



Chief Constables' Council

Minutes of the meeting held on Wednesday, 18 January 2012

1. ATTENDANCE

1.1 Present

CC Sir Hugh Orde	President (Chair)
CC Simon Parr	Cambridgeshire
CC David Whatton	Cheshire
Commissioner Adrian Leppard	City of London
CC Jacqui Cheer	Cleveland
DCC Stuart Hyde	Cumbria
ACC Dee Collins	Derbyshire
CC Stephen Otter	Devon and Cornwall
CC Martin Baker	Dorset
CC Jon Stoddart	Durham
CC Ian Arundale	Dyfed Powys
CC Jim Barker McCardle	Essex
ACC Kevin Lambert	Gloucestershire
CC Peter Fahy	Greater Manchester
CC Carmel Napier	Gwent
CC Alex Marshall	Hampshire
CC Andy Bliss	Hertfordshire
CC Tim Hollis	Humberside
CC Ian Learmonth	Kent
CC Steve Finnigan	Lancashire
CC Simon Cole	Leicestershire
CC Richard Crompton	Lincolnshire
CC Jon Murphy	Merseyside
AC Mark Rowley	Metropolitan Police
AC Chris Allison	Metropolitan Police
AC Cressida Dick	Metropolitan Police
CC Mark Polin	North Wales
CC Phil Gormley	Norfolk
CC Adrian Lee	Northamptonshire
CC Sue Sim	Northumbria
CC Grahame Maxwell	North Yorkshire
CC Julia Hodson	Nottinghamshire
CC Peter Vaughan	South Wales
DCC Robert Dyson	South Yorkshire
CC Mike Cunningham	Staffordshire
ACC Paul Marshall	Suffolk
CC Craig Denholm	Surrey
CC Martin Richards	Sussex
CC Sara Thornton	Thames Valley
DCC Neil Brunton	Warwickshire
ACC Simon Chesterman	West Mercia

1. ATTENDANCE (cont.)

1.1 Present

CC Chris Sims	West Midlands
CC Sir Norman Bettison	West Yorkshire
DCC Patrick Geenty	Wiltshire
CC Andy Trotter	British Transport Police
ACC Alistair Finlay	Police Service of Northern Ireland
CC Justine Curran	ACPOS
DCC Gerard McAuley	Ministry of Defence Police
DCC Paul Minton	NPIA Deputy Chief Executive
Mr Tom Flaherty	ACPO Chief Executive

1.2 In attendance for specific items

DCC Ian Dyson	City of London Police
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1.3 In attendance

Jane Dench	ACPO Director of Policy
Gareth Morgan	ACPO Chief of Staff
Oliver Cattermole	ACPO Director of Communications
Marie Daniels	ACPO Police Reform Manager
Dave Spencer	Staff Officer to the ACPO President
Rose de la Cuesta	A/Programme Support Manager (Minutes Secretary)

1.4 Members noted the Rolling Attendance Log.

OPEN SESSION

2. WELCOME AND APOLOGIES

2.1 Apologies were received from: Mr Port; Mr Hitchcock; Mr Mackey; Mr Creedon; Mr Melville; Mr Baggott; Mr Ash; Mr Parker; Mr Shaw; Miss Beaton; Mr Smith; Mr Pearce; Mr Gargan and Mr Love.

3. MINUTES OF THE PREVIOUS MEETING

3.1 The Minutes of the meeting held on 21 October 2011 were agreed as a true record.

4. STANDING ITEMS

4.1 Action log: Status report

4.1.1 Mr Gormley provided Members with an update on the National Driver Offender Retraining Scheme (NDORS). PricewaterhouseCoopers had conducted an independent assessment of the existing governance structure. Mr Gormley undertook to provide a further update at the next meeting of Council.

Action: Mr Gormley

4.1.2 In relation to item 19 of the April 2011 Council, Mr Gormley advised that he would present a paper to the April 2012 Council meeting providing clarity regarding the costs and timeline for the Interoperability Programme with a specific end date.

