SECURITY CLASSIFICATION - OFFICIAL

HANDLING INSTRUCTIONS - Management

DISCLOSABLE (FOI / PUBLICATION SCHEME) - Yes

BRITISH TRANSPORT POLICE

Minutes of Meeting – 30 June 2022

Attendees		Apologies
Chief Constable Lucy D'Orsi	Mel Morton	Sandra England
DCC Alistair Sutherland	Tracey Martin	Harriet Andrews
ACC Charlie Doyle	Helen Edwards	Johnny Shilton
ACC Sean O'Callaghan	Mike Furness	
Supt Chris Horton	Vijay Indran	
Glen Alderson	Supt Peter Fulton	
Rachael Etebar	Kerry McCafferty	
ACC Allan Gregory	Nick Sedgemore	
Ciara Ryan	Harriet Harvey	
Vanita Patel	C/Supt Gill Murray	
Martin Fry	Jo Cash	
Richard Dronfield	Simon Graham	
Ian Currie	Patrick Kidwell	
Caroline Sparks	May Holloway	
Alison Potter-Drake	Steff Sharp	
Megan Taylor	Mark Marshallsay	

1. Chief Constable's introduction

1.1 The Chief Constable welcomed everyone to the meeting and reflected on events this week including a dismissal of an officer. Next week (w/c 4 July) CC will be at the Transport Select Committee on 6th July. CC also reminded everyone that attendance at Central Health and Safety Committee is mandatory.

1.2 CC confirmed that the Full Authority have agreed approach to A Force on the Move.

2. Minutes and Actions from previous meeting

2.1 The minutes of the previous meeting on 7 June 2022 were noted as an accurate record of the meeting.

2.2 Action 5 from 5 April 2022 – Bursary update: waiting for the university to sign paperwork. Once all necessary documentation is signed, May Holloway will work on a communication plan.

3. Finance Update

3.1 Tracey Martin, Richard Dronfield and Vijay Indran presented Finance Report for P3 (interim results). It was noted that this forecast is based on just 15% of the year expenditure. There is a current underspend, but this is not a reflection that we are heading to a large underspend at year end.

3.2 On core overtime, the current overspend sits at 2%, driven by vacancies.

3.3 Five business cases have been through PCIB and there are some business cases in the pipeline. Since BTPA have endorsed the portfolio plan, this will pick up pace.

3.4 There is work underway to make sure our governance processes around our business cases are proportionate. CC suggested bringing in GIAA to peer review our governance for business cases to ensure it is as lean as practicable.

4. Performance update

4.1 The DCC presented an overview of performance. Crime is returning to pre-pandemic levels. Reports of unwanted sexual behaviour have increased.

4.2 It is important to empower our people and get it right first time so we can do the basics really well. This will enable more effective crime targeting, which in turn will generate better value throughout our performance activities.

4.3 Accelerated Recruitment Plan was discussed at the Strategic Workforce Planning meeting. This showed a steady decrease in vacancies over the next two quarters.

5. Portfolio Highlight Report

5.1 The DCC and Harriet Harvey presented the Portfolio Highlight report. The key headline is the BTPA endorsement of the portfolio budget. Overall status is Amber.

Action: Megan Taylor to bring to FEB an interim OH plan before full implementation of OH Futures 2024.

6. Commercial update

6.1 Ian Currie presented the commercial update and gave an update on uniform. Ian will work with May Holloway to get messaging out to the Force in relation to where the outstanding uniform is and timelines for delivery. We need to ensure our people have the right kit. Recycling is an option to be explored.

Action: Ian Currie to create a clear campaign across the Force linked with our environmental policy for people to drop off additional/unused kit.

7. Recognition paper

7.1 Gill Murray and May Holloway presented the Recognition paper and presentation. Previously presented at February FEB, this paper has updated benchmarking information and a more mature proposal.

7.2 FEB endorsed the proposal as a direction of travel, subject to the establishment of a refreshed policy and governance associated with the proposed system.

Action: May Holloway and Gill Murray to share the revised Award & Recognition policy with FEB, in addition to a timeframe for the recognition system.

8. JRFT

8.1 Chris Horton presented the JRFT paper. The JRFT is one of the main points of dissatisfaction repeatedly raised by the Federation and FPA. The College of Policing has been debating the future of the JRFT for over 2 years and no solution is yet in sight. We have the unsatisfactory position of some people being part way through a disciplinary process, which has been frozen based on CoP advice not to enforce dismissals, pending the review. Similarly, we have 56 people on TDR for having failed the JRFT which impacts our front-line policing. We need to decide as a Force can we wait for a decision from the College or do we reach our own position.

