

Minutes of a meeting of the Ethics, Integrity and Complaints Committee
held at Police Headquarters, Enderby
at 2:00pm on Friday 21 September 2018

Present

Members:

Mr Cillian Ryan (Chairman)
Ms Linda James
Dr Steven Cammiss
Mrs Karen Chouhan
Ms Lynne Richards
Ms Lois Dugmore
Dr Mark Peel

Officers:

Mrs A Perry, Executive Director
Mr R Nixon, Deputy Chief Constable
Mr M Ball, Professional Standards Department
Ms Lou Cordiner, Chief Inspector
Ms Lynne Woodward, Head of Equality and Human Rights

15/18. Apologies

Apologies were received from:

Mr M Tapp, Head of Communications and Engagement
Ms S Blair, OPCC Communications Advisor

16/18. Urgent Business

There were no items of urgent business.

17/18. Declarations of Interest in Items on the Agenda

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

No such declarations were made.

18/18. Minutes of the meeting held on 22 June 2018

The minutes of the meeting held on 22 June 2017 were discussed and confirmed as a true and accurate record with the following highlighted:

11/18. Dip Sampling of Complaint Files

Mr Ball updated the Committee on cases CM05/15 and CO/000/139/17.

CM05/15

Mr Ball explained that this case related to a staff member who was detained in 2015. The allegation made was in relation to the suspect owning a small bag of powder to which, the suspect was tested and the results were negative. The Chairman stated that there had been a witness who had not appeared at court. Mr Ball confirmed that the suspect appeared in court on 7 August 2017 and the judge found the verdict 'not guilty'.

A discussion took place amongst the Committee where the case and the findings were further examined.

CO/00139/17

Mr Ball explained that this case related to an officer and a high risk 15 year old, in July 2017. The 15 year old had been reported missing by their mother and had been located at the park. Ms Richards requested a response to concerns raised at June 2018 meeting about the note at page 9 paragraph 5 of the file.

Mr Ball confirmed that he would look into this and would bring this information back to the next Ethics meeting in December 2018.

ACTION: Mr Ball to bring further information in relation to case CO/00139/17.

10/17

The Chair confirmed that the committee would secure a yearly report on Stop and Search.

19/18. Review of Terms of Reference for the Committee

The Committee received a report from the Executive Director of the Office of the Police and Crime Commissioner (OPCC) regarding the Review of Terms of Reference for the Committee. A copy of the report marked 'A' is filed with the minutes.

Mrs Perry outlined the procedural changes in the Terms of Reference and invited the Committee for comments.

Ms Richards highlighted that on page A3, '...Head of Governance and Assurance from the OPCC...' required correction to 'Executive Director'.

Dr Peel requested the Police and Crime Commissioner (PCC) attend the Ethics, Integrity and Complaints Committee annually. Mrs Perry confirmed that this could be arranged and would include this in the Terms of Reference and the forward work plan.

The Committee AGREED the terms of reference with the above amendments.

20/18. Forward Workplan

The Committee received a report from the Executive Director of the OPCC on the Forward Workplan. A copy of the report marked 'B' is filed with these minutes.

Mrs Perry introduced the Forward Workplan and invited the Committee to comment.

Ms Richards highlighted that the morning session in June around Crime and Intelligence was interesting and had only a fraction of the work of that department had been covered therefore, requested for this to be included again in the forward plan. Ms Richards also requested for the following agenda items to be added;

- Counter Corruption Unit
- Cyber Crime
- An annual update on Stop and Search disproportionality
- Performance Management Data regarding complaints and trend
- Working with partners and the gap in resource and ethical issues arising from this

Mr Nixon outlined the governance of the Strategic Partnership Board (SPB), the Strategic Partnership Board Executive (SPB Exec) and explained the attendance of different organisations. Mr Nixon introduced SPB's new initiative called People Zones and the Committee requested this be included on the forward work plan and the ethical issues associated with this initiative.

ACTION: Mrs Perry to include People Zones on the Forward Workplan

Ms Richards stated that she had other agenda items and would pass them on to the Chairman, in due course.

ACTION: Ms Richards to pass on further agenda items to the Chairman

The Committee APPROVED:

- a) A future workplan to contain the issues identified; and
- b) Ms Richards to forward additional items via the chair

21/18. Ethical Dilemmas

The Committee received a report from the Deputy Chief Constable on the Ethical Dilemmas. A copy of the report marked 'C' is filed with the minutes.

