



Official

Title of Meeting: Professional Committee
Date: 10th December 2019
Time: 11:00 – 14:00
Venue: Broadway House Conference Centre, Tothill St, London, SW1H 9NQ.

Attending Members	Organisation
Mike Cunningham (MC)	Chief Executive (Chair)
Andy Rhodes (AR)	Organisational Development and International Chair
Dave Bamber (DB), Gemma Fox (GF), Karen Pinfold (KP)	Police Federation of England and Wales
Martin Hewitt (MH), Alan Pughsley (AP), James Vaughan (JV)	National Police Chiefs' Council
David Pedrick-Friend (DPF)	ASCO
Helen Ball (HB)	Metropolitan Police
Andrew Tremayne (AT)	APCC
Debi Potter (DB)	UNISON
Val Harris (VH)	Metropolitan Police Trade Unions
Apologies: Giles York, Hayley Aley, Dan O'Mahoney, Stephen Mold, Ian Wylie, David Tucker, Sharon Harrison, Bernie O'Reilly, Phil Knox, Nerys Thomas.	
Other Attendees:	
College: Richard Bennett, Rachel Tuffin, Helen Elderfield, Jayshree Vekria, Jo Noakes, Ray Clare.	

Item 1: Minutes and actions of the previous meeting (Chair)

- 1.1 The minutes and actions from 3rd September 2019 meeting were: **reviewed and agreed.**

Item 2: Fast Track Inspector to Superintendent Programme (Ray Clare)

- 2.1 The Committee was updated on the potential development by the College of Policing of a new Fast Track Inspector to Superintendent (FTIS) programme. The College intends to initiate a consultative process with stakeholders to better understand the needs of the service in relation to the programme's developments and implementation.
- 2.2 Members were informed that following discussions at the Workforce Coordination Committee a decision had been taken to soften both the consultation and decision making timeline and would be discussed further at the July 2020 Chiefs Council. The revised timeline would provide participants with adequate time to participate in the consultation activity. It was also explained that the scope of the consultation activity would focus on the programme aims, target audience, recruitment, programme content and costings.
- 2.3 The Committee supported the development of the Fast Track Inspector to Superintendent programme but highlighted a few points to be considered. Members' suggested that the title of the consultation document should consider the potential inclusion of sergeants. They also suggested that the programme needs to clearly stipulate if it is a fast track scheme to chief officer and be clear on what extra will be put in place when Superintendent rank is reached; or is it an inspector to



Superintendent programme at which point the clock is re-started when the Superintendent rank is reached.

- 2.4 Members also agreed that the programme needed to be very clear on the gap it is trying to fill, ensuring that there are clear parameters to demonstrate what the programme is designed to deliver and also consider how success will be measured.

DECISION: The Committee noted the College's plan to consult with policing stakeholders regarding the proposed introduction of a new Fast Track inspector to superintendent (FTIS) programme.

ACTION: The College to ensure that the Association of Police and Crime Commissioners (APCC) are included in the consultation process.

Item 3: Day One Recruit Assessment Center Update (Jo Noakes)

- 3.1 The Committee was asked to note the progress update of Day One and its planned implementation as the new national assessment center to replace SEARCH. Day One was developed in response to NPCC WCC concerns about the existing process. It was also designed with diversity in mind (using the latest evidence base) and has been trialed in the Met for a year.
- 3.2 Committee members were informed that the roll out of Day One had been brought forward to support the 20K Uplift programme, meaning a large number of new recruits would now enter through the assessment center. A refresh in technology was also being developed to support the new programme.
- 3.3 The Committee raised concerns in relation to information security and suggested that there was a possibility that candidates attending the assessment centers were pre-briefed on potential questions. The committee agreed that further work was needed to improve information security to minimise such a risk.
- 3.4 Members acknowledged that it is key that the right people were being attracted to the assessment centers and suggested that the recruitment guidance should clearly state the candidate requirements to apply. The Committee also felt that this was a good opportunity to improve the diversity of the service but felt that there needs to be continued support of good practices through positive action.

DECISION: The Committee noted the progress to date and supported the College's planned implementation and rollout of Day One recruitment assessment center.

ACTION: The College to consider the information security of assessment questions prior to wider roll out of the assessment center.

