Non- Live Cable Theft	27	18
Other Theft/Burglary Offences	39	11
Total	1,066	462

Public disorder

Public fear, alarm or distress	2,306	1,958
Racially or religiously aggravated public fear, alarm or distress	610	422
Bomb Hoax Offences	27	12
Other Public Order Offences	188	138
Total	3,131	2,530

10/B Division. South Total crime/offences

	2019-20	2021-22
Fraud	Recorded	Recorded
Ticket Fraud	0	0
Forgery	15	15
Other Fraud	42	20
Total	57	35

Drug crime

Trafficking in Controlled Drug	59	72
Possession of Controlled Drug	717	901
Proceeds of Crime (Drugs)	1	0
Other Drug Offences	4	5
Total	781	978

Total other notifiable crime/offences

Handling/Reset	21	13
Other Firearms Offences	0	0
Proceeds of Crime (Exc Drugs)	4	8
Other Theft	107	66
Other Offences	89	67
Total	221	154

Total notifiable crime/offences	21,893	15,499
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11/B Division. Central

Total Crime/offences

11/B Division. Central Total crime/offences

	2019-20	2021-22
Violence against the person	Recorded	Recorded
Homicide	1	0
Attempted Murder	2	1
Serious Assault	695	485
Common Assault	2,087	1,279
Assault on Police	106	104
Firearms/Explosive Offences	2	1
Other Violence	212	130
Total	3,105	2,000

Sexual crime

Sexual Offences against Females	581	315
Sexual Offences against Males	36	30
Exposure/Voyeurism	113	115
Other sexual crime	134	141
Total	864	601

Criminal damage/malicious mischief

Criminal Damage/Malicious Mischief	257	279
Arson/Fire-raising	10	3
Graffiti	638	561
Other Criminal Damage	5	4
Total	910	847

Line of route crime

Destroy or Damage/Endanger Safety	17	8
Obstruction	25	21
Throw Missile at Rail Vehicle	8	6
Total	50	35

Theft of passenger property

Theft Luggage	86	42
Theft Personal Property	2,058	959
Theft from the Person	6,450	2,311
Total	8,594	3,312

11/B Division. Central Total crime/offences

	2019-20	2021-22
Motor vehicle/cycle crime	Recorded	Recorded
Theft Motor Vehicle	12	11
Take Vehicle w/o Consent	0	1
Theft from Vehicle	158	132
Damage to Motor Vehicle	49	44
Theft/Damage Pedal Cycle offences	375	325
Interfere with Motor Vehicle	4	4
Total	598	517

Robbery

Robbery	346	358
Assault w/i to Rob	15	6
Total	361	364

Theft of railway/commercial property and burglary

Burglary/Housebreaking Booking Office	3	1
Burglary-Housebreaking	42	23
Theft from Shop/Kiosk	84	43
Goods in Transit Offences	2	0
Theft from Vending Machines	23	7
Theft Undertaking Stores	21	49
Live Cable Theft	6	5
Non- Live Cable Theft	13	14
Other Theft/Burglary Offences	14	20
Total	208	162

Public disorder

Public fear, alarm or distress	1,472	1,210
Racially or religiously aggravated public fear, alarm or distress	544	433
Bomb Hoax Offences	22	9
Other Public Order Offences	112	71
Total	2,150	1,723

11/B Division. Central Total crime/offences

	2019-20	2021-22
Fraud	Recorded	Recorded
Ticket Fraud	0	0
Forgery	3	8
Other Fraud	61	22
Total	64	30
Drug crime		
Trafficking in Controlled Drug	6	11
Possession of Controlled Drug	344	313
Proceeds of Crime (Drugs)	1	0
Other Drug Offences	2	2
Total	353	326
Total other notifiable crime/offences		
Handling/Reset	15	9
Other Firearms Offences	1	0
Proceeds of Crime (Exc Drugs)	2	0
Other Theft	64	55
Other Offences	44	26
Total	126	90
Total notifiable crime/offences	17,383	10,007

12/C Division. Midland

Total Crime/offences

12/C Division. Midland Total crime/offences

	2019-20	2021-22
Violence against the person	Recorded	Recorded
Homicide	0	0
Attempted Murder	0	0
Serious Assault	201	235
Common Assault	549	467
Assault on Police	56	73
Firearms/Explosive Offences	0	2
Other Violence	114	130
Total	920	907

Sexual crime

Sexual Offences against Females	75	69
Sexual Offences against Males	7	14
Exposure/Voyeurism	21	18
Other sexual crime	32	42
Total	135	143

Criminal damage/malicious mischief

Criminal Damage/Malicious Mischief	256	274
Arson/Fire-raising	15	7
Graffiti	211	232
Other Criminal Damage	1	2
Total	483	515

Line of route crime

Destroy or Damage/Endanger Safety	8	12
Obstruction	89	80
Throw Missile at Rail Vehicle	20	29
Total	117	121

Theft of passenger property

Theft Luggage	209	88
Theft Personal Property	481	286
Theft from the Person	184	103
Total	874	477

12/C Division. Midland Total crime/offences

	2019-20	2021-22
Motor vehicle/cycle crime	Recorded	Recorded
Theft Motor Vehicle	60	28
Take Vehicle w/o Consent	3	0
Theft from Vehicle	281	52
Damage to Motor Vehicle	83	45
Theft/Damage Pedal Cycle offences	610	333
Interfere with Motor Vehicle	17	2
Total	1,054	460

Robbery

Robbery	59	51
Assault w/i to Rob	5	2
Total	64	53

Theft of railway/commercial property and burglary

Burglary/Housebreaking Booking Office	3	3
Burglary-Housebreaking	36	24
Theft from Shop/Kiosk	262	115
Goods in Transit Offences	3	1
Theft from Vending Machines	8	6
Theft Undertaking Stores	30	38
Live Cable Theft	41	26
Non- Live Cable Theft	24	31
Other Theft/Burglary Offences	26	8
Total	433	252

Public disorder

Public fear, alarm or distress	600	477
Racially or religiously aggravated public fear, alarm or distress	192	153
Bomb Hoax Offences	5	7
Other Public Order Offences	48	35
Total	845	672

12/C Division. Midland Total crime/offences

	2019-20	2021-22
Fraud	Recorded	Recorded
Ticket Fraud	0	0
Forgery	4	4
Other Fraud	13	6
Total	17	10
Drug crime		
Trafficking in Controlled Drug	10	23
Possession of Controlled Drug	212	248
Proceeds of Crime (Drugs)	0	0
Other Drug Offences	0	2
Total	222	273
Total other notifiable crime/offences		
Handling/Reset	2	2
Other Firearms Offences	0	0
Proceeds of Crime (Exc Drugs)	3	2
Other Theft	47	28
Other Offences	41	33
Total	93	65
Total notifiable crime/offences	5,257	3,948

13/C. Division. Pennine

Total Crime/offences

13/C Division. Pennine Total crime/offences

	2019-20	2021-22
Violence against the person	Recorded	Recorded
Homicide	0	0
Attempted Murder	0	1
Serious Assault	449	538
Common Assault	1,057	1,051
Assault on Police	99	150
Firearms/Explosive Offences	1	2
Other Violence	226	206
Total	1,832	1,948
Sexual crime		
Sexual Offences against Females	134	169
Sexual Offences against Males	22	34
Exposure/Voyeurism	28	30
Other sexual crime	38	64
Total	222	297
Criminal damage/malicious mischief		
Criminal Damage/Malicious Mischief	467	529
Arson/Fire-raising	41	25
Graffiti	192	247
Other Criminal Damage	3	1
Total	703	802
Line of route crime		
Destroy or Damage/Endanger Safety	33	20
Obstruction	173	213
Throw Missile at Rail Vehicle	60	49
Total	266	282
Theft of passenger property		
Theft Luggage	318	147
Theft Personal Property	885	537
Theft from the Person	453	168
Total	1,656	852

13/C Division. Pennine Total crime/offences

	2019-20	2021-22
Motor vehicle/cycle crime	Recorded	Recorded
Theft Motor Vehicle	32	38
Take Vehicle w/o Consent	6	3
Theft from Vehicle	148	65
Damage to Motor Vehicle	141	102
Theft/Damage Pedal Cycle offences	488	377
Interfere with Motor Vehicle	12	4
Total	827	589

Robbery

Robbery	37	32
Assault w/i to Rob	4	2
Total	41	34

Theft of railway/commercial property and burglary

Burglary/Housebreaking Booking Office	21	6
Burglary-Housebreaking	131	88
Theft from Shop/Kiosk	525	254
Goods in Transit Offences	9	3
Theft from Vending Machines	8	5
Theft Undertaking Stores	36	50
Live Cable Theft	67	46
Non- Live Cable Theft	38	47
Other Theft/Burglary Offences	34	12
Total	869	511

Public disorder

Public fear, alarm or distress	1,142	1,172
Racially or religiously aggravated public fear, alarm or distress	288	242
Bomb Hoax Offences	13	9
Other Public Order Offences	108	89
Total	1,551	1,512

13/C Division. Pennine Total crime/offences

	2019-20	2021-22
Fraud	Recorded	Recorded
Ticket Fraud	0	0
Forgery	12	5
Other Fraud	21	18
Total	33	23
Drug crime		
Trafficking in Controlled Drug	34	35
Possession of Controlled Drug	607	627
Proceeds of Crime (Drugs)	1	0
Other Drug Offences	2	1
Total	644	663
Total other notifiable crime/offences		
Handling/Reset	3	5
Other Firearms Offences	0	0
Proceeds of Crime (Exc Drugs)	9	11
Other Theft	64	43
Other Offences	49	53
Total	125	112
Total notifiable crime/offences	8,769	7,625

14/C Division. Wales

Total Crime/offences

14/C Division. Wales Total crime/offences

	2019-20	2021-22
Violence against the person	Recorded	Recorded
Homicide	0	0
Attempted Murder	0	0
Serious Assault	80	106
Common Assault	175	242
Assault on Police	37	45
Firearms/Explosive Offences	0	0
Other Violence	27	27
Total	319	420

Sexual crime

Sexual Offences against Females	27	30
Sexual Offences against Males	5	4
Exposure/Voyeurism	3	8
Other sexual crime	8	11
Total	43	53

