Independent Scrutiny and Oversight Board Terms of Reference

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Contents

1. Document Control

1.1 Document Location

This document is stored in the following location:

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1.2 Revision History

This document has been through the following revisions:

Version No.	Revision Date	Updated By	Version Change
0.2	1/8/21	Abimbola Johnson	First review
0.3	1/9/21	Liz Unwin	Amended following feedback/consultation (limited)
0.4	1/12/21	Liz Unwin	Updated statutory body information, Chair of ISOB feedback included
1.0	9/3/22	Liz Unwin	Updated following feedback from CoP
2.0	9/3/22	Liz Unwin	Final TOR document ready for agreement by Programme Board
3.0	1/5/22	Liz Unwin	Updated with names of ISOB members, new programme director's name and new branding of the programme

1.3 Authorisation

This document requires the following reviews/approvals:

Reviewer	Name	Signature	Date
Staff Officer to Programme Lead	C/Insp Tina Nicholson	TN	2/8/21
College of Policing	Rachel Tuffin	RT	18/10/21 and 9/3/22
Authorisation	**Name**	**Signature**	**Date**
Chair of ISOB	Abimbola Johnson	AB	4/3/22
Programme SRO	Sir Dave Thompson	DT	16/3/22
Co-Chair of Programme Board	Andy Marsh, College CEO	AM	9/3/22
Programme Lead	DAC Amanda Pearson	AP	10/3/22
Programme Board Ratification	Minutes of 16/3/22 refer	PB	16/3/22

2. Background

Black people continue to experience disproportionate negative outcomes across the criminal justice system. Black people and other people of colour within policing have concerns about inclusivity and are treated differently to white colleagues in misconduct procedures. There are lower levels of confidence in the police among some Black people.

These disparities persist despite the strengths of British society including strong community and civic participation, and the fact that policing is more inclusive, more diverse and more reflective of our communities than they have ever been. Although some work has been done to address racism, discrimination and bias where it has been found in policing, it still has a long way to go.

Inequality is not solely a policing issue, but policing is in a unique position to both embed and influence change. As such, the National Police Chiefs' Council and the College of Policing have committed to develop a Plan of Action to build more inclusive organisations and to address negative disparities in the experiences of Black people working in, or interacting with, policing.

The new 'Independent Scrutiny and Oversight Board' is key to that vision.

3. Board Core Membership

Board Position	Name
Chair of ISOB	Abimbola Johnson
Members x 6	Katrina Ffrench Nick Glynne Colin Douglas Ram Jashi Rachel Grant

4. Purpose of Board

To provide overview and external scrutiny of the Police Plan of Action on Inclusion and Race ("the Plan"), including review of its impact on service delivery and outcomes for the public.

Specifically, the ISOB will:

- Act as a critical friend, with an active and independent voice, highlighting issues of concern around the Plan.
- Hold the Co-Chairs of the Programme Board to account in relation to the development, implementation and review of the Plan
- Establish, with the Programme Board, a shared baseline from which progress can be measured.
- Give guidance and recommendations to the Programme Board and its Co-Chairs, police forces and NPCC Coordination Committees relating to activities and progress against the Plan.
- Be able to request data and information through the central team. This will be in agreement with the Programme Board.
- Have the authority and independence to engage with stakeholders

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internally and externally who can offer feedback on the content and delivery of the Plan.

- Be able to observe meetings of any of the groups involved in the Action Plan's implementation structure, including those of the Programme Board and Central Team.

5. Responsibilities of the Board

- To represent the interests of Black communities in all of its functions
- To work transparently in order to be accountable both to the general public and to other interested Action Plan groups
- To hold the programme leadership to account for delivery of outcomes and benefits
- To assess initiatives contained within the I&R Plan against a set of principles to ensure: authenticity; legitimacy; usability; realism; effectiveness; and trust and confidence within Black communities
- To report regularly on the responsibilities of the ISOB
- To sign off on Plan targets and consistently to provide the programme with a view on its predicted outcomes and benefits
- To establish and manage a reference forum which will provide support and advice with implementation and review of the Plan
- To engage appropriately with I&R communications and events including providing regular joint communications/briefings from the Chair of ISOB and Programme SRO
- To engage with programme team members and the governance under which they operate to provide advice and guidance
- To scrutinise progress reports from the programme board (which will be provided to the ISOB at a time and via a method agreed between programme manager and Chair of ISOB)

6. Process for engaging with the programme

Meetings with key personnel

The ISOB Chair will understandably require transparent access to the programme, its deliverables, documentation and processes. To support this there will be regular engagement and progress meetings facilitated to allow effective flow of information.

The key personnel with whom the ISOB chair will engage are:

Role	Name	Meeting Frequency & Style
Senior Responsible Owner	Sir Dave Thompson, Chief Constable of West Mids Police	Bi –Monthly (see below)
Co-chair of the Programme Board	Andy Marsh, CEO, College of Policing	Bi-Monthly (jointly with SRO, see above)
Programme Lead	DCC Tyron Joyce, West Yorkshire Police	Monthly
Programme Manager	Liz Unwin, NPCC	Weekly

In addition to this, the ISOB Chair will have access to support from the programme team in the form of a secretariat role to support board meetings, and a project officer (to provide assistance to the ISOB Chair in setting up board processes, programme reporting, etc)

The ISOB will be required to report on board business discussed and any associated outcomes and will also receive progress updates from the programme (board). This will be facilitated via the use of standardised templates, as agreed to meet the needs of both boards, the chair's requirements and the leadership of the programme.

7.   The Policing commitment to ISOB:

Independence
Policing needs the help of independent experts to fulfil its ambitions on inclusion and race for communities, officers and staff. We recognise that only a credible, independent Board can build the confidence and capability that this programme needs to succeed. The Chair will be supported by a budget to support their independent communications and stakeholder engagement.

Access to data
The Programme Board is committed to establishing a shared baseline with the ISOB from which progress can be measured. The Board and ISOB will agree an evaluation, data and information framework from which both will work to enable evidenced assessments of progress and areas requiring further focus.

Clear metrics
Once agreed with the Chair, the Plan will set clearly defined measures by which progress can be assessed and achieved, and change communicated to the police and the public.

Transparency
The membership, work and reports of the ISOB will be made public in a way which enables those outside of the Programme to follow it and assess progress.

Clarity on roles and responsibilities
Defined roles and responsibilities across the Programme will enable effective working and avoid duplication.

Sustainability and resource
Police leaders recognise that meaningful change in this priority area requires sustained focus and resource. The service has committed to a creating a three-year programme with clear metrics by which success can be measured. The ISOB Chair will have a budget to access independent communications support. It will also have access to data and analysis, as outlined above. ISOB members will be encouraged and supported to work alongside and learn from a range of centres of excellence in fulfilling their important role.

8.   Statutory Body Engagement

The National Police Chief Council (NPCC) and College of Policing (CoP) jointly own the programme. The ISOB is formed and funded at the request of both bodies. The NPCC is formed under a S22 collaboration agreement between forces and is led by the NPCC Chief Constable Martin Hewitt. He is accountable to the Chief Constables that make up NPCC with an oversight audit committee and an independent Audit. The College Chief Executive, Andy Marsh, is accountable to his board. They are both independent of the Home Office.

The Association of Police and Crime Commissioners is the national body for PCCs. It does not have an oversight function for the NPCC.

The HMICFRS and IOPC have specific statutory roles, but these are not related to the oversight of the NPCC, College of Policing, or the APCC. They are concerned with police forces.

Locally, police forces are accountable to Police and Crime Commissioners or Mayors.

The Home Secretary has statutory powers of direction on aspects of policing under S40 of the Police Act 1996 (amended).

The ISOB can seek to raise concerns about the programme with the NPCC Chair and then Chief Constables' Council or the College Chief Executive and Chair.

HMICFRS and IOPCC sit as programme board members. They have an active interest in the views of the ISOB but the ISOB as a body could not trigger an investigation, unless a matter of misconduct was alleged, or instigate and inspection.

The ISOB Chair (or any other Board members) can write as individuals to the Home Office to seek direction under S40. These directions would normally be proceeded by advice from HMICFRS or the College of Policing.

9.   Frequency and Record of ISOB Meetings

- Every two months (dates to be agreed).
- Board meetings are to be held in person utilising teleconferencing where appropriate.
- Board meetings will be minuted with attendance monitored.
- A log of the actions and decisions will be kept by the secretariat

10.   Standing Agenda Items (to be agreed with Chair)

- Introductions and Apologies
- Review of previous minutes & actions
- Programme Progress Report
- Documents for Approval/Review/Discussion (when necessary)
- AOB