



Title of Meeting: Professional Committee
Date: 23rd June 2020
Time: 11:00 – 12:30
Venue: By Skype for Business audio call.

Attending Members	Organisation
Mike Cunningham	Chief Executive Officer (Chair)
Helen Ball	Metropolitan Police
Dave Bamber,	Police Federation of England and Wales
Andy Cooke	National Police Chiefs' Council
Gemma Fox	Police Federation of England and Wales
David Pedrick-Friend	ASCO
Val Harris	Metropolitan Police Trade Unions
Stephen Mold	Police, Fire and Crime Commissioner, Northamptonshire
Daniel Murphy	Police Superintendents' Association
John Partington	Police Federation of England and Wales
Debi Potter	Unison
Andy Rhodes	Organisational Development and International Chair/CPOSA
Jo Strong	Police Federation of England and Wales
Andrew Tremayne	APCC
Emma Williams	Academic Member (Designate)
Apologies: Martin Hewitt, Phil Knox, Jo Noakes, Dan O'Mahoney, David Tucker.	
Other Attendees: Simon Bailey (Chief Constable Norfolk Constabulary), Christine Elliott (Invited Observer), Karen Manners, Ian Wylie (Invited Observer)	
College: Nick Bayley, Richard Bennett, Isla Campbell, , Kate Fromant, Dave Hudson, Bernie O'Reilly, Fiona Paterson, Rachel Tuffin, Jayshree Vekria.	

Item 1: Minutes and actions of the previous meeting (Chair)

- 1.1 The minutes and actions from 3rd March 2020 meeting were **reviewed and agreed**. The Police Federation expressed concern that the amendment to Regulation 10 allowing candidates aged under 18 to apply for appointment had been brought into force prior to receipt of legal advice from the Home Office and requested an update on timeframes for obtaining the legal advice. In addition concerns were raised relating to the College's future consultation process following the dissolution of the College Regulatory Consultative Group (CRCG)
- 1.2. The Chair stated that the legal advice was in its final stages and an action would be noted to provide both the Professional Committee and the Police Federation with an update on the timeframe.
- 1.3. The Chair also reassured the Professional Committee that following the dissolution of the CRCG it was the College's desire to continue conducting meaningful consultation with the Police Federation and other staff associations. The Chair also explained that a meeting had been scheduled with Alex Duncan from the Police Federation to further discuss and address any concerns related to future consultation processes.

ACTION

The College to provide the Professional Committee with an update on the timeframes for obtaining legal advice from the Home Office in relation to legal issues raised under regulation 10 at the March meeting.

Item 2: Information and Records Management Code of Practice (Rachel Tuffin)

- 2.1 The Committee was asked to approve the ongoing development of the code and the proposed way forward. It was explained that the introduction of the code would encourage forces to adopt good working practices in record keeping to develop a better permanent record of police information. The revised code will also include guidance on archiving in the public interest, which was an area of particular concern in the Hillsborough enquiry.
- 2.2 Committee members acknowledged the importance of updating the code and supported its development but questioned if the code would only apply to forces or also cover the Home Office, Crown Prosecution Service, HMICFRS and other policing bodies. The Committee suggested that further considerations in relation to proportionality and cost implications for force implementation was required.

DECISION: The Committee approved the further development of the Information and Records Management Code of Practice.

Item 3: Revised National Vulnerability Action Plan (NVAP) (Mike Cunningham/Simon Bailey)

- 3.1 The Committee was asked to note the revisions to the National Vulnerability Action Plan (NVAP) and approve its co-branding between the College of Policing and the NPCC. The revised NVAP had been developed with a stronger evidence base and also considered the perennial problem work which had been undertaken by the College.
- 3.2 The Committee felt that the revised NVAP paid particular emphasis on developing the workforce and suggested that linking it to the development of the PEQF curriculum would be beneficial. Members recognised that support would be required from strategic leadership teams to drive the professional development initiative in order to change the mind set of staff and to promote learning and development in the future.
- 3.3 Members felt that in light of recent events further consideration should be given to the positioning of the race and community aspects and suggested that the equality impact assessment be strengthened.

DECISION: The Committee supported the NVAP work to continue and approved its co-branding between the College of Policing and NPCC.

Item 4: Hate Crime Operational Guidance (Rachel Tuffin)

- 4.1 The Committee was asked to support the publication of the 2020 Hate Crime Operational Guidance as Authorised Professional Practice. It was explained that the publication of the revised guidance would help to address the HMICFRS report recommendations which broadly focus on vulnerability and reflect the observations of the judge from the judicial review making the validity of the guidance clear. Members were also informed that the revised guidance also provided a clearer context on proportionate response and contact strategy.
- 4.2 Committee members supported the publication of the 2020 Hate Crime Operational Guidance as Authorised Professional Practice but requested additional time to analyse the guidance. Questions were also raised in relation to the timing of the publication when an appeal to the judgement of the College guidance could still take place.
- 4.3 It was agreed that the publication narrative would provide context on the differences and would make reference to the HMICFRS comments and the judicial review and in addition the judicial review appeal timelines would be factored into the timing of the publication.

DECISION: The Committee supported the publication of the 2020 Hate Crime Operational Guidance as Authorised Professional Practice.

Item 5: Digital Intelligence and Investigations (Fiona Paterson)

- 5.1 Members noted an update on the progress of the Digital Intelligence and Investigations project, which focused on delivering 'bite sized', operational learning products that will help everyone in policing.
- 5.2 The Committee agreed that this was an important piece of work and discussed funding strategies for digital projects and felt that the wider context of funding digital incentives in the future needed to be considered to ensure developed products are maintained and continue to remain fit for purpose.

DECISION: The Committee noted an update on the Digital Intelligence and Investigations project.

Item 6: The Role of the Professional Committee (Mike Cunningham)

- 6.1 The Chair opened a discussion on the future role of the Professional Committee, explaining that as part of streamlining committee structures it was felt that representation at both the Professional Committee and the College Regulatory Consultative Group (CRCG) meetings was duplicated. The Chair added that it was imperative and essential to ensure College products are both considered and consulted upon and in his view this could still be achieved through the amalgamation of both forums. Members were also informed that the new membership of

Professional Committee had been extended to include those of the CRCG to maintain the expert representation.

- 6.2 The Committee supported the dissolution of the CRCG but flagged the importance of the regulatory consultation role being absorbed by the Professional Committee. Members suggested the creation of short term sub-consultative groups who would consider more in depth issues related to regulation changes.

DECISION: The Committee noted the revised terms of reference of the Professional Committee with the inclusion of a Business pipeline to be discussed at future meetings. Members also supported the dissolution of the College Regulatory Consultative Group going forward.

Item 7a: College Business Update (Mike Cunningham)

- 7.1 The Committee noted the College business update.

Item 8: AOB

- 8.1 The Chair clarified that recent media activity that suggested that the Police Education Qualification Framework (PEQF) had been cancelled was misinterpreted by the media. The Chair explained that plans for progressing entry routes into policing were well developed and the College were supporting those forces who needed additional flexibility for implementation.
- 8.2 There being no further business the meeting was closed at 12:30.

******MEETING CLOSED******

Professional Committee: Action Log				
ACTIONS: 23 rd JUNE 2020 MEETING				
NO	ITEM	ACTION	LEAD	COMMENT
1	Minutes and	The College to provide the Professional Committee with an	Ray Clare	



	actions of the previous meeting	update on the timeframes for obtaining legal advice from the Home Office in relation to legal issues raised under regulation 10 at the March meeting.			