Criminal damage/malicious mischief

Criminal Damage/Malicious Mischief	126	174
Arson/Fire-raising	14	11
Graffiti	38	55
Other Criminal Damage	1	0
Total	179	240

Line of route crime

Destroy or Damage/Endanger Safety	9	3
Obstruction	36	39
Throw Missile at Rail Vehicle	7	15
Total	52	57

Theft of passenger property

Theft Luggage	38	31
Theft Personal Property	114	67
Theft from the Person	37	21
Total	189	119

14/C Division. Wales Total crime/offences

	2019-20	2021-22
Motor vehicle/cycle crime	Recorded	Recorded
Theft Motor Vehicle	3	0
Take Vehicle w/o Consent	0	0
Theft from Vehicle	10	6
Damage to Motor Vehicle	23	21
Theft/Damage Pedal Cycle offences	51	38
Interfere with Motor Vehicle	2	0
Total	89	65

Robbery

Robbery	6	8
Assault w/i to Rob	0	0
Total	6	8

Theft of railway/commercial property and burglary

Burglary/Housebreaking Booking Office	0	1
Burglary-Housebreaking	14	7
Theft from Shop/Kiosk	40	31
Goods in Transit Offences	0	0
Theft from Vending Machines	0	0
Theft Undertaking Stores	10	8
Live Cable Theft	19	13
Non- Live Cable Theft	32	9
Other Theft/Burglary Offences	12	4
Total	127	73

Public disorder

Public fear, alarm or distress	253	256
Racially or religiously aggravated public fear, alarm or distress	35	34
Bomb Hoax Offences	5	0
Other Public Order Offences	29	5
Total	322	295

14/C Division. Wales Total crime/offences

	2019-20	2021-22
Fraud	Recorded	Recorded
Ticket Fraud	0	0
Forgery	4	1
Other Fraud	1	0
Total	5	1
Drug crime		
Trafficking in Controlled Drug	4	1
Possession of Controlled Drug	95	93
Proceeds of Crime (Drugs)	0	0
Other Drug Offences	0	0
Total	99	94
Total other notifiable crime/offences		
Handling/Reset	0	2
Other Firearms Offences	0	0
Proceeds of Crime (Exc Drugs)	0	0
Other Theft	13	9
Other Offences	12	4
Total	25	15
Total notifiable crime/offences	1,455	1,440

15/C Division. Western

Total Crime/offences

15/C Division. Western Total crime/offences

	2019-20	2021-22
Violence against the person	Recorded	Recorded
Homicide	0	0
Attempted Murder	1	0
Serious Assault	83	89
Common Assault	265	234
Assault on Police	35	42
Firearms/Explosive Offences	0	1
Other Violence	51	52
Total	435	418

Sexual crime

Sexual Offences against Females	32	38
Sexual Offences against Males	4	5
Exposure/Voyeurism	9	11
Other sexual crime	18	23
Total	63	77

Criminal damage/malicious mischief

Criminal Damage/Malicious Mischief	153	128
Arson/Fire-raising	4	7
Graffiti	104	158
Other Criminal Damage	2	2
Total	263	295

Line of route crime

Destroy or Damage/Endanger Safety	4	1
Obstruction	50	66
Throw Missile at Rail Vehicle	6	4
Total	60	71

Theft of passenger property

Theft Luggage	138	62
Theft Personal Property	269	146
Theft from the Person	83	41
Total	490	249

15/C Division. Western Total crime/offences

	2019-20	2021-22
Motor vehicle/cycle crime	Recorded	Recorded
Theft Motor Vehicle	14	13
Take Vehicle w/o Consent	2	2
Theft from Vehicle	81	27
Damage to Motor Vehicle	51	35
Theft/Damage Pedal Cycle offences	554	306
Interfere with Motor Vehicle	5	2
Total	707	385

Robbery

Robbery	10	7
Assault w/i to Rob	1	1
Total	11	8

Theft of railway/commercial property and burglary

Burglary/Housebreaking Booking Office	4	1
Burglary-Housebreaking	20	16
Theft from Shop/Kiosk	39	24
Goods in Transit Offences	1	1
Theft from Vending Machines	5	2
Theft Undertaking Stores	4	9
Live Cable Theft	6	6
Non- Live Cable Theft	12	12
Other Theft/Burglary Offences	9	2
Total	100	73

Public disorder

Public fear, alarm or distress	289	327
Racially or religiously aggravated public fear, alarm or distress	57	56
Bomb Hoax Offences	4	3
Other Public Order Offences	20	15
Total	370	401

15/C Division. Western Total crime/offences

	2019-20	2021-22
Fraud	Recorded	Recorded
Ticket Fraud	0	0
Forgery	1	4
Other Fraud	0	5
Total	1	9

Drug crime

Trafficking in Controlled Drug	10	11
Possession of Controlled Drug	108	126
Proceeds of Crime (Drugs)	0	0
Other Drug Offences	1	0
Total	119	137

Total other notifiable crime/offences

Handling/Reset	4	3
Other Firearms Offences	0	0
Proceeds of Crime (Exc Drugs)	6	1
Other Theft	16	9
Other Offences	22	9
Total	48	22

Total notifiable crime/offences	2,667	2,145
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16/D Division. Scotland

Total Crime/offences

16/D Division. Scotland Total crime/offences

	2019-20	2021-22
Violence against the person	Recorded	Recorded
Homicide	1	1
Attempted Murder	3	2
Serious Assault	16	22
Common Assault	405	404
Assault on Police	32	57
Firearms/Explosive Offences	32	45
Other Violence	42	56
Total	531	587

Sexual crime

Sexual Offences against Females	21	32
Sexual Offences against Males	4	5
Exposure/Voyeurism	2	3
Other sexual crime	31	37
Total	58	77

Criminal damage/malicious mischief

Criminal Damage/Malicious Mischief	212	208
Arson/Fire-raising	12	26
Graffiti	70	82
Other Criminal Damage	0	0
Total	294	316

Line of route crime

Destroy or Damage/Endanger Safety	28	24
Obstruction	6	9
Throw Missile at Rail Vehicle	25	58
Total	59	91

Theft of passenger property

Theft Luggage	51	28
Theft Personal Property	179	98
Theft from the Person	50	20
Total	280	146

16/D Division. Scotland Total crime/offences

	2019-20	2021-22
Motor vehicle/cycle crime	Recorded	Recorded
Theft Motor Vehicle	0	3
Take Vehicle w/o Consent	1	0
Theft from Vehicle	17	9
Damage to Motor Vehicle	37	22
Theft/Damage Pedal Cycle offences	84	96
Interfere with Motor Vehicle	0	0
Total	139	130

Robbery

Robbery	10	8
Assault w/i to Rob	0	2
Total	10	10

Theft of railway/commercial property and burglary

Burglary/Housebreaking Booking Office	2	0
Burglary-Housebreaking	43	28
Theft from Shop/Kiosk	63	37
Goods in Transit Offences	0	0
Theft from Vending Machines	0	0
Theft Undertaking Stores	37	34
Live Cable Theft	4	7
Non- Live Cable Theft	6	3
Other Theft/Burglary Offences	14	5
Total	169	114

Public disorder

Public fear, alarm or distress	0	0
Racially or religiously aggravated public fear, alarm or distress	12	15
Bomb Hoax Offences	1	2
Other Public Order Offences	1	0
Total	14	17

16/D Division. Scotland Total crime/offences

	2019-20	2021-22
Fraud	Recorded	Recorded
Ticket Fraud	1	1
Forgery	4	3
Other Fraud	13	9
Total	18	13
Drug crime		
Trafficking in Controlled Drug	11	9
Possession of Controlled Drug	91	136
Proceeds of Crime (Drugs)	0	1
Other Drug Offences	2	3
Total	104	149
Total other notifiable crime/offences		
Handling/Reset	1	2
Other Firearms Offences	0	0
Proceeds of Crime (Exc Drugs)	0	0
Other Theft	38	19
Other Offences	30	53
Total	69	74
Total notifiable crime/offences	1,745	1,724



BRITISH
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**British Transport Police and the
British Transport Police Authority
welcome your feedback.**

If you would like to contact us, please write to:

British Transport Police

25 Camden Road

London

NW1 9LN

Or email

general.enquiries@btp.police.uk

Find out more about BTP btp.police.uk

To contact British Transport Police Authority,
please write to:

British Transport Police Authority

The Forum

5th Floor North

74-80 Camden Street

London

NW1 0EG

Or email

general.enquiries@btpa.police.uk

Minutes

Audit and Risk Assurance Committee

Thursday 8 September 2022 at 10.30am in BTP FHQ, 25 Camden Road, London, NW1 and via Microsoft Teams

Present:

Kenna Kintrea (Chair)
Andy Cooper
Graham Evans
Stewart Jackson (Teams)

Apologies:

Emir Feisal

In attendance:

British Transport Police Authority Executive

Hugh Ind (Chief Executive)
Rubeela Qayyum (Chief Financial Officer and Deputy Chief Executive)
Abdullah Ahmed (Finance and Audit Manager)
Alistair MacLellan (Board Secretary / Minutes)

British Transport Police

Alistair Sutherland (Deputy Chief Constable)
Mel Morton (Head of Audit and Assurance)

External

Jonathan Brown (KPMG)
Sarah Che (National Audit Office)
Aaron Condron (Government Internal Audit Agency)
Amy Thompson (KPMG)

Pre-Meeting – Member Training (Functional Standards)

Prior to the meeting, Members were briefed on Cabinet Office Functional Standards and outlines approaches on how the Force and Authority would abide by them.

Apologies

Agenda Item 1

1. Apologies were received from Emir Feisal.

Declarations of Interest

Agenda Item 2

2. There were no declarations of interest.

Minutes

Agenda Item 3

5 July 2022

Agenda Item 3.1

3. **RESOLVED**, that the minutes of the meeting held on 5 July 2022 be approved.

23 June 2022

Agenda Item 3.2

4. **RESOLVED**, that the minutes of the meeting held on 23 June 2022 be approved.

Actions

Agenda Item 4

5. **RESOLVED**, that the report be noted and actions closed.

[Background Pack] Action 4/2022 – Fraud Risk Assessment Timeline

Agenda Item 4.1

6. **RESOLVED**, that the Fraud Risk Assessment be noted.

