

**Minutes of a meeting of the  
Professional Committee  
of the College of Policing  
held by MS Teams  
on 23 June 2021**

**Present**

**Attendance  
2021/22**

Bernie O'Reilly	Chair	2/5
Helen Ball	Metropolitan Police Service	2/5
David Bamber	Police Federation of England and Wales	2/5
Emma Bond	Police Service of Northern Ireland	2/5
Matthew Horne	National Crime Agency	1/5
Val Harris	Metropolitan Police Trade Union	2/5
Pam Kelly	National Police Chiefs' Council	2/5
Daniel Murphy	Police Superintendents' Association	2/5
John Partington	Police Federation of England and Wales	2/5
David Pedrick-Friend	Association of Special Constabulary Officers	2/5
Debi Potter	Police Staff Council Trade Union	2/5
Kier Pritchard	National Police Chiefs' Council	2/5
Andrew Tremayne	Association of Police and Crime Commissioner	2/5
Lisa Winward	Chief Police Officers Staff Association	2/5

**Executive in attendance**

Jo Noakes	Director of Workforce Development
Iain Raphael	Director of Operational Standards
Rachel Tuffin	Director of Knowledge and Innovation

**Staff in attendance**

Richard Bennett	Uniformed Policing Faculty Lead
Ray Clare	Head of Education and Professional Development
Anna Douglas	Staff Officer to Bernie O'Reilly and Jo Noakes
Kate Fromant	Head of Corporate Governance
Thomas Grove	Regulations Senior Advisor
Jim Lunn	Policing Standard Manager
David Tucker	Crime & Criminal Justice Faculty Lead
Jayshree Vekria	Governance Manager
James Walker	Staff Officer to Rachel Tuffin and Iain Raphael

**Observer**

## Part one – Preliminary items

- 01-PC-JUN21     **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 Gemma Fox, Martin Hewitt, Stephen Mold, Emma Williams and Neil Basu.
  - 1.3.     All participants consented to the discussions being recorded for minuting purposes. The recording would be disposed of once the minutes were approved.
  - 1.4.     A declaration of interest was made by Helen Ball who stated that as well as occupying a seat at the Professional Committee for the Metropolitan Police Service, she was also a Board Member for Police Now.
  - 1.5.     An item on PNAC and SCC was requested to be discussed under Any Other Business.
- 02-PC-JUN21     **Approval of Minutes of previous meeting**
- 2.1.     The minutes from the 29 April 2021 meeting were reviewed and agreed.
- Decision:** The Committee resolved to:  
**Approve** the minutes of the meeting held on 29 April 2021.
- 03-PC-JUN21     **Action Points**
- 3.1.     PC reviewed the action points and noted that all items were closed.

## Part two – Items for decision or discussion

- 04-PC-JUN21     **Amendment to the Police Regulations 2003 (Annex BA (Regulation 10)) ('the PEQF amendment')**
- 4.1.     PC was asked to agree to recommend to the College Board the proposed amendment to the determination under Regulation 10 (Annex BA)
  - 4.2.     PC was informed that the regulatory amendment would establish the Policing Education Qualifications Framework (PEQF) initial entry routes into policing at the rank of police constable from 1 July 2022. It would also remove the use of the pre-existing and fundamentally outdated Initial Police Learning and Development Programme (IPLDP).

- 4.3. The Chief Police Officers Staff Association supported the amendment but questioned if the College had considered a review period for attrition rates following the amendment to make a comparison against those of the IPLDP.
- 4.4. The College said that it would be monitored as part of the evaluation process. Early indications through a recent survey undertaken as part of the retention workstream, under the uplift programme, had suggested that candidates joining via the new route were more likely to continue than those who had joined via the old route.
- 4.5. The NPCC supported the recommendation but questioned the inclusion of special constabulary members within the PEQF process. The College confirmed that it was working closely with the NPCC lead for special constabulary to ensure an interlocking process to the PEQF was achieved.

**Decision:** The PC resolved to:

**Recommend to the Board** approval of the proposed amendment to the determination under Regulation 10 (Annex BA).

05-PC-JUN21

#### **Effective Supervision Guidelines**

- 5.1. PC was requested to note the development of the effective supervision guidelines and support their presentation to the College Board for approval. PC was informed that the guidelines would be supported with an implementation plan to support forces with the embedding process.
- 5.2. The College acknowledged that there was lots of work being undertaken in the leadership and supervision area and would ensure that forces would be provided with an understanding of the linkages between the various initiatives.
- 5.3. The Police Federation supported the principle of the work and suggested that clarity and co-ordination between the different initiatives was key in effective implementation by forces. They also requested consultation on implementation plans, to maximize potential to achieve this. Plans will need to include monitoring and reporting processes, and methods to secure commitment to adoption consistently across all forces.
- 5.4. The Police Superintendents' Association supported the evidence-based approach taken but were concerned about the capacity of the service to implement the guidelines. They also suggested that further work needed to be undertaken to provide clarity on the purpose of the guidelines and how these could be used by stakeholders such as the Independent Office for Police Conduct (IOPC) and Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).
- 5.5. The NPCC felt that PC needed to be sighted on the implementation plan before the guidelines could be recommended to the board. They also suggested for the guidelines to be discussed further at Chiefs Council where commitment on delivering the principles would be discussed and agreed.

