

Minutes of a meeting of the Ethics, Integrity and Complaints Committee
held at Police Headquarters, Enderby
at 2:00pm on Friday 22 June 2018

Present

Members:

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

Officers:

Mrs A Perry, Executive Director
Mr R Nixon, Deputy Chief Constable
Mr M Ball, Professional Standards Department
Ms L Woodward, Head of Diversity
Mr M Tapp, Head of Communications and Engagement

01/18. Election of Chair

It was proposed by Dr Mark Peel and seconded by Dr Steven Cammiss that Professor Cillian Ryan be appointed as Chair until 2019. There were no further nominations.

Professor Cillian Ryan in the Chair

02/18. Election of Vice Chair

It was proposed by Dr Mark Peel, and seconded by Mrs Karen Chouhan that Ms Lynne Richards be elected as Deputy Chair until 2019. There were no further nominations.

03/18. Apologies

Apologies were received from Mrs Lois Dugmore.

04/18. Urgent Business

There were no items of urgent business.

05/18. 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.

06/18. Minutes of the meeting held on 15 December 2017

The minutes of the meeting held on 15 December 2017 were discussed and confirmed as an accurate record with the following amendments:

41/17. Dip Sampling of Complaint Files

Ms Richards said that the Committee had asked for an updated process protocol to be brought back to them, which was not mentioned in the minutes. Mr Ball said that that he would share the IOPC guidance once published with the Committee.

42/17. Ethical Dilemmas

The Chair stated this item did not fully reflect the discussions that took place and the Chair agreed to provide new wording. A revised set of minutes dated 15 December 2017 is filed with the agenda bundle.

ACTION: IOPC guidance regarding process protocol to be shared with the Committee once received (Mr Ball).

07/18. Working Arrangements for the Committee

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

Mrs Perry said as a new Chair and Vice Chair had been elected at the commencement of the meeting, the paper was now redundant but it will be brought back for discussion to the September 2019 meeting.

The Committee APPROVED that the report be considered in September 2019.

08/18. Bi-annual Report of the Work of the Committee

The Committee received a report from the Executive Director of the OPCC on the Bi-annual Report of the Work of the Committee. A copy of the report marked 'B' is filed with these minutes.

Mr Tapp commented that on page B2, under child sexual exploitation, the first sentence was incomplete, which should read "...and how the force are seeking to raise public awareness of the issue".

The Committee DISCUSSED the contents of the report.

09/18. Op Darwin Update

The Committee received an oral report from the Deputy Chief Constable on the Op Darwin update.

The Deputy Chief Constable commenced by explaining that Op Darwin was the name of the change programme which was introduced in 2015 when the force went through a radical reconfiguration, during which time there was an emphasis placed on centralisation. DCC Nixon explained that during 2015-17 it was discovered that a lot of the processes designed for centralisation were delayed which resulted in the decline of public confidence and service.

The Deputy Chief Constable said that reserves would be used to maintain establishment and that new ways of working would be embedded within 18 months.

The DCC went on to say that the force was now moving forward into Blueprint 2025, which was in line with the national policing vision and has five key workstreams. The first workstream was around people, which includes looking at revenue costs, upskilling staff, alternative routes into the police service and how volunteering utilisation can be optimised. The second workstream is around technology and the use of providing an on-line service to the public. He explained that external consultation had been carried out to ascertain the public's appetite (79% of the public responded positively). Further updates relating to Blueprint 2025 include a large workstream around collaboration and vulnerability, moving towards integrated safeguarding and a better service for victims. Finally, the DCC notified the Committee that the demand programme was being looked at to see if things could be done less expensive more efficiently.

The Committee NOTED the contents of the report.

10/17. Stop and Search Update

The Committee received a report from the Chief Constable providing an update on Stop and Search for the recording year 2017/18 and April 2018 to date. A copy of the report marked 'C' is filed with the minutes.

The Deputy Chief Constable informed the Committee that a working group were exploring the use of body worn video by covert officers and he also discussed engagement strands.