[Background Pack] Action 6/2022 – PEEL Assessment Framework

Agenda Item 4.2

7. **RESOLVED**, that the PEEL Assessment Framework be noted.

BTP/A Joint Update on Risk Management

Agenda Item 5

8. Members considered the BTP/A joint update on risk management and the following points were made.
 - a. In response to a question, the Head of Audit and Assurance confirmed the register reflected both internal and external risks.
 - b. [REDACTED]

- c. The Head of Audit and Assurance noted that risks jointly owned by Committees i.e. Partnership Working would have a specified officer-level owner
- d. In response to a question from a Member, the Deputy Chief Constable noted that, in his view, the Health, Safety and Wellbeing risk was currently Amber.

9. **RESOLVED**, that subject to comments made Members,

- a. Approve the deferment of Financial risk deep dive from November 2022 to March 2023.
- b. Recommend to the Full Authority the updated Strategic Risk Register.

BTP/A Joint Strategic Risk Register

Agenda Item 6

10. **RESOLVED**, that the BTP/A Joint Strategic Risk Register be noted.

BTP/A Fraud Update Q1 2022/23

Agenda Item 7

11. Members considered the BTP/A Fraud Update Q1 2022/23 and the following points were made.

- a. The Chair noted that the Force's fraud self-assessment would be submitted to the Department for Transport in January 2023.
- b. [REDACTED]

12. **RESOLVED**, that the report be noted.

Chief Financial Officer's Report Q1 2022/23

Agenda Item 8

13. Members considered the Chief Financial Officer's Report Q1 2022/23 and the following points were made.

- a. [REDACTED]

- b. The Chief Executive referenced the Committee’s emerging focus on Functional Standards and assured Members that steps would be taken to ensure there was no duplication with the Management Assurance Return.
- c. In response to a question, the Chief Executive conformed that spend controls were referenced in the annual governance statement.

Assurance Map
Agenda Item 8.1

- 14. The Chief Financial Officer noted that the Assurance Map would be updated to better reflect the scale of technology change activity being undertaken by the Force.
- 15. **RESOLVED**, that the Assurance Map be noted.

Manchester Arena Inquiry Update Q1 2022/23
Agenda Item 9

- 16. Members considered a report of an Assistant Chief Constable regarding the Manchester Arena Inquiry Force Response and the following points were made.
 - a. [REDACTED]
 - b. [REDACTED]
- 17. **RESOLVED**, that the report be noted.

Deputy Chief Constable’s Report Q1 2022/23
Agenda Item 10

- 18. Members considered the Deputy Chief Constable’s Report Q1 2022/23 and the following points were made.
 - a. The Director of Finance and Commercial Services noted appropriate processes were in place to oversee the asset management of leavers, but a renewed focus on ensuring compliance was required to move its grading from Amber to Green.

- b. The Deputy Chief Constable noted Force leadership was working to ensure response to audit and HMICFRS activity was seen as business-as-usual among Force personnel.

19. **RESOLVED**, that the report be noted.

Verbal Update – HMICFRS PEEL Inspection Results Phase 2

Agenda Item 11

- 20. Members noted detail on this item had been provided within the report Item 10 (Deputy Chief Constable’s Report).

Action 5/2022: Perfect Storm

Agenda Item 12

- 21. Members considered a report of the Director of Finance and Commercial Services and noted the implications therein of risks posed to the Force’s suppliers and supply chains. The Director of Finance and Commercial Services highlighted financial impacts on the likes of utilities etc.
- 22. **RESOLVED**, that the report be noted.

GIAA Internal Audit Progress Report

Agenda Item 13

- 23. Members considered the GIAA Internal Audit Progress Report and the following points were made.
 - a. [REDACTED]
 - b. Members agreed to replace the scheduled GIAA internal audit on vetting in light of planned HMICFRS activity, and to decide on a replacement topic outside of the meeting (Action 7/2022). The Head of Audit and Assurance commented that an appropriate topic might be counter-fraud.
- 24. **RESOLVED**, that the GIAA internal audit plan 2022/23 be revised in line with comments made, and the report noted.

BTP Organisational Assessment Inspection – Vetting

Agenda Item 13.1

- 25. **RESOLVED**, that the BTP Organisational Assessment Inspection – Vetting be noted.

[Background Pack] GIAA Internal Audit Report – Physical Security
Agenda Item 14

26. **RESOLVED**, that the GIAA Internal Audit Report – Physical Security be noted.

[Background Pack] GIAA Report Supplement
Agenda Item 15

27. **RESOLVED**, that the GIAA Report Supplement be noted.

Committee Workplan 2022/23
Agenda Item 16

28. Members considered the Committee Workplan 2022/23 and noted that Functional Standards would be incorporated prior to the next meeting in November 2022.

29. **RESOLVED**, that the report be noted.

Any Other Business
Agenda Item 17

Turnover in Audit Personnel

30. The Chief Executive noted the level of turnover in audit personnel, e.g. Sarah Che for Matt Kay (NAO) Amy Thompson for Jonathan Brown (KMPG) pending the appointment of a further director, Rubeela Qayyum for Sarah Church (BTPA – maternity leave), Abdullah Ahmed for Lynsey Marshall (BTPA) and the incoming Risk Management Lead for the Force.

Scottish Railways Policing Committee and Internal Audit

31. The Chair noted a recent request by the Scottish Railways Policing Committee for D Division to be weaved into planned internal audit activity for 2023/24. By way of example, a D Division could have hosted one of the site visits in the recent Physical Security internal audit.

Meeting Evaluation
Agenda Item 18

32. Graham Evans delivered an evaluation, noting the quality of papers and effective chairing of the meeting.

The meeting ended at 12.50pm

Minutes

Audit and Risk Assurance Committee

Tuesday 5 July 2022 at 10.00am via Microsoft Teams

Present:

Kenna Kintrea (Chair)
Andy Cooper
Graham Evans
Stewart Jackson

Apologies:

Emir Feisal

In attendance:

British Transport Police Authority Executive
Hugh Ind (Chief Executive)
Sarah Church (Chief Financial Officer and Deputy Chief Executive)
Abdullah Ahmed (Finance and Audit Manager)
Alistair MacLellan (Board Secretary / Minutes)

Apologies

Agenda Item 1

1. Apologies were received from Emir Feisal.

Declarations of Interest

Agenda Item 2

2. There were no declarations of interest.

Annual Report and Statement of Accounts 2021/22 – Final Adjustments

Agenda Item 3

Summary of Changes

Agenda Item 3.1

3. The Chief Financial Officer introduced the Final Design of the Annual Report and Accounts 2021/22 alongside a summary of changes, and the following points were made.
 - a. The section on high earners had been removed following Member feedback arising at the walkthrough sessions on 13 & 21 June 2022. It was

deemed that there was no robust rationale for including the proposed level of detail.

- b. A Force headcount had not been included within the report, as this was typically included in the separate BTP Annual Report.
- c. Member feedback on the treatment of VAT had not been explicitly factored into the 2021/22 report but would form part of the Annual Report process from 22/23 onwards.
- d. More detail had been provided on the establishment of a People and Culture Committee in the Board Effectiveness Evaluation section.
- e. A forward look of efficiencies had been included in the section on Delivering Efficiency and Benefits, to recognise the key importance and forward look of the BTPA offering value for money to industry and wider stakeholders at a time of great financial pressure.
- f. In response to a question, the Chief Financial Officer confirmed Fair Pay Disclosures had been audited.
- g. In response to a question, the Chief Financial Officer agreed to confirm the level of oversight exercised by the Authority over special payments. The Board Secretary noted that Chief Officer redundancy payments were approved by the Appointments, Remuneration and Appraisal Committee.

Final Design – Annual Report and Accounts 2021/22

Agenda Item 3.2

- 4. **RESOLVED**, that subject to comments made at Item 3.1 and any further minor typographical changes, and further to the approval granted at the Full Authority meeting held on 29 June 2022, the BTPA Annual Report and Accounts 2021/22 be laid before Parliament.

Any Other Business

Agenda Item 4

- 5. There was no other business.

The meeting ended at 10.18am.

Minutes

Audit and Risk Assurance Committee

Thursday 23 June 2022 at 10.30am via Microsoft Teams

Present:

Kenna Kintrea (Chair)
 Andy Cooper
 Graham Evans
 Stewart Jackson

Apologies:

Emir Feisal

In attendance:

British Transport Police Authority Executive

Hugh Ind (Chief Executive)
 Sarah Church (Chief Financial Officer & Deputy Chief Executive)
 Abdullah Ahmed (Interim Finance and Audit Manager)
 Alistair MacLellan (Board Secretary / Minutes)

British Transport Police

Alistair Sutherland (Deputy Chief Constable)
 Tracey Martin (Director of Finance and Commercial Services)
 Harriet Andrews (Deputy Director – Financial Control)
 Craig Ellis (Deputy Chief Information Officer)
 Mel Morton (Head of Audit and Assurance)

External

Jonathan Brown (KPMG)
 Aaron Condron (Government Internal Audit Agency)
 Jess Illingworth (National Audit Office)
 Matt Kay (National Audit Office)
 Amy Thompson (KPMG)

Pre-Meeting – Member Training (EY Cyber Maturity Assessment)

Prior to the meeting, Members were briefed on the outcome of an EY Assessment of Force cyber maturity.

Apologies

Agenda Item 1

1. Apologies were received from Emir Feisal.

Declarations of Interest

Agenda Item 2

- 2. There were no declarations of interest.

Minutes

Agenda Item 3

- 3. **RESOLVED**, that subject to correction of a note of thanks being given to Craig Mackey rather than Graham Evans, the minutes of the meeting held on 11 March 2022 be approved.

Actions

Agenda Item 4

- 4. Members considered a report of the Board Secretary regarding actions arising from previous meetings and the following points were made.
 - a. **Action 21/2021 (Hazards/Opportunities)**. Members noted this action concerned presentational detail that could be deferred to the Force as part of the review of strategic risks, and that the action could be closed.
 - b. Members agreed that Action 1/2022, Action 2/2022 and Action 3/2022 could be closed.
- 5. **RESOLVED**, that the report be noted.

