

Chief Constables' Council Minutes

Minutes of the meeting held on Thursday-Friday, 16-17 July 2015

Security classification: PART RESTRICTED
Disclosable under FOIA 2000: Closed sessions - See Continuous Exemption Certificate
Authors: Rose de la Cuesta and Richard Hampson
Force/organisation: National Police Chiefs' Council (NPCC)
Date created: 22 July 2015

1. ATTENDANCE

1.1. Present: 16 July 2015

CC Sara Thornton	NPCC Chair
A/CC John Long	Avon and Somerset
T/CC Jon Boutcher	Bedfordshire
CC Jacqui Cheer	Cleveland
CC Jeremy Graham	Cumbria
CC Shaun Sawyer	Devon and Cornwall
DCC James Vaughan	Dorset
CC Mike Barton	Durham
CC Simon Prince	Dyfed Powys
CC Suzette Davenport	Gloucestershire
CC Sir Peter Fahy	Greater Manchester
CC Jeff Farrar	Gwent
CC Andy Marsh	Hampshire
DCC Andy Adams	Hertfordshire
CC Alan Pughsley	Kent
DCC Andy Rhodes	Lancashire
CC Simon Cole	Leicestershire
CC Neil Rhodes	Lincolnshire
CC Sir Jon Murphy	Merseyside
Commissioner Sir Bernard Hogan-Howe	Metropolitan
Deputy Commissioner Craig Mackey	Metropolitan
AC Mark Rowley	Metropolitan
CC Mark Polin	North Wales
CC Simon Bailey	Norfolk
DCC Andy Frost	Northamptonshire
CC Steve Ashman	Northumbria
CC Dave Jones	North Yorkshire
DCC Matt Jukes	South Wales
CC David Crompton	South Yorkshire
CC Jane Sawyers	Staffordshire
DCC Stephen Jupp	Suffolk
DCC Nick Ephgrave	Surrey
CC Giles York	Sussex
CC Francis Habgood	Thames Valley
CC Martin Jelley	Warwickshire
CC David Shaw	West Mercia
CC Chris Sims	West Midlands



T/CC Dee Collins
ACO Nigel Brook
CC Paul Crowther
DCC Simon Chesterman
CC Alf Hitchcock
CC Alex Marshall
DG Keith Bristow
Brigadier Bill Warren

West Yorkshire
West Yorkshire
BTP
Civil Nuclear Constabulary
Ministry of Defence
College of Policing
National Crime Agency
Royal Military Police

In attendance - 16 July 2015

Nick Gibbons
DAC Helen Ball
Deep Sagar
Nick Gargan
Mark Gilmore
Oliver Cattermole
Supt. Tim Metcalfe
Insp. Ben Gasson
Tim Malone
Nicola Growcott
Sherry Traquair
Richard Hampson
Rose de la Cuesta

NCTPHQ
Metropolitan Police
NPCC Audit & Assurance Board
Avon and Somerset
West Yorkshire
College of Policing
NPCC Chief of Staff
NPCC Staff Officer to the Chair
NPCC Assistant Communications Officer
NPCC Senior Communications Officer
NPCC Freedom of Information Officer
NPCC Business Officer
NPCC Business Manager

1.2 Present - 17 July 2015

CC Sara Thornton
ACC Julian Moss
T/CC Jon Boutcher
CC Simon Parr
CC Jacqui Cheer
DCC Michelle Skeer
DCC Alan Goodwin
CC Shaun Sawyer
DCC James Vaughan
CC Mike Barton
CC Simon Prince
CC Suzette Davenport
CC Sir Peter Fahy
CC Jeff Farrar
CC Andy Marsh
DCC Andy Adams
CC Alan Pughsley
DCC Andy Rhodes
CC Simon Cole
CC Neil Rhodes
Commissioner Sir Bernard Hogan-Howe
AC Mark Rowley
AC Helen King
AC Martin Hewitt
CC Mark Polin
CC Simon Bailey
DCC Andy Frost
CC Steve Ashman
CC Dave Jones
DCC Sue Fish
DCC Matt Jukes
CC David Crompton
CC Jane Sawyers
DCC Stephen Jupp
DCC Nick Ephgrave
CC Giles York
CC Francis Habgood
CC Martin Jelley

