

REQUEST FOR DMPC DECISION – PCD 237

Title: Police Now

Executive Summary:

The Police Now programme aims to attract exceptional graduates into policing with a vision that goes beyond a career offer to delivering far-reaching social change. The programme aims to mirror the success of both the 'Teach First' and 'Frontline' programmes in the teaching and social work sectors by addressing entrenched social inequality and fundamentally improving the lives of the most disadvantaged communities.

Recommendation:

The Deputy Mayor for Policing and Crime is asked to

1. Award, without competition, an agreement for the provision of graduate recruitment and training services in 2018 to Police Now for up to 50 candidates at a maximum cost of £544,550, based on a cost per head of £10,891. This will be funded from existing HR revenue budgets.
2. Note the final value of this contract will be dependent on the number of officers starting at the Police Now academy in July 2018. To support the attraction activity, it is recommended that a tolerance be applied to allow for attrition to be accommodated (which is in line with a campaign of this nature). Given these uncertainties, it is recommended that a flexible range be applied of 40 to 50 hires. Allowing for a minimum contract value of £435,640 and a maximum contract value of £544,550.
3. Approve an optional extension to extend the contract for a further year's intake (2019) for up to 50 candidates. Given uncertainties, the option for the MPS to extend for a further year, would be awarded on the basis that costs are within a threshold of 10% of those quoted above, subject to the continuing availability of the current HR revenue budget. Should the costs exceed 10% the MPS will submit a new paper to MOPAC for approval to retest the value for money proposition.

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 21/07/17

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

Decision required – supporting report

1. Introduction and background

- 1.1 The Police Now Programme aims to attract exceptional graduates into policing with a vision that goes beyond a career offer to delivering far reaching social change. The Police Now programme is a two year programme and builds on existing entry routes into policing while offering some important innovations:
- Police Now is a national recruitment channel which consistently targets and assesses high potential individuals, many of whom had never considered policing as a career.
 - Individuals with the highest potential posted and supported to ensure that they can make their impact felt in the most challenged communities.
 - Enabling individuals to develop their skills beyond policing and to make their impact felt in the wider society.
 - Retaining high performers who may move into the detective pathway.
- 1.2 Police Now graduates have outperformed both MPS and national candidates in the National Investigator's Exam, with Police Now participants forming 10% of the nationally achieving 'exceptional' (over 87.5%) exam passes.

2. Issues for consideration

- 2.1. When compared to other employers in the hugely competitive graduate career market place, policing has not been traditionally regarded as an attractive career for large numbers of high achieving graduates.
- 2.2. See the Part 2 for details.

3. Financial Comments

- 3.1 The cost of this contract can be met from existing resources.
- 3.2 Further details are contained in the Part 2.

4. Legal Comments

- 4.1. Police Now is the only organisation that is legally capable of providing the service based upon their exclusive ownership of the Intellectual Property Rights to the Police Now Programme. All Intellectual Property Rights includes all documents, goods and materials created by or on behalf of Police Now in the course of them providing their services to the MPS, shall be owned by Police Now. This also includes all Pre-existing materials developed in support of the programme.
- 4.2. Police Now currently licences all such rights to the MPS free of charge and on a non-exclusive basis to such an extent as is necessary to enable the MPR to make reasonable use of these documents, goods and material in connection with the receipt of Police Now's services. Except as expressly permitted, the MPS shall not (a) use the documents, goods and materials or any pre-existing materials in its own products or services or (b) redistribute the documents, goods and materials or the pre-existing materials in whole or in part.

5. Equality Comments

- 5.1. There are no direct equality or diversity implications arising from this report. Police Now encourages individuals and communities that are currently under-represented within the MPS to consider policing as a career of choice, as demonstrated by 56% of the first cohort stating that they would not have considered a career in policing but for the Police Now programme. The 2017 MPS intake consists of 70 confirmed offers with 48% female and 22.2% BAME.

6. Background/supporting papers

- 6.1. Briefing note.

Public access to information

Information in this form is subject to the Freedom of Information Act 2000 (FOIA) and other legislation. Part 1 of this form will be made available on the MOPAC website within 1 working day of approval. Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead on the separate Part 2 form. Deferment is only applicable where release before that date would compromise the implementation of the decision being approved.

Part 1 Deferral:

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

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 rational for non-publication.

Is there a **part 2** form – Yes

If yes, for what reason: EXEMPT under Article 2(2)(a) of the Elected Local Policing Bodies (Specified Information) Order 2011.

ORIGINATING OFFICER DECLARATION:

Head of Unit: The Chief Financial Officer has reviewed the request and is satisfied it is correct and consistent with the MOPAC's plans and priorities.	✓
Legal Advice: The MPS legal team has been consulted on the proposal.	✓
Financial Advice: The Chief Financial Officer has been consulted on this proposal.	✓
Equalities Advice: No Equality and Diversity issues identified.	✓

OFFICER APPROVAL**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

R. Lawrence

Date

21/7/17

Investment Advisory Board**6th July 2017****SINGLE TENDER ACTION – POLICE NOW****PART 1****Report by Mairin Finn on behalf of Robin Wilkinson****EXECUTIVE SUMMARY**

This Business Justification concerns the award of the contract through a Single Tender Action for the provision of graduate recruitment and training services for the Police Now (PN) programme.

TIME-SENSITIVITY

A decision is required by 31 July 2017 to ensure that graduate recruitment can take place.

A. RECOMMENDATIONS – That the Deputy Mayor for Policing & Crime:

- Award, without competition, an agreement for the provision of graduate recruitment and training services in 2018 to Police Now for up to 50 candidates at a maximum cost of £544,550, based on a cost per head of £10,891. This will be funded from existing HR revenue budgets.
- The final value of this contract will be dependent on the number of officers starting at the Police Now academy in July 2018. To support the attraction activity, it is recommended that a tolerance be applied to allow for attrition to be accommodated (which is in line with a campaign of this nature). Given these uncertainties, it is recommended that a flexible range be applied of 40 to 50 hires. Allowing for a minimum contract value of £435,640 and a maximum contract value of £544,550.
- That approval be given for an optional extension to extend the contract for a further year's intake (2019) for up to 50 candidates. Given uncertainties, the option for the MPS to extend for a further year, would be awarded on the basis that costs are within a threshold of 10% of those quoted above, subject to the continuing availability of the current HR revenue budget. Should the costs exceed 10% the MPS will submit a new paper to MOPAC for approval to retest the value for money proposition.

B. SUPPORTING INFORMATION

Background

1. Police Now (and its wholly-owned subsidiary Police Now Enterprises Ltd) is the only organisation that can legally provide the Police Now Programme due to the protection of exclusive intellectual property rights.
2. Due to the graduate recruitment season commencing on the 1st August 2017 it is essential that this contract is finalised in advance of that date.
3. Initially launched in 2014, Police Now seeks to attract exceptional graduates into policing with a vision that goes beyond a career offer to delivering far reaching social change. The programme aims to mirror the success of both the 'Teach First' and 'Frontline' programmes in the teaching and social work sectors by addressing entrenched social inequality and fundamentally improving the lives of the most disadvantaged communities. Police Now's mission is in line with the Mayoral Commitments as set out in the MOPAC Police and Crime Plan.
4. Traditionally, policing has not been considered a graduate career, but through Police Now the MPS is able to directly market to and attract an exceptional calibre of graduate. The ongoing MOPAC evaluation of Police Now indicates that the Scheme attracts people who are proactive, enthusiastic and possess more positive attitudes towards serving the public when compared to their peers.
5. The two-year Police Now offer provides graduates the opportunity to undertake industry placements during their second year and, on completion of the programme, to either remain in policing or to move to other sectors. This is in line with the principles of the National Workforce Futures programme, which is looking to modernise our workforce framework to ensure that it is fit for future generations and create an environment in which flexible exit and re-entry into the Police Service is encouraged.
6. The first Police Now cohort of officers joined the MPS in 2015. These officers are now approaching the end of the two-year programme and over half are taking steps to become detectives.
7. Police Now graduates outperformed both MPS and national candidates in the National Investigator's Exam; with Police Now participants forming 10 per cent of those nationally achieving 'exceptional' (over 87.5 per cent) exam passes. In this way, Police Now contributes to a high priority area for the MPS, whilst also assuring and diversifying the Mets Talent Pipeline for Leadership Roles for the Future.

C. OTHER ORGANISATIONAL & COMMUNITY IMPLICATIONS

Equality and Diversity Impact

8. Police Now encourages individuals and communities that are currently underrepresented within the MPS to consider policing as a career of choice, as demonstrated by 56% of the first cohort stating that they would not have considered a career in policing but for the Police Now programme.

9. At the time of writing, the 2017 MPS intake consists of 70 confirmed offers (48% female and 22.2% BAME). Vetting and medical tests are ongoing and it is expected that some candidates will renege their offer or not progress through their fitness, medical, vetting tests or reference checks. This is not anticipated to be a significant amount and Police Now is expected to deliver above its targeted number of 50 new MPS officers for 2017.

Financial Implications

10. This Business Case recommends the initiation and award of a contract to Police Now valued at £490,095 (ex-VAT) based upon the MPS receiving 45 graduate participants through the Police Now programme. The maximum value of the contract for 50 participants being delivered is £544,550 (ex-VAT). This is to account for attrition throughout the attraction, assessment and training processes. The MPS is also required to agree to process 60 candidates through national security vetting, medical checks and fitness testing to provide the best possible opportunity to achieve the target cohort size of 45 neighbourhood police officers.
11. Paragraph 4.13 of the MOPAC Scheme of Delegation and Consent gives the Deputy Mayor for Policing and Crime the authority to approve all requests to tender for contracts valued over £500,000.
12. Paragraph 7.23 of the MOPAC Scheme of Delegation and Consent gives the Director of Strategic Procurement the authority to approve the award of all contracts, with the exception of those called in through the agreed call in procedure. The DMPC has the right to call in any contracts valued over £500,000.

Legal Implications

13. The Mayor's Office for Policing and Crime is a Contracting Authority as defined within the Public Contracts Regulations 2015 (the Regulations). When awarding public contracts for goods or services valued at £164,176 or above all contracting authorities must do so in accordance with the Regulations. This report confirms that the value of the proposed contract award exceeds the above threshold.
14. Regulation 32 of the Regulations provides that MOPAC may award a public contract without publishing a contract notice in the Official Journal of the European Union where the services can only be provided by a single provider due to the protection of exclusive rights, including intellectual property rights.
15. Police Now is the only provider legally capable of providing the service based upon their exclusive ownership of the Intellectual Property Rights to the Police Now Programme. All Intellectual Property Rights includes all documents, goods and materials created by or on behalf of Police Now in the course of them

providing their services to the MPS, shall be owned by Police Now. This also includes all Pre-existing Materials developed in support of the programme.

16. Police Now currently licenses all such rights to the MPS free of charge and on a non-exclusive basis to such extent as is necessary to enable the MPS to make reasonable use of these documents, goods and materials in connection with the receipt of Police Now's services. Except as expressly permitted, the MPS shall not (a) use the documents, goods and materials or any Pre-existing Materials in its own products or services; or (b) redistribute the documents, goods and materials or the Pre-existing Materials in whole or in part.

Risk (including Health and Safety) Implications

17. This report does not directly impact on the health and safety of the MPS or its service delivery.

Responsible Procurement

19. Police Now are a social enterprise whose ethos is to transform communities and reduce crime by developing leaders in society and on the policing frontline. In addition Police Now have confirmed that they pay above the London Living Wage to all employees.

Report author: Mairin Finn, Strategic Human Resources, MPS.