

Minutes of a meeting of the Ethics and Transparency Panel (ETP)
held at FHQ on Tuesday 19 December 2023

Present

Mr Vipal Karavadra (Chair), Dr Louise Bradley, Mr Matthew Youngs, Mr Kieran Breen, Ms Kathleen Harris-Leighton, 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 Shruti Pattani (Evaluation and Scrutiny Officer)
Ms Lucy Boulton (Communications and PR)
Miss Hina Sharma (Volunteers Manager)

Office of the Chief Constable (OCC)

Mrs Michaela Kerr (Assistant Chief Constable)
Mr Chris Kealey (Head of Communications and Engagement)
Mr Jake Thompson (Inspector, Body Worn Videos)
Mr Gurpreet Mulley (Detective Chief Inspector - Professional Standards)

01/23 Apologies

Apologies were noted for Mr Rob Randall (Head of Custody), Mrs Alison Tompkins (Head of Professional Standards), Mr David Sandall (Deputy Chief Constable)

02/23 Urgent Business / Chairs Updates

Election of Deputy Chair

The Chairman confirmed Ms Kathleen Harris-Leighton as the Deputy Chair of the meeting.

Chairs Update

The Chair congratulated the Deputy Chair on securing the position. It was also noted that there is still one vacancy to fill for the Panel.

03/23 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.

04/23 Minutes of the meeting held on 19 September 2023

The minutes of the meeting held on 19 September 2023 were discussed and agreed a true, accurate record.

Ms Vine raised that the minutes states, "Pride Parade and Stonewall: It was agreed to carry forward this agenda item to the next meeting taking place in December" and queried if this ethical dilemma will be discussed today or rescheduled to another date. Mrs Trewartha explained the 'Right Care, Right Person' ethical dilemma seemed most appropriate to discuss with the Panel today. **Action: To bring back the Stonewall Ethical Dilemma to the next meeting in March 2024 – add to forward plan.** It was highlighted Mrs Pattani is in the process of creating a forward plan to contain ideas from Panel members and the Force.

Action: Action tracker to be created and discussed at the beginning of each meeting along with the minutes (traffic light system).

05/23 Emerging National and Local Issues

Ms Harris-Leighton raised concerns around a video had been circulated on the internet relating to a Hindu celebration in Leicester (relating to the misconduct of a Police Sergeant). The Chair explained that he had also sought clarity around the situation and was informed that due to this being an active investigation, it is not to be discussed during a public meeting. Mr Kealey advised they will be transparent and will be able to discuss the situation, how it was dealt with etc. The Chair and Deputy Chair advised they would like more information regarding the action of the Officer and if it was: propositional, required, reasonable etc.

Action: When internal/external investigations are concluded, it was agreed to discuss this topic during a future meeting

ACC Kerr raised a national issue to the Panel and provided information: since the last Panel, a national report has been published (HMICFRS) relating to the disparity in Criminal Justice. The publication applies to all forces and includes a series of recommendations around the way in which the Force responds/identifies disparity in Criminal Justice. ACC Kerr also highlighted to the Panel that she is the lead for Leicestershire Police.

Action: Add conclusion of Inspection review/response – force findings (ACC Kerr) include on forward plan.

Mr Kealey also noted to the Panel that the Force was inspected (thematic inspection – policing as a whole and looking into best practice) under the Impartiality and Activism inspection which had been commissioned by the Home Secretary. The Chair queried why Leicestershire Police were chosen for the Inspection, Mr Kealey explained he is unsure as to why Leicestershire why chosen, but confirms it was not due to the fact the Force have done anything wrong. ACC Kerr raised that usually HMIC will simply chose a broad range of Forces (different sizes, budgets, demographics etc).

Action: Request for more information - how police force polices social media – include on forward plan.

Mr Kealey also raised the College of Policing (CoP) recently carried out a review of the death of a woman in Lancashire, Nicola Bully. The CoP reviewed how Lancashire dealt with the case, one area they focused on was how the Force engaged with stakeholders, families, and the media. The report is publicly available, and it was noted that Leicestershire Police are going through the recommendations within the report, ensuring to adopt best practice if not already doing so.

Panel member sought clarity on the difference between reviews from: College of Policing, HMICFRS, IOPC. ACC Kerr informed the Panel that none have mandated powers to make the Force do anything however, HMICFRS tend to be more aligned to inspection regime, and have a lot of influence/resonate to PEEL. ACC Kerr explained the acronym PEEL: all Forces are subject to a bi-annual inspection from HMIC on: Performance, Effectiveness, Efficiency and Legitimacy. There are 10 standard questions which the Force is assessed against.

06/23 Reports, Policies and Procedures

Complaints and Misconduct Statistics – Yearly Report

The panel received a report from the Force on Complaints and Misconduct Statistics. The report marked 'B' is filed within the minutes.

It was agreed to take the paper as read and DCI Mulley provided an overall summary of the report.

The Chair asked for clarity as to why in 2022/23 Q4 the number of complaints made to Leicestershire Police was 23.6% yet the national trend average was 8%. It was noted the variation is between 22% - 63%. After detailed discussions, it was highlighted the percentages included in the document are incorrect, and an updated paper will be shared.
Action: Chart to be produced showing the nature of complaints.

Ms Vine explained it would be useful to know the demographics of complainants (geographical spread, sexuality, gender etc) to see if there is any correlation.

Action: Ms Harris-Leighton requested the definition of the allegation “Individual Behaviours”

Action: Casey review: how has Leicestershire Police changed – to include on workplan

It was suggested if something increases by more than 10%, it would be helpful to have an additional column with commentary as to why this is.

ICV Quarterly Report

The panel received a report from the OPCC on the ICV Quarterly Report. The report marked ‘C’ is filed within the minutes.

Ms Sharma provided a summary of the role of Independent Custody Volunteers and an overview of the report.

The Chair invited panel members to ask questions which they may have:

- It would be useful to have times the ICV’s visit and to also have a breakdown if male or female. Ms Sharma advised this information is available and will share this information after the meeting **Action.**
- Queried what the data collected gives back to the Force/Custody Suite. Ms Sharma explained the data is sent back to ICVA who monitor performance.
Action: Ms Sharma to investigate what the Force does with the ICV data collated.
Action: ICV Annual Report to be shared with Ethics Panel once published.
- Queried if there are fluctuations of visits throughout the year, Ms Sharma advised there is always a minimum of 2 visits, per custody suite, per week.

The Panel agreed to note the contents of the report.

7/23 Dip-Sampling

Body-Worn Video (BWV) Footage – closed session.

Insp Thompson advised he had two BWV footage to share with the Panel and reminded the Panel that he is open to ideas / suggestions / themes for BWV moving forward.

The Chair requested during the next meeting if controversial BWV footage could be shared as the ones shared to date, have been quite simple/calm. **Action: Challenging BWV footage to be shared during the next meeting.**

8/23 Ethical Dilemma for Discussion

The panel received a report from the Force on an Ethical Dilemma. The report marked ‘D’ is filed with the minutes.

The Ethical Dilemma discussed was in relation to ‘The Right Care Right Person’ (RCRP) Model. Ms Trewartha provided the Panel with a summary of the dilemma.

ACC Kerr highlighted that the Force are in the process of implementing the model and have in fact already delivered some aspects of the model.

The following was raised by the Panel:

- Queries if there is or will be different agreements with different organisations/agencies. ACC Kerr explained they have mapped out different organisations/agencies' responsibilities, as well as their own. It was noted that a series of working groups have been established, who are focusing on protocols and where additional support is required.
- Ms Vine queried if other social organisations have the power to carry out welfare checks, and raised concerns if the Police were to stop carrying out checks, would there not be further issues. It was highlighted it would depend on the situation, if health and social care related the Police may not be the most appropriate organisation, EMAS may be the first port of call.

Action: It was agreed for an update to be provided in 6 months' time on the Forces progress – to include on workplan

9/23 Forward Plan

Future Meeting Dates

The meeting dates for 2024 have been shared with the Panel:

- 19th March 2024
- 18th June 2024
- 18th September 2024
- 12th December 2024

Report/Recommendations of the Panel

The Chair raised that he is conscious the Panel have not yet formally reported back any findings for year, this due to numerous issues. It was agreed now they have additional Panel members a plan will be formulated.

Action: The Chair agreed to produce an update report with what the Panel have achieved during 2023.

10/23 Any Other Business

Recruitment Update

One panel member to be recruited in the new year.

Date of next meeting

19 March 2024
Main Conference Room, FHQ

Ethics & Transparency Panel - Open Actions

Meeting Date	Action No.	Minute No.	Action	Person Responsible	Target Date	Update
19 September 2023	1		<p><u>Emerging National and Local Issues</u> <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 Propose close</p>
19 September 2023	2		<p><u>Complaints Dip-Sampling</u> 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. Propose close</p>
19 September 2023	3		<p><u>Ethical Dilemma for Discussion</u> It was agreed to carry forward Pride Parade and Stonewall to the December meeting</p>	OPCC	Dec-23	<p>19/12/23: Ethical Dilemma to be discussed during March 2024 meeting.</p>
19 September 2023	4		To organise new member visits to PSD	Supt Tompkins	Dec-23	<p>7/3/24: action complete. Propose close</p>
19 December 2023	5	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. Propose close</p>
19 December 2023	6	06/23	<p><u>Reports, Policies and Procedures</u> <u>Complaints and Misconduct Statistics - yearly report</u> A chart to be produced showing nature of complaints</p>	Supt Tompkins	Mar-24	
19 December 2023	7	06/23	<p><u>Reports, Policies and Procedures</u> <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	

19 December 2023	8	06/23	<u>Reports, Policies and Procedures</u> <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 Propose close
19 December 2023	9	06/23	<u>Reports, Policies and Procedures</u> <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 Propose close
19 December 2023	10	06/23	<u>Reports, Policies and Procedures</u> <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 Propose close