

## INDEPENDENT ETHICS PANEL

12 January 2016, commencing at 1.30pm

South Yorkshire Police HQ, Carbrook Hall Road, Carbrook, S9 2EG

PRESENT:           A Lockley (Chair)  
                      L Christon, Member  
                      M Ismail, Member  
                      M Lewis, Member  
                      A Macaskill, Member  
                      D Copley, SYP  
                      T Mann, SYP  
                      A Billings, PCC  
                      S Mellors, SYP  
                      S Parkin, OPCC  
                      E Redfearn, OPCC  
                      ██████████  
                      A Fletcher, SYP

GUESTS:           A Billings, PCC

APOLGIES:        S Hemsley, SYP

### 1     WELCOME APOLOGIES

The Chair welcomed the Police and Crime Commissioner, Dr A Billings on his annual visit to the Panel, and DCC Copley to her first meeting of the Independent Ethics Panel. Introductions were made.

### 2     DECLARATIONS OF INTEREST

There were no declarations of interest.

### 3     MINUTES OF MEETING HELD ON 2 OCTOBER 2015

The minutes were accepted as an accurate record.

### 4     MATTERS ARISING / ACTION SCHEDULE

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

**Reference 25** – Information Security ongoing.

**Reference 27** – On Today's Agenda – Discharged.

**Reference 31** – Aiming towards March/April for a visit to Shepcote Lane Custody suite.

**Reference 33** – On Today's Agenda – Discharged.

**Reference 34** – Date to be agreed and planned in on Work Programme.

**Reference 39** – Ongoing a meeting date to be confirmed.

**Reference 40** – Ongoing, date to be agreed.

**Reference 41** – Ongoing, no future Amelix School Tours scheduled to date.

**Reference 42** – Completed.

**Reference 43** – Completed.

**Reference 44** – Report submitted to Home Office, no further updates.

**Reference 45** - Ongoing, no future Peer to Peer training scheduled to date.

5 WORK PROGRAMME

Members discussed the work programme schedule; there are no further items to add.

6 CHAIR'S REPORT

The Chair provided a verbal update on relations with other Panels. He had attended and addressed a meeting at the College of Policing in November, attended by the Ethics Leads from most Police Forces in the UK. The Northamptonshire Lead, Inspector I Khan, had requested that both he and the Chair of his force's independent panel attend and observe a South Yorkshire Independent Ethics Panel meeting. OPCC to provide details of future meetings to Inspector Khan.

A short discussion followed regarding the approach of the three other independent Ethics Panels, which have not been given the scrutiny role expected in South Yorkshire. DCC Copley briefly explained the approach of the Greater Manchester Panel.

The Chair also summarized his recent meeting with the chairs of the Greater Manchester and Metropolitan Panels. It had been agreed to exchange work programmes, and also to hold a joint training event for members of Independent Ethics Panels, during 2016, possibly at The College of Policing. The chair of the Metropolitan panel will take that forward.

**It was agreed:**

- a) **Office of the Police and Crime Commissioner to provide details of future meetings to Inspector Khan.**

7 IEP ONE YEAR ON - REVIEW

The Chair thanked Sally Parkin for preparation of the Independent Ethics Panel – One Year On report. The report provided an analysis of the work undertaken in its first year, aligned to its terms of reference.

The Commissioner thanked Panel members for their time, effort and energy given to shaping their work and said this had exceeded expectations.

A discussion followed regarding the term of office for Members and whether the Panel should be more strategic and/or operational. It was agreed that further work was needed around equality and diversity and on compliance standards for the OPCC.

E Redfearn highlighted that the Commissioner's office has not been successful in employing ethnic minorities or ensuring a gender balance.

M Lewis proposed that a column is added to the report to include the 'value' the IEP has added to the Commissioner's activities and to the organisation as a whole.

M Ismail stated that some of the work is naturally strategic but there needs to be an awareness for commissioned work. A Macaskill queried how the Independent Ethics Panel (IEP) can build up public trust in the police, and raise awareness of its role. The public is not aware of the IEP.

The Commissioner proposed the publication of an Annual Report. The Chair agreed, and proposed to work with F Topliss and the Engagement Team to promote positive achievements in both SYP and the OPCC.

**It was agreed:**

- a) Column to be added to the report to include value added by IEP.**
- b) A Lockley, Chair to liaise with F Topliss to promote positive work.**

8 SYP WHISTLEBLOWING POLICY

DCC Copley presented the new Draft National Policy and Guidance about Reporting Concerns (Whistleblowing) released by the College of Policing. The force will update its existing policy inline with the new National policy with roll out taking place throughout January.

A short discussion followed regarding the draft National policy. M Lewis remarked on the use of the words 'wrongdoing' and 'poor practice' within the same sentence. It would be helpful to exemplify what wrong doing and poor practice might be to

understand the difference between the two. L Christon questioned whether the force's key messages are to encourage 'whistleblowing' and support colleagues.

The Chair commented on the reference made to Ethics Committees within the draft policy. The Commissioner stated that he would be interested in Members' views and whether Members would be willing to be involved. This led to a discussion about how best to give effect to the IEP terms of reference, possible legal consequences and appropriate channels of communication if members received whistleblowing information. Members requested that a protocol be developed which covers their role.

The Commissioner left the meeting and thanked the Panel for its invitation.

