

## INDEPENDENT ETHICS PANEL

Wednesday 11 March 2015, commenced at 6.30pm

SYP HQ, 5 Carbrook Hall Road, Sheffield, S9 2EH



PRESENT:           A Lockley (Chair)  
                      L Christon, Member  
                      M Ismail, Member  
                      M Lewis, Member  
                      A Macaskill, Member  
                      D Crompton, SYP  
                      S Hemsley, SYP  
                      S Mellors, SYP  
                      A Fletcher, SYP  
                      S Parkin, OPCC  
                      E Redfearn, OPCC  
                      J Renwick, OPCC

GUESTS:           Terry Mann, SYP

### WELCOME AND APOLOGIES

The Chair welcomed everyone to the March 2015 meeting of the Independent Ethics Panel.

CC Crompton attended the meeting and suggested that he and DCC Holt would alternate attendance at meetings depending on the items being discussed.

There were no apologies received.

### DECLARATIONS OF INTEREST

There were no declarations of interest declared.

#### 1     MINUTES

The minutes were accepted as an accurate record.

#### 2     MATTERS ARISING

The Panel gave consideration to the matters arising from the previous meeting, and noted the following specific actions:-

**Reference 3** – CC Crompton confirmed that a visit to a major incident room can be arranged. A Fletcher requested that Panel members email available dates to the OPCC and this would be arranged.

**Reference 8** – Ongoing.

**Reference 16** – Completed. S Hemsley confirmed that no further SYP focus groups were currently planned, but it was possible that focus groups would be considered as part of the embedding of the Code of Ethics.

**Reference 18** – Completed.

### 3 WORK PROGRAMME

Members discussed the work programme and expressed an interest in the community engagement work currently taking place between the OPCC and SYP. It was suggested that a representative attends a future meeting to give a presentation.

The Chair asked Panel Members to email him and the OPCC with any further comments/suggestions regarding the work programme.

#### **ACTIONS:**

- a) **Community Engagement to be added to the work programme – S Parkin**
- b) **Panel members to email the Chair/OPCC with any further comments regarding the work programme – Ethics Panel Members**

### 4 REFLECTION ON INDUCTION

Members discussed the induction day which took place on Monday 9 March 2015. The day was very informative. Members commented on the high standards of presentation and the impressiveness of the Atlas Court operation. While acknowledging that senior officers displayed a genuine sense of belief and ownership in the Force, members queried how this was to be spread through the lower ranks and civilian staff.

A discussion took place around the amount of good practice that had been highlighted and the Force's reluctance to promote this.

CC Crompton commented that there was always more which can be done to promote this internally, but externally, favourable media reporting was difficult to achieve.

M Lewis asked how, in view of the scale of the challenge, particularly in Rotherham, the Panel might enhance public perception of South Yorkshire Police.

S Hemsley apologised on-behalf of Barnsley District, as their Chief Inspector was unable to attend and extended an invitation to the Members to visit Barnsley District.

**ACTION: Visit to Barnsley District to be arranged – S Parkin and A Fletcher**

5 MEMBER/OFFICER PROTOCOL

The Chair requested that Members email the OPCC with any additions they may have regarding the Protocol.

A short discussion also took place around the security of communications passing between members and between members and the OPCC; the Chair suggested that a further discussion should take place outside the meeting.

**ACTIONS:**

- a) **Panel members to email the OPCC with any additions regarding the Members/Officer Protocol – Ethics Panel Members**
- b) **Measures concerning security of information should be discussed and implemented by the OPCC – S Parkin**

6 COMPLAINTS

A report was presented by T Mann which provided an overview of complaints received by the force covering the period January to December 2014. The following areas were included:

- Complaints/Conduct Overview
- Investigation Cases Upheld/Finalised
- Allegation Overview
- Top Three Allegations in force
- Allegations by District
- Local Resolution and Investigation Timelines
- Meetings/Hearings Held and Meeting Outcome, Hearing Outcome
- IPCC Appeals
- Appeals within Force
- IPCC Referrals and IPCC Investigations (from referrals)

T Mann informed Members that the report is produced as an internal briefing to inform the Force of the current complaints status. It is to be produced twice yearly from now on. Each district has a PSD Champion, who meet regularly and deal with district complaints. The report is a barometer of where the Force is in relation to complaints. Performance figures are also publicised on the IPCC website.

A discussion took place regarding the report's content, terminology and presentation. Panel Members were interested in early service recovery and in ways to improve the report, particularly by analysing complaints by gender, ethnicity and disability. Panel Members also felt it would be useful if the report included a summary at the beginning of the report with national statistics embedded to allow comparisons with other forces.

