

Chief Constables' Council Minutes
Wednesday 18 – Thursday 19 October 2017

Security classification: Official
Author: Susan Paterson
Contributors: Richard Hampson and Nicole Higgins
Force/organisation: National Police Chiefs' Council (NPCC)
Date created 25 October 2017

Attendees

CC Sara Thornton	NPCC Chair
CC Andy Marsh	Avon and Somerset
CC Jon Boutcher	Bedfordshire
CC Alec Wood	Cambridgeshire
A/CC Janette McCormick	Cheshire
Commissioner Ian Dyson	City of London
CC Iain Spittal	Cleveland
CC Jeremy Graham	Cumbria
CC Peter Goodman	Derbyshire
CC Shaun Sawyer	Devon and Cornwall
CC Debbie Simpson	Dorset
CC Mike Barton	Durham
CC Mark Collins	Dyfed-Powys
CC Steve Kavanagh	Essex
CC Rod Hansen	Gloucestershire
CC Ian Hopkins	Greater Manchester
CC Julian Williams	Gwent
CC Olivia Pinkney	Hampshire
CC Charlie Hall	Hertfordshire
CC Lee Freeman	Humberside
CC Alan Pughsley	Kent
CC Andrew Rhodes	Lancashire
DCC Roger Bannister	Leicestershire
CC Bill Skelly	Lincolnshire
CC Andy Cooke (Day 1)	Merseyside
DCC Carl Foulkes	Merseyside
AC Mark Rowley	Metropolitan Police Service
AC Helen Ball (Day 1)	Metropolitan Police Service
D/Cmsr Craig Mackey	Metropolitan Police Service



AC Martin Hewitt	Metropolitan Police Service
AC Rob Beckley	Metropolitan Police Service
Cmsr Cressida Dick	Metropolitan Police Service
CC Mark Polin	North Wales
CC Simon Edens	Northamptonshire
CC Craig Guildford	Nottinghamshire
ACC Rachel Bacon (Day 2)	Northumbria
CC David Jones	North Yorkshire
CC Peter Vaughan	South Wales
DCC Matt Jukes	South Wales
CC Stephen Watson	South Yorkshire
CC Gareth Morgan	Staffordshire
CC Gareth Wilson	Suffolk
CC Nicholas Ephgrave (Day 1)	Surrey
ACC Jeremy Burton (Day 2)	Surrey
CC Giles York	Sussex
DCC John Campbell	Thames Valley
CC Martin Jelley	Warwickshire
CC Anthony Bangham (Day 2)	West Mercia
DCC Amanda Blakeman	West Mercia
CC David Thompson	West Midlands
CC Dee Collins	West Yorkshire
CC Mike Veale	Wiltshire
DCC Adrian Hanstock	BTP
DG Lynne Owens	National Crime Agency
DCC Simon Chesterman	Civil Nuclear Constabulary
A/CC Ian Livingstone	Police Scotland
CC George Hamilton	Police Service for Northern Ireland
T/CEO Rachel Tuffin	College of Policing
A/CC Andy Adams	MoD
Provost Marshall David Neal	Royal Military Police
Wg Cdr Jan Knight	Royal Airforce Police
CFO Paul Walker	Chief Fire Officer – Devon and Cornwall

In attendance for specific items

Lynda McMullan	Metropolitan Police Service
Matt Parr, CB	HMICFRS
Justin Maciejewski	McKinsey & Company
Andy Maclean	McKinsey & Company

CI Andy Goldston

Joint International Policing Hub (JIPH)

In attendance

Diana Luchford, CB
Jacky Courtney
Supt. Richard Cooper
Insp. Ben Gasson
Nicola Growcott
Richard Hampson
Nicole Higgins
Susan Paterson
Sherry Traquair
Omer Hamid

Home Office
Association of Police and Crime Commissioners
NPCC Chief of Staff
NPCC Staff Officer
NPCC Communications Manager
NPCC Business Officer
NPCC Strategic and Risk Planning Manager
NPCC Business Manager
NPCC FOI and Decision Maker
NPCC Communications Officer

09:00-18:00, 18 October 2017

OPEN SESSION

1. ATTENDANCE AND APOLOGIES

The Chair welcomed those present and the following tendered their apologies for 18 and/or 19 October 2017 session of Council:

- Paul Crowther – British Transport Police
- Mike Griffiths – Civil Nuclear Constabulary
- Simon Cole – Leicestershire Police
- Francis Habgood – Thames Valley Police

The Chair welcomed all new visitors and speakers to Council:

- Justin Maciejewski and Andy Maclean from McKinsey & Company speaking to item 5
- Diana Luchford, Interim Director General for CPMG from the Home Office
- Acting CEO Rachel Tuffin from the College of Policing
- Paul Walker – Chief Fire Officer from Devon and Cornwall and National Fire Chiefs' Council (NFCC) lead for international
- Jan Knight (Royal Airforce Police)
- Rachel Bacon (Northumbria)
- Rob Beckley (Metropolitan Police),
- Rob Bastable (States of Jersey Police),
- Andy Adams (Ministry of Defence Police)
- Janette McCormick (Cheshire).