Item 4: Advanced Practitioner Update (Ray Clare)

- 4.1 The Committee was updated on the findings of the Advanced Practitioner (AP) Consultation Report and the decision of the College not to proceed with national implementation of the scheme at this time, however it would support forces who wish to develop it locally. The decision was based on the complex feedback from the



consultation exercise and in particular the clear steer from the service that development of an Advanced Practitioner scheme was not identified as a current priority for the service.

- 4.2 The Committee acknowledged the honesty of the College and supported the decision taken, further more they agreed that it was crucial to be sensitive on the capacity of the service when considering the rollout and developments of new initiatives.

DECISION: The Committee noted the update on the Advanced Practitioner scheme and the principle outcomes, and acknowledged the College's decision not to proceed with national implementations at this time and that support would be offered to forces that elect to develop it further locally.

Item 5: NPCC Update on Officer Safety (Martin Hewitt)

- 5.1 The Committee was updated on the review of Officer Safety conducted by the NPCC that had been driven by a number of high profile issues in the media, namely Taser. The aim of the review was to identify the changes that needed to take place to improve the safety of staff whilst conducting their duties, increase confidence and maintain public confidence in policing.
- 5.2 The Committee was informed that the review highlighted a number of areas of concern around the use of equipment, personal safety training and data inconsistencies. Following the review, in line with the officer safety survey, a report was produced working with NPCC leads, the College, Staff associations, IOPC, HMICFRS and the Home Office. The report identified 43 recommendation and further consultation work was underway to group and prioritise the recommendations.
- 5.3 The Committee acknowledged the hard work that had been undertaken to deliver the review in a short space of time and felt that the data inconsistencies highlighted from both the review and the report should be addressed as a matter of urgency.

DECISION: The Committee noted progress of the Officer Safety review conducted by the NPCC.

Item 6: Barred and Advisory List Review Process (Richard Bennett)

- 6.1 At the previous meeting, the Committee was asked to note and agree the process for reviewing entries on the Barred and Advisory List, to which a number of issues were raised and the Committee proposed for the draft process be considered by the PABEW discipline sub-board.
- 6.2 The Committee were informed that following the discussion at the PABEW discipline sub-board no further issues were raised. The College confirmed that they will not be changing the process but the relevant wording would be amended to reflect that a pre-employment check is carried out at the start of the process to establish if there is any existing evidence to suggest the individual is unsuitable for re-deployment.



- 6.3 Committee members were also informed that, in line with regulations and after considering the concerns raised by the Committee, the wording that reflects how long a staff member is held on the Barred and Advisory list would be amended to state that a member can be removed under specific circumstances.

DECISION: The Committee noted and agreed the process for reviewing entries on the Barred and Advisory list.

Item 7: The Future of the Professional Committee (Mike Cunningham)

- 7.1 The Chair opened a discussion with the Committee and informed them that there is ongoing work with the College Board in relation to its development and function and in line with this a number of questions had been raised about the Professional Committee. The chair added that he felt a review of the Committee was required not to change its direction but to clarify its role and this would be achieved through a review of the current membership.
- 7.2 Members welcomed the review and acknowledged the purpose of the Committee was to authorise and develop guidance and standards in relation to operational policing and workforce development to ensure that products developed are the best for policing.

DECISION: The Committee noted that a review of the Professional Committee would commence in due course.

Item 8a: College Business update (Mike Cunningham)

- 8.1 The Committee noted the College business update.

Item 8b: Chief Constables' Council Update (Martin Hewitt)

- 8.2 The Committee noted the update from the October Chief Constables' Council meeting.

Item 9: AOB

- 9.1 The Chair updated the Committee on the Judicial Review faced by the College against the entry routes into policing by Lincolnshire Police. The process of a judicial review has a number of stages and based on a paper review the judge refused to proceed to a judicial review. The judge's decision was made on the basis that Lincolnshire were outside of the time frame to make a challenge. Lincolnshire further took up the opportunity to have an informal hearing with a separate judge who also agreed with the ruling of the previous judge. The chair concluded by stating that he looks forward to welcoming Lincolnshire on board and will provide the necessary support and flexibility in timescales for implementation.

****MEETING CLOSED****