



ASSOCIATION OF CHIEF POLICE OFFICERS

Chief Constables' Council

Minutes of the meeting held on Friday, 17 October 2014, at CEOP HQ – National Crime Agency, London

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ACPO

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1. ATTENDANCE

1.1 Present

CC Sir Hugh Orde	President
A/CC John Long	Avon and Somerset
CC Colette Paul	Bedfordshire
CC Simon Parr	Cambridgeshire
Commissioner Adrian Leppard	City of London
CC Jacqui Cheer	Cleveland
CC Jeremy Graham	Cumbria
CC Mick Creedon	Derbyshire
DCC Bill Skelly	Devon and Cornwall
ACC David Lewis	Dorset
CC Mike Barton	Durham
CC Simon Prince	Dyfed Powys
CC Stephen Kavanagh	Essex
CC Suzette Davenport	Gloucestershire
CC Sir Peter Fahy	Greater Manchester
CC Jeff Farrar	Gwent
CC Andy Marsh	Hampshire
CC Andy Bliss	Hertfordshire
CC Justine Curran	Humberside
CC Alan Pughsley	Kent
CC Steve Finnigan	Lancashire
CC Simon Cole	Leicestershire
CC Neil Rhodes	Lincolnshire
DCC Andy Cooke	Merseyside
DC Craig Mackey	Metropolitan Police
AC Mark Rowley	Metropolitan Police
DAC Maxine De Brunner	Metropolitan Police
AC Helen King	Metropolitan Police
CC Mark Polin	North Wales
CC Simon Bailey	Norfolk
CC Adrian Lee	Northamptonshire
CC Sue Sim	Northumbria
CC Dave Jones	North Yorkshire
DCC Steve Jupp	Nottinghamshire
CC George Hamilton	Police Service of Northern Ireland
CC Peter Vaughan	South Wales
DCC Andy Holt	South Yorkshire
CC Jane Sawyers	Staffordshire
CC Douglas Paxton	Suffolk
CC Lynne Owens	Surrey
DCC Olivia Pinkney	Sussex
CC Sara Thornton	Thames Valley
CC Andy Parker	Warwickshire

1. ATTENDANCE (cont.)**1.1 Present**

CC David Shaw	West Mercia
T/CC Dee Collins	West Yorkshire
CC Paul Crowther	British Transport Police
CC Alfred Hitchcock	Ministry of Defence
Mr Keith Bristow	National Crime Agency
CC Alex Marshall	Chief Executive, College of Policing

1.2 In attendance

ACO Marie Daniels	ACPO Chief of Staff
Tracy Edwards	Staff Officer to the ACPO President
Anne Powers	ACPO Director of Communications
Georgina Wade	ACPO Assistant Public Affairs Officer
Sherry Traquair	ACPO Freedom of Information Officer
Richard Hampson	ACPO Programme Support Officer
Oliver Cattermole	Chief of Staff, College of Policing
Chris Greany	NPoCC, Commander

1.3 In attendance for specific items

ACC Paul Netherton	Devon and Cornwall Constabulary
DCC Steve Jupp	Nottinghamshire Police
DCC Andy Cooke	Merseyside Police
Ch.Supt Mark Wallburn	Metropolitan Police
Ian Hall	Kent Police

OPEN SESSION**2. WELCOME AND APOLOGIES**

- 2.1 Apologies were received from: Mr Byrne, Mr Sawyer, Ms Simpson, Sir Jon Murphy, Sir Bernard Hogan-Howe, Mr Hewitt, Mr Eyre, Mr Crompton, Mr York, Mr Sims, Mr Geenty, Sir Stephen House and Mr Readhead.

3. MINUTES OF THE PREVIOUS MEETING

- 3.1 The Minutes of the meeting held on 18 July 2014 were agreed as a true record.

4. MATTERS ARISING**4.1 Action log: Status report**

- 4.1.1 Members noted and agreed the Council Action Log.

