

INDEPENDENT ETHICS PANEL

13 FEBRUARY 2018

PRESENT: A Lockley, Chair
L Christon, Member
M Ismail, Member
M Lewis, Member
A Macaskill, Member
A Fletcher, SYP
S Hemsley, SYP
S Mellors, SYP
██████████, OPCC
S Parkin, OPCC
S Mawson, OPCC

APOLOGIES M Roberts

GUESTS T Bullivant
C Calder
R Hammond

1 WELCOME

The Chair welcomed everyone to the meeting and introductions were made.

2 DECLARATION OF INTEREST

There were no declarations of interest.

3 MINUTES OF THE MEETING HELD ON 28 NOVEMBER 2017

The minutes of the last meeting were accepted as an accurate record.

4 MATTERS ARISING

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

Reference 25 Egress and FoI training provided to Members today.

Reference 98 Training provided to Members.

Reference 105 On today's Agenda.

Reference 106 Progress update regarding Pledge for Civilian Supervisors. CC Watson is reviewing the document prior to design and printing.

The Inspector's Pledge is in draft and is aligned to the Sergeant's Pledge.

Reference 107 On today's Agenda.

Reference 112 A short discussion took place regarding a member of the Force's Internal Ethics Panel joining the Positive Culture Project. It was **agreed** S Mellors would join the Positive Culture Project group.

It was agreed:

S Hemsley to forward the Competency and Values Framework document to J Renwick for distribution to Panel Members.

S Mellors to join the Positive Culture Project group.

5 WORK PROGRAMME

The Chair drew attention to ethical issues associated with the introduction of biometrics by police forces, including Automatic Facial Recognition ('AFR'). He asked that the Panel consider these matters as part of the work programme before the end of the year.

6 CHAIR'S REPORT

The Chair informed the meeting that he had met with Dr Suzanne Shale, Chair of the London Police Ethics Panel and the Bishop of Manchester, Chair of the Greater Manchester Ethics Panel.

It had been a useful meeting and it is planned to meet on a 6 monthly basis. Among the issues discussed was the use of spit guards; it is understood that the Metropolitan Police have decided to delay their roll-out. Both other panels have been grappling with ethical issues connected with the use of surveillance to reduce the number of juveniles going missing, including surveillance of their known networks. This may also be a potential area for the Panel.

The Greater Manchester Panel had set up a sub-group to look at PREVENT, but this work is on hold at the moment.

Members felt that it may be beneficial to conduct a project similar to the one around Body Worn Video, regarding AFR, prior to the Force using it.

A Lockley enquired who is now the National Police Chief Council (NPCC) Lead on Ethics. S Hemsley stated that she would find out who the lead is.

It was agreed:

S Hemsley also to inform the Panel who the NPCC Lead is on Ethics.

7 CODE OF ETHICS UPDATE

S Hemsley provided a verbal update in relation to the Internal Ethics Committee. The first meeting had been held on the 29 January 2018. It was agreed at the meeting that a confidentiality agreement will not be used, instead it was decided to circulate papers on the principles of trust.

An Ethics Portal has been set up on the Force's Intranet site, and so far three dilemmas have been submitted. The site has links to PSD (Professional Standard Department), CoP (College of Policing) Integrity pages and the Independent Ethics Panel.

The Internal Ethics Committee is scheduled to meet quarterly, and an update will be provided to the Panel, regarding dilemmas submitted and how they are resolved. A core group will consider the dilemmas to ensure they are relevant for committee.

Members were pleased with progress made in relation to the Internal Ethics Committee.

7a MEMBERS UPDATE ON WORK WITH INSPECTORS

M Lewis and L Christon provided a verbal update in relation to their work with Inspectors. M Lewis informed the Panel that to-date 6 Inspectors have been interviewed with a further 4 to interview, but it is too early to draw any conclusion at present. A discussion followed about the number of interviews to be conducted, whether 10 were sufficient and also whether a good representation across all departments in the Force was being achieved.

It was agreed:

L Christon and M Lewis to prepare a report by the end of February, to report into the Positive Culture project.

8 USE OF FORCE UPDATE

The Panel received a presentation from C Calder on the Use of Force by SYP between 1 January 2017 and 31 December 2017. This expanded upon a written report produced by T Bullivant. The report provided an update particularly relating to the use of force in cases involving vulnerable people and BME groups.

The presentation comprised a detailed breakdown of statistics by district, gender, ethnicity and vulnerability of subjects.

The total number of Use of Force Reports submitted was 7,566 with the average number of Tactics Used per report being 2.

