

Chief Constables' Council Minutes

Minutes of the meeting held on Wednesday, 22 April 2015, at Leicester Marriott

Security classification: RESTRICTED in part two
Disclosable under FOIA 2000: Partially: Closed session - See Continuous Exemption Certificate
Force/organisation: National Police Chiefs' Council (NPCC)
Date created: 27 April 2015

1. ATTENDANCE

1.1 Present

CC Sara Thornton	NPCC Chair
A/CC John Long	Avon and Somerset
CC Colette Paul	Bedfordshire
CC Simon Parr	Cambridgeshire
Assistant Commissioner Ian Dyson	City of London
CC Jacqui Cheer	Cleveland
CC Jeremy Graham	Cumbria
CC Mick Creedon	Derbyshire
CC Shaun Sawyer	Devon and Cornwall
CC Debbie Simpson	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 Justine Curran	Humberside
CC Alan Pughsley	Kent
CC Steve Finnigan	Lancashire
CC Simon Cole	Leicestershire
CC Neil Rhodes	Lincolnshire
Sir Jon Murphy	Merseyside
AC Mark Rowley	Metropolitan
AC Helen King	Metropolitan
CC Mark Polin	North Wales
CC Simon Bailey	Norfolk
CC Adrian Lee	Northamptonshire
DCC Stephen Ashman	Northumbria
CC Dave Jones	North Yorkshire
CC Chris Eyre	Nottinghamshire
CC George Hamilton	Police Service of Northern Ireland
DCC Matt Jukes	South Wales
CC David Crompton	South Yorkshire
CC Jane Sawyers	Staffordshire



T/CC Gareth Wilson	Suffolk
DCC Nicholas Ephgrave	Surrey
CC Giles York	Sussex
CC Francis Habgood	Thames Valley
CC Martin Jelley	Warwickshire
DCC Anthony Bangham	West Mercia
T/CC Dee Collins	West Yorkshire
CC Patrick Geenty	Wiltshire
CC Paul Crowther	British Transport Police
CC Alfred Hitchcock	Ministry of Defence
CC Alex Marshall	Chief Executive, College of Policing
Mr Phil Gormley	National Crime Agency
Brigadier Bill Warren	Royal Military Police
ACO Nigel Brook	Interim Head of Finance Coordination Committee

In attendance

Mary Callam	Home Office
Richard Morris	Home Office
Gordon Shipley	Home Office
Stephen Webb	Home Office
Chris Greany	NPoCC Commander
Tim Metcalfe	Thames Valley
Oliver Cattermole	Chief of Staff, College of Policing
Ben Gasson	Staff Officer to NPCC Chair
Nicola Growcott	NPCC Senior Press Officer
Sherry Traquair	NPCC Freedom of Information Officer
Richard Hampson	NPCC Business Officer
Rose de la Cuesta	NPCC Business Manager, Minutes Secretary

OPEN SESSION

1. WELCOME AND APOLOGIES

- 1.1 The Chair welcomed Mr Jelley and Mr Habgood to their first Council meeting as chief constables and Mr Parker and Mr Geenty were congratulated on their impending retirement. The Director General of Crime Policing Group, Ms Mary Calam, was also welcomed to the meeting.
- 1.2 Apologies were received from: Mr Byrne, Mr Leppard, Sir Bernard Hogan-Howe, Mr Mackey, Ms Gallan, Ms Sim, Mr Vaughan, Ms Owens, Mr Shaw, Mr Sims, Mr House and Mr Griffiths.

2. MINUTES OF THE PREVIOUS MEETING

- 2.1 The Minutes of the meeting held on 16 January 2015 were agreed as a true record, subject to the following emendations:
 - i. Remove *"implied by the level of top-slicing"* from paragraph 15.2
 - ii. Amend paragraph 26.1.2 by stating that *"Chiefs were asked to consider raising the threat level to critical"* and adding a secretary's note highlighting that an additional meeting was held at New Scotland Yard after the meeting.

3. MATTERS ARISING

3.1 Action log: Status report

- 3.1.1 Members noted and agreed the Council Action Log

4. STANDING ITEM

4.1 Chair Update

- 4.1.1 The Chair reported that the transition to the National Police Chiefs' Council (NPCC) had been smooth and expressed gratitude to DCC Matt Jukes for his role in the transition process. The NPCC was now hosted by the Metropolitan Police Service (MPS) and the NPCC S22A Collaboration Agreement had been signed by all Police and Crime Commissioners (PCCs) and chief constables.
- 4.1.2 Since the inception of the NPCC, the Chair has been engaged in some early work with key stakeholders to establish strong working relationships, and briefings have also been provided in order to emphasise the key role in improving collaboration and coordination. A delivery plan highlighting the key pieces of work for collaboration in the year ahead would be presented at the next meeting of chief constables.

Action: Chair

- 4.1.3 The Chair's Staff Officer, Inspector Ben Gasson, and her future Chief of Staff, Chief Superintendent Tim Metcalfe, were introduced. The post of NPCC Director of Communications was currently being advertised, but in the interim Ms Growcott was leading the communications team.
- 4.1.4 The NPCC Communications Office would work with the Chair in future to provide the support currently being done by the Communications Advisory Group.
- 4.1.5 In preparation for the next government, chiefs agreed to draft a document to inform the government of key operational policing issues.
- 4.1.6 Those present recognised that key discussions with government would be led by the NPCC Chair, Director General of the National Crime Agency (NCA), Chief Executive of the College of Policing and the Metropolitan Police Service (MPS) Commissioner on behalf of the police service.
- 4.1.7 A joint conference between the NPCC and the Association of Police and Crime Commissioners (APCC) is scheduled to take place on November 24-25 2015 and further information would be shared with forces in due course.

Action: Chair

- 4.1.8 The National Police Coordination Centre (NPoCC) was collating data on via the Mercury system in order to identify the number of specialisms available within forces and regions to support Strategic Policing Requirements (SPR) priorities. Further work was also being conducted on mobilisation exercises to test the capabilities of Police Support Units (PSUs). The S22A Collaboration Agreement for NPOCC was currently in circulation for comments.

4.2 College of Policing Professional Committee Update

- 4.2.1 An update was provided on the last meeting of the Professional Committee and those present were urged to provide feedback on the Leadership Review, which has previously been circulated to chief constables for consultation.

Action: Chief constables

- 4.2.2 The importance of following a transparent process for the appointment of chief officers was highlighted and the College agreed to develop some form of coordination to ensure that all forces were using the same processes and principles.

Action: Mr Marshall

- 4.2.3 Members were reminded of the need to adhere to national terms and conditions of chief officers. A letter would be circulated to chief officers after the meeting.

Action: Mr Polin

- 4.2.4 A further paper on leadership, which would include feedback on the recommendations contained in the Leadership Review, would be presented to the next Council meeting by the NPCC Head for the Workforce Coordination Committee.

Action: Mr York

- 4.2.5 An update relating to PCSOs at paragraph 7.3 would be amended to reflect that feedback would be sought and that the College would publish the handbook online by the end of May as a 'living' operational document.

Action: Mr Marshall

- 4.2.6 The issue of vetting for HMI inspectors was raised and Mr Marshall agreed to raise this issue to the HMI.

Action: Mr Marshall

4.3 Pre-circulated Papers

- 4.3.1 It was agreed to amend the recommendations in the 'Standardisation of RICCs' paper so that regions would resource according to demand and could provide 24/7 cover arrangements through their force operations teams. The important principle was that less were to be shared.

- 4.3.2 Chief constables were urged to ensure that they were following the EHRC action plan in this area and taking action to increase reporting.

Items for decision

5. **DIGITAL INVESTIGATION AND INTELLIGENCE: POLICING CAPABILITIES FOR A DIGITAL AGE**

- 5.1 A PowerPoint presentation was delivered which highlighted the need to define and coordinate the policing capabilities for a digital age.

- 5.2 The paper suggested that given the scale and ambition of the work, a delivery group would be required to drive this work forward and that the issue of funding should be discussed in due course. Chief constables further recognised that this was not a coordination committee but a cross-cutting piece of work, which had overlaps with the NPCC, NCA and the College of Policing.

- 5.3 The recommendations articulated in the paper were agreed with the proviso that further work would be conducted on the issue of governance.

Action: Chair and Mr Marshall

6. **TOWARDS A 2015 COMPREHENSIVE SPENDING REVIEW**

- 6.1 Chiefs highlighted that the work surrounding Child Sexual Exploitation (CSE) and modern slavery should be reflected in the paper. The following points were also raised in discussion:

- The work should take cognisance of the National Strategic Assessment as this provided a comprehensive view of serious and organised crime

- Paragraph 16 of the paper should be amended to be more definitive in its references to rape, public safety and certain types of crime
- It was noted that collaboration did not always lead to more cash savings
- The paper appeared to rely too heavily on crime as an indicator and there was a need to recognise that forces were all in different stages of modernisation.

6.2 Council were supportive of the work and further comments would be sent directly to the NPCC Head for the Finance Coordination Committee.

7. INTELLIGENCE PROFESSIONALISATION PROGRAMME (IPP)

7.1 The College of Policing was supportive of the Intelligence Professionalisation Programme (IPP); however a detailed understanding of its costing implications was dependent upon assessing how this fitted with other ongoing pieces of work and the extent it required accreditation.

7.2 Chiefs agreed the decisions outlined in the paper.

8. INTRODUCTION OF A NEW INTELLIGENCE REPORT MODEL

8.1 The new intelligence report had been subject to key stakeholder consultation throughout its development process and a translational tool would be made available to assist forces in their transition to the new intelligence report.

8.2 Council supported the introduction of the new intelligence report.

8a. COUNTER TERRORISM/ORGANISED CRIME

8a.1 Work in counter-terrorism and organised crime had identified the need for greater coordination for specialist capabilities and expertise, whilst also taking into account the financial reality and increasing operational challenges being faced by the police service.

8a.2 Chief constables were asked to consider if each of the regions could appoint a suitable person, already familiar with working on regional collaboration, to work full time on producing more detailed work on defining capabilities on the regional, national and local level.

8a.3 NPOCC was willing to provide one of its officers to assist in the development of this work and some of the SCC candidates were considered ideal for this task.

8a.4 The Chair and Mr Metcalfe would be drawing the different strands of work together in order to provide a coherent overview.

Action: Chair and Mr Metcalfe

8a.5 Chiefs were supportive of the work going forward and a letter would be circulated to regional chairs outlining the capabilities required and potential timescales.

Action: Sir Peter Fahy

9. COUNTER TERRORISM POST PARIS LARGE SCALE MILITARY SUPPORT TO THE POLICE – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

10. PREVENT: THE NEW STATUTORY DUTY – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

11. TACKLING ONLINE CHILD SEXUAL EXPLOITATION – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

12. **UNDERCOVER POLICING – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**

13. **OPERATIONAL PARTNERSHIP BETWEEN THE NCA AND THE REGIONAL ORGANISED CRIME UNITS – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**

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

15. **GOVERNMENT SECURITY CLASSIFICATION (GSC) UPDATE – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**

16. **DELIVERING THE NATIONAL ANPR SERVICE – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED**

18. **ANY OTHER BUSINESS**

18.1 Police Federation – National Officers Funding Discussion

18.1.1 Chiefs were asked to consider the funding requirements of the Police Federation and their proposed national funding model to cover the cost of officers.

18.1.2 All forces, with the exception of the MPS, were supportive of the funding formula indicated in the paper. A separate negotiation between the Federation and the MPS would need to take place at a later date. Forces supportive of the agreement would not be providing additional funding cover for the MPS.

18.1.3 Mr Habgood would be negotiating with the Police Federation on the timespan of the agreement.

Action: Mr Habgood

18.2 Holiday Pay

18.2.1 Chief constables were advised that every effort was being made to ensure a consistent position around negotiations. Legal advice was currently being sought and chiefs were asked to notify Mr Habgood of any claims.

18.3 Fitness Testing

18.3.1 The College of Policing would be looking into the process for dealing with special constables who had failed the fitness test.

Action: Mr Marshall

18.4 Information Management Coordination Committee

18.4.1 Mr Parr would be relinquishing his role as NPCC Head for Information Management Coordination Committee and the post would be advertised on the NPCC intranet site in due course.

Action: Chair

18.5 Schengen Information System (second generation)

18.5.1 Ms Paul advised that the UK connected to SISII on 13 April 2015 and that she would later be handing the working group to Mr Barton in his capacity as NPCC Lead for Intelligence.

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

For evidence and rationale, please contact the NPCC Central Referral Unit at npcc.request@foi.pnn.police.uk