



**INDEPENDENT ETHICS PANEL  
WORK PLAN  
2022 – 2024**

## Introduction

1. The PCC recently published his Police and Crime Plan 2022-2025 – Safer Streets, More Police. The three policing priorities remain the same but the Areas of Focus under each priority have changed. The work of the IEP is focussed on the Treating People Fairly priority.
2. The OPCC and SYP is each taking its Delivery Plan to the Public Accountability Board on 12 May 2022. These Plans explain how each organisation intends to contribute to the achievement of the Police and Crime Plan.
3. The OPCC Delivery Plan also describes how the PCC will be supported in the discharge of his legal responsibilities as well as the focus of the work of the PCC's Assurance Panels, of which the IEP is one.

## IEP responsibilities

4. The IEP's responsibilities are as follows:
  - The PCC delegates to the IEP areas that are part of his statutory responsibilities (e.g. seeking assurance from the IEP relating to his responsibility to 'hold the Chief Constable to account', specifically in the areas of the Chief Constable's complaints-handling and compliance with Equality Act duties).
  - The PCC commissions the IEP to undertake work that is explicitly referenced as areas of focus within his Police and Crime Plan.
  - The PCC (and SYP) ask the IEP to be continually horizon-scanning; identifying future issues, events, initiatives, approaches, technological and other developments and discussing and advising on the ethical issues that the PCC and Chief Constable should consider if these things are to arrive in South Yorkshire. The PCC encourages the IEP to be proactive in identifying topical issues for discussion themselves

## Work Programme

5. On 29 April 2022, the PCC held a workshop with IEP and the DCC to consider where best to focus the work of the Panel over the coming two years.
6. This document now sets out the proposed work plan for the IEP, how it will organise itself to deliver that work and the support it will receive from the OPCC and SYP to do so.

## Focus

7. The IEP will build on its previous work and concentrate activity in the following three areas:
  - **Considering and commenting on police legitimacy** in communities through reality testing the public's experiences / interactions with SYP, including the fair and proportionate use of tactics in the policing of protests, disproportionality issues in stop and search and the use of force and the response to violence against women and girls

- **Looking internally within SYP** to assess the embeddedness of ethical standards in the way its people think, make decisions and behave.
- **Scanning the horizon** to identify potential ethical issues for future policing, including technological developments, the impact of changes to legislation and the use of discretionary powers

### **Ways of Working - generally**

8. Five formal meetings a year of the IEP will continue and be held in person, where possible.
9. Meeting agendas will be organised with the Chair of the IEP and to ensure there is space for:
  - receiving and scrutinising reports, mainly in the 'holding the CC to account areas' of: complaint handling and equality, diversity and inclusion
  - sharing experiences / findings of Themed Leads, mainly through discussion
  - determining the level of assurance, or otherwise, to be provided to the PCC, along with recommendations for further work / follow-up
  - consideration of any public facing messaging in support of police legitimacy
  - looking to the future - horizon scanning and future agendas
  - ensuring the work of IEP relates to the published priorities of the PCC

### **Ways of Working – Areas of Focus**

#### ***Considering and commenting on police legitimacy in communities through reality testing***

10. This area of focus will be discharged mainly through the work of Member Themed Leads.
11. Appendix A provides Member Themed Lead role profiles for the areas of work in supporting police legitimacy:
  - Stop and Search
  - Use of Force
  - Policing Protests and other Public Order events
12. Work is underway within the OPCC/ Violence Reduction Unit to map out activity taking place across/within key organisations in South Yorkshire in relation to violence against women and girls. The initial phase of this work is expected to be completed during August 2022. It is anticipated that at this point it will become clearer as to where gaps exist and where best to focus the work of the IEP. A Member Themed Lead role profile will then be finalised. In the meantime Members may wish to familiarise themselves with the Government's [Strategy for Tackling Violence Against Women and Girls](#) and take note of reported national, regional and local developments in support of this Strategy.
13. Once Themed Leads are fully established it is anticipated that the time commitment for each Member will be up to 10 days each year. This time will include, but not be limited to: attending

relevant meetings, within the OPCC/SYP or externally; reality checking; and report reading/writing.

***Looking internally at the embeddedness of ethical standards in the way its SYP's people think, make decisions and behave***

14 SYP launched on 5 May 2022 its Cultural Change Programme:

- Organisational values (Fairness, Integrity and Trust) underpinned by a set of behaviours
- Consistent leadership behaviours (*at all levels of leadership*<sup>1</sup>)
- Removal of silos and creation of a 'Team SYP ethos'
- Focus on quantity and quality
- Improve wellbeing and make sure people feel valued and appreciated

15 The PCC welcomes this approach. In doing so he has asked for clarity as to the drivers behind this approach; how this fits within the wider organisational development of SYP; and how SYP intends to test the effectiveness of this Culture Change Programme.

16 Following further discussion the PCC (and CC) will be in a position to identify how the IEP can best support this work. It is suggested this work will likely focus on testing agreed hypotheses.

***'Holding the CC to Account' responsibilities***

17 The 'holding to account' areas of focus for the IEP are:

- Assuring the PCC (and CC) that complaint procedures are effective and complaints are effectively handled.
- Assuring the PCC (and CC) that equality and diversity duties imposed on the CC are properly exercised.

18 The complaints responsibility will continue to be discharged through the existing Member Themed Lead approach. An updated role profile is provided at Appendix B.

19 Equality and diversity duties of a CC are wide and intertwined throughout policing. The PCC helpfully sets out the focus for the IEP in this regard within in his Police and Crime Plan:

'I want to see better representation of women and those from ethnic minority groups at all ranks and in all roles. The national uplift of police officer numbers has presented a critical opportunity to get this right. This is why I have asked the Independent Ethics Panel to look at how SYP recruits, trains, promotes and retains officers and staff.'

20 It is suggested that the IEP allocates two members to this area of focus to test out the following working hypothesis:

'Considering national good practice, and recognising the current social and economic climate, there is nothing more that SYP can do to improve its workforce representation'

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<sup>1</sup> Clarification to be sought as to whether the intention is this covers all levels of leadership

## **Horizon-scanning**

21 The role of the Chair of the IEP will ensure this responsibility is fulfilled through proactive communication and engagement with for example: IEP members; key officers within the OPCC and SYP; peer IEP Chairs.

## **Support from the OPCC and SYP**

22 The PCC's Chief Executive & Solicitor and the Deputy Chief Constable of SYP take ultimate responsibility for the PCC's and CC's assurance arrangements, respectively, and for the support provided to the IEP.

23 The OPCC's lead officer for all IEP members is the Head of Governance and SYP's lead officer is Sergeant Jessica Doncaster, DCC Forber's staff officer.

## INDEPENDENT ETHICS PANEL

## LINK MEMBER – STOP AND SEARCH ROLE PROFILE

**Purpose**

Take the lead on behalf of the Independent Ethics Panel (IEP) in helping determine the level of assurance to be provided to the PCC and CC in respect of the fair use of Stop & Search powers, including the use of Section 60, by SYP.

**Main areas of focus**

1. Understanding and legal context.
  - a) To develop an understanding of police stop & search powers and the legitimacy of these, taking account of the content of the College of Policing's Authorised Professional Practice on Stop and Search <https://www.app.college.police.uk/app-content/stop-and-search/> and the Best Use of Stop and Search scheme
  - b) to receive and respond to reports of the use of Section 60 stop and searches.  
<https://www.college.police.uk/app/stop-and-search/legal/legal-basis>
  - c) To consider the use of the Community Trigger process in respect of stop and search.  
<https://southyorkshire-pcc.gov.uk/support-for-victims/community-trigger/>
2. Relationships:
  - a) To develop effective links with SYP's Stop and Search Lead and those officers providing a supporting role to the lead.
  - b) Liaise with the Stop and Search lead where appropriate to assess progress and discuss any issues of concern.
  - c) Liaise with the stop and search IEP Support Officer within the OPCC as appropriate and discuss progress, any issues of concern and development of work in this area.
3. Data and body worn video.
  - a) To consider the availability, quality, and ethical use of stop and search data and data recording.
  - b) To consider the effective use of body worn video in the use of stop and search
4. Scrutiny.
  - a) to keep under review the work of the **external scrutiny panel** and comment on the effectiveness, frequency and rigour of its work and to observe the panel in action
  - b) to consider the effectiveness, frequency and rigour of the **internal scrutiny panels**.
  - c) Understand the arrangements for initial training and continuous good practice learning in SYP around stop and search ethical issues.

