

REQUEST FOR DMPC DECISION – PCD 2016 64

Title: Dinwoodie Bequest

Executive Summary:

A former police inspector of the Metropolitan Police Service (MPS), Mr Gordon Dinwoodie has bequeathed £50,000 for the Commissioner to use in the manner of his choosing. MPS recommend acceptance of the legacy and to invest it in a bursary for existing and former Volunteer Police Cadets (VPC) to undertake formal education prior to becoming a police officer.

Recommendation:

That the Deputy Mayor for Policing and Crime (DMPC) approve the acceptance of a legacy of £50,000 from a former MPS police inspector, and to use the funds to support existing or former Volunteer Police Cadets (VPC) individuals wishing to have a career in policing who cannot afford the Certificate in Knowledge of Policing.

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

Sybil Henderson

Date

03/10/2016

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

Decision required – supporting report

1. Introduction and background

- 1.1. A former police Inspector with the Metropolitan Police Service, Mr. Gordon Dinwoodie has bequeathed £50,000 for the Commissioner to use in manner of his choosing for the benefit of the Metropolitan Police.
- 1.2. The Mayor's Office for Policing and Crime (MOPAC) may, in connection with the discharge of any of its functions or of the police force maintained by it, accept gifts.
- 1.3. The Commissioner and Management Board considered a number of options and now recommend to the DMPC to accept this legacy and invest it in a bursary scheme for existing and former Volunteer Police Cadets who wish to undertake formal education pursuant to becoming a police officer.

2. Issues for consideration

- 2.1. The MPS consulted on 4 options for the funding
 - i. To support officer welfare and rehabilitation or improve the chances of ill health recovery and return to work.
 - ii. Bursary for individuals wanting a career in policing who cannot afford to fund the Certificate in Knowledge of Policing.
 - iii. To support the 'Commissioners Commitments' to staff. Annually the Commissioners makes a number of commitments with the aim to address practical issues and make it easier for officers and staff to do their jobs
 - iv. To invest in new or expand Volunteer Police Cadet Units.
- 2.2. Following consultation, a fifth (recommended) option was developed. The MPS believes this aligns with the reason behind the legacy i.e. the financial support provided to Mr Dinwoodie to study law at University College London.

3. Financial Comments

- 3.1. As a gift of income, there are no negative financial implications for the preferred option 5.
- 3.2. The total fund of £50k would be available for bursaries as the administrative costs would be absorbed by the MPS.

4. Legal Comments

- 4.1. The MOPAC, as the local policing body, under section 93(1) of the Police Act 1996 "may, in connection with the discharge of any of its functions, accept gifts of money, and gifts of loans or other property, on such terms as appear to the body to be appropriate".
- 4.2. The MOPAC Scheme of Delegation requires all sponsorship arrangements, whether inward or outwards which have a value of £50k or more to be approved by the DMPC (paragraph 4.8), and, for inward MPS donations and sponsorship, for values below £50k that the Director of Commercial and Finance's approval is required (paragraph 7.7).

5. Equality Comments

5.1. There is no equality and diversity implication to the organisation accepting a legacy from an individual where there is no condition attached to the bequest.

5.2. The recommended option does provide a unique chance to allow for further engagement with young people and offer a positive opportunity to a number of disadvantaged young people over the next few years

6. Background/supporting papers

6.1. Appendix 1

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

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:

	<i>Tick to confirm statement (✓)</i>
Head of Unit: The Head of Strategic Finance and Resource Management 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 Strategic Finance and Resource Management Team has been consulted on this proposal.	✓
Equalities Advice: Equalities and diversity issues are addressed in the body of the report.	✓

OFFICER APPROVAL**Acting Chief Executive**

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 *3/10/2016*

DINWOODIE BEQUEST

Report by Director of Commercial & Finance on behalf of the Commissioner

EXECUTIVE SUMMARY

The late Mr Gordon Dinwoodie, a former police Inspector with the Metropolitan Police Service, has bequeathed £50,000 for the Commissioner to use in manner of his choosing for the benefit of the Metropolitan Police.

