SECURITY CLASSIFICATION - OFFICIAL

HANDLING INSTRUCTIONS - Management

DISCLOSABLE (FOI / PUBLICATION SCHEME) - Yes

BRITISH TRANSPORT POLICE

Minutes of Meeting – 7 June 2022

Attendees		Apologies
Chief Constable Lucy D'Orsi	Susan Yeomans-Jones	Tracey Martin
DCC Alistair Sutherland	Mel Morton	Karen Wiesenekker
ACC Charlie Doyle	Helen Edwards	Paul Furnell
ACC Sean O'Callaghan	Mike Furness	
Supt Chris Horton	Vijay Indran	
C/Supt Will Jordan	Supt Peter Fulton	
Supt Glen Alderson	Supt Dave Marshall	
SCO Ben Clifford	Johnny Shilton	
Ciara Ryan	Heath Waller	
Vanita Patel	Kerry McCafferty	
Harriet Andrews	Martin Fry	
Richard Dronfield	Harriet Harvey	
Ian Currie	C/Supt Gill Murray	
Caroline Sparks	Supt David Rams	
Alison Potter-Drake	ACC Allan Gregory	
Megan Taylor	Rachael Etebar	
May Holloway		
Steff Sharp		

1. Chief Constable's introduction

1.1 The Chief Constable welcomed everyone to the meeting and thanked ACC O'Callaghan and wider force for the work done over the Platinum Jubilee weekend. The CC said we should all be very proud of One BTP.

2. Minutes and Actions from previous meeting

2.1 The minutes of the previous meeting on 5 May 2022 were noted as an accurate record of the meeting. There was one clarification for accuracy which Ciara Ryan will make in the Teams channel.

2.2 The update on actions arising from previous meetings was noted.

2.3 Action 1 of 5 April 2022 regarding transferees taking body armour with them is ongoing. BTP are approaching forces independently. Ian Currie provided update and will check if this can be discharged ahead of the next meeting.

2.4 Action 5 of 5 April 2022: Rachael Etebar to involve the community group regarding the KCL bursary at the right time.

3. Finance Update

3.1 Richard Dronfield presented Finance update, conclude 22/23 budget position. It was agreed that anything over agreed financial establishment would come from SWFP to FEB for ratification/noting. FEB agreed that Emergency Recruitment Plan will change its name to Accelerated Recruitment Plan.

3.2 A query on Private Healthcare was raised. Megan Taylor provided an update and will be bringing a report to FEB.

3.3 FEB agreed to contact Richard Dronfield with areas where they would like a financial deep dive.

3.4 The use of funds was discussed and FEB agreed it would be good for the Force to update what has been done with funds e.g., funding of boots, giving the uniform board a sum of money etc.

Action: Richard Dronfield and May Holloway to discuss comms/Intranet article to the Force about how funding is used.

3.5 The capability review, which has started, will produce a good demand matrix looking at workload pressures by department. FEB agreed this was a good route to look at how the requested resources will be agreed or not agreed.

4. Finance Decision making

4.1 Priscilla Sellers presented on good governance and guidance within BTP models. FEB agreed that a budget holder would be best placed to roll this out to respective teams, with scenarios that resonate with senior leaders – aligning financial decisions to the NDM. FEB agreed to push confidence in proportionate decision making around finance.

5. Performance update

5.1 The DCC presented a summary overview of performance year to date. Crime levels are close to pre-pandemic levels even though 65% of the footfall is down over the network. Overall disruption minutes are rising with the average hand back time currently sitting at 98 minutes against industry's preferred target of 90 minutes.

5.2 Solved crime remains very low. It was agreed to look at what those outside of industry are doing and at their initiatives to solve crime and identify better options for BTP e.g., innovative use of social media. We need to get it right first time and get the best outcomes for the public.

5.3 Reporting of VAWG crimes has increased which is viewed as a positive. There has also been a reduction in the number of victims withdrawing in during an investigation.

6. Portfolio Highlight Report

6.1 The DCC gave an overall update, stating we are in a good shape with where portfolio sits.

6.2 There is a balanced financial proposal over the five years of the MTFP in place. We are in a good position with identified risks and challenges. DCC encouraged FEB to treat collective commitment to change and deliverables on an equal basis with operational planning and delivery.

6.3 CC thanked those involved with the reshaping, prioritising and time taken to put this together.

7. Audit Inspection & Compliance Report

7.1 The DCC presented an update on areas reviewed at the last ARAC (30th May). Focus on outstanding recommendations and asked FEB to follow up on these actions and recommendations before the next ARAC (deadline to Mel Morton is 10 June).

8. Strategic Risk Register

8.1 The DCC presented an update on the risk report and highlighted there have been two changes to the risk scores in the last quarter. The Health and Safety risk score has increased due to shortage of MH nurses and facilities, and the Contract Management has decreased following the review of the risks that contribute to this area at the at the EPSA Working Group.

9. Financial Wellbeing

9.1 Rachael Etebar presented paper on the current financial climate and how that will be affecting our people and how we can support them.

9.2 FEB endorsed that CC and Rachael would take the quick wins discussed in FEB to People Committee tomorrow and straight to the next Remuneration Committee.

9.3 7.1 in the paper was agreed, 7.2 partially agreed – salary will need to be considered as a separate section.

10. All People Survey

10.1 May Holloway gave a brief update on outstanding action from 2021 All People Survey. A new survey is launching on 22 June. 51% response rate of last year's survey. 75% response rate in 4 weeks is this year's target – FEB agreed they will encourage their teams to complete the survey.

10.2 FEB agreed next steps with outstanding actions from 2021 All People Survey. FEB agreed to start shrinking the number of boards that currently exist, which the DCC is leading.

11. Layers and Spans

11.1 Benchmarking is complete. Programme is on track and in some places ahead of schedule. Really good engagement with staff associations and SLT. There will be a new Organisational Design (OD) Consultant starting in July who will help with the next steps.

12. Compulsory Retirement Age

12.1 Rachael Etebar presented a paper proposing the removal of the compulsory retirement age (CRA). BTP kept the CRA to be in line with Home Office forces. However, the HO will now remove CRA and will instead have a nominal retirement age. As it has been removed from HO, the risk is now high for us legally and parity should be maintained with other forces.

12.2 FEB agreed that the CRA should be removed as outlined in the paper.

Action: Rachael Etebar to circulate to FEB the Equality Impact Assessment on the removal of CRA.

13. PCSC Act

13.1 A presentation relating to the Police, Crime, Sentencing and Courts Act was delivered by Richard Gardner. It was noted that there was no start date for the legislation yet.

14. Overtime Policy and controls

14.1 Richard Dronfield updated FEB on the deep dive done on overtime and the review of the policy. The policy is ready for consultation but would like volunteers/support from FEB to challenge the policy with operational leads.

14.2 FEB agreed that overtime / rest days should be automated. The process needs to be faster and if everything has been authorised then people need to be paid for the time they have worked.

15. Uniform provision

15.1 Ian Currie presented paper examining uniform issues. An improvement plan has been produced and steps have started to be taken in relation to this, so FEB should start to see an improvement.

15.2 FEB agreed to look at recycling uniform and kit e.g., epaulettes, batons, handcuffs. Agreed to share the good news and the difficulties on the Intranet and engage with our people.

16. Industry Action Update

16.1 ACC Gregory provided an update on industry and the planned upcoming strike activity. Mark Lawrie will be Silver Commander and Allan Gregory will be Gold Commander.

17. Inclusion & Diversity

17.1 Robert Olatilu presented on the Race Action Plan. FEB discussed the scope and activities associated with the recommendations, including participation in the NPCC survey which was supported.