

Security Classification:		<b>RESTRICTED IN PART TWO</b>	
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Author:	<b>Rose de la Cuesta</b>	Force/Organisation:	<b>ACPO</b>
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There are attachments at paragraphs:		<a href="#">1.5</a> ; <a href="#">3.1</a> ; <a href="#">4.1</a> ; <a href="#">8.2</a> ; <a href="#">9.1</a> ; <a href="#">10.1</a> ; <a href="#">11.1</a> ; <a href="#">12.1</a> ; <a href="#">13.1</a> ; <a href="#">14.1</a> ; <a href="#">15.1</a>	

**ASSOCIATION OF CHIEF POLICE OFFICERS OF ENGLAND, WALES  
AND NORTHERN IRELAND**

Telephone: 020 7084 8950      Fax: 020 7084 8951

**CABINET MINUTES**

**Minutes of the Meeting held at the BIS Building, 1 Victoria Street,  
London SW1H 0ET on Wednesday 3 March 2010 at 11am**

**1. ATTENDANCE**

**1.1 Present**

Sir Hugh Orde	President (Chair)
Tim Hollis	Vice President
Matt Baggott	Vice President
Keith Bristow	Head of Crime Business Area
Mark Rowley	Head of Futures Business Area
Meredydd Hughes	Head of Uniformed Operations Business Area
Peter Fahy	Head of Workforce Development Business Area
Stephen Otter	Head of Equality, Diversity and Human Rights Business Area
Steve Finnigan	Head of Performance Management Business Area
Ailsa Beaton	Head of Information Management Business Area
Grahame Maxwell	Head of Finance and Resources Business Area
Julie Spence	Head of Citizen Focus Business Area
Ian McPherson	Head of Children and Young People Business Area
Chris Allison	Head of Olympics Business Area
Margaret Wood	DCC/DAC/ACC representative
Nigel Brook	Senior Police Staff representative/Honorary Treasurer
Patrick Shearer	ACPOS President
Peter Neyroud	NPIA Chief Executive
Tom Flaherty	ACPO Chief Executive

**1.2 Special Advisers**

Andy Trotter	Media Advisor
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**1.3 In Attendance for Specific Items**

Andy Hunt	West Midlands Police
Jim Gamble	CEOP

**1.4 In Attendance**

Jane Dench	ACPO Director of Policy
Oliver Cattermole	ACPO Director of Communications
Dave Spencer	Staff Officer to the ACPO President
Tom Hollick	Staff Officer to NPIA Chief Executive
Jeff McKeown	Staff Officer to Head of Finance and Resources Business Area
Tanya Croft	Devon and Cornwall Constabulary
Natalie Davison	ACPO Senior Press Officer
Sian Freestone-Walker	ACPO Senior Press Officer

Hayley Mill  
Rose de la Cuesta

Programme Support Assistant  
A/Programme Support Manager (Minute Taker)

- 1.5 Members noted the [Rolling Attendance Log](#).

## **2. APOLOGIES**

- 2.1 Apologies were received from Sir Norman Bettison; Mr Godwin; Mr Yates; Mr Davies; Mr Giannasi and Ms Buttery.

## **3. MINUTES OF THE LAST MEETING**

- 3.1 Members agreed the [Minutes](#) of the meeting of 3 February 2010.

## **4. ACTION LOG: STATUS REPORT**

- 4.1 Members agreed the [Status Report Log](#).

## **5. STANDING ITEMS**

- 5.1 Programme Support Update

- 5.1.1 Mr Flaherty provided Members with a brief update on the publication of ACPO Guidance on holding and transferring of personal information files between forces for chief officers.

- 5.1.2 Members noted the contents of the paper.

