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Chief Constables' Council Minutes

2-3 February 2022, Virtual Meeting

Attendees

AC Martin Hewitt	NPCC Chair
CC Sarah Crew	Avon and Somerset
CC Garry Forsyth	Bedfordshire
CC Nick Dean	Cambridgeshire
CC Mark Roberts	Cheshire
DCC Chris Armit	Cheshire
Cmsr Angela McLaren	City of London
AC Peter O’Dorothy	City of London
A/CC Helen McMillan	Cleveland
CC Michelle Skeer	Cumbria
CC Rachel Swann	Derbyshire Constabulary
CC Shaun Sawyer	Devon and Cornwall
CC Scott Chilton	Dorset
CC Jo Farrell	Durham
CC Claire Parmenter	Dyfed-Powys

CC Ben-Julian Harrington	Essex
DCC Andy Prophet	Essex
CC Rod Hansen	Gloucestershire
CC Stephen Watson	Greater Manchester
DCC Mabs Hussain	North Yorkshire Police
CC Pam Kelly	Gwent
CC Olivia Pinkney	Hampshire
CC Charlie Hall	Hertfordshire
CC Lee Freeman	Humberside
CC Alan Pughsley	Kent
DCC Tim Smith	Kent
CC Chris Rowley	Lancashire
CC Simon Cole	Leicestershire
DCC Rob Nixon	Leicestershire
DCC Paul Gibson	Leicestershire
CC Chris Haward	Lincolnshire
CC Serena Kennedy	Merseyside
Commissioner Cressida Dick	Metropolitan Police Service
AC Helen Ball	Metropolitan Police Service
AC Louisa Rolfe	Metropolitan Police Service
AC Nick Ephgrave	Metropolitan Police Service
AC Neil Basu	Metropolitan Police Service
AC Matt Jukes	Metropolitan Police Service
CC Andy Adams	Ministry of Defence Police
ACC Andrea Bishop	Ministry of Defence Police
CC Carl Foulkes	North Wales
CC Paul Sanford	Norfolk Constabulary
CC Nick Adderley	Northamptonshire
CC Craig Guildford	Nottinghamshire
CC Winton Keenan	Northumbria
ACC Scott Hall	Northumbria
CC Lisa Winward	North Yorkshire
CC Iain Livingstone	Police Scotland
DCC Mark Hamilton	Police Service for Northern Ireland
CC James Vaughan	South Wales
ACC David Thorne	South Wales
T/CC Lauren Poultney	South Yorkshire
DCC Tim Forber	South Yorkshire
DCC Emma Barnett	Staffordshire
CC Stephen Jupp	Suffolk
CC Gavin Stephens	Surrey
CC Jo Shiner	Sussex

CC John Campbell
CC Debra Tedds
CC Pippa Mills
CC Sir David Thompson
CC John Robins
CC Keir Prichard
ACC Charlie Doyle
CC Simon Chesterman
CEO Andy Marsh

S23

S23

Dep Brig Sarah Pringle-Smith
Col Mark John
Wg Cmdr Mike Dixon
Wg Cmdr Nicholas Card
Brig Vivienne Buck
Cmdr Dean Oakley
CO Ruari Hardy
CO Robin Smith
CO Gary Roberts
CC Chris Eyre
Cmsr Ian McGrail

In attendance

Abimbola Johnson
Andrew George
DCC Janette McCormick
DCC Maggie Blyth
DAC Amanda Pearson
AC Rob Beckley
Professor Paul Taylor
Lianne Deeming
Joanne Ashworth
Ch Supt Mel Jones
Vernal Scott
Cmdr Ade Adelekan
Cmdr Alison Heydari
Ch Supt Jenny Barnett
ACC Tyron Joyce
ACC Osman Khan
DCC Julia Chapman
Supt Naomi Edwards

Thames Valley
Warwickshire
West Mercia
West Midlands
West Yorkshire
Wiltshire
British Transport Police
Civil Nuclear Constabulary
College of Policing
Royal Military Police
Royal Military Police
Royal Airforce Police
Royal Airforce Police
Royal Military Police
Royal Navy Police
Guernsey Police
States of Jersey Police
Isle of Man Police
Sovereign bases of Royal Cyprus Police
Royal Gibraltar Police

S23

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ISOB Chair
President for the NBPA
Operation Uplift
NPCC VAWG Lead
NPCC Inclusion and Race Programme
Assistant Commissioner – Operation Resolve
NPCC Chief Scientific Officer Policing
CEO Bluelight Commercial
CEO, Forensic Capability Network
PSNI
Essex Police
Metropolitan Police Service
Metropolitan Police Service
Essex Police
West Yorkshire Police
West Yorkshire Police
Sussex Police
Essex Police

Gemma Stannard	NPCC Strategic Hub Lead
Tracy Holyer	NPCC Reform Lead
Hannah Hart	NPCC Strategy, Planning and Performance (SPP) Lead
Angela Connolly	NPCC Business Support Lead
Kelly Navarra-Lee	NPCC Deputy Business Support Lead
Lee Milton	NPCC Strategic Planning and Risk Manager
Richard Hampson	NPCC Business Support Manager
Justine Brisley	NPCC FOIA
Fi Greenlees	NPCC FOIA
Nicola Growcott	NPCC Head of Communications
Natasha Bolton	NPCC Communications
Glenn Sebright	NPCC Deputy Head of Communications
Andy Begent	NPCC Data Protection Manager
Tom Keating	NPCC Communications Officer
Vicky Reay	NPCC Business Support Officer
Emily Colwill	NPCC Business Support Officer
Mark Farey	NPCC Business Support Officer
Cathy Willis	NPCC Executive Assistant to NPCC Chair

SESSION 1:

MINUTES AND ACTIONS FROM PREVIOUS MEETING

The minutes for the previous meetings held were agreed:

1. 8-9 December 2021 – Agreed

Action Log

Session 6 (October 2021 Extraordinary CCC) – NPCC Strategic Review for Transforming Forensics Programme and the Forensic Capability Network - FCN Refocused and Next Generation Procurement (Action Owners: Lianne Deeming and Nick Dean): (Action 1) Governance hosting arrangements and funding review for all national units is being reviewed by the NPCC Strategic Hub and a paper will be shared with chiefs going forward.

(Action 2) Paper with the decisions and update on outline of contractual landscape across forces mapped to provide overview working towards a singular process going forwards.

1.2 Response – Discussion in session 9 on the agenda - Action Open

Session 1 (December 2021) – College of Policing Update (Action Owner: Andy Marsh): Agreed to complete stock take of misogyny recordings from forces and will write out to all chiefs.

1.3 Response – Letter will be circulated to all forces from the College – Action Open

Session 1 (December 2021) – Chair’s Update – Op Talla National Awards (Action Owners: Owen Weatherill): NPoCC Op Talla team would update chiefs on the logistics and venue for the awards so they can plan now.

1.4 Response – For a number of reasons the date of the Awards has been rescheduled and we are looking at June 2022, however we are just waiting to confirm the actual date with the venue. We are currently pulling together comms to go out to those who nominated individuals/teams to advise whether their nomination was successful or not. Action Open

Session 7 (December 2021) – Creation of Prevention Coordination Committee – Options Paper (Action Owners: Stephen Watson): Crime Prevention team would work with the NPCC Strategic Hub to come back to chiefs on detailed proposal of agreed creation of the committee building in resilience and capability points including roles and responsibilities (strategic and operational), how this links in with the **S23****, outputs being made clearer and how the committee would coordinate across all NPCC committees/portfolios interlinked into this area of work to avoid overlap.**

1.5 Response – Advert for the Chair position has been published to all chiefs and x2 candidates have put themselves forward for the role. Await outcome of ballot – Action Open.

Session 4 (January 2022 Extraordinary) – **S23******

1.6 Response – Ongoing action until pilot has been completed and overview can be worked up and presented back to Chiefs at a future Council meeting. Action Open

CHAIRS UPDATE

The chair welcomed attendees to Council. The following new appointments were welcomed to the meeting:

- Angela McLaren is the new Commissioner for the City of London Police
- Richard Lewis is now Chief Constable for Dyfed-Powys Police

The Chair congratuated the following QPM Honours recipients:

1. Ben-Julian HARRINGTON, Chief Constable, Essex Police.
2. Winton Laurence KEENEN, Chief Constable, Northumbria Police.

The Chair thanked CC Simon Cole for the support and contributions he has made to policing as this was his last Council meeting. All chiefs wished CC Cole well for the future.

Policing and Legitimacy

The Chair updated chiefs on the current commentary and landscape impacting on policing and its legitimacy whilst urging colleagues to consider how Council can collectively impact on this narrative

and ensure there is a balanced policing response which ensures that we hear the views of others outside of policing.

NPCC Vice Chair Vacancy

The Chair highlighted that the NPCC vice chair vacancy was advertised and asked colleagues to consider an application and, if interested, to approach either of the vice chairs or himself for further information.

Decision: NPCC Chair encouraged chiefs to considering applying for the role.