The Mayor's Office for Policing and Crime (MOPAC) may, in connection with the discharge of any of its functions or of the police force maintained by it, accept gifts.

The Commissioner and Management Board considered a number of options and now recommend to the DMPC to accept this legacy and invest it in a bursary scheme for existing and former Volunteer Police Cadets who wish to undertake formal education pursuant to becoming a police officer.

A. RECOMMENDATIONS - That

1. **The Deputy Mayor for Policing and Crime, in accordance with MOPAC's Scheme of Delegation and Consent, accepts the bequest to enable a bursary scheme to be created for existing and former Volunteer Police Cadets to undertake formal education pursuant to becoming a police officer, currently the Certificate in Knowledge of Policing.**

B. SUPPORTING INFORMATION

1. In January 2016, solicitors acting on behalf of the estate of the Late Mr Gordon Dinwoodie advised the Commissioner that in his will Mr Dinwoodie had bequeathed a legacy of £50,000 to be applied *in such a manner as [the Commissioner in his] absolute discretion shall determine for the benefit of the Metropolitan Police Force. The legacy was bequeathed in some small recompense for the benefits derived by [Mr Dinwoodie] from his former service in the Force.*
2. Subsequent correspondence was received confirming that Mr Dinwoodie was an Inspector within the Metropolitan Police and during that service had been awarded a scholarship to read law at University College London. This ultimately led to a change of career to become a solicitor.
3. Mr Dinwoodie died following a long period of illness. The overall suggestion was that a "Dinwoodie Fund" is created using the money and used in one of a number of ways.
4. Four options were put out for consultation with the relevant stakeholders:
Option 1
5. Create a fund to support officer welfare and rehabilitation to enable or improve the chances of ill health recovery and return to work. A new fund could be created, administered by the MPS, or the legacy could be given to one of (or shared amongst) the three existing funds: the Metropolitan Police Benevolent Fund, the Metropolitan Police Staff Welfare Fund or the Commissioner's Fund.
6. There will be a cost to holding and administering the fund for officer welfare and rehabilitation applications, should it be decided to create a separate fund. There will be no additional cost if the legacy is given to the existing funds as they already exist and have processes in place.

Option 2

7. Create a fund to provide a bursary to individuals wanting a career in the police service, but who cannot afford to fund the Certificate in Knowledge of Policing. Such a scheme would be new and would require the development of an application, review and award process. This bursary may enable individuals to begin a career previously unattainable to them.
8. The cost of CKP is between £750 and £1,000 per individual; so could support in excess of 50 individuals wishing to have a career as a police officer in London. The MPS already runs a loan scheme, so it would not be too resource intensive to develop the process to review applications and choose which individuals do not have to pay the funding back - i.e. be awarded a bursary. The cost of that may even be offset by not having to process the repayment of the loan following the recruitment of that individual.

Option 3

9. Create a fund to support the Commissioner's Commitments to staff. Each year, based on feedback at internal events, briefings and forums the Commissioner makes a number of commitments with the aim to address practical issues and make it easier for officers and staff to do their jobs. In a similar manner to staff suggestion schemes, the fund could reward individuals for having their suggestion chosen or similar to the Problem Orientated Partnerships awards the money could be spent on delivering a solution for a specific suggestion in the locality where the suggestions author works. This would benefit individual workers or teams and provide a boost to moral.
10. The cost of investing in any of the Commissioner's Commitment will be dependent on that commitment.

Option 4

11. Create a fund to invest in new or expanding Volunteer Police Cadet Units. There is an existing expansion strategy for VPC and the national Volunteer Police Cadet charity, through Devon and Cornwall Constabulary distribute funding for start-up units. The legacy could be used to start new units where external funding is not available. This would benefit youth engagement and diversion activities across London and provide a continued source of potential police recruits for the Special Constabulary or regular service.
12. The existing grants from the national Volunteer Police Cadet charity for start-up unit range from £2,500 to £4,000 per unit.
13. The administration of the funds for welfare support, the provision of loans for CKP and the distribution of external funding for new VPC units are existing processes, so would not cause onerous activity to implement. The creation of a bursary for CKP will need some development to ensure that applicants can be adequately means tested. The awarding of cash awards to individuals for suggestions for the Commissioner's Commitments would need little administration.

