

Cityforum 2020 policing series of virtual events

A programme of podcasts, webclaves and conclaves arranged by Cityforum with guidance from senior police chiefs, Home Office, College of Policing, PCCs, industry and academia

Developing the workforce, culture and capabilities for the future in a post Covid-19 environment - people, tech & resources

Working Agenda

Principal Thought Leadership Partner



While it is still too early to understand the full lessons from the pandemic and the implications for policing and of the policing response, it is already clear that the need for everyone to establish radical new ways of working will have far reaching consequences. This series of podcasts and webclaves provides an opportunity to discuss and reflect on the implications and challenges around what has already changed, where there is a need to rethink how we operate and what opportunities may exist to do things differently in the future.

The project will include three podcasts (30-50 minutes each) and two private, interactive webclave discussions (c. 2 hours, including a 20 minute break). The podcasts will be recorded, edited and then distributed across our networks. The webclaves will follow the format of our private conclave discussions, with short contributions from several panellists followed by comments from a chair who will proceed to moderate an extended interactive discussion with a select group of decision makers and influencers. An unattributed summary note will be produced for circulation to participants and a wider distribution list is to be agreed.

This series will be followed in the autumn by a Digital Policing series that is currently under development.

Mid July 2020 (recording date 31.07.2020 11:00) - COMPLETED

Podcast One : Changing leadership requirements in uncertain times – what has Covid-19 taught us?

- *Reflections on senior leadership in a period of crisis and uncertainty*
- *What is expected of senior leaders and what do they expect from their teams?*
- *How do we need to rethink the workforce to meet future challenges and take advantage of future opportunities?*
- *Leadership and workforce capability required in a digital world*

Opened by

Mr Matt Jukes *Chief Constable* South Wales Police

Followed by a discussion with

Mr Stefan Stern *Visiting Professor* City University Business School; *Co-author 'Myths of Management'*; *former Director* The High Pay Centre

Ms Jude Diggins *Deputy Director of Nursing, Policy & Practice* RCN

Discussion to be moderated by **Mr David Shaw** *Associate* Cityforum.

Followed by reflections and conclusions from **Ms Christine Elliott** *Interim Chair* College of Policing

Recording date Tuesday 25 August 12.30 - COMPLETED

Podcast Two : **Rethinking policing in the light of Covid-19: What do we mean by the new normal? What impact will this have on policing and crime? How should we prepare ourselves?**

- *Policing vulnerable people and reducing hidden crime – how can we do better?*
- *How can we improve relationships between the police and minority communities?*
- *What needs to be done about the criminal justice system?*
- *When Covid meets austerity – what may be the impacts on the police ability to serve?*

Mr Martin Hewitt *Chair NPCC*

Ms Karyn McCluskey *Chief Executive Community Justice Scotland*

Mr David Finlay *Associate Cityforum, formerly a Director at the NAO PFI, Member of the regional board for NHS Cambridgeshire & Peterborough CCG*

Discussion to be chaired by **Mr Gavin Thomas** *Associate Cityforum and former President Police Superintendents Association*

Followed by reflections and conclusions from **Mr Philip Baulch** *Director of Technology & Innovation - Public & Corporate Sectors BT*

WEBCLAVES **Policing in the age of Covid-19: Building the right capabilities and skills for the future.**

16 September 2020 – Early evening event - COMPLETED

Webclave One: **What are the needs and requirements of policing in a post Covid-19 age? What has changed?**

- *Evaluating the impacts of Covid-19 on the delivery of policing in 2020*
- *What qualities and skills are we now looking for?*
- *What are the digital and other capability gaps that we need to map and plug?*
- *Have we the right diversity of talent, skills and quality in leadership at all levels?*
- *Have we the right balance between physical policing and a digital service?*

Opened and chaired by **Mr David Shaw** *Associate Cityforum*

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The experience of the last 6 months – lesson learnt

Mr Gavin Stephens *Chief Constable Surrey Police*

The major concerns of a Chief and planning for successful policing in a difficult period

Mr Paul Griffiths *President PSA (Police Superintendents Association)*

What should the workforce look like over the next 20-30 years

Ms Christine Elliott *Interim Chair College of Policing*

People, leadership, diversity and inclusion

Comment from **Bishop Peter Selby** *Associate Cityforum, former Bishop of Worcester & to HM Prisons & President National Council for Independent Monitoring Boards on public attitudes to policing and relationships with communities*

Reflections and conclusions from **Mr Martin Leven** *CTIO Public Safety & Justice BT*

13 October 2020 – Early evening event

Webclave Two: **Successful policing after Covid-19 - workforce capabilities and culture**

- *Strengthening the interface between people and technology*
- *What are the expectations of the next generation in policing?*
- *Recruitment, training, retention and well-being in a new virtual world*
- *Sustaining professional capability in a hybrid world of physical and digital policing*
- *Making the most of the 20,000 uplift*

Chaired and opened by Mr Giles York *Recently Chief Constable Sussex Police* **Confirmed**

Ms Nicola Price *Director of People & Organisation Development West Midlands Police* **Confirmed**

Ms Jo Noakes *Director of Workforce Development College of Policing* **Confirmed**

Ms Rachel Coldicutt *Former Director Doteveryone* **Confirmed**

Ms Olivia Dixon *PC Hertfordshire Constabulary (Police Now - the view of a younger officer)* **Confirmed**

Reflections and conclusions by Mr Mike Cunningham *CEO College of Policing* **Confirmed** and from BT Cisco **Confirmed**