

DMPC Decision – PCD 894

Title: Grant Funding Acceptance and Award – Police Care UK

Executive Summary:

This paper seeks approval for the acceptance of grant funding from Police Care UK a charity for serving and veteran police officers and staff, volunteers, and their families who have suffered any physical or psychological harm as a result of policing. The proposed grant funding is £136,144 over three years and is focussed on the Specialist Firearms Command. The paper also seeks the award of a grant from this funding to Liverpool University for a research project in the sum of £44,000.

Recommendation:

The Deputy Mayor for Policing and Crime is recommended to:

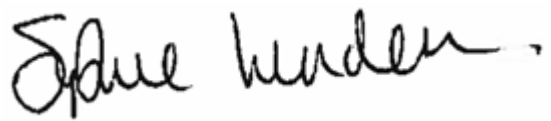
1. Approve the acceptance of a 3-year grant totalling £136,144 from Police Care UK to fund mental health and wellbeing initiatives for the officers within the Specialist Firearms Command.
2. To approve the award of a grant of £44,000 to a PHD Researcher to conduct research into Post Traumatic Embitterment Disorder.

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

7/12/2020

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

1. Introduction and background

- 1.1. This paper seeks the authority to accept grant funding from Police Care UK and from this funding award a grant to Liverpool University for a research project.
- 1.2. The grant funding and projects are specific to the MO19 - Specialist Firearms Command.

2. Issues for consideration

- 2.1. The Metropolitan Police Service (MPS) note that the Mayor of London stated in the MOPAC Police & Crime Plan 2017-2012 that 'The safety of all Londoners was his first priority'. Officers from MO19 play a vital role in protecting London from some of the most violent criminals. Ensuring the wellbeing and mental health of these officers will enable them to effectively continue to protect London.
- 2.2. The Metropolitan Police Service (MPS) propose that the funding will be used for
 - Kit and Equipment to support the injury prevention; physical training instruction (PTI) – enhanced clinics for officers £18k
 - Mental Health First Aid (MHFA) training £24k
 - Well-being Seminars £26k
 - Research into Post Traumatic Embitterment Disorder (PTED). The Police Care Grant requires an element of research that will benefit police colleagues on a wider basis than the recipient of the money. This will fund research at Liverpool University - £44k
 - Information dissemination £9k
 - Op Milo: Leadership development £24k. Op Milo is the MO19 Health and well-being plan
- 2.3. MPS confirm that these proposals do not conflict with MPS policy or existing Occupational Health services

3. Financial Comments

- 3.1. The gross cost of the proposed projects is £145k. This will be funded by the Police Care UK grant of £136k and from within the existing MPS budget.
- 3.2. The Police Care UK funding will be received over a three year period.

4. Legal Comments

- 4.1. In relation to the receipt of grant monies, under Section 93 of the Police Act 1996, MOPAC may "may, in connection with the discharge of any of its functions, accept gifts

of money, and gifts or loans of other property, on such terms as appear to [MOPAC] to be appropriate”.

- 4.2. In relation to the onward grant to support PhD research concerning the welfare of officers, MOPAC’s general powers are set out in the Police Reform and Social Responsibility Act 2011 (the 2011 Act). Section 3 (6) of the 2011 Act provides that MOPAC must “secure the maintenance of the metropolitan police service and secure that the metropolitan police service is efficient and effective.” Under Schedule 3, paragraph 7 (1) MOPAC has incidental powers to “do anything which is calculated to facilitate, or is conducive or incidental to, the exercise of the functions of the Office.” Paragraph 7 (2) (a) provides that this includes entering into contracts and other agreements.
- 4.3. 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 all bids for grant funding.
- 4.4. 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 the strategy for the award of individual grants and/ or the award of all individual grants whether to secure or contribute to securing crime reduction in London or for other purposes

5. GDPR and Data Privacy

- 5.1. 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.
- 5.2. The MPS has confirmed that the project does not use personally identifiable data of members of the public, so there are no GDPR issues to be considered

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 has assured that this funding will support an initiative that is aimed at helping every officer within MO19 (Specialist Firearms Command) including those with special characteristics.

7. Background/supporting papers

- Appendix 1 MPS Report Police Care UK Grant

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: N/A

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 – No

ORIGINATING OFFICER DECLARATION

Tick to confirm statement (✓)

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 not applicable.

