

INDEPENDENT ETHICS PANEL

Thursday 2 July 2015, Session 2 - commenced at 5pm

Offices of the Police and Crime Commissioner, Regent Street, Barnsley

PRESENT: A Lockley (Chair)
 M Ismail, Member
 M Lewis, Member
 A Macaskill, Member
 S Hemsley, SYP
 A Holt, SYP
 S Mellor
 S Parkin, OPCC
 E Redfearn, OPCC
 J Renwick, OPCC

GUESTS: L Booth, SYP
 A Kent, SYP

APOLOGIES: L Christon

1 WELCOME AND APOLOGIES

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

There were no declarations of interest.

2 MINUTES OF MEETING HELD ON THE 11TH MARCH 2015

The minutes were accepted as an accurate record.

3 MATTERS ARISING / ACTIONS SCHEDULE

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

Reference 8 – Completed

Reference 24 – Comments were circulated on the 1 July.

Reference 25 – Ongoing, this can be done to ensure secure emails via VPN arrangements. Short discussions followed regarding security, risks, and Policy requirements.

Reference 25 – Statistics for the past two years have been obtained, and copies will be provided to members.

Reference 27 – Report to be presented at the October meeting.

Reference 28 – Protocol included.

Reference 29 – On today's Agenda.

4 WORK PROGRAMME

Members discussed the work programme scheduled for the October meeting.

A decision was reached to replace Death in Custody with Disabled and Mentally Ill People in Custody, defer Hillsborough, and add the Police and Crime Refresh to the October meeting. The Panel's first Annual Report should cover the period to March 2016.

Future meetings to look at statutory changes affecting PREVENT and possibly Body Worn Videos, further discussion required.

S Parkin informed members that a review was taking place of the ICV Scheme.

Members indicated that they would welcome a visit to the newly built Custody Suite.

S Mellor gave an update on Hate Crime Qualifiers which includes Hate Crime, Hate Incidents and Non Hate Incidents, the definition of Hate Crime and the five categories. This led to a wider discussion on the spikes and trends in the statistics and whether there is any direct correlation between these, and specific events in the wider world. The Panel also considered how the Force responds, preventative measures and reporting on a national level.

Actions:

- a) Work plan to be updated to reflect changes identified above.**
- b) Panel members to have early sight of the new Custody Suite.**
- c) Hate Crime statistics to be presented at a Panel Meeting once a year**

5 WHISTLEBLOWING

DCC Holt presented the document 'Supporting people', which is intended to assist any officer or member of staff who is considering reporting wrongdoing or has been nominated to perform the role of a Welfare Support Officer. This is effectively the Force's current Whistleblowing Policy, but it is out of date and requires a refresh.

The Panel was informed that the College of Policing is currently working with forces to develop a new model whistleblowing policy. A seconded officer from SYP is spearheading the project and the Force will pilot the new policy.

Members reviewed the current document and suggested that as an interim measure the words 'e.g. "whistleblower"' are removed from Appendix B of the document in the following sentence;

'Slang, negative or derogatory terms e.g. "whistleblower" must not be used to describe a person who reports wrongdoing.

Action: The Force to consider as an interim measure removing the words 'e.g. "whistleblower" from Appendix B of the document.

6 STOP AND SEARCH

The Panel received a comprehensive overview of SYP's performance against HMIC recommendations for best practice in the use of Stop and Search.

The Force has also been independently assessed by the College of Policing and its progress deemed significant. A Macaskill suggested that it may be useful to collate such evidence of good practice.

A short discussion followed regarding data collection, ethnicity, complaints, and use of technology and publication of data.

Information was provided on the work taking place with Kelvin Connect to make best use of technology in relation to stop and search.

The Panel was satisfied that at the present time, it did not need to recommend any further measures.

7 PEOPLE STRATEGY

An overview of the Force's People Strategy was provided and a discussion took place around the future structure of the Force.

M Lewis remarked that the People Strategy requires updating to reflect the Police and Crime Plan priorities. This was agreed.

E Redfearn informed members of the Commissioner's and the Force's five year vision, which will encompass the HR, IS and IT strategies.

Actions:

Panel members requested :

- a. a copy of the **Strategy Outcomes**; and
- b. **further information on the future vision for the Force.**

8 STAFF GRIEVANCE / EMPLOYMENT TRIBUNALS

The Panel received a copy of the Grievance Resolution Scheme Annual Report 2013-14.

A discussion took place around the difficulties of capturing information i.e. what is classed as a grievance, people not making a formal grievance and people not disclosing whether they have a disability.

Action: The Grievance Resolution Scheme Annual Report to be brought annually to a meeting of the Panel

9 STAFF SURVEY - PRESENTATION

Deferred to the October Meeting.

10 CODE OF ETHICS

Members received a short presentation from Supt Hemsley on progress in the adoption of SYP's refreshed FIRST Principles and the national Code of Ethics. This included information on the work taking place around awareness raising.

This led to a wider discussion regarding standards of dress and appearance, and rebuilding pride within South Yorkshire Police.

The Panel was informed about training in peer to peer groups, which would consider ethical dilemmas.

Members were invited to attend one of the forthcoming training days for those who would lead the peer-to-peer training, and provide feedback.

Actions:

- a) Members to attend an officer/staff Peer to Peer training event on the Code of Ethics**
- b) Training material to be circulated to Members prior to the Senior Command Team Away Day for comment**

11 ANY OTHER BUSINESS

There was no other business.

12 DATE AND TIME OF NEXT MEETING

2 October 2015, 9am, to be held at South Yorkshire Police HQ, Carbrook, Sheffield.

CHAIR