

**Minutes of a meeting of the
Professional Committee
of the College of Policing
held on MS Teams
on 22 June 2022**

Present
**Attendance
2022/23**

Andy Marsh	Chair	1/4
David Bamber	Police Federation of England and Wales	1/4
Gemma Fox	Police Federation of England and Wales	1/4
Charlie Hall	National Police Chiefs' Council	1/4
Val Harris	Metropolitan Police Trade Union	1/4
Daniel Murphy	Police Superintendents' Association	1/4
Amanda Pearson	Metropolitan Police Service	1/4
David Pedrick-Friend	Association of Special Constabulary Officers	1/4
Andrew Tremayne	Association of Police and Crime Commissioners	1/4

Executive in attendance

Jo Noakes	Director, Leadership and Workforce Development Portfolio
Bernie O'Reilly	Deputy Chief Executive Officer, College Improvement & Corporate Services
Iain Raphael	Director, Public Safety and Risk Portfolio
Rachel Tuffin	Director of Professional Communities and Diversity Portfolio

**Staff in
attendance**

Ray Clare	Head of Education and Professional Development
Kate Fromant	Head of Corporate Governance
Thomas Grove	Regulations Senior Advisor
Louise Hodgson	Head of Workforce Development Enablers
Breda Leyne	Home Office
Jo Strong	Police Federation of England and Wales
David Tucker	Crime & Criminal Justice Faculty Lead
Martin Tunstall	Executive Police Adviser
Jayshree Vekria	Governance Manager
Andy Walker	Uniformed Policing Faculty Lead

Part one – Preliminary items

01-PC-JUN22 **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, Martin Hewitt, Stephen Mold, John Partington, Debi Potter, Jonathan Roberts, Emma Williams and Lisa Winward.
- 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 raised.
- 1.5. The Police Federation of England and Wales (PFEW) requested to raise an item on police transferees under Any Other Business.

02-PC-JUN22 **Approval of Minutes of previous meeting**

- 2.1. The minutes of the meeting on 30 March 2022 were reviewed and agreed.
- 2.2. PFEW advised that the minutes accurately reflected the attendance record for Gemma Fox, however apologies had been sent prior to Gemma departing on maternity leave.

Decision: The Committee resolved to:

Approve the minutes of the meeting held on 30 March 2022.

Part two – Items for decision or discussion

03-PC-JUN22 **Law Enforcement Database Code of Practice**

- 3.1. PC was invited to recommend to the College Board the approval of the Law Enforcement Database System (LEDS) and the withdrawal of the existing Police National Computer (PNC) Code of Practice.
- 3.2. PC was informed that the Police National Computer (PNC) had been in operation since 1974 providing untold value to policing and law enforcement. PNC would soon be reaching its end of life and it would be replaced, incrementally, by the LEDS cloud-based platform. The introduction of LEDS would not only enhance existing capabilities but also provide new capabilities to support 21st Century law enforcement.
- 3.3. It was also noted that PNC would run in parallel with the development of LEDS for a period of time to enable a gradual migration away from PNC. This would provide increased flexibility for police force adoption of LEDS, prior to PNC being closed down entirely.
- 3.4. PC was informed that a relevant guidance document had been

created to support the Code in its delivery principles, which would provide further context to support both chief officers and staff.

- 3.5. The College confirmed that the appropriate stakeholders had been consulted in the development phase. PC noted that, post consultation and circulation to PC members, the Code required a minor amendment to the legal wording to better articulate that it would only address the 43 forces and chief officers.
- 3.6. The PFEW welcomed the LEDS code and the work of the College in conducting meaningful consultation and looked forward to working with the College in its upcoming work on training and delivery.
- 3.7. The National Police Chiefs Council (NPCC) recognised the benefits LEDS would deliver, but questioned if forces would be granted a period of grace in respect of implementation and becoming compliant with the new code. NPCC also envisaged that several forces would require additional support in adopting the new principles.
- 3.8. In relation to the period of grace, the Home Office (HO) confirmed that discussions had been undertaken with Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) to ensure that forces had been provided with adequate time to become compliant prior to any inspections being undertaken. PC also noted that any forces requiring support with the transition would be able to draw on the National Law Enforcement Data Programme (NLEDP) adoption team.

Decision: The PC resolved to:

Recommend to the Board the approval of the LEDS and PNC Code of Practice and the withdrawal of the existing PNC code.

04-PC-JUN22

Plan for Policing Leadership Centre

- 4.1. PC was asked to note and provide feedback on the draft Plan for Policing Leadership.
- 4.2. The Chair echoed the importance of the work for both the College and the Service, and requested the support of PC. He added that the work directly linked to the outcomes of the College's Fundamental Review and the College's strategic priority of improving leadership within policing.
- 4.3. PC noted that the overall aim of the plan was to develop better and more diverse leadership at all levels in policing, to challenge systemic issues and positively influence cultural change. In addition, the plan would also help to improve confidence, morale, modernise policing practices, improve progress and performance and help to build public trust and confidence in policing.
- 4.4. PC was reminded that the plan was being developed under the aegis of the National Policing Board, which requires partnership working between NPCC, 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.

