

**Minutes of a meeting of the
Professional Committee
of the College of Policing
held on MS Teams
on 15 December 2021**

Present
**Attendance
2021/22**

Andy Marsh	Chair	2/5
David Bamber	Police Federation of England and Wales	4/5
Simon Cole	National Police Chiefs' Council	1/5
Val Harris	Metropolitan Police Trade Union	4/5
Martin Hewitt	National Police Chiefs' Council	1/5
Matthew Horne	National Crime Agency	2/5
Stephen Mold	Association of Police and Crime Commissioner	0/5
John Partington	Police Federation of England and Wales	4/5
David Pedrick-Friend	Association of Special Constabulary Officers	4/5
Debi Potter	Police Staff Council Trade Union	4/5
Sue Steen	Police Service of Northern Ireland	3/5
Andrew Tremayne	Association of Police and Crime Commissioner	4/5
Lisa Winward	Chief Police Officers Staff Association	3/5

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

Ray Clare	Head of Education and Professional Development
Anna Douglas	Staff Officer to Jo Noakes
Kate Fromant	Head of Corporate Governance
Thomas Grove	Regulations Senior Advisor
Dave Hudson	Policing Standards Manager, Information Management
Jim Lunn	Uniformed Policing Faculty Lead
Jo Strong	Police Federation of England and Wales
David Tucker	Crime & Criminal Justice Faculty Lead
Jayshree Vekria	Governance Manager
Andy Walker	Metropolitan Police Service
James Walker	Staff Officer to Rachel Tuffin and Iain Raphael

Part one – Preliminary items

- 01-PC-DEC21 **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 Helen Ball, Gemma Fox, Pam Kelly, Daniel Murphy, Bernie O'Reilly, and Emma Williams.
 - 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. No declaration of interest was made.
 - 1.5. No items were raised for discussion under Any Other Business.
- 02-PC-DEC21 **Approval of Minutes of previous meeting**
- 2.1. The minutes of the meeting on 6 October 2021 were reviewed and agreed.
- Decision:** The Committee resolved to:
Approve the minutes of the meeting held on 6 October 2021.
- 03-PC-DEC21 **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-DEC21 Amendment to the Police Regulations 2003 (Annex C (Regulation 10B and 12)) ('the probation amendment')
- 4.1. PC was asked to note the proposed amendment (at this initial stage) to the determination under Regulation 10B and 12 (Annex C).
 - 4.2. PC was informed that the paper provided context to the proposed amendment to the determination under Regulation 10B and 12 (Annex C) – to determine (reduce) the period of probationary service for entrants via the Police Constable Degree Apprenticeship (PCDA) who have achieved Qualified Special Constable (QSC) status across all five core areas of policing practice from three years to (not less than) two years (full-time).
 - 4.3. It was also noted that the amendment was not intended to reduce the period of probation for a member of a police force (other than a re-joiner member) appointed in the rank of police constable to less than two years. Therefore, the proposed amendment did not include provisions to reduce the period of probationary service for entrants via the Degree-Holder Entry

Programme (DHEP) or a Degree in Professional Policing (post join) programme with previous learning and experience in a relevant policing role.

- 4.4. The College advised that the implementation of the new special constable learning programme was slightly behind that of the police constable and the detective constable entry routes. It was envisaged that the determination would be introduced by next autumn but would be dependent on both the outcome of the consultation and the Home Office (HO) legal advice. It was also recognised that the change in amendment was an incentive for both forces and special recruits to undertake the Special constable learning programme which would provide a clear route into the service.
- 4.5. The Chief Police Officers Staff Association (CPOSA) supported the work but requested that the College also consider prior learning programs for those such as police staff and police community support officers. The College confirmed that work had commenced in the background to support the request and would be considered more widely under the widening access programme of work.
- 4.6. The Police Federation of England and Wales (PFEW) was supportive of the direction of travel and thanked the College for meeting the ask of the PFEW since the Police Education Qualification Framework (PEQF) had commenced. PFEW supported the comments made by CPOSA but felt that the focus needed to remain on the special constable route at present and suggested that other roles be considered in the background and for amendments to be made in the future.
- 4.7. The Police Staff Council Trade Union supported the change and echoed the comments made by the PFEW.
- 4.8. The National Police Chief Council (NPCC) suggested that both forces and the public would benefit from a reminder of the different entry routes into policing. The College agreed with the suggestion made by the NPCC and explained that this was being driven through the newly created recruitment website as part of the 20K uplift programme. In addition, the College acknowledged that further work to better inform the service on both current and future entry routes into the service needed to be considered.

ACTION: JN

College to review the 20K uplift recruitment website to ensure it clearly sets out the current routes into policing.

Decision: The PC resolved to:

Note the proposed amendment (at this initial stage) to the determination under Regulation 10B and 12 (Annex C).