Action: Mr Gormley

4.1.3 Members agreed the Action Log.

4.2. CABINET DECISION LOG

4.2.1 Members noted and agreed the contents of the Cabinet Decision Log.

Items for information

5. PRESIDENTIAL UPDATE

- 5.1 A meeting over dinner had recently taken place at Downing Street on 9 January 2012, attended by the Prime Minister, Home Secretary, Policing Minister, and the ACPO President along with 12 Chief Constables and their partners. The topics of the Strategic Policing Requirement (SPR), National Crime Agency (NCA) and the Professional Body for policing were raised.
- 5.2 The Police Arbitration Tribunal had considered Part 1 of the Winsor Review and had submitted its recommendations to the Home Secretary. A response from the Home Secretary was initially anticipated this week.
- 5.3 Part 2 of the Winsor Review was due to report at the end of this month.
- 5.4 The President congratulated Mr Stoddart, Mr Crompton, Mr Chesterman, Ms Cheer, Mr Leppard and retired Chief Constable, Meredydd Hughes, on their New Year's Honours.
- 5.5 Members noted the update.

6. AUTHORISED PROFESSIONAL PRACTICE

- 6.1 Ms Thornton introduced a paper and delivered the attached PowerPoint presentation which provided Members with an overview of the aims and objectives of the Authorised Professional Practice (APP) Programme.
- 6.2 The APP Programme was borne out of the desire to ensure professionalism and an improved public service.
- 6.3 The Shadow Strategic Policing Requirement (SPR) was published in November 2011 and a final statutory version was anticipated in June/July 2012. 600 guidance documents previously identified by the NPIA will be reduced by consolidating and decommissioning with the resulting remaining documents placed on to an interactive web based platform prior to the publication of the statutory SPR.
- 6.4 Core practice consisted of 8 key cross-cutting themes, 4 of which had already been agreed at the October 2011 Council meeting, with the remaining 4 to be submitted for formal approval at the April 2012 meeting of Council. The Investigation core practice carried many interdependencies and remained ongoing, but should be completed in time for Council in April 2012.
- 6.5 The specific practice on Civil Contingencies was now complete.
- 6.6 Mr Rowley was working on a labelling scheme for ACPO documents in order to determine their status and locus.
- 6.7 The Gateway Group was now fully operational and had been looking at commissions from Business Areas as well as considering final drafts. Members were informed that the APA was represented at the Gateway Group but that the Home Office was not at present.
- 6.8 There were currently some issues around the use of POLKA as an interactive platform to navigate around the APP framework. POLKA was unable to sit on a PDA and had restricted

access to some forces across the country. Force intranets, on the other hand, presented difficulties in terms of version control.

- 6.9 It was argued that it did not appear financially sensible to maintain POLKA and the PNLD at the same time, given that the latter was accessible to all forces in the country as well as the CPS, and had the capability of carrying everything on POLKA at reasonable cost.
- 6.10 Those present were assured that APP would have no impact on force HR policies and that its products were subject to an equality impact process. Ms Thornton encouraged Members to advise her of any areas which might have been overlooked.
- 6.11 Members noted the update.

Items for decision

7. JOB RELATED FITNESS TESTING FOR SPECIALIST POSTS

- 7.1 Mr Fahy introduced a paper which sought Members' support for the implementation and adoption of proposed new national fitness test standards for 13 specialist police officer roles.
- 7.2 The Job Related Fitness Testing (JRFT) standards were supported by expert groups, the Police Advisory Board and the Police Federation. The standards would feature in Part 2 of the Winsor Review, but public order assessments are currently undergoing further.
- 7.3 Ms Sim, in her capacity as ACPO lead for Public Order, emphasised the wider implications of endorsing an annual mandatory fitness test for generalist officers, as using untrained officers could lead to challenges from Employment Tribunals. There was also a discussion around appropriate arrangements for police officers who had failed to meet the standards.
- 7.4 It was added that an equality impact assessment would be required to consider the implications of fitness testing, as well as potential consequences relating to mutual aid provisions.
- 7.5 A debate followed which gave rise to the following points:
- Minimum fitness testing was already being undertaken by a number of forces, such as Hampshire, North Wales and Surrey and those who had failed the fitness tests were small in number
 - The public had a reasonable expectation that all officers should meet minimum fitness standards and be tested regularly
 - The number of police officers who fail the tests and require additional support should be identified.
 - The implementation of a fitness standard would support public confidence in light of the challenging public order situations faced by police officers such as Operation Kirkin
- 7.6 The recommendations contained in the paper were put to a vote. All but two Members, Chief Constables Sue Sim and Julia Hodson, voted in favour of accepting the standard, with the caveat that further work be undertaken on redefining the PSU category to differentiate between level 2 officers and generalists.
- 7.7 The President reminded Members that in accordance with Article 93 of the Memorandum and Articles of the Association, those Chief Constables who feel unable to adopt any agreed ACPO Doctrine must formally notify him in writing of the fact detailing the reasons for their decision.

Action: Members

- 7.8 In summary, Members supported the proposed JRFT standards with the caveat that the document be reviewed in 6 months and that further work be conducted by the Uniformed Operations Business Area with respect to defining level 2 trained officers and the role requirements of public order officers.

Action: Mr Gormley

8. PROFESSIONAL ENTRY TO POLICING: PRE-JOIN STRATEGY AND GUIDANCE

- 8.1 Mr Fahy introduced a paper which requested that Members endorse the recommended Pre-Join Strategy and Guidance.
- 8.2 There are currently various pre-join models in forces across the country. There is now a strategy to link them to a national framework.
- 8.3 Mr Fahy reported that the issue of professional entry into the police service would figure in Part 2 of the Winsor Review and clarified that the pre-join requirements should have no impact on a police officer's 2 year probationary period; however, the operational benefit was that new officers would be on the streets earlier in their service, giving additional flexibility whilst maintaining the standard.
- 8.4 Members recognised the operational benefit of pre-join schemes and agreed the proposed document as the standard for forces to develop their pre-join strategies.

9. UPDATE ON THE EHRC DISABILITY HARASSMENT INQUIRY

- 9.1 Mr Cole introduced a paper which provided an update on the work being progressed in response to the EHRC Disability Harassment Inquiry.
- 9.2 The EHRC had initially issued a six-month consultation period, which had now been reduced by one month. Mr Cole was one of the speakers at the consultation event on 17 January 2012 in Manchester, and he also attended the Independent Advisory Panel on Deaths in Custody on 21 November 2011.
- 9.3 Mr Cole had also been liaising with the British Transport Police to ensure a consistent response across the Service.
- 9.4 Although the Mencap 10 steps plan had been signed-off by 27 forces, the remaining forces were encouraged to consider it. The issue had attracted Ministerial interest and had already been raised in Parliament.
- 9.5 Funding had been identified for the Professional Reference Group in order to discuss and quality assure the police response to the EHRC recommendations and the required e-learning package for all front line staff currently being developed by the NPJA.
- 9.6 The IPCC was currently investigating police officers being called into hospitals to assist in restraining patients. The IPCC was concerned that police officers were being called into situations inappropriately. Members were therefore urged to consult the ACPO Guidance on Responding to People with Mental Ill Health or Learning Disabilities.
- 9.7 Members noted the contents of the paper and agreed the proposed plan in relation to the police response to the EHRC report.

10. ACPO'S TRANSFORMATION VISION – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

11. FUTURE OF NATIONAL CONSOLIDATION PROJECTS – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

12. VALUE FOR MONEY IN THE POLICE SERVICE – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED
13. CHILD PROTECTION DELIVERY PLAN – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED
14. THE NATIONAL POLICING RESPONSE TO FRAUD – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED
15. OLYMPIC AND PARALYMPIC GAMES 1012: REPORT OF OLYMPIC BUSINESS AREA – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED
16. OLYMPIC RELATED COMPLAINTS AND MISCONDUCT – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED
17. NATIONAL OLYMPIC POST INCIDENT PROCEDURE – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED
18. POLICE PROFESSIONAL BODY – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED
19. REGULATION A19 – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED
20. ANY OTHER BUSINESS
21. DATE OF NEXT MEETING – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED