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## Cityforum 2020 policing series of virtual events

A programme of podcasts and webclaves 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 – people, tech & resources

- **Rethinking policing in the light of Covid-19: How might the new world impact crime and policing?**
  - **What are the implications, challenges and learning for workforce, capabilities and culture?**
  - **Changing leadership requirements**
  - **Building the right capabilities and skills for the future**
  - **Delivering the 20,000 uplift in the age of Covid-19 – ensuring a legacy beyond 3 years**
- Programme Themes**
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This project will include three podcasts (30-50 minutes each) and two private, interactive webclave discussions. 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. The whole proceedings will take place strictly under the Chatham House Rule and last 90 minutes, including a 15 minute break. An unattributed summary note will be produced for circulation to participants and a wider distribution list to be discussed and agreed.

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The programme below is a draft working programme for consideration and comment initially by our advisers, associates and industry sponsors. Our intention is to ensure each 'event' is of benefit to all involved. Themes, bullet points, contributors and running order may alter as we incorporate comments and suggestions, which we look forward to discussing with you.

Mid June 2020 (provisional)

- Opening Podcast:** **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?**
- *To what extent has Covid-19 altered the 'predictability' and delivery context of policing?*
  - *How and in what ways have priorities changed?*
  - *With a reduction in some crime types, yet increasing concern around 'hidden' crimes, is the time ripe to refocus on the main Peelian principle of prevention?*
  - *What has this crisis done to change the public sense of community and what will be the impact on decision makers?*

Late June 2020 (provisional)

- Second Podcast:** **Changing leadership requirements in uncertain times – what has Covid-19 taught us?**
- *Charting a course through uncharted waters as 'virtual' leaders*
  - *Building resilience throughout organisations – people and wellbeing*
  - *Risk-based decision making & empowerment of others – balancing 'judgement' with 'data'*
  - *Inspiring responsible innovation and an emotionally aware culture of betterment*

Early July 2020 (provisional)

- Webclave One:** **Post Covid-19: What are the implications, challenges and learning for workforce, capabilities and culture?**
- *Workplace expectations of the next generation – what are they looking for?*
  - *Recruitment, training and retention and wellbeing in a new 'virtual' world*
  - *What might a 'hybrid' future of work look like for policing?*
  - *Rethinking professional development - developing a 'future fit' continual learning organisation in a virtualised world*
  - *Understanding the interface between people and technology*

Mid July 2020 (provisional)

**Webclave Two: Building the the right capabilities and skills for the future in a post Covid world: In delivering the 20,000 uplift in the age of Covid-19 – how do we ensure a successful legacy beyond three years?**

- *Getting the ‘narrative right’ – do we know the qualities and skills we are looking for?*
- *Mapping and plugging the capability gaps – where do they exist beyond digital?*
- *Ensuring the right diversity of talent, skills and quality of leaders at all levels*
- *How do we build bridges between ‘physical’ policing and the digital service?*
- *Working differently – partnering with industry / academia / using reserves, volunteers, specials – what can be delivered from outside?*
- *Could volunteering, including the involvement of the technically skilled, make a substantial change in the way we do policing?*

Late July 2020 (provisional)

**Third Podcast: Changing crime types – what do we need to be concerned about after Covid-19?**

- *Will Covid-19 have a long lasting impact on types of crime? Will, for example, the fraud risk from home working remain a major headache for citizens, companies and the police? What may we expect in hidden violent crimes after the Covid-19 spike?*
- *Will Covid-19 encourage new forms of criminality, particularly those emanating from overseas?*
- *Is there a risk that organised crime could establish itself more seriously in the light of the stresses the crisis will have exacerbated for the under funded local authorities?*
- *Will the police service be allowed by politicians and public opinion to close down investigations of so many offences including many that are serious?*
- *Will many criminals continue to see their ‘chosen calling’ as risk free in terms of prosecution and punishment?*
- *Will the sense of community that is palpable in the Covid-19 crisis continue to be a factor of social life when and if the ‘new normal’ society comes into being after the crisis abates?*
- *How could technology empower the police, in an ethical, fair and proportionate way that respects privacy, to solve more crimes, including the more complex ones that now feature more prominently? Could technology similarly assist with the prevention agenda?*

To be involved in this programme as a sponsor, a participant or a speaker, please contact Susannah Shaw at [sshaw@cityforum.co.uk](mailto:sshaw@cityforum.co.uk) for further information.