Strategic Risk Deep Dive: Cyber & Data Security

Agenda Item 5

- 6. Members considered a Strategic Risk Deep Dive Report regarding Cyber and Data Security and the following points were made.
 - a. [Redacted]
 - b. [Redacted]
 - c. [Redacted]

- [REDACTED]
- [REDACTED]
- d. [REDACTED]
- [REDACTED]
- [REDACTED]
- e. [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- f. [REDACTED]
- [REDACTED]
- [REDACTED]
- g. [REDACTED]
- [REDACTED]

7. **RESOLVED**, that the report be noted.

Strategic Risk Register Review

Agenda Item 6

8. Members considered a joint BTP/A report regarding a Strategic Risk Register Review and the following points were made.

- a. [REDACTED]
- [REDACTED]
- b. [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- c. [REDACTED]
- [REDACTED]
- [REDACTED]

9. **RESOLVED**, that the report be noted.

BTP/A Joint Update on Risk Management

Agenda Item 7

10. **RESOLVED**, that the BTP/A Joint Update on Risk Management be noted.

BTP/A Joint Strategic Risk Register

Agenda Item 8

11. Members considered the current BTP/A Joint Strategic Risk Register and the following points were made.

- a. [REDACTED]
- b. [REDACTED]

12. **RESOLVED**, that the report be noted.

BTP/A Fraud Update Q4 2021/22

Agenda Item 9

13. Members considered the BTP/A Fraud Update Q4 2021/22 and the following points were made.

- a. [REDACTED]
- b. [REDACTED]
- c. In response to a question, the Chief Financial Officer noted that the increase in whistleblowing was largely due to proactive Force-level campaigns including Speak Up.
- d. The Force agreed to confirm the timeline of pending fraud risk assessments (Action 4/2022).

14. **RESOLVED**, that the report be noted.

Chief Financial Officer's Report

Agenda Item 10

15. Members considered the Chief Financial Officer's Report and the following points were made.

- a. The Chief Financial Officer noted that the Executive would submit a paper recommending the removal of the wash-up process to the Full Authority on 29 June 2022.

- b. [REDACTED]

16. **RESOLVED**, that the report be noted.

[Background Pack] Assurance Map

Agenda Item 10.1

17. **RESOLVED**, that the Assurance Map be noted. The Chief Financial Officer noted that the map would be updated ahead of the September 2022 meeting.

Reserves Management

Agenda Item 11

18. Members considered a report of the Deputy Director (Financial Control) regarding Reserves Management and the following points were made.

- a. [REDACTED]
- b. [REDACTED]
- c. The Chief Financial Officer noted that there would be papers covering *A Force on the Move* and its financing at the Full Authority meeting on 29 June 2020, and Members of the Committee were asked to note the report in the meantime.

19. **RESOLVED**, that the report be noted.

Manchester Arena Inquiry Update

Agenda Item 12

20. Members considered a report of the Deputy Chief Constable regarding the Manchester Arena Inquiry and the following points were made.

- a. [REDACTED]

- b. [REDACTED]
- c. [REDACTED]
- d. [REDACTED]
- e. [REDACTED]

21. **RESOLVED**, that the report be noted.

Deputy Chief Constable's Report
Agenda Item 13

22. Members considered the Deputy Chief Constable's Report and the following points were made.

- a. [REDACTED]
- b. [REDACTED]
- c. [REDACTED]

23. **RESOLVED**, that the report be noted.

HMICFRS Victim Services Assessment and Crime Data Integrity Inspection Report and Action Plan
Agenda Item 14

24. Members considered a report of the Deputy Chief Constable regarding the HMICFRS VSA and CDI Inspection Report and Action Plan.

25. **RESOLVED**, that the report be noted.

[Background Pack] Appendix A – HMICFRS / An inspection of the service provided to victims of crime by British Transport Police

Agenda Item 14.1

26. **RESOLVED**, that the HMICFRS inspection report be noted.

Appendix B: VSA CDI Action Plan

Agenda Item 14.2

27. **RESOLVED**, that the Victim Services Assessment and Crime Data Integrity Action Plan be noted.

Financial Statements Period 14 (31 March 2022)

Agenda Item 15

28. Members considered a report of the Director of Finance and Commercial Services and the following points were made.

- a. [REDACTED]
- b. [REDACTED]

29. **RESOLVED**, that the report be noted.

[Background Pack] Force Management Statement 2022

Agenda Item 16

30. Members welcomed sight of the Force Management Statement 2022 and noted the potential for future Management Statements to be overseen by Strategy and Planning Committee.

31. **RESOLVED**, that the Force Management Statement 2022 be noted.

[Background Pack] Oracle Licenses Lessons Learned

Agenda Item 17

32. **RESOLVED**, that the Oracle Licenses Lessons Learned report be noted.

Internal Audit Progress Report

Agenda Item 18

33. Members considered an Internal Audit Progress Report and the following points were made.

- a. [REDACTED]
- b. [REDACTED]

34. **RESOLVED**, that the report be noted.

[Background Pack] Internal Audit Report – Risk Management
Agenda Item 18.1

35. **RESOLVED**, that the internal audit report on Risk Management be noted.

[Background Pack] Internal Audit Report – Estates Strategy & Management
Agenda Item 18.2

36. **RESOLVED**, that the internal audit report on Estates Strategy and Management be noted.

[Background Pack] Internal Audit Report – *A Force on the Move* Programme Design
Agenda Item 18.3

37. **RESOLVED**, that the internal audit report on *A Force on the Move* programme design be noted.

Internal Audit Annual Opinion and Report 2021/22
Agenda Item 18.4

- 38. [REDACTED]

39. **RESOLVED**, that the report be noted.

[Background Pack] Internal Audit Report Supplement
Agenda Item 18.5

40. **RESOLVED**, that the Internal Audit Report Supplement be noted.

External Audit Draft Audit Completion Report
Agenda Item 19

41. Members considered the External Audit Draft Audit Completion Report and the following points were made.

- a. [REDACTED]
- b. [REDACTED]
- c. [REDACTED]
- d. [REDACTED]
- e. [REDACTED]

42. **RESOLVED**, that the report be noted.

Draft Annual Report and Statement of Accounts 2021/22
Agenda Item 20

43. Members considered the draft Annual Report and Statement of Accounts 2021/22 and the following points were made.

- a. Members noted the report had been the subject of two informal feedback sessions with Members on 13 June and 21 June 2022.
- b. The Chair noted that more mention should be made of the newly formed People and Culture Committee within the report's introduction in order to emphasise BTP's commitment for improvements in this area.
- c. [REDACTED]

- d. [REDACTED]

44. **RESOLVED**, that subject to the comments made, the Annual Report and Accounts 2021/22 be recommended to the Full Authority for approval; with a subsequent extraordinary meeting of the Audit and Risk Assurance Committee to review any final substantive changes.

Committee Self-Assessment of Effectiveness and Terms of Reference Refresh 2021/22

Agenda Item 21

45. Members considered a report of the Co-Head of Governance and Compliance regarding a Committee Self-Assessment of Effectiveness and Terms of Reference Refresh 2021/22 and the following points were made.

- a. Members welcomed the report, noting this was the first occasion such a report had been provided.
- b. Members noted the exercise had highlighted the requirement for an annual health and safety assurance statement.
- c. Members agreed that the Committee's terms of reference were fit for purpose.

46. **RESOLVED**, that the report be noted.

Annual Code of Governance Refresh 2022

Agenda Item 22

47. Members considered a report of the Co-Head of Governance and Compliance regarding the Annual Code of Governance Refresh 2022.

48. **RESOLVED**, that the proposed amendments to the BTPA Code of Governance and Committees' terms of references be recommended to the Full Authority for approval.

[Background Pack] Draft Code of Governance [June 2022]

Agenda Item 22.1

49. **RESOLVED**, that the draft Code of Governance [June 2022] be noted.

[Background Pack] Committee Workplan 2022/23

Agenda Item 23

50. **RESOLVED**, that the Committee Workplan 2022/23 be noted, including the duplication of a cyber and data risk deep dive item at the September 2022 meeting.

Any Other Business

Agenda Item 24

51. There was no other business.

Meeting Evaluation

Agenda Item 25

52. Andy Cooper delivered an evaluation of the meeting and the following points were made,
- a. The agenda was large, but the meeting had been efficiently chaired.
 - b. The coupling of a Member Training session on EY Cyber Security Maturity Assessment with a Cyber and Data Security risk deep dive in the meeting itself was welcome.
 - c. There was scope for the Force Management Statement to be reviewed by an appropriate Committee in-year.
 - d. The Chair added that the quality of papers and corresponding recognition they could be taken as read had allowed more time for Member scrutiny and discussion.

The meeting ended at 12.44pm.

Minutes

Appointments, Remuneration and Appraisal Committee

Wednesday 4 May 2022 at 4.00pm via Microsoft Teams

Present:

Ron Barclay-Smith (Chair)
Fiona Brunskill
Nick Hawkins

Apologies:

Martin Richards

In attendance:

British Transport Police Authority Executive

Hugh Ind (Chief Executive)
Stephanie Calvert (Co-Head of Governance and Compliance)
Lucy Yasin (Co-Head of Governance and Compliance)
Alistair MacLellan (Board Secretary / Minutes)

British Transport Police

Lucy D’Orsi (Chief Constable)
Rachael Etebar (Director of People and Culture)

Observing

Jonathan Clark (Berwick Partners)
Matt Cockbill (Berwick Partners)

Apologies

Agenda Item 1

1. Apologies were received from Martin Richards.

Declarations of Interest

Agenda Item 2

2. There were no declarations.

Recruitment of Director of Digital, Data and Technology
Agenda Item 3

3. Members considered a report of the Head of Governance and Compliance regarding the recruitment of a Director of Digital, Data and Technology and the following points were made.

a. [REDACTED]
[REDACTED]
[REDACTED] y over £150k would require departmental and Cabinet Office approval.

b. [REDACTED]
[REDACTED]
[REDACTED]

c. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

d. [REDACTED]
[REDACTED]

e. [REDACTED]
[REDACTED]
[REDACTED]

f. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

g. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

h. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

- i. [REDACTED]
- j. [REDACTED]

Jonathan Clark and Matt Cockbill left at this point of the meeting.