Mr Nixon explained the context behind the Ethical Dilemmas and described that the demand rate for the Force had increased whilst the resource rate had decreased.

Appendix A – Crime Recording

- 1) The Committee considered a report from the Chief Constable in relation to children being criminalised. The Committee discussed the fact that it would affect their education and career opportunities and felt that that criminalising children from a young age for minor crime was not in their best interest.
- 2) The Committee welcomed the report in relation to a domestic incident where a mother made the Police aware that her young child was putting herself at risk. The Committee discussed the impact that the Home Office Crime Recording rule had on young children. The Committee agreed that a statement be drafted from the Chair regarding the crime integrity recording rules.

Appendix J – Fairness in the Workplace

- 3) Members expressed concern if officers were not allowed to apply for promotion during the time they were under investigation for misconduct. Members felt that should they be found guilty then the promotion should not go ahead at that time.

Appendix I – Freedom of Information (FOI)

- 4) The committee felt that priority should be given to FOI requests from the public and that other agencies/journalists should pay a nominal fee although legally this is not currently the case. The Chairman agreed to provide a statement from the committee on the issues.
- 5) The Committee reflected on the volume of Freedom of Information requests received by Leicestershire Police, the resources involved and the amount of work undertaken in order to meet deadlines.

The Committee AGREED to provide a statement regarding the demand arising from FOI requests and to note the content of the report.

22/18. Consideration of Force Policies

The Committee received a report from the Chief Constable on the Force Notifiable Association Procedure. A copy of the report marked 'D,' together with a copy of the procedure tabled at the meeting, is filed with the minutes.

Members praised the procedure and the clarity it provided to employees. Mr Ball confirmed that currently there were 3 members of staff on action plan as a result of this procedure.

The Committee AGREED to note the contents of the reports.

Vetting Policy

The Committee received a report from the Chief Constable on Vetting. A copy of the report marked 'D' is filed with the minutes.

The Committee NOTED the content of the reports.

23/18. Recruitment Process and Outcomes

The Committee received a report from the Chief Constable on the Recruitment Process for Police Officers and Outcomes. A copy of the report marked 'E' is filed with the minutes.

Ms Woodward provided a brief overview of the report and explained that a Positive Action Strategy and Delivery Plan has been implemented. She added that since May 2017, three campaigns had been launched, with the outcomes listed in the report. Ms Woodward emphasised the importance in applications being received from Black, Asian and Minority Ethnic (BAME) backgrounds and highlighted the changes in terms of activities, to ensure a more diverse approach had been undertaken. Ms Woodward stated she would obtain the figures from the assessment centre and the final stage of offer.

Ms Richards asked a question in relation to the most successful campaign and Ms Woodward answered that campaign one had a huge dropout rate whereas, campaign two had been great due to the input from mentors and workshops held for preparing candidates for interview. Ms Woodward added that the outcome for campaign three had not yet been collated. She added that as part of the campaigns, both public and private sector colleges had been visited.

Ms Chouhan was encouraged to see that each campaign had been undertaken with lessons learnt from the previous campaign.

The Committee thanked Ms Woodward for the update.

The Committee NOTED the contents of the report.

24/18 Dip Sampling of Complaint Files

The Committee received a report from the Chief Constable on the findings from the dip sampling of complaint files carried out on 6 August 2018. A copy of the report marked 'F' is filed with the minutes.

Mr Ball explained that the dip sample selection had been in relation to non-referral decisions.

Dr Cammiss highlighted the error in page F7 where it stated 'The IPCC non-referral register was not examined on this occasion' and should say 'The IPCC non-referral register was examined on this occasion.'

Mr Ball elaborated on case CO/00446/17 (page F5) stating that armed officers were required to wear Body Worn Video subject to East Midlands Operations policy.

Mr Ball explained that case CM/003/18 (page F5) had been rectified in relation to the original allegation made. Ms Richards commented that 'charitable section' required correction to 'charitable sector'.

The Committee NOTED the contents of the report.

25/18 Any Other Business

The Chairman invited attendees to raise any other business in relation to any agenda items.

Dr Peel asked a question in relation to Policing and the 30 year service and Mr Nixon outlined the procedure.

Ms Richards outlined that Leicestershire Police had lead on anti-discriminatory work and approved of the Banter Training currently being provided in the organisation.

Chairman

2:00 pm – 3:51pm