SECURITY CLASSIFICATION - OFFICIAL

HANDLING INSTRUCTIONS - Management

DISCLOSABLE (FOI / PUBLICATION SCHEME) - Yes

BRITISH TRANSPORT POLICE

Minutes of Meeting – 28 July 2022

Attendees		Apologies
Chief Constable Lucy D'Orsi	Mel Morton	Sandra England
DCC Alistair Sutherland	Helen Edwards	Martin Fry
ACC Charlie Doyle	Mike Furness	Patrick Kidwell
ACC Sean O'Callaghan	Vijay Indran	Harriet Harvey
Tracey Martin	Richard Dronfield	May Holloway
Ben Clifford	Supt Peter Fulton	Ciara Ryan
Glen Alderson	Kerry McCafferty	C/Supt Gill Murray
Rachael Etebar	Stuart Cowan (Fed)	
ACC Allan Gregory	Heath Waller	
Vanita Patel	Dominique Ioannou	
Steff Sharp	Susan Yeomans-Jones	
Paul Furnell	Pete Kingham (Fed)	
Richard Dronfield	Will Jordan	
Ian Currie	Darren Malpas	
Caroline Sparks	Johnny Shilton	
Alison Potter-Drake	Harriet Andrews	
Megan Taylor	David Marshall	

1. Chief Constable's introduction

1.1 The Chief Constable welcomed everyone to the meeting. This week the CC chaired an accelerated misconduct hearing where an individual had a positive screening for drugs and alcohol, they were immediately dismissed. CC encouraged FEB to be proactive with our teams if they are struggling.

1.2 ACC Gregory provided an update on industrial action. No significant issues.

1.3 CC updated FEB on their PDR compliance, it is significantly better from the year before, however, there is still work to be done.

1.4 CC asked for an update on JRFT. Rachael Etebar updated FEB on the current position and CC confirmed the necessity of confidentiality. Rachael will share with FEB the data on where people are undertaking TDRs as a result of JRFT.

1.5 CC thanked Rachael Etebar, Richard Dronfield and Tracey Martin for the work around pay and allowances. Rachael Etebar gave a brief overview of the papers taken to People Committee, subject to an Authority decision on 2 August.

1.6 CC updated FEB that she had met with TOC MDs during the week with ACC Gregory. The meeting was productive and useful.

1.7 The H&S Risk Assessments in the Force were discussed by FEB. The core 22 Risk Assessments are being reviewed over the next month. Rachael Etebar asked FEB to ensure they are content risk assessments are fit for purpose.

Action: All FEB to review the H&S Risk Assessments they own and ensure they are up to date, well briefed to teams and accessible.

2. Minutes and Actions from previous meeting

2.1 The minutes of the previous meeting on 30 June 2022 were noted as an accurate record of the meeting.

2.2 Action 6 30.06.22. There is an update going out in The Beat tomorrow (29.07.22) regarding HGD and will mention that the process will ensure everyone is treated fairly.

2.3 Action 2 30.06.22. Ian Currie confirmed that this action is in progress, CC discussed this in the Line Managers call and there will be additional communication following feedback.

2.4 Action 1 05.04.22. Tracey Martin updated that this action can be discharged and brought to Uniform Board.

2.5 Action 2 20.01.22. Strategic Workforce Plan. Rachael Etebar and Mike Furness confirmed that this would come back to September FEB for endorsement.

3. Finance Update

3.1 Tracey Martin, Richard Dronfield and Vijay Indran presented the Q1 report. There is currently an underspend of £6mil on pay. Significant increase in inflation has meant an overspend in Fleet and Estates.

3.2 Our current BAU position is an overspend of £0.892m. Due to the number of allowance and pay proposals our adjusted forecast is an overspend of £3,411m with a net risk of £3,024m. This brings the total adjusted forecast to £5,435m overspend. This position does not include AFoTM forecasts.

3.3 FEB discussed EPSAs and PSAs. It was felt that we need to get basics and deliver BAU before we agree to more, we should go back to the drawing board and see where we are against our projected vacancy factor is for core business.

Action: Mike Furness to bring a paper back to FEB in October with a clear recommendation from SWFP to reach a strategic position on the resourcing of EPSAs/PSAs.

3.4 Forecasting showed that the Force is anticipating roughly 200 vacancies, based on gross establishment.

Action: Alistair Sutherland, Rachael Etebar and Mike Furness to ensure the SWFP lays out how we will resolve recruitment issues, accelerating plans whilst reducing optimism bias.

3.5 The overtime analysis showed YTD £1.109m overspent. The majority of this is being spent on shift cover.

3.6 AFOTM spends are behind expectation. SROs for projects need to be focussed on the numbers they have had approved and ensure they are meeting the approved amount. The governance and control needs to be right and it was raised that business cases coming to PCIB are also behind timing expectation.

3.7 Some challenges were raised by FEB members and Mike Furness encouraged members to contact him with these. CC supported this and wants FEB to share challenges so solutions can be found. It was highlighted that there are roughly 13/14 vacancies in the PMO which may explain why business cases are behind.

4. OH interim plan

4.1 Megan Taylor presented the interim OH plan. There are currently 4 OH nurse vacancies but agency staff are being used to try and plug the gap. There are discussions currently in place with Optima to discuss if they are able to resource us.