Legitimacy and Confidence in Policing Conference 17-19 June 2022

Decision: Chiefs were encouraged to attend the above event.

Covid-19 Update

The Chair reported that the rate of police absence had improved and stabilized. Absence reporting timelines would now be scaled back. From a regulatory point of view the majority of COVID regulations across the nations had lifted. The MPS Deputy Commissioner had recently issued an update on position with the MPS investigation into alleged Downing Street events. It was anticipated that an inquiry is likely to be launched into the response to COVID and this is expected sometime this year.

Decision: Chiefs noted the update

Performance Update

The Chair updated on work that the Performance Management Coordination Committee (PMCC) was leading on including engagement with HMG around management of performance requirements including some perception issues. The PMCC were also working closely to manage requirements arising from the Crime Policing and Performance Board to ensure that the Boards direction of travel continued in the right direction. The Chair commented on the opportunity to review performance issues with the forthcoming appointment of a new HMI and the College of Policing review to ensure that the NPCC, HMICFRS and College of Policing worked together to address performance management and the associated challenges.

Decision: Chiefs noted the update and this would be discussed in session 5 of the agenda.

PCSC Bill update

The Chair updated that the House of Lord debate had been held with a number of amendments suggested to the Bill which HMG were assessing. There had been some suggested rejections made by the Lords around public order and stop and search as well as some additions around duty of candour, drink spiking, vagrancy and misogyny.

Decision: Chiefs noted the update and looked forward to seeing the final version of the Bill once it's passed through Parliament.

NPCC Estates Move

The Chair advised that the NPCC/NPoCC had to vacate the Victoria Street building by March 2023 and work was ongoing with MPS Estates to work through issues including identifying accommodation demand levels and potential site locations.

Decision: Proposal will be brought back to CCC once approved by September 2022.

HMICFRS Emerging theme: Reverse Workforce Modernisation

The Chair highlighted an issue raised by HMICFRS around the police uplift programme and an emerging theme regarding reverse civilianisation and this was highlighted for Chief Constables to be aware of.

Decision: Chiefs noted the update

Roads Policing Strategy 2022-25 Update

CC Jo Farrell provided an update on the Roads Policing Strategy that was being developed for 2022 – 2025. CC Farrell thanked colleagues for the support of Chief Officers who lead the 8 sub portfolios that made up the Roads Policing Portfolio. Work was ongoing with Highways England, the Home Office and the Department of Transport to develop the Roads Policing Strategy and there was an increase in focus on the roads policing agenda. A roads safety strategic framework has been developed and a Roads Risk Strategy Board chaired at ministerial level will be held at which policing will be represented. The strategy has been developed in parallel with this work and has four overarching pillars: preventing harm and saving lives, tackling crime, driving technology and innovation and changing minds. The strategy will be underpinned by a supporting delivery plan and work is ongoing to obtain consistent data and analysis regarding the roads policing landscape.

Chiefs were supportive of the strategy and following discussion it was agreed that a review of the strategy commissioning process would be led on by the NPCC Hub and brought to a future Strategy, Planning and Coordination Board meeting.

Decision: Chiefs supported the framework and strategy which will be published on ChiefsNet.

Action: NPCC Hub would incorporate review of strategy commissioning sign off routes into work plan going forward.

NPCC Comms Advisory Group Update

CC Stephens provided an update on work ongoing within the Communications Advisory Group to review and develop its workplan and to engage and in some cases rebuild, relationships with key stakeholders including the Crime Reporters Association, Society of Editors etc. Feedback would also be given to stakeholders on the style and tone of current reporting around policing in the media. CC Stephens reminded colleagues of the source documents around engagement with the media including

the Leveson Report and HMIC Without fear or favour report and the College of Policing APP guidance. Following discussion, it was reiterated that the discussions at Chief Constables Council were subject to 'Chatham House Rules' to enable open and honest debate.

Decision: Chiefs noted the update and encouraged all chiefs to review principals and current Authorised Professional Practice (APP) – relationships with the Media going forward.

College of Policing Update

CC Andy Marsh provided an update on behalf of the College of Policing and covered the following areas:

1. PEQF: an overview of the outcome of the evidence-based review of the training including feedback that officers felt a better preparedness to perform their role, better understanding of communities and a higher proportion of staff wanting to make a career within policing. CC Marsh advised that the College would focus on improving some of the areas of concern and stressed the need for Chiefs to actively support these new routes for policing. CC Marsh advised that the IPLDP was due to end on 1 June 2022 however following concerns raised by the MPS on achieving the uplift requirements - this had been extended to 31 March 2023
2. The College of Policing Budget for 2022/23 had been cut by 5% and whilst efficiencies were being driven out this will mean a review of the Colleges charging costs and a letter will be sent to Chief Constables around increases to the sergeant and inspectors' exams and the impact of PUP funding
3. The fundamental review of the College of Policing is due for publication next week and more communications will be issued in due course

Action: Letter detailing an increase in charging for College services will be sent to all Chiefs.

Action: Fundamental Review of the College out next week and will be published to all chiefs via ChiefsNet.

Performance Sub Committee Update – NPCC Chair Role profile sign off

CC Olivia Pinkney updated on work that the NPCC sub performance committee had undertaken around changes to the NPCC chair role profile and the associated career pathways. Feedback from colleagues including CPOSA and the Audit and Assurance Board had been incorporated into proposals. The recommendations of the paper were approved however it was noted that there was some disagreement expressed around the increase to the Chairs tenure period however the recommendations were approved as this represented the view of the majority.

Decisions: Chiefs agreed the following recommendations from the paper:

1. The term for the office of NPCC Chair is increased to a 5 year tenure, embedding a 3 year contingency review for relinquishing the chair prior to the contractual 5 years (3+2).
2. Future eligibility for the role of NPCC Chair is defined as a serving Chief Constable or Assistant Commissioner within a UK police force or to have recent experience at this level

substantively. Independent scrutiny will be included should non-serving candidates express an interest.

3. The revised NPCC Chair Role Profile is agreed.
4. The existing S22A *National Police Collaboration Agreement in relation to the co-coordinating body known as the National Police Chiefs Council (NPCC) Pursuant to S.22A of the Police Act 1996* is revised to account for the term of office changes, eligibility criteria and proposed job description. This revision will be incorporated into existing work owned by the NPCC Strategic Hub.

Police Uniform Update

CC Simon Cole highlighted some of the challenges that exist around the use of different procurement routes which impact on policing's efficiency when it goes out to market to procure items of uniform and kit. A working group and strategic board are in place to address these issues and a review of the working group membership will be undertaken to ensure it is representative of all forces. CC Cole highlighted the potential opportunities to look ahead around uniform/kit refreshes and how they are procured, and work was ongoing with blue light commercial to explore the possibility of an aligned process that meet the needs of all forces when procuring uniform in the future. The issue of sustainability and recycling was discussed, and it was noted that whilst there was an element of this, more activity was needed whilst also considering security issues when disposing of uniform.

Decision: Chiefs supported the following actions from the paper:

1. Review of force strategy, governance of uniform to have clear local priorities
2. Are forces well sighted and integrated into force and national actions and decisions re uniform.
3. Consider your forces involvement at NUWG and ensure representatives have the right skills and knowledge to develop key areas of uniform related work.
4. Ensure that NUWG are consulted when procuring any uniform items.
5. Encourage representatives to provide consistent two-way feedback and updates from all uniform activities.
6. Ensure that feedback re uniform is provided via the NUWG rather than approaching Blue Light Commercial (BLC) directly to commence separate procurements.

REGIONAL PAPERS

NPCC Audit and Assurance Board (AAB) Annual Report 20-21

Summary: The purpose of this report is to report formally on the activity of the Audit and Assurance Board (AAB) during the period 1st August 2020 to 31st July 2021 and to set out how the AAB has met its responsibilities in relation to its terms of reference and key priorities.

Decision: Chiefs noted the update.

Special Branch Funding Transfer – National Memorandum of Understanding

Summary: The purpose of this submission is to request Chief Officer endorsement of the final draft of the national MoU which can be found attached. The national MoU will then come into effect on 1st April 2022.

Decision: Chiefs endorsed the final draft of the national MoU.

NPCC Strategy and Business Plan Update

Summary: In preparation for 2022/23, the Strategy, Planning and Performance (SPP) Team within the Strategic Hub are reviewing the NPCC strategy and business plan and this is an update on progress to all chiefs.

Decision: Chiefs noted the paper.

Body Worn Video for Specially Trained Officers

Summary: The purpose of this report is to seek a decision from Chief Constables to mandate equipping Specially Trained Officers with Body Worn Video (BWV).

Action: Author to liaise with the East Midlands and Eastern Region on feedback provided. The Eastern region provided qualified support for recommendation 3 in principle for ensuring STOs are trained to ensure BWV is used during Taser use. However, the paper does not deal with the critical issue of the recording and retention of recordings from training records in enquiries or legal proceedings. This would need to be clarified before full support can be given.

