

DMPC Decision – PCD 1483

Title: MPS First Line Leaders Programme – Delivery Support 2023/24

Executive Summary:

This paper seeks approval to initiate procurement and award contract for the provision of support for the First Line Leaders programme – providing experienced facilitators and upskilling the internal MPS facilitators. The estimated value of the contract is £700,000 and this will be funded from within existing resources. The procurement will be via a compliant Crown Commercial Services framework.

Recommendation:

The Deputy Mayor for Policing and Crime is recommended to:

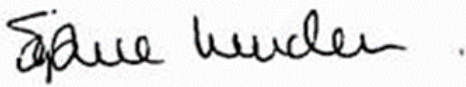
1. Give approval to go to market for a contract with a maximum value of £700,000 for support on First Line Leaders Programme delivery from October 2023 until April 2024, with associated delegation of any resulting award to the Director of Commercial Services.

Deputy Mayor for Policing and Crime

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct. Any such interests are recorded below.

The above request has my approval.

Signature



Date

27/08/2023

PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE DMPC

1. Introduction and background

- 1.1. The MPS First Line Leadership Programme (FLLP) has been developed in support of the Commissioner's commitment to provide 5 days leadership training for every leader each year, to address the recommendations in the Baroness Casey Review, and in support of the MPS's Turnaround Plan.

2. Issues for consideration

- 2.1. The First Line Leaders cohort include Sergeants, Band D Team Leaders and Metropolitan Special Constabulary (MSC) Sergeants. The urgency to address first line leadership has resulted in this programme running ahead of the Leadership Academy.
- 2.2. The programme will provide training to c7,500 officers and staff, and is built on the new national curriculum and standards for first line leaders developed and set by the College of Policing.
- 2.3. The programme is designed to equip the first line leaders with the skills to better:
 - Drive and improve standards, including the management of misconduct
 - Manage performance and development, including those on probation
 - Promote and hold others to account for building an inclusive culture
 - Manage attendance and wellbeing, including supporting team members through trauma
 - Supervise incidents and investigations to an appropriate quality
 - Build effective relationships with London communities

3. Financial Comments

- 3.1. The estimated value of the contract for external support is £700,000. The MPS assure that this will be funded from within existing budgets.

4. Legal Comments

- 4.1. The Mayor's Office for Policing and Crime ("MOPAC") is a contracting authority as defined in the Public Contracts Regulations 2015 ("the Regulations"). All awards of public contracts for goods and/or services valued at £213,477 (inclusive of VAT) or above shall be procured in accordance with the Regulations.
- 4.2. This report confirms the value of the proposed contract exceed this threshold and therefore the Regulations apply.
- 4.3. The use of a compliantly procured Framework Agreement will constitute a compliant process where the Framework Agreement's ordering processes are followed.

- 4.4. The MOPAC Scheme of Delegation and Consent provides the Deputy Mayor for Policing and Crime (“DMPC”) has delegated authority to approve:
- Business cases for revenue or capital expenditure of £500,000 and above (paragraph 4.8); and
 - All requests to go out to tender for contracts of £500,000 or above, or where there is a particular public interest (paragraph 4.13).
- 4.5. Paragraph 7.23 of the Scheme provides that the Director of Strategic Procurement has consent for the approval of the award of all contracts, with the exception of those called in through the agreed call in procedure. Paragraph 4.14 of the Scheme provides the DMPC reserves the right to call in any MPS proposal to award a contract for £500,000 or above.

5. Commercial Issues

- 5.1. This proposal seeks approval to acquire external consultancy and contractor capacity and skills to support the First Line Leaders programme. The contract is expected to be for a term of six months and a value of upto £700,000. The proposed route to market is via the Crown Commercial Services (CCS) Management Consultancy Framework (MCF3).
- 5.2. The MPS assure that this route has a wide range of pre-qualified suppliers (29) ensuring from SMEs to large multinationals, enabling a robust and timely competitive call-off process to be conducted, whilst supporting the London Anchor Institutions commitments.

6. GDPR and Data Privacy

- 6.1. MOPAC will adhere to the Data Protection Act (DPA) 2018 and ensure that any organisations who are commissioned to do work with or on behalf of MOPAC are fully compliant with the policy and understand their GDPR responsibilities.
- 6.2. The MPS assure that the programme does not use personally identifiable data of members of the public, so there are no GDPR issues to be considered.

7. Equality Comments

- 7.1. MOPAC is required to comply with the public sector equality duty set out in section 149(1) of the Equality Act 2010. This requires MOPAC to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations by reference to people with protected characteristics. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 7.2. The MPS assure that the programme to increase leadership capability through the programme will increase first line leaders’ awareness around equality and diversity issues, enabling them to champion better ways of working throughout the

organisation. The FLLP delivery approach offers delegates a range of sites to attend and runs under different shift patterns. Flexible working arrangements and reasonable adjustments are also accommodated where needed.

8. Background/supporting papers

- Appendix 1 MPS Report - MPS First Line Leaders Programme - Delivery Support in 2023/24

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOIA) and will be made available on the MOPAC website following approval.

If immediate publication risks compromising the implementation of the decision it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary.

Part 1 Deferral:

Is the publication of Part 1 of this approval to be deferred? NO

If yes, for what reason:

Until what date:

Part 2 Confidentiality: Only the facts or advice considered as likely to be exempt from disclosure under the FOIA should be in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a **Part 2** form – YES/NO

ORIGINATING OFFICER DECLARATION	<i>Tick to confirm statement (✓)</i>
Financial Advice: The Strategic Finance and Resource Management Team has been consulted on this proposal.	✓
Legal Advice: The MPS legal team has been consulted on the proposal.	✓
Equalities Advice: Equality and diversity issues are covered in the body of the report.	✓
Commercial Issues Commercial issues are covered in the body of the report.	✓
GDPR/Data Privacy GDPR compliance issues are covered in the body of the report.	✓
Drafting Officer Alex Anderson has drafted this report in accordance with MOPAC procedures.	✓
Director/Head of Service: The MOPAC Chief Finance Officer and Director of Corporate Services has reviewed the request and is satisfied it is correct and consistent with the MOPAC's plans and priorities.	✓

Chief Executive Officer

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Deputy Mayor for Policing and Crime.

Signature

Sanakucherd.

Date 26/07/2023