

**Minutes of a meeting of the  
Professional Committee  
of the College of Policing  
held by Skype Audio  
on 8 December 2020**

**Present**
**Attendance  
2020/21**

Mike Cunningham	Chair	3/3
David Bamber	Police Federation of England and Wales	3/3
Gemma Fox	Police Federation of England and Wales	3/3
Charlie Hall	National Police Chiefs' Council	1/3
Matthew Horne	Metropolitan Police Service	1/3
Val Harris	Metropolitan Police Trade Union	3/3
Daniel Murphy	Police Superintendents' Association	2/3
John Partington	Police Federation of England and Wales	2/3
David Pedrick-Friend	Association of Special Constabulary Officers	3/3
Andrew Tremayne	Association of Police and Crime Commissioner	3/3
Emma Williams	Academic Member	2/3

**Executive in attendance**

Jo Noakes	Director of Workforce Development
Bernie O'Reilly	Deputy Chief Executive Officer
Iain Raphael	Director of Operational Standards
Rachel Tuffin	Director of Knowledge and Innovation

**Staff in attendance**

Richard Bennett	Uniformed Policing Faculty Lead
Kathy Harrison-Carroll	Professional Development Manager
Ray Clare	Head of Education and Professional Development
Kate Fromant	Head of Corporate Governance
Thomas Grove	Regulations Senior Advisor
Jayshree Vekria	Governance Manager

**Observer**

Christine Elliott	Interim Chair, College of Policing Board
Jo Strong	Police Federation of England and Wales

## Part one – Preliminary items

01-PC-DEC20

### Welcome and administration

- 1.1. The Chair welcomed everyone to the meeting, noting that it had been duly convened and a quorum was present.
- 1.2. Apologies for absence were received from Helen Ball, Emma Bond, Martin Hewitt, Pam Kelly, Debi Potter and Andy Rhodes.
- 1.3. All participants consented to the discussions being recorded for minuting purposes. The recording would be disposed of once the draft minutes were complete.
- 1.4. No declarations of interest were made pertaining to items on the agenda.
- 1.5. No items were raised for discussion under Any Other Business.
- 1.6. The Chair requested Christine Elliott update Professional Committee on the arrangements in place for the College, in particular the appointment of the Chair for the College Board and Interim CEO.
- 1.7. PC was informed that the College had undertaken timely work to commence the recruitment process for a successor to the CEO but, due circumstances out of its control, this had not yet commenced. PC was also informed that the College Board had appointed Bernie O'Reilly as Interim CEO until recruitment had been completed. With regards to the Chair of the Board, PC was informed that the post had required various levels of political approval and the College was not yet in a position to announce the successor. However Christine Elliott as the Interim Chair of the Board confirmed that she would be stepping down from the Board at the end of the year.

02-PC-DEC20

### Approval of Minutes of previous meeting

- 2.1. PC noted the minutes of the final meeting of the College Regulatory Consultative Group that took place on 14 May 2020 and accepted they were an accurate record.
- 2.2. The draft minutes of the Professional Committee meeting that took place on 23 June 2020 would need to be reviewed in light of the revisions suggested by the Police Federation and presented for approval at the March meeting.

The Federation felt that further detail on the concerns raised in relation to regulation 10, particularly on the confirmation of the legal aspect through the Home Office and other operational concerns raised needed to be better reflected in the June PC minutes. It was agreed that the Federation would send the College Governance team key points to review and amend accordingly.

#### **ACTION: DB**

Dave Bamber to send College Governance team key points to be

added to the June PC minutes.

**Decision:** The Committee resolved to:  
**Approve** the minutes of the meeting held on 23 June 2020, subject to additional feedback from the Federation.

**Note** the minutes of the CRCG meeting held on 14 May 2020.

03-PC-DEC20

**Action Points**

- 3.1. PC reviewed the action points and noted that all items were closed.
- 3.2. PC was updated on the timeframes for obtaining legal advice from the Home Office in relation to legal issues raised under regulation 10 at the March meeting. It was explained that the Home Office had contacted the College's legal services team with an update on the policy and legal aspects and the response had been shared with the Federation in July 2020.

