



## OUR PEOPLE

### DEVELOPMENT



- Delivered a programme of bespoke CPD events for supers with the College of Policing
- Influenced the College of Policing leadership strategy to define bespoke training & development needs for the superintending ranks

### WELLBEING



- Played an active role on the Police Covenant Governance Board
- Gave evidence in Parliament for the PCSC Bill on the Police Covenant, successfully campaigning for British Transport Police and Civil Nuclear Constabulary to be included within its remit
- Joined with the Police Federation in the launch of a campaign calling for the creation of a new medal to honour police officers who have lost their lives in the line of duty
- Further developed the PSA's peer support programme, with more than 70 members now trained
- Commissioned work to look at how members can be supported as they exit the service upon retirement

### ENGAGEMENT



- Attended meetings of association branches
- Held new member briefing sessions to update on the role and work of the association
- Delivered major consultation programmes via the pay survey, Work and Wellbeing survey and through work to secure evidence in support of the pensions judicial review
- Consulted with members on experiences of misogyny and sexism in policing via an online survey and through online 'listening circles'

### PAY & REWARD



- Withdrew from the PRRB process following continued concerns over the transparency, fairness and independence of the process
- Completed the annual pay Survey with the Superintendents Association of Northern Ireland, securing a 68% response rate
- Continued to challenge NPCC and government over the unfairness created by annual allowance
- Launched a judicial review over the impact of pensions changes which found that the government's consultation on the schemes was unlawful and breached its public sector equality duty
- Lobbied for changes to the Public Service Pensions and Judicial Offices Bill, with 19 amendments put forward in both houses and formal engagement with Lords and MPs
- Launched employment tribunals on behalf of members who have been disproportionately impacted by the changes to police pensions as a result of caring responsibilities



## OUR POLICE

### FUNDING



- Supported the Police Uplift Programme
- Lobbied for a proportionate amount of supers to lead the generational recruitment drive alongside operational demand
- Lobbied for a responsible 'targeting regime', with recommendations made to the home secretary, referencing former PSA President Irene Curtis' report on police targets

### DEMAND MANAGEMENT



- Carried out consultation and engagement with members to obtain a clear picture of demand
- Used data from member engagement to support and inform national work around demand management

### VALUING DIFFERENCE



- Launched the Future Supers Programme, supporting more than 300 officers and staff from under-represented groups with their career development, with over 150 members acting as volunteer coaches
- Carried out a cross-organisational coaching and mentoring programme with the British Army with 30 senior police officers / staff and 30 senior army personnel participating
- Hosted a quarterly 'valuing difference dial-in' bringing together leads from network groups

### TECHNOLOGY



- Encouraged and embraced the digital working influenced by the Covid pandemic
- Pushed for flexible working arrangements, enabled via technology to influence inclusive workplace cultures
- Presented on the 'future workforce' at the House of Lords
- Migrated all PSA operating systems to Microsoft 365 and embedded a new database to manage member data

### STAKEHOLDER ENGAGEMENT



- Represented members in key forums around police reform and policy development, holding key roles and relationships within the College of Policing to support its strategic and policy approach
- Regular participation in the National Policing Board, chaired by the home secretary
- Delivered the 2021 conference, attended by senior policing stakeholders, more than 200 members and national media

# PSA IMPACT 2021-2022



**Police  
Superintendents'  
Association**



## OUR PEOPLE

### AT RISK



- Supported members through the Panel of Friends
- Provided support to members 'at risk' and those involved in pro-active employment cases
- Raised concerns over the strategic intent, policies and processes of the Independent Office for Police Complaints via formal routes including through the Home Affairs Select Committee, via the Home Office and within staff association meetings
- Undertaken an extensive tender process to secure best value for our Legal Protection Insurance, appointing a specialist broker to lower costs
- Represented members in the Police Advisory Board, the Discipline Sub Committee of the Police Advisory Board, the College of Policing's review of the Code of Ethics and key NPCC committees



## OUR POLICE

### POLICING REFORM



- Gave evidence in Parliament and submitted written evidence on out of court disposals and cautioning
- Played an instrumental role in the fundamental review of the College of Policing
- Submitted feedback as part of the formal 'Call for Evidence' from the Police Foundation Strategic Review
- Provided evidence, data and input to inform the national Police Uplift Programme
- Successfully influenced changes to the HMICFRS PEEL inspection framework to include an assessment of force leadership infrastructure
- Supported work around organisational learning and recovery linked to Covid-19, supporting knowledge sharing events and opportunities for members



## OUR PUBLIC



We are helping create safe and secure communities by supporting and developing the senior operational leaders of the Police Service

**[www.policesupers.com](http://www.policesupers.com)**

