



Official

Title of Meeting: Professional Committee
Date: 3rd September 2019
Time: 11:00 – 14:00
Venue: Broadway House Conference Centre, Tothill St, London, SW1H 9NQ.

Attending Members	Organisation
Mike Cunningham (MC)	Chief Executive (Chair)
Giles York (GY)	Professional Development & Integrity Community Chair
Mike Brown (MB) & John Partington (JP)	Police Federation of England and Wales
Martin Hewitt (MH), Matt Jukes (MJ) & Simon Cole (SC)	National Police Chiefs' Council
Ian Wylie (IW)	Police Superintendents' Association
Ian Miller (IM)	ASCO
Helen Ball (HB)	Metropolitan Police
Andrew Tremayne (AT)	APCC
Phillip Knox (PK)	PSNI
Val Harris (VH)	Metropolitan Police Trade Unions
Apologies: Hayley Aley, Dave Bamber, Debbi Potter, Dan O'Mahoney, Alex Duncan, Stephen Mold, Andy Rhodes, Jo Noakes	
Other Attendees:	
College: Paula Light, Richard Bennett, David Tucker, Rachel Tuffin, Sharon Harrison, Bernie O'Reilly, Helen Elderfield, Jayshree Vekria, Suzanne Caddell, Giselle Cuffe, Sarah Colover,	

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

1.1 The minutes and actions from 12th February 2019 & 13th June 2019 meeting were: **reviewed and agreed.**

ACTION: MC to contact Richard Debicki from the NPCC to ensure the paper on the fall in numbers of Special Constables drafted by ASCCO is reviewed jointly and presented to the Committee at the December meeting.

Item 2: College response to the recommendations of the Grainger Inquiry (Richard Bennett)

2.1 The Committee was updated on the College's plan to address the recommendations from the Public Inquiry report on the death of Anthony Grainger that had direct implications for the College.

2.2 RB stated that of the nine recommendations published four have direct implication for the College. The College is confident that the recommendation relating to the new Code of Practice for Armed Policing and Use of Less Lethal Weapons, has been met. The College is also confident that the guidance and training relating to the use of Mobile Armed Support to Surveillance (MASTS) has been enhanced and now meets recommendation 6. However, further work is planned to address some operational and tactical observations in the report.

2.3 The NPCC requested that the College ensure the management of any CT related intelligence is also included in the review as a part of recommendation 5 which relates to the collection, analysis and dissemination of intelligence in planned armed deployments.



- 2.4 The Metropolitan Police suggested that the College should ensure that the minutes and papers relating to the inquiry are written in a sensitive manner considering the feelings of the family concerned.
- 2.5 It was explained that the work to address the recommendations is in addition to existing College commitments and a prioritisation exercise would need to be undertaken. The Chair confirmed that the prioritisation of this work will be discussed with the College Director of Knowledge and Innovation.
- 2.6 The Committee discussed the wider context of officer safety, on which the NPCC advised they were conducting a review which does not include firearms but does focus on how officers are trained, equipped, deployed and how assault investigations are progressed through the Criminal Justice Service. The Professional Committee will be provided with an update on the officer safety review at the next committee meeting.

DECISION: The Committee noted the College's plan to address those recommendations arising from the Public Inquiry's report on the death of Anthony Grainger that have direct implications for the work of the College.

ACTION: The NPCC will provide an update on the review of Officer Safety at the next Professional Committee meeting.

Item 3: Barred and Advisory list review process (Richard Bennett)

- 3.1 The Committee was asked to note and agree the process for reviewing entries on the Barred List and Advisory List which will be supplemented by supporting guidance, templates and advice for forces and applicants. The draft process had been discussed at the NPCC PSD working group, subject to a table top exercise, agreed by the Home Office and College legal services, and was shared with the Police Federation and Superintendents Association prior to it being circulated to the Professional Committee.
- 3.2 The Federation asked the College to ensure that the draft process is considered by the PABEW and submitted to the PABEW discipline sub-board on 10th October 19.
- 3.3 There was general agreement from Committee members that the paper needed to be clearer that the process was based on the applicant demonstrating that they were suitable to be employed or otherwise appointed within policing.
- 3.4 Members also agreed that the process needed to highlight that the pre-employment check would not be a full vetting exercise, but instead its purpose would be to check if there were any recent convictions or other matters that would prevent the applicant from being suitable for employment within policing. RB confirmed that vetting would only take place if the applicant was removed from the Barred List and wished to make a new application for a specific position within policing.
- 3.5 The Chair confirmed that he was keen for the review process of Barred and Advisory Lists to be finalised at pace to enable the College to advise potential applicants on the correct process to be followed



DECISION: The Committee noted and agreed the process for reviewing entries on the Barred and Advisory list.

ACTION: The Professional Committee will be provided with a progress update on the publication of the Barred and Advisory Lists at the next meeting.

Item 4: Fast Track & Direct Entry (Paula Light)

- 4.1 The Committee was updated on the Fast Track Direct Entry evaluation reports that were due to be published to Parliament in November 2019. PL informed the Committee that in addition to the evaluation reports, the College would be producing an options paper which will consider costs, financial analysis and return on investment, learning from the implementation and marketing of the schemes.
- 4.2 The Committee was informed that the final sign off prior to publication by the College Executive and noted by the College Board. The Committee registered concern at this approach and requested that they be sighted on the final report and options paper ahead of wider distribution to stakeholders. In light of the concerns raised, PL confirmed that efforts would be made to review the governance process to accommodate the request.
- 4.3 Members also felt that there was a lack of engagement with the NPCC and the Workforce Coordination Committee in relation to the content of the options paper and suggested that these links should be established and further discussed. The Committee suggested that this should be discussed with DCC Louisa Rolfe the new chair of the FTDE Professional reference group with a view to it being tabled at the next PRG meeting taking place on 8th October 19.

DECISION: The Committee noted the governance process for the evaluations for the Fast Track and Direct Entry scheme ahead of its submission to Parliament.

ACTION: PL to seek the views of the College Executive for a decisions on wider stakeholder distribution ahead of Parliamentary submission

Item 5: Direct Entry Diversity update (Paula Light)

- 5.1 The Committee was updated on the actions taken to improve the attraction and recruitment of diverse candidates into the Direct Entry programmes 2019. Following the results of the Direct Entry selection process in 2018, a number of recommendations were put in place prior to the opening of the new recruitment window in 2019. The results show that there had been a marked increase in the number of diverse and BAME applicants received which then followed throughout the sift process but further work needs to be done to enhance the successful numbers.
- 5.2 The committee was asked not only to note the update but also asked for suggestions on further ways to increase the numbers at this crucial time of recruitment uplift.



- 5.3 Members welcomed the efforts made to increase the number of BAME candidates to the programme and suggested that further work still needed to be undertaken with the initial attraction of candidates. GY acknowledged that investment was being made but questioned if forces are really making this a priority. He further went on to suggest that forces should consider investing in individuals who can drive this initiative and fully apply the diversity tool kit, which guides and supports forces to attract a diverse range of candidates.
- 5.4 The Committee also discussed whether policing should consider the socio-economic backgrounds of individuals meaning the thresholds would be measured accordingly to ensure that not all candidates are judged in the same way. The Metropolitan Police felt that some positive action could be taken with candidates who proved unsuccessful at the National Assessment Centre and could be considered for other roles in policing.
- 5.5 The Police Superintendents Association felt that the starting salaries for this scheme could be proving a potential block. Members agreed that there was a need for a more coherent offer to attract more diverse and BAME candidates, not only to the DE programmes but within policing nationally.

DECISION: The Committee noted the progress on work undertaken to widen the diversity of candidates to the Direct Entry Programme in 2019.

Item 6: HMIFRCS & HMCPSI report on the police and CPS response to crimes against the elderly (David Tucker)

- 6.1 Committee members were asked to note the College's response to the recommendations from the joint inspection report on the Police and CPS response to crimes against older people published by HMICFRS and HMICPSI in July 2019.
- 6.2 The Committee were informed that the review borders into other areas of adult safeguarding, focusing on the way in which victims and witness are supported through the criminal justice process. The review also highlighted that safeguarding had become an issue and is currently not been given the same level of priority as child safeguarding.
- 6.3 DT highlighted that a recommendation from the review suggests that there should be an age related category for vulnerability. Both the College and the expert reference group view is that the issue is in relation to vulnerability and not age, although this would not be a recommendation directly for the College it would impact the work of the College.
- 6.4 The NPCC acknowledged that the review raises a number of challenging recommendations that are currently un-costed and poses a lack of understanding of the potential implications faced.

DECISION: The Committee noted the College's response to the recommendations arising from the joint inspection report on the Police and CPS response to crimes against older people published by HMICFRS and HMICPSI in July 2019.



Item 7: Hate Crime Update (David Tucker)

- 7.1 The Committee was provided with an update on Counsel's advice and the proposed College response to the judicial review pre-action against both Humberside Police and the College. The HMICFRS had commissioned the College to carry out a review of the current hate crime guidance which had been ongoing over the past year. In light of the Judicial review the hate crime guidance would also focus on recording non-crime hate incidents.
- 7.2 The Committee were informed that the original date of public consultation for the hate crime guidance had been pushed back in light of the judicial review but that it was intended to present a revised copy of the guidance to demonstrate that action had been taken to address the challenge currently faced.

DECISION: The Committee noted both the Counsel's advice and the proposed College response in relation to the Judicial Review Pre-action against both Humberside Police and the College.

Item 8a: College Business update (Mike Cunningham)

- 8.1 The Committee noted the College business update.

Item 8b: Chief Constables' Council Update (Martin Hewitt)

- 8.2 MH updated the Committee on the October Chief Constables' Council meeting and stated that planning for the two day session was underway.

Item 9: AOB

- 9.1 IM informed the Committee of a joint working relationship that had been established between the Association of Special Constabulary Chiefs Officers (ASCCO) and the Police Federation. ASCCO are responsible for managing police, strategy, standards and terms of conditions, the Police Federation will now support ASCCO in the delivery and support for discipline and performance.
- 9.2 The Chair updated the Committee on the current Judicial Review faced by the College against the entry routes into policing by Lincolnshire police. The review is in its early stages and the College is currently seeking legal advice. The Chair added that he felt it was necessary to bring this to the attention of the Committee as it is a fundamental challenge to the governance and decision making process of the College, of which the Professional Committee is part. The Chair concluded by stating that efforts will be made to negotiate with Lincolnshire and the Committee will be provided with an update at the next meeting.

****MEETING CLOSED****