Decision: Overall chiefs supported recommendations 1 and 2 for the mandating of use of BWV for STOs. Recommendation 3 would be discussed in session 1 at Chiefs' Council before a final decision is made.

National Standards for Special Constabulary Recruitment

Summary: This paper sets out a planned national assessment process for the recruitment of Special Constables (SCs), and details the consultation and support received for the proposal to date. It does so in the context of the overall ambition to have a national and consistent 'end to end' officer recruitment process and the accompanying benefits. It outlines the current and varied practices across forces and the potential adverse impact this may have on candidates, specifically those from ethnic minority groups.

DCC McCormick confirmed that liaison had been undertaken with regions around issues raised and these would be addressed.

Action: Author of the paper to respond to the East Midlands and Eastern regions on the following feedback:

1. Agreed adoption of sifting interviews but would want some local involvement around force values. Concerns not sure what sift programme looks like. Some recommendations vague.
2. Concerns about the additional resourcing requirements, Cost and classroom time of these proposals and the impact this will have on attracting and delivering competent special constables.
3. Number of implications for forces and members of the special constabulary, summarised as: (1) putting in place the required content of the SCLP and the timeframes involved; and (2) addressing the question of how many people would want to put themselves through the PEQF process.

Decision: Following discussion and response from the author to the regions on the feedback provided this paper was agreed by Chiefs.

National Safeguarding Management and VPC Standards

Summary: The purpose of this paper is to provide details of relevant background to safeguarding and standards within the VPC, the current governance and to make proposals for future arrangements as regards a national Safeguarding and Standards function.

CC Sawyer advised that this was the most cost-effective option available and would use a model which allowed 43 ways of managing police cadets to a recognised standard level. This would require sign off from the safeguarding minister. The Chair sought clarification on the proposed funding and it was stressed that funding did not exist within the Hub – it was noted that funding could be picked up by other portfolios and this would be explored further within session 2.

Action: Author to liaise with the East Midlands, North East, London Regions and CTP on feedback provided. Overall the regions noted that a force must be fit to operate when they have young people/cadets in their care. The regions agreed funding needs to be done collectively from the Strategic Hub. There needs to be understanding of what the funding model of this will be before supporting.

Decision: Chief supported overall recommended Option 3. See session 2 for funding agreement.

College of Policing Review of Police Promotion and Progression

Summary: This paper introduces the report on the findings from that review. The report sets out principles for reform of promotion and progression and makes specific recommendations in the paper.

CC Andy Marsh highlighted the significance of this issue and whilst a good level of support and feedback had been received from the regions, a further debate would be useful at the March CCC.

Action: Author to liaise with the East Midlands, South West, Eastern and London Regions on feedback – outline only provided below as follows (For all feedback see full returns document in pack):

1. interim solution at 4 seems extensive and perhaps might be better dealt with by going to a longer term solution given its scale.
2. There needs to be flexibility with future promotion processes. Is this the right tool – competency frameworks may favour certain groups of people.
3. With the Eastern region forces wishes to retain the autonomy to run its own processes in line with specific objectives, requirements and culture of the force.
4. Forces suggested they wish to retain autonomy to compliment this via appropriate Positive Action to address any local gaps and support the progression of under – represented groups.
5. Forces in the Eastern region not support the mandating of national promotion processes as at recommendation 1.
6. Forces in the Eastern region does not however agree to any additional mandating of promotion processes / standards beyond the current NPPF Sgt / Insp processes.

Decision: Following regional feedback and discussion in the meeting a paper will be brought back to the March CCC meeting to address all the issues raised from chiefs.

Action: College will liaise with regions on the feedback provided.

National Ballistics Intelligence Service Funding Bid 2022-23 to 2024-25

Summary: Chiefs are asked to note the 2021-22 forecasted outturn position of underspends of £147k resulting in Reserves of £612k and Capital Reserves of £886k, which will be used to progress NABIS transformational activity detailed in the NABIS Strategy 2020-25 and to fund the capital replacement programme.

Action: Author to liaise with the East Midlands, South West and North East regions on feedback provided. Outline as follows:

1. Some forces get significant increases in costs and worth simpler options based on the current model.
2. Consensus that any underspends/reserves in the NABIS budget should be fully utilised before asking forces for increased contributions.

Decision: Overall the regions gave support for Option 4 funding formula and supported the implementation of this funding option from financial year 2022-2023. See session 2 for funding agreement.

NPCC Less Lethal Weapons Staff Resource Business Case

Summary: The purpose of this report is to seek a decision from Chief Constables to authorise an uplift in staff for the Less Lethal Weapons secretariat. There are two accompanying reports detailing the rationale; The Business case and the staff resource business case excel spreadsheet.

CC D’Orsi reminded colleagues of the polarised views around policing’s use of taser and the impact on issues around legitimacy and proportionality. There had been a growth in the number of officers who use taser which impacted on growth in demand/resources required in other areas. The Chair reminded colleagues that there wasn’t available funding with the Strategic Hub to fund such business cases.

Action: Author to liaise with the East Midlands, North East, London Regions and CTP on feedback provided. Overview below:

1. previous meeting agreed central costs for NPCC functions and needs prioritisation decisions required.
2. growing trend of leads seeking funding for NPCC roles which was always absorbed by forces
3. query on whether there are benefits by making the 3 roles permanent growth on BTP establishment rather than as temporary establishment growth, and if agreed for 12 months consideration could be given to the role of the NPCC hub, BLC role in managing suppliers as this is a significant cost and resource when compared to other areas.
4. Overall the regions agreed that given the NPCC has a Strategic Hub and a new funding model which was agreed at September 2021 CCC, then the funding to support this Business Case should come from the NPCC Strategic Hub and not from Force NRE contributions.

Decision: Chiefs supported the principle of the paper following review and discussion of responses to the regional feedback. See session 2 for decision on funding.

Session 2 - National Operating Budget Proposal and Budget Papers (2022-2023)

The Chair opened the discussion on the creation of the National Operating Budget to allow for a more disciplined and structured approach to dealing with bids.

There is still ongoing talks with the Home Office regarding VAWG and Race and Inclusion to see if there is the opportunity to get additional funding directly from them from the allocations pot. Martin Hewitt commented that he was meeting with the DG next week in respect of VAWG.

Gavin Stephens provided an overview of the operating budget.

The session lead thanked colleagues for supporting in principle to work together on an operating budget. He commented that back in December, it was agreed that there would be a percentage contribution from NRE towards all of the national functions. There was a discussion as to what the level should be – whether it should be set at 0.125% of NRE which would leave an operating budget of around £17.6 million. Since that discussion, there have been some additions and revisions. The Under Cover Policing enquiry was overlooked (1.1 million), additional papers have come in including support to Voluntary Police Cadets (160k), less lethal (260k) – SOC Chief Constable (300k.) All of those when added together amounted to a growth of 1.9 million additional. The importance of looking for efficiencies and savings was stressed.

It was reported that there is a 2.4 million pound growth in existing bids and only £768,000 in efficiencies and ACRO and NPCC were thanked for their help in finding some of those efficiencies. It was commented on that there is still the challenge of finding £19.8 million depending on confirmation from the Home Office on the bids which have already been mentioned. It was proposed that there should be a minimum of 0.125 percent contribution with the higher level of 0.13 percent of NRE being proposed as the best option to enable more flexibility. Once the overall budget is set, there will be a finance committee sub group who will actively look for efficiencies.

Although there was consensus and agreement to go for the 0.13% contribution, the point was raised that where there has been ongoing funding for some time, there must be assurances that efficiencies would continue to be looked for and there would be thorough financial scrutiny on this. There was also the point raised that the budget cannot be inflated each time to meet the requirements coming in and that there needs to be some critical decision making and some prioritisation going forward. There was the view that the reserves should also be looked at so, where possible, some efficiencies could be taken back. Finally, It was suggested that if they go to 0.13 contribution, they would want to be assured that the pro active looking for efficiencies would continue as they may be able to give some money back or, if they had a reserve, they could use this should other commitments in terms of funding come up throughout the year and could fund from this rather than having to go back to forces.

The session lead commented that they are hoping to get to something akin to a medium term financial plan for the national operating budget which will help to identify unspent monies and look for efficiencies. In finance there is the plan to get an active sub group to then bring those findings and proposals back to Council. For example, a rebate could be issued or there could be an agreement to hold some of the money in the centre for things that come in throughout the year. The APCC are supportive of the new budget – they did raise the issue that now this is done on a percentage basis, there may be issues with delegated authorities for some colleagues so it may be worth doing a local consultation on the overall amount for the force.

It was commented that NABIS is not NRE based and has a well thought out and thorough funding approach but most things will be funded through the NRE process.

Decisions: Chiefs agreed upon a 0.13% contribution for 2022/23 as per point 3.1 in the paper.

Decision: National Programmes host will continue to send invoices to forces. NPCC budgets will be collected via a single invoice from forces outlined in the NPCC Budget Proposal Paper.

Decision: Chiefs agreed in point 3.3 of the paper for the NPCC hubs finance coordinator to look at NPCC Budgets for 2023/24 & 2024/25 to identify and update where efficiency can be made and when programmes end which will give financial flexibility in the coming years.

