

**Minutes of a meeting of the Ethics and Transparency Panel (ETP)
held at FHQ on 19 March 2024**

Present

Mr Vipal Karavadra (Chair), Ms Kathleen Harris-Leighton (Deputy Chair), Dr Louise Bradley, Mr Matthew Youngs 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 Shruti Pattani (Evaluation and Scrutiny Officer)
Mrs Clare Hornbuckle (Evaluation and Scrutiny Officer)
Ms Abbey Dearden (Business Staff Officer – Minute taker)

Office of the Chief Constable (OCC)

Mr David Sandall (Deputy Chief Constable)
Mr Gurpreet Mulley (Detective Chief Inspector - Professional Standards)
Mr Craig Wheatley (Inspector, Body Worn Videos)
Mr Mick Gamble (Professional Standards)

01/24 Apologies

Apologies were noted for Mr Kieran Breen (Panel member), Mr Rob Randall (Head of Custody), Mrs Alison Tompkins (Head of Professional Standards), Lucy Boulton (Communications and PR) and Mr Chris Kealey (Head of Communications and Engagement)

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 December 2023

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

It was highlighted that in a previous report (page 3 of the minutes) that figures within quarter 4 were not correct. Mr Gamble advised that he investigate this and provide an update via email to the panel with an update (IOPC Stats).

04/24 Urgent Business / Chairs Updates

Terms of Reference:

The Chair explained the reasons behind refreshing the Ethics Terms of Reference. This included strengthening them and incorporating other sub-boards which fit under the Ethics and Transparency panel (hate crime, dip sampling, out of court disposals, custody records). It was agreed that one person from the panel will be on each of the sub-boards.

It was agreed to confirm who will attend each panel outside of the meeting.

Ms Vine queried what annual appraisals will be focused on, as the Panel would like to know what their goals will be focused on. Mrs Pattani advised she has a framework that the Chair is able to use to complete 1:1's.

Action: Pro-forma to be created ahead of the next meeting to show what to work against (appraisals).

Confirmation of Lead Members for Scrutiny Sub-Panels:

It was agreed to confirm the leads outside of the meeting. But agreed that at least 1 panel member will sit on each of the boards.

05/24 Gifts and Gratuities

The Panel agreed to note the report.

It was noted that if a items value was over the threshold, the Force would not accept it or would offer to charity.

Mr Young requested if the document could be reformatted to highlight any new additions since last reviewing in the Panel meeting.

Action: Admin to highlight any new additions to the report before sharing with the Panel.

The Chair queried what the Forces protocols are for detecting non-declared gifts. DCC Sandall raised that the Force has a service called 'bad apple' which allows other to report these kinds of things. Proactive briefings are provided to staff when joining. It is easier for the Officer/Staff member to tell PSD if something has been gifted, than to not declare.

06/24 Emerging National and Local Issues

PCC Elections:

Ms Vine raised that the PCC elections are coming up in May, and queried what impact this may have. Ms Trewartha provided the Panel with the election timescales (pre-election period etc) and explained the need to be careful with communications during pre-election period as the OPCC cannot be seen to be helping with campaigning. At present, only one candidate has declared they are running for the PCC position. Election results will be available on 3rd May 2024.

Ms Trewartha explained that the Police and Crime Plan is designed to run up to Easter 2025. However, if there is a new PCC come May, they will create their own plan as soon as possible.

Angelina inquiry:

DCC Sandall noted that the Angelina inquiry have produced their first report in relation to the Met Police. This mainly focused on vetting and recruitment. DCC Sandall highlighted that the Force are currently reviewing and looking at the implications of the inquiry. It was noted that the vetting standards within Leicestershire Police are already higher than what is set out. It was highlighted that new national guidance is due to be released soon which will encompass the inquiry also.

DCC Sandall discussed that all colleagues have been re-vetted/reviewed and not one person has been identified as a 'red flag' which provides reassurance.

07/24 Reports, Policies and Procedures

Use of Force and Spit Guard Policy

DCC Sandall provided a summary of the report. It was noted that these are not regularly used and will only be applied if necessary.

