



# National Policing Board Minutes 30 January 2020

<b>Title of meeting</b>	National Policing Board
<b>Date</b>	30 January 2020
<b>Time</b>	13:30-15:00
<b>Venue</b>	2 Marsham Street
<b>Chair</b>	Rt Hon Priti Patel MP: Home Secretary

## Attendees

- Rt Hon Priti Patel MP: Home Secretary (Chair)
- Kit Malthouse MP: Minister of State for Crime, Policing and the Fire Service
- Rt Hon Brandon Lewis MP: Minister of State for Security
- Victoria Atkins MP: Parliamentary Under Secretary for Safeguarding and Vulnerability
- Dame Cressida Dick DBE QPM: Commissioner of the Metropolitan Police Service
- Martin Hewitt QPM: Chair of the National Police Chiefs' Council (NPCC)
- Katy Bourne OBE: Chair, Association of Police and Crime Commissioners (APCC)
- Lynne Owens CBE QPM: Director General, National Crime Agency (NCA)
- Mike Cunningham QPM: Chief Executive Officer of the College of Policing
- Sir Thomas Winsor: HM Chief Inspector of Constabulary & HM Chief Inspector of Fire & Rescue Services
- Chief Constable Simon Cole QPM: Vice-Chair for the CT Co-ordination Committee – for Neil Basu, Head of UK Counter Terrorism Policing
- Sir Philip Rutnam: Permanent Secretary
- Julia Kinniburgh: Director General, Serious and Organised Crime Group
- Tom Hurd: Director General, Office for Security and Counter-Terrorism
- Rachel Watson: Policing Director, Crime, Policing and Fire Group
- Kenny Bowie: Strategy Director, Crime, Policing and Fire Group

## Special invitees

- Sir Craig Mackey QPM: Independent Reviewer for the SOC Review
- Chief Superintendent Paul Griffiths: President of the Police Superintendents' Association
- John Apter: National Chair, Police Federation of England and Wales
- Chief Constable Peter Goodman QPM: NPCC SOC Lead
- Marc Jones: APCC SOC Lead

## Welcome and Introduction

1. **RT. HON PRITI PATEL MP, HOME SECRETARY** welcomed attendees and highlighted the Government's commitment to backing the police. She remarked that the additional £1 billion police funding settlement will enable forces to increase recruitment, including the 20,000 officer uplift, and strengthen capabilities. The Home Secretary reminded attendees that they were all working to deliver results for the British public and that members would be held to account at this Board.

## Actions from the previous meeting

2. **THE HOME SECRETARY** provided the Board the opportunity to comment on actions recorded from the previous meeting, none were made.

## Police Uplift Programme

3. **THE HOME SECRETARY** invited **KIT MALTHOUSE MP, MINISTER OF STATE FOR CRIME, POLICING AND THE FIRE SERVICE** to introduce the item. He commended the steady progress made within the uplift programme and thanked the NPCC for work that had been carried out to record recruitment data and enable quarterly reporting which would begin in April 2020.
4. **MARTIN HEWITT QPM, CHAIR OF THE NATIONAL POLICE CHIEFS' COUNCIL (NPCC)** stated that all 43 forces were engaged in the campaign and the number of applications had increased. Efforts had also been made to ensure a broad range of applicants could apply, without lowering standards of entry. It was noted that further work had been done by the NPCC, College of Policing and the Home Office to track the progress of new officers through the recruitment and training process and identify issues that could be resolved with early intervention. With a greater number of new recruits coming through the system, the importance of retaining experienced officers to balance skills and share knowledge was emphasised.
5. **RACHEL WATSON, POLICING DIRECTOR, CRIME, POLICING AND FIRE GROUP** reported that the 'Be a Force for All' campaign website had received significant online traffic since its launch in September 2019 and that further social media recruitment assets had been activated. The Board was informed that new national vetting guidelines would be in place to support recruitment and that more would be done to retain Special Constables, Police Community Support Officers and existing Police officers. Work was underway to improve flexible working practices for officers and further analysis would be carried out on barriers for retention, particularly at midservice.

6. **MIKE CUNNINGHAM QPM, CHIEF EXECUTIVE OFFICER OF THE COLLEGE OF POLICING** reported that assessment centres should act as the face of the whole recruitment process. The Board supported efforts by the College of Policing to standardise the recruitment process at assessment centres. A new 'Day One' centre model had been successfully trialed by the Metropolitan Police Service (MPS) and will soon be rolled out in other forces.
7. The Board highlighted the importance of focusing on officer wellbeing, diversity, including the use of the best practice toolkit developed by the NPCC, and officer retention. Maintaining training standards was identified as being crucial for delivering the uplift and that data collection would assist with targeting the broadest range of candidates into police forces nationwide.
8. **ACTION: Home Office Policing Director to return to the next board with a dashboard showing uplift programme recruitment and diversity data.**
9. **ACTION: Home Office Policing Director to return to the next board with any challenges and practical issues being experienced by the uplift programme.**

## Policing Outcomes

10. **THE HOME SECRETARY** remarked on the significant impact crime had on the public and the need for there to be better outcomes in this space. In that regard, she noted the impact that serious violence has on individuals and families and that there was work for Government and others in the policing sector to do. She noted that much work had been done on a Policing outcomes framework but that the Government was also keen to look at how to enhance its work on crime reduction, which clearly went much wider than the work of only the police. The new Ministerial Crime and Justice Task Force would drive forward work in this area, taking a whole of government approach. It was right to make sure the work in each area was complementary.
11. **THE MINISTER OF STATE FOR CRIME, POLICING AND THE FIRE SERVICE** emphasised that the additional 20,000 police officer recruitment would come with the expectation of improved outcomes.
12. **VICTORIA ATKINS MP, PARLIAMENTARY UNDER SECRETARY FOR SAFEGUARDING AND VULNERABILITY** reiterated the impact that Domestic Violence has not only on the immediate victim(s) but others living in the household, and that more would be done to confront the wider issues of serious violence.
13. In discussion, members welcomed the ambition to drive down crime and establish directional outcomes. The cross-Government approach to preventing serious violence and stopping more people becoming involved in crime was met with support. Board members noted the importance of consistent, joined-up data collection from across

government and the criminal justice system to measure policing outcomes and provide better accountability.

**14. THE HOME SECRETARY** stated that Board members should continue to work together to deliver on outcomes and noted that there was a wealth of data within government that needed to be aggregated and utilised to deliver on outcomes.

**15. ACTION: Home Secretary to engage Ministerial colleagues on outcomes at the Crime and Justice Task Force.**

## Progress on the SOC Review

**16. THE HOME SECRETARY** introduced the item and noted that the previous items on outcomes and high harm crime were wholly pertinent to the discussion on the Serious and Organised Crime (SOC) Review. This government had been very clear on its objectives and ambitions about reducing SOC by strengthening agencies and their capabilities.

**17. SIR CRAIG MACKEY QPM, INDEPENDENT REVIEWER FOR THE SOC REVIEW** provided a verbal update on the emerging findings with a focus on the system, capability, capacity and next steps of the Review.

**18.** Sir Craig Mackey explained that he had found broad consensus on the problem statement - whilst there were many examples of effective joined-up working on SOC, there were existing challenges in the system that prevent joined-up working at scale and Regional Organised Crime Units (ROCU) vary across the country. SOC relies on both the hyper-local and the international to be well connected. Sir Craig reported that although the Home Office was working well on SOC, more could be done to identify and leverage the work of other Government departments on SOC. Sir Craig Mackey had also found that the SOC response was a capacity constrained section of policing which would benefit from increased capability and in particular an increase in data analysts.

**19. RT HON BRANDON LEWIS MP, MINISTER OF STATE FOR SECURITY** thanked Sir Craig Mackey and confirmed that the Government wanted to be ambitious and bold and also to aim for change that will produce better and deliverable outcomes, in part by strengthening the role of the NCA to fight SOC.

**20.** In discussion, Board members noted that it was right that SOC was on the national agenda. It was highlighted that the threat from SOC was changing and that improved data analysis and technology would help fight it. There was broad agreement to the principle that it may be necessary for those with local accountability to give up some 'sovereignty' in order to ensure the national response is fit for the future. It was suggested that force funding should be flexible to combat national and local issues, but there was a need for an accountable, single-system approach to SOC.

**21. THE HOME SECRETARY** thanked Sir Craig Mackey and the Minister of State for Security for their work on the review and the Board for their comments. The need to avoid working in silos and collaborate as one system to fight SOC was stressed to the Board.

## **AOB**

**22. THE HOME SECRETARY** confirmed that work was underway with No. 10 and the Attorney General to define the scope of the Royal Commission on the Criminal Justice System and that this item would be discussed at the next board.

## **Closing**

**23. THE HOME SECRETARY** thanked attendees and closed the meeting with a reminder that the Board would meet again in April 2020.