Action: Finance committee to set up group to review underspend and reserve strategy.

Budgets

ACRO

ACRO is asking for 0.5 million less than previous year. The drop is from 3.5 million to 3 million with 7.2 million in reserves. There was a discussion on whether given the large amount of reserves, they could drop to 2.5 million.

7.2 million reserve is more of a balance and there is some volatility within ACRO balances. 18 months ago ACRO were virtually out of money because of the income generation they require around national travel. They are anticipating that they will spend the 3million if granted and it will go down to 3.9 million at the end of the next fiscal year. They need to get set up on the cloud which will cost 1.6 million and there are other developments. All of their finances are managed through a governance board so there is scrutiny and accountability.

Decision: Chiefs approved the contribution of £3.0m from the Police Service.

National Police Freedom of Information and Data Protection Unit

Decision: Chiefs endorsed the recommendation for funding of:

- i. 2022/23 - £484k
- ii. 2023/24 - £484k

NPCC Central Office

Decision: Chiefs agreed the contribution of £2,233k sought from PCC's for the NPCC Central Office annual budget for FY 2022-23 comprised of £2.1m operating revenue offset by other additional income (£39k) along with contribution towards reserves of £76k. (See action above on reserves strategy review)

NPoCC Strategic Intelligence and Briefing (SIB) Team

Decision: Chiefs agreed the contribution of £941k sought from PCC's for the NPoCC SIB annual budget for FY 2022-23.

NPoCC Operations

Decision: Chiefs agreed the contribution of £2,691k sought from PCC's + other signatories for the NPoCC Ops annual budget for FY 2022-23.

NPCC Pension and Reward

Decision: Chiefs agreed the contribution of £500k sought from PCC's for the NPCC Pensions Team annual budget for FY 2022-23.

Funding Bid to Forces – National Police MAPPA Policy Lead with HMPPS

Decision: Chiefs agreed to fund 50% of the cost of the post for 3 years. 2022-2023 is £44,000, 2023-2024 is £45,000 and 2024-2025 is £46,000 (based on an assumed 2.5% pay award each year). The total cost over 3 years amounts to £135,000. HMPPS will pay 50% of pay and allowance which amounts to £135,000 for 3 years.

National Wildlife Crime Unit

Discussions took place about the reserves -Paul Sanford and Gavin Stephens to speak with CC Debbie Ford.

Decision: Chiefs agreed to consider and approve the funding contribution of £232,580 from NPCC Forces for 2022/23 financial year.

Funding updates for NP2IRM, UCPI and HOLMES

Decision: NP2IRM, UCPI and HOLMES funding business case proposals to come back to the March CCC meeting.

National Ballistics Intelligence Service Funding Bid 2022-23 to 2024-25

It was commented that NABIS had been underinvested in – so much so that it is becoming inefficient and not equipped for the firearms threat for the future. The funding proposal has had full support at SOC board.

It was reported that there are two requests.

- 1) Top Level funding
- 2) Once the funding has been agreed, how can it be split across the different forces in terms of payments.

In terms of the regional feedback some of the areas raised were around the vacancy factor, questions around reserves, questions around contributions from STA, PSNI and ****S23**** colleagues.

In terms of the Uplift that they are asking for, it is around £371,000. The last time the bid came it was strength and not establishment plus elements of social care levy and pay and conditions review taking place within WMP. Normally, the governance board would agree the budget within the funding on the note which has been agreed at CCC which deducts the vacancies that they have. For the next financial year they predict that it is in the region of £240,000 which will be deducted from topline funding.

There are some significant reserves. There are capital reserves which are just under £887,000. They are holding reserves to be self sufficient around capital replacement programme.

The equipment used, integrated risk identification system costs 2.6 million over 10 years to replace which covers the three hubs -2 NABIS hubs and one in MPS.

There are Revenue reserves of £612,000 which was discussed at NGB - £300,00 for scoping new database which they didn't have to use it as the Home Office paid for the scoping. They are awaiting the SR outcome in relation to the new build system to replace NABIS and National Firearms Licensing Management System– they are optimistic that they will receive that funding through the spending review. There is the element of IT transformation required within NABIS – as a result of investments not come through in previous years and an element of contingency. A number of options have been prepared and it was decided that revenue reserves need to be reduced ranging from total removal of reserves to one that leaves a contingency element.

They were asked to review the funding formula. The MPS contribution had been fixed since 2008 at a rate of 100,000. The way funding had previously been allocated meant that the funding didn't represent the cost of each of the different elements of Nabis delivery- on the one side there is Forensic Services and the other side is the National Intelligence element so the proposals are to try and resolve that issue to align costs with Forensic usage or National Nabis Services. They have provided a number of options based on demands into the hub through looking at evidence firearms data either on a 1 year or 3 year basis providing some banding at natural break points with weighting – options include the NRE function as well. The preferred option is option 4. In terms of feedback there was a productive meeting with EM region on Friday. They are also looking at trying to cost the amount of NABIS services that PSA, PSNI and ****S23**** use that will align costs to their engagement.

Decision: After discussion from responses to the regional feedback provided Chiefs agreed to approve the funding contribution from NPCC Forces of £3,630,684 for 2022-23, £3,663,695 for 2023-24 and £3,697,036 for 2024-25.

NABIS Funding Formula

Funding Formula decisions that were agreed:

Decision: Chiefs approved Option 4, Banding of 3 years ONS data to calculate Forensic Usage and National NABIS Services, as the new NABIS Funding Formula.

Decision: Chiefs approved the implementation from financial year 2022-23 to coincide with the next three-year NABIS funding cycle being presented to Chiefs Constables' Council in February 2022.

National Safeguarding Management and VPC Standards

Decision: Chiefs agreed to fund the National Safeguarding and Standards function which would be covered by the National Operating Budget Proposal of 0.13% contribution for 2022/23.

NPCC Less Lethal Weapons Staff Resource Business Case

Decision: Chiefs agreed to fund the Less Lethal Weapons Staff Resource business case which would be covered by the National Operating Budget Proposal of 0.13% contribution for 2022/23.

Race and Inclusion – Chief Constable Dave Thompson provided an update. Money was allocated against this last year and it is a 3 year programme. There is some growth in the programme and there have been some underspends which reflects the mobilisation problems. Programme Management Support for example only really started in the Summer and Communications support started later. ISop not fully recruited. In terms of the employee costs the programme has got a workstream lead for each of the 4 workstreams agreed, it has got Amanda's post which is out for advert, it has Programme Support and some Communications support in the staff revenue. The team do need some money to put against programmes. They have been fortunate with work that Janette has done with Uplift and it has been easier to get things done via Uplift so they have been leaning on this. They have been making sure there is no duplication with work being undertaken by the College. This is the larger year on the programme - the cost of the budget should come down from next year. This is a slightly harder discussion with Home Office than VAWG. Liz Unwin talked about the action plan coming back tomorrow. It is currently a consultation document. Once they have got agreement from Council and other consultees, they will be scoping specific items of work. Most of the budget is in the new plan. They have tried to estimate on the cost of where the delivery will be. They may have to move budget around within the programme.

Session 3 - Parole Board for England and Wales

Chair of The Parole Board Caroline Corby introduced the Parole Board presentation to all attendees. Martin Jones CBE, CEO of the Parole Board stated the Parole Board evolved in 1967 and therefore has been operating for over 50 years. Around 90% - 95% of the prison population are released automatically without any Parole Board involvement. The Parole Board largely focus on those convicted of the most serious offences. The parole process is focussed solely on risk and public protection is the key consideration. The Board only considers release after the prisoner has served the period set for punishment, which is decided by the Judge.

Less than one in four prisoners meet the stringent statutory release test, which is set out by Parliament. The data shows the serious offending rate of individuals released by the Parole Board, in terms of proven reoffending, is around 0.5%

Victims are crucial to the Parole Board, personal statements and reconsideration requests can be submitted and decision summaries can be requested.

The Parole Board review prisoners who have committed the most serious offences and it is a legal requirement, if there is not an independent body to review if individuals remain at risk to the public they would be released.

The sole focus is not to release offenders, it is to keep the offenders in custody who remain at risk to the public.

The decisions are based on evidence and the hearings are now court hearings. When the Parole Board evolved in 1967 the purpose was to provide advice to Ministers who would have the final decision, however now the Parole Board decisions are final.

When the Parole Board evolved in 1967, the decisions were made from reviewing paperwork and the prisoner was not seen. However, in 2020/21 the Parole Board held 9022 oral hearings. The Parole Board consists of 350 members, in comparison to 17 members when the Board evolved.

Caroline stated over the last 3-4 years there have been very positive changes to reforms.

Before May 2018, by law the Parole Board were not allowed to release summaries to victims, media and members of the public. Since this change, the Parole Board have release over 7,000 decision summaries to victims, media and member of the public.

In July 2019 the reconsideration mechanism was introduced, this is an internal appeals process. Since this has been introduced, it has been used approximately 350 times and approximately 15% of these requests have been granted.

An upcoming change is the Parole Board are expecting an allowance for public hearings within the coming months. If a request is made that it is in the interest of justice for a Parole hearing to be public, the Chair will make the decision.

The Parole Board are also looking at victims being able to apply to observe a parole hearing.

The Parole Board are currently subject to a Root and Branch review which was a Government commitment made in the 2019 manifesto to review the Parole system. This is welcomed by the Board as there is improvements that can be made regarding transparency and building confidence in the system.

Terrorist Offenders (Restriction of Early Release) Bill, introduced in February 2022 ended the automatic release at the halfway point for individuals convicted under the Terrorism Act, all of those cases are instead subject to a Parole Board review. As a result of this, the Parole Board set up a dedicated team of specialist panel members to deal with terrorist cases. The team of experienced panel members go through ongoing intensive training specific to terrorist cases and includes members with background such as former and serving Judges, Chief Constables, Prison Governors, Prosecutors, Psychologists and Psychiatrists. The member require top-level security clearance to ensure effective information sharing between the Board, ****S23****, counter-terror police and probation to equip the Board with all evidence relating to the risk posed by an offender. Terrorist cases equate to less than 200 of the approximately 16,000 cases dealt with by the Parole Board annually. However, due to the critical public protection nature of these cases the Parole Board are in the process of adding to the specialist cohort with further expertise and aim to have approximately 70 members handling such cases by early 2023.

The Parole Board is very aware of the trauma experienced by victims and the strong willingness of the prisoner to not be released. Victims are at the heart of the Criminal Justice System and it is vital their voice is heard through the Parole Board process. Victims who sign up to the Victim Contact Scheme are updated on the progress of their case. They have the right to submit a Victim Personal Statement to the oral hearing and can request licence conditions. Victims will receive a summary of the Parole Board decision when requested, until 2018 the reasoning was kept a secret as a matter of law. Since 2019, victims can make representations to the Secretary of State regarding reconsideration. Julie stated the Parole Board membership consists of 169 independent members, 61 judicial members, 68 psychologist members and 35 psychiatrist members.

The Parole Board member conducts a risk assessment and reviews the evidence. The evidence starting point is the Dossier which contains hundreds of pages of evidence from courts, police, probation and prison. Prior to the hearing, the Chair reviews the Dossier and provides directions for further information or for witnesses to attend. At the hearing the prisoner will give evidence, and the content of the dossier is robustly tested by asking the witness/es and offender questions. This gives the Parole Board a unique picture of how an offender's risk has evolved from the point of sentence.

Martin presented how the Parole Board make their decisions:

1. The past- offender history, offending history
2. The present- behaviour, attitudes, assessments
3. The future- internal controls, external controls, reintegration

Information sharing between agencies such as the police and the Board is crucial to allow panels to gather all evidence relating to risk prior to the hearing. The Parole process is inquisitorial therefore the Board are there to ask questions and seek further evidence. Panels will sometimes direct police reports regarding ongoing investigation, alleged offences in which no further action was taken, or on rare occasions direct officers to attend to give evidence.

A direction to attend a parole hearing is equivalent to a direction to a court hearing, there are few officers who will be asked to provide reports and attend hearings, however, if and when they are, the evidence they provide can be extremely important to a decision.

The Parole Board is working with the NPCC and individual forces to improve third party directions compliance and memorandum of understanding has been created to ensure continuity in process among all forces.

The parole process is an opportunity to keep dangerous offenders in custody where there is evidence they remain a risk to the public.

Under the Parole Board Rules there is a provision to apply to the Board to withhold information from the prisoner if its disclosure would affect national security, prevention of disorder or crime, or the health and welfare of individuals. This is an unusual provision and it is tightly managed but can be a useful way to manage sensitive information.

Chiefs stated the offer of support from The Parole Board is extremely useful.

Decisions: Chiefs noted the update and agreed to create a group to share information more broadly with the Parole Board with a focus on SOC and CT cases. Group should include the ****S23****.

Session 4 - CT Policing Update

Op Bridger and MP Security

Decision: Chiefs supported the three recommendations as follows:

1. To develop a common risk assessment framework
2. To design and Implement a multi-agency hub for MP security.
3. To define future operating structures, roles and responsibilities.

Decision: Chiefs approved the request for two CT funded secondments to be advertised to support the detailed design phase of the project.

Manchester Bombing Inquiry Part 2

Decision: Chiefs noted the publication of Volume 2 on Emergency Response is expected around May. Volume 3 on Preventability is expected in the summer.

Decision: Chiefs agreed the recommendations from the paper as follows:

1. The group is expanded as needed to include other interested parties / relevant leads
2. C&C working group continues to develop these ideas and provide a more substantive response to CCC in due course
3. An assessment of JESIP and the currency of plans and training 'post pandemic', is put onto LRF agendas, and consideration given to what testing and exercising is now feasible

PLATO Assurance Process

Decision: Chiefs noted the update and were invited to ensure they are confident in their force's ability to respond effectively in the event of an attack.

CT Recruitment, Resourcing and Finance

Decision: Chiefs noted the position on the 22/23 budget and on recruitment, and support the developing programme of work on CTP recruitment.

Session 5 - National Crime Committee Session

CC Alan Pughsley introduced the session and advised that it would cover updates on key issues within the National Crime Committee that impacted on matters of trust and scrutiny and he passed on his thanks to staff who contributed to the work of the crime committee.

Undercover Policing Inquiry/Criminal Conduct Act Update

CC Pughsley advised that a fuller update would be provided to the March Council meeting regarding the undercover policing Inquiry led by Andy Ward who represented the NPCC and forces on the

inquiry. CC Pughsley provided a brief update from the last UCPI Gold Group meeting (chaired by Martin Hewitt) where it was agreed that a letter would be sent to the Inquiry chair and the Home Secretary regarding the increasing timescales and ongoing costs of the undercover policing inquiry as well as the impact on elderly witnesses.

Decision: Further update to come back to CCC once response is received from the letter sent to the inquiry and Home Secretary on timelines and next steps.

Relevant Source UCO and CHIS

Frankie Flood introduced the item and advised that he would provide an overview of the section 29 considerations when authorising relevant source (UCO) activity and also cover some of the arising learning from cases heard by the investigatory powers tribunal. The following areas were highlighted from the presentation:

1. Differences between considerations around private information and the broader information held by a public authority
2. Areas of learning around Article 8 and the necessity issues to consider
3. Overview of the areas of proportionality and consideration of the elements for proportionality
4. Revision of collateral inclusion considerations and the three categories as defined by the HMICFRS
5. Overview of the risk assessment process
6. Summary of relevant sources order, authorisation levels and oversight by the IPCO
7. Overview of the Criminal Conduct Act (CCA) including authorisation levels, considerations to be undertaken by the authorising officer and implications on cross border operations
8. Collateral intrusion overview
9. An overview of the authorising officer considerations at the renew stage
10. Overview of the additional safeguards in place for juvenile and vulnerable CHIS'

Decision: Chiefs noted the update to remind AOs of their Section 29 (Use & Conduct) considerations when authorising Relevant Source (UCO) activity and the overview of the Criminal Conduct Act (CCA) 2021.

VPP/Child Safeguarding

AC Louisa Rolfe introduced the session and updated on funding that had been allocated within the spending review to the coordination centre for county lines - this funding was provided with clear expectations around line closures which had been apportioned nationally.

The lead updated on Domestic Abuse Act and associated deep dives and reviews and the impact of the significant inspection regime. AC Rolfe provided an update on related super complaints, the majority of which fell within the domestic abuse and wider VAWG portfolio and an associated letter which had been sent from AC Hewitt and CC Sawyer around information sharing issues.

The lead highlighted the work being undertaken by Simon Bailey for the Home Office on issues around Operation Hydrant, vulnerability knowledge professional practice programme and TOWEX.

DCC Ian Critchley provided a presentation to give an overview of the critical elements of the child protection portfolio and the following areas were highlighted from the presentation:

1. An overview of some of the historical child protection cases and the positive impact made by policing/child protection and safeguarding partnership teams
2. An overview of the various portfolios that support the work of the child protection portfolio including MASH, child death working group, children and young people and VAWG portfolios
3. The communications strategy which is supported by the NPCC and Op Hydrant comms
4. An overview of CSE demand levels and the changing context landscape
5. Work ongoing to identify key threat areas including online harm and group based CSE and the resources being put in place to tackle these areas
6. Update on online safety bill and the issue of 'end to end encryption' and its associated risks
7. An overview of group based CSE and associated complexities and the recent IICSA report on organised networks and its findings around policing keeping pace with the changing nature of CSE
8. An overview of recent serious safeguarding and neglect cases including some cases which had resulted in the homicide of victims and the work ongoing to identify key learning and persistent themes from these cases
9. Summary of the local child safeguarding partnerships and priority areas for focus
10. Look ahead at key forthcoming reviews etc and a summary of the support available to forces

DCC Critchley closed the session by asking forces to consider if they were content with the effectiveness of their safeguarding partnerships, do staff and leaders have access to continuous professional development in order to consider the voice of the child, are forces content with the demand and risks being managed and is the wellbeing of staff managing these challenging issues being considered.

