

Chief Constables' Council

Update on College of Policing May 2016 Professional Committee Meeting

July 2016 /Agenda item: 4.2

Security classification: Official
Disclosable under FOIA 2000: Yes
Author:
Force/organisation: College of Policing
Date created: 1 June 2016
Coordination Committee:
Portfolio:
Attachments @ paragraphs: None

1. INTRODUCTION/PURPOSE

1.1 This paper provides a summary of discussions and decisions made at the College of Policing's last Professional Committee meeting held on 4th May and provides an overview of current College activity. Part 2 provides a summary of the College of Policing's priorities and key areas of work for 2016/17.

5. SUMMARY OF COLLEGE OF POLICING MAY 2016 PROFESSIONAL COMMITTEE MEETING

Citizens in Policing Strategy (Simon Cole)

2.1 Members were presented with the draft Citizens in Policing Strategy for comment. The Strategy sets out ways in which the contribution of volunteers in supporting policing activity and creating safer communities can be further developed and supported. Members were broadly supportive of the Strategy and asked about the role of the College in supporting volunteers. The Chair indicated that support for volunteers would be considered as part of the College's professional development programme.

Review of Initial Recruitment (SEARCH) (Louise Mead)

2.2 Members were updated on the College's review of Police Initial Recruitment, which took place last year. Their views were sought on the recommendations set out in an interim report that included: piloting of a new recruitment process; introducing modular assessments; improving the evidence base on attraction and marketing; improving the experience of applicants; and introduction of a national e-recruitment platform. Members were supportive of the proposals and requested that police staff were also included within the review.

Policing Education and Qualification Framework Update (Rachel Tuffin)

2.3 Initial consultation findings of the College's PEQF proposals were shared with Members. Early findings suggest that there is support for a national qualifications framework; a national system of accreditation and nationally consistent entry requirements across forces. There were challenges on the requirement for minimum qualifications at each rank. Members discussed the apprenticeship route and the associated levy and there was also a request for the proposals to be brought to the July Chiefs' Council meeting as there is the potential for substantial training implications.

Policing and Crime Bill (Alex Marshall)

2.4 Members were updated on the implications for the policing landscape arising from the Police and

Crime Bill. The Bill includes provisions on emergency services collaboration and the opportunity for Police and Crime Commissioners to take on governance of fire and rescue authorities. It proposes changes to the police complaints and discipline systems and whistleblowing and there are provisions on pre-charge bail. The Bill also introduces more powers for police staff and volunteers, and a shared power for the College of Policing and Home Secretary to amend the rank structure. The College provided evidence on the Bill during the Committee stage addressing specifically emergency services collaboration, the barred list, time limits on bail and its work with HMIC and IPCC. Members felt that the proposed changes to pre-charge bail would have severe implications that needed close monitoring.

CSE Demand Research (Stephen Kavanagh)

2.5 Members were updated on the current evidence base on CSA/E. Research suggests that official records significantly under-estimate the true rate of CSA/E and that police crime records show significant increases in these offences. It is not possible to conclude whether or not the actual number of offences has increased as it is likely that at least some of the increase in recorded offences is due to improved police recording practices and an increase in confidence of victims in reporting offences to the police. Members discussed the implications of these increases, particularly around training, and recognised that there are gaps in understanding that could be partially filled using existing data. It was also felt that a more strategic approach to commissioning research in this area was needed.

Armed Policing: Post deployment APP (Helen King/Richard Bennett)

2.6 Members were updated on the potential areas of contention between the post-deployment amendments to the Armed Policing APP and the draft IPCC Statutory Guidance to the police service on achieving best evidence in death or serious injury matters. The IPCC guidance is currently awaiting approval by the Home Secretary. The key areas of difference are over the definitions of key police witnesses, requirement for the separation of key police witnesses and requirement for key police witnesses to provide a 'Detailed Individual Factual Account' before going off duty. Members were supportive of the College's current position that the Armed Policing APP remains unchanged. It was agreed that the College and the NPCC Chair should write to the Home Secretary to this effect.

Revised Body Worn Video Operational Principles (Stephen Kavanagh)

2.7 Members were presented with a revised version of the Body Worn Video Principles reflecting amendments proposed at the March meeting. Key changes include removing the advice to use BWV at all incidents to suggesting it should be used in response to all domestic abuse incidents and stop and search encounters and at the officers discretion at other times. Members also felt the wording around when to view the footage needed to be clearer.

Political Activity of Special Constables (Oliver Cattermole)

2.8 Members were asked to consider whether it should be permissible for special constables to be actively involved in politics. For regular officers and police staff the position is clear that a member of a police force shall not take any active part in politics. However, the relevant Regulations are silent on this issue for special constables. The Policing Minister and others have suggested that MPs should be able to serve as specials and that perhaps the national policy position regarding political affiliation/office-holding should be revised. Overall members were supportive of maintaining the current policy position that an individual cannot play an active part in politics while they are as a serving special constable.

Counter Terrorism Policing (Mark Rowley)

2.9 Members received an update on National Counter Terrorism Policing's Operational Development Unit (ODU) that provides the counter terrorism policing network with bespoke and specialist training. The College has developed and maintains a collaborative working relationship with the ODU as both parties share common ground in terms of function, products and services.

College Business and Gateway Group Update (Rachel Tuffin)

2.10 Members received an overview of items presented at the last Coordination and Delivery Group meeting in March and were provided with highlights of current College activity that included a CPD event for Chief Constables and developments within the Professional Development programme.

Update from Chief Constables' Council (Sara Thornton)

2.11 Members were provided with an update of discussions from the April Chief Constables' Council meeting.

Any Other Business

2.12 Members were given a high level overview of the initial findings of the pre charge bail pilot results which suggests that the majority of cases exceed 28 days. If the government's current proposals are implemented it will have implications in terms of additional bureaucracy and the overall management of investigations. Therefore, the results of the pilot will be shared with the Committee once the evidence has been peer reviewed to determine an overall position on the proposed bail legislation.

3 COLLEGE BUSINESS UPDATE

Crime and Criminal Justice

3.1 The College has recently written to all Chiefs notifying them of work currently underway to support force responses to **Domestic Abuse** (DA) and to address HMIC recommendations in 'Increasingly Everyone's Business'. In particular, it focuses on recommendation 3, providing advice on carrying out reviews of local action plans and recommendation 4, on assessing impact of making DA a local priority. HMIC has also written to forces regarding the inclusion of abusive relationships by police officers with domestic abuse victims within the legitimacy element of PEEL inspections.

3.2 The College has updated the **Undercover APP** and will be formally consulting on this from the 29th June 2016 for a six week period. The revised APP will be available on the College website. The College consulted on the **Missing Persons APP** last year. In response to the consultation feedback the wording that describes the absent category has been refined and sent out for further consultation. Publication of the full APP is anticipated by the autumn.

3.3 As part of work being led by Simon Bailey on **CSE/A** the College has submitted a joint bid to the Transformation Fund to support officers and staff to respond to the needs of vulnerable people and improve the Serious Child Abuse Investigation Development Programme (SCAIDP).

3.4 The **Intelligence Professionalisation Programme** is now underway and will provide a multi-agency national framework of accreditation for intelligence professionals, including a career pathway, core standards for intelligence, a learning programme, continuous professional development, and a national register of accredited intelligence professionals.

Uniformed Policing Faculty

3.5 The **Roads Policing and Police Driving Learner Program** is currently revising its work streams including the merging of standards and the renaming of module specifications.

3.6 The **mental health eLearning** went live on 24th June and Train the Trainer events have been planned for July 2016. The associated APP is expected to go live on 30th June.

3.7 The **stop and search APP** public consultation is complete and two Train the Trainer events took place on 18th & 25th June to support forces in implementing the Stop & Search training.

3.8 The College continues to support the work of the **Armed Uplift Programme** in terms of establishing the requirements of a national training plan.

Professional Development and Integrity Faculty

3.9 A proposal for recommendation 6 of the **Leadership Review covering a new leadership model** has been developed. Consultation on Police Leadership Guiding Principles was also completed in May and a successful Chief Constables launch was held on 3 May with 21 attendees.

3.10 The College is about to consult on its **Valuing Difference and Inclusion Strategy** and is on track to develop training to support forces in implementing the new **Vetting Code of Practice**.

Organisational Development and International Standards Faculty

3.11 The **Government Security Classification e-learning package** recently went live and the associated APP has been updated. A Data Protection advanced training package is currently under development and a work plan has been agreed for developing training products for the new Intelligence Report.

3.12 The **Vision 20/20 interim document** is currently out for consultation following the Police and Crime Commissioner elections and work is ongoing to create a Vision 20/20 community within POLKA.

Curriculum, Assessment and Accreditation

3.13 The College Board has agreed that the **Police Educational Qualification Framework project** will focus on delivering a higher level apprenticeship for police constables from April 2017, with decisions regarding the rest of the PEQF programme to follow once the consultation feedback has been fully analysed. A consultation event for the higher level apprenticeship has been scheduled for 14th July.

3.14 Consultation & analysis of the **review of initial recruitment** has been completed and the final report is due to be published on the 15th July. Design of a new Assessment Centre (in partnership with the MPS and external consultants) to be piloted from the Autumn with a small number of Forces is in development.

3.15 The team is working hard to finalise relevant **Professional Development documents** (Guidance documents for NPPF, PDR, ARC and CPD) for publication on the College website. Additional documents will be uploaded as they are finalised, until the end of June. A Professional Development Conference is planned for 19 July to support forces and other stakeholders to prepare for implementation.

Knowledge, Research and Practice

3.16 A **evidence based policing learning event** was delivered to around 100 fast track Inspectors. The team continue to support forces in developing collaborations with academics, including the East Midlands Police Academic Collaboration, N8 and providing input to Lincolnshire's inaugural EBP steering group event.

3.17 The **National Knowledge Fund** Advisory Board continues to provide effective governance of the 15 successful Police Knowledge Fund projects. With the end of the first year funding period, the focus has been on identifying lessons and sharing learning on the different types of engagement between higher education and police forces, as well as understanding how the projects support national developments in practice.

3.18 The **process for developing APP** has been revised to ensure practice guidelines are based on the best available evidence. The revised process is being piloted this year – Officer Safety and Investigative Interviewing have been proposed as topics for the pilot. The College are currently in the process of selecting chairs and committee members to scope and develop these new guidelines and test the proposed process.

4 DECISIONS REQUIRED

4.1 **Council members are invited to note the outcomes and decisions arising from the College's May Professional Committee meeting set out in the paper.**

4.2 **Council members are invited to note progress of work set out within the College's business update.**

Alex Marshall

Chief Constable

Part 2

College of Policing Priorities for 2016/17

1. PURPOSE

- 1.1 To update Chiefs' Council on the College of Policing's priorities and key areas of work for 2016/17

2. Summary

- 2.1 The College's business priorities for 2016/17 have been set by its Board and Professional Committee (membership of Board and Committee attached as Annex A), informed by input from wider policing stakeholders including NPCC, HMIC, Home Office and IPCC.
- 2.2 Our business plan sets out an ambitious programme of work for the year ahead focused around four key priorities:
 - i) **Building knowledge** by developing the research and infrastructure for establishing the evidence of what works in policing and using this to inform policing practice and standards.
 - ii) **Supporting education and skills development** of individual members of the profession, including, setting educational requirements to assure the public of the quality and consistency of policing skills and facilitating accreditation and recognition of members' expertise.
 - iii) **Developing national standards** that draw on the best available evidence of what works in policing for both forces and individuals.
 - iv) **Building the College** by developing our infrastructure, so we achieve even greater efficiency and effectiveness and establish the College as an independent professional body and employer of choice.

3. Background Information

- 3.2 [Annex B](#) summarises our key areas of work across our priority objectives.
- 3.3 During the year ahead, we will roll out our online membership platform. This will enable improved communication with our members, provide access to a range of services and give our members the means to record their personal learning and continuing professional development.
- 3.4 During the first half of the year we will complete our first membership survey using our existing Police On-Line Knowledge Area (POLKA) to reach out to 57,000 police officers and staff. This feedback will help develop our understanding about perceptions of the College, its products and the needs of members. The work of our Professional Community Chairs, Professional Committee and Membership Committee will continue to inform our decision making.