## 5. Reality checking

- a) Review the potential for observing actual stop and searches taking place
- b) Observe training (for new recruits) and ongoing training on stop and search and comment on any ethical issues either as good practice or for learning/development.
- c) Understand feedback mechanisms and their effectiveness and where appropriate consider inviting a sample of members of the public who have been subject to Stop and Search without further outcome to give feedback on their experience in written or oral form

### ***General Observations as an IEP Member***

- To contribute to the overall level of assurance around the embeddedness of an ethical culture within South Yorkshire Police

### ***Ways of working***

- Lead the discussion on stop and search with IEP Panel Members as required
- Review and comment on statistical information related to disproportionality in the use of Stop and Search
- Through reports published by the Government, Inspectorates and other national bodies, consider wider national issues around Stop and Search and potential impact on SYP
- Contribute to policy development locally, regionally and nationally as requested.
- Receive briefings / information from SYP officers and / or members of the OPCC.
- Supported by the OPCC, keep abreast of key developments pertinent to the role as necessary.
- Meet annually with IEP Chair to review how the role is working and consider the need for any amendments to the role profile

*May 2022*

## INDEPENDENT ETHICS PANEL

### LINK MEMBER – USE OF FORCE ROLE PROFILE

#### **Purpose**

Take the lead on behalf of the Independent Ethics Panel (IEP) in helping determine the level of assurance to be provided to the PCC and CC in respect of the fair use of Use of Force powers by SYP.

#### **Main areas of focus**

1. Understanding and legal context.
  - a) To develop an understanding of police Use of Force powers and the legitimacy of these, taking account of the content of the College of Policing's Authorised Professional Practice on Use of Force <https://www.college.police.uk/app/public-order/core-principles-and-legislation/police-use-force> including compliance with the ten key principles governing the use of force by the police.
  - b) To consider the use of the Community Trigger process in respect of Use of Force <https://southyorkshire-pcc.gov.uk/support-for-victims/community-trigger/>
2. Relationships:
  - a) To develop effective links with SYP's Use of Force Lead and those officers providing a supporting role to the lead.
  - b) Liaise with the Use of Force lead where appropriate to assess progress and discuss any issues of concern.
  - c) Liaise with the Use of Force IEP Support Officer within the OPCC as appropriate and discuss progress, any issues of concern and development of work in this area.
3. Data and body worn video.
  - a) To consider the availability, quality, and ethical use of Use of Force data and data recording.
  - b) To consider the effective use of body worn video in the use of Use of Force.
4. Scrutiny.
  - a) to keep under review the setting up and running of an **external scrutiny panel** and comment on the effectiveness, frequency and rigour of its work and to observe the panel in action
  - b) to consider the effectiveness, frequency and rigour of any internal scrutiny processes
  - c) Understand the arrangements for continuous good practice learning in SYP around Use of Force ethical issues.
5. Reality checking.
  - a) Review the potential for observing actual Use of Force taking place
  - b) Observe training (for new recruits) and ongoing training on Use of Force and comment on any ethical issues either as good practice or for learning/development.

### ***General Observations as an IEP Member***

- To contribute to the overall level of assurance around the embeddedness of an ethical culture within South Yorkshire Police

### ***Ways of working***

- Lead the discussion on Use of Force with IEP Panel Members as required
- Review and comment on statistical information related to disproportionality in the Use of Force
- Through reports published by the Government, Inspectorates and other national bodies, consider wider national issues around Use of Force and potential impact on SYP
- Contribute to policy development locally, regionally and nationally as requested.
- Receive briefings / information from SYP officers and / or members of the OPCC.
- Supported by the OPCC, keep abreast of key developments pertinent to the role as necessary
- Meet annually with IEP Chair to review how the role is working and consider the need for any amendments to the role profile

*May 2022*

## INDEPENDENT ETHICS PANEL

### LINK MEMBER – POLICING PROTESTS AND PUBLIC ORDER EVENTS ROLE PROFILE

#### ***Purpose***

Take the lead on behalf of the Independent Ethics Panel (IEP) in helping determine the level of assurance to be provided to the PCC and CC in respect of the policing of protests and demonstrations by SYP.

