

**Minutes of a meeting of the Ethics and Transparency  
Panel (ETP) held at FHQ on 26 June 2024**

**Present**

Mr Vipal Karavadra (Chair), Dr Louise Bradley and Ms Lisa Vine

**Also in attendance**

**Office of the Police and Crime Commissioner (OPCC)**

Mrs Rani Mahal (Deputy Police and Crime Commissioner)  
Mrs Claire Trewartha (Chief Executive)  
Mrs Lizzie Starr (Director of Governance and Performance)  
Mrs Clare Hornbuckle (Evaluation and Scrutiny Officer)

**Office of the Chief Constable (OCC)**

Mr David Sandall (Deputy Chief Constable)  
Mr Gurpreet Mulley (Detective Chief Inspector - Professional Standards)  
Mr Matthew Ditcher (Detective Superintendent)  
Mr Jon Putnam (Inspector, Body Worn Videos)  
Mr Mick Gamble (Professional Standards Department)  
Mr Marc Crisp (Inspector – Local Policing and Partnerships)  
Mr James Yeoman (Constable – TST & RPU)

**01/24 Apologies**

Apologies were noted for Ms Kathleen Harris-Leighton (Deputy Chair), Mr Kieran Breen (Panel Member), Mr Matthew Youngs (Panel Member), Mr Rob Randall (Head of Custody), Mrs Alison Tompkins (Head of Professional Standards), Mrs Shruti Pattani (Evaluation and Scrutiny Officer) and Sallie Blair (Communications and PR)

**02/24 Declarations of Interest**

The Chairman invited members to make declarations of any interests in respect of items on the agenda for the meeting, should they wish to do so.

None raised.

**03/24 Minutes of the meeting held on 19 March 2024**

The minutes of the meeting held on 19 March 2024 were discussed and agreed a true, accurate record.

It was highlighted that a paper updating on the Casey Review was not tabled on the agenda which was due to be discussed at the meeting, to be deferred to next meeting.

#### **04/24 Urgent Business / Chairs Updates**

The Chair praised the new scrutiny structure with its sub-panels and expressed his appreciation for the extra work being undertaken by the Panel Members and by the OPCC.

It was acknowledged that some Panel Members will be coming to the end of their two-year term. Information will be circulated to the relevant Panel Members in the coming month in relation to continuing with their appointment. Dr Bradley queried what the process would be for continuing for another two-years. Mrs Starr confirmed that the process is still being finalised by the OPCC but won't be another formal interview process for existing members.

The Chair requested that any intentions to remain on as Panel Members should be expressed as soon as possible to allow the OPCC to recruit new members accordingly. Mrs Starr explained that recruitment is already underway and the advert is currently live.

The Chair highlighted that re-election of the Chair will also be upcoming so Panel Members are to submit names and re-election will be done on a majority vote basis.

#### **05/24 Gifts and Gratuities**

The Panel agreed to note the report. Ms Vine expressed that she preferred the old format of the register previously provided as it included more detail. It was requested that the parameters be explained so that the Panel can deem a gift or gratuity as appropriate before they sign it off.

**Action: Parameters for Gifts and Gratuities to be reviewed and a middle ground to be sought in relation to information provided for future versions of the register.**

Mr Kealey highlighted that the review process of the register is essentially around the transparency of what is being gifted, not so much the value to show that the force being honest about the gifts being given to them.

#### **06/24 Emerging National and Local Issues**

##### **Finance:**

Mr Sandall explained that the end of year finances have been completed and the Force has made a saving of £7.3m in 2023/24 but there is a further £8.6m deficit for 2024/25 with a sustainability plan on track to deliver this. There are changes to the workforce being made, including reduction in PCSO cohort and voluntary redundancies and the force may have to look at targeted redundancies to meet financial challenge.

Mr Sandall assured that by the end of the year the force should be financially balanced with the 3-year sustainability plan which is on track to be delivered. However, demand is the highest it's ever been and isn't helped through the reduction in the workforce. Mr Sandall explained that the Force will be pre-planning for issues such as protests, community tensions and events in light of increased demand and reduced workforce.

##### **Angiolini Inquiry:**

Mr Kealey noted that the Angiolini Inquiry has been taken very seriously by Leicestershire Police and that the Force are in a strong place locally, so it would be good to bring this to the Panel for consideration in future.

Mr Kealey shared that HMICFRS, will be on site in person for six months and that Panel Members are welcome to join any of the meetings. Mr Sandall highlighted that HMICFRS has nationally downgraded every police force in the country and although the criteria is much harder, the Force are managing this pressure.

It was raised by Mr Kealey that locally the force had a very similar incident to the case of Nicola Bulley some weeks ago in Lancashire whereby a gentleman was found in the River Soar. It was acknowledged that the Force has been using the learning from the Nicola Bulley search to assist their own search. This has also led to a conversation with national bodies with regard to national bodies for policing and national bodies for media and being used to improve these relationships.

#### Demand:

Ms Vine queried the demand on the force with respect to the Euros and General Election and whether the number of calls received by the Force has increased. Mr Sandall confirmed that the Force have seen an increase and national data would suggest that these do have an impact. Mr Kealey stated that he has completed some work around national communication on the 'Walk Away' campaign that won an award last week. Mr Sandall outlined that a great deal of prevention work is undertaken in preparation.

Mr Kealey highlighted that three national campaigns have been rolled out around the Euros; drink driving which was led by West Midlands, Domestic Abuse and Walk Away which have been implemented more locally too. It was noted that the Force are not only targeting England matches but also Poland games as its third most spoken language in the Force area.

The Chair questioned how the Force manage demand with the reduction of the workforce, namely the 50 PCSOs. Mr Sandall explained that the Force risk assess where the postings are and by looking at the high harm areas to ensure PCSOs are being deployed into the right areas. The Chair queried whether there had been any feedback from relevant communities. Mr Sandall stated that there is an understanding in the communities around demand on policing and while it is disappointing to lose any member of Team Leicestershire, the Force had to retain a minimum number of police officers to meet minimum requirements.

Ms Vine queried what the Government has stated about having an increase in police officers. Mr Sandall explained that the Home Office look at it from a national perspective and outlined how the traditional funding formula negatively impacts Leicestershire. It was highlighted that Leicestershire is a medium sized force with the complexity and challenges of a large metropolitan force due to the demographic, football team, 3 universities and then considerations around poverty and deprivation index in the city, deprivation index that increases likelihood for crime. Dr Bradley commended a recent campaign around what the police is and what the police isn't and expressed that it was a gentle reminder to the public on the police's role.

The Chair raised the Melton Road temple incident queried at the previous meeting and questioned whether the investigation has now been completed. Mr Gamble confirmed that the incident is still currently being investigated by the IOPC. Mr Sandall highlighted that since the incident, the Force has not seen a repeat of any illegal processions and people are now engaging with the Force and following the correct processes for planning.

## **07/24 Reports, Policies and Procedures**

### Annual Report – Out of Court Resolutions (OOCR)

Mr Ditcher provided a summary of the report. It was noted that the findings from the independent OOCR Panel would be scrutinised at this meeting.

The following was highlighted and discussed:

- The purpose of the panel is to see if OOCR is being used appropriately and dovetails with the work the Force are undertaking around the audits of OOCR. Mr Sandall acknowledged there is still work to do and that as the level of outcomes really varies, the Force preference is to get a more formal scheme and address the underlying issue.
- Mr Ditcher explained that the areas of notable practice were the set-up and feedback and the receptiveness of officers when they receive feedback from the panel. It was noted that this could be made available to the panel if requested.
- Dr Bradley highlighted that she is a member of the OOCR Panel and noted that inconsistency with referrals was an element she recalled from the last panel.
- Mr Crisp reassured that all feedback from the OOCR panel would be picked up in Op Forefront and a full review of the process was completed in April. A process has now been created to allow more time for quality assurance and it is proposed that in a year compliance will have improved.
- Ms Vine highlighted that although 14 out of 15 cases were found to be appropriate with observations, she felt reassured by discussions around an openness to learning. Ms Hornbuckle reassured that feedback to officers is sent out two weeks following the OOCR panel and 14 out of the 15 officers acknowledged and accepted the recommendations in full with detail.

**Action: It was agreed that a summary of the outcome journey from the OOCR Panel will be brought back to the meeting in 6 months' time.**

#### Victims Code of Compliance (VCOP):

Mr Ditcher provided an overview of where Leicestershire Police are in relation to their compliance with VCOP. It was noted that an OPCC Commissioning meeting has been set-up to discuss potential commissioning services in future and improve victims' journey.

The following was highlighted and discussed:

- Mr Ditcher updated that the Force now have a dashboard that shows the 12 measures for VCOP compliance; currently 88.6% for fully compliant. Mr Ditcher acknowledged that a great deal of work has been completed on the quantitative element, the focus will now be shifting to the qualitative side and understanding what the figures mean.
- Mr Ditcher highlighted that the Force Audit Group undertakes two audits per year to focus on the quality to understand and deep dive into the figures. It was noted that the current rate of satisfaction, 84.6% is better compared to other force satisfaction data. The Chair queried when this feedback is requested. Mr Ditcher clarified that this comes from the Satisfaction and Audit Team conducting the telephone surveys.
- Mr Ditcher explained the Victim Right to Review Scheme where the victim can request that the Force reviews their case if there has been no further action. It was highlighted that in February – December 2023, 57 requests were reviewed, of those 54 were eligible and 22 were opened for further investigation.
- Dr Bradley queried the reference to a case being referred to as 'statute barred.' Mr Ditcher confirmed that certain cases have a time limit of them being taken to court.
- Mr Ditcher outlined that as well as future work around the quality of figures, there will be work undertaken around the Victims Bill, including internal and external communications around the changes. It was noted that the main change for the force will be around trialling the 12 VCOP rights into law for which the force is in a good position. Dr Bradley highlighted that quality is really important in relation to communication with the victim.

#### PSD Organisational Learning

Mr Gamble explained that these are items that are picked up from public complaints or conduct and they go to a 'Get it Right First Time' Meeting

The following was highlighted and discussed:

- Mr Gamble noted that on page 8 of the report, there still appears to be a mixed picture on community resolutions with officers struggling with understanding the criteria. It was acknowledged that there has been progress made but still work to be done. Mr Sandall noted that there is a formal process via Chief Superintendent and there are regular updates around learning.
- Mr Gamble provided an example of VCOP organisational learning that has been driven through Team Academy and Managers to increase percentage. A continuing theme was noted around investigations following initial contact.
- Mr Gamble explained that each complaint is endorsed with a national factor i.e. stop search or use of force but most fall into investigative process. It was acknowledged that due to increased crime queues, there is significant pressures on officers to investigate crimes and all of these processes have been under review as part of organisational learning.
- Mr Sandall highlighted that the training academy at Force Headquarters is assessed as one of the best in the country by the College of Policing. It was noted that training is ongoing for all officers with bespoke training available for relevant roles.
- Dr Bradley raised whether the OOCR training points could be captured effectively within the training academy. Mr Ditcher confirmed that force is trying to ensure that all of the OOCR training is captured. Mr Crisp added that the Force is already delivering refreshed training for OOCR both at initial training and CPD days officers.

#### **08/24 Ethical Dilemma for Discussion**

The panel received a report from the Force on an Ethical Dilemma- Policing of Pride and Stonewall. The report marked 'F' is filed with the minutes.

Mr Sandall provided an overview of the Ethical Dilemma and posed the ethical question around whether Pride is a political event. It was noted by Mr Sandall that the Force is in support and that Pride is a community event and a celebration of LGBTQ+ communities in LLR. It was noted that the community see the police as part of the community rather than policing the community and there were only two in uniform last Pride.

Mr Sandall explained that there has been a challenge around social media in terms of criticism of staff. Mrs Trewartha highlighted that in correspondence received by the OPCC, the community are specifically questioning whether uniform should be worn to the parade and then specifically asking whether the police should be providing equipment, discontinued or not. Mr Sandall clarified that nobody will be in uniform unless they are working the event. Mr Yeoman added that it is positive that the organisers and community want the police's presence at the event.

Ms Vine provided a written statement to the panel which has formally been noted against the minutes (Appendix 1).

Mr Sandall reassured that the force is over-representative around LGBTQ+ and will continue to encourage through all promotion and ranks. Ms Vine expressed that police attendance at Pride goes such a long way in giving communities a voice and the confidence that the force is supporting them.

Mr Sandall provided an overview of Stonewall and the force's decision to withdraw.

Mr Sandall alluded to a local policy in relation to the force's approach on the strip search of transgender individuals written by Mr Yeoman, both to protect detainees and staff. Mr Sandall explained that the purpose of the policy and that it is currently on hold until national guidance is received.

**Action: Mr Yeoman to send Ms Vine a copy of the force's policy through the OPCC.**

Mr Sandall outlined a letter sent by Peter Tatchell to all forces asking for an apology from individual police forces regarding the historical approach to LGBTQ+ communities. It was felt that any apology needed to be genuine and be informed. The force had not received any specific complaints or incidents to date and consulted with the internal network who also confirmed that no specific operation or incident had been identified for the force to apologise for. The force wouldn't want to undermine the positive approach and relationship within its local communities and felt that any apology made needed to be genuine and clear. It was agreed that the force approach would remain under review. However, at this stage, Leicestershire Police has not provided a generic or generalised apology for historical issues that the force is currently unsighted upon.

Ms Vine stated she was very encouraged by the force stating that if they were in a position to ever have to apologise for any conduct in relation to LGBTQ+ community, they would be authentic in their apologies. Ms Vine further stated that she provides reassurance to members of the community that Leicestershire Police's work comes from an authentic place and encourages police reporting to those she encounters.

Mr Sandall acknowledged that it isn't always easy to reach everyone in the community but engagement is key to reach. Mr Yeoman reassured that the force has good links with the county, especially the smaller more rural communities as well as the city.

Ms Vine expressed that she supports the force's decision to withdraw from the Stonewall programme but would request a brief annual summary of the support provided to LGBTQ+ communities in the absence of Stonewall. Mr Sandall reinforced that the force withdrew from the Stonewall programme based on no added value as Leicestershire had achieved the highest mark two years in a row.

**09/24 Body-Worn Video (BWV) Footage – closed session**

Mr Putnam demonstrated a spit guard to the Panel.

Panel shown BWV footage with use of a spit guard where suspect taken to custody for driving a suspected stolen vehicle.

Panel shown BWV footage use of force to detain a suspect who has barricaded the door and is in possession of two knives.

There was a discussion around the practicalities and the behaviours the police face when having to use force. The actions of the officers were explained and the panel discussion found them to be justified and there was clear aftercare shown.

**10/24 Any Other Business**

**Action: Add Casey Review Update to September 2024 meeting agenda.**

**Date of Next Meeting**

Wednesday 18 September 2024  
Bryan Moore Meeting Room, FHQ

## Appendix 1

### Ethical Dilemma – Pride and Stonewall – OPCC ETP – 26 June 2024

1. It appears to me from this document that the current approach is brilliant – Point 11 is fantastic! Police are able to be there on their own time, in ‘policing with pride’ t-shirts or ordinary clothes. To me as a queer woman, to me as an LGBTQ+ inclusion professional who supports LGBTQ+ people across LLR – it shows Leicestershire Police as being open to supporting LGBTQ+ people. It shows me that if I call the Police I can be open and authentic as to who I am and I will be supported. It also shows queer people or LGBTQ+ people across LLR that if you are serving in the Police or considering that as a career, you don’t have to choose between who you are as a person, in terms of your sexual and gender identity, and having a career you are passionate about.
2. In terms of the trans flag as a political sign or using the trans flag is political – as suggested by those who criticize its use by Leicestershire Police during awareness months. I want to make it clear that it is my view both personally and professionally that media outlets, anti-trans lobbyists, organisations and charities alongside politicians at all levels, are using the trans community and the trans flag politically, they are making it political and for some, using it for political gain. At its essence a trans flag is a sign of acceptance, belonging, inclusion and equality. It is also used during Pride Month, Transgender Awareness Month and LGBTQ+ History Month to raise awareness of trans identities and the challenges and struggles trans people face.
3. Historically Pride was a protest, yes, I can’t and won’t disagree with that. However, perhaps ten years ago even, it was for some a party, for some a celebration and for others about raising awareness of the LGBTQ+ community – rather than just being a protest. Why? Because the LGBTQ+ equality movement was moving forward in a positive direction. However, in recent years, due in part to social and political narratives, Pride has become for some, not all, more of a protest again because there is a real chance that our equal rights and dare I say, even human rights are being taken away or the threat that they will be, is there. The progress that has been made is being threatened. We are seeing rising and consistently high rates of hate crime and hate incidents. If Pride is a protest, it isn’t political in terms of against a specific party, that’s not what Pride stands for nor represents. It is a protest against harmful national policies which have a real impact on the treatment and day-to-day lives and experiences of LGBTQ+ people, and that impact is a negative one. Yes, for some individuals in a pride march at Leicester Pride, their protest may be aimed at a specific political party but that is not what Leicester Pride stands for as a whole. In fact, Leicester Pride’s own website describes Leicester Pride as *“Leicester’s annual Lesbian, Gay, Bisexual and Transgender (LGBT) festival, which celebrates equality and diversity in our community”*.
4. The Leicester Pride website also suggests that 10,000 people attend each year, with 2,000 making up the parade. I would argue the parade to be the most ‘political’ part of any Pride event (if it is at all) whilst other elements are about entertainment, community connection, a celebration of who we are as a community and as individuals and how far we have come.
5. If the Police attend events in support of other protected characteristics as part of the Equality Act 2010 but not for sexual orientation and gender reassignment that would not be fair or equal. So, my view both professionally and personally, is that Leicestershire Police attend all, or not at all. I would also argue that the Police attend other events which could be perceived

as 'political'. For example, I saw from the Gift Register 1 March 2024 that a gift was received in December 2022 from the Leicester Ukrainian Club after an officer attended an event. This was after the Russian invasion of Ukraine and could most certainly be argued by some that attendance of an event such as this could be perceived as 'political'.

6. Additionally, I am aware, please tell me if I am wrong, that the police attend Leicester Carnival each year both in a personal and on duty capacity. The Leicester Carnival website states *"1984 marked 150 years of the Emancipation of Slavery in the Caribbean and nothing was done to celebrate that important milestone in Leicester. This prompted several members from the Leicester Caribbean community to meet to discuss the possibility of introducing a Caribbean style carnival to the city"*. Therefore, Leicester Carnival is rooted in the celebration of ending slavery. This too, I would argue, could be perceived as a 'political' event.
7. All public sector organisations are expected to follow the Public Sector Equality Duty, in addition to the Equality Act 2010. The Equality and Human Rights Commission states that *"the purpose of the PSED is to make sure that public authorities and organisations carrying out public functions think about how they can improve society and promote equality in every aspect their day-to-day business"*. In addition, Leicestershire Police's own Diversity and Inclusion Strategy which I believe is still current as it runs from 2020-2024 states commitments to communities including...
  - *improve understanding of our communities*
  - *foster good community relations between different communities and groups*
  - *increase the satisfaction and confidence in policing from all communities*

I would argue that a way of achieving this would be to have a police presence both at Pride both in a professional 'on duty' capacity and for those who want to attend in a personal capacity.

8. I think that attending Pride events and any events of any marginalized community of people that raises awareness of those communities, communities who I would argue, in some cases are the most vulnerable, is at the heart of the ethos and values of Leicestershire Police and which there is a duty to uphold. If Leicestershire Police do not attend Pride and do not ensure they are assessing their LGBTQ+ inclusivity whether by Stonewall's scheme or some other mechanism, I think the LGBTQ+ community of Leicestershire, may lose, where they have it, their confidence in the Police moving forward.
9. And to end, I think it is important to assess where the social media comments, posts or hashtags, that have led to this conversation today have come from. Are they from a person or an organization? Are they basing their opinion on something that is also a protected characteristic within the Equality Act 2010 i.e. religious views, as just one example? Because if so, and Leicestershire Police change their position based on this, it could be seen as viewing religious ideology as more important than sexuality or gender reassignment which again would be unfair and unequal – the complete opposite of what the Equality Act 2010, represents. It too would not be seen an action that fostered good relations between marginalized groups.
10. I support *not* continuing with Stonewall for the reasons outlined. However, I would like to see a report about the work the force is doing in LLR to support the LGBTQ+ community and be inclusive of LGBTQ+ perpetrators, victims, colleagues and LLR residents. Could this be a brief report brought to the OPCC Ethics and Transparency Panel annually? I'm certain it would cost less than £2500 whilst still ensuring transparency and accountability?



Last updated: 4/6/24

## Ethics &amp; Transparency Panel - Open Actions

Meeting Date	Action No.	Minute No.	RAG	Action	Person Responsible	Target Date	Update
19 September 2023	1			<p><b>Emerging National and Local Issues</b>  <u>Strip Search of Females in Police Custody</u>            It was agreed to find out what is covered by the term "miscellaneous"</p>	DCC Sandall	Dec-23	<p>23/2/24: Miscellaneous Crimes Against Society are state based offences which do not fit easily within section of the Home Office Counting Rules such as violence, sexual offences, burglary etc..</p> <p>Concealing an Infant Death Close to Birth            Exploitation of prostitution            Bigamy            Soliciting for Prostitution            Going Equipped for Stealing            Making, Supplying or Possessing Articles for use in Fraud            Profiting from or Concealing Proceeds of Crime            Handling Stolen Goods            Threat or Possession with Intent to Commit Criminal Damage            Forgery or Use of Drug Prescription            Other Forgery            Possession of False Documents            Perjury            Offender Management Act            Aiding Suicide            Perverting the Course of Justice            Absconding from Lawful Custody            Bail Offences            Obscene Publications etc.            Disclosure, Obstruction, False or Misleading Statements etc.            Wildlife Crime            Other Notifiable Offences            Dangerous Driving            Fraud, Forgery Associated with Driver Records  <b>Propose close</b></p>
19 September 2023	2			<p><b>Complaints Dip-Sampling</b>            It was agreed to bring back statistics on how many Officers have had 3 or more complaints in a 12 month period</p>	Supt Tompkins	Dec-23	<p>7/3/24: action complete.  <b>Propose close</b></p>
19 September 2023	3			To organise new member visits to PSD	Supt Tompkins	Dec-23	<p>7/3/24: action complete.  <b>Propose close</b></p>
19 December 2023	4	04/23		Action tracker to be created and discussed at the beginning with each meeting	Ms Dearden	Mar-24	<p>13/2/24: action complete.  <b>Propose close</b></p>
19 December 2023	5	06/23		<p><b>Reports, Policies and Procedures</b>  <u>Complaints and Misconduct Statistics - yearly report</u>            A chart to be produced showing nature of complaints</p>	Supt Tompkins	Mar-24	<p>19/3/24: this item was covered during the meeting in March 2024.  <b>Propose close</b></p>
19 December 2023	6	06/23		<p><b>Reports, Policies and Procedures</b>  <u>Complaints and Misconduct Statistics - yearly report</u>            Definition of the term "individual behaviours" in relation to allegations to be shared with the Panel</p>	Supt Tompkins	Mar-24	<p>19/3/24: this item was covered during the meeting in March 2024.  <b>Propose close</b></p>

19 December 2023	7	06/23		<b>Reports, Policies and Procedures</b> <u>ICV Quarterly Report</u> Breakdown of ICV visit times to be shared with the Panel	Ms Sharma	Mar-24	12/3/24: action complete, reports shared with Ethics Panel members via email <b>Propose close</b>
19 December 2023	8	06/23		<b>Reports, Policies and Procedures</b> <u>ICV Quarterly Report</u> Ms Sharma agreed to investigate what the Force does with the ICV data collated	Ms Sharma	Mar-24	12/3/24: action complete, reports shared with Ethics Panel members via email <b>Propose close</b>
19 December 2023	9	06/23		<b>Reports, Policies and Procedures</b> <u>ICV Quarterly Report</u> ICV Annual Report to be shared with the Panel once complete	Ms Sharma	Jun-24	12/3/24: action complete, reports shared with Ethics Panel members via email <b>Propose close</b>
19 March 2024	10	04/24		<b>Urgent Business / Chairs Updates</b> <u>Terms of Reference:</u> <i>Pro-forma to be created ahead of the next meeting to show what to work against (appraisals).</i>	Ms Pattani	Jun-24	
19 March 2024	11	05/24		<b>Gift and Gratuities</b> <i>Admin to highlight any new additions to the report before sharing with the Panel</i>	Ms Dearden	Jun-24	4/6/24: all items included on the G&G report are new additions <b>Propose close</b>
19 March 2024	12	07/24		<b>Reports, Policies and Procedures</b> <u>Use of Force and Spit Guard Policy</u> <i>It was agreed to bring back a physical spit guard to the next panel meeting to show members what one looks like / how it's applied</i>	Insp Thompson	Jun-24	<b>Propose close</b>
19 March 2024	13	07/24		<b>Reports, Policies and Procedures</b> <u>Casey Review</u> <i>To bring back a sit-rep to the next meeting as to where the force is at with the progress on the casey review</i>	DCC Sandall	Jun-24	4/6/24: Verbal update to be provided at the June meeting by DCC Sandall <b>Propose close</b>
19 March 2024	14	09/24		<b>Ethical Dilemma for Discussion</b> <i>To move this agenda item up the agenda for June 2024 to ensure there is sufficient time to discuss</i>	Ms Dearden	Jun-24	Complete. <b>Propose close</b>
19 March 2024	15	10/24		<b>Any Other Business:</b> <i>Pre-meets to be scheduled before all meetings</i>	Ms Dearden	Jun-24	Complete. <b>Propose close</b>
19 March 2024	16	10/24		<b>Any Other Business:</b> <i>Calendar dates for all sub-boards to be shared with the panel</i>	Ms Pattani	Jun-24	Complete. <b>Propose close</b>
19 March 2024	17	10/24		<b>Any Other Business:</b> <i>RAG rate the action log</i>	Ms Dearden	Jun-24	Complete. <b>Propose close</b>
26 June 2024	18	05/24		<b>Gifts and Gratuities</b> <i>Parameters for G&amp;G to be reviewed and middle ground to be sought.</i>	Supt Tompkins	Sep-24	Can we please have clarity from the Panel as to exactly what is wanted in relation to the information provided on the G&G register. I have compared the old information provided against the current register and can see little meaningful difference between the two. Happy to make changes but would be grateful for exactly what needs changing. A Tompkins



