



# Chief Constables' Council

## Minutes of the meeting held on Friday, 6 July 2012, West Yorkshire

### 1. ATTENDANCE

#### 1.1 Present

CC Sir Hugh Orde	President (Chair)
ACC Anthony Bangham	Avon & Somerset
CC Alfred Hitchcock	Bedfordshire
CC Simon Parr	Cambridgeshire
CC David Whatton	Cheshire
T/CC Jacqui Cheer	Cleveland
CC Mick Creedon	Derbyshire
T/ACC Chris Boarland	Devon and Cornwall
CC Martin Baker	Dorset
CC Jon Stoddart	Durham
CC Jackie Roberts	Dyfed Powys
CC Jim Barker McCardle	Essex
ACC Kevin Lambert	Gloucestershire
CC Sir Peter Fahy	Greater Manchester
CC Carmel Napier	Gwent
CC Alex Marshall	Hampshire
ACC Jon Boutcher	Hertfordshire
CC Tim Hollis	Humberside
CC Ian Learmonth	Kent
CC Steve Finnigan	Lancashire
CC Simon Cole	Leicestershire
CC Neil Rhodes	Lincolnshire
CC Jon Murphy	Merseyside
Commissioner Bernard Hogan-Howe	Metropolitan Police
AC Cressida Dick	Metropolitan Police
CC Mark Polin	North Wales
CC Phil Gormley	Norfolk
CC Adrian Lee	Northamptonshire
CC Sue Sim	Northumbria
DCC Collete Paul	South Wales
CC David Crompton	South Yorkshire
CC Mike Cunningham	Staffordshire
CC Simon Ash	Suffolk
CC Lynne Owens	Surrey
DCC Giles York	Sussex
CC Sara Thornton	Thames Valley
CC Andy Parker	Warwickshire
CC David Shaw	West Mercia
CC Chris Sims	West Midlands
CC Sir Norman Bettison	West Yorkshire
ACO Nigel Brooke	West Yorkshire
T/DCC Mike Veale	Wiltshire

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## 1. ATTENDANCE (cont.)

### 1.1 Present

CC Andy Trotter	British Transport Police
Mr Trevor Pearce	SOCA
DCC Gerard McAuley	Ministry of Defence
CC Nick Gargan	NPIA Chief Executive
Mr Tom Flaherty	ACPO Chief Executive

### 1.2 In attendance

Jane Dench	ACPO Director of Policy
Gareth Morgan	ACPO Chief of Staff
Oliver Cattermole	ACPO Director of Communications
Richard Hamlin	Staff Officer to the ACPO President
Rose de la Cuesta	Minutes Secretary

### 1.3 Members noted the Rolling Attendance Log

## OPEN SESSION

### 2. WELCOME AND APOLOGIES

2.1 Apologies were received from: Mr Adrian Leppard; Mr Hyde; Mr Marsh; Mr Bliss; Mr Rowley; Mr Allison; Mr Byrne; Miss Beaton; Mr Madgwick; Mr Eyre; Mr John Sampson and Mr Baggott.

2.2 The President welcomed Mr Brook to his first Chief Constables' Council meeting and congratulated Mr Stoddart on his impending retirement and thanked him for his contribution to the work of the Association.

### 3. MINUTES OF THE PREVIOUS MEETING

3.1 The Minutes of the meeting held on 20 April 2012 were agreed as a true record.

### 4. STANDING ITEMS

#### 4.1 Action log: Status report

4.1.1 Mr Flaherty stated that the majority of the actions had been discharged; however, further updates were provided on the day.

4.1.2 Mr Whatton advised that CC Brian Moore, the Policing Minister and Home Office officials had been briefed on the ACPO position regarding Serious/Serial Violent Offender Markers on the PND and that he would be dealing directly with any further issues that may arise.