05-PC-DEC21

Information and records management code of practice and Archiving APP

- 5.1. PC was requested to recommend to the College Board approval of the publication of the Information and Records Management Code of Practice and the associated 'archiving' Authorised Professional Practice (APP). In addition, PC was also asked to agree that the existing Management of Police Information (MOPI) Code should be superseded by the new Code and to recommend to the College Board to withdraw the existing MOPI Code 2005.
- 5.2. PC was informed that the Code and associated 'archiving in the public interest' APP, seeks to address the issues relating to the management of police information and records identified in the Hillsborough Independent Panel (HIP) in 2009 and the report on the experience of Hillsborough families in 2017.
- 5.3. PFEW were in support but added that their concerns were particularly related to the retention or corporate data that may include personal data and the potential issues that it may cause for staff members when considering vetting.
- 5.4. The College accepted the concerns raised and explained that the Data Protection Act, which controls how personal information can be used would take priority because it is primary legislation and wouldn't change the way personal data is handled within the service.

Decision:

The PC resolved to:

Recommend to the Board approval of the publication of the Information and Records Management Code of Practice and the associated 'archiving' Authorised Professional Practice (APP)

Agree that the existing Management of Police Information (MOPI) Code should be superseded by the new Code and to **recommend to the Board** to withdraw the existing MOPI Code 2005.

Agree that further drafts will only be re-tabled at PC in the event of any substantial changes.

06-PC-DEC21

Review of Police Promotion and Progression

- 6.1. PC noted that the draft report was endorsed by College Board on 17 November 2021 and is scheduled for presentation to Chiefs' Council in February 2022.
- 6.2. PC was informed that the College had undertaken a major review of police officer promotion processes and initiatives to support progression in the police service. The College aimed to develop an end-to-end strategy for leadership development, promotion, and progression in the police service. The framework would provide greater transparency making it simpler for all police officers to identify how to best progress through the ranks and help to further promote a culture of continuing professional development (CPD). In addition, the framework would ensure that leadership development takes

place at all levels, helping to remove barriers and support the progression of underrepresented groups making policing clearly representative at all ranks.

- 6.3. PFEW was in support and thanked the College for its extensive socialisation and engagement but raised concerns relating to both the implementation and allocation of protected learning time. They also questioned how success would be benchmarked and suggested that forces needed to collate data from the outset to most accurately measure success driven through the new initiative.
- 6.4. The College acknowledged the learnings from the Police Education Qualification Framework (PEQF) work and highlighted the importance of building a firm foundation of shared agreement on principles and recommendations and agreed to work jointly with the service to achieve the best success.
- 6.5. The Chair summarised discussions and highlighted the importance and need for better value driven leadership and people focus, which would help to promote both staff and officer wellbeing and increase productivity, performance and help to build trust.

Decision:

The PC resolved to:

Note the draft report, with particular reference to the principles for reform set out in the report, as well as the specific recommendations, implementation of which are integral to the ongoing work of the Centre for Police Leadership.

Note that the draft report was endorsed by College Board on 17 November 2021 and is scheduled for presentation to Chiefs' Council in February 2022.

07-PC-DEC21

Live facial recognition APP

- 7.1. PC was requested to recommend to the College Board approval of the publication of the Live Facial Recognition (LFR) Authorised Professional Practice (APP).
- 7.2. PC was informed that the APP would provide direction to forces to enable them to ensure that their deployment of overt LFR complies with applicable legal requirements. PC was informed that the APP had been written considering the Court of Appeal judgement in Bridges.
- 7.3. PC noted that the Information Commissioner's office (ICO) and the Independent Office for Police Conduct (IOPC) and several other stakeholders had assisted the development of the APP. In addition, the national policing lead for facial recognition, Jeremy Vaughan, had also been engaged.
- 7.4. The College advised that the APP had considered ethics and confirmed that several regulators and legal teams had been consulted in the development. The College was confident that the APP would allow forces to operate both legally and

ethically at a national level, however individual forces would need to consider how best to apply ethics locally. The College acknowledged that further work was required to determine the need for an ethical framework to support any new biometric technology and confirmed that it was being reviewed by the Home Office.

- 7.5. PC considered the wider context of ethics and agreed that the service would benefit from a joint ethics committee. They felt it important to avoid duplication where individual committee may have different viewpoints that may cause potential difficulties when faced with a legal challenge. The NPCC suggested to work with the College to review the current ethics committees and how best they can be rationalised for the service.

ACTION: AM

The College to write to Richard Lewis to propose the creation of a single ethics committee chaired at a national level.

ACTION: AM/MH

Post correspondence with Richard Lewis, the College and NPCC to jointly discuss the future creation of a joint ethics committee.

Decision: PC resolved to:

Recommend to the Board approval for the publication of the Live Facial Recognition (LFR) Authorised Professional Practice (APP).