The presentation provided an update of the following key points:

- Use of force by District
- Officer Gender / Officer Single Crewed
- Employee Overview – Gender
- Location where Use of Force took place
- Officer threatened / Injured during Police Contact Incident
- Subject Gender / Age / Ethnicity
- Subjects Injured
- Lessons Learnt

C Calder explained that the data is recorded according to Police Officer perception as to whether there is vulnerability. This included people identified by officers as having Acute Behavioural Disorders (ABD), which is classified separately from mental health and mental disability. The Panel again commented that the number of vulnerable people on whom force was used seemed high as a proportion of the total number of reports. However, the Panel was satisfied that the instances of the use of force in SYP during 2017 appeared stable.

A further report is due to be presented in 6 months time which should provide Home Office comparison data. The Panel noted that there were no statistics in the report, on the level of force used. HMICFRS and the Chief Inspector of Prisons had written to all CCs about the use of force in custody suites, which would come back to the Panel at its next meeting.

It was agreed:

A report to cover Use of Force in custody suites would be presented at the April meeting.

9 POSITIVE CULTURE PROJECT UPDATE

The Chair informed the meeting that the project is underway, with support from PCC Billings and CC Watson.

10 COMPLAINTS - PERFORMANCE PRESENTATION

R Hammond gave a presentation on SYP Professional Standards, Complaints and Discipline. The purpose of the report was to provide the Panel with its six monthly update on Complaints and Discipline.

Complaints Cases recorded in the year to December 2017, numbered 481. There has been a significant drop in complaints which were received in 2017 in comparison to the past 3 years.

A number of possible reasons were given for this including a decrease in complaints regarding the Hillsborough disaster and Child Sexual Exploitation and the impact of a relatively new Early Service Recovery Intervention process.

The Panel was encouraged to note that SYP was, on the majority of measures, scoring better in the handling of complaints than its most similar forces. The Panel

asked questions about dips in performance (eg in length of time taken to resolution) in particular annual quarters, and received satisfactory explanations.

The Panel said that it would welcome further information on the role of employees receiving complaints/conduct allegations, for example whether staff are public-facing. A number of 'lessons learnt' as a result of complaints were discussed. The Panel welcomed the proactive work of PSD around the inappropriate use of social media by officers. It also noted a recommendation made by PSD that a senior manager within the Force Comms Centre review current guidance to frontline staff about responses to incidents described as 'concern for welfare'.

11 RESEARCH PROJECTS

A Leverton provided a written report and a verbal update to the Panel regarding the Force's Research projects. He highlighted that work is ongoing to address some issues and to identify all initiatives across the Force. The aim was to ensure projects are driven by organisational needs.

A Macaskill stated that it would be helpful to develop a University Profile. A discussion followed regarding producing a list of students with the relevant skills, knowledge and interest to work on Force research projects. A Macaskill to liaise with A Leverton regarding relevant research projects.

It was agreed:

A Macaskill to liaise with A Leverton regarding relevant research projects for University students.

12 SECTION 60 OF THE CRIMINAL JUSTICE AND PUBLIC ORDER ACT 1994

Deferred to next meeting.

13 RECRUITMENT UPDATE

The Panel received a Positive Action and Police Officer Recruitment update from S Mellors. He updated the Panel on the difference between the 2016 Recruitment and 2017 Recruitment process, as explained at Appendix 2 of the report.

In 2016 there were 3117 candidates expressing an interest, with 211 passing the assessment centre and 147 passing the final interview resulting in 136 being appointed.

In 2017 there were 2710 candidates who expressed an interest, with 356 passing the assessment centre, and 238 passing the final interview. The number of appointments is not yet known.

An encouraging development was the increased proportions of BME and VME candidates who expressed an interest in the 2017 procedure. Out of the 2710 expressions of interest 34.7% are female, 7.3% self-define as BME, 5.4% as VME and 2.7% chose not to define their ethnicity.

Members expressed concern about the removal of the application form from the process and felt it would be interesting to see student officer retention/attrition rates for that cohort, and asked for information to be provided to a future meeting.

The Panel noted that the proportion of female officers in SYP is ahead of the national benchmark, the proportion of BME officers still falls short. The Panel was assured that the Recruitment Process is being appropriately monitored.

It was agreed:

S Mellors to provide student officer retention/attrition rates for the 2017 cohort, to a future meeting.

14 IEP EXCEPTION REPORT TO PAB (5.10PM)

The Chair confirmed the following items for the next Exception Report to be presented at the Public Accountability Board to be held on the 26 February 2017:-

- Use of Force
- Complaints
- Recruitment
- Force Cultural Project

15 DATE AND TIME OF NEXT MEETING

The next meeting of the Independent Ethics Panel will be held on 10 April 2018 at 10am, at the Office of the Police and Crime Commissioner, Carbrook Hall Road, Sheffield, S9 2EH.

CHAIR