Decision: Chiefs noted the update on the inquiry findings report into child sexual abuse and agreed to take the priority areas for focus back into forces and supported the following next steps:

1. Publication of the national review regarding Arthur Labinjo-Hughes
2. Proposed revision of the Voice of Policing mission statement & developing police resources re local children safeguarding partnerships
3. Working Together 2018 rewrite / SV duty to cooperate
4. JTAI report – multi agency response to identification of initial need and risk
5. IICSA and completion of independent review into children's social care.
6. HMG TCSA strategy – overview of progress one year on.

Drugs 10 Year Strategy Update

DCC Jason Harwin provided an update on the 10 year Drugs Strategy and highlighted this built on recent updates that have been provided to Chief Constables. The following areas were highlighted from the presentation.

1. A high level summary of the 10 year strategy including its focus on three key priorities; to break the drug supply chain, deliver world class treatment and recovery services and achieving a generational shift in the demand for drugs
2. An overview of the desired outcomes of the Strategy by the end of 2024/25 - including reducing the number of deaths, expansion of treatment capacity, contribute to the prevention of crime and increasing denial of criminal assets

3. An overview of the policing response including the development of an accountability and delivery framework; making use of established local partnerships and the existing governance landscape, working with the College of Policing to understand and develop a 'what works' blueprint and an evidence base of effective practice, expanding and targeting the middle market supply

An overview of the resource and funding allocation

Decision: Chiefs noted the update.

Homicide Prevention Update.

DAC Stuart Cundy provided an update on behalf of the homicide working group and the next steps of activity for the working group. The following areas were highlighted from the presentation:

1. An overview of homicide data in England and Wales and the recent increase seen in the last year
2. A summary of some of the consistent contributory factors to the increase in homicide numbers and what policing can do to reduce these numbers
3. An overview of the ministerial focus on homicide including at CPPB meetings, summits, the beating crime plan and the recent systems leaders meeting which had a core focus on homicide
4. An overview of the variety of portfolio activities that feed into the homicide working group including VAWG, knife crime, county lines, domestic abuse, mental health and serious violence
5. A summary of ongoing work with the Home Office to improve the accuracy of data that is provided to the national homicide index
6. A summary of the next steps of homicide prevention activity which will be led by ACC Simon Wilson who will develop the NPCC homicide prevention strategy alongside engagement with forces and the college of policing around what works and best practice

ACC Simon Wilson provided a detailed summary of the work he will lead on to develop a homicide prevention framework that forces can use to develop their strategies. This work will be developed over 5 phases and the activity within these phases included understanding the current landscape, problem identification, establishing the policing requirement, activity and gaps and assessing accountability and oversight.

Following discussion, Chief Constables raised the following points:

1. How will the NPCC avoid 'prevention by crime type' and ensure that wider prevention work feeds in
2. How to address the issue of national requirements and local accountability
3. Partnership issue is crucial to develop the prevention piece including the impact of mental health on homicide
4. The need for a collective evidence based view that can be provided on what policing needs from partners and other agencies
5. The need to demonstrate that policing is working as one system

Decision: Chiefs noted the update and supported the following next steps:

1. T/ACC Simon Wilson, seconded as a dedicated homicide prevention lead to develop a NPCC homicide prevention strategy.
2. College of Policing and NPCC to develop updated homicide problem profile.
3. Working with forces who record highest volumes of homicides.
4. NPCC to negotiate access to Homicide Index.
5. Creation of NPCC led Homicide Summits with support of College of Policing and HMICFRS
6. Ongoing focus on homicide and serious violence prevention.

Session 6 - Diversity, Equality and Inclusion Committee Session

Gender Update

CoP have completed work around gender and retention. While there were no great surprises one issue that stood out was the lack of a standard exit interview. The first national gender pay report is due out this year. Womens health work team pulling all strands together into one area and would welcome any feedback on this.

Decision: Chiefs noted the update.

Wider DEI Strategy

Strategy developed in 2016 under police diversity work. Race report was set in 2017. Grant was signed off in 2018 and there is a need for strategy to be updated to reflect changes. Vision and outcome framework need to be developed. This should include supervision and wider culture- the aim should be more than anti racist, the force must move to be anti discriminatory.

Decision: Chiefs supported the development and delivery of the strategy and agreed the following steps:

1. Strategy - mid term refresh
2. Development of Outcomes Framework
3. Developing performance measures

Decision: Once strategy has been refreshed and re-developed this should come back to CCC for agreement.

GRT – Encampment Guidance

Forces need to be aware of upcoming changes in legislation with regards to Travellers.

It will be a criminal offence for anyone over 18 to be residing in a vehicle on private land without permission. Position has been that this is a planning issue and civil rather than criminal issue. NPCC is updating guidance for forces, with additional input from Home Office. The decision on which action to take will be placed on the officer. It is expected that there will be legal challenge to any criminal action taken. NPCC are working with GRT groups and NFU to draft guidance – this should be available in a few months. There is also contact with APCCs to explain options open for police to enforce the new legislation.

Police Uplift Programme and Police Education Qualifications Framework

Need to reiterate that the increase in numbers is because of new officers and due to length of training this has not yet mean more officers are deployable to CTP etc yet. National Audit Office will be asking what 'bang for the buck' we have got from PUP and will need to demonstrate that the impact will take time to be fully implemented.

All CCs have been written to by the Lord Chancellor for views on Human Rights changes. Feedback has been sought before but this is a new request and feedback should be given again to influence legislation.

Staff Networks funding has been signed off, but MOU not yet signed off. There is a mix of staff networks in terms of size and needs. The largest issue is usually time requirements for supporting different roles and networks. There is a move to a more matrixed form with an aim is to bring paper to next CCC and then trial approach, probably with National Black Police Association.

Updated guidance from Home Office on Hate Crime should be released in April. It is suggested that NPCC wait for this to be released before issuing any statements.

Decision: Chiefs noted the update on proposed powers in respect of unauthorised encampments and supported the following next steps:

1. Ongoing working group to understand the impact, which should include Force leads, GRTPA, APCC, NFU, Home Office.
2. Ongoing stakeholder engagement with key community groups.
3. Revision of the NPCC Unauthorised Encampment Guidance and implementation to all forces with guidance to all officers how to implement the guidance.
4. Awareness pack to support forces to be developed.
5. EIA development to agree measures and data to enable force / national evaluation.

Uplift Programme Update

Letter is going to forces – the standards for requesting diversity information agreed last year. Staff associations have been asking for data and while some forces are recording data well others are not. All forces will be sent details of their current recording status and will be asked to improve recording rates. Network leads have offered to help with encouraging officers to complete their details in return for access to diversity data.

Decision: Chiefs noted the update.

Action: Uplift team to send out letter to all chiefs on current position with data standards for protected data characteristics.

Human Rights Legislation Review

Action: Chiefs were requested to send in there submissions to the DEI committee to form a collated view for policing on the human rights legislation review – deadline to submit police response to the review is the 8 March.

Staff Networks Update

Decision: An MoU is being developed and the proposal would come back to CCC for sign off with chiefs.

Day 2

Session 7 - SOC (Chief Constable) Lead Role (Remuneration and Recruitment)

CC Alan Pughsley introduced the Serious and Organised Crime Lead Role and stated the paper is attached.

CC Gavin Stephens stated the recommendations are the approval of the appointment process and the terms and conditions. An initial term of two years was agreed with a review, and the eligibility criteria is the same as the College of Policing and new Chair roles.

Appendix 4.6 references the place of work is suggested as London, however, could alternative suitable Police HQ be considered. A vehicle allowance and accommodation allowance have been included.

The remaining terms and conditions will be similarly aligned to previous appointments under the AC process within the Metropolitan Police.

Annex A references the range of Chief Constable salaries, however advise was received for this role to be in the centre at approximately £170,000 per annum.

All Chiefs supported the terms and conditions.

In reference to the salary, the proposed salary is higher than approximately three quarters of Chief colleagues present, and therefore the salary seems too high as it poses the question of accountability. Recognised the skill required in terms of negotiation and influencing however the idea of it not attracted interest has not been tested on the market.

This role will be a representative at high level and therefore the correct representation must be appointed.

A package of £170,000 was further supported rather than a salary of £170,000.

Chiefs stated the decision may require remitting from Chiefs to a group, including PCC's. Chiefs will therefore need to agree a delegated authority for this which includes PCC's, in order to keep the independence.

CC Alan Pughsley proposed further work to be undertaken on the package.

Chair stated there is general support for the whole package to total £170,000. A large proportion of work has been undertaken; however it may be useful to gather a broader group and obtain satisfaction.

Chair highlighted the potential use of the Audit and Assurance board to provide independent scrutiny.

Chiefs agreed for the conclusion to be in distributed writing rather than returning to Council and delaying the process further.