Following the discussion around ethnicity M Ismail also asked if information on the number of islamophobia hate crime incidents/crimes could be provided to the Panel.

It was agreed that a 'lessons learned' section would also be very useful within the report.

T Mann also highlighted that new legislation had recently been passed which states that staff facing internal disciplinary procedures are no longer allowed to resign before the hearing, without obtaining the permission of the Chief Constable.

**ACTIONS:**

**a) Complaints report by SYP were recommended to include the following:**

- **Reflective piece, summary within the report**
- **Information relating to complaints by gender, ethnicity and disability**
- **Lessons learnt section**
- **Explanation of 'other' category**
- **Comparison with other forces, perhaps MSF.**

**b) SYP to provide islamaphobia statistics to the Panel.**

7 SECONDARY BUSINESS INTERESTS, ASSOCIATIONS AND POLITICAL REPRESENTATIONS

A report of the Chief Constable which informed Members of procedures, policies, and data relating to secondary business interests, and restrictions on membership of associations and political activity, for police officers and staff was considered. T Mann informed the Panel that since the HMIC's Without Fear of Favour programme was launched in 2011 more focus has been placed on business interests of officers and staff. The force applies ACPO guidance in considering applications for business interests.

A short discussion followed regarding the business interests of staff, officers and senior officers. CC Crompton highlighted that higher up the ranks there are fewer secondary business interests.

No changes to the Policy were recommended.

8 CHILD SEXUAL EXPLOITATION

CC Crompton gave a presentation on Child Sexual Exploitation in South Yorkshire to Members of the Panel with an overview of:

- Background
- SYP's response since the Jay Report
- Force Position April - December 2014
- Demographics Victims & Offender – 18 Month Period

- Review of the Public Protection Unit (PPU)
- Multi-Agency Safeguarding Hubs/MASH – What is it?
- The Benefits of MASH

CC Crompton explained that child sexual exploitation is child abuse which represents the greatest risk to children. The Force is under constant public scrutiny, and inspections and independent inquiries have led to significant pressure on the Force.

A wider discussion took place around demographics of victims, offenders, complexities surrounding cases, the fear in coming forward to report child sexual exploitation, the policies of the CPS, resources for historic cases, and recruitment to Force roles.

CC Crompton explained that the definition of a historic case is 'more than one year since the event happened'.

L Christon was concerned about staff morale, health and wellbeing and questioned what support was available for staff at this very difficult time. CC Crompton stated that support was available for staff, and managers are aware of the support available which includes Occupational Health, Counselling and the Chaplaincy.

It was suggested that the views of the Ethics Panel would be sought as necessary by either the Chief Constable or Police and Crime Commissioner. Further discussion would be required as to how this would be facilitated out of meetings. E Redfearn commented that a provision to this effect could be embedded into the Panel Members protocol.

**ACTION: Member/Officer Protocol to include process for calling on Panel Members when issues arise outside of the scheduled meetings.**

## 9 COLLEGE OF POLICING ETHICS COMMITTEE - NOTES

Notes from the College of Policing Ethics Committee Event held on the 30 January 2015, were presented to Panel Members. Members agreed the notes were very useful.

A short discussion followed in relation to working with other Ethics Panels. E Redfearn stated that she thought regional/national groups would develop as Panels became more established.

## 10 MONITORING THE CODE OF ETHICS

S Hemsley had provided a report and gave a presentation on the Force project to embed the FIRST principles and the Code of Ethics which included:

- Objectives
- Themes

- Opportunity
- Reference Group
- Focus Groups
- Initial Findings
- Confidence and Pride
- Next Steps

The report provides an update on where South Yorkshire Police are currently. A project update will be delivered at subsequent meetings to demonstrate the progress which the force is making in relation to embedding the Code.

A wider discussion took place around focus groups, the nine principles of the Code, College of Policing perspective, ethical dilemmas, the Chief Constable's Pledge and the move to the next stage (implementation). Members were encouraging of this project, and suggested that the Force's work might be a model for other forces which found themselves in difficult circumstances.

**ACTION: S Hemsley to provide an update at next meeting.**

11 AOB

The Chair informed those present about the Sheffield Hallam University Conference on 25 March where the Police and Crime Commissioner and Professor Ann Macaskill were Speakers.

S Parkin gave Members a hand out on the New Local Policing Model adopted by South Yorkshire Police.

Members of the Panel expressed their thanks for the very informative Induction Programme.

Finally, the Chair thanked officers who had presented such informative reports.

12 DATE OF NEXT MEETING

2 July 2015, 5pm to be held at the Office of the Police and Crime Commissioner, 18 Regent Street, Barnsley.

CHAIR