## **Items for Information**

## **6. PRESIDENTIAL UPDATE**

- 6.1 Members were advised that the Prime Minister had launched the Safe and Confident Neighbourhood Strategy in Reading on 8 March 2010. The President advised Members that the Prime Minister delivered his views on policing at the event and expressed his plan to enable citizens to apply for court injunctions against public services who fail to deliver. The Prime Minister also placed significant emphasis on the importance of maintaining a single performance target and ensuring 80% police visibility.
- 6.2 The President reported that he had recently been engaged in various meetings with newspaper editors and that The Times in particular had displayed a sound understanding of policing and the challenges it currently faced. The President also reported that he would be meeting with Chris Grayling on 4 March 2010 to discuss his party's vision for policing and in particular the issue of directly elected police commissioners.
- 6.3 Members were also informed that ACPO had only narrowly secured 43% of its funding from the APA for the next financial year. The President therefore emphasised the crucial need to ensure that proper funding arrangements for ACPO were in place for the 2011/12 financial year.
- 6.4 The President advised Members that the first day of the forthcoming Chief Constables' Council on 22 April 2010 would be sponsored by ACPO TAM and that Mr Yates, as Head of TAM Business Area, would be leading a discussion on issues relating to Counter Terrorism, the outcome of Dr Tim

Brain's review of ACPO TAM and how the recommendations would be taken forward.

- 6.5 Members noted the Presidential update.

## **7. POLICE PURSUITS**

- 7.1 Mr Hughes provided Members with an update on the codification of the ACPO Guidance on Police Pursuits. Members were informed that in 2007 the IPCC recommended the codification of the ACPO Guidance document on pursuit management and that since then the Guidance had been reviewed and circulated to all forces via the ACPO intranet and that ACC Andy Holt had been working towards codifying the revised Guidance.
- 7.2 Mr Hughes reported that the latest statistics on deaths following police contact in 2008/09 showed that more people died during or shortly after a police pursuit than any other single category, for example:
- 3 were killed as a result of fatal police shootings
  - 15 were deaths in or following police custody
  - 34 were deaths following other police contact
  - 40 were killed as a result of road traffic fatalities of which 22 people died during or shortly after a police pursuit.
- 7.3 These figures appeared to suggest that police pursuits remained inherently dangerous and that it was therefore incumbent upon the Police Service to mitigate the risks involved in police pursuits, especially if this was to remain a viable tactic. It may also be argued that proportionate use of police pursuit was essential to ensuring public confidence in the Police Service.
- 7.4 Members were further advised that the Home Office Circular 9/2009 referred to the codification of the Guidance on the Management of Police Pursuits and suggested forces should ensure that they were fully compliant with the existing ACPO Guidance.
- 7.5 Mr Hughes also informed Members that a new Advisory Board had been established to oversee the development of the new statutory Code on pursuit management and that ACC Andy Holt was acting as the ACPO representative. The NPIA would be developing the Code of Practice on behalf of the Home Office and a period of statutory consultation would commence in the near future, after which the Code would be laid before Parliament. Members were advised that the Code should be ready for circulation by the end of the year.
- 7.6 Members noted the update.

## **8. WORLD CUP 2010**

- 8.1 Mr Hughes provided an update on Operational Mulse, the policing response to the 2010 World Cup, which would be taking place in South Africa. Members were advised that the trend in ticket sales and intelligence implied limited travel to South Africa by England supporters, but it was anticipated that there would be a considerable number of supporters at any large scale public screenings as well as in bars, pubs and clubs. Members were further advised that due to the ethnic communities domiciled in the UK, attention on the tournament was unlikely to be restricted solely to England fixtures. Media interest in the behaviour of

- 8.2 Mr Hughes also provided an [update](#) on the proposed policing operation which he explained would be divided into two parts.
- 8.3 Members noted the update.

## **Items for Decision**

### **9. ACPO GUIDANCE ON PUBLIC ORDER AND FIREARMS DUTIES FOR TURBAN WEARING SIKH POLICE OFFICERS**

- 9.1 Mr Hughes introduced a [paper](#) which sought Members' endorsement for the publication of a Guidance document that was designed to support police managers and Sikh police officers on issues surrounding the wearing of the Turban and the participation of Sikh police officers in public order and firearms roles.
- 9.2 Members were advised that the Guidance had been produced as a result of a direction from the Home Office Minister in response to a force that was taken to an employment tribunal over issues relating to Turban wearing Sikh police officers. Mr Hughes stated that the Guidance was a product of a survey on 460 police officers, whereby 340 police officers responded. Members were also informed that the document was fully supported by the majority of Sikh police officers in the U.K.
- 9.3 Mr Neyroud suggested that a letter should also be circulated to Bob Morris, MP who had supported this change.
- 9.4 Members agreed the publication of the ACPO Guidance on Public Order and Firearms Duties for Turban Wearing Sikh Police Officers and noted that a letter outlining the new Guidance would be sent to Bob Morris MP.

**Action: Mr Hughes/Mr Neyroud/Programme Support**

### **10. STANDARD OPERATING PROCEDURE GUIDE ON MULTI-AGENCY AIRWAVE INTEROPERABILITY**

- 10.1 Mr Hughes introduced a [paper](#) which was intended to secure the approval of Cabinet Members for a guide on how Airwave should be used as a means to exchange information to support command decisions in order to improve front line services.
- 10.2 Members were invited to endorse the following:
  - i. That the "Standard Operating Procedure Guide on Multi-Agency Airwave Interoperability" be used as the template for emergency services and Local Resilience Forums to adopt as their own policy in order to achieve a consistent national standard on the collaborative use of Airwave, when required, for multi-agency communications interoperability
  - ii. That implementation would be taken forward in conjunction with the broader work of the ACPO UK Operational Interoperability Portfolio.

- 10.3 Mr Hughes explained that the document was intended to act as a universal guide on Standard Operating Procedures on Airwave and that the documentation demonstrated just one of the many opportunities by which to exploit Airwave.
- 10.4 Mr Allison however expressed his reservations over the fourth option, illustrated at page 36 of the document, as it implied that forces should have inter-agency talkgroups put in place. Mr Allison argued that there should be room for flexibility and that decisions should always be at the behest of the Gold commander for the particular event.
- 10.5 Members also recognised that it was unusual in urban areas to utilise the fourth option and that this option would prove more ideal in situations where a small number of officers were being used to cover a wide area.
- 10.6 Mr Hughes responded by stating that the document contained important recommendations and that it encapsulated the best possible options which most forces would want to adopt. Mr Neyroud added that the Standard Operating Procedure was meant to ensure a more joint up approach between different service providers and that it was intended to support the gold commander, without obscuring or dictating what the gold commander should do.
- 10.7 Members agreed the recommendations stated at paragraph 4.1 of the paper and at 10.2 above, provided that Mr Hughes would circulate a letter elaborating where the Standard Operating Procedure should be positioned in the ACPO structure, and that the guide did not intend to undermine the value of face to face contact.

**Action: Mr Hughes**

**11. ACPO GUIDANCE ON THE MOVEMENT OF ABNORMAL AND INDIVISIBLE LOADS**

- 11.1 Mr Hughes introduced a [paper](#) which sought Members' approval to circulate ACPO Guidance on the Movement of Abnormal Indivisible Loads that could not be escorted by the private sector.
- 11.2 Members endorsed the Guidance as ACPO doctrine.

**Action: Programme Support**

**12. ACPO STRATEGY ON MENTAL HEALTH AND ASSOCIATED PRODUCTS**

- 12.1 Mr Otter introduced a [paper](#) seeking Members' approval of the Mental Health Strategy as the principal means of improving the police response to people with mental ill health or learning disabilities.
- 12.2 Members were invited to:
- i. Approve the ACPO Mental Health Strategy on behalf of the Police Service
  - ii. Note the development by the NPIA of documents required to implement the strategy:
    - Guidance on responding to people with mental ill health or learning disabilities
    - Learning and development programme
    - Assisted implementation programme
  - iii. Endorse the implementation of the ACPO Mental Health Strategy

and accompanying documents and programmes prepared by the NPIA.

- 12.3 Mr Otter explained that a lengthier version of the document had previously been considered by Cabinet Members. He explained that the documentation had since undergone extensive consultation and that feedback from 49 forces had been received. Mr Otter advised Members that the strategy entailed some training implications on mental health awareness for police officers. Members were informed that the length of training was only an hour and half and that this training would assist in ensuring that frontline police officers provided an appropriate response to people suffering from mental illness or learning disabilities. Mr Otter clarified that there was no expectation for police officers to become mental health experts, but that it would be beneficial for police officers to have the capability to recognise the warning signs which might assist in the identification of individuals in need of medical or psychiatric support. Mr Otter continued by pointing out the crucial need to bring in other agencies and to ensure improved responses across the Criminal Justice System as well as the NHS.
- 12.4 Mr Neyroud pointed out that the strategy potentially carried a significant amount of cash savings and that the NPIA would now be supporting projects that were likely to generate cash savings of about a billion pounds.
- 12.5 Mr Fahy stated that mental health was a growing issue of concern for the Police Service, especially as police officers were sometimes required to take offenders to mental health institutions and be expected to wait for up to four to five hours for the arrival of medical professionals. Mr Fahy added that patients also frequently escaped from hospitals and this had an inevitable impact on the Police Service, as the responsibility for finding missing persons ultimately lay with police officers.
- 12.6 Mr Baggott asserted the importance of IPCC involvement and the fundamental need to address the issue of accountability. Mr Fahy suggested that the Presidential Team meet with the IPCC to ensure that other agencies were also being held to account.
- 12.7 Members agreed the recommendations outlined at paragraph 12.2 above and at 5.1 of the paper, subject to the caveat that the Presidential Team and CC Paul West would meet with the IPCC to discuss the issue of shared accountability with other agencies.

**Action: The President**

### **13. CODE OF PRACTICE ON THE OPERATION AND USE OF THE POLICE NATIONAL DATABASE**

- 13.1 Miss Beaton introduced a [paper](#) which was intended to elicit the support of Cabinet Members for the Code of Practice on the Operation and Use of the Police National Database.
- 13.2 Members were requested to:
- i. Approve the draft Code of Practice
  - ii. Agree to abide by the principles set out in the Code, in the event that it could not be laid before Parliament by the beginning of May 2010.
- 13.3 Miss Beaton advised Members that the Code was currently being developed under the leadership of the NPIA and that the document had

undergone significant consultation with both forces and members of the public. Members were further advised that SOCA would be subject to the same treatment as forces and that the Code was entirely in line with the principles of MoPI (Management of Police Information).

- 13.4 Miss Beaton referred to the handout distributed at the meeting and clarified that the paper was intended to address any concerns relating to how chief officers, as data controllers, might react. Miss Beaton also informed Members that she would be working closely with the NPIA in the development of a detailed Guidance.
- 13.5 Members agreed the Code of Practice on the Operation and Use of the Police National Database.

**Action: Programme Support**

**14. NPIA BUSINESS PLAN 2010/13**

- 14.1 Mr Neyroud introduced a [paper](#) which presented a draft NPIA Business Plan for 2010/13. Members were advised that the document was designed to support forces in delivering a billion pounds worth of savings. Mr Neyroud asserted that there was a need to build a service for diagnosis and a service that would provide strong support to management, so as not to rely upon the services of consultants.
- 14.2 Mr Neyroud continued that the NPIA was tasked with locating 8% cash savings each year and, as there had been significant reductions in capital, the NPIA would only be concentrating on the delivery of IMPACT, SCHENGEN, and ISIS.
- 14.3 Members' attention were directed to the performance indicators illustrated at section 3 of page 12-13 of the business plan and Mr Neyroud stated that he intended to make this more visible by producing a report for the extended consideration of Cabinet Members in due course.
- 14.4 Mr Maxwell pointed out that there were risks associated in producing cash savings too quickly and Members were therefore advised to seek the assistance of their finance directors and to be prudent in the development of their financial planning.
- 14.5 A further discussion developed which raised the following points:
- Reference to the 'Centre of Excellence' should be omitted or amended because of the association the phrase might have with what had been known as the 'Procurement Excellence in the Police Service' (PEPS).
  - Clarity was required on what should be led on the national, regional and local and that balance was required between the three tiers
  - There was a need to consider confidence issues and improvement priorities and to identify which agencies should be responsible for delivering those priorities
  - It would be helpful to establish how 'Value for Money' might be used by the Home Office and the HMIC against the Police Service at some point in the future.
- 14.6 Miss Beaton reported that an exercise was recently conducted in the Metropolitan Police Service which had raised some questions relating to the NPIA Business Plan. Miss Beaton stated that she would be happy to provide Mr Neyroud details of some of the questions that had emerged from the briefing.



- 14.7 Mr Neyroud assured Members that he would take their suggestions on board and Members endorsed the priorities and deliverables described in the draft NPIA Business Plan 2010/13.

**Action: Miss Beaton/Mr Neyroud**

**15. FUNDING FOR THE NATIONAL POLICE MAPPA POLICY LEAD WITHIN NOMS PUBLIC PROTECTION UNIT**

- 15.1 Mr Bristow introduced a [paper](#) seeking endorsement for the continued funding of the post of National Police MAPPA Policy lead (Detective Chief Inspector) within the National Offender Management Service (NOMS) Public Protection Unit (PPU). Mr Bristow clarified that the post required £70k for 2010/11 and £71k for 2011/12.
- 15.2 Members acknowledged the significance of the post and the value it would add to Association; however, Members observed that there was a crucial need to ensure that such funding agreements should not be long term.
- 15.3 Members also felt that a strategic debate was required on the benefits and risks associated with any funding arrangements and it was suggested that all funding bids should be considered at Cabinet in one go in order to enable all finance decisions to take place at one meeting.
- 15.4 Mr Flaherty added that funding bids should be submitted by December of each year and the President suggested that the issue of prioritisation should be discussed at the July Chief Constables' Council.
- 15.5 Members agreed to provide £70k for 2010/11 from the ACPO Project Fund for the continued funding of the National Police MAPPA Policy lead within the NOMS PPU and it was decided that funding for 2011/12 would need to be bid for at the end of December 2010 Cabinet.

**Action: The President**

**16. POSITION AND ROLE OF NATIONAL COORDINATOR SERIOUS ORGANISED CRIME – See Separate Restricted and Non-FOI Disclosable Minutes attached**

**17. ACPO CHILD PROTECTION AND ABUSE INVESTIGATION – BRIEFING PAPER – See Separate Restricted and Non-FOI Disclosable Minutes attached**

**18. ANY OTHER BUSINESS**

**18.1 Chief Fire Officers' Association (CFOA)**

- 18.1.1 The President reminded Cabinet that nine members of the CFOA Board would be joining Members for lunch at the end of the 31 March 2010 Cabinet meeting and that a joint meeting would follow after lunch. Members were informed that the CFOA proposed the following topics for discussion:

- National resilience
- Approaches to a new government
- NPIA and how it worked for ACPO and the Police Service



- Local and national fire and police collaboration
- Prosecution of emergency workers and the public interest
- Police and Firefighter pension cost.

18.1.2 Members were asked to submit potential agenda items to the Programme Support Office in time for the forthcoming Cabinet meeting and to ensure that they stay for the meeting with the CFOA.