Decision: Chiefs supported the proposal in point 4.6 that the place of work is negotiable at a London based office, or any of the Regional Organised Crime Unit offices. Chiefs agreed this would allow for broadening out the potential pool for recruitment.

Decision: Chiefs supported the appointments process in point 5.1 of the paper.

Decision: Chiefs agreed in relation to point 5.2 of the paper (*agree to the proposed terms and conditions of appointment and decide upon the salary band for advertisement*) – this needs an external input with the creation of a broader group to allow greater scrutiny and transparency. This group should include PCCs and the total remuneration package set at a £170k threshold.

Action: Once proposal is complete re the above decision – Gavin Stephens to write out to all chiefs to get further feedback.

Action: As part of review by the external group (as per above decision) a review of gender disparity pay gap should be looked at.

Session 8 - Forensic Science Regulator – Forensic Science Regulator Act and the progress towards Commencement

Martin Hewitt introduced Gary Pugh in his new role to talk about the forthcoming Forensic Science Regulator Act to be followed by a Q&A session.

Gary Pugh commented that he wanted to provide a brief overview of the current regulatory model which has been around for about 10 years and that it will follow through into the statutory basis for Forensic Science Regulation. There will be little change in the way Forensic Science is regulated.

He said that he would talk about the act and how it will work in practice but will also go through some of the provisions of the act, the commencement process and the engagement he has had with the police to help support the commencement. In his experience, this is the most significant change in the oversight of Forensic Science.

The session lead talked through his first slide emphasising the importance of Forensic Science not just to investigate crime and to identify offenders but also how it is one of the strongest safeguards against false allegations and wrongful conviction.

Forensic Science examinations carry significant risks particularly when there is a system as opposed to an individual failure. For example, drugs driving.

The aim is to minimise the risk of a quality failure and ensure that accurate and reliable evidence is put before the courts.

There is a high profile to Forensic Science with a high level of public interest. The Act aims to help increase public confidence in Forensic Science which will hopefully also help contribute to that broader public confidence in policing and the criminal justice system.

He then moved on to his second slide looking at the current regulatory model and stressed the importance of an effective accredited quality management system that ensure the quality, confidence, competence and technical validity of its operations and meets the requirements set out in the Forensic Science Regulator's Codes of Practice and Conduct. For example:

- Validation – understanding uncertainty of measurements and error rates.
- Defining and demonstrating the competence of forensic practitioners involved– by actually seeing people doing things and in a competent way.
- Documented and controlled procedures
- Internal audit and assurance processes

An effective quality management system should enable Senior Leaders to understand and manage the risk of a quality failure.

Organisational competence in the operation of quality management systems in forensic units in the UK is assessed by the United Kingdom Accreditation Service against international standards and guidance.

The third slide looked at the main provision of the act, the consultation process, and the status of the code. As expected with an act creating a statutory regulator, it is predictable that a code will need to be prepared and published.

The regulator must prepare and publish a code of practice about Forensic Science activities in England and Wales. As there is such a wide range of science and technology within Forensic Science, there is the need to create legal definitions to compartmentalise Forensic Science in a sensible way. For example, there is Crime Scene Examination/fingerprints and DNA profiling and it will need to be clear what the activities are and what they are not and create a definition which forms part of the code.

Before publishing the code, there is a clear requirement for consultation with appropriate people including persons who are representative or are likely to be carrying on activities to which the proposed code will apply and Gary Pugh confirmed that there will be statutory consultation.

Section 4 of the Act deals with the status of the code and a couple of the clauses will link the code and the regulation of Forensic Science into the Criminal Justice process:

This is by making the code admissible in evidence in criminal and civil proceedings in England and Wales but also a court may take into account a failure of a person to act in accordance with the code in determining a question in any such proceedings.

The session lead is having ongoing discussions with CPS, the Judiciary and the Barr on how this will all play out on a practical level. The responses and discussions he has had so far show that lack of

compliance with the code will open up the opportunity for a challenge to the admissibility of evidence from the outset. The judiciary are asking that in the absence of compliance with the code, what would organisations put forward as the basis for accuracy of their results? He will be working with colleagues in COP to try and manage the risks around this. There needs to be a clear policy from the CPS on how they will deal with this provision in the act. These discussions are ongoing.

The next slide looked at the part of the act that deals with the Enforcement process.

The trigger for the enforcement process is based on the regulator having reason to believe that a person may be carrying on a forensic science activity to which the code applies in a way which creates a substantial risk of adversely affecting any investigation or impeding or prejudicing the court of justice in any proceedings.

The regulator may require the person to provide copies of documents and information in their possession or within their control or require information to be provided orally.

The regulator may issue a compliance notice requiring the person to take steps within a given period or by the date of the notice. A compliance notice may in extreme cases prohibit whoever is served the notice in carrying out forensic science activity.

If the regulator is satisfied that the steps have been undertaken, the regulator must issue a completion certificate.

The next slide looked at the approach to ensure compliance with the Statutory code.

There are established risk notification mechanisms including referrals from forensic science providers.

There is a strong and healthy culture of self- referrals and near miss notifications.

There needs to be strong Leadership of forensic quality and understanding risk which is critical to ensuring compatibility with the code_ and there is the Requirement for a Senior Accountable individual at Chief Officer or director level.

The process for investigation and enforcement will be proportionate and based on an escalation process but with the full enforcement powers of the Act being used as a last resort.

The next slide then looked at Implementation.

To prepare the Statutory code, there will be a singular code involving three main elements:

- Production of a core code based on the current codes of practice and conduct
- Defining forensic science activities
- Incorporating the appendices to the current codes of practice and conduct

The session lead will formally consult on the draft of the code but he has already circulated a draft of the core code amongst the Forensic Science community and invited feedback already. There will be a lot of feedback sought before formal consultation.

There is the need to develop processes to identify risk and enforcement processes for issuing compliance notices and completion certificates.

The Secretary of State will commence the act and done in a way that will be staged.

Ministers have said that they want the act within 18 months from royal assent which means October 2022 which will be a challenging timescale.

The draft code is sent to the Home Secretary who has to approve it and then it is laid before Parliament. It will need to go through both houses of Parliament to then become law.

The last slide looked at Engagement

Gary Pugh said he will be interacting extensively with the NPCC Forensics Portfolio Board.

He has been working with Chris Porter, NPCC Quality Standards lead to establish current levels of compliance using FCN quality team resources.

The Senior Police quality managers are to be part of FSR Scrutiny groups and will get an input to help shape the code.

There is direct involvement with areas of current development of quality standards and accreditation processes including collision investigation, cell site analysis etc. He is reaching out to NPCC leads in those areas.

Decision: Gary Pugh will formally write on to all chiefs and forensic leads on engagement for feedback on the FSR statutory code in advance of starting the formal consultation process with forces.

Decision: Senior police forensics quality managers will be part of the FSR scrutiny group to consider the draft statutory code in advance of formal consultation.

Decision: Whilst developing the new codes – opportunity should be taken to review existing codes through the scrutiny group to see which parts should or should not be encapsulated into the new codes.

Decision: Once first report is published after engagement as outlined above, an update will come back to a future CCC meeting for further review and decision.

Action: Paul Taylor to link in with Gary Pugh in relation to the Sir Patrick Vallance strategy review.

Session 9 - Strategic Review for Transforming Forensics Programme and the Forensics Capability Network

CC Nick Dean introduced the agenda item and summarised some of the work that had been ongoing around engagement with the market place and the work of Blue Light Commercial to navigate the two routes to market. CC Nick Dean updated on the gateway group that had been established under the Crime Coordination Committee and asked Chief Constables to continue engagement with this group going forward.

Lianne Deeming provided a presentation to update on activity following the last Chiefs' Constables Council – the following areas were highlighted from the presentation:

- Overview of the options considered at Chiefs Council and subsequent liaison with WSCC to get to a position of potential convergence at different stages – following this it was agreed that there would be two tender processes with a process to enable convergence at the earliest opportunity going forward
- The DPS was concluded on 23 December and seven supplier submitted applications, with five ultimately awarded onto the framework. Processes were ongoing to assist the remaining two suppliers to address the gaps in standards
- Fifteen early adopter forces had been agreed
- Meetings have been held to assist with the issue of convergence to ensure a single point to the market for the two processes
- Overview of the market position and the concerns expressed by the market around running two processes and engagement is ongoing to deliver the best outcome for policing
- An overview of the activity linked to the commercial lifecycle which will include engagement with the WSCC and MPS commercial
- Overview of the next steps including developing of the commercial strategy, the governance landscape and forthcoming communication and consultation

Chief Constables welcomed the direction of travel and the update provided and provided the following feedback/comments

- It would be helpful to understand how innovation will be built into the framework
- The number of suppliers on the framework should not be restricted
- Need to ensure the learning from both routes to market are noted and shared

CC Nick Dean provided a presentation which updated on the strategic recommendations resulting from the Mackey review, the workstreams and the associated funding picture. CC Dean also updated on the emerging theme regarding the involvement of the scientific community with a community reference group – there were no expressions of interest from Chief Officers to lead this group, however several senior police staff had expressed in interest in the role and a selection process would be held. The following areas were highlighted from CC Dean's presentation:

- Update on workstream 1 (TF completion) and the links between work of the FCN/TF in delivering some of the scientific capabilities across forces
- Funding agreed by the CSR was £5.4m for projects under workstream 1 and an overview was provided on some of these projects
- Update on workstream 2 (Technical Services Transition) and the establishment of a Transition of Technical Services Board supported by an agreed terms of reference
- Update on workstream 3 (FCN re-focused including restructure) with a gateway group established under the lead of CC Thompson and a new remit for the FCN which will be developed by

forensic leaders under a review group. Any restructure process will be developed by Dorset as the employer

- An overview of the FCN new remit landscape which will be built and cross checked against the FCN structure
- Update on workstream 4 (focus on digital forensics) with gateway groups lead by CC Foulkes and CC Kennedy
- Update on the proposed way forward for Digital Forensics including the current status and progression of thinking and some of the concerns raised by the Home Office around strategic/ministerial positioning
- Overview of proposed joint delivery with PDS with the focus on the creation of two pillars on which policing can build its digital forensics capability (pillar 1: coordinating subject expertise, support and capability, pillar 2: technical delivery). The Home Office have given broad approval to move forward on the joint proposal with PDS which is dependent on agreement of governance arrangements, articulation of benefits, integrated delivery plan and community buy in
- Summary of next steps including planning activity with PDS, and strategic briefings/planning workshops held with chief officers and leads

Chief Constables noted the update and provided the following comments:

- Need to ensure there is appropriate visibility of the detailed prioritisation of projects against the agreed funding from the CSR
- Where are the links between digital forensics and digital investigation and what is the oversight?
- Recognition that the DF approach and model will be a fundamentally different way of business and delivery and therefore involvement and engagement in this area is crucial
- Need to consider the Section 22a agreement and how this will be re-presented around finance and legal considerations

Decision: Chiefs noted the Market update and supported the next steps from Bluelight Commercial (BLC) as follows:

1. Commercial Strategy should be drafted including a ten year vision, reflecting the full commercial lifecycle approach and agreed with a clear plan for convergence. Structured plans for Strategic Supplier Relationship Management and supplier development and innovation.
2. Revised governance linked to overarching forensic strategy and connection to the forensic community. The Board structure should be reviewed to ensure an appropriate level of membership to support commercial decision making.
3. Communication strategy to be developed to capture varying routes to market and force requirements. Needs to be clear ongoing engagement with market to allay concerns and find mutually acceptable position regarding resource for differing procurement processes.
4. Must build closer working relationship with WSCC as per previous CCC meetings agreements.
5. BLC to start engagement with Metropolitan Police and North Eastern Forces for managed service provision

Action: BLC will meet with key suppliers next week who have raised concerns regarding resourcing and capacity issues and will update chiefs following this.

Decision: Chiefs noted the update on the strategic review including the re-cap on the 4 workstreams and the proposed way forward for the Digital Forensic Science Strategy. Chiefs supported the next steps as follows:

1. Initial planning with the Police Digital Service (PDS).
2. Strategic briefing held with key chief officer leads from portfolio and gateway group 18th Jan 2022 - agreement reached on direction of travel
3. A mobilised joint DF/PDS programme
4. Detailed planning workshop held 31st Jan 2022 – findings to be shared with chiefs.

Products being developed:

1. Deliverables & activities roadmap for Jan – March
2. Governance proposal
3. Integrated delivery plan (Strategic & benefits case)
4. Community engagement plan

Ongoing actions in connection with the above can be viewed via the 20 October 2021 CCC meeting decisions log.

Session 10 - APCC Chair Update

PCC Marc Jones stated the recommendations for part two of the PCC review are expected soon. PCC Jones highlighted the commitment to building and strengthening collaboration and relationships with partners. The collaboration allows the APCC to highlight challenges and understand what is going on within partners.

The APCC/NPCC summit held in November 2021 was set to look forward and face challenges productively, positively and collaboratively. The APCC and NPCC have also led together on the spending review (SR) and the outcome would not have been as achievable if there was little collaboration.

New forums and resources are being developed to support partnership working, the new Strategic Policing Partnership Board (SPPB) has been launched in order to bring together various elements of the policing sector.

Prevention is linked in many ways and the focus on partnership is vital to this, an example of this is the PCC lead violence reduction unit. The APCC want to work closely with the prevention coordination committee through the APCC prevention portfolio.

The APCC/NPCC had a focus on two issues which are fundamental to the public trust and confidence in policing, both the Violence Against Women and Girls (VAWG) and the challenges around racial disparity for policing. There is further work to do to tackle the crimes disproportionately affecting women and girls every year.

The APCC had a successful summit for PCC's on VAWG, which DCC Maggie Blyth was a key part of.

The public voice is fundamental to PCC's, therefore discussions are taking place for the potential of a national survey of victims experiences of the criminal justice system, especially victims of VAWG.

Neighbourhood policing is one of the core issues within policing, PCC's are aware that the confidence of our communities is shaped by policing at a neighbourhood level. Equally PCC's understand those challenges get challenged but are unable to solve all aspect of.

The Serious and Organised Crime (SOC) area has developed and Steve Jupp invited Donna Jones (APCC lead for SOC) to speak at the recent SOC conference in December 2021.

Drugs is another issue for APCC, and appreciate the support and collaboration between the crime coordination committee.

In reference to the APCC vision for policing and governance, the APCC believe the role of PCC's as the public voice in policing is now is well established. The APCC want to see the PCC role further developed in the criminal justice system, many PCC's already chair their local criminal justice board and would like to see these boards put on a statutory footing.

It is important to consider the role as being one of a partnership, it is critical to PCC's to be able to support policing in order to deliver better outcomes. The role is being developed nationally and developing the relationship with the Local Government Association with a focus on crime issues.

The APCC also has a focus to widen the APCC remit to provide a national representation for policing and governance. There is already four Fire, Police and Crime Commissioners and the APCC are anticipating the publication of the 'White Paper' on fire governance imminently.

Police Scotland will be joining the APCC as an associate member from April 2022. British Transport Police (BTP), City of London Police and Ministry of Defence (MOD) are also members, and currently working on obtaining more members.

It has been 10 years since the formation of the PCC role and the APCC is working to develop a formation strategy to celebrate this and highlight what the role has achieved. It will have a focus on different topics throughout the months.

The APCC in the process of developing the new Strategic Plan for 2022/2024, which will be shared with policing colleagues before it is launched. This will set out a focus on the core issues but equally make clear the APCC role is to support policing and the ultimate aim is to drive down the number of victims in our communities.

Chiefs stated there is a difficult relationship between HMICFRS and PCC's for various reasons. However going forward, there is a lot that should be scrutiny rather than inspection.

Decision: Chiefs noted the update on key developments from the APCC Chair and welcomed the discussion.

Session 11 - Inclusion and Race Equality Programme Revised Plan

Guests were welcomed to the session. It was recognised that this would be the last session Amanda Pearson would attend in her current role and she was thanked for her contribution to this programme.

The background to the session was outlined. It is recognised that the group is not hugely diverse, so it is important to listen to representatives of staff networks although there is not an expectation for them to provide answers.

The composition of this group and the speed with which that is progressing were compared to the VAWG to illustrate how this may affect the perception of progress, along with reservations from staff networks about whether decisions have already been made.

While it is difficult to express a consistent vision across all forces it would be helpful, this must also be balanced with flexibility to implement in the way that is most effective in their own area with regards to their own demographics. The difficulty of finding the correct wording to reflect the current position and ambition was discussed and there were mixed views on what is most appropriate. Actions must be visible, and the roadmap and outcomes must be clearly set out. This is important to regain and retain the confidence and support of all communities.

Lived experience on the immediate and ongoing impact that racism has on people was shared. The similarity of previous conversations and previous action plans at different points in participant's careers were brought up to express the view that there is still a need to change the culture.

The composition of this group and the speed with which that is progressing were compared to the VAWG to illustrate how this may affect the perception of progress, along with reservations from staff networks about whether decisions have already been made.

The role of the Independent Scrutiny Oversight Board was covered. Applications have now closed for membership of the ISOB board with over 100 very high calibre candidates. There is a very strong shortlisting panel and interviews will take place soon.

Decision: All views and discussions from the session will be considered and then the Inclusion and Race team will finalise the final plan and its introduction which will return to CCC for decision in March.

Decision: The Inclusion and Race Team will provide more guidance to chiefs and forces in due course on how to engage and consult on the development plan from the 23 February.

Decision: All chiefs were encouraged to take the IOSB chair up on the offer of visiting and speaking with forces.

Decision: All chiefs were encouraged to put forward applicants for the National Programme Director role.

ANY OTHER BUSINESS AND WRAP OF DECISIONS

No AOBs recorded.

DATE OF NEXT MEETING

The next full Chiefs' Council meeting will be held on **23-24 March 2022**.