5. STANDING ITEM**5.1 Presidential Update**

- 5.1.1 The President welcomed Mr Graham to his first meeting of Chief Constables' Council (CCC) and congratulated him on becoming Chief Constable of Cumbria Constabulary. Mr Lawson was thanked for all his hard work and wished the best for the future.
- 5.1.2 Members were thanked for their attendance at the Police Bravery Awards where the Home Secretary was present. The President emphasised the professionalism and outstanding achievements by each officer from around the United Kingdom.
- 5.1.3 The President thanked all for their attendance at the launch of 'Beyond the Call of Duty: Untold Stories of Britain's Bravest Police Officers', a book by Ben Ando and Nick Kinsella QPM, and informed all Members that engagement between officers and parliamentarians was welcomed.

- 5.1.4 An announcement was made that Mr Paxton and Mr York were now appointed as the New National Policing Heads for the Finance and Resources and Workforce Development Business Areas. The President thanked Mr Brook for his hard work as Interim Head of Finance and Resources. Mr Brook will remain as deputy head for the Business Area.
- 5.1.5 It was agreed that dates would be circulated for Chief Officers to meet with Tom Winsor, Her Majesty's Inspectorate of Constabulary (HMIC) to discuss current policing issues.
- 5.1.6 The President announced to Members that the National Audit Office (NAO) and the HMIC had planned to visit 10 forces for a significant study on 'Financial Sustainability' and would be managed as a huge piece of work looking at the Home Office (HO) with other key police stakeholders managing the risks to VFM of changes to police funding effectively.
- 5.1.7 An update on Top Slicing was provided and innovation funding considerations 2020 was discussed. A fund launch will be on the 6th November.
- 5.1.8 The President provided an update on A19 and informed that an appeal hearing was set for March 2015 on the police use of the A19 legislation. All affected forces confirmed they would meet this autumn to assess the impact of the first appeals.
- 5.1.9 The President referred to all three Political Party Conferences and the Superintendent's Association Conference which was attended with a number of chief officers and provided an overall update. The President thanked all involved and informed Members that the three policing fringes were well attended by key stakeholders, with a range of important issues discussed.
- 5.1.10 The President thanked his staff officer, DCI Tracy Edwards for the hard work provided to ACPO and wished her well in the new role at Sussex Police. An interim role for three months as staff officer was now available before ACPO's transition into the new coordinating body and it was requested any interested officers from forces should be put forward.
- 5.1.11 It was requested that all chief officers who had been invited to give oral or written evidence to a Parliamentary Select Committee contact ACPO Communications who could provide them with support and advice on this process.
- 5.1.12 Mr Cole highlighted to Members that ACC Robin Smith, Sussex Police had taken on the role as National Policing Lead for the Neighbourhood Policing and PCSO Portfolio within his respective Business Area of Local Policing and Partnerships. He thanked ACC Stuart Donald, Humberside Police for this fantastic hard work and involvement leading the Portfolio for the past three years.
- 5.1.13 Members were informed that a national conference on 'Neighbourhood Policing' would take place on the 13th November in the Midlands.
- 5.1.14 Mr Cole referred to the Home Affairs Select Committee (HASC) hearings on policing and mental health which would take place on the 21st and 28th October.
- 5.1.15 The President ended the update by confirmation that the Royal Military Police (RMP) had requested for a Chief Officer to have a permanent seat at CCC. The President informed Members that he would invite, Brigadier Bill Warren as Head of the RMP to attend the January 2015 meeting of CCC.

Action: President

- 5.1.16 Members noted the update.