Option 5

14. Following the consultation of the previous 4 options, the creation of a 5th option became a logical progression which is to create the Dinwoodie Bursary for existing and former Volunteer Police Cadets who wish to undertake the Certificate in Knowledge of Policing or a future variation of that formal pre-recruitment qualification. This would allow young people who have already committed to be part of the policing family through their joining the VPC but do not have to financial ability to take the next step of their policing journey.
15. The specific words of Mr Dinwoodie would indicate that his bequest was made because of the financial investment that the Metropolitan Police made in him, that enabled him to secure education and then a career that provided well for him; therefore, this recommendation aligns well.

16. The Commissioner and Management Board considered the options and recommend to the DMPC to accept this legacy and invest it in a bursary scheme for existing and former Volunteer Police Cadets who wish to undertake formal education pursuant to becoming a police officer.
17. Following DMPC approval, Territorial Policing and Finance will create an application and awarding process. The awarding process will be in line with existing charitable and grant giving processes undertaken by the various charitable funds administered by the MPS.
18. Territorial Policing will then promote the Dinwoodie Bursary to existing young people within the VPC and use the existence of the bursary to further the existing young engagement activities. This will further enhance the attractiveness of the VPC to young people who wish to secure a career in the police.

C. OTHER ORGANISATIONAL & COMMUNITY IMPLICATIONS

Equality and Diversity Impact

1. There is no equality and diversity implication to the organisation accepting a legacy from an individual where there is no condition attached to the bequest.
2. There will be specific equality and diversity implications on the usage of the awarding of a grant for pre-recruitment training for existing and former cadets, so the process will be scrutinised by the relevant Diversity Advisor before the launch of the Dinwoodie Bursary but will mirror the grant giving processes of our existing welfare funds.
3. The recommended option does provide a unique chance to allow for further engagement with young people and offer a positive opportunity to a number of disadvantaged young people over the next few years

Financial Implications

1. As a gift of income, there are no negative financial implications for the preferred option 5. The usage of the gift should either be used to enhance existing activities or fund a new activity entirely. The recommended option can be delivered in line with existing CKP loan processes and welfare fund decision making processes, so the cost of administering the Dinwoodie Bursary can easily be absorbed in existing resourced procedures, meaning the full £50,000 can go towards the bursaries granted.

Value Statement

1. The recommended option would enable in excess of 50 young people to take the next step in their policing career and enable the MPS to promote the VPC as a career enhancing choice for young people and add another positive engagement opportunity to our existing activities.

Legal Implications

1. The MOPAC, as the local policing body, under section 93(1) of the Police Act 1996 "may, in connection with the discharge of any of its functions, accept gifts of money, and gifts of loans or other property, on such terms as appear to the body to be appropriate".
2. The MOPAC Scheme of Delegation requires all sponsorship arrangements, whether inward or outwards which have a value of £50k or more to be approved by the DMPC (paragraph 4.8), and, for inward MPS donations and sponsorship, for values below £50k that the Director of Commercial and Finance's approval is required (paragraph 7.7).
3. The MOPAC Financial Regulations provides all gifts, loans of property and sponsorship must comply with conditions approved by the MOPAC and such arrangements must not exceed a maximum equivalent value of 1% of the MOPAC annual revenue budget (section 14.8).

Consultation undertaken

- | | | |
|---------------------|---|----------------------------|
| 1. Finance Services | - | Welfare Fund |
| People Services | - | CKP Bursary |
| TP | - | VPC |
| CPO | - | Commissioner's Commitments |

Risk (including Health and Safety) Implications

1. There is very little risk to accepting the legacy and if the fund is invested in the recommended option, it will have the necessary processes aligned with the existing welfare fund decision making process and will be developed with the relevant departments.

Environmental Implications

1. There are no known environmental issues associated with the content of this report.

Background papers: