



ASSOCIATION OF CHIEF POLICE OFFICERS

Chief Constables' Council

Minutes of the meeting held on Friday, 18 July 2014, at the Bailbrook House Hotel, Bath

Security classification:

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Force/organisation:

ACPO

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Attachment:

Notes of the meeting held on 17 July 2014

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 Mick Creedon	Derbyshire
ACO Chris Haselden	Devon and Cornwall
DCC James Vaughan	Dorset
CC Mike Barton	Durham
CC Simon Prince	Dyfed Powys
DCC Derek Benson	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
DCC Andy Rhodes	Lancashire
CC Simon Cole	Leicestershire
DCC Keith Smy	Lincolnshire
CC Sir Jon Murphy	Merseyside
CC Mark Polin	North Wales
CC Simon Bailey	Norfolk
ACC Steve Jupp	Nottinghamshire
CC Peter Vaughan	South Wales
CC David Crompton	South Yorkshire
CC Michael Cunningham	Staffordshire
DCC Nick Ephgrave	Surrey
T/CC Giles York	Sussex
CC Sara Thornton	Thames Valley
DCC Neil Brunton	Warwickshire
CC David Shaw	West Mercia
T/CC Dee Collins	West Yorkshire
CC Patrick Geenty	Wiltshire
CC Paul Crowther	British Transport Police
DCC Alistair Findley	Police Service of Northern Ireland
CC Alfred Hitchcock	Ministry of Defence
Mr Keith Bristow	National Crime Agency
CC Alex Marshall	Chief Executive, College of Policing
ACO Nigel Brook	Head of Finance & Resources BA
Mr Ian Readhead	Chief Executive, ACPO

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1.2 In attendance

ACO Marie Daniels	ACPO Chief of Staff
Tracy Edwards	Staff Officer to the ACPO President
Oliver Cattermole	ACPO Director of Communications
Georgina Wade	ACPO Assistant Public Affairs Officer
Sherry Traquair	ACPO Freedom of Information Officer
Richard Hampson	ACPO Programme Support Officer
Rose de la Cuesta	ACPO Office Manager (Minutes Secretary)

1.3 In attendance for specific items

DCC Francis Habgood	Thames Valley Police
ACC Steve Jupp	Nottinghamshire Police
Dr Frank Pike	College of Policing

OPEN SESSION**2. WELCOME AND APOLOGIES**

- 2.1 The President welcomed Mr Hamilton, Mr Long and Ms Collins to their first meeting of Council and congratulated those who had recently received a Knighthood and Queens Honours Medals (QPMs), namely Sir Jon Murphy, Mr Barton, Mr Benson, Mr Farrar and Mr Hewitt. Congratulations were also extended to Mr Cunningham and Mr Smy on their imminent retirement.
- 2.2 Apologies were received from: Mr Byrne, Mr Lawson, Ms Simpson, Mr Kavanagh, Mr Finnigan, Mr Rhodes, Sir Bernard Hogan-Howe, Mr Mackey, Mr Rowley, Ms Dick, Ms King, Mr Hewitt, Mr Lee, Ms Sim, Mr Jones, Mr Eyre, Mr Paxton, Ms Owens, Mr Parker, Mr Sims, Sir Stephen House and Mr Griffiths.

3. MINUTES OF THE PREVIOUS MEETING

- 3.1 The Minutes of the meeting held on 24 April 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 senior leadership of the Service required a coordinating body to ensure that forces work together in the most efficient way possible in order to keep the public safe. The recent ballot regarding the coordinating body showed that 93.5% of chief officers voted in favour of the new body's form and function, whilst 85% voted in favour of the new body being housed within, but independent of, a host force.
- 5.1.2 The implementation group will develop the operating model and secretariat structure for the new body, as well as a process for leadership selection. The name of the new organisation and its funding model will also be discussed. A briefing paper will be circulated to all chief constables by September.

Action: Ms Thornton

- 5.1.3 Her Majesty's Inspectorate of Constabulary (HMIC) has opened the PEEL consultation and was keen for forces to provide responses and to support the programme.

5.1.4 The HMIC report on Valuing the Police 4 was generally positive; it recognises the efforts of individual forces and accepts that collaboration alone was insufficient to meet all the challenges facing the Service. The HMIC would be establishing a combined working group with key stakeholders that would review how forces were managing against the backdrop of austerity.

5.1.5 Business Area Heads were required for Finance and Resources and Workforce Development and these posts would be advertised on the ACPO intranet site in due course.

Action: ACPO Secretariat

5.1.6 The resurgence of historic child sexual abuse cases in institutions had emerged and the Home Secretary had announced that two reviews will take place. The first will be headed by Peter Wanless, Chief Executive of the NSPCC, and would focus on concerns that the Home Office failed to act on allegations of child sex abuse contained in a 1980s dossier, whilst the second would look at how seriously public bodies and other institutions have taken their duty of care to protect children from sexual abuse.

