

DMPC Decision – PCD 1796.

Title: Metropolitan Police Service (MPS) Future Recruit Training Operating Model.

Executive Summary:

This paper seeks approval to implement a predominantly insourced operating model for recruit training, supported by a Higher Education Institution (HEI) for the delivery of the Police Constable Degree Apprenticeship (PCDA).

Recommendation:

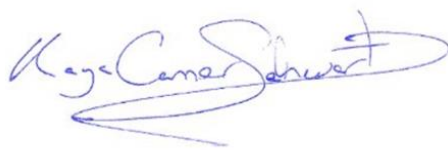
The Deputy Mayor for Policing and Crime is recommended to:

1. Approve the procurement of new a commercial arrangement for PCDA training delivery supported by HEI and delegated authority to the MPS Director of Commercial Services to award a 4-year contract.

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 31/01/2025

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

1. Introduction and background.

- 1.1. The introduction of the National Police Qualification Framework (PEQF) designed to recognise policing more formally as a profession by the College of Policing (COP) in 2018, required Police forces to collaborate with authorised awarding bodies. Many forces achieved this by forming direct partnerships with Higher Education Institutions (HEI).

- 1.2. In January 2021, the MPS introduced PEQF Degree Holder Entry Programmes (DHEP) for uniform and detective officers. But, due to the size of the MPS, the obligation was to collaborate with a consortium of HEI's to manage capacity. As a result, the MPS adopted an integrated service model and engaged Babcock to oversee the consortium of four HEI's on its behalf.
- 1.3. However, the introduction of the new National Police Constable (PC) and Detective Constable (DC) Entry programmes that no longer require degree level (Level 6) external accreditation and the national closure of the initial Police Learning and Development Programme, fundamentally changed the recruit training landscape. The changes provide an opportunity to completely insource non-accredited training back to the MPS and to establish direct collaboration with HEI for the provision of the new training for officers.
- 1.4. Following the operational changes, the contract with Babcock was modified to enhance financial value and reduced delivery pressures and comes to an end in January 2026. The new internal operating model will be implemented in 2025/26 with phased operation until 2027/28 transitioning into a primary provision from 2028/29 while existing learners finish their training with Babcock.

2. Issues for consideration.

- 2.1. The New Met for London (NMfL) Plan has notable dependencies on the capability of the MPS workforce, and it makes several commitments in relation to giving officers and staff the training and development needed to equip them with the capabilities to deliver a cultural reform plan. So, how the MPS selects and trains new police officer recruits is fundamental to the successful delivery of the NMfL.
- 2.2. The work undertaken under the Recruit Training Optimisation Programme, followed by the implementation of the PC and DC Entry Programmes, has already delivered significant transformation of the MPS's recruit training approach and - in practical terms - constituted a partial insource. So, the MPS requires fundamental changes to the overall operating model to deliver sustainable and affordable long-term recruit training.
- 2.3. The MPS has provided assurance that a new commercial arrangement for PCDA delivery will enable recruit training to be more tailored to the MPS's specific issues and priorities and be fully anchored to operationalising the Met's values and principles in support of delivering to NMfL outcomes of More Trust. Less Crime and High Standards.
- 2.4. In line with the NMfL plan, the new PCDA delivery partnership will be a remodel of current PCDA training to ensure the focus is vocational not academic, increasing the MPS's ability to drive standards, identify recruits who do not align with the MPS values at the earliest opportunity, and take swift proactive steps to remove them from the organisation during the probation period.

3. Financial and Commercial Comments.

- 3.1. Costs for the proposed operating model will be funded from the L&D budgets and have been modelled over a 4-year period from 2025/26 to 2028/29, illustrating the ongoing costs and transition period whilst existing external provision is phased out. The budget will continue to be monitored in line with standard business processes and prevailing operational requirements.
- 3.2. The proposed contract term of 4 years (2 + 1 + 1 years) is in line with the Blue Light Commercial (BLC) standard approach. In addition, the scope of MPS's requirements is within the financial and technical scope of the BLC framework and its ordering processes will be followed.
- 3.3. The estimated volumes of 278 PCDA recruits per year across a maximum term of 4 years are based on the MPS's historic recruitment performance over the last 5 years. Apprenticeship 'rules' allow for a cost of £27k per recruit on the PCDA which leads to a total contract value of £30.02m. However, the new contract will place no obligations on the MPS in respect of recruit volumes put onto the PCDA and, the terms of the BLC framework will also ensure any PCDA training costs will be fully offset against the contributions the MPS is required to pay into the Apprenticeship Levy.

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 £214,904 or above shall be procured in accordance with the Regulations.
- 4.2. Paragraph 4.8 of the MOPAC Scheme of Delegation and Consent provides that the Deputy Mayor for Policing and Crime (DMPC) has delegated authority to approve:
- 4.3. All business cases for revenue or capital expenditure with an original value of £500,000 or above and;
 - All business cases for revenue or capital expenditure with an original value of £500,000 or above 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).
- 4.4. Paragraph 7.23 of the Scheme provides that the Director of Commercial Services has consent for the approval of the award of all contracts, except for 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.
- 4.5. This report confirms the MOPAC's route to market shall be via a third-party framework agreement. This shall be compliant with the Regulations where the scope of the requirement is within the financial and technical scope of the framework agreement and its ordering processes are followed. This report confirms it shall be the case and so on that basis shall be compliant.

5. GDPR and Data Privacy.

- 5.1. The MPS is subject to the requirements and conditions placed on it as a 'State' body to comply with the European Convention of Human Rights and the Data Protection Act (DPA) 2018. Both legislative requirements place an obligation on the MPS to process personal data fairly and lawfully to safeguard the rights and freedoms of individuals.
- 5.2. Under Article 35 of the General Data Protection Regulation (GDPR) and Section 57 of the DPA 2018, Data Protection Impact Assessments (DPIA) become mandatory for organisations with technologies and processes that are likely to result in a high risk to the rights of the data subjects.
- 5.3. 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.
- 5.4. The project will ensure a privacy by design approach, which will allow the MPS to find and fix problems at the early stages of any project, ensuring compliance with GDPR. MPS assure that a DPIA will be completed where any changes to data are required for the project to support the accountability principle and to demonstrate that appropriate measures have been taken to ensure compliance to ensure compliance with the requirements of GDPR.

6. Equality Comments

- 6.1. 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.
- 6.2. The MPS assure that the contract moving delivery of PCEP / DCEP fully into the MPS estate, along with setting a new commercial arrangement for PCDA delivery, will enable recruit training to be tailored to more effectively address MPS's specific issues and priorities, and optimise the recruit experience.
- 6.3. MPS state that an insourced model will strengthen the sense of belonging and inclusion amongst recruits and offer a more relevant training programme that sets recruits up to succeed. This is anticipated to support managing early years' attrition. In addition, a new and direct relationship between the MPS and HEI will offer wider benefits such as support on increased and more representative recruit attraction. A detailed Equality Impact Assessment involving engagement with the Police Federation and Staff Support Associations will be undertaken subject to the approval of the proposals in this paper.

7. Background/supporting papers

- 7.1. MPS Paper- MPS Future Recruit Training Operating Model.

7.2. MPS Future Recruit Training Operating Model Business Justification Paper.

<p>Public access to information</p> <p>Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOIA) and will be made available on the MOPAC MPS website following approval.</p> <p>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.</p>
<p>Part 1 Deferral:</p> <p>Is the publication of Part 1 of this approval to be deferred? NO.</p> <p>If yes, for what reason:</p> <p>Until what date:</p>
<p>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.</p> <p>Is there a Part 2 form –Yes</p>

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 The proposal is in keeping with the GLA Group Responsible Procurement Policy.		✓
GDPR/Data Privacy <ul style="list-style-type: none"> GDPR compliance issues are covered in the body of the report. A DPIA is required. 		✓
Drafting Officer Stephen Kalyango has drafted this report in accordance with MOPAC procedures.		✓
Director/Head of Service: The Chief Finance Officer and the 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 have 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.

SignatureA handwritten signature in dark ink, consisting of a circular loop followed by a series of connected loops and a long horizontal stroke.**Date 27/01/2025**

