

**Minutes of a meeting of the
Professional Committee
of the College of Policing
held on MS Teams on 16 March 2023**

Present
**Attendance
2022/23**

Andy Marsh	CEO (Chair)	3/4
Gemma Fox	Police Federation of England and Wales	3/4
Charlie Hall	Chief Police Officers Staff Association	3/4
David Pedrick-Friend	Association of Special Constabulary Officers	4/4
Debi Potter	Police Staff Council Trade Union	4/4
Ian Saunders	Police Federation of England and Wales	3/4
Andrew Tremayne	Association of Police and Crime Commissioner	3/4

Non-Voting Committee Members

Val Harris	Metropolitan Police Trade Union
Suzanne McCarthy	Non-Executive Director

Executive in attendance

Bernie O'Reilly	Deputy CEO
Jo Noakes	Director of Leadership & Workforce Development Portfolio
Iain Raphael	Director, Public Safety and Risk Portfolio

Staff in attendance

Ray Clare	Head of Education and Professional Development
Harbinder Dhaliwal	Interim Chief of Staff
Kate Fromant	Head of Corporate Governance
Camille Giffard	Governance Manager
Thomas Grove	Staff Officer
Lucy Sladen	Staff Officer
Sarah Torrance	Staff Officer
Andy Walker	Faculty Lead - Uniformed Policing

Other invitees in attendance

Davnet Cassidy (Observer)	Research & Analysis Standards Manager
Jo Strong (Observer)	Police Federation of England and Wales

Apologies

Dave Bamber	Police Federation of England and Wales
Barbara Gray	Metropolitan Police Service
Martin Hewitt	National Police Chiefs' Council
Daniel Murphy	Police Superintendents' Association
Rachel Tuffin	Director What Works, Diversity & Inclusion Portfolio, Professional Communities
Emma Williams	Academic Advisor to the Committee
Lisa Winward	Chief Police Officers Staff Association

Part one – Preliminary items

01-PC-MAR23 **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 Dave Bamber, Barbara Gray, Martin Hewitt, Daniel Murphy, Rachel Tuffin, Martin, 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. No items were raised under Any Other Business.

02-PC-MAR23 **Approval of Minutes of previous meeting**

- 2.1. The minutes of the meeting on 18 January 2023 were reviewed and agreed.

Decision: The Committee resolved to:
Approve the minutes of the meeting held on 18 January 2023.

Part two – Items for decision or discussion

03-PC-MAR23 **Amendment to the Police Regulations 2003 ('the end-to-end recruitment process amendment')**

- 3.1. PC was asked to note the Amendment to the Police Regulations 2003 ('the end-to-end recruitment process amendment'). It was explained that the end-to-end national recruitment standard would provide the service with rigorous and consistent processes for assessing new police recruits that were based on best practice.

- 3.2. PC noted that over recent years, significant improvements had been made to national and local recruitment processes and forces had implemented all stages of the end-to-end recruitment standard. Building on this success, to ensure the service continues to benefit from a consistent approach and to continue to build the trust and confidence of the public, the College would progress work to embed the end-to-end recruitment standard in regulations.
- 3.3. The Police Federation of England and Wales (PFEW) supported the proposal for a national consistent process. PFEW acknowledged that amendment was in its initial stage but felt that further information was required to determine if a regulation change was the appropriate approach. Additional information on the post assessment in force interview was also requested and concerns relating to the services' knowledge of positive action was also raised.
- 3.4. The College confirmed that it would consider the comments made by the PFEW in relation to the post assessment in-force interview, which was the final assessment stage of the standardised end to end recruitment process.

Decision: The PC resolved to:

- **Note** and provide comment on the proposed amendment (at this initial stage) to the Police Regulations 2003 as presented in this paper.
- **Note** the updated **post-assessment in-force interview** guidance (published 13 February 2023), to be implemented **by April 2023 (Annex A)**.
- **Note** the review and revision of the **pre-employment** guidance (formerly eligibility criteria), and that formal consultation with relevant stakeholders (including staff associations) is scheduled to take place from April 2023 (for six weeks).
- **Note** that the updated pre-employment guidance will make specific reference to the need for forces to (i) obtain and verify previous **employment history** (or otherwise) for at least the previous five years (including dates of employment, roles carried out and reason for leaving), and (ii) verify the **qualifications** the applicant claims to have, as outlined in recommendation 1 of [An inspection of vetting, misconduct, and misogyny in the police service](#) (published in November 2022) by His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

04-PC-MAR23 **APP on non-crime hate incidents**

- 4.1. PC was asked to note the potential development of a Home Office Code of Practice for recording non-crime hate incidents (NCHIs). PC noted that if development of the code was granted by the HO, the College would be required to revise the Authorised Professional Practice (APP) in line with the code, enabling them to be published at the same time.

