

**Minutes of a meeting of the
Professional Committee
of the College of Policing
held on MS Teams
on 30 March 2022**

Present
**Attendance
2021/22**

Andy Marsh	Chair	3/5
Helen Ball	Metropolitan Police Service	4/5
David Bamber	Police Federation of England and Wales	5/5
Gemma Fox	Police Federation of England and Wales	1/5
Charlie Hall	National Police Chiefs' Council	1/5
Val Harris	Metropolitan Police Trade Union	5/5
Martin Hewitt	National Police Chiefs' Council	2/5
Stephen Mold	Association of Police and Crime Commissioners	0/5
Daniel Murphy	Police Superintendents' Association	4/5
David Pedrick-Friend	Association of Special Constabulary Officers	5/5
Debi Potter	Police Staff Council Trade Union	5/5
Andrew Tremayne	Association of Police and Crime Commissioners	5/5
Emma Williams	Academic Member	2/5
Lisa Winward	Chief Police Officers Staff Association	4/5

Executive in attendance

Bernie O'Reilly	Deputy Chief Executive Officer
Rachel Tuffin	Director of Knowledge and Innovation

Staff in attendance

Ray Clare	Head of Education and Professional Development
Tonya Cook	SME Neighbourhood Policing
Kate Fromant	Head of Corporate Governance
Thomas Grove	Regulations Senior Advisor
Andy Sidebotham	Policing Standards Manager - Local Policing
Jo Strong	Police Federation of England and Wales
David Tucker	Crime & Criminal Justice Faculty Lead
Jayshree Vekria	Governance Manager
Andy Walker	Uniformed Policing Faculty Lead

Part one – Preliminary items

- 01-PC-MAR22 **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 Matthew Horne, Jo Noakes, John Partington and Iain Raphael.
 - 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 she was a member of Police Now's Board of Directors.
 - 1.5. No items were raised for discussion under any other business.
- 02-PC-MAR22 **Approval of minutes of previous meeting**
- 2.1. The minutes of the meeting on 15 December 2021 were reviewed and agreed.
- Decision:** The Committee resolved to:
Approve the minutes of the meeting held on 15 December 2021.
- 03-PC-MAR22 **Action points**
- 3.1. The Professional Committee (PC) reviewed the action points and noted that all items were closed.

Part two – Items for decision or discussion

- 04-PC-MAR22 **Plan for policing leadership**
- 4.1. The PC was asked to note and discuss the leadership work, which linked to the outcomes of the College's Fundamental Review and the College's strategic priority, moving forwards, of improving leadership within policing.
 - 4.2. The PC was informed that the national plan for policing leadership was being developed, to be jointly agreed by the Association of Police and Crime Commissioners (APCC), College of Policing, the Home Office and the National Police Chiefs' Council (NPCC), via the National Policing Board. It was explained that the plan was designed to promote stronger and diverse leadership at all levels within policing, to challenge systemic issues positively and influence culture change. In addition, the plan would also help to improve confidence and morale, modernise policing practices, improve progress and performance, and help to build public trust and confidence in policing.
 - 4.3. It was also noted that successful delivery of the national plan would require partnership working between the NPCC, the APCC, the Home Office and the College, engaging collectively with the service and key policing stakeholders to achieve

- service-wide consensus and ensure a joined-up approach to leadership reform.
- 4.4. The Chair echoed the importance of the work for both the College and the service and requested the support of the PC. He added that there was positive consensus at the NPCC, who felt that leadership was vital to operational delivery and would help to improve resilience, retention, confidence, inclusion and promote wellbeing.
 - 4.5. The Police Federation of England and Wales (PFEW) was supportive of the work to reinvigorate the development of leaders at all levels within the service, especially at more senior ranks and levels. The PFEW highlighted the importance of transferable knowledge sharing between existing forums, such as the National Police Promotion Framework and the newly formed Leadership Centre Steering Group. The PFEW also felt that the membership of the steering group would play a key role in setting the future ambitions for service-wide leadership.
 - 4.6. The Police Staff Council Trade Union acknowledged the links to the outcomes of the College Fundamental Review but felt that their feedback had not been reflected and advised that they would formally write to the College in due course. They also questioned how equivalence would be measured in respect to police staff and requested that additional police staff specific examples were visible in the plan.
 - 4.7. The APCC supported the work and the comments of PFEW in relation to leadership decision making. They suggested that the use of stronger leadership needed to be considered carefully in respect of the service's future aspirations for leadership and development. The PC noted that a discussion on the terminology had previously taken place at the police leadership steering group, where suggestions such as effective, authentic leadership were discussed, which better portray and describe the views of the community, wellbeing and development of the workforce.
 - 4.8. The Metropolitan Police Service (MPS) were in support but felt that the introduction required an expansion of positivity relating to the current good practices within police leadership. They suggested that some narrative on the complex environment that police leaders work within also needed to be better articulated. The constant level of scrutiny and oversight to the service and its leaders also needed to be considered.
 - 4.9. The Police Superintendents' Association (PSA) supported the comments made by the APCC and the MPS and commented that police leadership had never been better, even under the extremely complex environment that the service and its leaders operate within.
 - 4.10. The NPCC suggested that the plan needed to reflect the language of the workforce, rather than that of an officer and the

police. This would be in line with the modern approach, where the future of leadership is likely to see senior positions being filled by individuals who don't necessarily carry a warrant card. The NPCC supported the comments made by MPS and felt that the leadership work posed an opportunity for the service to spotlight its leadership achievements and make recommendations for future improvements.