5.1.7 The reviews were likely to lead to a significant amount of material being passed to the Service for investigation. This would require additional specialist resources, which should be raised with the Home Office and the APCC.

5.1.8 The National Lead on the Investigation of Child Abuse would start to collate details of the historical cases of child abuse being investigated in each force to ensure that any crossovers are identified. Costing details and resource requirements would also be considered and shared with the College, who in turn would look into the totality of police service demand. The College of Policing would be looking into quantifying the number of cases and resources, but this would require assistance from forces.

Action: Mr Bailey/Mr Marshall

5.1.9 Members were asked to submit their responses for the 'Honours' nominations by the 22nd July. The President thanked Ms Pauline Laybourne for her support and assistance in processing the Honours' nominations.

Action: Members

5.1.10 The position of Deputy Chief Constable had become vacant in Avon and Somerset Constabulary and those present were asked to encourage their respective chief officers to apply for the post, which would be advertised from the 21st July.

Action: Mr Long

5.1.11 Members noted the update.

5.2 Professional Committee Update

5.2.1 The Code of Ethics had been laid to Parliament and was due to become a statutory legal code of practice on the 15th July. Further work was being conducted on embedding and promulgating the Code in forces.

5.2.2 The College will be reviewing the Leadership Development Programme and the views of those present were required to determine how this programme should be developed. A letter seeking a 'leadership coordinator' for this work would be circulated.

Action: Mr Marshall

- 5.2.3 An oversight group has been established on undercover training and further information would be circulated to chiefs advising on the use of licence trainers. A RIPA awareness event would also be organised as part of the next Chief Constables' Council meeting.
- 5.2.4 Members noted the update.

Item for information

6. NATIONAL VOLUNTEER POLICE CADET (VPC) FRAMEWORK

- 6.1 Council noted the contents of the paper but requested that the Association of Police and Crime Commissioners (APCCs) be consulted on the establishment of a national charity.

Action: Mr Sawyer

Items for decision

7. PNB AND PSC – PAY AND CONDITIONS

- 7.1 An update was provided on the recent progress surrounding police officer and police staff pay and conditions, whereby Council was advised of the following:
- The introduction of foundation and advanced threshold assessments, which would form part of the appraisal process, and whereby the competence and performance of officers would be linked to pay increments
 - The agreement of the superintendent honorarium which would be available from the 1st April
 - The anticipated changes and recommendations in police officer and staff pensions.
- 7.2 Chief constables were asked that whilst working on embedding the Code of Ethics in their forces, they also consider how the Code was being linked to threshold testing, PDRs and the competency framework. There was a further need to think of practical examples for specific ranks and grades.
- 7.3 Members supported the recommendations contained in the paper with the caveat that the adoption of the Fair Deal Policy for police staff pensions be a matter for individual chief constables to consider.

8. STRATEGIC COMMAND COURSE PROGRAMME 2015

- 8.1 Members were supportive of releasing officers for the duration of the course and emphasised the need to keep the SCC current; it was suggested that the SCC Programme continue to be developed in tandem with the review of the Leadership Development Programme.
- 8.2 In addition to Assistant Chief Officers (ACOs) and their equivalents, others with suitable skills would also be considered to undertake the business skills and partnerships module of the course.
- 8.3 Members supported the recommendations outlined in the paper and a joint letter from Mr Marshall and Ms Owens would be circulated to all chiefs in due course.

Action: Mr Marshall/Ms Owens

9. A PROTOCOL FOR READING VICTIM PERSONAL STATEMENTS IN COURTS

- 9.1 The joint protocol between ACPO, CPS, HMCTS and the Witness Service for Reading Victim Personal Statements in Court was agreed.

10. CRIME RECORDING AND THE INVESTIGATION OF RAPE

- 10.1 Council supported the review of how rape was being recorded and reported; however concerns were raised about recording every report of rape as a crime without challenge.

11. 2014 NATO SUMMIT – PROFESSIONAL STANDARDS MOU

- 11.1 The Memorandum of Understanding (MoU) for Professional Standards between forces contributing resources to the NATO Summit on the 4-5 September 2014 was agreed.

12. POLICE SERVICE OF NORTHERN IRELAND – MUTUAL AID – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

13. MOU BETWEEN ACPO, MOD AND NOMS

- 13.1 This item was withdrawn.

14. JOB RELATED FITNESS TESTING GUIDANCE

- 14.1 Council endorsed the guidance document and noted that it has previously been approved by the Professional Committee, wherein it was agreed that chief officers should also be subject to fitness testing.

15. MOBILISATION AUTHORISED PROFESSIONAL PRACTICE

- 15.1 Council agreed the Mobilisation Approved Professional Practice, but suggested that further clarity and development were required on the role and functions of Regional Information and Coordination Centres (RICCs); it was further suggested that these should be developed to the point where they could be standardised on a national level.