✓

GDPR/Data Privacy

GDPR compliance issues are covered in the body of the report

✓

Director/Head of Service:

The interim Chief Finance Officer 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



Date 2/12/2020



MOPAC

MAYOR OF LONDON
OFFICE FOR POLICING AND CRIME

POLICE CARE UK GRANT

MOPAC Investment Advisory & Monitoring meeting Report by Assistant Commissioner Met Operations on behalf of the Chief of Corporate Services

Part 1 – This section of the report will be published by MOPAC. It is classified as OFFICIAL – PUBLIC

EXECUTIVE SUMMARY

Context

The Met Direction 2018 – 2025 sets out the key areas to focus on internally, in order to support long-term operational priorities. The instruction to ensure our people are well-supported is clear, and to develop internal capabilities under the banner of “Care for each other, work as a team, and be an attractive place to work”.

The MPS Health and Wellbeing Strategy 2019 – 2021 in turn informs on the priorities and activities to improve the physical and mental health of those who work in the Met. Research shows that due to the complex and unpredictable nature of their work, public sector changes and types of incidents they deal with each day emergency workers are more at risk from mental ill health.

The MPS Strategy emphasises a case for change, citing Dame Carol Black’s report, “Working for a healthier tomorrow”, which advocates the good business sense for investing in better psychological and social workplace wellbeing. The evidence base within the strategy highlights rising sickness absence. Psychological disorders and musculo-skeletal issues are the main reasons for long term sickness, so improving physical fitness and mental health are likely to help reduce time lost to sickness.

The Met Direction promotes internal health and wellbeing, “Care for each other, work as a team, and be an attractive place to work”.

Police care UK funding for Op Milo

Op Milo is the MO19 Health and well-being plan. Op Milo promotes both physical and mental health within the department through a range of initiatives under the banner of “sustaining high performance”. Op Milo reflects the departments recognition of the significant physical & psychological challenges faced by officers operationally, and also post-incident.

Our approach is based on sustaining the high performance of our officers and we have identified five pillars that help us to do this:

- Injury avoidance & rehabilitation
- Performance under pressure
- Mental wellbeing
- Nutrition
- Physical preparation and conditioning

MO19 submitted a bid to Police Care UK for their 'one in four' funding bid to support wellbeing initiatives. The bid was successful and we were granted £136,444 which will allow us to provide enhanced support throughout the whole department, from new recruits on ARV courses, to operational ARV officers and CTSFOs. We would like to accept this offer from Police Care UK, and we submit this report to outline how we propose to use the funding.

Approval is required for MO19 to receive the money offered by Police Care UK so that we can run these initiatives to support our officers.

Recommendations

The Deputy Mayor for Policing and Crime, via the Investment Advisory and Monitoring meeting (IAM), is asked to:

- 1. Approve the acceptance of a 3-year grant totalling £136,144 from Police Care UK to fund mental health and wellbeing initiatives for the officers within the Specialist Firearms Command.**
- 2. To approve the award of a grant of £44,000 to a PHD Researcher to conduct research into Post Traumatic Embitterment Disorder.**

Time sensitivity

A decision is required from the Deputy Mayor by 18th December 2020. The Charity funding grant was agreed in January 2020 for MO19 to commence the programme of activities. The initial plan was to begin the projects in April 2020, however due to the Corona Virus we were not in a position to receive the funding or begin the work. It was agreed with Police Care UK that we would delay the funding and the projects until we were in a position to start work on them.

In addition we have had to ensure that the work we propose to do does not conflict in any way with MPS policy or existing Optima services.

If receipt of the funding is approved then we would like to be in a position to start by Jan 2021. This delay will not affect the success of the projects and there will be no financial implications.

