

Joint Audit and Standards Committee

25th September 2023

Standards Update

Update from Fairness, Policy and Standards Meeting

The last Fairness, Policy and Standards meeting was held on 03/08/2023. This meeting is chaired by the Deputy Chief Constable (DCC).

The meeting covered a range of topics including:

- Plan to improve professionalism and standards within WMP
- Professional standards department (PSD) Q1 performance report
- Fairness at work, MyMax/PDR and pay progression standards.

A plan is being developed to track how WMP will improve professionalism and standards, which include 'running actions' and will require a RAG status and updates to be provided by owners at subsequent meetings. Examples include:

1. Not in my force, not in my profession
2. Cultural Audit and training
3. Lawful business monitoring
4. Fairness in promotion and development opportunities

The PSD performance presentation included data on volume of complaints, complaint allegation types and conduct cases.

Recorded complaints continue to fluctuate but are steadily increasing, the 12 month rolling data is showing a slight upward trend. The number of complaints has risen and the number of those being upheld has also increased.

The identification of themes were requested, so that learning can be pushed out and discussions had regarding the use of BWV to assist with feedback (done in an appropriate manner depending on the circumstances) with the assistance of the new debriefing model being rolled out and scrutiny panels.

Fairness at work highlighted that, over the past five years, females are consistently submitting a higher volume of FaW than male counterparts (56% female officers; 71% female staff), although Q1 23/24 saw an equal amount of male and female submissions. 34% of those submitted by females are against line managers.

MyMax was again discussed, as was the context of MyMax in pay progression standards as it is a requirement of this progression to have completed an annual MyMax, all mandatory training and, if a supervisor, have completed team members MyMax. There are currently no officers who have not fulfilled these requirements (however effective from 01/04/23), and applies to all ranks up to, and including Assistant Chief Constables for those who have not yet reached the top of the pay scale.