8.2 Option **a** in the paper was to continue with the current situation, accepting it is discriminatory. Option **b** was to remove or pause JRFT whilst the COP completes its review, which is not expected to be completed until early 2023. Option **c**, which the paper recommended was to adopt an interim JRFT policy which does not preclude officers and staff who fail from undertaking PST and being deployed.

8.3 FEB discussed the advantages and disadvantages of these options and the JRFT at length, with a strong view that irrespective of the JRFT - a separate workstream focussing on the holistic/health approach should be explored.

8.4 FEB voted in favour of option **b** – to remove the JRFT whilst the CoP completes the national review (25 in support). The Chief Constable ratified this decision, but subject to legal advice and sight of the communications planned. This decision will not affect specialist capabilities, and to mitigate the risk stated in the paper, the JRFT will continue at the recruitment stage. Simultaneously, a more detailed wellbeing and health proposal will be worked up at pace to support the Force.

The Chief Constable left the meeting at this point to attend an award ceremony.

9. Enhanced PST

9.1 Rachael Etebar presented the paper which recommends not proceeding with the enhanced PST as recommended by the College. The cost of abstraction and delivery of the proposed programme is potentially £920K. ACC O'Callaghan noted that to not proceed with the enhancements as suggested would fall short of supporting our people. The prescriptive nature was noted, whilst others in FEB reflected on the current PST offer.

9.2 It was broadly accepted that we require a bespoke offer. We must have a PST that offers an effective product to develop the operational capability we need.

9.3 DCC suggested that the paper may require further work, to highlight which of the CoP proposed course elements would be adopted. This may be a blend of both, whilst providing BTP with bespoke route. The intent must be to have the best product possible to give our people the skills to keep themselves safe. Rachael Etebar to support Chris Horton in developing the research on the Enhanced PST proposal and bringing back to FEB in August.

Action: Rachael Etebar to support Chris Horton in developing the research on the Enhanced PST proposal and bringing back to FEB in August.

10. Warrant Card roll out

10.1 Alex Tough presented the paper which updated on the rollout plans. There was concern from some that the length of time (6 weeks) to give out the cards is insufficient in some locations. DCC stated that consideration could be given to some areas of greater geographical spread. The project team will take a revised timeframe to COG in the update report next week for ratification.

10.2 It was accepted that senior leaders distributing the cards and auditing returns was necessary to promote visibility and stress the importance of proper use. All senior leaders can step in here to support. The roll out plan was endorsed, subject to considerations around optimism bias, comms engagement and timeframes.

11. External training deep dive

11.1 Richard Dronfield and Chris Horton presented the pack which works through the current and proposed governance around the external training budget. The purpose of this exercise was to look at why this happened and trigger stronger decision-making moving forwards. FEB discussed the position and how it links to skills and capability analysis. The revised external training bid process was endorsed.

12. PSD Investment and Outcomes

12.1 Pete Fulton presented the pack which outlined previous, current and anticipated performance and outcomes in professional standards. It is clear that the productivity of each area has substantially improved. FEB discussed the future work, notably business interests, the counter-corruption analytics and financial disclosures. The presentation was noted.

13. Employee Medical Support

13.1 Megan Taylor presented the updated paper. FEB discussed the paper. The Chair queried as to why this is not included in A Force on the Move.

Action: DCC and Harriet Harvey to ensure the Employee Medical Support moves into A Force on the Move.

13.2 FEB all voted in support of the Employee Medical Support.

The Chief Constable re-joined the meeting at this point

14. Promotions review

14.1 Hannah Brown and Kerry McCafferty presented the review with two Consultants from Ascolto joining the call. Out of 24 recommendations, there are 8 recommendations for FEB to support.

14.2 Clarity was sought on some recommendations. Confirmed that HGD is not a route to promotion. Need a clear accreditation process for assessors.

14.3 Discussed Competency and Values Framework, it was agreed that this would need to be overlapped with our leadership attributes.

Action: Rachael Etebar to look at Recommendation 8 of the Promotions Review and incorporate this into the allowance papers.

14.4 FEB agreed we need to do the Promotions Review once and well. Our promotions process needs to be ready to go in the Autumn. All FEB supported this paper.

Action: Hannah Brown to develop a roadmap, get owners attached to all areas and costings.

15. Talent Framework and PDR update

15.1 Carole Thatcher presented the Talent and PDR slides. Carole encouraged FEB to be more proactive with PDR deadlines, so we don’t need to be in a position again to extend the deadline.

15.2 FEB endorsed the presentation.

16. Inclusion & Diversity

16.1 Sophia Bove and Lucy Jane Milton presented a presentation on Adultification.