

METROPOLITAN POLICE AUTHORITY

MEMBER ASSESSMENT AND INFORMATION / TRAINING NEEDS ANALYSIS

Each member will meet annually with the MPA's Vice Chair and Chief Executive. This meeting will provide an opportunity to discuss any issues about your contribution to the MPA and about the performance of the MPA generally in achieving its objectives.

To ensure a consistent approach across the membership, certain aspects of the member role will be discussed with you, and you may want to prepare for the meeting by evaluating your performance or identifying issues you want to discuss in respect of the following:

1. Attendance and participation at meetings

- The extent to which you are able to prepare by reading papers in advance and identifying issues and concerns that you want to raise at the meeting
- Whether you are able to participate actively at meetings, feel able to challenge constructively and to reach collective decisions
- Your attendance record at those meetings of which you are a member

2. Strategy and Oversight

- Whether you have a good understanding of the MPS's organisational structure and strategic and operational issues
- Your contribution to the development of strategy and the business plan – do you have particular skills and/or experience that you can bring to this?
- Your contribution to the oversight of police performance

3. Other activities

- Other ways in which you have contributed to the work of the MPA outside of the formal committee structure
- Your attendance at outside bodies to which you have been appointed by the MPA and any issues connected with those bodies
- Carrying out the Borough Link Member role, including attendance at CDRP meetings, contact with the Borough Commander and ensuring a two-way flow of information between the borough and the MPA
- Contributing to the discharge of the MPA's equality and diversity responsibilities

4. MPA Performance

- To what extent do you think the MPA is achieving its objectives?
- Do you have any suggestions as to how the MPA could become more effective?
- Do you feel that you are getting the support you need from the MPA – if not in what way?

INFORMATION / TRAINING NEEDS ANALYSIS

Listed below are the skills or knowledge areas that are considered relevant to the member role (although some are specific to particular member roles, such as ACPO recruitment and discipline issues). If you feel that there are areas where you need to develop your understanding or skills, please tick the box. We will then discuss with you how best to do this, whether by the provision of information, a briefing or some form of training. Where a number of members identify the same issue it will help us to plan a briefing / training programme.

NAME -----

I would like information or training

Governance

- | | |
|---|-----|
| Setting strategies and priorities | [] |
| Scrutinising and challenging effectively | [] |
| Understanding statistics and technical data | [] |
| Principles of corporate governance | [] |
| Monitoring police performance | [] |
| Freedom of Information and Data Protection | [] |
| The MPA's health & safety responsibilities | [] |
| Risk management | [] |

Finance

- | | |
|---|-----|
| Police funding – general | [] |
| Setting and monitoring budgets and links to strategy and planning | [] |
| Efficiency/productivity | [] |
| Internal and External Audit responsibilities | [] |

HR Skills

- | | |
|---|-----|
| Recruitment and selection (required for those involved in ACPO officer recruitment) | [] |
| Performance review and setting objectives | [] |
| Understanding good management practice and monitoring its application | [] |

Equality and Diversity

- | | |
|--|-----|
| The MPA's and the MPS's legal responsibilities | [] |
| Identifying equality and diversity issues in | |

committee reports, proposals etc []
An understanding of equalities principles and practice []

Complaints and Conduct

An understanding of the requirements of the MPA's Member Code of Conduct, including the declaration of interests, gifts and hospitality []

An understanding of the processes for making complaints against police officers and the role of the IPCC []

Handling discipline cases []

Borough / Community Engagement

Understanding the makeup of your link borough []

Understanding neighbourhood policing []

Building a relationship with the Borough Commander []

Effective participation on the CDRP []

Working with other partners []

Engagement with the CPEG and local community groups []

Principles of effective community engagement []

Police authority responsibilities for Independent Custody Visiting []

The MPA/MPS Community Engagement Strategy []

Personal and technical skills

Chairing meetings []

Media handling []

Time management []

Assertiveness []

Public speaking []

ISIT: please identify particular requirements

Other – please specify:

MPS organisation and service delivery

Please give details of any parts of the MPS organisation or service delivery that you would like more information about. Individual briefings will be provided, or group briefing sessions if a number of members express an interest in the same topic.

Any other comments or requests?