08-PC-DEC21

Violence Against Women and Girls update and toolkit

- 8.1. PC was asked to note both the update on Violence against Women and Girls (VAWG) and the publication of the toolkit.
- 8.2. PC was informed that much debate had taken place to assess if specific provisions to make misogyny a specific aggravating motivation was needed. Following this the HO had requested the College to develop a paper setting out the existing provisions that could be considered to address misogyny.
- 8.3. It was explained that an amalgamation of existing legalisation was used to create the toolkit and a decision to publish it prior to it being discussed at PC was to meet the rapid response to the current VAWG challenges.
- 8.4. PC was informed that the national framework for delivery had been published on the College website and was designed to help bring consistently high standards to the police response to VAWG offences. The service would be required to use the framework to develop local action plans by March 2022.
- 8.5. Future work to support the VAWG agenda included the creation of a specific knowledge sharing workshop, the development of a best practice manual, introduction of interim training products and a review of the Vetting APP. PC noted that a number of secondees would be joining the College to support delivery and would be funded by their respective forces. PFEW asked to be kept involved and included in ongoing engagement in this matter, both relating to internal police culture and external delivery.

- 8.6. The Chair echoed his support and appreciation to those forces who had nominated secondees and added that the College would play a key role in supporting both individuals and forces in leadership, training, guidance and research.
- 8.7. CPOSA supported the work and the transfer of a number of secondees from their force but highlighted the importance of properly articulating the benefits gained from the secondment that consider both national outcomes and transferable skills when returning back to their respective forces.

Decision: PC resolved to:

Note the update on VAWG and publication of the toolkit.

09-PC-DEC21

PEQF Amendment to the determination under Regulation 10 (Annex BA)

- 9.1. PC was requested to note the update on the PEQF Amendment to the determination under Regulation 10 (Annex BA)
- 9.2. PC was informed that the Chair had exchanged correspondence with the Policing Minister (the penultimate stage in the process) to formally request an amendment be made to the determination under Regulation 10 (Annex BA). Subject to approval, it was anticipated that the change would take effect from 1 July 2022.

Decision: PC resolved to:

Note the update on the PEQF Amendment to the determination under Regulation 10 (Annex BA).

10-PC-DEC21

Professional Committee Consultation Process

- 10.1. PC was asked to approve the revised informal consultation process. It was explained that the revised process incorporated the feedback received at the October meeting requesting the creation of a combined informal/formal consultation process and increased consultation periods.
- 10.2. The College advised that the guidelines outlined the minimum expectations for consultation, however wider consultation would be undertaken as necessary. The College informed PC that it was adopting a systematic approach to consultation and confirmed that quarterly informal consultation meetings had been scheduled to provide PC an opportunity to undertake an informal discussion.
- 10.3. PC was informed that initial discussions had taken place with the NPCC leads to promote co-creation and early engagement as suggested by PC at the October meeting.
- 10.4. PFEW supported the direction of travel but raised further concerns relating to the consultation timeframes within the document and suggested for the College to have an offline discussion with Jo Strong.
- 10.5. PC noted that the approved consultation process along with PC terms of reference would be re-tabled for approval at a

future Board meeting.

ACTION: KF/JS

College to further discuss and address the concerns raised by the PFEW in relation to consultation timeframes with Jo Strong.

Decision: PC resolved to:

Approve the revised Consultation Process subject to a conversation with the PFEW to discuss the consultation timeframes.

11-PC-DEC21

The Role of the Board/Relationship with Professional Committee

- 11.1. PC was asked to note and discuss the role of the Board/relationship with PC. It was explained that PC had requested the briefing note at the October meeting following the results of the committee effectiveness evaluation which, identified that members did not fully understand the College's overall control environment, including its governance structure.
- 11.2. The Chair echoed his support to strengthen the relationship between PC and the Board and encouraged the appointment of additional Board members to the committee. He added that the role of PC was crucial in providing the new Non-Executive Directors (NEDs) with an understanding and opportunity to be engaged in the scrutiny, governance and consultation discussions that take place at PC.
- 11.3. Both the NPCC and the PFEW echoed and supported the comments made by the Chair and acknowledged the benefits for both PC and NEDs.

Decision:

The PC resolved to:

Note and discuss the Role of the Board/Relationship with Professional Committee.

12-PC-DEC21

Professional Committee - Business Pipeline Document

- 12.1. 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.

13-PC-DEC21

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

- 13.1. PC noted updates provided for both the College business update and the Chief Constables' Council.

Decision:

The PC resolved to:

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

Part three – Conclusion of business

14-PC-DEC21 **Any Other Business**

14.1. No other business was raised.

Signed by the CEO as a true record of the meeting

Andy Marsh
Date: 30/03/2022