- 5.6. There was general agreement from PC and the College that further work was required to clarify the remit and purpose of the guidelines. The Chair suggested that the guidelines alongside the implementation plan would be re-tabled at the October PC for further discussion followed by the College Board and Chiefs Council.

**ACTION: RC/JL**

Further work to clarify the remit and purpose of the Effective Supervision Guidelines to be undertaken and tabled for further discussion at the October PC with the implementation plan.

**Decision:**

The PC resolved to:

**Note** the development of the effective supervision guidelines,  
**Decline** to support their presentation to the College Board.

06-PC-JUN21

**Recognising and responding to vulnerability-related risks guidelines**

- 6.1. PC was asked to support the development of the recognising and responding to vulnerability-related risks guidelines and recommend to the Board that they be approved and released to the service.
- 6.2. PC was informed that the guidelines, in combination with the College risk principles, would provide officers and staff with a framework that would aid them to make confident assessments and decisions in a complex area of policing.
- 6.3. The Police Federation questioned if they had been included in the consultation via the National Secretary and asked for additional time to consider the guidelines to assess the accountability for individuals. It was confirmed that both the Police Federation and the Police Superintendents' Association had been sent a stakeholder update in which the consultation was mentioned, but no comments had been received.
- 6.4. The Police Superintendents' Association welcomed the introduction of the guidelines but suggested that a better understanding of the risk to individuals for not complying with the guidelines was required.
- 6.5. PC agreed that further clarity on the impact of the guidelines being either interpreted or misinterpreted was required. The Chair recommended that the guidelines be presented at the July Board and that the time between the two meetings be used to consider how the guidelines would be used by stakeholders (such as the IOPC and HMICFRS) and how to best to release them to the service.

**ACTION: DT**

Further work to consider how the guidelines would be used by stakeholders and released to the service to be undertaken prior to the guidelines being presented at the July Board meeting.

**Decision:**

The PC resolved to:

**Recommend** the guidelines on recognising and responding to vulnerability-related risks to the Board for approval.

07-PC-JUN21

**Committee Effectiveness Evaluation**

- 7.1. PC was asked to approve the format of the effectiveness evaluation and agree to complete and return the evaluation by 30 July 2021. The annual evaluation had been designed to cover the committee's work including membership independence and objectivity, key governance issues, role, scope, performance and standard of meetings and papers submitted.
- 7.2. The Police Federation welcomed the evaluation and felt that the timing coincided well in line with the fundamental review. They also felt that the PC had been reinvigorated in the recent months and the evaluation process would further help to improve the remit of the PC.

**ACTION: PC**

Professional Committee members to complete and return the evaluation by 30 July 2021.

**Decision:** PC resolved to:

**Agree** the format of the Committee Effectiveness Evaluation and **Agree** to complete the evaluation by 30 July 2021.

08-PC-JUN21

**Professional Committee - Business Pipeline Document**

- 8.1. PC was updated on the College business pipeline and informed that the document provided a summary of the College proposals for regulatory change, which were either in process or in the pipeline.

**Decision:** PC resolved to:

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

09-PC-JUN21

**Items for noting: College Business Update/Chief Constables' Council update**

- 8.1. PC noted updates provided for both the College business update and the Chief Constables' Council.
- 8.2. The Metropolitan Police Service stated that they felt it was important for individuals to understand the changes being made by the College to both the Code of Ethics and Outcomes Guidance for Legally Qualified Chairs of Misconduct tribunals and suggested that updates be provided at future Chiefs' Council meetings.

**Decision:**

The PC resolved to:

**Note** the update provided for the College Business Update/Chief Constables' Council.

## Part three – Conclusion of business

### 09-PC-JUN21      **Any Other Business**

- 9.1.      The NPCC expressed concerns on behalf of Chief Constables relating to the low pass rate for both the Police National Assessment Centre (PNAC) and the Strategic Command Course (SCC). Chief Constables had commented that the number of vacancies were increasing rapidly and impacting on the stability of the service. Suggestions were made for work to be undertaken to understand potential themes relating to specific exercises or if the low pass rate was a wider issue.
- 9.2.      The College and the NPCC agreed that the issues raised be discussed further outside of the PC forum to identify potential themes and make recommendations. Representatives from the College, NPCC and the Metropolitan Police would be invited to join the sub-group.

#### **ACTION: JN**

Sub-group to be established to discuss and provide recommendations on the issues raised by Chief Constables relating to the low pass rate for PNAC and SCC.

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

**Bernie O'Reilly**

**Date: 06/10/2021**