Non-confidential facts and advice to the Deputy Mayor for Policing and Crime

Introduction and background

1. Police Care UK is a charity for serving and veteran police officers and staff, volunteers, and their families who have suffered any physical or psychological harm as a result of policing. They are independent of the police service, and are funded entirely by donations and fundraising. Since the 1960s, Police Care UK (formally known as the Police Dependants' Trust (PDT)) has provided financial support to police officers and their families in the event of that officer being killed or seriously incapacitated while on duty. It was set up in December 1966 following the murder of three police officers by armed criminals. They are an established charity, well known to the MPS, and an appropriate body to receive funding from.
2. The purpose of the Police Care UK "OneInFour" Grants is to improve the mental health and wellbeing of all police officers and staff across the UK. The grant offers police forces the resources to design new and innovative projects, aimed to support the wellbeing of police officers and other frontline staff. This is congruent with the MPS Health and Well-being strategy.
3. MO19, the MPS's *Specialist Firearms Command*, is responsible for responding to spontaneous and planned firearms operations in London. This involves responding to incidents in the capital and dealing with some of the most dangerous individuals. MO19 has responsibility for the command and control of firearms operations as well as the training of all firearms officers across the armed commands.
4. Firearms officers are trained at significant cost. When an officer is unable to carry out their role due to injury, this impacts on the Command financially and on their colleagues, who have to cover the shifts on overtime. The Command's 'Sustaining High Performance' initiative aims to assist officers in avoiding injury (physical or mental) by helping them maintain their fitness levels as well as training them to manage psychological health. The initiative promotes a healthier officer who will have a better understanding of the impacts of nutrition, sleep, finances and fitness on their well-being. These elements are aimed at reducing sickness and injury in support of the MPS model of health and well-being, "Management of ill health" and "health promotion".

Issues for consideration

5. Governance: This work and progress will be monitored through the MO19 People Strategy Board and overseen by the MO Health and safety and well-being meetings, to ensure alignment and compliance with internal stakeholders. This paper has been reviewed by OH experts.

Contributes to the MOPAC Police & Crime Plan 2017-2021¹

6. The Mayor of London stated in the MOPAC Police & Crime Plan 2017-2012 that 'The safety of all Londoners was his first priority'. Officers from MO19 play a vital role in protecting London from some of the most violent criminals. Ensuring the wellbeing and mental health of these officers will enable them to effectively continue to protect London.

Financial, Commercial and Procurement Comments

7. The wellbeing and mental health initiatives will be financed predominantly from the money secured from Police Care UK, but may be supplemented by MO19 if necessary. We have been offered £136,444 over a 3 year period. Each of the projects outlined will be managed to ensure they remain within their budget. MO19 are aware that any overspend will have to be covered by their existing budget. Should Police Care UK be unable to fulfil their agreed financial contribution, each of the projects can be stopped with no long-term financial implications for MO19.

The money will go towards supporting the following projects:

Kit and Equipment to support the injury prevention; physical training instruction (PTI)

Clinics are currently in place to provide injury prevention exercise plans and rehabilitative exercise plans in order to prevent the removal of officers from operational duties through injury. MO19 are looking to invest more in these clinics, finding a way to run them more frequently and with the right equipment.

The physical nature of the role, the weight of the kit and the tactics deployed means that regularly officers sustain injuries. These can be chronic, long term, "wear and tear" or minor. Quick and easy access to a PTI that can provide rehabilitative exercise plans and advice enables early intervention to prevent officers from developing a more serious injury that could remove them from operational duties. The PTI will also assist in preparing recruits for the physical aspects of the role, and maintaining physical fitness within the department through fitness sessions and coaching.

Purchase associated kit and equipment to set up and support the work: £18,000

Mental Health First Aid (MHFA)

MHFA is a training course that enables you to detect and identify different types of mental illnesses in your colleagues. It also signposts help and advice. This is important for all supervisors and instructors who manage firearms officers on a daily basis. The funding will enable MO19 to pay to train 2 instructors a year who will then be able to deliver this training to officers across the command. This programme roll out and associated learning will be shared with retained Occupational Health and Wellbeing to support inform an aligned corporate pilot.

¹ [Police and crime plan: a safer city for all Londoners | London City Hall](#)

3 year cost = £24,000

Well-being Seminars

Deliver valuable inputs on several subjects that can impact on mental health and wellbeing. For example, stress management, nutrition and regeneration, financial education. The money secured will pay for regular seminars to be delivered to all officers across the command on training days and at continuation and recruit training; this will include sign posting to MPS support.

3 year cost = £26,000

Research into Post Traumatic Embitterment Disorder (PTED)

The Police Care Grant requires an element of research that will benefit police colleagues on a wider basis than the recipient of the money. Research at Liverpool University into a form of post-traumatic stress focussed on “embitterment” has raised interesting and relevant questions for firearms officers.

The research suggests that, officers in the Post Incident Procedure (PIP) process might suffer PTED. “Embitterment” can be generated by a strong perceived sense of injustice, with anger and blame focused on the perpetrators of the injustice, and a determination to seek redress. It is distinct from depression but can be characterised by a sense of hopelessness.