**It was agreed:**

**a) M Buttery to draft a protocol for referrals to IEP Members**

9 PSD PERFORMANCE REPORT

A report was submitted by Superintendent T Mann to inform the Panel of the current position regarding complaints from members of the public and the work undertaken by the Complaints & Discipline side of the Professional Standards Department.

T Mann apologised to the Panel for the delay in the preparation of this report, which had been due at the last meeting. He specified that the majority of the information issues raised at the March IEP meeting have been included within this report, apart from 'lessons learned'. Also the Independent Police Complaints Commission (IPCC) and SYP (most similar force group) performance data, become available at different times.

It is planned that from January 2016; PSD will produce performance figures that will coincide with the release of IPCC publications to assist with timely management of information.

A discussion followed regarding Early Service Recovery, (ESR). T Mann explained that if an issue can be resolved straightaway to the complainant's satisfaction it may not need to be recorded as a complaint. Comment was made that the number of allegations of police assault in Barnsley have doubled from 2014 to 2015, but there does not appear to be any relevant trend. T Mann stated that this has been brought to the attention of Barnsley Command Team and explained that each District has a PSD Champion and the group meets quarterly to analyse the data and look at trends and identify any spikes which may require closer inspection. The latest bulletin from the IPCC offers generally reassuring data as to how South Yorkshire Police is performing with regards to complaints, when assessed against other forces identified in the IPCC data.

L Christon asked whether there was a protocol covering use of social media. A Macaskill noted the large increase in the use of the confidential reporting line. A discussion followed regarding the welfare of individuals who are the subject of complaints, what provision for support is available and the extent of information

available to the public, in particular around the support needs of individuals where the complaints have been shown to be groundless.

DCC Copley pointed out that the IPCC data is published and highlights comparative data with similar force groups.

The Chair thanked T Mann for his work.

**It was agreed:**

- a) T Mann to circulate 'Lessons Learnt' document.**

10 CODE OF ETHICS - SYP PROGRESS UPDATE

A report was submitted by Superintendent Shelley Hemsley to update the Panel of the current position regarding the ongoing work to embed the Code of Ethics and FIRST Principles within SYP.

DCC Copley informed the Panel that following feedback received from the Panel and the Code of Ethics Champions who piloted the peer to peer briefing, the briefing has been amended to include a spoken piece by the Chief Constable and to vary the order of the content. There are now 50 Code of Ethics Champions trained across the force to deliver the peer to peer briefing. Senior officers and Police Staff received bespoke training on 10 September, which included a presentation and a number of ethical dilemmas.

DCC Copley asked whether IEP Members were willing to appear on the posters for the internal campaign of SYP, This will also raise the profile of the IEP within S Y Police associate it with the embedding of the Code of Ethics.

A Macaskill expressed an interest to attend a future session of the peer to peer briefing. M Lewis suggested that it would be helpful to observe at a future date, possibly one year on.

11 DREW REVIEW UPDATE

E Redfearn informed the Panel that the Drew Review should be completed and published shortly, with the potential to overlap with Operation Clover. Professor Drew still has a number of appointments to progress with police officers and other organisations. There has been no IEP involvement to-date.

12 POLICE/COMMUNITY RELATIONS IN ROTHERHAM - IMPLEMENTING REPORT

The Chair informed the Panel that a confidential briefing regarding the report being prepared by him and M Ismail had been given to the Chief Constable and Police and Crime Commissioner. Recommendations and findings are emerging and a fuller discussion will be held at the next IEP meeting on the 22 March.

A short discussion followed regarding relationships between the police and young people, young people in custody, elderly people, mental health issues and the interface between the Police and other services.

DCC Copley informed Members that there is a Parliamentary Report which will be of interest on young people in custody

13 BODY WORN VIDEOS - INITIAL DISCUSSION

A report was submitted by DCC Copley for consideration by the Panel on the use of Body Worn Videos within S YP.

The force has carried out limited trials of Body Worn Videos Other forces are further on; Greater Manchester Police and the Met have both conducted trials. The Chief Constable's view is that we await the outcome of National trials before we implement Body Worn Videos in SY P. It is important that we understand the ethical challenges and contextualise to South Yorkshire, gauge public opinion and the practicalities going forward, in conjunction with Humberside Police force.

A Lockley asked A Macaskill M Lewis and L Christon to form a small working group to research this subject and report back with recommendations in June.

**It was agreed:-**

- a) The Met and Greater Manchester reports – together with work done by their Ethics Panels - to be provide to the working group.**
- b) Working group to report back to the IEP meeting to be held on 21 June**

14 IEP EXCEPTION REPORTING INTO GAB

The Chair informed the Panel that Sally Parkin is drafting the next IEP Exception Report for the Governance and Assurance Board meeting on the 26 February 2016. The report will cover the PSD Performance Report, Embedding the Code of Ethics and Whistleblowing reporting lines and the model policy.

15 ANY OTHER BUSINESS

A Macaskill reported that the Partnership Event held on the 11 January was very well received and found the briefings by the Police and Crime Commissioner, Chief Constable and Director of Finance very useful.

16 DATE AND TIME OF NEXT MEETING

22 March 2016, at 9.00am, Offices of the Police and Crime Commissioner, Carbrook Hall Road, Carbrook, Sheffield, S9 2EH.

CHAIR