5.2 Professional Committee Update

- 5.2.1 The College has been leading a comprehensive national programme of work to improve recruitment, development, progression and retention of Black and Minority Ethnic (BME) officers across the policing landscape. Mr Marshall highlighted that the College was working pro-actively in partnership with forces, staff associations, diversity groups and communities to deliver improvements that were sustainable and a further paper would be brought back to the Professional Committee.
- 5.2.2 Mr Marshall informed Members that Mr Eyre presented a paper on Performance Management of Digital Risk Areas which involved international property right and issues of prosecution at the Professional Committee. A further paper would be brought back to the Professional Committee and College Board.
- 5.2.3 Mr Kavanagh was thanked for his work on leading Digital Intelligence and Investigation on behalf of the College. Guidance on this area is now available.
- 5.2.4 Members were thanked for their attendance on Day 2 of CCC which covered the Regulation of Investigatory Powers Act 2000 and undercover policing.
- 5.2.5 Outstanding candidates have applied for the Direct Entry and Fast Track schemes. The College is reviewing marketing strategies to promote the schemes. A letter had been sent on the 16th October to all chiefs that provided a breakdown of course statistics for the courses and confirmed that Chief Superintendent Nicola Dale was leading the programme.
- 5.2.6 The College has started reviewing the Leadership Development Programme and Mr Marshall thanked - Mr Marsh, Ms Owens, Ms Curran, Mr York and Ms Cheer for their participation as this group volunteered to be part of a briefing session which had taken place on the 16th October. Mr Marshall highlighted that the views of those present were still required to determine how this programme should be developed and any interested Chief Officers should make contact.
- 5.2.7 A body worn video trial in Essex had finished and evidence-based best practice was being collated and would be disseminated to chiefs with the benefits and total costs for full implementation.
- 5.2.8 Mr Marshall provided an update on the progression of Professional Communities and informed Members that the College had formed into its structure of facilities and appointments had been made. Mr Marshall described the current overview of thinking for expanding the Professional Committee and the formulation of how the emerging structure would fit with the evolving structure of the new coordination body and further work was being progressed.
- 5.2.9 Members noted the update.

Items for information

6. POLICE SERVICE NETWORK (PSN)

- 6.1 Mr Parr requested all Members to be made aware there were certain conditions on moving to PSN which had to be met by all forces required in order to achieve compliance i.e. Windows XP migration, which is a pre-requisite to transitioning. Mr Parr confirmed that a clear timeline had been published and informed Members there was a risk if all forces submitted their Code of Connection (CoCos) applications at the same time, at the end of the timeframe provided as this would put significant pressure on the programme team and risk forces losing connectivity after the 31st October 2015. Mr Parr requested forces to submit applications incrementally before the deadline.

6.2 Council noted the contents of the paper.

7. MODERN SLAVERY

7.1 An update was provided on Modern Slavery with Mr Sawyer leading for policing nationally and Members were advised that legislation would be effected from spring 2015 and it had been confirmed that an appointed Anti-Slavery Commissioner would be announced in November.

7.2 Council noted the contents of the paper but requested further work on collaborative partnership working as the current plan focused solely on the role of policing and criminal justice.

Items for decision

8. FUNDING BID TO FORCES – NATIONAL POLICE MAPPA POLICY LEAD WITHIN NOMS

8.1 Members were concerned that a three year agreement was not sustainable given the ineffectual approach taken on agreeing certain national policing work over other required work which needed funding. Members agreed further work should be conducted on finding a more coordinated processed approach to agreeing funding for National Policing work and units consistently with a view to developed established principles being formulated.

Action: Ms Thornton

8.2 Members agreed and supported the funding bid for a National Police MAPPA Policy Lead with NOMS for a period of one year and not three years as outlined in the paper.

9. UPDATE ON THE DISABILITY PORTFOLIO

9.1 A summary was provided of the current position related to the work being progressed within the National Policing Disability Portfolio. The three priorities identified were Accessibility (to the police service), Autism and Dementia. It is intended that Professional Communities will be developed in each of these three areas. This is part of the disability action plan agreed by CCC on the 20th June 2012 in response to the Equality and Human Rights Commission (EHRC) recommendations from the report, Hidden in Plain Sight.

9.2 Mr Cole requested Chiefs to respond on a letter written in June requesting information on Strategic Leads, Operational Leads and Regional Leads for Disability. Mr Cole confirmed only 24 forces had replied and requested all outstanding forces to respond.

Action: Members

9.3 Mr Cole further highlighted the Hate Crime Statistics published on the 16th October by HMIC and confirmed that the National Policing Hate Crime Strategy and Operational Guidelines had been published in May. Mr Cole encouraged all Chiefs to sign up to the British Sign Language (BSL) charter.

9.4 Mr Cole further requested Chiefs to respond from the July meeting of CCC on the request for information on work being undertaken on Dementia and urged all outstanding forces to respond by the 14th November.

Action: Members

9.5 Members were supportive of releasing the information required and agreed progress on implementing the recommendations from the EHRC is an important priority. Identifying and applying certain disabilities as part of crimes is key to raising awareness of monitoring and

recording of hate crimes and further work should be enhanced between the police service and the Crown Prosecution Service (CPS) on sentencing and prosecution.

9.6 Council agreed the recommendations with the paper.

10. UPDATE ON INTERNATIONAL POLICING

10.1 Ms Paul thanked all key stakeholders for their continued contribution to develop and implement a Joint International Policing Hub (JIPH) with financial support, if agreed, from the Conflict, Stability and Security Fund (CSSF). The purpose of the hub would provide;

- A single gateway for UK and international stakeholders to access international policing;
- One-stop-shop for international policing matters;
- Recognised links between Government and International Policing; and
- Through National Policing organisations, set standards and professional development offer for UK officers engaged in international work via training, qualifications and accreditation.

10.2 Council agreed the concept in principle and Members supported a further detailed paper being presented at a future Council meeting once all agencies involved have agreed and provided clarity of costs, governance and location of hub.

11. NATIONAL CAPACITY CAPABILITY ASSESSMENT PROCESS

11.1 Members were advised on the importance of a developed governance process being established through the National Police Coordination Centre (NPoCC) to develop, amend and maintain a single list of agreed specialist role profiles. Mr Vaughan described to Members the development of a national web based software solution to support the data captured at force level and requested all forces to be mandated to update this system on a quarterly cycle.

11.2 Members were assured that by using a national capability assessment process this would provide an updated single point of reference for forces on capacity and capability data should a national emergency or event take place. Members acknowledged by having and maintaining accurate capacity data would prove essential in establishing confidence that the Service has a proportionate response to mitigate risks and national threats quicker as identified in the Strategic Policing Requirement (SPR). Members were supportive but highlighted consideration whilst capturing data should reflect the difference between Asset Registers and Deployment Decisions as outlined in the National Policing Requirement (NPR). Members recognised that this was essentially about quantifying available resources and identifying priorities.

11.3 Council acknowledged that this work was in progress and agreed the recommendations within the paper.

12. EMERGENCY SERVICES MOBILE COMMUNICATIONS PROGRAMME (ESMCP) – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

13. OPERATION HYDRANT – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

14. THE ESTABLISHMENT OF A NATIONAL COORDINATING BODY FOR POLICING – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

15. ACTIVE RISK MANAGEMENT SYSTEM (ARMS) FOR THE MANAGEMENT OF CONVICTED SEX OFFENDERS – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

16. **CAPTURING AND ASSESSING DISRUPTION OF SERIOUS ORGANISED CRIME – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
17. **INTELLIGENCE PROFESSIONALISATION PROGRAMME – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
18. **SUMMARY OF PRISONS INTELLIGENCE BUSINESS CASE FOR A NATIONAL (CT & CRIME) NETWORK – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
19. **CT POLICING GOVERNANCE AND CONFIGURATION – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
20. **CRIMINAL JUSTICE REFORM OVERVIEW – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
21. **MOU BETWEEN ACPO AND NOMS – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
22. **MISSING PERSONS NATIONAL DATABASE - UPDATE – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
23. **THE PROVISION OF SPECIALIST CAPABILITY – LOCAL, REGIONAL AND NATIONAL – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**

24. ANY OTHER BUSINESS

24.1 Threats to Police Officers

24.1.1 Mr Rowley provided an update on four alleged suspects being charged with offences relating to criminal intent or harm to police officers under s.5 of the Terrorism Act 2006. Advice has been issued to officers on maintaining vigilance and alertness.

24.2 Ebola Planning and Policing Role

24.2.1 The President welcomed Mr Netherton, National Policing Lead on Local Resilience Forums (LRFs) under Civil Contingencies provided an update to Members on the threat of Ebola. Mr Netherton confirmed that the police service through his National Policing Working Group had been providing support to the lead Government agency, Public Health England (PHE). Mr Netherton informed Members that a letter with updated guidance from PHE to the police service would be published via the ACPO Intranet site today and circulated to all forces requesting all to engage with their local and regional LRF's and PHE.

Action: Mr Netherton

24.3 National Driver Offender Retraining Scheme (NDORS) Update

24.3.1 Ms Davenport updated Members on the progress with NDORS to the proposed modification of the governance and operational management arrangements. It was confirmed that the proposed governance model would now be discussed and agreed at the next APCCs meeting.

24.4 Police Staff Pay

24.4.1 An update was provided on the recent progress surrounding police officer and police staff pay and conditions. Ms Thornton confirmed on behalf of Mr Habgood, National Lead for Reward and Recognition that by December a letter would be written to all chiefs on current

negotiations, including a request for feedback on the current position with a view to a further paper being presented at the January CCC 2015 meeting.

Action: Mr Habgood

24.5 Home Affairs Select Committee (HASC) request for Forces response on RIPA

24.5.1 Mr Creedon acknowledged a letter sent from HASC's chairman, the Rt Hon Keith Vaz MP, on forces use of the RIPA legislation to intercept data with a deadline to reply by the 24th October. Members agreed a collated response from all forces should be sent to HASC.

24.6 College of Policing Bramshill Site Update

24.6.1 Mr Marshall informed all Members that the Bramshill site had been sold with a possible date to leave the premises by the 1st April 2015.

24.7 Register of Chief Officers' Business Interests Published

24.7.1 Mr Marshall confirmed the register had been published via the College website and outlined any business interest held by a chief officer which was created to further increase transparency and enhance public confidence in the integrity of chief officers.

24.8 HMIC Report on debate for the Future of Policing

24.8.1 Mr Finnigan informed Members that he had attended the first meeting of an advisory group on the future of policing chaired by, Zoe Billingham, HMIC, which took place on the 9th October. HMIC requested all chiefs to provide feedback once this potential request had been submitted nationally.

24.9 Understanding and Managing Police Demand

24.9.1 It was agreed that Mr Finnigan and Mr Marshall would write to all forces requesting any available resources to support the understanding and managing of police demand. A paper would be submitted to the January Council meeting.

Action: Mr Finnigan/Mr Marshall

24.10 CPOSA Outstanding Payments

24.10.1 Mr Polin requested all forces with outstanding payments on insurance premiums should settle these by the 27th October. Failure to pay would result in insurance premiums being terminated by the CPOSA committee.

24.11 Lesbian, Gay, Bi-sexual and Transgender (LGBT) Portfolio Update

24.11.1 Mr Hitchcock advised Members that an advert would be placed on the ACPO Intranet site requesting for any chief officers to apply as the National Policing Lead.

Action: Mr Hitchcock

24.12 Ambulance Trusts

24.12.1 Mr Cole agreed to work with the Association of Ambulance Chief Executives to eliminate the occasions where the current record level of demand for ambulance services leads to the unintended and inappropriate use of other emergency services' vehicles to convey patients to hospital.

24.13 Care Quality Commission (CQC) Update

24.13.1 Mr Cole confirmed that the CQC would be publishing its report on 'health-based places of safety for people detained under Section 136 of the Mental Health Act, 'A Safer Place to Be', on the 29th October and encouraged all forces involved to review the findings and take appropriate action.

24.14 Urgent Query on the Mental Health Crisis Care Concordat

24.14.1 Mr Cole advised Members he would be providing evidence to HASC on Policing and Mental Health on the 28th October.

24.15 Farewell to the ACPO President

24.15.1 All Members expressed their appreciation to the ACPO President for his outstanding contribution to policing and wished him the very best for the future in his retirement.

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

26. 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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