- k. [REDACTED]

4. RESOLVED, that subject to comments made, Members

- a. [REDACTED]
- b. [REDACTED]
- c. [REDACTED]
- d. [REDACTED]
- e. [REDACTED]

5. RESOLVED, that Annexes A-E at Items 3.1-3.5 be noted.

Any Other Business
Agenda Item 4

6. There was no other business.

The meeting ended at 4.38pm.

Minutes

People and Culture Committee

Tuesday 6 September 2022 at 1.30pm in BTPA Committee Room, BTP FHQ, 25 Camden Road, NW1 and via Microsoft Teams

Present:

Bev Shears (Chair)
Nick Hawkins (Deputy Chair)
Andy Cooper
Stewart Jackson

Apologies: None

In attendance:

British Transport Police Authority Executive

Hugh Ind (Chief Executive)
Rubeela Qayyum (Chief Financial Officer and Deputy Chief Executive)
Stephanie Calvert (Co-Head of Governance and Compliance)
Alistair MacLellan (Board Secretary / Minutes)

British Transport Police

Lucy D'Orsi (Chief Constable)
Rachael Etebar (Director of People and Culture)
Kerry McCafferty (Deputy Director of People and Culture)
Megan Taylor (Deputy Director of People and Culture – Wellbeing, Health and Safety) (Teams)
Karen Wiesenekker (Head of Strategic Diversity and Inclusion)
May Holloway (Head of Internal Communications) (Teams)
Amit Kanabar (Head of People Services) (Teams)
Hannah Brown (Resourcing Manager) (Teams)
Carole Thatcher (Talent Manager) (Teams)

Apologies

Agenda Item 1

1. There were no apologies.

Declarations of Interest

Agenda Item 2

2. There were no declarations of interest.

Minutes

Agenda Item 3

21 July 2022

Agenda Item 3.1

3. **RESOLVED**, that the minutes of the meeting held on 21 July 2022 be approved.

8 June 2022

Agenda Item 3.2

4. **RESOLVED**, that the minutes of the meeting held on 8 June 2022 be approved.

Actions

Agenda Item 4

5. **RESOLVED**, that the actions arising from previous meetings be noted and closed.

Risk Profile

Agenda Item 5

6. Members noted the risk profile and the forthcoming joint risk deep dive being held on 12 September 2022 along with the Performance and Delivery Committee.
7. **RESOLVED**, that the risk profile be noted.

Accelerated Recruitment Improvement: Recommendations and Roadmap

Agenda Item 6

8. Members considered a report of the Head of People Services and Resourcing Manager regarding the Force's approach to accelerated recruitment, and the following points were made.
 - a. The Resourcing Manager introduced the report, noting the Force had established a dedicated accelerated recruitment team up until March 2023.
[REDACTED]
 - b. In response to a question, the Resourcing Manager confirmed the Force was moving back towards a HR business partnering approach.
 - c. The Head of People Services noted that, given the current uplift was scheduled to end in March 2023, the Force was implementing lessons learned in its recruitment approach to ensure best practice was captured and embedded.

- d. The Chief Constable provided some strategic context, noting recruitment was difficult across all forces at present, compounded by irony of the Force competing with Home Office force policing adverts on trains. In response the Force was moving towards expediting its recruitment processes, with a focus on intuitive online processes via apps. Overall, she was confident in the accelerated recruitment plan, but was keen to ensure a focus on social media.
- e. In response to a Member, the Director of People and Culture agreed to provide a note on the Force's approach to providing a modern, localised training environment (Action 5/2022). The Deputy Director of People and Culture assured Members that this approach was embedded in the Learning and Development Strategy.
- f. In response to comments regarding travel benefits offered by Train Operating Companies and some Home Office forces, the Chief Constable noted that further engagement with the Rail Delivery Group was required to ensure the data underpinning any case for travel benefits for the Force was fit for purpose in making a case to the Department for Transport.
- g. In response to a question, the Resourcing Manager clarified that the purpose of accelerated recruitment was to backfill vacancies arising in training cadres efficiently rather than reduce the time taken to recruit individuals.
- h. The Head of People Services concluded discussion by noting investment in vetting in the last year had significantly reduced the level of wastage in recruitment arising from delayed vetting.

9. **RESOLVED**, that the report be noted.

PDR Outcomes 2021/22
Agenda Item 7

10. Members considered a report of the Talent Manager regarding PDR Outcomes 2021/22 and the following points were made.

- a. [REDACTED]
- b. [REDACTED]
- c. The Talent Manager concluded discussion by noting the new PDR process was designed to encourage individuals to actively engage with their own

personal development, and facilitate manager's being able to identify talent.

11. **RESOLVED**, that the report be noted.

Promotions Review Update

Agenda Item 8

12. Members considered an update report of the Resourcing Manager regarding the Force's Promotions Review and the following points were made.

- a. [REDACTED]
- b. Members supported the inclusion of an ethical dilemma case study in the promotions process and, further, encouraged the Force to consider the use of (suitably anonymised) body worn video footage as a resource for such case studies.

13. **RESOLVED**, that the report be noted.

Draft People Strategy

Agenda Item 9

14. Members considered the draft People Strategy and the following points were made.

- a. In response to a Member comment, the Director of People and Culture noted the strategy document was not a communications tool and instead a one pager would be developed to communicate its key messages to stakeholders.
- b. Members requested sight of the finalised strategy prior to publication (Action 6/2022).

15. **RESOLVED**, that the draft People Strategy be noted.

Draft Inclusion and Diversity Strategy

Agenda Item 10

16. Members considered the draft Inclusion and Diversity Strategy and the following points were made.

- a. In response to a comment from a Member, the Chief Constable acknowledged that turnover and vacancies had the potential to impact on

achieving recruitment targets for BAME/female candidates, but stressed the fact that stretch targets were necessary given the Force was behind wider forces in terms of representation.

- b. The Chief Constable noted the communication of the finalised strategy would address an emerging theme from the People Survey that inclusion and diversity had the potential to negatively impact 'straight white men', which was not the case.
- c. The Chief Executive noted the synergy between the strategy and the Race Action Plan and queried how Members would want to monitor delivery against the People, Inclusion and Diversity Strategies and the Race Action Plan.
- d. In response, Members suggested the development of a dashboard format in line with peer committee reporting, informed by any recommendations from the Executive regarding enhancing the effectiveness of Authority oversight of inclusion and diversity (Action 7/2022).

17. **RESOLVED**, that the draft Inclusion and Diversity Strategy be noted.

All People Survey Results 2022

Agenda Item 11

18. Members considered a report of the Head of Internal Communications regarding the All People Survey Results 2022 and the following points were made.

- a. [REDACTED]
- b. [REDACTED]
- c. [REDACTED]

d. [REDACTED]

e. [REDACTED]

f. [REDACTED]

g. The Chief Constable noted the takeaways from the survey would be discussed at a Force Away Day on 4 October 2022.

19. **RESOLVED**, that the report be noted.

People Data Q1 2022/23
Agenda Item 12

20. Members considered the People Data for Q1 2022/23 and the following points were made.

a. The Director of People and Culture noted turnover had reduced from 2.6% to 2.3%, [REDACTED]

b. [REDACTED]

21. **RESOLVED**, that the report be noted.

Committee Workplan 2022/23
Agenda Item 13

22. **RESOLVED**, that the Committee Workplan 2022/23 be noted. Members noted the Executive and the Force would be working to populate it further in advance of the November 2022 meeting.

Any Other Business

Agenda Item 14

Force Social Media

23. Members discussed a social media exchange involving the Force's stance on equalities had gone on to feature in national media. The following points were made.
- a. A Member expressed concern at the tone of the Force's response and its potential impact on the Force's reputation.
 - b. The Chief Constable noted the Force had a social media policy in place which aimed to empower those responsible for social media content. The Force had been praised by HMICFRS for its approach to social media. That said, the immediacy of social media would inevitably lead to occasions whereby posts at risk of misinterpretation were made. Overall she was satisfied with the management of the issue, and the lessons learned.

Meeting Evaluation

Agenda Item 15

24. Stewart Jackson delivered an evaluation of the meeting and the following points were made.
- a. The papers presented had prompted good debates and highlighted important issues within the Force.
 - b. It was clear there was a lot of work in progress across the People and Culture spectrum.

The meeting ended at 3.57pm.

Minutes

Extraordinary People and Culture Committee

Thursday 21 July 2022 at 12.00pm
via Microsoft Teams

Present:

Bev Shears (Chair)
Nick Hawkins (Deputy Chair)
Andy Cooper

Apologies:

Stewart Jackson

In attendance:

British Transport Police Authority Executive
Hugh Ind (Chief Executive)
Lucy Yasin (Co-Head of Governance and Compliance)

British Transport Police
Lucy D'Orsi (Chief Constable)
Steff Sharp (Chief of Staff)
Rachael Etebar (Director of People and Culture)
Tracey Martin, Director of Finance and Commercial
Richard Dronfield, Deputy Director Decision Support
Pauline Okirie, Policy and Engagement Manager

Apologies

Non agenda

1. Apologies were recorded from Stewart Jackson.

Declarations of Interest

Non agenda

2. All BTPA and BTP staff and officers declared an interest in the pay award and other pay and allowance proposals.

Police Staff Pay Award

Agenda Item 1

3. Following the announcement of the national police officer pay award for Home Office forces this paper was removed from the agenda.

4. [Redacted]

5. [Redacted]

6. [Redacted]

Pay Increase Proposals

Agenda Item 2

Executive Summary

Agenda Item 2.1

7. The summary was NOTED.

Wellbeing, Health and Safety

Agenda Item 2.2

8. [Redacted]

[REDACTED]

Call Handler Allowances

Agenda Item 2.3

- 9. [REDACTED]

- 10. [REDACTED]

Other Allowances

Agenda Item 2.4

- 11. [REDACTED]

Spine Point Increase Proposal

Agenda Item 2.5

- 12. [REDACTED]

Compulsory Retirement Age

Agenda Item 3

- 13. APPROVED.

Any Other Business

Agenda Item 4

- 14. There was no other business.

