

## Independent Ethics Panel Exception Report

Exception Report	Report Author
Independent Ethics Panel	Chair of the Independent Ethics Panel
	Date of the Report
	26 March 2021 (for PAB on 09/04/21)

<b>Urgent:</b>	<b>No</b>
<b>Security Classification</b>	<b>Official</b>

### Exceptions

The Independent Ethics panel (IEP) assists the Commissioner in understanding the progress being made in delivering the 'Fair Treatment' strategic priority of his Police and Crime Plan. The Panel last met on 25 February 2021.

#### Reports to the Independent Ethics Panel – exceptions for noting

##### 1. IEP Future Activity / Objectives

- 1.1 The Panel received a detailed report that had been produced following a useful meeting with M Roberts and S Mellors, SYP's Equality, Diversity & Inclusion Lead, which suggested a number of possible future areas of activity, including the engagement framework on police complaints from the public; grievance management and the continued monitoring of stop and search activity for effectiveness and proportionality by ethnicity and recruitment, retention and career progression.

##### 2 Equality, Diversity & Inclusion

- 2.1 Inspector S Mellors, Equality, Diversity and Inclusion Lead, presented SYP's Annual Equality Information Report.
- 2.2 The Panel welcomed the detailed report and were able to provide assurance to the PCC on the amount of work taking place in this area to examine, understand and try to address any apparent disproportionality in SYP activities and to ensure that ethnicity and nationality is accurately recorded.

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2.3 The Panel were informed that SYP's Equality Strategy is currently being refreshed and welcomed the opportunity to comment on the document.

### **3 Retrospective Facial Recognition**

3.1 The Panel received a report, presented by Deputy Chief Constable M Roberts, on SYP's proposal to use retrospective facial recognition.

3.2 The proposed system will be designed to work alongside SYP's wanted persons ID applications. This system will utilise retrospective facial recognition technology to compare photos from this application, with a bank of custody photographs.

3.3 The Panel acknowledged that human interaction would still be required to enable any final decisions to be made and that imaged were held in compliance with GDPR.

3.4 The Panel agreed the process looked clearly thought out with appropriate safeguards in place.

### Recommendations

The Commissioner is recommended to consider the contents of the report and comment on any matters arising.

### Report author details

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**Signed:**  
A Macaskill

**Date:**  
26.03.21