4.1.3 Mr Hollis drew Members' attention to the paper circulated to Members on the day, which highlighted funding issues and the process for reimbursements in respect of the Olympic Games 2012. Members were requested to direct any enquiries to Commander Richard Morris at the Olympic Police Coordination (OPC) team or Assistant Commissioner Chris Allison.

4.1.4 Mr Hollis further advised that the Olympics Team were aware of the concerns relating to the shortage of security personnel being provided by G4S and that this was currently being resolved by LOCOG.

4.1.5 Members agreed the Council Action Log.

#### 4.2. CABINET DECISION LOG

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

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## Items for information

### 5. PRESIDENTIAL UPDATE

- 5.1 The President reported that the policing landscape was changing rapidly and that there had been significant progress with the Strategic Policing Requirement (SPR). ACPO had put forward several proposals – including the need for there to be reference made to specific national requirements which would detail capacity – and was currently awaiting feedback.
- 5.2 It was reported that confirmation was required on who would be eligible to apply for the post of Chief Executive for the Police Professional Body (PPB), given that it was expected that this role would attract expressions of interest from those holding the rank of chief constable or those holding previous experience as a chief constable, but was instead being advertised for those with senior executive policing experience.

*[Secretary's Note: The Police Professional Body (PPB) is now referred to as the College of Policing (COP)].*

- 5.3 The Home Office had been organising Police and Crime Commissioners (PCC) engagement events with two having taken place the previous week. It was an opportunity to explain the complexity of the policing mission. Those who had been invited to speak at such events were requested to notify the ACPO Central Office.

#### **Action: Members**

- 5.4 Those present suggested that it would be helpful to develop a standard approach towards engaging with PCCs, in light of the differing approaches being undertaken by Chief Constables across the country. It was confirmed that the Guidelines were being developed and would be published shortly.
- 5.5 Members requested clarity on the funding arrangements for the National Police Air Support and it was reported that forces would be charged based on usage.
- 5.6 Members noted the update.

### 6. UPDATE ON CLOSURE OF NPIA

- 6.1 Mr Gargan introduced a paper which provided an update on the preparations currently being undertaken for the closure of the NPIA. He went on to provide figures on the number of staff being transferred to SOCA, Home Office, Police ICT Company and the Police Professional Body and the residual staff who would face redundancy if other roles could not be identified for them.
- 6.2 The issue of Bramshill was also discussed. A number of options were under consideration especially in light of the Winsor recommendations which, if implemented, would require a significant police training estate to be in place.
- 6.3 Members noted the update.

### 7. POLICE ICT COMPANY

- 7.1 Mr Gargan confirmed that a number of senior individuals had moved on to alternative employment: Lord Wasserman would be recruiting Police and Crime Commissioners (PCCs) candidates and Bill Crothers had moved to the Cabinet Office. Helen Kirkpatrick was now the Director General leading the project, whilst Jennie Cronin remained the Programme Director.

- 7.2 He went on to confirm that 'NewCo' had now been incorporated as a company and that Ailsa Beaton, Simon Parr, Simon Duckworth and Diana Holl-Allen would be among the representatives on the governing board.
- 7.3 Moving on to the national IT services that the new Police ICT Company would inherit, Members were informed that the NPIA was in the process of either charging for services or cutting them entirely. The charging costs associated with the Police National Database (PND), for instance, had to be raised due to the increase in the actual programme costs and the cost of depreciation. Mr Gargan also warned that costs were likely to treble over the next 2-3 years.
- 7.4 It was agreed that there might be some benefit in having a presentation at a future Chief Constables' Council and more detail about the Company and its approach to charging, among other issues.

**Action: Mr Gargan**

- 7.5 On the question of charging, Mr Gargan continued that there was an NPIA Charging Group that would be – in conjunction with Information Management Business Area – exacting the future of such charging for national services in light of the current climate and governance policy of full-cost recovery.