Firearms officers volunteer to carry firearms as part of their duties in the full knowledge that they may be subject to an investigation if they discharge their weapons. The post incident process (PIP) and subsequent investigation by the IOPC can cause high levels of stress and anxiety. This research will help us identify how we can help officers through the post incident process with the right, targeted support.

3 year cost = £44,000

Information dissemination

It is our plan to collate health and well-being advice and information in an ‘Officer Handbook’ that we can distribute to all officers within the department and all new recruits, so they can carry the guidance with them throughout their career and use it as required. We are also producing a video for recruit training to improve upon and update the current input on all firearms training.

3 year cost = £9,000

Op Milo: Leadership development

Part of the Op Milo will be to train a range of team leaders around ‘Sustaining high performance’. The aim will be for each team to have an Op Milo leader.

These officers will:

- Receive training in recognition of positive mental health, managing and dealing with trauma via Blue Light Champion and Mental Health First Aid at work.
- Be points of contact for all supervisors for guidance on managing operational debriefs and support sign posting.

- Feedback via H&S & Well-being meetings to inform other aligned corporate programmes.
- Facilitate MO19 familiarisation sessions between Optima and OH partners
- Give direction/signposting to officers

3 year cost for additional training - £24,000

Legal Comments

7. DLS consider that it is lawful to enter into this grant agreement, and for MOPAC to support the PhD research by means of a grant agreement. In relation to the receipt of grant monies, under Section 93 of the Police Act 1996, MOPAC may “may, in connection with the discharge of any of its functions, accept gifts of money, and gifts or loans of other property, on such terms as appear to [MOPAC] to be appropriate”. In relation to the onward grant to support PhD research concerning the welfare of officers, MOPAC’s general powers are set out in the Police Reform and Social Responsibility Act 2011 (the 2011 Act). Section 3 (6) of the 2011 Act provides that MOPAC must “secure the maintenance of the metropolitan police service and secure that the metropolitan police service is efficient and effective.” Under Schedule 3, paragraph 7 (1) MOPAC has incidental powers to “do anything which is calculated to facilitate, or is conducive or incidental to, the exercise of the functions of the Office.” Paragraph 7 (2) (a) provides that this includes entering into contracts and other agreements. We consider that these powers are sufficiently broad to permit the support of research into mental health conditions that afflict front line officers.
8. Paragraph 4.8 of MOPAC’s Scheme of Delegation and Consent requires the approval of the Deputy Mayor for Policing and Crime to approve the receipt of the grant and award of the grant for PhD research. The content of the grant agreement for the receipt of funds from Police Care has been reviewed, although there are some provisions in the grant which could result in the repayment of the grant (Clause 13 within the Deed contains an indemnity) it accords with normal commercial practice. The MPS would only be liable for the same amount as received from Police Care UK (£136,444).

Equality Comments

9. This funding will support an initiative that is aimed at helping every officer within MO19. It is the aim of Op Milo to ensure all officers would benefit, thus demonstrating that MO19 is an inclusive command that recognises that staff are the most important asset. The MPS places a huge amount of responsibility on a firearms officer and it is vitally important that they are supported. Op Milo supports new officers and those responding daily to some of the most high profile and dangerous incidents in London. It will help officers who are looking to develop themselves on highly stressful courses, and support officers who are facing investigation following a weapon discharge. This demonstrates that this initiative includes *all* officers that need it within MO19, including those with special characteristics.

Privacy Comments

10. The funding for this initiative has come from Police Care UK. There is a requirement that feedback is provided to them on the effectiveness of the money invested. The Command will monitor and record who benefits from the initiatives that are set up. The Op Milo panel will collate this information however the details of any officer will be private. Whilst it will be known how many officers benefit and how they have benefited, no personal details will be made public.
11. 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 in order to safeguard the rights and freedoms of individuals.
12. 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.
13. The Information Assurance and Information Rights units within MPS will be consulted at all stages to ensure the project meets its compliance requirements.
14. The project does not use personally identifiable data of members of the public, so there are no GDPR issues to be considered.

Real Estate Implications

15. There are no real estate issues relating to either the recommendations or content of this report.

Environmental Implications

16. There will be no environmental implications as a result of this project.

Background/supporting papers

17. None.

Report authors: Inspector Matthew Fox MO19 - 07393760908 & Supt Louise Puddefoot MO19 – 07947 275165

Part 2 – This section refers to the details of the Part 2 business case which is NOT SUITABLE for MOPAC Publication.

There is no part of this report that is unsuitable for MOPAC publication.