

DMPC Decision – PCD 535**Title: Extension to Leading for London Programme contract****Executive Summary:**

Leading for London has identified the leadership training needs of the MPS and provided a solution that is benefitting organisational culture, building greater leadership capability and supporting the MPS to deliver transformation on a significant scale.

This decision seeks an extension of the contract value in order to utilise existing infrastructure to deliver to 1,500 newly eligible officers and staff and prepare to move delivery into business as usual, supporting the accredited Met faculty in the medium and longer term.

Recommendation:

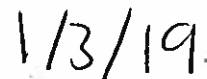
The Deputy Mayor for Policing and Crime is recommended to:

- Approve an extension to the existing Leading for London contract to the value of £401,994

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**

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

1. Introduction and background

- 1.1. In November 2016, investment was agreed to fund the Leading for London programme with an associated commercial contract of £9.8m. This document does not seek to duplicate the background and supporting information for the core programme, but to articulate why an additional investment needs to be made to safeguard the future of the programme legacy after September 2019.
- 1.2. There are two key areas of work that need to be undertaken and which cannot be accommodated within the funding envelope of the existing contract with the provider. These are specifically; (a) to provide leadership development to 1,500 new promotes or joiners who performing first line leadership roles within the MPS but who have fallen outside of the scope of the original Leading for London programme pool and (b) to provide initial continuing professional development to the Met Faculty who provide coaching and workshops in order to maximise the investment already made in this critical cohort both in the immediate and longer term.

2. Issues for consideration

- 2.1. This extension of contract value is fully funded within the existing MPS budget.
- 2.2. By investing in the leadership and cultural development of the MPS, Leading for London will help to improve employee engagement and over time, impact positively on performance outcomes. The design of this programme offers a tailored solution and complements MOPAC's commitment to make London safer; by enhancing the skills and capabilities of officers and staff, the MPS will be able to deliver a more efficient and therefore sustainable policing service to the public.
- 2.3. The current programme has been successfully delivered to almost 10,000 leaders. The workshops and simulation sessions have been particularly well received, with the take up of coaching sessions improving as the programme has rolled out.

3. Financial Comments

- 3.1. As an extension to an existing service this work does not change any aspects relating to responsible procurement.
- 3.2. As this is an extension of an existing service this work does not change any aspects relating to real estate, except that due to pressure on Met estates from the core programme delivery, a £10,000 contingency budget has been built into this proposal to fund external venues for training delivery if required. This figure has been derived from estimates sought from venues likely to be approached.

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 £181,302 or above must be procured in accordance with the Regulations.
- 4.2. Paragraph 4.13 of the MOPAC Scheme of Delegation and Consent provides that the Deputy Mayor for Policing and Crime (DMPC) has delegated authority to approve all unforeseen variations and extensions to contracts with an original value of £500,000 or above, when the variation or extension is greater than 10% of the original value and/or is for a period of more than 12 months.
- 4.3. Any extension of the existing services required to support Leading for London will be procured in compliance with the Regulations. Including, use of existing, compliantly procured contracts or framework agreements.

5. GDPR and Data Privacy

- 5.1. As this is an extension of an existing service this work does not change any aspects relating to privacy, and as such GDPR will continue to be fully complied with.

6. Equality Comments

- 6.1 A full Equality Impact Assessment (EIA) was completed at the start of the Leading for London (LfL) Programme. This proposal aims to extend the programme to around 1500 newly promoted officers and staff to ensure that they are afforded the same leadership development as their peers. Inclusive leadership is fundamental to the programme and it includes specific elements on unconscious bias
- 6.2 With regards to the practical delivery of training; all LfL facilitators have received guidance on the provision of reasonable adjustments for delegate workshops – for example provision of scripts alongside audio material, hearing loops and sign interpreters. There will also be a Customer Delivery Manager available to manage personal approaches and make specific arrangements.
- 6.3 The officers and staff of the MPS make difficult decisions in a busy and stressful environment. More effective leadership in the MPS will lead to better, more effective policing outcomes for the people of London and increase confidence in the service provided.

7. Background/supporting papers

- 7.1. There is an exempt business justification document to support this decision.

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

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 Contract Management Team has been consulted on the commercial issues within this report. 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 not required.	✓
Director/Head of Service: The Chief Finance Officer has reviewed the request and is satisfied it is correct and consistent with the MOPAC's plans and priorities.	✓

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 27/2/19