## Part two – Items for decision or discussion

04-PC-DEC20

**Consultation on Promotions Frameworks and Progression routes**

- 4.1. PC was asked to note an update on the consultation activity undertaken with the police service/key policing stakeholders as part of a review of police officer promotion processes and initiatives to support professional progression. The work would jointly be conducted between the College's Workforce Development Directorate (WDD) and the NPCC's Workforce Co-ordination Committee (WCC) and presented to Chief's Council in 2021 as an agreed strategy for supporting promotion and progression within the service.
- 4.2. It was explained that the consultation had a wide-ranging remit, covering both the current professional landscape and the future direction of travel. Promotion and progression had been considered from a number of viewpoints, including the effectiveness of established promotions processes, the impact of measures to support diversity and inclusivity of representation/progression by under-represented groups, and how to identify/support talent and leadership capability.

- 4.3. There were a number of drivers that made the review necessary and timely, namely the uplift programme, which would benefit from a clear promotions process to meet the increased demand and to further explore opportunities to improve diversity at all ranks.
- 4.4. Early feedback from consultation activity indicated that further engagement with stakeholders may be required to discuss emerging actions and recommendations for longer term reform.
- 4.5. PC was supportive and welcomed the Consultation on Promotions Frameworks and Progression routes work to continue.

**Decision:** The PC resolved to:

**Note** the update on the Consultation on Promotions Frameworks and Progression routes work undertaken by the College.

05-PC-DEC20

**Amendment to the Police Regulations 2003 (Annex BA) (Regulation 10)**

- 5.1. PC was asked to note the proposed amendment to the determination under Regulation 10 (Annex BA). It was explained that the purpose of the amendment was to establish the Policing Education Qualifications Framework (PEQF) entry routes as the sole entry route into policing for which consultation will be undertaken in early 2021. The proposed amendment would be effective from 1 July 2022 meaning that the final date for recruitment via Initial Police Learning and Development Programme (IPLDP) would be 30 June 2022.
- 5.2. The Federation asked if there were any timelines as to when the last IPLDP students would be recruited. It was explained that all forces had been provided with a formal notice of the end date and the College had been made aware that a number of forces may require an exceptional extension due to both implementation and procurement issues. These forces had been advised to apply to the College for an extension to continue using the IPLDP until 30 June 2022.
- 5.3. PC agreed that the dual running of IPLDP alongside the PEQF entry routes would not be beneficial to forces and would appreciate it being closed off as soon as possible. The College were also in agreement and added that it was being as pragmatic as possible in supporting forces on implementation.

**Decision:**

The PC resolved to:

**Note** the proposed amendment to the determination under Regulation 10 (Annex BA)

06-PC-DEC20      **Amendment to the Police Regulations 2003 (Annex F) (Part 1C)  
(Regulation 24)**

- 6.1.      PC was requested to note the proposed amendment to the determination under Regulation 24 (Annex F (Part 1C)). PC was informed that the consultation for the regulation will commence in early 2021. The purpose of the regulation change was to exclude entrants via a PEQF initial entry route into policing at the rank of police constable from having to be assessed through the Assessment and Recognition of Competence (ARC) process.
- 6.2.      The Federation raised concerns related to the interaction between the College Board, PC and Police Consultative Forum (PCF) and requested further clarity at which forum the regulation change would be discussed and signed off. It was explained that this particular determination had been written by the College to introduce the ARC process and would need to follow the current regulatory change process agreed for College steered regulations or determinations. It was added that in addition to the formal regulatory process the amendment would also be discussed at the next PCF meeting.
- 6.3.      The Chair discussed the wider context relating to consultation and flagged that there had been some correspondence between himself and Alex Duncan and further offline conversations with Federation colleagues in relation to the College's regulation consultation process. The Chair felt that it was important for him to state his position and that of his fellow directors and stated that the College would ensure that full meaningful consultation would always be undertaken to ensure that Staff Associations, Unions and any other interested bodies would be given the opportunity to present their views aiding the College to make better decisions. The Chair encouraged the PC and in particular the Federation to inform the College of any further suggestions to improve the consultation process and take the opportunity provided to discuss the process further outside of PC forum.