- 4.11. The Chief Police Officers Staff Association (CPOSA) supported the work and suggested that the College should set out clear business benefits from the outset, to achieve the best uptake from individual forces who had already invested heavily in leadership training locally.
- 4.12. The College advised that the full leadership plan would be tabled for further discussion at the June meeting. The PC noted that the success of the plan was dependent on partnership working and a degree of compromise would be required to achieve a balanced view between stakeholders. The College added that they were clear of their role and deliverables for the national leadership development plan.
- 4.13. The Chair echoed his support and appreciation to the PC for the valuable discussion and confirmed that the content quality and delivery nature of the national leadership plan would be defined by the service, with the support of the PC and various other stakeholders within the governance structure.

Decision: The PC resolved to:

Note and discuss the leadership work, which linked to the outcomes of the College's Fundamental Review and the College's strategic priority, moving forwards, of improving leadership within policing.

05-PC-MAR22

Proposed update to use of handcuffs during stop and search APP

- 5.1. The PC was requested to recommend to the College Board the revised amendment to the Authorised Professional Practice (APP).
- 5.2. The PC noted that following the Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) report, the College had undertaken a review of the existing APP to provide more detailed guidance on the specific topic of the use of handcuffs during stop and search encounters.
- 5.3. The PC was informed that the content of the APP had been expanded, with explanations as to how officers should engage with a subject to gain cooperation prior to any consideration for the use of handcuffs, which should be a last resort. If handcuffs are used, the APP explains the considerations on which the officer should base their decision, as well as fully explaining the use of force when reporting it had been used. It also includes an aide memoire table, based on the National Decision Model, to support decision making when using handcuffs during a stop and search encounter.
- 5.4. The College acknowledged the length of time it had taken to

deliver the revised APP and understood that it could have been more dynamic in its approach.

- 5.5. The PSA welcomed the work but questioned how the College propose to conduct high-quality data analysis to ascertain if the revised APP had made a difference. The PSA also commented on the timing of the revision and suggested that an earlier publication, particularly related to the W80 case, would have been beneficial to the service.
- 5.6. The College advised that aggregated data was routinely collected on stop and search nationally, which was inclusive of handcuff data. However, it would prove difficult to clearly determine whether the APP had made a positive impact.
- 5.7. The NPCC welcomed the guidance and acknowledged the benefits to both the service and the community. The NPCC suggested that clear communication across the service would be beneficial to support the guidance on the national expectation.
- 5.8. The PFEW were in support and echoed the comments made by the NPCC in relation to communication. The PFEW highlighted the importance of front-line practitioners being adequately and appropriately briefed.
- 5.9. The PC noted that the MPS had implemented additional measures, which included extensive training following the stop, search and handcuffing of the athlete Bianca Williams. Early indications had suggested positive outcomes for the MPS. It was also noted that the APP had considered the work of the MPS to ensure that a joined-up approach was achieved.
- 5.10. The MPS suggested that the title of the officer safety training needed to better consider and reflect not only the safety of the officer in the use of force, but also that of the public. The MPS added that they had now revised the name to 'public and personal safety training', which better articulates the member of public as an important encounter.
- 5.11. The Chair recognised that a more dynamic approach was needed but acknowledged that meaningful consultation was required. The Chair supported the comments raised by the PC and advised that the title of the officer safety training would be discussed further with the relevant team and that the MPS comments would be included in the race and inclusion plan.

ACTION: AW

The College to internally discuss the title of the office safety training and include the comments from the MPS into the race and inclusion plan.

Decision:

The PC resolved to:

Recommend to the Board the revised amendments to the handcuffs during stop and search APP.

- 6.1. The College acknowledged that it had received a detailed response from the PFEW in relation to consultation timeframes. The College confirmed that it was being reviewed further discussions would take place at the next meeting.
- 6.2. In relation to dynamism, the College confirmed that, in line with internal changes, it would be reviewing committee terms of reference.
- 6.3. The College advised that following the feedback received from the committee effectiveness evaluation, the Nominations and Remuneration Committee (NRC) had recommended to the College Board that members of the Board would also be members of the PC. The PC noted that further details would be provided at the next meeting.
- 6.4. The PFEW advised that it was still awaiting a formal response from the College in relation to the PFEW's objection to the late change to the draft determination to put back the Police Education Qualification Framework (PEQF) qualification changes.

ACTION: KF

The College to follow up on the outstanding response to the PFEW in relation to the late change to the draft determination to put back the PEQF qualification changes.

Decision:

The PC resolved to:

Note the governance update.

07-PC-MAR22

Professional Committee: Business pipeline document

- 7.1. The 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.

08-PC-MAR22

Items for noting: College business update and Chief Constables' Council update

- 8.1. The 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

09-PC-MAR22 **Any other business**

9.1. No other business was raised.

Signed by the Deputy CEO as a true record of the meeting

Bernie O'Reilly
Date: 22/06/2022