**8. AN INTEGRATED POSITIVE ACTION PLAN FOR OFFICERS IN ENGLAND AND WALES**

- 8.1 Mr Fahy introduced a paper which provided an outline of the positive action plan being undertaken by the National College of Police Leadership in order to improve representation and diversity at senior ranks and across specialist posts within the police service.
- 8.2 Mr Fahy emphasised the success of the NPIA Positive Action Leadership Programme (PALP), but reported a decline in attendance since the NPIA had began charging for this service. He reported that the Programme would now be refocused and its costs reduced. Mr Fahy also clarified that PALP was also open police staff as well as police officers.
- 8.3 Other courses and processes were also being re-examined and revisited to take account of a different recruitment model and budgetary concerns.
- 8.4 Members acknowledged that the programme has had a positive impact on those who had attended the PALP and noted the contents of the paper.

## Items for decision

**9. NATIONAL OVERARCHING FRAMEWORK FOR RESOLVING PUBLIC DISORDER**

- 9.1 Mr Marshall introduced a paper consulting Members on the draft National Overarching Framework for Resolving Public Disorder, which had been developed in response to the recommendations that emanated from the HMIC review into the August 2011 disorders.
- 9.2 Mr Marshall asserted that the Framework would provide clarity not just for the police service, but also the Home Office and the wider public. The Framework had been built on the National Decision Model (NDM) in order to emphasise its strategic and operational elements, and that the next stage would involve wider consultation, subject to Council's approval.
- 9.3 Members welcomed the contents of paragraph 3.4.2 of the paper, but highlighted that the diagram on page 4 of the paper did not reflect the message contained within the said paragraph. Mr Marshall therefore undertook to amend the diagram to ensure consistency.

**Action: Mr Marshall**

- 9.4 Members supported the progression of the draft framework and the wider consultation plan.
- 10. THE NATIONAL STANDARD FOR INCIDENT RECORDING ASSESSMENT (NSIRA) 2012**
- 10.1 Mr Cole introduced a paper which highlighted the recent changes to the National Standard for Incident Recording and Assessment (NSIRA).
- 10.2 Members were requested to endorse the following:
- i. That the police service adopt and implement the NSIRA as its guidance for assessing and recording incidents
  - ii. To rename National Standard for Incident Recording (NSIR) to National Standard for Incident Recording and Assessment (NSIRA).
  - iii. To remove the requirement for an annual review of NSIRA.
- 10.3 Mr Cole highlighted that the document had put forward 25 categories along with qualifiers in order to assist call handlers in conducting further analysis should this be required; it was an approach that was intended to better manage risk, rather than bureaucracy.
- 10.4 Members recognised the value of capturing Anti-Social Behaviour (ASB) related data; however, the following reservations were raised:
- The proposals had not been endorsed by Crime Registrars and further consultation should take place with practitioners
  - A practical rationale should be provided along with a cost benefit analysis
  - Some of the suggested categories were considered unnecessary and should be reduced accordingly
  - There were other mechanisms in place to record incidents and forces should be given the opportunity to decide how such data should be captured and classified at a local level.
- 10.5 Mr Cole emphasised that there were initially 800 categories being used by all 43 forces and that the NSIRA was intended to provide the police service with a streamlined and standardised approach to incident recording. Those present were further advised that the document had undergone considerable consultation with the Home Office, HMIC and Heads of Contact Management.
- 10.6 The majority of Members acknowledged that there was merit in retaining the NSIRA, given that it assisted in identifying repeat victims, measuring activity as well as analysing incidents and providing solutions, which in turn assisted in informing the HMIC and other stakeholders about the breadth and complexity of policing activity. However, it was suggested that the categories be subjected to a necessity test and that a further paper addressing Members' concerns be submitted for the consideration of ACPO Cabinet.
- Action: Mr Cole**
- 10.7 Members agreed the recommendations outlined at paragraph 7.1 of the paper and at 10.2 above, with the caveat that the proposals be considered at ACPO Cabinet.
- 11. FINAL POLICE RESPONSE TO THE EHRC REPORT ON DISABILITY RELATED HATE CRIME – 'HIDDEN IN PLAIN SIGHT'**
- 11.1 Mr Cole introduced a paper which provided a summary of the current position relating to the final police response to the EHRC report 'Hidden in plain sight'.

