

Ethics and Transparency Panel
Tuesday 28th March 2023, Main Conference FHQ.

Present

Mr Vipal Karavadra (CHAIR), Dr Louise Bradley, Mr Matthew Youngs.

Also in attendance

Office of the Police and Crime Commissioner (OPCC)

Mrs R Mahal, Deputy Police and Crime Commissioner

Mr Champness, Chief Executive Officer, OPCC

Ms L Boulton, Communications and PR, OPCC

Mrs S Pattani, Head of Performance & Operations, OPCC

Office of the Chief Constable (OCC)

Mr D Sandall, Deputy Chief Constable

Mr C Kealey, Head of Strategic Communications & Engagement

Mr R Ward, Head of Professional Standards

Apologies

Apologies were noted for Mrs Lizzie Star (Director of Performance and Governance) and Ms Jawaahir Daahir (Panel member).

Mrs Pattani updates the panel that Miss Emma Hart has resigned due to work commitments.

Mrs Pattani notes that the OPCC are looking to recruit to fill the four vacancies.

Urgent Business/Chair's Updates

Recruitment of Deputy Chair

Decision: The Chair decides that the panel will wait on the recruitment of the other four members before the deciding on the Deputy Chair.

The Chair raises that the documents embedded within the agenda are not compatible with MacBook's. Miss Carter advises that all documents are available on the website, but this will be taken up as an action.

Action: Miss Dearden to ensure the documents circulated ahead of the Panel meetings are compatible with and can be opened and read on MacBook's.

Declarations of Interest

No declarations of Interest raised.

Minutes of meetings of the Ethics and Transparency Panel held on 16th December 2022

No comments on the minutes from the Ethics and Transparency Panel that was held on 16th December 2022.

Mrs Pattani reads through the actions of the last meeting and confirms that all the actions from the last meeting have been completed.

Action: Miss Carter to ask OPCC Comms if their action has been completed.

Registers

Gifts and Gratuities

DCC David Sandall explains the Gifts and Gratuities policy to the panel and notes that the policy is in place to ensure no bribery occurs and to show that Leicestershire Police is being open and transparent with all gifts and gratuities.

DCC David Sandall assures the panel that officers must report any gift and gratuities and paperwork must be filled in, all officers follow an ethical framework.

The Chair questions if there is national guidance for Gifts and Gratuities.

Supt Ward notes that Leicestershire Police follow their own internal guidance that is reviewed and renewed every 2 years. Officers are aware that they need to be transparent with gifts and any gift needs to be recorded. Supt Ward notes that officers are made aware of the risks that occur from accepting gifts.

DCC David Sandall notes that most gifts are given to charities.

The Chair questions what the consequences would be if an officer did not declare a gift. Supt Ward answers that the officer would be offered words of advice and reminded of the policy. If the officer continues to ignore the policy, then this could potentially be corruption.

DCC David Sandall details about schemes where discount is provided for staff and use the example of 'the blue light card'. It is emphasised that that the warrant card is not shown, and the discounts are through a third-party provider.

Mr Youngs questions what the balance is between accepting gifts and showing visibility in the public, DCC responds that the police will attend events that have a policing purpose with the benefit of strengthening relations.

Complaints and Misconduct Statistics Report

Supt Ward explains that the data provided in the report was taken off centurion, the IPOC then take the data provides statistics.

Supt Ward talks through the report with the panel, areas where there has been increases are discussed. The reasons for the increases are provided and included: the definition of a 'public complaint' changed, complaints older than twelve months can now be investigated, a

rise in discriminatory complaints and the overall national policing perspective changing with the public.

Dr Bradley queries if the increases are investigated. Supt Ward notes that the increases are investigated, and trends are tracked. DCC Sandall explains that the IOPC also provide these statistics and compare these statistics across forces. It is noted that all forces have had an increase.

The Chair queries the strain on resources if the complaint is outside 10 years. Supt Ward answers that these complaints can go into different levels depending on if the complaints are inside or outside Schedule 3. This also determines how the complaint is dealt with. The complaints can be detailed, therefore produce a higher workload. DCC Sandall notes that Leicestershire Police put 75% of cases in Schedule 3 whereas nationally it is 41%.

Supt Ward shares with the panel that the new models that have been implemented has saved time and has ensured more transparency in the review process.

DCC Sandall and Supt Ward discuss with the panel the impact of repeat complainants on resources and explains that there is no IOPC guidance in solving this.

Supt Ward explains to the panel that PSD follow IOPC guidance when dealing with complaints following queries from the panel what framework PSD use to deal with complaints and the origins of this.

Supt Ward explains to the panel cases where the complainants complain after a Police Officer explains to them the reasonings for why an investigation was conducted in a certain manner.

Supt Ward notes that the timeliness of Leicestershire PSD has a quick turn over and is performing positively.

Dr Bradley asks if the complaints procedure is the same procedure that conduct proceedings follow. Supt Ward notes that they are different proceedings. Misconduct hearings have strict procedures that must be followed. Supt Ward notes that the complaint takes precedence over conducts.

The Chair queries if PSD are keeping up with Misconduct hearings, in which Supt Ward replies as yes however conduct cases take longer to process due to investigations and the process itself.

DCC Sandall explains to the panel that that a legal chair is needed for Misconduct hearings to occur but explains the context of the situation to the panel that there is only two in the East Midlands region that are used across five forces.

Dr Bradley queries if there are trends in the gross misconducts that are occurring. Supt Ward explains that sexual assault of duty (between colleagues), has been the trend in gross Misconducts. Supt Ward notes that there has been an increase in reporting explaining the increase. Dr Bradley questions the training because of the trend in misconducts, Supt Ward confirms that the message is explained at training and on duty off duty behaviour is emphasised.

The Baroness Casey Review

DCC Sandall reports that the force is working through the report and notes that the behaviour discussed in the report is unacceptable and abhorrent. DCC Sandall provides a summary of the report to the panel upon request from the Chair.

DCC Sandall explains that there will be issues that will need to be addressed following the report including practices and underlying cultures in the Police Force. Leicestershire police are taking an open honest and proactive approach. The panel are assured that these standards will be enforced throughout the force.

Action: The Chair to ask the force in 6 months' time for an update on where Leicestershire police are with the report and its impacts.

DCC Sandall highlights to the panel that an internal review of the Casey report will be conducted to identify the implications and actions required for Leicestershire Police.

DCC Sandall notes that Leicestershire police are being proactive by being a part of the national initiative Crimestoppers and are the first forces to sign up to the national anti-corruption hotline. It is emphasised that Leicestershire police will continue to stay proactive with their approach.

Mr Kealey adds that all organisations in the force (inclusivity, faith based and Unions) who have a crucial part in policy making all have leads in the Chief Officer Team (COT). Mr Kealey notes that internally there is huge encouragement in staff reporting corruption through a system called 'Bad Apple'.

The Chair questions if PSD has received more complaints in the aftermath of the Casey report, Supt Ward explains to the panel that an increase is predicted, this is based on the impact of the Wayne Couzens case.

Code of Ethics Consultation

Action This agenda item to be revisited after the consultation.

Action: The OPCC and the Force to provide feedback on the Code of Ethics Consultation and to share with the panel.

Dip-Sampling

Future Areas

Action: The Chair would like to add a recurring agenda item 'Topical/Emerging Issues'.

Mr Youngs requests data on the difference in complaints across the ranks in Leicestershire Police.

Action: Supt Ward to investigate into complaints across the ranks in Leicestershire Police.

The Chair queries strip searches in children following a report in the media, the Chair requests data regarding this in Leicester which includes number, locations and reasonings.

Action: DCC David Sandall to provide the data for strip searches in children in Leicester.

Action: Supt Ward to provide a data around complaints regarding strip searches.

Action: Supt Ward to provide the statistics regarding VAWG tagged complaints.

Dr Bradley questions the process regarding vulnerable people involved in county lines, DCC David Sandall explains and assures that there is a team dedicated to this.

Action: DCC David Sandall to provide information on the risk assessments that the exploitation team use for each child.

Action: Mrs Pattani to arrange a meeting with DI Bee in the CSE and Crime and Intelligence Investigations unit and other departments of interest for the Panel members to visit and discuss further.

Policies and Procedures

Social Media Policy and Procedure

Mr Kealey combines agenda item 10 and 11.

Mr Kealey provides the panel a summary of the social media policy and the purpose of its usage by Leicestershire Police. Mr Kealey emphasises that social media is used by Leicestershire to provide trust and confidence with the public.

Ethical Dilemma

Social Media Usage

The panel following a review of the ethical dilemmas, ask questions to the force.

Mr Kealey prompts the panel for an open discussion on the ethical dilemmas that have been provided.

Mr Youngs highlights the first ethical dilemma to the Force and queries if Police officers are advised by the force on what advice they can provide to the public in missing persons scenarios like the ethical dilemma. Mr Kealey explains to the panel that the advice given would be based on the situation but explains in this case that the officer would need to clearly define to the missing person who was sending the text messages to them. This would ensure transparency that the police are at their home address and supporting the situation. Mr Kealey highlights by taking this action the missing person may want to contact the police separately as there could be a possibility that the reason the individual may be missing could be issues at home.

Dr Bradely and Mr Youngs agree with the advice provided to the officer.

Mr Youngs queries if there are cases that the officer would not make it clear that it was an officer sending the text messages. Mr Kealey responds that there would have to be a clear reason why this information would not be provided. Mr Youngs queries if the Police could directly message a missing person. Mr Kealey responds that there would have to be a clear reason for this to occur and this would need to be documented, Supt Ward adds that the risk would be considered as officers should not be interacting directly over text with a vulnerable adult who may be considering suicide as trained negotiators would need to become involved.

Supt Ward highlights that a risk assessment would be done to determine the best route of action.

Forward Plan

Action: Mrs Pattani to adapt the forward plan.

Any Other Business

Introduction to the Force and OPCC

Action: Mrs Pattani to arrange visits of areas that the panel members are interested in.

The Chair requests feedback from the panel, and asks if they are happy with how he has chaired this meeting.

Date of next meeting

Wednesday 28 June 2023