**Action: Cabinet Members**

#### 18.2 BT and Capgemini

18.2.1 The President informed Members that BT and Capgemini were interested in meeting with ACPO in order to have a strategic discussion about potential savings that could be delivered by working in partnerships. The President suggested that a meeting after the 9 June 2010 Cabinet might provide the ideal opportunity for this discussion to take place.

*[Secretary's Note: the meeting with BT and Capgemini would now be taking place following the May 2010 Cabinet meeting].*

18.2.2 Members noted the information.

**Action: The President**

#### 18.3 The Supreme Court Decision

18.3.1 Miss Beaton notified Members that the Supreme Court had ruled in favour of keeping records on the DNA database.

18.3.2 Members noted the update.

#### 18.4 Police Report Card

18.4.1 Mr Finnigan raised an item of any other business whereby he provided Members with an update on Police Report Cards (PRC). Mr Finnigan reported that the National Moderation meeting took place last Wednesday, whereby issues regarding grades were discussed and ultimately resolved. The intention was to provide forces with the necessary support to enable grades to rise. Members were also informed that the definition of 'fair' had been agreed at its last iteration.

18.4.2 Mr Finnigan advised Members that regional HMI grades would be distributed sometime today and that all forces should receive their grades on Monday, 8 March 2010. The President and Mr Finnigan would be meeting on Friday, 5 March 2010 to discuss the details of the public launch.

**Action: Mr Finnigan/The President**

#### 18.5 Police Performance Steering Group (PPSG) Capability Review

18.5.1 Mr Bristow raised an item of any other business relating to the capability review recently conducted on Nottinghamshire Police. Members were advised that the report would be published in two days. Mr Bristow reported that the process was challenging and immensely uncomfortable for all concerned, but Members were assured that he received no inappropriate pressure from stakeholders whilst conducting the review. Members were also informed that there was a role for ACPO, the APA and the HMIC to support some of the implementation plans derived from the review.

18.5.2 Mr Baggott felt that there was a need to consider the external factors that culminated in the capability review of Nottinghamshire Police and he pointed out that it was of significant concern that Nottinghamshire Police had consistently been subjected to funding cuts by the Home Office over many years. Mr Brook added that his recent attendance at a working group on the Allocation Formula indicated that the slow application of the funding formula in the East Midlands Region had led to it being the lowest resourced region for an extremely long time. Mr Brook offered to share the presentation with colleagues.

18.5.3 Mr Fahy added that being a force in the spotlight merely provokes a defensive attitude which in turn leads to an excessive amount of bureaucracy. Mr Fahy asserted the need for such forces to be provided with the appropriate level of funding to support long term improvement.

18.5.4 The President expressed his gratitude to Mr Bristow for conducting the capability review.

#### 18.6 Report on Policing

18.6.1 Mr Rowley updated Members regarding a report on policing that would be launched at the end of the month. Members were informed that the premise of the report began with a poor estimation of the Police Service and an excessive obsession with police visibility and numbers of police officers.

18.6.2 Mr Rowley suggested that a view of policing should be constructed in preparation for the next Home Secretary and he pointed out that it was essential to highlight structure, budgetary issues and the need for a review of policing.

18.6.3 Members acknowledged the need for sensible engagement and for the Police Service to explain its position.

18.6.4 The fact that the Superintendents' Association were producing a manifesto was raised and that ACPO should state publicly why, as the professional voice of the Service, ACPO would not be producing a 'manifesto'.

**Action: Mr Rowley/The President**

#### 19. **DATE OF NEXT MEETING**

To be held on Wednesday, 31 March, at 10am, at the Basement Conference Room, BIS Building, 1 Victoria Street, London SW1H 0ET.

#### 20. **DATES OF MEETINGS FOR 2010**

To note the dates and venues of the meetings of Cabinet for 2010:

##### At the BIS Building, 1 Victoria Street

Wednesday	31 March
Wednesday	5 May
Wednesday	9 June
Wednesday	7 July
Wednesday	8 September
Wednesday	6 October

Wednesday	3 November
Wednesday	1 December