- 11.2 Members were invited to:
- i. Note the action plan as the final police service response to the EHRC report
  - ii. Endorse the proposal for monitoring progress against the action plan moving forward.
- 11.3 Mr Cole urged those present to ensure that an appropriate number of their police officers access the NCALT e-briefing on the Hidden in Plain Sight report and continued by asserting the value and simplicity of the proposed action plan, which would be circulated to forces in due course along with further guidance.

**Action: Mr Cole**

- 11.4 Members agreed the recommendations contained in paragraph 5.1 of the paper and at 11.2 above.

## **12. THE FUTURE GETS CLOSER**

- 12.1 Mr Marshall introduced a paper which presented a background and rationale for a National Policing Vision.
- 12.2 Mr Marshall reminded those present that an earlier draft of the vision paper had been considered at a previous Council meeting where it was agreed that it needed to be public facing and workable for front line staff.
- 12.3 The discussion that followed gave rise to the following:
- The list of declarations following the preamble *'in 2016, in order to best serve the public'* risked being open to interpretation and may mistakenly be regarded as not being addressed or met by the Service at the present time
  - Given that *'respect for the individual'* had been stated twice in the same section, it was suggested that this should be replaced with reference to the importance of understanding difference to incorporate equality
  - The vision of national policing ought to be consistent with the Mission and Values for the police service
  - Clarity was required on who the intended audience were and if the entire workforce were meant to identify with the proposed vision
  - The provision of uniformed presence in every community was considered ambitious in light of the growing financial challenges facing the Service and the uncertainties of surrounding the CSR in year 2016
  - It was suggested that the level of police visibility should be dependent on the needs of the community and the resources available
  - Frontline staff and officers should be consulted on the contents of the vision paper in order to ensure that its language resonated with them.
- 12.4 Mr Marshall acknowledged the comments raised and undertook to develop a revised vision for policing, which would incorporate Members' feedback.

**Action: Mr Marshall**

- 12.5 Members agreed that an amended vision for policing should be developed for submission to the Value for Money High Level Working Group on 17 July 2012.

## **13. OUT OF COURT DISPOSALS FRAMEWORK PAPER**

- 13.1 Mr Marshall introduced a paper which sought Members' support for the ACPO Guidance on Community Resolutions and the ACPO Guidance for Restorative Justice.

13.2 A discussion ensued which gave rise to the following:

- The IPCC was currently looking into the restorative justice process to ascertain its level of efficacy. The evidence base suggested that there was some complexity surrounding the process
- Caution was urged in using restorative justice for cases of domestic violence and it was felt that such cases should strictly be subject to criminal justice proceedings
- The measure of success for restorative justice was considered relative to its impact on victims and on reoffending
- There was merit in emphasising value for money benefits and including the role of Police and Crime Commissioners (PCCs) in enforcing local resolutions
- There was a need to acknowledge the impact of community scrutiny of local resolutions
- Clarity was required on disclosure procedures
- Paragraph 2.1.6 of the paper should be reworded to make it less directive.

13.3 Mr Marshall noted the points raised and those present agreed to the dissemination of the guidance documents and framework to forces, subject to the rewording of paragraph 2.1.6 of the paper.

**Action: Mr Marshall**

14. **WINSOR – REDUNDANCY SCHEMES – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
15. **OPERATION NUTMEG – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
16. **STRATEGIC POLICING REQUIREMENT AND THE NATIONAL REQUIREMENT DOCUMENTS – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
17. **THE ROLE OF CHIEF CONSTABLES' COUNCIL IN THE NEW LANDSCAPE – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
18. **ANY OTHER BUSINESS**
19. **DATE OF NEXT MEETING – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**