The Chair informed Council that Steve Ashman (Northumbria) had retired and thanked him for his support and work nationally on international criminality and foreign national offenders within the Crime Operations Coordination Committee.

The Chair confirmed that Nick Ephgrave is interim NPCC lead for the Criminal Justice Coordination Committee

2. MINUTES

The minutes of the previous meeting held on 12-13 July 2017 were agreed as accurate.

3. MATTERS ARISING

Action item number 17 (25 January 17): The chair confirmed that Gareth Wilson will lead on the broader diversity strategy to be completed in July and Ian Hopkins is developing a workforce plan for 29 March. A paper will be submitted to the October Council meeting.

Gareth Wilson confirmed an update would be provided as part of item 13 on the agenda – Action Closed.

Action item number 12 (13 July 17): The College of Policing to work with the Workforce Coordination Committee to consider how to widen the number of applicants at ACC level from other law enforcement and relevant backgrounds.

The Chair confirmed an update would be provided as part of the Chair's update on the agenda. Phil Kay (Leicestershire) is currently progressing work on this – Action Closed.

Action item number 16 from (13 July 17): ESMCP - Francis Habgood to review point 5.3 on governance.

The Chair confirmed an update would be provided on this as part of item 17 on the agenda – Action Closed.

4. STANDING ITEMS

4.1 Chair's Update

The Chair reported on matters relating to Senior National Assessment, the Strategic Command Course and attendance at the Police National Assessment Centre. She referred to a possible change of name, a modular approach, and direct entry at ACC. The Chair highlighted Phil Kay's paper and encouraged all chiefs to put forward their views in response to it. The need was raised for evaluation of existing direct entry benefits prior to consideration of direct entry to chief constable.

Action: Richard Hampson to upload Phil Kay's position paper on to ChiefsNet and chiefs to review and feedback on the document.

It was confirmed that the College of Policing evaluate each course and this was an ongoing piece of work. Ian Hopkins said he is working on supporting workforce representation through the workforce strand.

The Chair reminded chiefs of the drive to have a Police memorial at the Arboretum for police officers and staff who have lost their lives in the line of duty. There is currently however a shortfall in funds. The Chair asked that chiefs discuss with their local federation chairs what funding might be found for the memorial and also asked chiefs to consider more widely what forces could do to raise funds. It was confirmed that chiefs' offices should remain the point of contact regarding the memorial arboretum.

Action: Chiefs to discuss with their local federation chairs what funding is available for the memorial arboretum and also consider what forces could do to raise funds.

The Chair explained that the IPCC media guidelines have been re-published and the NPCC have sent this out to force communication departments for feedback. The guidelines will also be placed on ChiefsNet and the Chair asked chiefs to provide feedback to Nicola Growcott.

Action: Richard Hampson to upload the IPCC media guidelines on ChiefsNet to enable feedback from chiefs.

The Chair spoke on behalf of Simon Bailey who is unable to attend this Council. She explained that the Independent Inquiry into Child Sexual Abuse (IICSA) had asked for force submissions and as NPCC lead, Simon Bailey had negotiated a deadline extension on chiefs' behalf. This requirement had subsequently been withdrawn in favour of Simon Bailey submitting a response on behalf of all chiefs, which has been completed.

The remaining issue to be finalised is that of core participant status. An application has been submitted for this and therefore funding will need to be raised from forces. Simon Bailey will be writing to chiefs.

The Chair updated chiefs on the Police ICT Company. She explained that a CEO recruitment process is still underway. If this does not yield a suitable candidate then a decision will have to be made on how to progress and what interim options are available. The Chair will be writing to all CIOs inviting expressions of interest and will request that those interested speak to their chiefs.

The Chair updated chiefs on ACRO chief executive recruitment and the opportunity for a temporary or substantive ACC to lead on this for up to two years whilst Brexit is negotiated.

4.1.1 Delivery Plan Q2 Update

Chiefs noted the update. The Chair noted that the plan included the more substantial national recommendations from the 2016 Peel Effectiveness report and that these were being closely monitored and regular updates provided to HMICFRS.

4.2 College of Policing Update

The Chair welcomed Rachel Tuffin to Council in her role as Interim CEO at the College of Policing. Rachel advised chiefs that there was no further update on an announcement of the new CEO since the recommendation of the preferred candidate in July 2017. Rachel Tuffin introduced T/DCC Mike Colbourne who had joined the College on secondment from Bedfordshire with a brief to develop stronger working relations with the NPCC. He will be focusing on consultation across stakeholders, especially chief constables and PCCs.

A summary of the September Professional Committee and other College updates were circulated with the papers. Chiefs were asked to note the following in particular:

- The College will set out their approach to consultation and engagement. They have recognised the need to ask more specific questions in addition to asking for general feedback. A paper will be prepared for Professional Committee in November 2017 that outlines the approach and invites comments and suggestions for improvement.
- The Evidence Based Guidance pilot is concluding and will be circulated for consultation once the leads of the two pilot areas have been consulted.
- 79 people have been awarded funding from the Bursary Scheme.
- The College continues to work with the service on potentially extending the use of CEDs to probationers and specials.