The meeting ended at 1:46pm

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Minutes

Scottish Railways Policing Committee

Friday 2 September 2022 at 11.00am at Scottish Police Authority, 1 Pacific Quay, Glasgow, G51 1DZ, and via Microsoft Teams

Present:

Bill Matthews
 Kenna Kintrea
 Tom Halpin (Co-Opted Member – SPA)
 Mary Pitcaithly (Co-Opted Member – SPA) (Teams)

Apologies:

Willie Gallagher

In attendance:

British Transport Police Authority Executive

Hugh Ind (Chief Executive)
 Sam Elvy (Head of Strategy, Planning and Engagement) (Teams)
 Alistair MacLellan (Board Secretary / Minutes)

British Transport Police

Alistair Sutherland (Deputy Chief Constable)
 Gill Murray (Chief Superintendent D Division)
 Emma Manno (Corporate Communications Manager) (Teams)
 Dave Rams (T/Superintendent) (Teams)
 Fiona Chalmers (Researcher) (Teams)

Scottish Police Authority Corporate

Amanda Coulthard (Head of Strategy and Performance)
 Sam Curran (Operational Policing Policy Lead)
 Lesley Carnegie (Performance and Impact Lead)
 Rachael Walker (Policy Advisor)

Police Scotland

Louise Blakelock (Chief Superintendent) (Teams)

External

Alastair Dalton (Transport Correspondent, The Scotsman)
 Ben Doran (ScotRail Head of Safety and Risk Assurance)
 Mike Jackson (Scottish Government) (Teams)
 David Lister (ScotRail Safety, Engineering and Sustainability Director)
 Brian McNulty (HMICS) (Teams)
 Murray McVicar (Scottish Government)

Apologies

Agenda Item 1

1. Apologies were received from Willie Gallagher.

Declarations of Interest

Agenda Item 2

2. There were no declarations of interest.

Minutes

Agenda Item 3

3. **RESOLVED**, that the minutes of the meeting held on 18 May 2022 be approved.

Actions

Agenda Item 4

4. Members considered a report of the Board Secretary regarding actions arising from previous meetings and the following points were made.
 - a. Members agreed that Actions 2/2022, 3/2022, 5/2022, 9/2022, 10/2022, 11/2022 could be closed.
 - b. **Action 7/2022 (Forecast Headcount)**. The Chief Superintendent was heard, noting that whilst D Division was currently over-establishment that year, turnover remained a concern. Members agreed this action should remain open pending a further update to Committee in November 2022.
 - c. **Action 8/2022 (Net Carbon Zero)**. The SPA Corporate Operational Police Policy Lead confirmed SPA Corporate had reviewed the BTP Net Carbon Zero report and recommended that the BTP Net Zero Manager should link in with their Police Scotland counterpart to encourage ongoing dialogue. Members agreed the action could be closed.
5. **RESOLVED**, that the report be noted.

Risk Profile

Agenda Item 5

6. Members considered the Risk Profile and the following points were made.
 - a. The Chief Executive noted that the profile was longer than previous iterations, and efforts would be made to make it more concise.
 - b. In response to a comment, the Chief Executive noted that the Red RAG rating for a number of the risks reflected constructive critique from BTPA

Executive in that the Executive acknowledged mitigation was undertaken, but more detail of mitigation in practice was required before the level of assurance to justify an Amber or Green rating was achieved.

- c. A Member noted that more Scotland-specific narrative around strategic risk would be welcome.

7. **RESOLVED**, that the report be noted.

Operational Performance

Agenda Item 6

Policing Plan Performance Q1 2022/23

Agenda Item 6.1

- 8. Members considered the Policing Plan Performance Q1 2022/23 report and the following points were made.
 - a. The Deputy Chief Constable explained that the 471% rise in serious violence offences was largely due to a change in recording standards.
 - b. The Chief Superintendent noted the Red rating for crimes involving sexual harassment was due to the complex nature of the type of offences involves e.g. taking and sharing of images.
 - c. The Chief Superintendent was heard and provided the following updates,
 - i. Life saving interventions were up by 31%, and across vulnerability more broadly there were good examples of train staff identifying vulnerable persons.
 - ii. The benefit of an embedded Inspector was illustrated by shortened handback times following incidents on the railway.
 - iii. The increase in disruption (minutes) was due in part to the impact of strike action.
 - d. In response to a question, the Chief Superintendent confirmed there had been positive examples of County Lines activity in Scotland, and that future reporting could highlight examples of cross-border activity.
 - e. In response to a question, the Chief Superintendent confirmed the decline in crime in June was due to partnership activity, with a rise in July followed by an overall decline to date.

- f. A Member commented that the format of data could be improved by showing long term trends, alongside crime compared to number of journeys (Action 12/2022)

9. **RESOLVED**, that the report be noted.

Joint Working – Police Scotland and British Transport Police

Agenda Item 6.2

10. Members considered a report setting out joint working between Police Scotland and British Transport Police and the following points were made.

- a. The Chief Superintendent (D Division) highlighted the contribution of Police Scotland negotiators towards BTP response to incidents in more rural areas, and joint working to assist vulnerable children at Glasgow and Edinburgh Waverley.
- b. A Member encouraged BTP to engage with Police Scotland on the use of drones given the context of their use in Scotland.

11. **RESOLVED**, that the report be noted.

Strategy, Planning and Thematic Items

Agenda Item 7

A Force on the Move: Delivering Our Portfolio of Change

Agenda Item 7.1

12. The Deputy Chief Constable was heard regarding BTPs *A Force on the Move* programme and the following points were made.

- a. The Chair noted he would welcome a D-Division-specific report on *A Force on the Move*.
- b. In response to a question, the Deputy Chief Constable noted BTP had employed a benefits manager to oversee benefits realisation, albeit he acknowledged BTP had more work to do in that area.
- c. A Member commented that the BTPAs Audit and Risk Assurance Committee would receive an internal audit report on *A Force on the Move* programme governance in due course.
- d. The Deputy Chief Constable concluded by noting BTPA was represented on a number of *A Force on the Move* boards, to encourage programme oversight, and that the programme was heavily dependent on effective IT performance.

13. **RESOLVED**, that the report be noted.

Strengthening the Industry Voice

Agenda Item 7.2

14. Members considered a report of the Head of Strategy, Planning and Engagement regarding the strengthening of the industry voice in the work of the Committee and the following points were made.

- a. Members welcomed the proposal and encouraged BTPA Executive to be mindful of commercial and freight partners when compiling the list of industry stakeholders.

15. **RESOLVED**, that Members approve

- a. The inclusion of quarterly agenda item regarding industry voice
- b. A standing invitation to a ScotRail guest speaker to address the Committee
- c. A quarterly call for written submissions to the Committee to be made to relevant industry partners.
- d. Standing invitations and reminders to industry partners to Committee meetings.
- e. That the above approve be effective from the November 2022 meeting of the Committee.

BTP Neighbourhood Policing Strategy 2022/25

Agenda Item 7.3

16. Members considered a report of the T/Superintendent (Neighbourhood Policing Portfolio Teams (NPT) Lead) regarding the BTP Neighbourhood Policing Strategy 2022/25 and the following points were made.

- a. The Chief Superintendent (D Division) praised the work of the Collators based within her Division.
- b. In response to a question, the T/Superintendent agreed that the strategy called for cultural buy-in from all BTP colleagues alongside dedicated Neighbourhood Policing Teams and noted senior BTP officers set the expectation that all officers and staff worked to support the delivery of the strategy. The T/Superintendent offered to confirm what other dedicated NPT resources there were outside of the meeting.
- c. In response to a question the T/Superintendent replied that NPT problem solving plans were tailored to the specific issue they sought to address, rather than following a specific Divisional template.
- d. A Member requested to hear more about the work of BTPs Stop and Search Scrutiny Panel at a future meeting.

- e. In response to a question, the T/Superintendent noted that implementation of the strategy and its resourcing – including two Collators in Scotland – would be reviewed after 12 months to determine if resourcing and impact was adequate.

17. **RESOLVED**, that the report be noted.

Horizon Scan Report

Agenda Item 7.4

18. Members considered a report of the SPA regarding Horizon Scanning and the following points were made.

- a. Members welcomed the outlined approach and encouraged the BTPA Chief Executive to consider how it could be utilised within BTPA.
- b. The SPA Operational Policing Policy Lead noted that SPA Corporate Horizon Scans could be made available to partners such as BTPA.

19. **RESOLVED**, that the report be noted.

Audit, Inspection and Governance Items

Agenda Item 8

Audit and Inspection Report Q1 2022/23

Agenda Item 8.1

20. Members considered the Audit and Inspection Report for Q1 2022/23 and the following points were made.

- a. A Member noted that they were content the report included the relevant amount of D Division / Scottish context.
- b. The BTPA Chief Executive noted the positive inspection results and commented that it would be interesting to hear from HMICFRS what more the Force could be doing to achieve Outstanding.
- c. The Chair suggested that the BTPAs Audit and Risk Assurance Committee could be mindful of the role of the Scottish Railways Policing Committee when deciding its internal audit programme for 2023/24.

21. **RESOLVED**, that the report be noted.

Committee Workplan 2022/23

Agenda Item 8.2

22. Members considered the Committee Workplan 2022/23 and the following points were made.

- a. Members noted the comments made during the course of the meeting and agreed the following items should be considered for inclusion in the workplan (Action 13/2022).
 - i. D-Division-specific item on *A Force on the Move*
 - ii. Standing item regarding industry voice.
 - iii. Horizon scanning
 - iv. Stop and Search Scrutiny Panel (Scotland)

23. **RESOLVED**, that the report be noted.

Evaluation Framework

Agenda Item 8.3

24. Members considered a report of the BTPA Analyst regarding the Evaluation Framework and the following points were made.

- a. Members agreed that some of the language used within the framework – whilst linked to the Committee’s design principles – could be rendered in plain English. Where this was done, any amendment to language should be explicitly linked back to the original design principle (Action 14/2022).
- b. In adopting the revised scorecard and measures, the Committee should not lose sight of the People aspect of its work.
- c. The one Amber measure – SRPC Update to Convenor of Justice Committee – would be Green once the Chair had written to the Convenor following that meeting (Action 15/2022).

