

Joanne McCartney AM, Chair of the Police and Crime Committee

London Assembly
City Hall
The Queen's Walk
London, SE1 2AA

Chief Constable Alex Marshall
CEO
College of Policing

(via email)

22 March 2015

Dear Mr Marshall

Proposals for a new Policing Education Qualifications Framework (PEQF)

The London Assembly Police and Crime Committee welcomes the opportunity to respond to College of Policing consultation on the introduction of a Policing Education Qualifications Framework (PEQF) in England and Wales. As we are approaching the end of the Mayoral term, and have no meetings remaining as the pre-election period starts next week, the Committee is not in a position to examine this in any detail. We would however like to highlight our recent work around diversity in the Met, so that it may be helpful in your considerations.

Putting diversity at the heart of the Met's organisational structure is vital to create a police force that Londoners trust, recognise, respect and have full confidence in. The Met has made some progress in recruiting a more diverse workforce that reflects the city it serves. But as the population of London becomes ever more diverse, the challenge for the Met to reflect this becomes even greater.

We are concerned that the introduction of a PEQF might impact upon the efforts of the Met and other forces to improve their diversity. This is in respect of both hard to reach communities the Met already struggles to recruit from—such as BAME groups—and from socio-economic groups that have traditionally viewed policing as a natural route for employment.

The consultation document notes that participation in higher education is rising amongst BAME applicants. However, in our 2014 report '[The diversity of the Met's frontline](#)', we found that the Met still struggles to boost numbers of BAME candidates through its university graduate scheme, because of competition from students from Russell Group universities, which are ranked highly in academic terms, but are less ethnically diverse.

The consultation document also notes that participation in higher education of those from disadvantaged backgrounds is increasing. However, we remain concerned about the financial burden

a PEQF would place on individuals from disadvantaged communities, as well as people from other backgrounds. We looked at the Certificate of Knowledge in Policing (CKP) and heard concerns about the cost of the certificate preventing some candidates from joining the Met. We also heard that the idea of a loan to fund the CKP was not attractive to some individuals because of issues around applying for it and clarity around repaying, especially when transferring roles.

The College of Policing says that it will ensure that adequate options are provided to prevent any negative impact on the diversity of entrants to policing. Further information to demonstrate how a PEQF would, as a minimum, protect the diversity of the Met and other forces, if not help to improve it, would be beneficial.

Yours sincerely

A handwritten signature in black ink, appearing to read 'J. McCartney', with a large, sweeping flourish at the end.

Joanne McCartney AM
Chair of the Police and Crime Committee