

**Minutes of a meeting of the Ethics, Integrity and Complaints Committee**  
**held at Police Headquarters, Enderby**  
**at 2:00pm on Friday 20 September 2019**

**Present**

Members:

Mr Cillian Ryan  
Ms Linda James  
Dr Steven Cammiss  
Mrs Karen Chouhan  
Dr Mark Peel  
Ms Lynne Richards

Officers:

Mr Rob Nixon, Deputy Chief Constable  
Mr Richard Ward, Chief Superintendent, Head of Professional Standards  
Mrs Angela Perry, Executive Director, OPCC

**24/19. Election of Committee Chair**

The Executive Director requested nominations for the position of Chair for the Committee.

Mrs Karen Chouhan was nominated by Dr Mark Peel. This was seconded by Ms Lynne Richards. There being no further nominations it was unanimously agreed that Mrs Chouhan be the Chair of the Committee for the next four years.

*Mrs Karen Chouhan in the Chair*

**25/19. Election of Deputy Chair**

The Chair requested nominations for the position of Deputy Chair for the Committee.

Ms Lynne Richards was nominated by Mrs Karen Chouhan. This was seconded by Dr Mark Peel. There being no further nominations it was unanimously agreed that Ms Richards be the Deputy Chair of the Committee for the next four years.

**26/19. Apologies**

Apologies were received from Ms Lois Dugmore.

**27/19. Urgent Business**

There were no items of urgent business.

**28/19. Declarations of Interest in Items on the Agenda**

The Chair invited attendees to make any Declarations of Interest regarding any of the agenda items.

No such declarations were made.

### **29/19. Minutes of the meeting held on 21 June 2019 and Action Log**

The minutes of the meeting held on 21 June 2019 were discussed and confirmed as a true and accurate record.

In relation to the action log the following was agreed:-

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|-------|--|
| 8/19  | Complaints against the police. Breakdown of equality data to include eastern European staff. The Deputy Chief Constable informed that this would be built into the new performance framework to be introduced. It was agreed to discharge this action.   |
| 17/19 | The Deputy Chief Constable informed that the Force communications team were in the process of preparing a force-wide message to inform officers of the role of the Committee and to encourage ethical dilemmas to be submitted direct via an intranet link. He added that he was also in close contact with the senior officer who was the ethics lead for the East Midlands region and would bring any issues arising from that area. It was agreed to discharge this action. |

### **30/19. Schedule of Meetings Dates**

The Committee received a report from the Executive Director for members' approval of a schedule of meeting for the period December 2020 to December 2021. A copy of the report marked paper "A" is filed with the minutes.

It was requested that all dates approved be forwarded to members as diary appointments.

The Committee APPROVED the schedule of meeting dates for the period December 2020 to December 2021, including dates for dip sampling of complaint files, as outlined in the appendix to the report.

### **31/19. Forward Workplan 2020**

The Committee received a report from the Executive Director for members' approval of a forward work plan for the work of the Committee for 2020. A copy of the report marked paper "B" is filed with the minutes.

The following areas were proposed by members:-

- Blueprint 2025 – update (for the March 2020 meeting)
- Hate crime
- Facial recognition – update
- Complaints – review of whole year data
- Child Sexual Exploitation
- County lines- victims and perpetrators, violence, trauma informed approaches
- Gun and knife crime – particularly how the Force deals with media and political coverage which can have a sensationalist and racial bias.
- Safeguarding – police approaches/contingencies and follow up.
- Modern day slavery/human trafficking
- The work of the exploitation team especially violent crime and young people
- Social media – what is a crime on social media and the blurring of work and personal use. Force approach and where to intervene.

- Violence Reduction Network
- Stop and Search – Review and update
- Police operations – understanding the criteria for a special operation and how operations are tailored to impact on harm.
- OPCC permanent staff and any conflict with undertaking the role of Special Constable.
- Dip sampling of closed grievance cases.
- Crimes against older people and police approaches
- Rural crime
- Work of the Crime Bureau

Members discussed grievance and misconduct cases and the dip sampling of closed cases. The Deputy Chief Constable agreed to this approach with closed cases being redacted and the Head of Professional Standards putting forward cases for sampling. He added asked that as part of this process the Committee also provide their views on the Force adherence to the new Grievance Policy.

