



ASCCO INSIGHT – December 2015

A few but interesting meetings this month – read on....

The month started with the initial meeting with our new President CC Simon Cole which Ian Miller and I attended when he was in London for other events. As those of you who attended the AGM will know, in accepting the position of President, Simon clearly stated that “he did not want to be an absent landlord” and this meeting was mostly about what support we need from him and where he can best assist us to meet our objectives. We did raise the concerns aired at the AGM regarding Leicestershire not having a SCCO and were advised that this was not a decision that had been taken and that they would welcome a discussion on the matter with their Executive Team. Both Ian and I came away confident that we will enjoy a productive and supportive relationship with Simon to the benefit of ASCCO and other stakeholders.

Police Recruitment

Following on from last month’s initial Project Board Meeting the College organised a national workshop for 8th December to invite all forces to discuss the topic. The workshop focussed on the current process – its strengths and weaknesses and asked the question “is there a need for change?” The response was an overwhelming “yes”. The current PIR / SEARCH process has now been in place since 2002 and is felt to be dated by modern standards. There was a strong feeling that it is a “deselection” rather than “selection” process that is sterile, unfeeling and does not allow people to show themselves at their best. I was also well supported in stating that any revised system should have significant alignment between regulars and Specials recruitment with the quite obvious benefits that could come from such synergy. The workshop then went on to explore ideas for the changes needed and how these might be developed and applied. These will be the subject of further discussion at the Project Board early in 2016.

Leadership Review

The following day Ian Miller and I attended a meeting at the College that had come about following a discussion between myself and Rob Beckley, COO of the College to consider the impact of the Leadership Review Recommendations holistically i.e. not simply Rec 2 on future ranks structures in the police and the proposals for Volunteers Powers, but across all 10 of the Recommendations. The meeting was hosted by Giselle Lockett College Faculty Lead for Professional Development and Integrity, other College leads and the Home office. The meeting was really positive and identified actions/activities across the full suite of Recommendations and

far too numerous to mention here. We will be raising these at Council Meetings and may well look for the support of some of you in the near future to assist with the actions going forward.

SC Matters

Ian Miller and I had a meeting with Paul Phillips Police Standards Manager at the College and Dan Humble from the Police Flexibility Unit at the Home Office. Our main point of discussion was concerns that whilst the College seemed well placed to collate and share good practice from an operational perspective which included the Special Constabulary for example: the developing work in Leicestershire for retaining retiring regular officers as Specials to help maintain the skills base and address demand levels and the Northants recruitment model; there appears to be little or nothing being developed or captured regarding what might be an optimal operating model or structure in forces as good practice. There is a wide discrepancy between a very few forces without any ranks and some with ranks at all equivalent regular levels. The timing of this to help inform the Leadership Review is quite appropriate, the College are to organise a workshop to look at the options and the possibility of issuing some guidance on “what works/doesn’t work” as a model.

Visit to Essex HQ

On the 22nd Ian and I visited Essex HQ for 2 meetings – one to debrief and thank Denise, Lorraine and Simon for their work in organising the SC Chief Officers Conference last October. There were significant problems organising this year’s Conference, largely due to changes to College procedures at Ryton and it is important to learn for these. However, the “team” did a really good job and having reviewed the Feedback which has a very high percentage of Satisfied/Very Satisfied responses this reinforces the value of the Conference. As reported in the November Insight our Conference is now being considered in the wider landscape of SC/PSV Conferences which is under consideration with all stakeholders.

Our second purpose was to meet Denise’s Line Manager to discuss and review the administrative support arrangements that have been in place for some time now. This was important as under the current environment we needed to know if any change was imminent in their planning and workload; from our perspective, an opportunity to explain where we are with the medium to long term development of ASCCO. Happily, we are able to continue with the current arrangements clearly subject to continuation of our Home Office Grant.

Nigel Green MBE

Chair ASCCO