- 4.2. PC was informed that due to time constraints there was a possibility that PC would be required to approve the APP outside of the formal meeting structure, as a decision under urgency procedure.
- 4.3. PC noted the issue of NCHIs as being contentious and subject to regular media and political interest.
- 4.4. PC was informed that the draft Code currently builds substantially on the revised College Hate Crime APP. The main changes relate to the creation of a new threshold for recording NCHIs – that there must be a ‘real risk of significant harm or future criminality’. The College anticipates that the new threshold is likely to have some impact on deployment decisions because forces may conclude that there is no policing purpose in deploying to an incident that has been assessed as not fulfilling the new test.
- 4.5. PC discussed the proposal for the NCHIs Code of Practice and the APP and felt that it was essential that front line officers were supported with the right training product in order to make an informed decision
- 4.6. The Chair highlighted the importance of the work and supported the comments reflected by PC in relation to training and agreed for it to be rolled out via College Learn.

Decision:

The PC resolved to:

- **Note** the potential development of a Home Office Code of Practice for recording NCHIs.
- **Agree** to approve the supporting APP out of committee, should that be required.

05-PC-MAR23

Public Order Public Safety APP

- 5.1. PC was asked to agree to recommend to the Board approval of the Public Order Public Safety (POPS) Authorised Professional Practice (APP).
- 5.2. PC noted that POPS covered a wide range of events and operations (including protests, festivals, sporting events and disorder) where there was a reasonably foreseeable risk to public order and/or public safety. The APP was aimed at those involved in the planning, policing and command of POPS events and operations. It provided a framework for planning and managing POPS events and operations, as well as for deploying resources at a local, regional or national level.
- 5.3. PC was informed that the POPS APP had been revised because of a HMICFRS recommendation from the protest thematic inspection in 2021. The report recommended that the College of Policing was required to review and revise POPS APP to bring it up to date. The review coincided with a joint

NPCC and CoP review of the Protest Operational Advice Document which linked within the POPS APP.

- 5.4. PC noted that a recent report presented to the Audit and Risk committee had indicated that the appropriate quality assurance processes were in place for POPS. It also reported that the right measures had been adopted to deliver training practices in a specialised area, with the right governance and escalation mechanisms in place.
- 5.5. The NPCC supported the work of the POPS APP and the joined-up delivery approach between the College and the NPCC.

Decision:

The PC resolved to:

Agree to recommend to the Board approval of the Public Order Public Safety (POPS) Authorised Professional Practice (APP).

06-PC-MAR23

Committee Effectiveness Evaluation

- 6.1. PC was informed that the response rate was insufficient, meaning that the result presented bias.
- 6.2. The Chair echoed the importance of the effectiveness evaluation and requested it be recirculated to members for completion.

ACTION: College Governance/PC members

College Governance Team to recirculate the committee effectiveness evaluation to members for completion.

Decision: PC resolved to:

Note committee effectiveness evaluation update.

07-PC-MAR23

Professional Committee - Business Pipeline Document

- 7.1. PC was updated on the College Business Pipeline. The document provided a summary of College's proposals for regulatory change, APP and Codes of Practice which were either in process or in the pipeline.
- 7.2. PC discussed the forthcoming agenda for Chiefs' Council, where the proposed fourth entry route into policing would be discussed.
- 7.3. PFEW requested to be invited as an observer to note the discussion between Chiefs on the fourth entry route.
- 7.4. The Chair informed PC that the consultation activity for the Code of Ethics had now concluded and encouraged members to review the responses and provide feedback.
- 7.5. PC noted that a new APP for Stop and Search was in development and would be presented due course.

ACTION: College CEO office

College's CEO office to liaise with NPCC to confirm PFEW's attendance at the next Chief's Council in the capacity of an observer for the fourth route discussion.

Decision: PC resolved to:

Note the update on the College Business Pipeline.

08-PC-MAR23

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

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

Decision: PC resolved to:

Note the update on the College Business update/Chief Constables' Council update.

Part three – Conclusion of business

09-PC-MAR23

Action points

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

10-PC-MAR23

Any Other Business

- 10.1. No items were raised under AOB.

Signed by the CEO as a true record of the meeting

Andy Marsh

Date: 22/06/2023