- 4.5. PC was informed that following feedback received from members at the March meeting, the draft plan concedes and outlines the challenges the service faces in respect of police leadership and recommends how best the service can improve leadership capability for individual forces. In addition, the draft plan also better articulates the existing excellence within police leadership.
- 4.6. PC noted that the Leadership, Promotion and Progression work had received positive consensus at the February Chiefs' Council, however chiefs requested that the College consider accelerating the pace of delivery. PC was informed that the College was able to fulfil this in respect of the leadership programme with the early release of the first line leaders programme, with an ambition to extend it to both inspector level and police staff equivalents. Due to time constraints in the ability to engage with the service effectively and the service's capability to respond briskly to the new processes, the College was not able to accelerate the promotion and progression work.
- 4.7. The PFEW and the Police Superintendents' Association (PSA) welcomed the work and recognised that the College had engaged effectively with stakeholders, requesting for this to continue. PFEW highlighted the importance of implementation and accessibility at various levels to best promote the future of police leadership within the service.
- 4.8. The Chair echoed the comments made by the PFEW in relation to implementation and accessibility and confirmed that it was being considered carefully by the College.

Decision:

The PC resolved to:

Note and provide feedback on the draft Plan for Policing Leadership.

05-PC-JUN22

Governance Update

- 5.1. PC was informed that the College had commenced work to address the queries raised by the PFEW regarding consultation timeframes and confirmed that further discussions would take place at the October meeting.
- 5.2. The College advised that the recommendation for an independent executive director to join PC would be discussed at the July Board meeting, with a view to the new representative being in present at the October meeting.
- 5.3. PC noted that the College would be writing to the Association of Police and Crime Commissioners (APCC) to request an interim nomination to attend future PC meetings until a successor was appointed for Stephen Mold.
- 5.4. It was also noted that the PC Terms of Reference would be

updated once the consultation process had been agreed, in line with other governance updates arising from internal changes within the College.

ACTION: KF

The College to write to the APCC to request an interim nomination to attend future PC meetings.

Decision:

The PC resolved to:

Note the governance update.

06-PC-JUN22

Professional Committee - Business Pipeline Document

- 6.1. PC was updated on the College Business Pipeline. The document provided a summary of College proposals for regulatory change, APP and Codes of Practice which were either in process or in the pipeline.
- 6.2 The Chair highlighted the importance of the document. He suggested, for ease of reading, that the pipeline document only need capture the latest update and requested that previous updates be archived.
- 6.3 The PFEW raised concerns in relation to the time taken to implement regulatory change for reducing the probationary period for special constables, and questioned if the holdup related to the inclusion of police community support officers (PCSO) or the potential reduction in probationary period for those joining the service through a military pathway.
- 6.4 The College confirmed that it was conducting work to review the training period for those candidates joining the service through a military pathway, however candidates would be required to follow the usual principles of the recognition of prior experience and learning (RPL) process and adhere to the regulatory probation period.
- 6.5 The College advised that the delay in implementing the regulation was unrelated to the PCSO or military pathway training review but merely an administration error relating to the determination.

ACTION: JV

The College to ensure future business pipeline document only captures the latest update.

Decision: PC resolved to:

Note the update on the College Business Pipeline.

07-PC-JUN22

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

- 7.1. PC noted updates provided for both the College business update and the Chief Constables' Council.
- 7.2 PC noted that due to ministerial interest there had been a delay in the publication of the revised hate crime guidance. The College in partnership with the NPCC confirmed that all chief constables would receive the revised guidance in due

course.

Decision:

The PC resolved to:

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

08-PC-JUN22

Initial Entry - National Recruitment Standards:

- Detective entry pathway
 - PCSOs
- 8.1. PC was asked to note the work undertaken to date and support the adoption of a standardised selection process for those entering the service, that aligns to the existing PC recruitment process. In addition, PC was also invited to support data collection at a national level which in turn will enable detailed analysis of inclusion and pass rates by protected characteristics, and a national equality impact assessment (EIA) which has not been possible to date.
- 8.2 PFEW was unable to support the detective entry pathway as the National Secretary's office had not been consulted after they had raised objections to the proposals at the October 2021 Professional Committee meeting. The College confirmed that the governance timescales had to be altered due to time constraints and the pace of the uplift programme.
- 8.3 PC noted that Chiefs had early sight of the papers and been granted the opportunity to provide feedback ahead of it being discussed at Chiefs' Council. The NPCC commented that the detective entry pathway had received broad support with only minimal concerns raised in respect of bureaucracy and the impact on existing programmes. However, the PCSO planned national assessment process raised more fundamental question on its purpose. The consensus was that Chiefs would support a national framework on the basis that forces would be able to continue to recruit locally to meet their individual needs.
- 8.4 The Metropolitan Police Service (MPS) supported the comments raised by the NPCC and added that the services ability/capability to deliver a new recruitment process in line with current commitments such as uplift programme needed to be considered carefully particularly in relation to detectives.
- 8.5 The College confirmed that further clarity to address the questions raised in relation PCSOs would be obtained ahead of Chiefs Council.

Part three – Conclusion of business

09-PC-JUN22

Action points

- 9.1. PC reviewed the action points and noted that all items were closed.

10-PC-JUN22

Any Other Business

- 10.1. PFEW flagged that it had come to their attention that a number of forces had not followed the set national protocols when transferring candidates from a non-Home Office force into a Home Office force and felt that the service would benefit from being reminded of the protocols. The College was asked to re-issue the police constable transfer guidance 2018.
- 10.2 The College acknowledged the concerns raised by PFEW and felt that the current guidance needed to better articulate the process forces need to adopt when transferring a candidate from non-Home Offices forces such as the British Transport Police and the Ministry of Defence.
- 10.3 The College proposed that as a short-term measure the College would write to all forces to provide clarity on the set national protocols to ensure the right training mapping exercise is conducted. In the longer term, the College would revise and consult on the police constable transfer guidance 2018.

ACTION: JN

The College to provide a reminder to forces of the national protocols when transferring candidates from a non-Home Office force.

ACTION: JN

The College to revise the police constable transfer guidance 2018 and prepare for consultation.

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

Bernie O'Reilly
Date: 13/09/2022