The following was highlighted and discussed:

- The Chair queried if it is mandatory to turn on the BWV if a spit guard is used, it was agreed that this is the protocol. A request was made to provide BWV to a future meeting where a spit guard is used. It was highlighted that during the session, BWV will be shown when a spit guard is applied.
- Ms Harris-Leighton queried if there have been any deaths when using a spit guard. It was discussed that no one within Leicestershire have died because of a spit guard being applied. It was however noted, that Officers do have to look for asphyxiation when holding down a suspect on the floor, as this can shut the airway.
- If there is a maximum duration for having a spit guard on. DCC Sandall explained it's on a case-by-case basis and most of the time, once the individual has calmed down the guard would be reviewed.
- Ms Vine noted that depth of the document and explained she was impressed and queried what happens if somebody is wearing religious headwear. DCC Sandall explained religious headwear would not be removed and the guard can still be applied.

Action: it was agreed to bring a physical spit guard to the next panel meeting to show the members what one looks/applied like.

Professional Standards Complaints and Misconduct:

Mr Gambled provided an overview of the report and explained that the stats included within the report come from IOPC data (the reporting period is April-Dec 2023).

Ms Harris-Leighton queried that the number of complaints appears to be doubling, yet there is not a doubling of staff. DCC Sandall explained the Force is focusing on prevention of complaints. Operation Innovate/Detect went live in February which focuses on reasonable lines of enquiry and keeping up victims. Since this went live, the Force have already noticed the number of live investigations has dropped. It was highlighted that public expectation is another reason for complaints; 28 days from start to finish is not achievable – the CPS have 28 days (national rule) to get back to the Force and are not achieving this at present.

DCC Sandall also highlighted that the Force are currently suffering from a £8.6m budget gap and are therefore reducing in size (police staff/PCSO) even though the demand is increasing. DCC Sandall highlighted that voluntary redundancy is opening shortly for police staff. It was discussed that the funding received from central government does not always cover the amount requested, which is why there is a significant shortfall.

Mr Gamble discussed that in broad terms, 20-25% of allegations are upheld/service not acceptable.

Casey Review: Update from the Force

DCC Sandall highlighted that some of the review is Met focused but there is some learning for the Force. The Force are tracking the recommendations through several working groups: PSD vetting, race action plan, VAWF etc. It was discussed that some elements are already in place, whilst others are not and will need to be worked on.

Action: To bring a sit-rep to the next meeting as to where the force is at with progress on the Casey Review.

08/24 Dip-Sampling

Complaints Dip-Sampling Feedback

The Chair requested this agenda item is deferred to the next meeting.

Body-Worn Video (BWV) Footage – closed session

Insp Wheatley displayed to the Panel a BWV of a suspect which has a spit guard applied.

The Chair agreed to defer the second video due to time pressures.

09/24 Ethical Dilemma for Discussion

The panel received a report from the Force on an Ethical Dilemma. The report marked 'H' is filed with the minutes.

It was agreed to defer this agenda item to the next meeting due to time pressures.

Action: To move this agenda item up the agenda for June 2024 to ensure there is sufficient time to discuss.

10/24 Any Other Business

Action: Pre-meets for panel member to be scheduled before all meetings

Action: Calendar dates for all sub-boards to be shared with the panel

Action: RAG rate the action log

Date of next meeting

18 September 2024
Main Conference Room, FHQ

Ethics & Transparency Panel - Open Actions

Meeting Date	Action No.	Minute No.	RAG	Action	Person Responsible	Target Date	Update
19 September 2023	1			<p>Emerging National and Local Issues <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>Complaints Dip-Sampling 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			To organise new member visits to PSD	Supt Tompkins	Dec-23	<p>7/3/24: action complete. Propose close</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. Propose close</p>
19 December 2023	5	06/23		<p>Reports, Policies and Procedures <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. Propose close</p>
19 December 2023	6	06/23		<p>Reports, Policies and Procedures <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. Propose close</p>
19 December 2023	7	06/23		<p>Reports, Policies and Procedures <u>ICV Quarterly Report</u> Breakdown of ICV visit times to be shared with the Panel</p>	Ms Sharma	Mar-24	<p>12/3/24: action complete, reports shared with Ethics Panel members via email Propose close</p>

