

POLICE UNIFORM WORKING GROUP
SPECIFICATION DEVELOPMENT SUB GROUP
MEETING NO 02/2009
MINUTES OF MEETING HELD ON 30th April 2009
AT POLICE FEDERATION HEADQUATERS, LEATHERHEAD

1 PRESENT

T Venus	West Midlands Police (Chair)
V Hislop	ACPO Representative
E Hopper	Durham Constabulary, North East Region
A Nason	Metropolitan Police
P Davis	Police Federation
A Gilson	Kent Police
L Owsley	BAWP
S Lampard	Surrey Police, BAWP
M Childs	Northamptonshire Police, East Midlands Region
S Jose	Devon and Cornwall Constabulary, South West Region
L Littlehales	West Midlands Police (Secretary)

2 APOLOGIES

A Street	Merseyside Police, North West Region
C Mottershaw	West Yorkshire Police, North East Region
K Lee	Northamptonshire Police, East Midlands Region
J Nesbitt	Police Federation
J Copper	Police Federation
K Futter	Metropolitan Police

3 MINUTES OF THE PREVIOUS MEETING – 19 JANUARY 2009

The minutes of the previous meeting held on 19th of January 2009 were approved.

4 MATTERS ARISING**4.1 Item 4.2 - Existing Specification**

T Venus took possession of all responses received from forces following S Lampard's written request for details of national uniform specification used.

It was agreed that T Venus would correlate this information to provide a summary of the results at the next meeting.

T Venus

4.2 Item 7.1 – Metropolitan Uniform Review

A Nason provided an update on the Metropolitan Police uniform review. She advised that concept uniform had been shown to the Metropolitan Police Management Board.

The trousers had received positive feedback although the height of the waistband is still an issue in respect of officers comfort and image. The shirts require more work to the collar to accommodate a tie. There is the possibility of replacing the pullover with the fleece option and approval is currently being sought to wear the fleece as an overt garment. However

there were some concerns due to a decision being made to steer away from a casual image, and more work may be required to accommodate the armour underneath this garment. There are also concerns regarding the image of the shirt which incorporates wicking panels.

A Nason advised that after further work these garments will be presented to the Management Board later in the year. She will provide an update at a future meeting.

A Nason

5 NATIONAL UNIFORM PROJECT GROUP UPDATE

V Hislop confirmed that ACPO have consulted on drafts to update the principles agreed on various forces using different specifications of uniform.

It was reported that a single national style uniform was no longer achievable. The introduction of a national uniform based on a menu of standardised dress is supported with forces having the option to select any combination of items. The three forms of standardised dress would be:

- Traditional tunic and trousers/skirt with shirt and tie/cravat.
- Existing national uniform with white or black shirt and traditional headdress.
- Modernised uniform with combat trousers, black shirt and baseball cap.

The testing of currency of fitness for purpose of the three forms of standardised dress will be undertaken by this Group.

P Davis suggested that the NPIA Genesis system could be a good forum to communicate the work of the Group and to extract various information. There will be a reliance on regional representatives to consult and coordinate developments with individual forces.

L Owsley expressed concern regarding the lack of cohesion and that forces are pursuing uniform developments independently. S Lampard suggested that regional groups consist of procurement staff and operational members.

V Hislop suggested that he write to Chief Constables to promote awareness of the group and seek increased membership. L Owsley requested that a letter be forwarded to all Heads of Procurement to inform them of the role of the Group and to ensure that individual forces support the work of the Group.

V Hislop

6 FEMALE OFFICERS UNIFORM

A Gilson has reviewed uniform for Kent Police and has concluded that the uniform is not considered to be fit for purpose for female officers. A report is to be presented to the Chief Constable an article published in the current issue of the BAWP 'Grapevine' newsletter.

Kent Police have identified that Gender legislation requires a uniform specifically designed for male and female roles. The option of a unisex uniform is no longer appropriate and Kent Police will not issue male style uniform to female officers. T Venus pointed out that some female specifications may not yet be available in the market place, in particular for specialist roles. A Gilson has confirmed that suppliers are seeking to

accommodate as much as possible.

The feedback from the research undertaken within Kent Police highlighted trousers and jackets as the main issue. A Gilson advised that responses established that the version 5 female style trousers are considered an improvement.

Kent Police are due to evaluate tender responses for black wicking patrol shirts and new style jackets are now available from their existing contract arrangement.

E Hopper explained that the problem arises in finding a suitable fit to accommodate various body shapes. T Venus suggested that the solution to this would be to agree one pattern but the design to include features to improve comfort.

All to note

7 PROTECTIVE VESTS

The minutes of the ACPO Body Armour Sub Group had previously been circulated. Reference to the requirement to standardise on amour cover designs and that high visibility covers do not meet the requirements of EN 471 Level 3 was noted. P Davis enquired whether the NPIA can assist with this.

T Venus advised that previous HOSDB research into high visibility garments had not been finalised and suggested that the HOSDB should be represented on the Group. V Hislop suggested that health and safety representation is also required.

A Gilson explained there had been queries regarding the sizing of body armour following maternity leave. It was agreed this is a force issue which should result in personal sizing for officers returning from maternity leave.

All to note

8 PCSO UNIFORM

V Hislop enquired if forces had adopted the principles for PCSO's uniform as detailed in the NPIA review document or was further action required.

S Lampard said that Surrey Police are seeking to build the principles in to their current specifications. A Nason advised that the Metropolitan Police need to conduct further research.

T Venus requested that representatives raise this matter within their regions highlighting the requirement for the blue cap/hat bands.

Regional
Representatives

9 FORCE OR REGION INIATIVES

E Hopper advised that the North East Region are awaiting national developments. A trial of the Northumbria style trouser was being considered.

V Hislop advised that a directive regarding uniform appearance had been circulated to all Bedfordshire officers. A paper had been forwarded to all Eastern Region Chief Constables who have agreed not to pursue a single style uniform as it is not considered to be cost effective. The region are awaiting national developments.

T Venus confirmed that West Midlands Police Public Order coveralls

ITEM

ACTION

contract had been awarded. Body armour for Motorcyclists was currently being considered, with a prototype being well received. Some developments are to be made then the garment will be trialled by male and female officers. The results of this may have an impact on other motorcycle items.

M Childs advised that a regional consortium contract for headdress items is being progressed.

S Lampard advised that they are reviewing operational uniform including cargo trousers.

10 MARKETING THE WORK OF THE SUB GROUP

This item was discussed at 5.1

11 ANY OTHER BUSINESS

11.1 E Hopper advised that forces have been tasked to look at woollen hats and baseball caps. They currently supply these items but not as standard issue.

All to note

11.2 P Davis advised that the work of the Group will be mentioned at the eve of conference update for the forthcoming Federation Conference to raise awareness.

He also suggested a representative of the group be invited to a committee meeting at the same stage to explain the work of the Group. This could provide an opportunity for support from individual force federations and help increase communication.

All to note

12 DATE OF THE NEXT MEETING

To be confirmed.