**Decision:**

The PC resolved to:

**Note** the proposed amendment to the determination under Regulation 24 (Annex F (Part 1C)).

07-PC-DEC20      **Professional Committee - Business Pipeline Document**

- 7.1.      PC was updated on the College business pipeline and informed that further regulatory change may be required pending the outcome of Brexit discussions. The purpose of the regulation change would ensure that any candidates wanting to join the police service from the European Economic Area would not be given an unfair advantage.

- 7.2 The federation requested that the recognition of prior learning (RPL-ing) of entrants into the police service with previous policing experience and the reduction in probationary period to be included within the business pipeline. The College advised that the request would be considered and a further conversation would be taken off-line.

**ACTION: RC/DB**

Ray Clare and Dave Bamber to discuss the potential inclusion of the RPL-ing) of entrants into the police service with previous policing experience and the reduction in probationary period to be included within the business pipeline.

**Decision:** PC resolved to:

**Note** the update on the College Business Pipeline.

08-PC-DEC20

**Revised Committee Terms of Reference**

- 8.1. PC was asked to review the Terms of Reference and recommend to the Board for approval. PC was informed that paragraph 3.1 within the paper sets out the amendments requested at the June professional Committee meeting. Additionally the concerns raised in relation to consultation at the previous meeting had been addressed and captured in Annex B to state that further consultation would be conducted on specific matters.
- 8.3 The Federation raised further concerns in relation to consultation process and the use of ad-hoc working groups and advised that they would formally write to the College setting out their specific concerns.
- 8.3. The Chair reassured PC members and stated that it was of most importance for the College to conduct meaningful consultation, which was fundamental to helping make better decisions. Christine Elliott added that as the former Chair of the College Regulatory Consultative Group (CRCG) it was important to acknowledge the value added by colleagues from the Federation and other participants and it was the College's intention to continue, capture and enhance that engagement in the future.

**ACTION: JP**

John Partington to write to the College setting out their specific concerns related to the College's regulation consultation process.

**Decision:**

The PC resolved to:

**Recommend** the Professional Committee Terms of Reference to the Board for approval.

## Part three – Conclusion of business

10-PC-DEC20

**Any Other Business**

- 10.1. The Chair concluded the meeting and highlighted the

- importance of PC and thanked members for their positive and constructive engagement. The Chair extended his appreciation to a number of members including NPCC colleagues and stated that a good working relationship had been established and positive progress has been made in identifying roles and responsibilities between the two organisations.
- 10.2. The Chair acknowledged the contribution of the Staff Associations and Trade Unions and felt these members represented a clear voice for policing that had helped PC reach better decisions and an enhanced feeling of wellbeing across the workforce. In addition the Chair also thanked the Association of Police and Crime Commissioners who also had a key voice in policing.
- 10.3. College colleagues were also recognised for their continuous hard work. The Chair added that he was privileged to be led by such brilliant colleagues at all levels who were very committed and passionate about the policing mission, ensuring the service was best equipped to face both present and future challenges
- 10.4. The Chair extended his appreciation to Christine Elliott as the Interim Chair of the College Board who had continuously provided challenge and support in equal measure and added great value to both the Board and the College. He added that Christine had focused great efforts on driving Board effectiveness and supported the College in setting its priorities.
- 10.5. Christine Elliott applauded the Chair for his continued hard work and outstanding influence in both Policing and the College, which he had taken from strength to strength and revealed its future potential. She added that the Chair had demonstrated exceptional leadership skills and had always been supported by the Board. She wished him every success for the future.

**Signed by the Chair as a true record of the meeting**

**Bernie O'Reilly**

**Date: 19/04/2021**