The Deputy Chief Constable introduced the report and the Committee discussed data within Appendix 'A', requesting further information including the breakdown of disproportionality, to be presented to them at a future meeting.

The Committee AGREED to:-

- 1) note the contents of the report and direction of travel from April 2018 to date; and
- 2) support the proportionate use of stop search in areas which face a significant threat from knife crime, drugs supply and serious violence whilst seeking to increase positive outcomes and building confidence that the police are safeguarding our communities.

11/17. 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 22 February 2018 and 22 May 2018. A copy of the report marked 'D' is filed with the minutes.

The Chair stated that he had attended dip sampling on 22 February, but his name was not recorded.

The Committee requested further feedback from Mr Ball in relation to CO/000/39/17 and CM05/15.

Mr Ball stated that prior to attending this meeting he had met with the Independent Office of Police Conduct and confirmed that he always passed comments from members following their dip sampling by the Committee to the relevant staff.

Mr Ball informed the Committee that during a recent HMICFRS inspection data collection and data submission within the Anti-Corruption Unit had been assessed and that Professional Standards Department had also been scrutinised. He went on to say that the IOPC initially had some performance issues which had significantly improved and that standards were being maintained.

ACTION: Mr Ball to provide further feedback for dip sampled files CO/000/139/17, CM05/15.

The Committee NOTED the contents of the report.

12/17 Transparency – Compliance with Publication Scheme

The Committee received a report from the Deputy Chief Constable on Transparency and Compliance with Publication Scheme. A copy of the report marked 'E' is filed with the minutes.

The Deputy Chief Constable introduced the report and explained that the paper detailed the increasing commitment of compliance to the Publication Scheme.

Ms Richards said she had recently visited the Leicestershire Police website and she thought it could be more "user friendly" with a frequently asked Freedom of Information question section. The Deputy Chief Constable explained that the new website would be more user friendly and Mr Tapp confirmed that the old style website was used as a base for journalists.

The Committee NOTED the contents of the report.

13/17 Gifts and Gratuities Registers

The Committee received a report from the Deputy Chief Constable on the Gifts and Gratuities Register in respect of the Force and the OPCC. A copy of the report marked 'F' is filed with the minutes.

The Committee NOTED the contents of the report and requested a column to be added to show approximate value.

14/17 Ethical Dilemmas

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

Purpose of Report and the Ethical Dilemmas presented to the Committee

1. The Committee received a written report from the Chief Constable outlining the Force's position in respect of a person who required transporting to the psychiatric inpatient unit who was clearly mentally unwell. The ambulance had no expected time of arrival. The Committee were asked to consider what was in the patient's best interest versus safeguarding the organisation. The report was marked Appendix '1'.
2. The Committee welcomed the report and appreciated the appropriateness of a discussion around handling vulnerable members of the public. The Committee stressed that situations such as this should not be escalated and that transporting a vulnerable person in the back of a police car might increase the situation, although taking them to a place of safety was in their best interest. The Committee considered what could go wrong and asked how often such scenarios happened and felt that a discussion between partners would be worthwhile.
3. The Committee received a written report from the Chief Constable inviting them to discuss the implications for both the public and partner agencies of Leicestershire Police changing how it receives and responds to external demand. The report was marked Appendix '2'.

4. The Committee welcomed the report and discussed ways in which Leicestershire Police were exploring different methods of administering services online when Item 9 on the agenda “Op Darwin update” was discussed.
5. The Committee considered the approach being taken and understood that the change would enable the redeployment of valuable resources.
6. The Committee received a written report from the Chief Constable inviting them to discuss the implications associated with a change process involving some police officers moving from one station to another, which resulted in a sexual harassment grievance being made by a female officer. The report was marked Appendix ‘3’.
7. The Committee welcomed the report and asked for the grievance to be investigated, questioning if this was harassment.

The Committee CONSIDERED the contents of the report.

Chair

2:00 pm – 3:58 pm