



it's changing acpo professional standards conference 2007

culture change / challenges and opportunities
tuesday 26 & wednesday 27 june 2007
radisson sas hotel, manchester airport



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www.acpoprostandardsconference.co.uk

Introduction



Welcome to the 8th Professional Standards in Policing Conference

The twelve months since our last Conference have seen the policing world move on significantly, with continuous change being the only certainty.

As we met here last year, much of the talk concerned how to realise the benefits of mergers and strategic forces. We now face the challenge of delivering increased capacity and capability in Protective Services disciplines within existing Force structures, coupled with the need to fully embed Neighbourhood Policing in all of our communities. These dual strategic objectives will be taken forward alongside our collective efforts to ensure that the professional standards of the police service are maintained and further improved in the future.

This Conference aims to address a number of key contemporary professional standards issues and themes, including looking ahead to the new discipline arrangements and exploring the findings of the National Corruption Assessment 2007.

We have been able to attract high quality speakers to present, both in the main Conference Hall and at the fringe groups and I am extremely grateful to them all for finding the time to be here with us over the next two days.

As in previous years, I am confident that you will find the Conference to be a rewarding and enriching experience.

Paul West
Chief Constable
West Mercia Constabulary
Chair of the ACPO Professional Standards Committee



ACPO Professional Standards...

SEE BACK PAGE FOR FULL CONFERENCE PROGRAMME.

FRINGE GROUPS

On 26 June Fringe Groups 1-6 will run from 15:45 and Groups 7-12 will run from 16:55. Delegates will be required to select their preferred fringe groups on arrival at the conference. Fringe Groups 4 and 6 are repeated in the 15:45 sessions (9 and 12)

1 Vetting General – The Impact on Professional Standards Departments
Michael Shaw, Force Security Manager, Derbyshire Constabulary and Jonathan Gupta, Force Vetting Officer, Staffordshire Police

This session is intended for those delegates who have overall responsibility for implementing security vetting in their Forces and who feel the need to understand more about the underlying principles and the challenges they will face. The ACPO Vetting Policy required Forces to have in place arrangements to vet new recruits and contractors to the standards outlined in that document. It also requires Forces to have in place structures to allow the Management Vetting of post-holders occupying sensitive positions by 1st April this year. How are Forces doing in achieving these dual targets? This session will look at progress; the importance of having in place a protective cordon around the whole of the Service and not just individual Forces; the models which can be followed to best meet the organisational needs; the responsibilities the Vetting Units should have in relation to decisions about who we take and who we reject; emerging themes on the scope and size of the job in hand and the resources required to handle this and such issues of the organisational dilemma posed by the need to quickly fill vacancies balanced against the inherent delays caused by the vetting processes.

2 HMIC Thematic Inspection of Professional Standards, "Raising the Standard"
Gary Watson, Chief Inspector, West Mercia Constabulary and John Sculthorp, Superintendent formerly of Her Majesty's Inspectorate of Constabulary (HMIC).

Last year saw the publication of HMIC's thematic inspection of Professional Standards entitled "Raising the Standard". It is now twelve months since the date of publication and this session will offer a timely opportunity to assess where we are now regarding the impact of the report and its recommendations.

3 The HMCPSI/HMIC joint inspection of the handling of cases involving an allegation of criminal conduct by a person serving with the police was published in March 2007, what will change as a consequence?
Carmen Dowd, Head of Special Crime Division, Crown Prosecution Service (CPS).

This joint inspection was led by HMCPSI to analyse and assess the quality of the handling of cases involving an allegation of criminal conduct by a person serving with the police; it is complementary to and builds on the work of the thematic review "Raising the Standard", conducted by HMIC and published in the summer of 2006. The report makes recommendations targeted at both the CPS and the police service with a view to improvement in this important business area. This fringe group will focus upon the CPS response to the report and its recommendations.

4 & 12 Substance Misuse Testing; Where are we now?
Brian Dillon, Detective Chief Inspector and Kirstie Masters, Detective Sergeant, DPS-Specialist Investigations, Metropolitan Police Service and Sarah Pain, Detective Inspector, Kent Police

In November 2005 forces were given the power to test certain categories of officers. This fringe group will give participants an opportunity to discuss the revised ACPO policy and share experiences and draw on the London experience of 'With Cause' testing.

5 Taylor System in Detail
Vic Marshall, Detective Superintendent, Police Advisor, Home Office and Sarah Cookson, Lawyer, Home Office

This fringe meeting will give delegates the opportunity to discuss the detail of the new police officer misconduct procedures and will include discussion on:

- The new Police (Conduct) Regulations
- How the new system and regulations interact with the Police Reform Act and the complaints system
- The new Home Office Guidance to support the changes

Delegates will hear about the changes to primary legislation and have the opportunity to discuss the challenges and opportunities that the new arrangements provide.

6 & 9 Custody Issues – An IPCC Perspective
Derek Bradon, Regional Director, Independent Police Complaints Commission (IPCC)

Death in police custody may occur whilst a person is being arrested or taken into detention. These are relatively rare but each one is a tragic and traumatic event for all those involved including the family and the police officers. The death may have taken place on police, private or medical premises, in a public place or in a police or other vehicle. These are mandatory referrals to the IPCC and many have been the subject of independent investigations. A number of common themes have been identified and lessons identified.



In this session the IPCC will make a short presentation highlighting some of the issues identified from their investigations and how this information is being shared to help prevent future incidents. This will be followed by a discussion. Superintendent Debbie Platt from Derbyshire PSD will be present throughout to respond to any specific policing matters.



7 Vetting for Experts

Michael Shaw, Force Security Manager, Derbyshire Constabulary and Jonathan Gupta, Force Vetting Officer, Staffordshire Police

This session is aimed at those delegates who have perhaps experienced the frustration of what may be seen as the organisational barrier of the vetting process. Why does vetting sometimes take so long? How important is the need to look into the dark corners of people's lives in order to assess the threat they pose to the Service as a whole?

The group will look at the detail of the vetting process and the issues which need to be considered; the role of vetting to the longer term issues posed by JOPI and 'taint'; the legality of the process in 'Human Rights' terms; the relevance of financial vetting (a sensitive subject to some); the processes involved in Management Vetting and the dilemmas this may pose to a Force.

In addition this session will explore how decisions are reached and how consistency and fairness is assured. Consideration will also be given discussing what may be seen as the diminishing importance of National Security Vetting in the Police environment and where CRB vetting sits in the overall picture.

8 Recording and Management of Taint, Can Tainted Officers Ever Return to the Evidence Chain? Carmen Dowd, Head of Special Crime Division, Crown Prosecution Service (CPS).

Police officers and police staff may be regarded as tainted for a number of reasons and the management of taint creates serious challenges for police forces and has a long term impact upon the individuals concerned. This fringe group will consider the identification of officers who are affected and the implications for their subsequent appearance in the evidence chain, hence their future operational deployment.

10 Uncomfortable Truths – Diversity and Professional Standards

Robyn Williams, Chief Inspector, Her Majesty's Inspectorate of Constabulary (HMIC)

This Fringe Group aims to raise awareness within Professional Standards Departments of the risks and responsibilities associated with race and diversity equality. The session will include an examination of the Race Relations (Amendment) Act 2000 and Gender Equality Duty 2007, and their significance in Professional Standards monitoring. The group will also be asked to consider whether the over representation of BME officers subject to Professional Standards investigation is a matter of perception or reality.

11 Learning the Lessons- From Rhetoric to Reality.

David Lindley, Deputy Chief Constable, Leicestershire Constabulary

The challenge as in so many aspects of policing is to translate ideas into action and to embed good practice so that it becomes the norm for everyone, everywhere. To identify and to promote learning from IPCC and police investigations is one such idea whose time is long overdue and is crucial if we are to realise the wider benefits from investigations following complaints and raise the professionalism of policing.

The Statutory Guidance describes promoting learning as key to its guardianship role and that the IPCC will work in partnership with the police service to contribute to improvements in policing through promoting learning. Police forces surely have a vested interest if only to realise benefits from what can too often be lengthy and costly investigations. Neither the IPCC or the police service can until now demonstrate how they intend to draw from the now considerable body of investigations so as to create a 'virtuous circle' that will contribute both to increased confidence in the complaints system and policing as a whole.

ACPO RESERVE THE RIGHT TO AMEND THE PROGRAMME WITHOUT PRIOR NOTICE
Materials generated by the sessions will be available to view post event on the conference website
www.acpoprostandardsconference.co.uk



General Information...

The Venue

All conference sessions will be held in the Scandinavian Ballroom on level 1 of the hotel. The registration/information point will be situated outside of the Scandinavian Ballroom. Registration will be available from 09.00hrs on 26 June and 08:15hrs on 27 June.

Conference sessions will commence at 11.00hrs on Tuesday 26 June 2007 and at 09.00hrs on Wednesday 27 June 2007.

Information Point

The conference registration/information desk will be open during the main conference sessions, situated outside of the Scandinavian Ballroom.

All enquiries should be referred to this desk in the first instance. Outside of the main conference hours, enquiries should be directed to the hotel reception desk.

Conference Dinner

Attendance at the gala dinner, which will be held at 20.00hrs in the Scandinavian Ballroom, is included in package one. A cash bar will be open in the lobby adjacent to the Scandinavian Ballroom from 19.30hrs. Lounge suits are requested.

If your package does not include the gala dinner, but you would like to attend, please contact the conference information/registration desk.

Catering

For those attending as full delegates and staying at the hotel, breakfast will be available in the Phileas Fogg Restaurant from 06.30hrs.

Tea/coffee and lunch will be available for all delegates on 26/27 June. A three course buffet lunch will be served in the Phileas Fogg Restaurant on both days.

Hotel Charges

Delegates are reminded that additional items such as newspapers, room service, bar bills etc should be charged to their own account and these should be settled on departure.

Conference Office

The conference office is situated in Room 101, Level 1.

Check out Times

Check out time at the hotel is prior to 12.00hrs. A room will be provided to hold luggage until your departure.

Hotel Details

Radisson SAS Hotel, Manchester Airport, Chicago Avenue, Manchester M90 3RA
Tel: 0161 490 5000 Fax: 0161 490 5100

Parking

The hotel has its own car park. Please note that parking costs are not included as part of the overall conference package. However a discounted rate is provided for conference delegates of £7.50 a day for day delegates and £10 a night for delegates staying overnight. These charges must be settled directly with the hotel by delegates on departure.

Organisers

The conference has been organised on behalf of ACPO by
**CJS Event Solutions, SATRA Innovation Park,
Rockingham Road, Kettering, Northants NN16 9JH.
Telephone: 0870 4321 654 Email: info@cjseventsolutions.org
Visit www.cjseventsolutions.org/events**

Conference Website

Please visit www.acpoprostandardsconference.co.uk and click on 2007 conference to access conference materials generated by this event.

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Conference Sponsor

Clue@2 dramatically reduces the time and cost of investigations, by enabling the rapid recording, searching and linking of a wide range of information, and the automation of document production. Clue@2 is a fully integrated suite of powerful software tools, which includes a Professional Standards Investigative Module. With the new Clue@2 Enterprise client installed, users will benefit from Mapping, Charting and Quick Report functionality. Government departments, other large enterprises, and well over half the police forces in the UK use the unique Clue@2 software. The Professional Standards Module is operational in the following Forces: Leicestershire, Staffordshire, Thames Valley, Lancashire, Dorset, Cumbria, Lincolnshire, Warwickshire, West Mercia and the MPS. The Police Ombudsman for Northern Ireland also use the system to assist with their investigations. BOM develops and supplies Clue@2. For more information about this leading investigative solution, please visit: www.clue2.co.uk.



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Conference Programme 2007

Tuesday 26 June 2007

- 10:00 Registration and Refreshments**
Scandinavian Ballroom Foyer
- 11:00 Introduction and Housekeeping**
Facilitator: John Feavour, Deputy Chief Constable, Cambridgeshire Constabulary
- 11:05 Opening Address**
Paul West, Chief Constable, West Mercia Constabulary
- 11:20 Introduction to Interactive Equipment**
Jonathan Crego Bsc. (Hons) Ph. D Critical Incident Debriefing and Operational Research
Hydra Operations, Metropolitan Police Service.
- 11:35 Taylor Report - The Beginning Not the End**
William Taylor
- 12:05 Resolving Disputes Without Judicial Determination – An ACAS Perspective**
Malcolm Boswell, Area Director, Advisory Conciliation and Arbitration Service (ACAS)
- 12:35 Taylor: Challenges and Opportunities for the IPCC – The Next Three Years**
Nick Hardwick, Chair, Independent Police Complaints Commission (IPCC)
- 13:05 Improvement Not Punishment - Working Together to Change the Culture**
Steve Smith, Regional Representative, Police Federation of England and Wales
- 13:30 Lunch**
Served in the Phileas Fogg Restaurant
- 14:30 Summary of Morning Session and Questions to the Panel of Speakers**
Facilitator: John Feavour, Deputy Chief Constable, Cambridgeshire Constabulary
- 15:25 Refreshment Break**
Scandinavian Ballroom Foyer
- 15:45 Fringe Groups 1-6**
- 16:55 Fringe Groups 7-12**
- 18:00 Close of Fringe Groups**
- 19:30 Drinks Reception**
Scandinavian Ballroom Foyer
- 20:00 Conference Dinner**
Scandinavian Ballroom
After Dinner Speaker – William Taylor

Wednesday 27 June 2007

- 09:00 Overview of Day One and Introduction to Day Two**
Facilitator: John Feavour, Deputy Chief Constable, Cambridgeshire Constabulary
- 09:05 Resolving Disputes Without Judicial Determination – A Judicial Perspective**
Rt Hon Judge Goolam Meeran, President of the Employment Tribunals
- 10:00 Trust is Good – Control is Better. Supervision or the Lack of It**
Jon Murphy, Deputy Chief Constable, Merseyside Police
- 10:25 Police Corruption in England & Wales - SOCA Assessment**
Michael Layton, Deputy Director, Serious Organised Crime Agency (SOCA)
- 11:00 Refreshment Break**
- 11:20 Getting Rid of Corrupt Officers: The Law and Best Practice**
John Beggs, Barrister
- 12:10 Interactive Exercise (Part One of Two)**
Scenario based paper feed exercise to discuss complaints, corruption and supervisory issues
Trevor Kerry, Detective Superintendent, West Yorkshire Police
- 12:45 Lunch**
Served in the Phileas Fogg Restaurant
- 13:45 Vetting or Plumbing? – Stopping Leakages**
Bob Varey, Chief Superintendent, South Yorkshire Police
- 14:15 Interactive Exercise (Part Two of Two)**
Scenario based paper feed exercise to discuss issues of taint and vetting
Tea and coffee available in foyer
- 14:45 Summary of Day Two and Questions to the Panel of Speakers**
Facilitator: John Feavour, Deputy Chief Constable, Cambridgeshire Constabulary
- 15:00 Closing Address**
Paul West, Chief Constable, West Mercia Constabulary
- 15:15 Conference Close**