25. **RESOLVED**, that subject to comments made,

- a. the report and scorecard for Q1 2022/23 be noted.
- b. The scorecard be amended (Action 16/2022) as per appendix B of the report, to include
 - i. section 3.3 *effective working with stakeholders to reduce disruption and protect the most vulnerable*
 - ii. to include section 4.2 *transparency and oversight of funding and delivery of best value*

- iii. changing the frequency of reporting to the Committee on section 3.1 *sharing of operational good practice between Police Scotland and BTP* from at least twice per year to four times per year.
- iv. Deleting the *Future Work* section of the scorecard.

Any Other Business

Agenda Item 9

26. There was no other business.

Meeting Evaluation

Agenda Item 10

27. Kenna Kintrea delivered an evaluation of the meeting and the following points were made.

- a. The Committee had achieved a good overview of items relevant to D Division in Scotland, and this was reflected in the composition of the agenda.
- b. The evidence for joint working between Police Scotland and British Transport Police was welcome.
- c. The hybrid format of the meeting had worked well.

28. The Chair contributed to the evaluation by noting he had been struck by the evidence of positive interplay and cooperation between SPA Corporate and BTPA Executive.

Background Papers

Action 2/2022: Vulnerability Case Studies

29. **RESOLVED**, that a report of a Detective Chief Superintendent regarding Vulnerability Case Studies be noted.

Action 3/2022: Victim Code of Practice

30. **RESOLVED**, that an SPA Briefing regarding the comparison of Codes of Practice for Victims and Witnesses of Crime in Scotland and England & Wales be noted.

Action 5/2022: GIAA Internal Audit Report – Strategic Workforce Planning

31. **RESOLVED**, that the BTPA Strategic Workforce Planning Internal Audit be noted.

11th Programme of Law Reform: British Transport Police Response

32. **RESOLVED**, that the BTP response to the 11th programme of law reform (introduction of legislation to create an offence for assaulting, threatening or abusing railway sector staff) be noted.

The meeting ended at 12.43pm.

DRAFT

Minutes

Performance and Delivery Committee

Wednesday 7 September 2022 at 10.30am and BTP FHQ, 25 Camden Road, London, NW1 and via Microsoft Teams

Present:

Craig Mackey (Chair) (Teams)
 Graham Evans
 Willie Gallagher (Teams)
 Mike Gallop (Teams)
 Bev Shears

Apologies:

None

In attendance:

British Transport Police Authority Executive
 Hugh Ind (Chief Executive) (Teams)
 Rubeela Qayyum (Chief Financial Officer and Deputy Chief Executive)
 Kate Carr (Project Director – Policing and Security)
 Sam Elvy (Head of Strategy, Planning and Engagement)
 Jon Newton (Analyst)
 Alistair MacLellan (Board Secretary / Minutes)

British Transport Police

Alistair Sutherland (Deputy Chief Constable)
 Tracey Martin (Director of Finance and Commercial Services)
 Chris Casey (Superintendent) (Teams)
 Mark Lawrie (Superintendent) (Teams)
 Vanita Patel (Head of Analytics) (Teams)
 Karen Wiesenekker (Head of Strategic Diversity and Inclusion) (Teams)

Apologies

Agenda Item 1

1. There were no apologies.

Declarations of Interest

Agenda Item 2

2. There were no declarations of interest.

Minutes

Agenda Item 3

3. **RESOLVED**, that the minutes of the meeting held on 10 May 2022 be approved.

Actions

Agenda Item 4

4. Members considered actions arising from previous meetings and the following points were made.
 - a. Members agreed that Action 8/2022 (External Scrutiny) could be closed.
 - b. Members agreed that Action 9/2022 (Presentation of Data) and Action 10/2022 (Briefing Note) had been superseded by ongoing activity since the last meeting and could be closed.
 - c. Members noted that a meeting between the Force and Executive to close Action 11/2022 (PowerBI) was scheduled for 12 September 2022 and an update would be provided to Members thereafter.
5. **RESOLVED**, that the report be noted.

Risk Profile

Agenda Item 5

6. Members considered the risk profile and the following points were made.
 - a. **Major Incidents.** In response to a question, the Deputy Chief Constable noted the progress the Force had made in addressing monitored recommendation arising from the Manchester Arena Inquiry, including the further professionalisation of the Senior Duty Officer role within the Force.
 - b. In response to a further question, the Deputy Chief Constable confirmed that the Force continued to engage with relevant industry partners and wider stakeholders to ensure the Force's response to future major incidents was as coherent as possible.
 - c. Members noted they would be undertaking a joint risk deep dive on Legitimacy and People risk alongside the People and Culture Committee on 12 September 2022.
7. **RESOLVED**, that the report be noted.

External Scrutiny

Agenda Item 6

8. Members considered a report of an Assistant Chief Constable regarding a review of External Scrutiny and the following points were made.
 - a. The Head of Strategic Diversity and Inclusion introduced the report, noting there were over 25 external scrutiny groups working with the Force, all of which brought benefits and insights to the work of the Force albeit all had varying levels of Force ownership, terms of reference and all lacked an element of central corporate governance to ensure identified learning points and themes reached the right audience within the Force. Moreover there was unifying influence to guarantee each of the groups met the level of diverse representation called for by the Race Action Plan.
 - b. A Member welcomed the report and encouraged the Force, when adopting any centralised oversight of external scrutiny, to ensure those overseeing the groups appreciated their unique character and role.
 - c. Members noted an action plan was forthcoming and encouraged the Force to consider what quick wins could be implemented in the short term, alongside a focus on where the Force wanted its external scrutiny function to be in twelve months' time.
 - d. A Member noted that any rationalisation of the external scrutiny function could lead to fewer albeit more effective external scrutiny groups. There was a risk that public perception would be that a reduction in the number of groups equated to less external scrutiny – even if fewer groups nevertheless exercised greater scrutiny - and communications on this point would therefore need to be handled carefully.
 - e. The Chief Executive concluded discussion by noting that the current decentralised nature of external scrutiny meant there were pockets of best practice across the Force and conversely pockets of poor engagement. He emphasised the fact the Race Action Plan noted such groups should meet a given standard of representation and added that any refresh of the external scrutiny function was an opportunity for Member engagement.
9. **RESOLVED**, that subject to comments made Members endorse the paper for submission to the Full Authority at its September 2022 meeting.

Legitimacy
Agenda Item 7

Thematic: Legitimacy / Stop and Search
Agenda Item 7.1

10. Members considered a report of an Assistant Chief Constable regarding Stop and Search and the following points were made.

- a. A Member expressed alarm at the fact individuals from BAME communities were seven times more likely to be the subject of a stop and search by the Force.
- b. The Chief Executive noted there was a link with the Force's emerging Inclusion and Diversity Strategy considered at People and Culture Committee on 6 September 2022 and the obligation for the Force to be able to explain the reason for BAME individuals being disproportionately affected by stop and search.
- c. Both a Superintendent and the Head of Analytics noted the Force was conscious of the implications of bias within the data used by the Force in its intelligence-led deployments and added that the Force was undertaking deeper analysis of its data. Moreover the Force would be relying on 2021 census data from the end of September 2022.
- d. The Head of Analytics noted that the current level of disproportionality represented an improvement on 2019 where the Force was fifteen times more likely to stop and search a member of the BAME community.
- e. A Member noted the prevalence of stop and search in response to low-level cannabis use and encouraged the Force to review its rationale and explanation for stop and search tactics in this area.
- f. In response to a question, the Head of Analytics confirmed the Force undertook analysis of instances where ethnicity was not stated, and well as links between areas of social deprivation and stop and search.

11. **RESOLVED**, that the report be noted.

Thematic: Legitimacy / Arrests
Agenda Item 7.2

12. Members considered a report of an Assistant Chief Constable regarding Arrests and the following points were made.

- a. In response to a question, the Head of Analytics confirmed that analysis was undertaken on the use of arrests versus other means of resolution.

This had revealed that persons of Asian ethnicity were eight times more likely to be issued alternate resolutions compared to white persons. The Head of Analytics offered to make recent Inclusion and Diversity Board slides available to Members outside of the meeting.

- b. Members noted the disproportionality of arrests by gender albeit they were less concerned regarding gender than the reported disproportionality regarding race.

13. **RESOLVED**, that the report be noted.

Legitimacy Data Q1 2022/23 (Use of Force, Custody)

Agenda Item 7.3

14. Members considered Legitimacy Data regarding Use of Force and Custody for Q1 2022/23 and the following points were made.

- a. Members welcomed their forthcoming access to Force data via PowerBI, and were mindful that such access should not lead to an overemphasis on operational detail on their part.
- b. A Superintendent committed to explaining outside of the meeting why in 5% of cases an appropriate adult was not requested in the case of under-18 in custody.

15. **RESOLVED**, that the report be noted.

Policing Plan Performance Q1 2022/23

Agenda Item 8

16. Members considered a report of the Deputy Chief Constable regarding Policing Plan Performance Q1 2022/23 and the following points were made.

- a. In response to a question, the Deputy Chief Constable confirmed the Force was mindful of the potential of the cost of living crisis to influence the level of both crime (e.g. metal theft) and vulnerability on the railway, including the impact on officers and staff having to attend any increase in fatalities.
- b. The Deputy Chief Constable registered his concern over the Force's capacity to absorb further demands with respect to vulnerability on the railway.
- c. A Member noted the galvanising effect Scottish Railways Policing Committee had on engaging industry and commented that this suggested there was potential to implement a similar level of engagement in the English and Welsh regions.

17. **RESOLVED**, that the report be noted.

Finance and Commercial Performance Q1 2022/23

Agenda Item 9

18. Members considered a report of the Director of Finance and Commercial Services regarding Finance and Commercial Performance Q1 2022/23 and the following points were made.

- a. Members agreed that it would be appropriate for up-to-date financial figures (e.g. up to P6) to be provided to the Full Authority meeting at the end of September 2022. Such figures could be provided alongside figures for *A Force on the Move* to enable both an informed discussion by the Full Authority on the cost of living crisis and other financial challenges facing the Force, and for the Full Authority to take any necessary decisions regarding e.g. pace of delivery against *A Force on the Move* and use of reserves.

19. **RESOLVED**, that the report be noted.

Committee Workplan 2022/23

Agenda Item 10

20. Members considered the Committee Workplan 2022/23 and agreed it could include item(s) on the contribution of *A Force on the Move* to operational delivery.

21. **RESOLVED**, that the report be noted.

