

INDEPENDENT ETHICS PANEL

20 SEPTEMBER 2016

Office of the Police and Crime Commissioner
Carbrook Hall Road, Carbrook, S9 2EG

PRESENT: A Lockley (Chair)
 L Christon, Member
 M Ismail, Member
 M Lewis, Member
 A Macaskill, Member
 R Barber, SYP
 P Etheridge, SYP
 S Mellors, SYP
 S Parkin, OPCC
 E Redfearn, OPCC
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APOLOGIES: S Hemsley, A Fletcher and D Barraclough

1 WELCOME AND APOLOGIES

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

2 DECLARATIONS OF INTEREST

There were no declarations of interest.

3 MINUTES OF MEETING HELD 21 JUNE 2016

The minutes were accepted as an accurate record.

4 MATTERS ARISING / ACTION SCHEDULE

The Chair raised the Terms of Reference (ToR) for the Panel, which were due for review, having been introduced in January 2015 when the IEP was established. Suggestions were made about issues for consideration on the review, including: diverging from original ToR, self assessments, inclusion of a quality statement in the Annual Report and the use of social media.

The Chair requested that the ToR are placed on the Agenda for the next meeting for review.

It was agreed:

E Redfearn to prepare a report on the review of the Terms of Reference for the next meeting.

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

Reference 25 – Information officer has been working with Humberside Police and the secure portal will be up and running shortly.

Reference 34 – Discharge.

Reference 39 – Following discussion it was agreed to discharge this action. T/DCC Barber confirmed she would look into the charging policy associated with Universities.

Reference 40 – To be progressed outside of IEP meeting.

Reference 41 – No Amelix School Tours scheduled, agreed to discharge.

Reference 45 – Agreed to discharge.

Reference 46 – Agreed to discharge.

Reference 47 – Agreed to discharge.

Reference 48 – The Chair expressed disappointment that no explanation had been given for the holding-back of an article about the panel's work, written for publication. E Redfearn would take that back.

Reference 49 – S Parkin to forward to T/DCC Barber copy of draft protocol for referrals of whistleblowing cases to IEP Members.

Reference 50 – On today's Agenda, agreed to discharge.

Reference 55 - On today's Agenda, agreed to discharge.

Reference 57 – Further work to be undertaken regarding templates.

Reference 58 - Further work to be undertaken, S Parkin to liaise with S Mellors

Reference 59 – Deferred until November's meeting.

Reference 60 – L Christon waiting update regarding attending a training event.

Reference 61 – M Ismail provided a brief update, agreed to discharge.

Reference 62 – Members had a short discussion regarding hate crime and hate incidents, reporting, convictions and statistics. A PVP Report was to be delivered at next PAB meeting, and would be circulated to Members of the Panel.

Reference 63 – Discharge.

Reference 64 – T/ACC Harwin to be invited to a future meeting to provide an update on the new Contact Management System.

Reference 65 – Discharge.

Reference 66 - On today's Agenda, agreed to discharge.

Reference 67 - On today's Agenda, agreed to discharge.

A discussion took place around how the Independent Ethics Panel could become more accessible to the public. This could be in the form of a formal opportunity for the public to ask questions of the panel, regular updates on the website or possible media / social media releases. The Chair asked if a communications plan in relation to the Panel's public facing interaction could be developed. This would need to link into the OPCC and Force Engagement Strategy.

It was agreed:

F Topliss to prepare a communications plan for the Independent Ethics Panel for the next meeting.

5 WORK PROGRAMME

Members discussed the work programme and agreed Hate Crime Statistics should be brought to every meeting.

6 NATIONAL AND LOCAL COMPLAINTS TREND ANALYSIS AND LESSONS LEARNT

In Supt Barraclough's absence, a report was submitted by A/Supt P Etheridge, to provide an update on the Force's current position in respect of National and Local Complaints Trend Analysis and Lessons Learned.

He informed the Panel that the Force has recorded 413 complaint cases this year up to 31 August, containing a total of 745 allegations. The allegation trends from January 2013 to December 2015 showed the highest number of complaints being recorded as: Other Neglect of Failure in Duty; Incivility, Impoliteness and Intolerance, and Other Assault. It is anticipated that the number of complaints for the whole of 2016 may possibly be lower than the three previous years, due to fewer complaints relating to CSE and Hillsborough.

Panel members supported the concept of Early Service Recovery, of which there had been 12 in the first 3 weeks of September. Members asked for information about the geographical location of complainants, demographics and ethnicity. P Etheridge stated that work needs to be commissioned to analyse performance and the 'so what do you do about it' lessons learned. T/DCC Barber took that away. Furthermore, there was still a need to align the performance data with those of the IPCC.

The Chair highlighted the importance of the 'so what' work, to gain an understanding of what the statistics mean, and how the Force responds to change. The future format of the report for the IEP. Needs further discussion.

It was agreed:

P Etheridge to circulate the information requested by members, following receipt of IPCC data.

7 HILLSBOROUGH INQUEST - ORAL UPDATE

T/DCC Barber gave a verbal update on the Force's current position in respect of issues arising from Hillsborough. A short discussion followed regarding legacy issues, lessons learned and rebuilding trust and confidence.

8 YOUNG PEOPLE IN CUSTODY AND APPROPRIATE ADULTS

Deferred to next meeting.

9 EMBEDDING THE CODE OF ETHICS - UPDATE

A report providing an update on embedding the Code of Ethics (CoE) was submitted to the Panel, which included a summary of the recent Home Affairs Select Committee (HASC) Report and key notes from the College of Policing (CoP) Conference 'Building the Evidence Base'.

T/DCC Barber gave a verbal update on the Force's current position in respect of embedding the CoE. The report outlines HMIC's observations that where both the CoE and Force Values are used, there is often confusion about which takes priority. HASC also concludes that the CoP and the National Police Chiefs Council must ensure that the CoE is instilled in the DNA of serving police officers and recommend that police officers should sign a copy of the CoE at the end of their training.

T/DCC Barber informed the Panel that I/CC Watson is currently consulting on the Force's Strategic Delivery Plan which will include Force Values. It is for consideration whether the FIRST principles are to be included. There is also consultation about whether to set up an internal staff-led ethics committee.

Members discussed all these issues, and agreed that an underpinning Values statement, based on the CoE, and owned by Senior Leadership, would be essential and permeate through the organisation.

The Chair offered the Panel's assistance to work with I/CC Watson on identifying and developing values for the force.

10 SYP NEW RECRUITS - ETHICS TRAINING

A report was submitted by M Lewis and L Christon to provide an update on their observation of the initial training of officer recruits, between May 2016 and August 2016. M Lewis and L Christon had attended several sessions to observe and provide feedback on the ethical content of the training programme.

L Christon informed that Panel that they were impressed with the trainers and how they engaged and delivered the programme and their observations included:-

- The course placed heavy demands on trainees
- Ethical considerations in line with the Peelian tradition of policing permeate all aspects of the training
- Some aspects of police work, particularly Public Protection, make heavy emotional demand demands on trainees and more generally on serving officers
- Trainees are required at all times to perform to very high standards, following the National Decision Making- Model.

M Lewis highlighted that the Public Protection module was emotionally demanding and raised a question around the level and quality of support available, to recruits and staff involved in this area of work.

Following discussion it was agreed that with the support of the trainers, it would be beneficial to follow up a small group of this cohort undertaking their probationary period, to ascertain their views when in the workplace environment. It was also agreed to attend and observe a number of sessions of the next cohort of recruits to enable comparisons to be made. Further consideration is to be given to observing the Post Foundation Course for recruits and to integrate qualitative and quantitative data.

It was agreed:

- L Christon and M Lewis to follow up and observe a small group of the cohort undertaking their probationary period**
- L Christon and M Lewis to attend and observe the next intake of trainees to enable a comparison to be made between the approach of the two cohorts**
- T/DCC Barber to feedback to Force Senior Leadership Group the issue of support for trainees undertaking the Public Protection module**
- SYP to respond to the proposal that members observe the Post-Foundation Course for recruits.**

11 RECENT POLICE OFFICER RECRUITMENT - PROTECTED CHARACTERISTICS

A report was submitted by Insp S Mellors, to provide an update on the Force's current position in respect of a Positive Action Strategy Proposal 2016.

The report included an update of the following key points:

- The population of Humberside and South Yorkshire
- Diversity in the Police Workforce
- The Humberside Police and South Yorkshire Police Workforces
- Positive Action – Elements of the Proposed Strategy

- Ethnic Monitoring – Definitions and Frameworks
- Findings and Lessons Learned from Recruitment Activity 2016
- Positive Action – Purpose, Range and Restrictions.

Members expressed their support for this approach to positive action.

S Mellors also provided an updated analysis of the progress through the current officer recruitment programme, of those with relevant 'protected characteristics'. This diversity monitoring analysis covered the stages up to the completion of the application form.

S Mellors highlighted the Situational Judgement Test as an area of concern. While this test produced a slight rise in the proportion of successful female applicants, it produced a significant drop in those of BME/VME background. On the other hand, this was to some extent compensated for, by more successful completion of the application form stage by BME candidates.

Members discussed the variances identified throughout the different stages of the recruitment programme and queried if the Situational Judgement Test displayed any cultural bias.

It was agreed:

S Mellors to check with the external supplier, whether a sample of the Situational Judgement Test can be released to the Panel. If so, it is to be provided to Professor A Macaskill for her comments.

12 COMMISSIONED WORK - STANDING ITEM

E Redfearn updated the Panel regarding the new Interim Governance Arrangements which are being implemented ahead of a bigger review. Commissioned work for the Panel will come from the Public Accountability Board or directly from the Commissioner.

13 IEP EXCEPTION REPORTING - STANDING ITEM

The Chair informed the Panel that his next report for the PAB will cover Complaints, Embedding the Code of Ethics, Training for new Recruits, Police Office Recruitment including Protected Characteristics and would highlight concern around the perceived increase in Hate Crime.

14 ANY OTHER BUSINESS

Members discussed the pending decision from the Home Secretary, regarding an Inquiry into Orgreave. The Chair requested that Orgreave is put on the Agenda for the next meeting.

15 DATE AND TIME OF NEXT MEETING

29 November 2016, at 9.30am, Office of the Police and Crime Commissioner,
Carbrook Hall Road, Carbrook, Sheffield, S9 2EH.

CHAIR

DRAFT