#### ***Main areas of focus***

1. Understanding and legal context.
  - a) To develop an understanding of the existing policing powers in relation to public order, in particular those surrounding the policing of protests and the legitimacy of these, taking account of the content of the Draft National Police Chief Council Protest Operational Advice Document and the various links within that including the link to the College of Policing's Authorised Professional Practice [NPCC-Protest-Operational-Advice-Document-August-FINAL.pdf](https://netpol.org/NPCC-Protest-Operational-Advice-Document-August-FINAL.pdf) ([netpol.org](https://netpol.org))
  - b) To develop an understanding of [Police, Crime, Sentencing and Courts Bill 2021: protest powers factsheet - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/101222/Police-Crime-Sentencing-and-Courts-Bill-2021-protest-powers-factsheet.pdf) and the impact this will have in terms of the policing of protests
2. Relationships:
  - a) To develop effective links with SYP's lead for Public Order and those officers providing a supporting role to that lead.
  - b) Liaise with the lead where appropriate to assess progress and discuss any issues of concern.
  - c) Liaise with the Policing Protests IEP Support Officer within the OPCC as appropriate and discuss progress, any issues of concern and development of work in this area.
3. Data and body worn video.
  - a) To consider the availability, quality, and ethical use of data and data recording.
  - b) To consider the effective use of body worn video in the policing of protests.
4. Scrutiny.
  - a) Identify and comment on the external scrutiny of this area of policing.
  - b) Identify and comment on the internal arrangements for scrutiny.
  - c) To provide independent support and challenge to SYP in considering the ethical issues in the planning and learning stages of managing protests and demonstrations.

## 5. Reality checking

- a) Attend major protests or demonstrations, observing police activity and interaction with demonstrators and contribute to the debrief process
- b) Observe training (for new recruits) and ongoing training on the policing of protests and comment on any ethical issues either as good practice or for learning/development.
- c) Consider the issues raised by communities and organisations over the policing of protests and demonstrations and advise the PCC accordingly.
- d) Assure the PCC that proper procedures are in place within SYP to respond effectively when people complain about the policing of a protests or demonstration.

### ***General Observations as an IEP Member***

- To contribute to the overall level of assurance around the embeddedness of an ethical culture within South Yorkshire Police

### ***Ways of working***

- Lead the discussion on stop and search with IEP Panel Members as required
- Through reports published by the Government, Inspectorates and other national bodies, consider wider national issues around the policing of protests and demonstrations and potential impact on SYP
- Contribute to policy development locally, regionally and nationally as requested.
- Receive briefings / information from SYP officers and / or members of the OPCC.
- Supported by the OPCC, keep abreast of key developments pertinent to the role as necessary.
- Meet annually with IEP Chair to review how the role is working and consider the need for any amendments to the role profile

*May 2022*

**INDEPENDENT ETHICS PANEL****'HOLDING THE CC TO ACCOUNT' - COMPLAINTS*****Purpose***

Take the lead on behalf of the Independent Ethics Panel (IEP) in helping determine the level of assurance to be provided to the PCC and CC in respect of the Force's arrangements for the handling of complaints, including lesson learning from the findings of PCC Complaint Reviews.

***Main areas of focus***

1. Understanding and legal context:
  - a) To develop an understanding of the legislation in relation to police complaints handling, in particular that set out in the [Policing and Crime Act 2017](#) and the [Police \(Complaints and Misconduct\) Regulations 2020](#).
  - b) To develop an understanding of the arrangements in place within SYP for the handling of complaints and be the initial point of contact for the IEP or others wishing to discuss issues informally or sound out views.
2. Relationships:
  - a) To develop effective links with SYP's Head of Professional Standards Department (PSD) and other key officers and staff within PSD
  - b) To liaise with the Complaints IEP Support Officer within the OPCC as appropriate and discuss progress, and any issues of concern and development in this area
3. Scrutiny:
  - a) To consider performance information, identifying exceptions for reporting, in relation to the handling of complaints including:
    - Force complaints and conduct statistics, paying particular attention to the equality and diversity characteristics and any issues of disproportionality in relation to complainants and those subject to complaint
    - Trends in Force complaints and conduct statistics
    - IOPC quarterly performance data including National and MSG comparators
    - Lessons learnt
    - Emerging issues of concern to the Head of PSD
  - b) To consider the effectiveness, frequency and rigour of the Internal Ethics Committee and PSD Champions meetings

- c) To understand the arrangements for continuous good practice and lesson learning in SYP from the work of PSD and PCC Complaint Review findings

4. Reality checking:

- a) Carry out ad-hoc dip sampling of complaints and comment on any issues either as good practice or learning/development.

***General observations as an IEP member***

- To contribute to the overall level of assurance around the embeddedness of an ethical culture within South Yorkshire Police.

***Ways of working***

- Lead the discussion on police complaints with IEP Panel Members as required
- Through reports published by the Government, Inspectorates and other national bodies, consider wider national issues around police complaints and potential impact on SYP
- Contribute to policy development locally, regionally and nationally as requested.
- Receive briefings / information from SYP officers and / or members of the OPCC.
- Supported by the OPCC, keep abreast of key developments pertinent to the role as necessary.
- Meet annually with IEP Chair to review how the role is working and consider the need for any amendments to the role profile

*May 2022*