



Title of Meeting: Professional Committee
Date: 3rd March 2020
Time: 11:00 – 14:00
Venue: Broadway House Conference Centre, Tothill St, London, SW1H 9NQ.

Attending Members	Organisation
Mike Cunningham	Chief Executive (Chair)
Helen Ball	Metropolitan Police
Dave Bamber,	Police Federation of England and Wales
Nick Ephgrave	National Police Chiefs' Council
Gemma Fox	Police Federation of England and Wales
David Pedrick-Friend	ASCO
Val Harris	Metropolitan Police Trade Unions
Martin Hewitt,	National Police Chiefs' Council
Andrew Tremayne	APCC
Apologies: Sharon Harrison, Phil Knox, Stephen Mold, Dan O'Mahoney, Debi Potter, Andy Rhodes Jo Strong, Ian Wylie, Giles York.	
Other Attendees: Christine Elliott (Invited Observer)	
College: Richard Bennett, Ray Clare, Kate Fromant, Jo Noakes, Bernie O'Reilly, David Tucker, Rachel Tuffin, Jayshree Vekria.	

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

- 1.1 The minutes and actions from 10th December 2019 meeting were **reviewed and agreed.**

Item 2: Draft APP for Post Incident Procedures in DSI Cases (Richard Bennett)

- 2.1 The Committee was asked to approve the publication of the DSI-PIP APP (and associated training guidance material) for the post incident procedure (PIP) that results from a death or serious injury (DSI) following police contact. Members were informed that the College had been in discussions with the Police Federation, Staff Associations and Unions to ensure that particular issues raised were addressed and both represented and reflected in the guidance. Discussions also considered how the professional standards would interact with the IOPC.
- 2.2 Committee members acknowledged the importance of the extra consultation activity that had taken place but felt that further considerations around the definition of the wording relating to when the PIP would be applied was required. They felt that this would remove any ambiguity around individual's perceptions of what's classed as life changing.

DECISION: The Committee approved the publication of the DSI-PIP APP (and associated training guidance material).

ACTION: The College to have further discussions with the IOPC to better define the wording relating to when the PIP would be applied.



Item 3: Development of Code of Practice - Digital Extraction (David Tucker)

- 3.1 The Committee was asked to note the development of a code of practice relating to the powers to process data obtained in a police investigation. Members were informed that the code had been developed following concerns raised by victims and witnesses who do not know, with any certainty, what will happen to the material they have provided.
- 3.2 Committee members highlighted the importance of developing a clear programme plan that established both a timeline and resource requirements and one that was also mindful of the current Judicial Review faced by the College, concerning a 'digital extraction' form developed by NPCC.
- 3.3 Members noted the complexity around delivering this programme of work that has many interconnections and interdependencies and would have a resource requirement from both inside and outside of the College to write the content and manage stakeholders. The Committee also considered options of developing a handbook, which sets out the high level principles/guidelines making it easier to understand how it would work in practise. It was also suggested for the code of practice to be discussed more widely at the National Criminal Justice Board.

DECISION: The Committee noted the progress on the development of Code of Practice – Digital Extraction.

Item 4: Amendment to Regulation 10 (Ray Clare)

- 4.1 The Committee noted the update on the proposed amendment to Regulation 10 around the age requirement for appointment to a police force – to allow applications from candidates under the age of 18 years in order to take up appointment on reaching the age of 18 years.
- 4.2 The Chair informed the Committee that he had received reservations to discuss the item with the Committee from both the Police Federation and the Superintendents' Association on the basis that the documents prepared for the Committee misrepresented their previous agreement from the College Regulatory Consultative Group meeting. The Chair stated that his understanding was that the reservations raised were not related to the regulation change but about the process of application and specifically for the testing of substance use. The Chair felt that the Regulation 10 amendment should continue to be discussed at the meeting, not for agreement but to address any concerns prior to it being approved by the College Board on 18th March 2020.
- 4.3 Members acknowledged the importance of the regulation changes, which they felt would help to widen the recruitment pool and agreed that this was a direct ask from Chief Constables who felt that they were being disadvantaged in the recruitment pool compared to other organisations who promoted their apprenticeships schemes particularly to school leavers.



- 4.4 The Committee supported the need for the regulation change but raised concerns around the legal issue of obtaining samples from candidates who are under the age of 18 and how these would be used outside of the recruitment process in the future, particularly in relation to disciplinary offences and elimination samples. Members advised that further discussions were required with the Home Office to address the legal issue to avoid a further risk of impact on the black and minority communities who already have a lower level of trust in the service.

DECISION: The Committee noted the proposed amendment to Regulation 10 around the age requirement for appointment to a police force – to allow applications from candidates under the age of 18 years in order to take up appointment on reaching the age of 18 years.

ACTION: The College to consult further with the Home Offices to address the legal issue raised by the Committee in relation to obtaining samples from candidates who are under the age of 18 and how these would be used outside of the recruitment process.

Item 5: National Law Enforcement Data Services (David Tucker)

- 5.1 Members noted an update for the development of a code of practice for the National Law Enforcement Database System (NLEDS). The code is being developed by the College on behalf of the Home Office NLEDS team because, following the establishment of the College, the Home Office has no general powers to issue codes of practice to policing. The College acquired the powers under Section 39A Police Act 1996 that had previously applied to the Home Secretary.
- 5.2 The Committee agreed that this was an important piece of work and suggested that the time frames discussed would provide the College with a good opportunity to carry out consultation activities. They also felt that the management of multiple codes would need to be considered carefully, to ensure everyone would be aware of what code they were operating against.

DECISION: The Committee noted the development of the code of practice for the National Law Enforcement Database System (NLEDS).

Item 6a: College Business update (Mike Cunningham)

- 6.1 The Committee noted the College business update.
- 6.2 The Chair informed the Committee that the College is currently going through a change in its operating model and likewise is the NPCC. He added that although the College holds the statutory right to both develop and publish codes and guidance, the work in developing these is carried out by both the College and the NPCC, which at times can cause confusion for forces as to who is responsible for what. The new operating model will help to address this issue and provide clarity of respective roles for both the College and the NPCC.
- 6.3 The Chair also updated the Committee on an additional resource request for the College to upskill policing in digital following the wind down of the Digital Policing



Portfolio. The College will be undertaking a resource analysis to identify what further skills will be required for delivery over the next 12 months.

Item 6b: Chief Constables' Council Update (Martin Hewitt)

6.4 The Committee noted the update from the January Chief Constables' Council meeting

Item 7: AOB

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

APPROVED