



National Policing Board Minutes 4 November 2020

Title of meeting	National Policing Board
Date	4 November 2020
Time	10:00-11:30
Venue	Virtual meeting via videoconference
Chair	Rt Hon Priti Patel MP: Home Secretary

Attendees

- Rt Hon Priti Patel MP: Home Secretary (Chair)
- Kit Malthouse MP: Minister of State for Crime and Policing
- Rt Hon James Brokenshire MP: Minister of State for Security
- Victoria Atkins MP: Minister for Safeguarding
- Lord Stephen Greenhalgh: Minister of State for Building Safety, Fire and Communities
- Martin Hewitt QPM: Chair of the National Police Chiefs' Council (NPCC)
- Sir Stephen House QPM: Deputy Commissioner of the Metropolitan Police Service – for Dame Cressida Dick DBE QPM: Commissioner of the Metropolitan Police Service
- Paddy Tipping: Chair, Association of Police and Crime Commissioners (APCC)
- Nina Cope: Director General (Capabilities), National Crime Agency (NCA) – for Lynne Owens CBE QPM: Director General, 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
- Neil Basu QPM: Head of UK Counter Terrorism Policing
- Matthew Rycroft CBE: Permanent Secretary
- Patricia Hayes: Director General, Crime, Policing and Fire Group
- Julia Kinniburgh: Director General, Serious and Organised Crime Group
- Rachel Watson: Policing Director, Crime, Policing and Fire Group
- Kenny Bowie: Strategy Director, Crime, Policing and Fire Group

Special invitees

- Police and Crime Commissioner Marc Jones: APCC Serious and Organised Crime Lead

Welcome and Introduction

- 1. RT HON PRITI PATEL MP, HOME SECRETARY** noted it was the last meeting for **MIKE CUNNINGHAM QPM, CHIEF EXECUTIVE OFFICER OF THE COLLEGE OF POLICING** before retiring and thanked him for his unstinting service to policing. She reflected that, since the last meeting, the service had been shaken by the tragic death of Sergeant Matt Ratana who was shot in the line of duty. Remarking that it was the day of his funeral, she emphasised that our thoughts remain with his family and everyone affected and that she is very conscious of the bravery shown by all police officers daily. Reaffirming her commitment to bring forward legislation next year on police powers and protection, she pledged to continue working with members to develop proposals which give the public confidence in policing, and give policing the tools, powers and support it needs.
- 2.** Reflecting on the outstanding work of police officers to keep people safe as the nation battles to suppress coronavirus, **THE HOME SECRETARY** reminded members that the Prime Minister had been clear that he wants to see tougher enforcement of the necessary restrictions in order to save lives. She explained that the Government has played its part by strengthening and simplifying the rules to make it easier for officers to act and providing an extra £60 million for enforcement, with £30 million going direct to the police. Thanking members for the contributions they have made in working through the new restrictions, she underlined that the law-abiding majority should not be endangered by those who flout the rules.
- 3.** With the introduction of national restrictions, **THE HOME SECRETARY** emphasised that it was crucial to bring the full might of the law down on the hidden harms that can devastate lives. She thanked policing for their incredible efforts on this during the Spring lockdown and highlighted some of the initiatives that had helped protect those who felt trapped in their own homes, including weekly domestic abuse webchats, dedicated response vehicles and the National Police Chiefs' Council's work with the Children's Society to help officers spot the signs of child abuse. She reminded colleagues that she continues to look to policing to use the full range of powers available to tackle these despicable crimes and help the vulnerable. These include Stalking Protection Orders, Sexual Risk Orders, Slavery and Trafficking Prevention Orders and Domestic Violence Protection Orders.
- 4. THE HOME SECRETARY** reflected that in recent weeks there had been public concern over freedom of speech following investigations into comments made by public figures. She stated that decisions to investigate particular cases are operational matters for the police in which Ministers cannot get involved nor offer comment. However, she reflected that as a general principle, it is the job of the police to uphold the law which in this country has freedom at its heart. She noted that freedom of speech is a cornerstone of our democracy and must be defended now more than ever, given the debates around coronavirus regulations.

Actions from the previous meeting

5. **PADDY TIPPING, CHAIR OF THE ASSOCIATION OF POLICE AND CRIME COMMISSIONERS (APCC), MARTIN HEWITT QPM, CHAIR OF THE NATIONAL POLICE CHIEFS' COUNCIL (NPCC), and MIKE CUNNINGHAM** introduced their paper which set out the actions their organisations are taking on diversity and inclusion in policing.
6. **PADDY TIPPING** highlighted the figures published by the Home Office on the diversity of new recruits as part of the Police Uplift data publication. While progress was being made, policing could not afford to be complacent and needed to speedily promote and rollout good practice. **MARTIN HEWITT** set out the governance and accountability structures that had been established to oversee the work and **MIKE CUNNINGHAM** outlined the College of Policing's role in developing the leadership standards necessary to promote diversity and inclusion in policing.
7. **SIR STEPHEN HOUSE QPM, DEPUTY COMMISSIONER OF THE METROPOLITAN POLICE SERVICE and NEIL BASU QPM, HEAD OF UK COUNTER TERRORISM POLICING** outlined the challenges in recruiting a diverse cadre of officers beyond the relative success in attracting black, Asian and minority ethnic candidates to apply. In particular, **SIR STEPHEN HOUSE** reflected on the continuing disproportionality in attrition rates for black, Asian and minority ethnic candidates compared with white candidates at assessment centres, highlighting that the College of Policing and Metropolitan Police Service had already taken measures to analyse the reasons for this, but further work was required. **NEIL BASU** reflected that it may be worth looking at the provisions of the Equality Act 2010 around positive discrimination if recruitment is to increase diversity at pace. **KIT MALTHOUSE MP, MINISTER OF STATE FOR CRIME AND POLICING** noted that the Police Uplift Board had put a real focus on increasing the diversity of recruits, and that he had asked to see the recruitment plans of the six forces with the highest black, Asian and minority ethnic populations in their area.
8. **SIR THOMAS WINSOR, HM CHIEF INSPECTOR OF CONSTABULARY & HM CHIEF INSPECTOR OF FIRE & RESCUE SERVICES** informed members that the inspectorate would be looking at culture. This would be done through their upcoming thematic work on race and diversity in policing and as part of Force Management Statements, building on the findings of the Front Line Review and NPCC's actions on diversity and inclusion.
9. **THE HOME SECRETARY** noted that policing has some way to go in reflecting the communities it serves. She highlighted the importance of understanding the experiences of individual candidates as they go through the assessment process to address these issues.
10. **ACTION: NPCC, College of Policing and Home Office to explore the continuing disproportionality in assessment centre attrition rates and gain a better**

understanding of the qualitative evidence around individual experiences of black, Asian and minority ethnic candidates.

Strategic Policing Requirement Review

11. THE HOME SECRETARY introduced the item by highlighting that the aim of the Review is to strengthen the Strategic Policing Requirement (SPR) to ensure the response to national threats is as efficient and effective as it can be.

12. RACHEL WATSON, POLICING DIRECTOR, CRIME, POLICING AND FIRE GROUP provided details on how the Review is being delivered. A key aspect was to provide greater detail on the response needed from forces and regions to the threats covered by the SPR, including outlining the key capabilities and collaborations required. This would require close engagement from operational colleagues to ensure that the detail described is right and realistic. She reflected that, for most threats, there are already national strategies and the SPR is not seeking to replace these but rather elaborate on what should happen at a local, national and regional level to avoid duplication. Members were asked for views on the priority national threats, the policing response and options for strengthening accountability and governance.

13. THE MINISTER OF STATE FOR CRIME AND POLICING expressed his support for the aims of the Review, emphasising that it must make clear what identifying a priority national threat means in practice at a local, regional and national level. **RT HON JAMES BROKESHIRE MP, MINISTER OF STATE FOR SECURITY** reflected on the need to clarify where capabilities should sit - a national response may require capabilities to be delivered at force or regional level. He noted the need for clear governance and accountability to ensure each part of the system knew where responsibilities lay.

14. In discussion, members welcomed the Review and highlighted the ongoing importance of the SPR. It was emphasised that policing needs to ensure it has a good understanding of the demand it faces, and then work collaboratively to address this. Connecting the local, regional, national and international would help provide clarity of response, and improve the efficiency and effectiveness of each level in the system. Members reflected on the role the NPB could play to provide governance and accountability to the SPR, and the importance of considering the strength of the current requirement to 'have regard to' the document.

15. THE HOME SECRETARY thanked members for their contributions and encouraged further engagement with the Home Office as the Review continues.

16. ACTION: Members to engage with Home Office officials on the SPR Review and respond to stakeholder questionnaire by 15 November.

Police and Crime Commissioner (PCC) Review

- 17. THE HOME SECRETARY** introduced the item, explaining that officials had conducted part one of an internal Review of PCCs, as part of the Government's manifesto commitment to consider how to sharpen local accountability and expand their role. She thanked members for taking part, explaining that a Written Ministerial Statement announcing the outcome of part one would follow in due course.
- 18.** In discussion, members praised the level of engagement officials had with policing stakeholders. **PADDY TIPPING** reflected on key areas that had been highlighted during the Review, including the importance of sharing best practice, the role of police and crime panels in effective scrutiny and strengthening the relationship between Chief Constables and PCCs. He confirmed the process had made the APCC's members reflect on how to improve and they stood ready to respond to the final recommendations.
- 19. MARTIN HEWITT** confirmed the Review team had engaged positively with Chiefs and noted that the process had highlighted the importance of clarifying the respective roles of policing leaders and improving the consistency of governance. **MIKE CUNNINGHAM** set out some of the work the College of Policing will do as a result of the Review, including collaborating with APCC on developing a basis for PCCs to share best practice and enhancing the professional development of PCCs and their offices. He also emphasised the importance of national standards for selection processes for chief officers. Following on from this **SIR STEPHEN HOUSE** reflected on the current position with senior appointments and the benefits of gaining broader experience outside of a force area as part of chief officer development. **SIR THOMAS WINSOR** welcomed the review and reinforced the importance of a strong PCC and Chief Constable relationship and highlighted that part two of the Review could set out greater changes to the role and remit of the PCC model.
- 20. LORD STEPHEN GREENHALGH, MINISTER OF STATE FOR BUILDING SAFETY, FIRE AND COMMUNITIES** set out the broad direction of the Review in reference to the fire service. He emphasised that his vision for fire reform was based around three key pillars: **People** - ensuring the fire service and role of fire fighter is fit for the future; **Professionalism** - ensuring a professional well-led service with credible standards; and **Governance** - ensuring services are well-run with the right strategy and strong accountability to communities.
- 21. THE HOME SECRETARY** concluded the item by thanking members for their involvement with the Review, and the opportunity it provides to raise the bar and bring about real change to policing governance.

National Policing Board sub-governance update

22. THE MINISTER OF STATE FOR CRIME AND POLICING provided an update on the NPB sub-governance boards. He began by reflecting on the success of the **Police Uplift Programme**, thanking members and the Home Office team following a positive Infrastructure and Projects Authority review of the programme. He highlighted that by the end of September, 5,824 additional uplift officers had been recruited and that we were on track to reach the 6,000 target by the end of March 2021. Echoing the sentiments of members, he emphasised the need not to become complacent, particularly on diversity. He highlighted that the October **Strategic Change and Investment Board** discussed major law enforcement programmes, such as the Emergency Services Network and Forensics, and the **Crime and Policing Performance Board** focused on neighbourhood crime.

23. KENNY BOWIE, STRATEGY DIRECTOR, CRIME, POLICING AND FIRE GROUP provided members with an update on the Spending Review, noting that following the announcement of a one-year settlement, officials would work with HMT to adjust their current bid. He thanked members and their teams for their continued support and engagement.

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24. No further points of business were made.

Closing

25. THE HOME SECRETARY thanked members for their contributions. She reflected on the level of current activity and pressures within policing, the need to cement new ways of working together and that she and the Home Office would continue to support policing.