Any Other Business

Agenda Item 11

22. There was no other business.

Meeting Evaluation

Agenda Item 12

23. Willie Gallagher delivered an evaluation of the meeting and the following points were made.

- a. In his view the hybrid nature of the meeting had worked well, papers had been of high quality, and the agenda was well structured albeit additional time had been taken to discuss Legitimacy – Stop and Search. This meant that items towards the end of the agenda had perhaps suffered from lower energy and input from Members.

- b. Thought should be given, in light of the Deputy Chief Constable's comments, to how the Full Authority supported the Force in responding to vulnerability on the railways.
- c. A Member commented that the hybrid nature of the meeting was not as effective when the Chair was not in the room.

The meeting ended at 12.33pm.

DRAFT

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Minutes

Strategy and Planning Committee

Thursday 15 September at 10.30am in BTPA Committee Room, BTP FHQ,
 25 Camden Road, NW1 and via Microsoft Teams

Present:

Andy Cooper (Chair)
 Fiona Brunskill (Deputy Chair) (Teams)
 Emir Feisal (Teams)
 Mike Gallop (Teams)
 Craig Mackey (Teams)
 Martin Richards (Teams)

Apologies:

None

In attendance:

British Transport Police Authority Executive
 Hugh Ind (Chief Executive)
 Sam Elvy (Head of Strategy, Planning and Engagement)
 Jon Newton (Analyst)
 Alistair MacLellan (Board Secretary / Minutes) (Teams)

British Transport Police
 Lucy D'Orsi (Chief Constable)
 Steff Sharp (Chief of Staff) (Teams)
 Alistair Sutherland (Deputy Chief Constable)
 Rachael Etebar (Director of People and Culture)
 Tracey Martin (Director of Finance and Commercial)
 Richard Dronfield (Deputy Director of Finance and Commercial – Decision Support)
 Craig Ellis (Deputy Chief Information Officer) (Teams)
 Ciara Ryan (Head of Estates Transformation)

Apologies

Agenda Item 1

1. There were no apologies.

Declarations of Interest

Agenda Item 2

2. There were no declarations.

Minutes

Agenda Item 3

3. **RESOLVED**, that the minutes of the meeting held on 1 June 2022 be approved.

Actions

Agenda Item 4

- 4. **RESOLVED**, that the report be noted and actions closed.

Risk Profile

Agenda Item 5

- 5. Members considered the Risk Profile and the following points were made.
 - a. A Member requested sight of the hotspot map regarding Legitimacy, and an update on Occupational Health staffing with regards to Health, Safety and Wellbeing (Action 13/2022).
 - b. In response to a question, the Board Secretary confirmed a note of the joint People and Legitimacy risk deep dive would be submitted to the Full Authority meeting on 27 September 2022.
- 6. **RESOLVED**, that the risk profile be noted.

Legitimacy Map / Terms of Reference

Agenda Item 6

- 7. **RESOLVED**, that the legitimacy map be noted.

Members agreed to vary the order of items on the agenda so that Business Cases were considered next.

Business Case: London Estate

Agenda Item 7 (formerly Item 10)

- 8. Members considered a London Estates update and associated business case and the following points were made.
 - a. [REDACTED]
 - b. [REDACTED]
 - c. [REDACTED]
 - d. [REDACTED]
- 9. **RESOLVED**, that subject to comments made the following be recommended to the Full Authority for approval.

- a. [Redacted]
- b. [Redacted]
- c. [Redacted]
 - i. [Redacted]
- d. [Redacted]
- e. [Redacted]

Business Case: FHQ Data Relocation
Agenda Item 8 (formerly Item 9)

10. Members considered a Full Business Case for FHQ Data Centre Relocation and the following points were made.

- a. [Redacted]
- b. [Redacted]
- c. [Redacted]

11. **RESOLVED**, that the following be recommended to the Full Authority,

- a. [Redacted]

- b. [REDACTED]
- c. [REDACTED]

Medium-Term Financial Plan 2024/28
Agenda Item 9 (formerly Item 8)

Commission: Medium-Term Financial Plan 2024/28
Agenda Item 9.1 (formerly Item 8.1)

12. Members considered a report of the Director of Finance and Commercial Services regarding the Medium-Term Financial Plan and the following points were made.

- a. [REDACTED]
- b. [REDACTED]
- c. [REDACTED]

13. **RESOLVED**, that the report be noted.

Mitigation of Outstanding Financial Pressures
Agenda Item 9.2 (formerly Item 8.2)

14. Members considered a report of the Chief Executive regarding the mitigation of outstanding pressures and the following points were made.

- a. The Chief Executive noted the report was an iteration of the version first provided to the Full Authority in June 2022, with the aim of explaining to Members why significant cost items were not dominating the forthcoming MTFP.

15. **RESOLVED**, that the report be noted.

A Force on the Move: Delivery Plan and Monitoring
Agenda Item 10 (formerly Item 7)

Portfolio Architecture
Agenda Item 10.1 (formerly Item 7.1)

16. Members considered slides detailing *A Force on the Move*'s portfolio architecture and welcomed its development from previous meetings. That said, Members felt its format could be improved through a renewed 'plan on a page' focus, and through ensuring items listed in previous iterations be retained for consistency of oversight.

17. **RESOLVED**, that the *A Force on the Move* portfolio architecture be noted.

Strategic Plan Reporting

Agenda Item 10.2 (formerly Item 7.2)

18. Members considered a report of the Deputy Chief Constable regarding proposed Strategic Plan Reporting and the following points were made.

- a. In response to a Member's query, the Deputy Chief Constable explained the methodology underpinning the 32 problem solving plans referenced in measure 1 (crime prevention and safeguarding), noting that the Force's Insight Team provided indicators for the Neighbourhood Policing Teams to develop localised plans from. It was noted plans did not always reflect industry priorities.
- b. The Chief Constable noted it would be worthwhile for the Committee to consider where any gaps in the delivery of Strategic objectives were emerging. Including where partnership working with industry was crucial to delivery.
- c. A Member noted that the Strategic Plan had been agreed, but nevertheless felt that thought could be given to weaving in more explicit focus on anti-social behaviour and reputation of the Force.

19. **RESOLVED**, that the report be noted.

Project Updates

Agenda Item 10.3 (formerly Item 7.3)

20. The Deputy Chief Constable was heard regarding project updates and the following points were made.

- a. The Deputy Chief Constable was due to embark upon the second round of Senior Responsible Officer (SRO) interviews.
- b. Force Chief Officer Group was due to consider Layers and Spans recommendations in October 2022 and is already taking a view on where the opportunities arising from the CT review might flow through into the forthcoming financial plan.

Police Services Agreement Removal of Wash-Up Update

Agenda Item 11

21. Members considered an update report of the Head of Strategy, Planning and Engagement regarding the removal of the Police Services Agreement Wash-Up Process.

22. **RESOLVED**, that the report be noted.

Committee Workplan 2022/23

Agenda Item 12

23. **RESOLVED**, that the Committee Workplan 2022/23 be noted.

Any Other Business

Agenda Item 13

24. There was no other business.

Meeting Evaluation

Agenda Item 14

25. Martin Richards delivered an evaluation of the meeting and the following points were made.

- a. It had been a productive meeting in spite of some initial IT issues that had delayed the start of the Member pre-meet.

The meeting ended at 12.07pm.

DRAFT

Note of Joint Risk Deep Dive – Legitimacy and People Performance and Delivery Committee & People and Culture Committee

Monday 12 September 2022 at 11.00am via Microsoft Teams

Present:

Performance and Delivery Committee

Craig Mackey (Chair)
Mike Gallop (Deputy Chair)
Graham Evans
Willie Gallagher

People and Culture Committee

Bev Shears (Chair)
Andy Cooper

Apologies:

Nick Hawkins (People and Culture)
Stewart Jackson (People and Culture)

In attendance:

British Transport Police Authority Executive

Hugh Ind (Chief Executive) (Teams)
Rubeela Qayyum (Chief Financial Officer and Deputy Chief Executive)
Kate Carr (Project Director – Policing and Security)
Sam Elvy (Head of Strategy, Planning and Engagement)
Stephanie Calvert (Co-Head of Governance and Compliance)
Jon Newton (Analyst)
Abdullah Ahmed (Finance and Audit Manager)
Alistair MacLellan (Board Secretary / Notes)

British Transport Police

Alistair Sutherland (Deputy Chief Constable)
Rachael Etebar (Director of People and Culture)
Karry McCafferty (Deputy Director of People and Culture)
Mel Morton (Head of Audit and Assurance)
Pete Fulton (Head of Professional Standards)
Chris Horton (Superintendent)
Karen Wiesenekker (Head of Strategic Diversity and Inclusion)

Apologies

Agenda Item 1

1. Apologies were received from Nick Hawkins and Stewart Jackson.

Explanation of Deep Dive Process

Agenda Item 2

2. The Head of Audit and Assurance provided context to the Force’s approach to managing risk and the following points were made.
 - a. A key element was the bow tie approach – where the risk was bracketed by its causes and its potential impact(s). The Force then undertook a control exercise for each cause and impact to identify mitigating actions.
 - b. The key messages on the respective risks were,
 - i. Legitimacy – [REDACTED]
 - ii. People – [REDACTED]
 - c. Key themes shared between the two risks included [REDACTED]

Legitimacy Deep Dive

Agenda Item 3

3. Members undertook a deep dive of the Legitimacy risk and the following points were made.
 - a. [REDACTED]
 - b. [REDACTED]

- c. [Redacted]
- d. [Redacted]
- e. [Redacted]

People Deep Dive
Agenda Item 4

4. Members undertook a deep dive of the People risk and the following points were made.

- a. [Redacted]
- b. [Redacted]
- c. [Redacted]
- d. [Redacted]
- e. [Redacted]

Meeting Evaluation
Agenda Item 5

5. Members discussed the outcome of the meeting and evaluated its format.
 - a. Members welcomed the joint deep dive format and the blended overview of both risks.
 - b. Members agreed it was important to acknowledge the positive steps undertaken to mitigate both risks and agreed with a comment by the Chief Executive that risk scoring was more art than science given the different stakeholders involved.
 - c. [REDACTED]

The joint risk deep dive ended at 12.02pm.

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