- 3.5 We will continue to engage our members in the development of the evidence base for policing and crime reduction. It is important that the policing response to demand is informed by a sound understanding of what works. Development of the online crime reduction toolkit - one aspect of our role as the What Works Centre for Crime Reduction - will be key to communicating the evidence base to those working in policing.
- 3.6 We will continue to draw on the best available evidence of 'what works' to set standards in high priority areas such as domestic abuse and stop and search. We will support the development of a consistent definition of vulnerability, finalise new Authorised Professional Practice on mental health and ensure a Code of Practice on vetting – the second Code of Practice produced by the College - is laid in Parliament.
- 3.7 We will continue to develop the Policing Education Qualifications Framework by listening to the views of our members and the public, building on our extensive consultation activity. This will reflect the varied and complex nature of policing roles and provide opportunity to gain academic qualification via accredited learning.
- 3.8 To support this work and delivery of wider Leadership Review recommendations the College has submitted a bid to the Police Transformation fund to support the design and introduction of a new Police Professional Framework (PPF). The new PPF will involve a fundamental redesign of the role profiles across all police officer and staff roles and specialisms to ensure they reflect the appropriate skills, qualifications, competencies and behaviours required to support the transformation and professionalisation of policing and build specialist capabilities. At the same time we will also be creating an approach to assessing competency at all levels within policing, ensuring skills, competencies are appropriately recognised and rewarded.
- 3.9 In the 2016/17 Business Plan we have detailed the most crucial work we will be undertaking in support of our four priorities and our key measures of success. It promises to be an important year by the end of which we will have improved our engagement with the profession, increased our membership base, and delivered a range of important initiatives for the benefit of the profession and the public of England and Wales.

4. Annexes

- 4.1 Annex A provides a list of members of the College Board and the College's Professional Committee
- 4.2 Annex B provides a one page summary of the 2016/17 Business Plan. (The full 2016/17 Business Plan is available on request)

5. DECISIONS REQUIRED

5.1 **To note the College of Policing's priorities and key areas of work**

Name: Alex Marshall
Title: College of Policing Chief Executive

Annex A: Members of the College Board and Professional Committee

College of Policing Board

Dame Shirley Pearce, independent Chair
Millie Banerjee CBE
Christine Elliott
Alex Marshall
Victoria Martin
Sir Denis O'Connor, CBE QPM
Professor Lawrence Sherman
Gavin Thomas
Robin Wilkinson
Katy Bourne
Suzette Davenport

Professional Committee

Alex Marshall (Chair)

Stephen Kavanagh
Helen King
Giles York
Andy Rhodes
Sara Thornton and 2 other NPCC representatives
Andy Fittes
David Bamber
Hayley Aley
Katy Bourne
Paul Griffiths
Caryl Nobbs
Nigel Green
Martin Innes
Dave Jones

College Priorities 2016/17

Annex B

BUILDING KNOWLEDGE	SUPPORTING EDUCATION AND SKILLS DEVELOPMENT	DEVELOPING NATIONAL STANDARDS	BUILDING THE COLLEGE
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<p>Key areas of work for 2016/17:</p> <ul style="list-style-type: none"> □ Continue to build new evidence within the What Works Centre and get evidence into practice. □ Support Police Knowledge Fund collaborations and share national learning. □ Pilot the new approach to developing evidence based guidance □ Launch of College Bursary scheme to fund graduate learning for officers and staff □ Leadership Review including launch of senior leaders professional development framework and leadership development framework from entry to sergeant/staff equivalent □ Develop and implement Valuing Difference & Inclusion Strategy to influence standard setting in forces. 	<p>Key areas of work 2016/17:</p> <ul style="list-style-type: none"> • Develop Policing Education Qualifications framework including delivering Higher Level Apprenticeship by Sept 2017 and externally accredited qualifications for existing officers and staff. • Review College's training provision and options around accreditation of other learning providers. • Release of Professional Development Guidance and supporting materials • Begin review of the Police Professional Competency framework • Review and redesign of key selection and assessment processes including, SEARCH, Fast Track/Direct Entry, Senior PNAC. 	<p>Key areas of work for 2016/17 :</p> <ul style="list-style-type: none"> □ Develop national standards, guidance and supporting materials for: <ul style="list-style-type: none"> - Mental Health - Stop and Search - Vetting - Domestic Abuse - Undercover Policing - Pilot new evidence based approach in officer safety and investigative interviewing □ Identify indicators of vulnerability to support development of a consistent definition and inform standards in priority areas. □ Complete development of the Intelligence Professionalisation Programme by defining clear roles and career pathways. □ Develop standards and review core curriculum for Digital Intelligence and Investigation. 	<p>Key areas of work for 2016/17 :</p> <ul style="list-style-type: none"> • Membership development programme including launch of online membership platform to all of policing, first members survey and further development of membership offer. • Take forward organisational development programme including review of resourcing and learning and development opportunities for staff. • Take forward Estates Strategy- redevelopment and consolidation of existing estate. • Implement College's Digital Services Strategy to deliver online learning opportunities for the profession. • Implement Information Management Systems Strategy
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