The Committee agreed that-

- (a) the Chair meet with the Executive Director to populate the forward workplan for 2020;
- (b) a member of the Coercive Powers Group attend the Committee meeting at the time the Stop and Search update report is presented; and
- (c) members to undertake dip sampling of closed, redacted, grievance and misconduct cases. Such cases to be put forward by Professional Standards Department.

### **32/19. Ethical Scenarios**

The Committee received two ethical scenarios for members' consideration. A copy of the report marked paper "C" is filed with the minutes.

#### Scenario 1

The Deputy Chief Constable explained that in such circumstances the Home Office Counting Rules resulted in the victim also being criminalised. Members commented that this was a vulnerable young woman and that being criminalised would only add to her problems.

#### Scenario 2

Members agreed that it was not the role of the police to undertake welfare checks on individuals in such circumstances. Members also commented on the role that banks, pensions and benefits agencies had in combatting fraud and that the police were not the only agency who 'police'. It was agreed that a further report on fraud be presented to the Committee for members to take a view on arrangements for investigating fraud and for that view to be forwarded to Her Majesty's Inspector of Constabulary and Fire and Rescue Service.

The Committee agreed:-

- (a) to receive a report on the wider picture of how fraud is dealt with and the role of the police to their December 2019 meeting; and
- (b) to note the contents of the report.

### **33/19. Police Promotion Selection Processes**

The Committee received a report from the Chief Constable informing members of the promotion and selection processes within Leicestershire Police including how decisions were made, how talent is identified and the outcomes including equality data and information on external scrutiny. A copy of the report marked paper "D" is filed with the minutes.

Members made the following comments on the report:-

- There was no vision for promotion or position statement from senior officers regarding diversity or equal opportunities.
- The promotion process was not clear on how talent was identified or how effective current processes were.
- The data tables within the report could be substantially simplified.

The Deputy Chief Constable informed that a refreshed approach to talent management would be in place by March 2020 and that this would fit with the workforce strategic assessment within the corporate planning cycle. He added that if members had any examples of a 'vision' to cover this area of business he would be happy to receive.

Members noted that the process for promotion from Inspector to Chief Inspector rank included an external independent person on the Panel whereas promotions below that did not. Members strongly advised that external independent representation across all levels of promotion should be built into the process particularly as Leicestershire was a small force.

It was AGREED :-

- (a) that the Chair and Dr Peel meet to provide feedback to the force on the format/content of the stats and data within the report;
- (b) members to provide examples of the 'vision' for equality and equal opportunities; and
- (c) to note the contents of the report.

### **34/19. Dip Sampling of Complaint Files**

The Committee received a report from the Chief Constable for members' discussion on the finding form the dip sampling of complaints files. A copy of the report marked paper "E" is filed with the minutes.

The Head of Professional Standards provided the additional feedback on files examined by members:-

- |          |   |
|----------|---|
| CO445/18 | This complaint was withdrawn due to withdrawal of support from the complainant however this did not mean that the investigation would be halted. In all such cases the investigations would continue. |
| CO469/18 | This complaint which related to an officer attending a council planning meeting in part uniform was withdrawn.  |

It was AGREED to note the contents of the report.

*At the end of the meeting the Chair thanked Prof Ryan for his hard work and commitment to the work of the Committee over the last four years. This was endorsed by the Deputy Chief Constable, on behalf of Leicestershire Police.*

*Lord Bach joined the meeting and thanked Professor Ryan for the leadership he had shown as Chair of the Committee in its first four years of operation and for the sound advice and wisdom he had shown in the topics discussed during that time.*

**Chair**

**Friday 20 September 2019**

**2:00 p.m. – 3:35 p.m.**