4.2 FEB agreed to recruit more agency staff into OH roles and all agreed that the Project Manager for OH Futures will need to be put in place as soon as possible.

4.3 FEB endorsed the interim OH plan.

Chair of British Transport Police Authority joined the meeting at this stage

5. Wellbeing dogs

5.1 Siobhan Root presented the Wellbeing dogs proposal. There was discussion around the benefit and risks of this proposal. FEB agreed that these visits have been well received by the Force and that positive conversations have been had with some needing signposting to wellbeing offers.

5.2 Given the constraints on the OH team, the proposal was not endorsed by FEB members. However, it was agreed that when the team have capacity this should come back to FEB with an evidence-based proposal for a pilot on a smaller scale.

6. FRPU On call requirement

6.1 ACC O'Callaghan presented the paper which discussed a proposal to introduce on call functionality to the FRPU Managers to ensure the Force has a state of readiness following learning from the Manchester Inquiry. FEB members discussed the range of on-call processes across the force and it was agreed that these need to be consistent/equitable.

6.2 The paper opened up a conversation about what our 24/7 capability and appetite for risk is. FEB agreed that this should sit within the Capability Review as the on-call process needs to be considered strategically. It was also agreed that this needs to be added to the Strategic Risk Register. The proposal was not supported.

7. Gold, Silver, Bronze – amendments to schedule

7.1 ACC O'Callaghan presented the paper regarding the public order command structure. This structure is currently voluntary with a core number of people who are regularly delivering this service (volunteering). The effects on wellbeing and welfare were raised by FEB members and it was agreed that this should be considered by managers.

7.2 It was agreed that a calendar should be set up annually with command structures assigned in advance. FEB were in support of a detailed structure for public order and event policing. The balance between divisions to be considered to ensure consistency and fairness.

Action: An updated paper on Gold, Silver, Bronze – amendments to schedule to come back to Septembers FEB with COG on-call to be considered in this paper.

8. AFOTM Technology resourcing

8.1 Caroline Sparks and Jack Bourne presented on technology resourcing risks. The volume of projects against the capacity of the team was highlighted. The team are aware and prepared for the majority of the tech AFOTM projects. However, there are also Non Tech projects (ones that are in other areas but require tech support for implementation) that have no resource.

8.2 80% of AFOTM depends on Technology and therefore the paper proposed a temporary cadre of roles to support the delivery of the AFOTM projects. FEB agreed that they would support Technology by confirming that any additional asks of Technology need to go through PCIB as the change coordination body.

8.3 FEB discussed and agreed that the roles should be permanent rather than temporary given that Technology will consistently be delivering change. How these roles fit into the MTFP will need to be confirmed and reviewed by Finance. Caroline Sparks confirmed a timeline will be pulled together showing resource arrival against project start dates.

8.4 It was agreed that all change needs to go through the single portfolio with the DCC with the understanding that there are some change proposals that come through FEB. FEB endorsed the proposed resources and business model.

9. Performance Update

9.1 DCC presented an overview of Force performance. Crime continues to remain at pre pandemic levels despite passenger footfall staying below pre pandemic levels. The solved rate was reported at just above 14%. Sexual offences have started to reduce, with a solved rate at 12% and robberies have also reduced.

9.2 Our crime recording timeliness is causing concern. ACC Doyle asked for FEB support to take the messaging away to teams that they should use mobile devices to record crime, currently the reporting of crime on mobile devices is at 38%. The DCC reiterated that getting it right first time is an important message to be passed on to teams.

9.3 There has been a slight increase in incidents but with a large impact on delay minutes for example, there was one incident that incurred over 12,000 minutes to hand back. Our hand back trend for non-suspicious incidents is reducing and is currently at 91 minutes.

9.4 FEB discussed the data in detail of hand back minutes. CC asked if a clearer, more articulate ask of industry could be pulled together via Force Performance Board.

10. Portfolio Highlight Report

10.1 Heath Waller presented the portfolio highlight report, which is currently at amber status, but heading towards green following discussions in FEB today. There is significant demand for business change support across the Force.

10.2 From a governance perspective, the programmes are being held to account by milestones and this is proving to be very efficient.

10.3 DCC reminded FEB that if there are any outstanding recruitment forms then these need to be submitted as soon as possible to get the resource in to progress projects.

10.4 It was acknowledged by FEB that a lot of the projects in the portfolio are being delivered by people who are leading operational work, therefore on-time delivery in both areas should be recognised as a challenge.

10.5 CC thanked everyone for the hard work put into the Portfolio and recognised that we are in a very different place from 12 months ago in terms of understanding our challenges.

11. Meeting evaluation overview

11.1 Helen Edwards provided a meeting evaluation and summarised that the standards of behaviour are clear and FEB value the open and transparent updates. It was clear that FEB genuinely care and look after our people. The breadth of discussions and healthy challenge were refreshing, and it is clear FEB are continuously looking to improve, to be organised and efficient as well as fair in the decisions made during the meeting.

12. Inclusion & Diversity

12.1 Karen Wiesenekker facilitated a discussion on microaggressions.