



OFFICIAL - SENSITIVE

National Oversight Group Minutes

5th Meeting – Wednesday 24th June 2015, 10.30am at Riverside House Southwark.

Attendees:

Name	Role
Alex Marshall (Chair)	College of Policing
Ben Bowling	Dickson Poon School of Law
	A representative of NCA (by phone)
John Dilworth	CPS (phone)
Joe McGuigan	HMRC
Sue Mountstevens	APCC
David Tucker	College of Policing
Oliver Cattermole	College of Policing
Lisa Garland	College of Policing (presenting on selection processes)
Frankie Flood	National Undercover Working Group
Apologies:	
Rob Beckley	College of Policing
Dr Chris Nathan	Warwick Interdisciplinary Ethics Research Group - represented
A psychologist	
DCC Jon Boutcher	Chair, National Undercover Working Group
CC Mick Creedon	Chair, Serious and Organised Crime portfolio, NPCC

1. Welcome & Introductions (Alex Marshall)

1.1. Alex Marshall welcomed all attendees. Introductions were made

2. Apologies noted

3. Previous minutes

3.1. The minutes of 29th April 2015 were accepted as accurate and approved for publication on the College website.

4. Actions

- 4.1. Minutes to be amended to show Ben Bowling's presentation and Sophie Khan's apology – complete
- 4.2. CC Creedon to consider making the NCND document available to the Panel ahead of publication – the document is jointly owned by a number of organisations (not including the College) and is not fully complete yet. Mr Creedon is keen to make the document public because it contains open source material and can help to inform the debate on the subject. David Tucker will continue to liaise with Mr Creedon so that the document is shared as soon as that is possible. The Panel members were clear that they should be able to scrutinise papers and policies before they are made public. Without earlier involvement, they may be seen as merely endorsing rather than influencing content.
- 4.3. David Tucker to circulate copies of Op Herne 1 and links to the other reports – all reports circulated to members.
- 4.4. Terms of reference for the group to be published on College website – complete
- 4.5. Oliver Cattermole to revise the code of conduct and circulate a new version before the next meeting – agenda
- 4.6. David Tucker to look into which documents – APP and accreditation framework -can be made public – public facing APP circulated ahead of the meeting and comment invited from members. Accreditation framework is not yet finalised but will be circulated with redactions if necessary.
- 4.7. Members to suggest individuals and organisations to David Tucker as potential members. He will make contact with them – Sophie Khan invited organisations and individuals to volunteer for the panel, but none were forthcoming. Ben Bowling suggested that there needs to be an increase in tolerance of risk so that non-police voices can be heard. Agreed that Alex Marshall and David Tucker will give this more thought.

5. Presentation on Selection

- 5.1 Lisa Garland, an occupational psychologist at the College gave a presentation on the findings of the NPIA review of selection and training of undercover officers published in 2012.
- 5.2 She described the new processes for selecting undercover officers at the various levels.
- 5.3 There was a discussion about national/regional/local workforce planning. It was noted that all forces have a responsibility to contribute to the national capability, although the level of support given to any area of policing is for the chief constable and PCC to determine.

5.4 Members observed that there is a changing need for recruits to reflect the new policing challenges, such as CSE/A and terrorism.

5.5 Members were concerned about the potential impact of undercover activity on the private lives of officers involved. Undercover officers are volunteers and are subject to considerable management support and oversight to ensure their mental health is protected and their family lives are respected, as far as possible. The College is developing arrangements to ensure that all undercover officers get the right level of professional support.

5.6 The Code of Ethics forms an integral part of all stages of an undercover officer's career. Ethical standards are tested in the selection process and reinforced through training.

6. Code of conduct

6.1. A revised version of the code of conduct was presented.

6.2. Members were broadly content. There was a discussion about two aspects of the code.

6.3. Oliver Cattermole agreed to make changes and re-circulate with a view to adoption and publication before the next meeting.

7. Action Plan

7.1. David Tucker gave a short update on activity to implement the undercover action plan. All areas of the plan are progressing with significant progress in some areas such as; public facing APP for publication in July; selection processes; nine revised training products; accreditation.

8. Any other business

8.1. The NCA representative asked members to consider how the Panel could bring scrutiny to some of the very challenging areas of undercover work. The NCA and other law enforcement agencies are keen to be as open as possible and want external scrutiny of contentious areas but this needs to be done without compromising tactics or identities.

8.2. David Tucker agreed to give this some thought before the next meeting of the panel.

9. Next Meeting

1st September at 11am at Riverside House, Southwark Bridge Road, SE1 9HA.



National Undercover Oversight Group – Action Log

Date / Item	Action	Owner	Status
29/4/15 3.1	Minutes to be amended to show Ben Bowling's presentation and Sophie Khan's apology	David Tucker	Complete
29/4/15	CC Creedon to consider making the NCND document available to the Panel ahead of publication	CC Creedon	Complete
29/4/15	David Tucker to circulate copies of Op Herne 1 and links to the other reports	David Tucker	Complete
29/4/15	Terms of reference for the group to be published on College website.	David Tucker	Complete
29/4/15	Oliver Cattermole to revise the code of conduct and circulate a new version before the next meeting	Oliver Cattermole	Complete
29/4/15	David Tucker to look into which documents – APP and accreditation framework -can be made public.	David Tucker	Complete
29/4/15	Members to suggest individuals and organisations to David Tucker as potential members. He will make contact with them	All panel members	Complete
24/6/15	Alex Marshall and David Tucker to reconsider whether there are organisations that could join the panel.	Alex Marshall and David Tucker	
24/6/15	Oliver Cattermole to amend Code of Conduct and recirculate	Oliver Cattermole	
24/6/15	David Tucker to consider how the Panel can consider some of the most demanding and contentious issues of undercover policing	David Tucker	