The Chair updated chiefs on the governance of workforce reform and noted recent activity to conjoin the Workforce Coordination Committee with the Workforce Transformation Oversight Group. This raised concerns over the Workforce Coordination Committee's obligations within the s22A collaboration agreement and its ability to properly deal with matters regarding the role as employer. It was noted there are now a number of boards/groups with similar agendas and membership but potentially with different remits. The opportunity for synergy is recognised, however the need to debate issues as employers remains and as such some separation is required. Giles York will be considering this.

The staff associations are concerned that attendance at a board is not conflated with consultation, especially in the light of workforce reform. It was also noted that Police Advisory Board still exists and relevant decisions should be going through the right negotiation methods. This has been a matter of discussion between the College and the Federation.

The Chair thanked Rachel Tuffin for her update, which was noted by chief constables.

4.3 Regional papers

The Chair guided colleagues through the feedback from the regional papers.

4.3.1 Charging and Out of Court Disposals Strategy 2016-2019

Council accepted the principles and direction of travel within the paper. There was support to move towards the advocated position over a period of time, dependent upon the local appetite for speedy change. The Chair welcomed the potential impact of early intervention by the use of out of court disposals.

Council in principle supported the proposed simplification of the framework for adult out of court disposals reducing the current six disposal options to two and noted efficiencies in cases being diverted from courts. However Council noted concerns over additional costs associated with additional conditional cautions and more diversionary pathways being instigated by policing. This may reduce costs to the criminal justice system overall and further conversation with the Ministry of Justice was suggested.

Action: DCC Sara Glen to revise the strategy based upon this feedback and to note that there is no commitment to additional funding for this.

4.3.2 Operation Hydrant Update

The update was noted and supported by all regions.

4.3.3 Data Loaded to the Police National Database

The paper was supported and all regions undertook to limit the period where no data is uploaded (due to a change of local systems) to less than 3 months.

4.3.4 Cyber Capability building across Law Enforcement Strategy

All regions supported option 3 in the paper.

4.3.5 Sensitive Equities Board

A revised version of this paper was re-published on the 16 October via ChiefsNet before this meeting which addressed the regions' governance and reporting mechanism concerns.

Once established the Sensitive Equities Board would be chaired by Mike Barton and report into the NPCC Crime Operations Coordination Committee. The need for the board was articulated as the requirement for coordination with other relevant agencies and the creation of a framework for how sensitive capabilities are used. It was confirmed that any items the board feels need greater scrutiny by chiefs would be tabled at future Council meetings. Representation from the Home Office CCD programme, UKIC and HMRC is being sought. The Sensitive Equities Board would be supported by a Technical Sub-Group (TSG), who would support the board in meeting its terms of reference, with membership from the specialist and technical communities including force leads and the National Crime Agency (NCA). Council supported the paper to further develop the national requirement for a secure environment to host such equities and management. This would include use of existing resources and those presently under development.

Action: The proposal would be brought back to the January 2018 Council meeting as a business case once further engagement with all necessary stakeholders was concluded and would include any expenditure impacting upon forces.

4.3.6 Review of ANPR Data Retention Period

The majority of regions supported the proposal in the paper. Concerns regarding the retention for only 12 months were largely allayed based on learning from previous usage and usefulness. All data currently retained beyond 12 months, if not otherwise preserved, is to be deleted by 31 March 2018.

4.3.7 Impact of the New Children and Social Work Act 2017 – Revised Child Multi Agency Safeguarding Requirements

The paper received qualified support and will be subject to further discussion.

Action: Simon Bailey to bring the paper back to the January 2018 Council meeting for formal agreement once the concerns of the South East, South West, North West and Eastern regions were addressed.

4.3.8 Proposal to Change the Guidance on Appropriate or Necessary in relation to Crime Recording

Council recognised that there has not been consistent implementation of when it is considered appropriate or necessary to record a crime reported by a third party, which has resulted in

different interpretations across forces. A discussion was held covering the following concerns from the regions to changing the current guidance:

- The potential for significant increase in crime recording
- The potential impact this will have on service delivery
- The potential significant impact of demand on response staff
- A clear definition of what credible third parties are deemed to be.

Council did not support the proposed extension to crime recording requirements. The majority considered that there remains a risk of bureaucratic crime recording or inconsistency of application which is particularly pertinent given the current proper focus on efficiency.

Action: Bill Skelly to work with Simon Edens as Chair of the NPCC Performance Management Coordination Committee to consider the broader issues of crime recording resulting from Crime Data Integrity inspections and bring back as a substantive agenda item at the January 2018 Council meeting.

The paper was therefore not supported in its current guise.

4.3.9 Honours

The paper supported option 5.1 which will removed the regional step and all nominations will be routed directly to the NPCC central office.

4.3.10 Police/Fire Collaboration – National Inter-Agency Liaison Officers (NILO)

The paper was supported and Simon Edens will speak with the London region to clarify comments raised around training and the Met's existing multi-agency liaison structures.

Action: Simon Edens to speak with the forces from the London region to address concerns.

4.3.11 Vetting Code of Practice for the Police Service

The paper was supported and an update provided on the training package in development which will be implemented alongside the Authorised Professional Practice (APP) being drawn up by the College of Policing.

4.3.12 Specialist Capabilities

The paper was supported and the Metropolitan Police position that a firm commitment to implement could not be given until presentation of a strong business case was accepted.

4.3.13 Pre-Charge Bail Update

This paper was noted. Darren Martland (as lead for this area within the Criminal Justice Coordination Committee) should work with the College of Policing to keep this under review. A discussion was held on what further work was required to develop evidence of what has happened since the changes to pre-charge bail were introduced.

Action: Mark Polin to send data captured by North Wales to Nick Ephgrave and Darren Martland.

Action: Darren Martland to work with the College of Policing to start creating an assessment of the impact of this change on victims, court processes and speed of investigations.

An update paper should be submitted to the January 2018 Council meeting.

4.3.14 NPCC & HMIC Engagement Forum Update

The update was noted by all regions and Simon Edens confirmed the next NPCC & HMICFRS engagement forum would take place in January 2018. A cycle of these meetings on three occasions per year has been agreed.

Action: The next engagement forum meeting date would be published on ChiefsNet to all forces for information.

4.4.14 Police/Fire Collaboration Update

The update was noted by all regions.

4.4.15 Virtual Hearings and Video Enabled Justice Update

The paper was broadly welcomed but all forces raised significant concerns about funding which at this time remains unclear. A view was provided that it is imperative that policing presents a united position in relation to this change. It was deemed essential that this work is delivered via a national strategy that also ensures that HMCTS model does not conflict with policing. All forces supported the start of formal discussions to commence with the Home Office and Ministry of Justice to decide how associated implementation and ongoing revenue costs might be met including set up costs on custody suites, estates, technical and staffing.

The Chair informed Council that a paper was being presented to the next Criminal Justice Board on 23 October which would address all regional concerns on investment and costs.

Action: An update to be published on ChiefsNet providing an overview of the discussion at the Criminal Justice Board meeting to all forces.

5. SERIOUS AND ORGANISED CRIME - Closed

Presentations from Andrew Cooke

Serious and Organised Crime (SOC) Baseline – closed

Presentation from Andy Maclean and Justin Maciejewski, Associate Partner for Mckinsey & Company

National Crime Agency Strategy – closed

Presentation from DG Lynne Owens

The Chair thanked Lynne Owens, Andy Cooke, Justin Maciejewski and Andy Maclean for their presentations.

6. BREXIT UPDATE

Richard Martin gave an update on potential operational issues resulting from Brexit. He referred to the legal instruments that policing relies on and the interdependencies that exist which are critical to moving forward. He explained that HM Government understand the importance of ensuring the current powers remain and they are in discussions with their many European partners who also rely on these shared powers.

The Met had carried out a detailed assessment of their reliance on EU instruments and the next phase is to carry out a national mapping of how forces use these powers and Richard Martin will write to chiefs if anything else changes.

7. UPDATE ON INTERNATIONAL POLICE ASSISTANCE

Andy Marsh gave an overview of current international police assistance developments, including the Joint International Policing Hub (JIPH) which was launched by the Minister for Policing and Fire in March.

He confirmed that the Prime Minister and Home Secretary are clear that cooperation with international partners on security and law enforcement remains a priority and helps protect people and promotes the UK policing capability further. Normalising overseas deployments for UK police officers at all levels working with international law enforcement bodies helps officers learn from overseas partners and shows the UK as a dependable partner fostering stronger links to better tackle issues of mutual concern.

The Joint International Policing Hub was implemented to help meet the national security objectives and provides a centralised hub bringing greater coherence and coordination to the UK's approach for international policing assistance. JIPH works hand in hand with the Stabilisation Unit and is currently funded entirely by the Conflict, Stability & Security fund. Andy Marsh explained in order for wider benefits to UK policing to be realised a secondary/alternative funding source needs to be identified. The Chair acknowledged the hard work JIPH has completed in association with forces specifically around introducing the new approvals process called International Police Assistance Board (IPAB) which all foreign assistance proposals from UK are processed in order to ensure multi-agency coordination and compliance with government policy.

A number of chiefs expressed support for taking a more proactive approach which would bring benefits at home and abroad. It was acknowledged that officers who had taken up opportunities for overseas deployment did benefit from the experience. Chiefs acknowledged the benefits of supporting international peacekeeping operations in post-conflict states: the expertise helps build strategic relationships across world for policing and contributes to the safety and security of the UK. It also maintains the UK policing brand and can bring about individual and systemic development. There must however be consideration of the interplay with our current struggles to meet domestic demand.

Council agreed to support NPCC efforts to negotiate funding to enable an upward shift and that further work should be done to increase income generation from international policing, specifically with the College of Policing in international training which all forces can engage with also.

Council agreed in principle to the release of officers with the caveat that there is access to larger central funds from HM Government to develop a more significant international policing capability.

Chief Inspector Andy Goldston was awarded a commendation for his dedication in promoting British Policing internationally and his exemplary contribution to establishing JIPH.

8. HMIC REPORT ON NATIONAL POLICE AIR SERVICE (AIR SUPPORT)

Alec Wood welcomed HMI Matt Parr to Council to outline his findings in respect of a recent study on national air support. The Chair noted that in the report there was an onus on the NPCC to be clear what is required from this capability and acknowledged that this has not been clear over the last few years.

Matt Parr presented an overview of the background, findings and recommendations from the HMICFRS study. He emphasised that the report in no way criticised the host force or the PCC. His comments on collaboration applied only to the NPAS agreement and not collaborations in general and his report identified areas that need consideration but did not provide the answers. The NPCC should consider what action is required.

The inspection was prompted by the NPCC lead for Air Support and followed concerns from some chief constables and PCCs. The report was based on a study rather than an inspection and as such is not graded. The findings showed a lack of strategy and guidance. A planned review in 2013 did not take place and there was little guidance on air support generally and none on drones. There were issues around fleet planning and levels of service and great disparity in the level of calls for service and in the resulting attendance rates and response times. Funding has reduced by £7m from 2008/09 and there was no evidence of a long-term capital replacement plan for the fleet. Issues with the charging mechanism were highlighted and resulting unintended consequences that drive force behaviours. HMICFRS raised concerns with the current governance arrangements and questioned whether the current s22A was fit for purpose.

Matt Parr highlighted the following from a suite of recommendations:

- Governance - should the existing collaboration agreement be revised to be fit for purpose or was there another model that would be better?
- A review of the strategy is required including force requirements from the service
- The Specialist Capabilities review could assist to develop force requirements for air support.

The recommendations are still being finalised and the report is expected to be published in early December 2017. Alec Wood confirmed that he would be leading on air support for the time being and that he has started looking at the fundamental questions of governance and user requirements. The discussion that followed highlighted:

- HMICFRS were not supportive of returning to the old model but there may be an argument for regional hubs, the quality of service would be hard to achieve from a single force model.
- A number of chiefs acknowledged the work and effort that West Yorkshire had put in as host force.
- There was agreement that the funding model was not effective and other options should be explored.
- Chiefs were encouraged to put the case for the need for the service to PCCs.
- Chiefs queried the use of aircraft vs. new technology such as drones and that a future model must be flexible to take advantage of advances in technology.
- NPCC needs to be very clear what it wants from an air service including clear view of operational requirements and where maximum benefit can be gained.

The Chair thanked HMI Matt Parr for his clear presentation.

9. COUNTER TERRORISM STRATEGIC AND OPERATIONAL PRIORITIES - closed

Presentation from Mark Rowley

Analysis of armed response times and recommendations to enhance our armed response – closed

Presentation from Alec Wood

10. TACKLING VIOLENT CRIME AND THE USE OF STOP AND SEARCH -

Adrian Hanstock explained that stop and search offers benefits in disrupting gangs however there are legitimate questions about the police officers effective use of stop and search powers. He also emphasised that there has been a systemic change over the last three or four years resulting in a reduction in carrying out speculative stops that are unproductive.

Adrian Hanstock said greater engagement with pressure groups, community groups and IAGs in London has seen improvements in community confidence in policing. Forces are focusing on areas of public concern such as knife crime and acid attacks. However there is still concern that 60% of current searches are for suspected drugs possession but the positive outcome rates for this are low. We are now at a crossroads of decision-making on the preventative benefits and the stated legitimacy concerns.

The paper introduced the revisions to the current Best Use of Stop & Search Scheme being proposed by the Home Office (under the refresh BUSSS 2.0) and proposed next steps for chief constables to consider.

- The police need to ensure they are following correct protocols and demonstrate legitimacy.
- Officers and supervisors need to be appropriately trained in stop and search tactics.
- Data needs to be accurate and made publically accessible across all forces.
- Public engagement is vital and where there are complaints, community leads need to be involved through community consultation.

Adrian Hanstock concluded that it might be beneficial to look at stop and search as a safeguarding matter, where a preventative approach is justified by the risk of harm.

Tackling (serious youth) violence in London -

Martin Hewitt introduced this item outlining the operational context of serious youth violence and the responsibility the police have to manage and prevent these types of violence.

- Knife crime doesn't happen in isolation. Stop and search is a fundamental tactic to protect people but there are other tools that can be used as well.
- Knife crime is linked with a number of other crimes and outcomes. The Met statistics show an increase in knife crime alongside increases in linked crimes such as murder, use of corrosive liquids, and moped-enabled robbery and theft.
- The suppression activity needs to co-ordinate all of these crimes (with public assistance).

- There has been a strong focus on evidence-led prevention and targeted partnership working and so far this has been successful.
- Officer confidence needs to be renewed in the use of these tactics as there is a concern that some confidence has been lost.

He concluded that stop and search tactics can be utilised as a legitimate preventative tactic to safeguarding and there is growing public support for this.

Gun crime and the impact of reducing stop and search - closed

Presentation from Andy Cooke

Day 1 End

Day 2: 09:00-13:00

19 October 2017

11. POLICE RESOURCING AND EFFICIENCY UPDATE - closed

Presentation from Dave Thompson

12. POLICE EDUCATIONAL QUALIFICATION FRAMEWORK (PEQF)

The Chair noted that PEQF had been on the agenda consistently over the last 18 months; however there are strong views on the feasibility and affordability of the proposals. The College Board is the ultimate decision maker, but there is a need to take into account the concerns of forces.

Rachel Tuffin introduced the session by suggesting that people are, in broad terms, supportive of the framework however it was acknowledged there were issues around cost, abstraction and impact on those already in the system. PEQF is about giving people the level of development they deserve, not putting up barriers, and to achieve consistency across the service.

Giles York presented a view of what implementing the framework in Sussex would look like. He challenged the concept of moving policing from the “bottom to the top of the cliff” and suggested that not everybody was at the bottom. He advocated the view that this was about valuing our people rather than empowering them to leave.

- Sussex could recoup the apprenticeship levy from their current projected level of recruitment of PCSOs and PCs. It was recognised that forces would vary in where they

are in the recruitment cycle and what they are already spending so this will not be the same everywhere.

- Data was presented on senior ranks (sergeant and above) who are currently in the system. A proportion across the ranks already has the required qualification levels indicating that this is not a standing start. There is development already in place that should be recognised and accredited. He believes the service needs to value what we are already doing.
- Costings indicated Sussex would spend a maximum of £9K/officer or £220K over three years - taking in to account those already qualified and those likely to retire (but not accounting for prior learning).

Rachel Tuffin reminded chiefs of how the level 6 and 7 standards were benchmarked against the ranks, in particular in relation to decision making, problem solving and creating new ways of working. The College Board is clear that there is much still to be decided regarding the senior framework and that plans must and will be subject to discussion with chiefs.

Development of the framework at the level 6 entry level was the initial focus due to the financial imperative created by the apprenticeship levy. It is considerably more developed than the senior ranks. The College recognises there is room for further debate and are now proposing a formal consultation on this as it develops. Chiefs went on to debate the PEQF and the specific questions posed in preparation for a consultation paper on senior ranks.

The Chair opened the debate by recognising that, amongst chiefs, there was a mix of positions regarding PEQF. These included advocates of PEQF, those who believe in the direction but have concerns regarding cost and timing and those who do not yet support PEQF. Chiefs were invited to express their view on the framework as a whole.

Chiefs were in favour of professionalising the service and could see the benefits of doing so. Most were supportive of the principles underlying the PEQF but expressed concerns over the implementation framework and timescales. In general, chiefs were supportive of the entry level but had more fundamental concerns over the feasibility of the higher levels. The debate that followed can be summarised as follows:

- There was concern over pace and timescales. Chiefs requested further due diligence and rigour in terms of affordability, sustainability and impact. A full equalities impact assessment is required since this was recognised as a significant gap in current understanding. In addition, further cost/benefit analysis is needed across the whole framework.
- It was suggested that change of this scale requires a more structured programme management approach, allowing regular gateway reviews at key decision points.

- Some chiefs noted that the collective view of chief constables could have been sought earlier and that the relationship between Council and the College Board would benefit from review.
- The impact of PEQF on the existing workforce was discussed with mixed views. Officers' expectations have changed in terms of pension and length of service, an additional change to their career pathway may not be attractive. Capable and natural leaders may be disadvantaged if they do not want to take the academic route and there is a chance good people could be lost if this is mandated.
- There was concern about constant academic requirements on top of an already stressful day job, although it was recognised that this is already a requirement in many areas.
- It was recognised that this would give officers more formal recognition (by way of qualifications) for their existing training.
- Abstraction levels were a concern. It is not clear how disruptive this will be, not just for those studying, but also for mentoring and those involved in supervision. A better understanding of current abstraction levels is required to understand the impact fully.
- Whilst chiefs were supportive of the framework in principle, there remain concerns that mandating the framework at senior levels could potentially cause issues in terms of attraction, retention, and diversity. The general view was the framework should be flexible to promote professionalisation and support the existing workforce. It should be incentivised rather than mandated.
- The impact on attracting the diversity of candidates required needs to be assessed. It is not clear, and there is no evidence, as to whether this will restrict recruitment from diverse communities. Chiefs had varying views on this.
- Wales is unlikely to be able to recoup the levy and forces are looking at the affordability of the framework as a result.
- PSNI and Scotland do not have funding from an apprenticeship levy and feel the framework may be unaffordable. If this is mandated it will affect the opportunity for officers to move between UK forces and restrict interoperability and mutual aid. It could also affect eligibility for SCC.

Chiefs were asked to express their views on three questions to inform part of the planned consultation:

- *Is there support for prioritising the development of a **sergeant level programme with attached qualification**, including further work on costing?*

Chiefs agreed that, from an operational perspective, the Sergeant rank should be the key priority for the development of this framework

- *Should plans continue for **mandated professional development with qualifications attached at inspector and superintendent rank**, or should a more **flexible model** be developed where officers gain credits over time to fit with their personal career path.*

Chiefs were not in favour of a mandated model. They were more supportive of a flexible or incentivized model.

- *For agreed levels, should apprenticeships be preferred **to access the levy** and potential co-investment or, given **abstraction** implications, should **other funding be sought**?*

Chiefs expressed practical concerns about mandating a 20% abstraction time, but noted that without abstraction this will not happen. There is insufficient information (detailed and accurate costings) and chiefs could not give a view at this time. There needs to be further consultation on this point.

- *Could the timescales for the introduction of any new senior qualifications be developed and agreed on an iterative basis, with the long term goal to **implement an agreed framework by 2025**, in line with the Policing Vision?*

Chiefs were in favour of an iterative approach. However, they could not agree an implementation date of 2025 until they had seen detail of the totality of the programme.

The Chair confirmed that the next step would be for the NPCC to write to the College outlining the discussions at Council. Further to this, she would aim to work closely with the new Chair of the College Board to ensure the views of the service are considered before the Board makes decisions.

Action: Chair to write to the College CEO with the results of the discussions at Council on PEQF.

13. NPCC EQUALITY, DIVERSITY & HUMAN RIGHTS COORDINATION COMMITTEE UPDATE & NATIONAL POLICING DIVERSITY STRATEGY & WORKFORCE PLAN

Gareth Wilson explained that the Lammy Review has most recently scrutinised the police for its diversity and equality performance and has generated a number of recommendations. In addition there is further scrutiny through the results of the 'Race Disparity Audit'. These reports recognise that some of the issues are broader societal ones such as education, health, and life chances.

There has been a lot of work carried out around workforce representation and Ian Hopkins has been leading on this with assistance of others. There are subgroups within the EDHR Co-ordination Committee and transformation funding of this strand has made a positive difference.

He confirmed that Phase 1 of the transformation fund work is to scope what needs to be carried out nationally.

Gareth Wilson informed chiefs he has a meeting with the APCC to understand progress on their work on diversity and equality and that some PCCs are considering a national conference on the topic. He emphasised that there shouldn't only be a focus on race and gender and the other protected characteristics need to be considered too.

There were points raised around the following issues:

- To remind forces to consider the diversity element of recruitment and vetting data.
- The importance of reviewing workforce data on attrition within a diversity context.
- Giles York encouraged chiefs to sign up to the 'he-for-she' campaign.
- Gareth Wilson reminded chiefs that there was still a position vacancy for race lead.

14. DATA PROTECTION REFORM – GENERAL DATA PROTECTION REGULATION (GDPR) & THE LAW ENFORCEMENT DIRECTIVE (LED) UPDATE

The latest update from the Data Protection Reform Working Group under Information Management Operational Requirements Co-ordination Committee (IMORCC) was posted on ChiefsNet on 11 October. On 13 September the Home Office released their first factsheet on the new Data Protection (DP) Bill which went before the House of Lords for its first reading. Abby Turner from Derbyshire Constabulary has been appointed head of the working group to help implement these changes nationally.

There remains a significant amount of work for policing to understand the implications of the LED and Ian Dyson informed chiefs that the draft bill is not as clear as had been hoped for. There is ambiguity in key elements of the bill where IMORCC had hoped it would provide direction on the GDPR. It does so by way of additional commentary, rather than direct lift and steer. This means that the reform working group will have to make a professional interpretation of each section to better inform force leads on the timelines for changes required to alter current data protection processes to be ready for compliance by the 5 May 2018. The working group is also considering implications from a recent judicial review on the retention of data on the Police National Computer (PNC) and with force practitioners on current guidance in development. The discussion reflected on the six data protection principles in law enforcement and the rights of individuals over their data.

The Information Commissioner's Office (ICO) has attached two staff to the working group team in addition to support the Home Office and College of Policing to work through this. Ian Dyson requested chiefs ensure they are confident that they have appointed a Data Protection Officer (DPO) but to remain flexible while IMORCC works with partners to define what the new DPO role will look like, what qualifications will be appropriate, and how professionals will be assured or

accredited. A one-day Data Protection Practitioners' Event on DP reform is planned provisionally for 20 November at Ryton.

All chiefs noted the update.

15. ASSESSMENT OF DEMAND

Simon Edens introduced this paper and highlighted key areas. There is a need to produce simple real time data, to develop an understanding of the right issues, and build a capability to predict demand.

The paper recommended that demand is adopted as a primary portfolio within PMCC with Bill Skelly leading a technical group to develop a collective understanding of what we define as demand, and options for a methodology to assess it. Simon Edens also recommended that PMCC leads on the consultation with HMICFRS on Force Management Statements. It is recognised by some that this could be an opportunity to develop a common approach and standardise demand data.

Chiefs had varying views on the value of the FMS and what action could be taken by forces in response to the consultation:

- There was some acknowledgement that this presented an opportunity to create a consistent approach to content that could feed the narrative on demand. If it is mandatory we should make the most of it.
- There were a range of opinions from speculation that this could reduce the inspection burden to a feeling that the internal demand created by the quarterly submissions, especially in the format required, would outweigh any benefit
- Concern was expressed over whether the template and approach were fit for purpose
- Chiefs recognised a need for an NPCC response and the Chair acknowledged that this would not be achieved in the meeting.

Consultation is ongoing where individual forces will be responding directly to HMICFRS. The Chair suggested that all forces submit their view to Simon Edens ahead of the deadline so that PMCC could work on a consolidated NPCC response.

Action: Simon Edens to write to forces requesting a view on force response to consultation by a date agreed prior to the deadline for consultation.

16. NATIONAL VOLUNTEER POLICE CADETS

Shaun Sawyer presented a report on the progress of the Police Volunteer Cadet Programme and the proposed transfer of responsibility to a charitable trust. The success in building youth communities within the service was noted. Cadet numbers had increased (from 4000 in 2015 to

over 12000 currently) and it is the most representative part of the service in terms of both ethnicity and gender. Forces are using it both as a recruiting ground and as a youth voice into the community.

The option of transferring responsibility for VPC to a charitable trust is being explored. A charity has been established and governance arrangements being put in place. A transition board is conducting due diligence and developing acceptance criteria with the support of expertise from SMEs. Council was asked to support the continued development of the charitable trust route.

Sustainability has been an issue. Current funding is due to expire in 2018 and the Home Office has advised that a blended model of private, public and third sector funding would be preferable and this can only be achieved through the charitable status. Council was asked to consider transition funding for three years whilst the funding through the charitable route is established. This would be a flat fee model from all forces of £15k over three years (£7.5k in year one). It was emphasised that this is transition funding and payments would not be made into the charity. It was further clarified that this funding should not be confused with the funding of the cadet units, but to fund a central national programme.

Chiefs were supportive of the programme and what it had achieved in principle but were unable to agree to the funding on behalf of their PCCs. The programme will engage with forces individually to take this forward.

MODERN SLAVERY UPDATE

Shaun Sawyer took the opportunity to give chiefs an update on the HMICFRS report on modern slavery. He thanked colleagues for all the hard work but indicated that the report is highly critical. It should be noted that the inspection was conducted before much of the recent work had started and that there is a substantial amount of progress that was not recognised as a result. Chiefs were advised to look at their own force position and be prepared for scrutiny following the publication.

17. EMERGENCY SERVICES MOBILE COMMUNICATIONS PROGRAMME (ESMCP) UPDATE - closed

18. Updates from Ian Dyson and Richard Morris NATIONAL ENABLING PROGRAMMES (NEP) UPDATE

The Chair withdrew the paper from the agenda and a verbal update was provided as follow-up to item 17.

Ian Dyson informed chiefs that the Home Office have now requested NEP to take over delivery of the wider Assess Management for Policing (IAM) solution – upon which other programmes rely,

for example National Law Enforcement Data Solution. This has been agreed. The Home Office Project IAM-FS (Federated Service) has therefore ceased and is handing over to NEP. In addition, a commissioned bid to develop standards falling out of the NEP has been submitted to the Police Reform & Transformation Board (PRTB) and is now progressing through the Home Office.

PTF funding will be used to enable the NEP to develop and deliver the initial components within their programme of work. Costings are being developed and once ready a joint letter from Ian Dyson and Paddy Tipping (PRTB chair) will present the findings to chiefs and PCCs seeking an agreement in principle to invest for transition to the new platform from 2018. A readiness checklist has been sent to all forces, which are being piloted in Kent and Essex Police, and all force leads were in represented last week at an event to speak on the technical detail requirements specific to each force.

Action: A paper for NEP on indicative costings to forces will be submitted to the January 2018 Council meeting.

19. ANY OTHER BUSINESS

The Chair confirmed this would be Peter Vaughan's last meeting at Council and thanked him for his support and contribution to policing and wished him well for his future role.

The Chair informed all chiefs that the Home Secretary has agreed to a date to meet with all chief constables in London. The Chair emphasised the need for all chiefs to review their current diary commitments and attend this meeting wherever possible.

Action: An update upon confirmation of this meeting is to be circulated to all chiefs.

Gareth Wilson confirmed the NPCC Race and Religion Portfolio within the EDHR coordination committee was still vacant and encouraged all chief officers to consider volunteering to take on this national role. Jon Boutcher volunteered to take on this important role with immediate effect.

Action: An update to be placed on ChiefsNet confirming the appointment of Jon Boutcher as national lead.

Debbie Simpson provided an update on the current overview of progress with Radox. The NPCC forensics portfolio is monitoring the effects of the situation across the criminal justice system and is working with the forensic services regulator, CPS and the Home Office to identify and prioritise for retesting. Legal advice has been sought and Debbie Simpson confirmed she was working with the NPCC communications team to circulate an update to all chiefs.

Action: An update on Radox to be placed on ChiefsNet.

Gareth Wilson summarised the current position with Suffolk Constabulary and the Court of Appeal case with Ipswich Town Football Club regarding cost recovery for officers stationed on the streets around the club's ground. It was confirmed that the Court of Appeal upheld the club's appeal. Suffolk Constabulary argued the club controlled the public highway, which the club had disputed. This has wider implications on all forces for policing events in general and Gareth Wilson agreed to take further advice and circulate this to all forces on the current position.

Action: An update will be published on ChiefsNet to all chiefs regarding this judgment.

The joint APCC and NPCC Reform Summit will take place on 1-2 November at the Grange Hotel, London and the Chair encouraged all in attendance to register their place.

DATE OF NEXT MEETING

The next meeting will be held on 24-25 January 2017.