NPCC Chair
Avon and Somerset
Bedfordshire
Cambridgeshire
Cleveland
Cumbria
Derbyshire
Devon and Cornwall
Dorset
Durham
Dyfed Powys
Gloucestershire
Greater Manchester
Gwent
Hampshire
Hertfordshire
Kent
Lancashire
Leicestershire
Lincolnshire
Metropolitan
Metropolitan
Metropolitan
North Wales
Norfolk
Northamptonshire
Northumbria
North Yorkshire
Nottinghamshire
South Wales
South Yorkshire
Staffordshire
Suffolk
Surrey
Sussex
Thames Valley
Warwickshire

CC David Shaw
CC Chris Sims
T/CC Dee Collins
ACO Nigel Brook
CC Mike Veale
DCC Simon Chesterman
CC Alex Marshall
DDG Phil Gormley

West Mercia
West Midlands
West Yorkshire
West Yorkshire
Wiltshire
Civil Nuclear Constabulary
College of Policing
National Crime Agency

In attendance

HMI Stephen Otter
HMI Dr Peter Langmead-Jones
HMI Dru Sharpling

Mark Gilmore
Oliver Cattermole
Supt. Tim Metcalfe
Insp. Ben Gasson
Nicola Growcott
Tim Malone
Sherry Traquair
Richard Hampson
Rose de la Cuesta

HMIC
HMIC
HMIC
Guest Speaker
West Yorkshire
College of Policing Chief of Staff
NPCC Chief of Staff
NPCC Staff Officer to the Chair
NPCC Senior Communications Officer
NPCC Assistant Communications Officer
NPCC Freedom of Information Officer
NPCC Business Officer
NPCC Business Manager

16 July 2016

1. ATTENDANCE AND APOLOGIES

1.1. The Chair welcomed all attendees. Deep Sagar was also welcomed as the newly appointed Chair of the NPCC Audit and Assurance Board. The Chair acknowledged the change in structure to the meeting of Chief Constables' Council and welcomed attendees to provide feedback for the arrangements of future meetings.

1.2. The following tendered their apologies for 16 July 2015 session of Council:

Mr Parr, Mr Byrne, Mr Leppard, Mr Creedon, Mr Kavanagh, Ms Curran, Ms King, Mr Hewitt, Mr Hamilton, Mr Edens, Ms Simpson, Mr Bliss, Mr Finnigan, Mr Vaughan, Mr Paxton, Ms Owens, Mr Veale, Sir Stephen House, Mr Griffiths, Gp Capt Bailey, Lt Cmdr Bright and Mr Roberts.

1.3. The following tendered their apologies for the 17 July 2015 session of Council:

Mr Long, Ms Simpson, Mr Kavanagh, Mr Graham, Mr Eyre, Mr Bliss, Ms Curran, Mr Finnigan, Sir Jon Murphy, Mr Mackey, Mr Edens, Mr Vaughan, Mr Paxton, Ms Owens, Mr Griffiths, Sir Stephen House, Mr Hamilton, Mr Byrne, Mr Creedon, Mr Crowther, Mr Hitchcock, Mr Bristow, Mr Roberts, Gp Capt Bailey, Lt Cmdr Bright

2. CT CHANGE PROGRAMME AND NETWORK DEVELOPMENT – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

3. DEVELOPING CAPABILITY AND RESPONDING TO AUSTERITY – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

3.8 AUSTERITY & CAPABILITY - RESPONSE TO THE NDAG REPORT – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

4. ASSAULTS ON OFFICERS AND STAFF – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

5. LEADERSHIP REVIEW – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

17 July 2016

6. MINUTES

- 6.1 The Minutes of the meeting held on 22 April 2015 were agreed.
- 6.2 The Minutes of the extraordinary meeting held on 18 June 2015 were agreed with the emendation that the need for political support be highlighted in reference to the police service's response to the National Debate Advisory Group (NDAG) report.

