

## REQUEST FOR DMPC DECISION – PCD 435

**Title:** Police Now

### Executive Summary:

The additional funding made available by the Mayor enables an increase in the number of Police Now officers that we take into the MPS during the financial year 19/20 from 50 to 98. Authority is requested to increase the total contract value for Police Now by the maximum amount possible through regulations.

Police Now provide a high calibre of graduates, a broad diversity and potential talent pool for the organisation. Many of our officers have gone on to undertake TDC roles as part of the Detective Impact programme for alumni and continue to problem solve within those roles.

### Recommendation:

The Deputy Mayor for Policing and Crime is recommended to:

- Approve an increase in the number of Police Now officers in 2019/20 from 50 to 98 as a result of changes in the workforce plan following growth in officer numbers.
- Approve an increase for contract spend in Year 2 of the Police Now Contract to £1.12m. This represents an increase of £560,900 against the forecast and will result in an overall contract spend value with Police Now increasing from £1.12m to £1.68m.

### 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** *Stephen Hender*

**Date** 30/07/18

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

### **Decision required – supporting report**

#### **1. Introduction and background**

- 1.1. 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.
- 1.2. 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 MOPAC evaluation of Police Now indicated that the Scheme attracts people who are proactive, enthusiastic and possess a more positive attitude towards serving the public when compared to their peers.
- 1.3. The two-year Police Now offer provides graduates the opportunity to undertake industry placements during their second year and on completion of the programme, either to 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.
- 1.4. Police Now provide a high calibre of graduates, a broad diversity and potential talent pool for the organisation. Many of our officers have gone on to undertake Temporary Detective Constable roles as part of the Detective Impact programme for alumni and continue to problem solve within those roles.
- 1.5. If we are to engender a transformational cultural change within the MPS at the pace we aspire to; we need to invest in every avenue of recruitment that delivers the diversity in participants to help us to move forward with this change. Police Now has consistently delivered high levels of diversity of circa 50% female and circa 30% BAME candidates through their recruitment processes

#### **2. Issues for consideration**

- 2.1. This additional investment in Police Now will deliver at pace an additional 98 high calibre officers, who will be placed directly into Designated Ward Officer (DWO) posts in wards of significant deprivation within neighbourhoods
- 2.2. The project based activity that Police Now officers undertake has shown to have increased public confidence within those wards and their innovative problem solving has resolved some long-term challenges within their neighbourhoods and are shared as best practice with colleagues.

#### **3. Financial Comments**

- 3.1. The proposal is fully funded within existing revenue budgets. The proposal seeks an uplift within an existing contract, signed in July 2017 with Police Now.
- 3.2. There is further detail on the financial and commercial considerations in the Part Two of this report.

#### **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. Police Now programme is the only graduate-entry recruitment programme of its type and that the key outcomes the programme provides is unique on the marketplace. Police Now is the only organisation that can legally provide the Police Now programme.
- 4.3. The use of Police Now will change following the introduction of the Police Education Qualification Framework towards the end of 2019/20.

#### **5. Equality Comments**

- 5.1. At the time of writing, the 2018 intake consists of 60 confirmed offers, 32 (53%) female; 17 (28%) BAME. Police Now is expected to deliver above its targeted number of 50 new MPS officers for 2018.
- 5.2. As this is a request to increase the value of an existing contract this work does not change any aspects relating to equality or diversity.

#### **6. Background/supporting papers**

- 6.1. Report

**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

It is recommended that the information in the Part 2 form not be published since if a request for this information was made under the FOIA, it is likely that it would be exempt from disclosure under the following sections for the FOIA:  
Commercial Interest Section 43

Date at which Part 2 will cease to be confidential or when confidentiality should be reviewed:  
Completion of the contract.

**ORIGINATING OFFICER DECLARATION**

	<i>Tick to confirm statement (✓)</i>
<b>Head of Unit:</b> The Chief Finance Officer has reviewed the request and is satisfied it is correct and consistent with the MOPAC's plans and priorities.	✓
<b>Legal Advice:</b> The MPS legal team has been consulted on the proposal.	✓
<b>Financial Advice:</b> The Strategic Finance and Resource Management Team has been consulted on this proposal.	✓
<b>Equalities Advice:</b> Equality and diversity issues are covered in the body of the report.	✓

**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

26/07/18



# MOPAC

MAYOR OF LONDON  
OFFICE FOR POLICING AND CRIME

## Police Now – Increase Value of Current Contract for 2019 MOPAC Investment Advisory Board 26 July 2018

Report by Robin Wilkinson on behalf of the Deputy Commissioner

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

### EXECUTIVE SUMMARY

- Following the growth in officer numbers we wish to increase the number of Police Now officers that we take into the MPS during the financial year 19/20 from 50 to 98. This will require additional funding which will be funded by the £5m from the Mayor to assist recruitment. Authority will also be required from the DMPC for increasing the total contract value for Police Now.

### Recommendations

1. The Deputy Mayor for Policing and Crime, via the Investment Advisory Board (IAB), is asked to: Approve an increase in the number of Police Now officers in 19/20 from 50 to 98 as of changes in the workforce plan following growth in officer numbers.
2. Agree that the increase in spend will be met from the £5m additional budget from the Mayor to assist recruitment.
3. Recommend to the DMPC an increase for contract spend in Year 2 of the Police Now Contract. This represents an increase against the forecast and will result in an overall contract spend value with Police Now increase.

### Time sensitivity

4. Approval is required from the Deputy Mayor by 9 August 2018 (in line with the IAB decision timeline), to authorise the increase in contract value,

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

#### Issues for consideration

#### Introduction and background

5. 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.

6. 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 caliber of graduate. The ongoing MOPAC evaluation of Police Now indicates that the Scheme attracts people who are proactive, enthusiastic and possess a more positive attitude towards serving the public when compared to their peers.
7. The two-year Police Now offer provides graduates the opportunity to undertake industry placements during their second year and on completion of the programme, either to 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.
8. Police Now provide a high caliber of graduates, a broad diversity and potential talent pool for the organisation. Many of our officers have gone on to undertake TDC roles as part of the Detective Impact programme for alumni and continue to problem solve within those roles.
9. If we are to engender a transformational cultural change within the MPS at the pace we aspire to; we need to invest in every avenue of recruitment that delivers the diversity in participants to help us to move forward with this change. Police Now has consistently delivered high levels of diversity of circa 50% female and circa 30% BaME candidates through their recruitment processes

Police Force	Current offers	Female	Female %	BAME	BAME %	BAME Female	BAME Female %
MPS	60	32	53%	17	28%	4	7%

Table 1 PN Cohort 4 2018 offers made as at June 2018

10. The key benefits of the Police Now programme are:
  - o Continued participation in a programme that, based on both internal and independent evaluation, is beginning to demonstrate a significant positive impact on crime and confidence in London's most challenging neighbourhoods, especially vulnerable groups.
  - o Access to a previously untapped pool of exceptional graduates, who would not have considered a career in policing, but for Police Now and who, according to independent evaluation, have higher levels of job satisfaction and motivation, are more open to using and contributing to the evidence base of what works in policing, and have a significantly more positive view of serving the public than comparison officer groups.
  - o Use of an award-winning graduate attraction and assessment process and marketing brand that moves candidates from application to offer 6 to 8 weeks.
  - o Gold standard training and leadership development described by the Head of Curriculum and Qualifications at the College of Policing as the "best planned and designed police training course I have seen in a decade"
  - o Alignment for the programme with the Mayor of London's 2017 -2021 Policing and Crime Plan and the National Workforce Futures Programme

- A talent pipeline aligned to MPS priorities including the uplift in neighbourhood officers and pressing need to increase detective numbers.
  - Participation in a national graduate entry route into policing alongside 24 other police forces in England and Wales.
11. This additional Investment in Police Now will deliver at pace an additional 98 high caliber officers, who will be placed directly into Designated Ward Officer (DWO) posts in wards of significant deprivation within neighbourhoods.
12. The project based activity that Police Now officers undertake has shown to have increased public confidence within those wards and their innovative problem solving has resolved some long term challenges within their neighbourhoods and are shared as best practice with colleagues.
13. Police Now graduates have contributed to 28% of the successful MPS candidates for 2018 in the National Fast Track PC to Inspectors assessment centre assuring and diversifying the Mets Talent Pipeline for Leadership roles for the future.
14. Due to the graduate recruitment season, commencing on the 9th August 2018 it is essential that this contract is finalized in advance of or very soon after this date.

#### **Contributes to the MOPAC Police & Crime Plan 2017-2021**

15. Police Now's mission is in line with the Mayoral Commitments as set out in the MOPAC Police and Crime Plan 2017-21 to transform communities, reduce crime and increase the public's confidence in policing. This is achieved by recruiting and developing a diverse group of individuals to be leaders in society and on policing front line.
16. Police Now's two year leadership programme trains outstanding graduates to become Police Officers and transform communities

#### **Financial, Commercial and Procurement Comments**

17. Detail on cost and funding release amounts are detailed in part 2.

#### **Legal Comments**

18. DLS is instructed that the Police Now programme is the only graduate-entry recruitment programme of its type and that the key outcomes the programme provides is unique on the marketplace. DLS is further instructed that 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 its exclusive ownership of the intellectual property rights in the programme materials. On the basis of these instructions, it appears the risk of a procurement challenge to the proposed modification arising from an alternative provider is nil.
19. On the basis of the report and discussions with the client, DLS are content with the recommendations to proceed.
20. Further detail on legal advice is detailed in part 2

### **Equality Comments**

21. At the time of writing, the 2018 intake consists of 60 confirmed offers, 32(53%) female; 17 (28%) BaME; 4 (7%) BaME female. 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 number and Police Now is expected to deliver above its targeted number of 50 new MPS officers for 2018.
22. As this is a request to increase the value of an existing contract this work does not change any aspects relating to equality or diversity.

### **Privacy Comments**

23. The Police Now contract covers the requirement to handle personal information in line with data protection requirements.

### **Real Estate Implications**

24. No impact anticipated to the Estate in relation to this paper.

### **Environmental Implications**

25. No impact anticipated for environmental concerns in relation to this paper.

### **Background/supporting papers**

26. No supporting papers.

### **Safety and Health Risk Management Implications**

27. No impact anticipated for Safety Health and Risk Management implications in relation to this paper