16. MOBILISATION/MUTUAL AID OF INVESTIGATIVE RESOURCES

- 16.1 Members were advised of the need to formalise processes for the mobilisation of investigative and specialist assets. The lack of national requirement in this area had meant that some forces have found it difficult to borrow certain resources from other forces; however, Members also recognised that this was essentially about quantifying available resources and identifying priorities.

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

17. REVISED NATIONAL POLICING CHILD SEXUAL EXPLOITATION ACTION PLAN

- 17.1 Council approved the revised CSE Action Plan, but requested that operational tactics, such as abduction notices should also be covered, and that point 12 of the Action Plan should state that the debrief would be conducted by experienced and 'independent' staff.

Action: Sir Jon Murphy

18. FUNDING FOR THE NATIONAL WILDLIFE CRIME UNIT

- 18.1 Members endorsed the ACPO funding contribution of £75,000 for the National Wildlife Crime Unit (NWCU) for 2014/15.

19. OPEN STANDARDS

- 19.1 Council was advised of the implementation of common open standards for the sharing of information between a range of national systems, which would ensure consistency and cost savings for the Service.
- 19.2 Members agreed to raise open standards to key individuals within forces to ensure its implementation, and also to share open standards with suppliers to ensure systems' compatibility, as well as facilitate increased competition.

20. GUIDELINES AND PRINCIPLES FOR BODY WORN VIDEO

- 20.1 The document was developed in consultation with forces and key stakeholders and aimed to deliver better, quicker justice; it also formed part of the wider digitalisation programme of the criminal justice system. Those present were advised of the need to ensure that the CPS were provided with sufficient time to view and consider body worn video materials so to help ensure successful prosecutions; and to exercise sensitivity over its use, particularly whilst questioning victims of rape and serious sexual assault.
- 20.2 The need for an overall costing assessment was raised and Mr Marshall undertook to work with Mr Marsh in looking into the totality of the cost of operating body worn videos based upon a medium sized force.

Action: Mr Marshall

- 20.3 Members requested that the penultimate paragraph of page 19 of the guidelines be re-drafted by omitting the word '*not*' and placing the emphasis on the need for users to be extremely cautious.

Action: Mr Marsh

- 20.4 The principles for body worn videos were agreed with the caveat that the guidelines be amended in light of Members' comments.

Item for discussion

21. PROFESSIONALISING PREVENTATIVE POLICING

- 21.1 The paper sought Council's appetite for the development of a Professionalisation Prevention Programme.
- 21.2 The risks of developing a national strategy and a national definition of crime prevention were highlighted and the following points were raised in discussion:
- It would be useful to link this with the learning and latest research around crime prevention
 - The College had a role in identifying the evidence that would prevent certain types of crime and assisting forces in implementing preventative approaches
 - There was a need to keep this simple and straightforward
 - There was merit in incorporating offender management with crime prevention
 - Consideration should also be given to tying this with the 7 pathways to prevent re-offending.
- 21.3 Members agreed for this work to be scoped and developed by the College and for Council to be updated in due course.

22. EMERGENCY SERVICE MOBILE COMMUNICATIONS – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

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23. **PND – FACIAL SEARCH UPDATE – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
24. **HOLMES UPDATE – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
25. **GSC IMPACT ASSESSMENTS AND RECOMMENDATIONS – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
26. **TRANSFORMING CRIMINAL JUSTICE – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
27. **STRATEGIC POLICING REQUIREMENT AND NATIONAL POLICING REQUIREMENT – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**
28. **ANY OTHER BUSINESS**
- 28.1 Strategic Policing Requirement (SPR) Review
- 28.1.1 The Home Secretary has agreed to refresh the SPR and a questionnaire was currently being developed and circulated to all Police and Crime Commissioners and Chief Constables next week. The Home Office would also be hosting a workshop on the 13th August and further details would be circulated in due course.
- Action: Mr Vaughan**
- 28.2 Funding of National Police Federation Officials
- 28.2.1 Concerns were raised over the funding of police officers within the Police Federation and the President undertook to raise this with the Police Federation Chairman.
- Action: President**
- 28.3 Watercannon Update
- 28.3.1 The Home Secretary had previously circulated a letter to a number of chief constables requesting further information regarding potential costings and deployment of watercannons. The National Policing Lead on Conflict Management was requested to provide an analysis of the issues raised within the letter in order to assist chief officers in developing their response.
- Action: Mr Shaw**
- 28.4 Black and Minority Ethnic (BME) Work 2018 Update
- 28.4.1 The Home Office and College would be articulating all the positive actions and benefits surrounding this area of work; however, there would soon be a need to develop radical options to accelerate this work and chief officers would be consulted in the next 3 weeks in the development of a combined view on potential radical options.
- 28.5 Disability Portfolio Update
- 28.5.1 The Equality and Human Rights Commission (EHRC) would be inspecting forces' progress on the agreed action plan.
29. **DATE OF NEXT MEETING – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**

30. 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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For evidence and rationale, please contact the ACPO Central Referral Unit at acpo.request@foi.pnn.police.uk