7. MATTERS ARISING

- 7.1 Mr Metcalfe would be working with coordination committee leads to establish terms of references and clarify the division of labour between the College and the National Police Chiefs' Council (NPCC).

Action: Mr Metcalfe

- 7.2 Mr Gormley provided an update on the operational partnership between the NCA and the Regional Organised Crime Units. Ongoing work was being done to meet a HMIC recommendation to develop a link across the emerging NPCC structures and the strategic governance and threat groups that the NCA were responsible for under the serious and organised crime strategy.
- 7.3 Mr Habgood said that following discussions with the APCC, the Federation would receive two years' worth of funding for national officers
- 7.4 Chiefs noted the contents of the Council Action Log.

8. STANDING ITEMS

- 8.1 Chair Update
 - 8.1.1 Congratulations were extended to those who had recently been awarded in this year's Queen's Birthday Honours list; namely Ms Owens, Mr Readhead, Mr Pughsley and Mr Prince. The Chair also congratulated Mr Parr, Sir Peter Fahy and Mr Gormley on their imminent retirement and thanked them for their contribution to the police service, Association of Chief Police Officers (ACPO) and the NPCC.
 - 8.1.2 The joint NPCC and Association of Police and Crime Commissioners (APCC) Conference was scheduled to take place on 24-25 November and chiefs were asked to note the date in their diaries. Chiefs were also encouraged to attend the Police Arboretum Memorial and were advised that the Chair would be placing the wreath on the Cenotaph Memorial this year on behalf of the police service.
 - 8.1.3 Mr Mark Sedwill had recently established a Strategic Capabilities Board to explore the potential for sharing capabilities across borders, immigration etc. Mr Michael Gove would be chairing the National Criminal Justice Board, of which the Home Secretary was also a member, and the police service would be represented by the Chair and Sir Bernard Hogan-Howe.
 - 8.1.4 Mr Gilmore provided an update on the re-development of the NPCC intranet site, which he was temporarily leading on. The intranet was expected to be ready in six months. Mr Greany updated on work by the National Police Coordination Centre (NPoCC) to measure forces' capacity and resources against the Strategic Policing Requirement (SPR). Mr Habgood explained the implications for forces of a recent European judgement on overtime and holiday pay. Chiefs supported the recommendations contained in the paper and agreed to share the cost of £12k amongst all forces.

8.2 College of Policing Professional Committee Update

8.2.1 Mr Marshall reported that the following have been selected to chair the four faculties of the College:

- i. Mr Kavanagh - Chair of Crime and Criminal Justice
- ii. Ms King - Chair of Local and Uniformed Policing
- iii. Mr York - Chair of Professional Development
- iv. Mr Rhodes - Chair of Organisational Development.

8.2.2 Mr Marshall thanked colleagues for supporting the development of the leadership review and they were advised that an oversight group has been established to oversee the delivery of the recommendations.

8.2.3 The College had recently launched a membership offer and more than a thousand have already joined the College as formal members. A template was also being developed for each force to assist in mapping the level of demand within forces.

8.3 Pre-circulated Papers

8.3.1 Ms de la Cuesta provided an overview of the feedback received on the pre-circulated papers and key points included the tactical and strategical issues surrounding the proposal for payment for Inspectors deployed on public order mutual aid. The paper was agreed with the caveat that this would be an interim solution and that it would later be considered as part of the pay review body submission.

8.3.2 In relation to the closed session of Chief Constables' Council, chiefs highlighted that those attending the closed session should have the appropriate level of vetting and security clearance and a process for assurance should be established.

9. PROPOSALS FOR CHANGES TO THE WAY HMIC MAKES RECOMMENDATIONS

9.1 Mr Otter delivered a PowerPoint presentation on the best way forward for making and tracking extant recommendations. Her Majesty's Inspectorate Constabulary (HMIC) would be introducing moderation for recommendations by focusing on 'causes of concern', particularly those which appeared critical in nature. An agreement would then be sought between forces, the NPCC and HMIC. The NPCC Coordination Committees would play a key role in ensuring a single process for providing the HMIC with feedback on recommendations.

9.2 The following points emanated from the discussion that followed:

- i. Forces would be measured against whether they had addressed the causes of concern set out in the HMIC recommendations
- ii. The HMIC were unable to cost recommendations, but the consultation process with Coordination Committees should help establish the feasibility of those recommendations in terms of affordability and timescales
- iii. There were at times a significant gap between the inspection and publication of the report during which forces may have made significant progress in meeting the recommendations. In such cases, the HMIC agreed to note in the publication if forces have notified them of improvement.

- 9.3 The Chair undertook to write to the HMCI to confirm that colleagues were broadly supportive of the direction of travel and that focusing on causes of concern rather than specificity was a sensible way forward. Chiefs had on-going issues with the affordability of implementing some of the HMIC recommendations, and given the differing views of forces within England and Wales, the NPCC would be unable to promise a unanimous view on all of the HMIC recommendations.

Action: Chair

- 9.4 A further discussion ensued on force management statements proposed by the HMIC. Chief officers asserted the need for a stronger rationale and an evidence-base for the implementation of force management statements. Chiefs highlighted the risks surrounding bureaucracy, lack of resources, and the fact that this appeared to cut across existing processes, such as chief constables' annual governance statements and Police and Crime Commissioners' annual plans.

- 9.5 Mr Otter recognised the importance of measuring demand against existing resources and welcomed the work being conducted by NPoCC in measuring capacity and the use of resources. He would feedback the discussion to the HMIC.

10. NPCC 2015-16 DELIVERY PLAN

- 10.1 Chiefs agreed the recommendations contained in the draft paper.

11. POLICE ARBORETUM MEMORIAL TRUST

- 11.1 This item was not discussed.

12. WORKFORCE CLIMATE AND STAFF ENGAGEMENT SURVEY FOR POLICING

- 12.1 Mr York affirmed that the survey was value for money and carried significant benefits for the police service. The survey allowed forces to access industry specific data and would enable them to examine the outcome of consistent longitudinal studies. Although the ownership of the data lay with Durham University, they have confirmed that the data would not be released for public consumption.

- 12.2 Chiefs endorsed the continued development of the Workforce Climate and Staff Engagement Survey for policing.

13. FUNDING FORMULA REVIEW

- 13.1 Mr Brook drew chiefs' attention to paragraph 3.6 of the paper and advised that this encapsulated some of the issues that chief officers might want to consider as part of their individual responses to the consultation for grant distribution in the summer. The difficulties surrounding the cap on precept and the need for transition to be time-limited were also highlighted. Chief constables were requested to copy Mr Brook into their responses.

Action: Mr Brook

- 13.2 The viability for the funding formula to ensure sustainable funding for smaller forces was discussed. It was agreed that the formula needed to ensure that our funding was focussed on delivering outcomes for the public based on need rather than protecting the structure of forces.

- 13.3 There was agreement that, while forces rely on central government funding to varying degrees (85 per cent in Northumbria and 46 per cent in Surrey), variations in funding are driven more by differences in other income, particularly council tax precept, than they were by the levels of grant. Therefore a review of grant allocation on its own would not address the perceived inequalities between forces and could make the position worse for forces with lower precepts as a consequence of sitting in the upper quartile of grant distribution.

13.4 It was agreed that the NPCC would make a submission to the funding formula consultation and chiefs were encouraged to make their own submissions based on their own circumstances and linking in with their PCCs.

14. COLLABORATIVE LAW ENFORCEMENT PROCUREMENT PROGRAMME – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

15. GOVERNMENT SECURITY CLASSIFICATION (GSC)

15.1 This item was withdrawn.

16. EMERGENCY SERVICES MOBILE COMMUNICATIONS PROGRAMME – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

17. CT/OC COLLABORATION PROGRAMME – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

17a. SURVEILLANCE – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

18. CHILD SEXUAL EXPLOITATION – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

DATE OF NEXT MEETING – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

FUTURE MEETING DATES – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

Reasons for Non- or Partial Disclosure under Freedom of Information Act 2000

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Is this document partially disclosable? YES

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