

Minutes of a meeting of the Ethics, Integrity and Complaints Committee
Held via Microsoft Teams on 2.00 pm on Friday 26 March 2021

Present

Members:

Dr Steven Cammiss
Ms Lynne Richards
Ms Lois Dugmore
Ms Gail Pringle
Dr Mark Peel
Ms Linda James

Officers:

Mrs Angela Perry, Executive Director, OPCC
Ms Sallie Blair, Communications Advisor, OPCC
Miss Teresa Wilcox, Business Staff Officer, OPCC
Mr Chris Kealey, Head of Strategic Communications and Engagement, Leicestershire Police
Rich Ward, Superintendent, Leicestershire Police

Meeting Chaired by Dr Mark Peel (Deputy Chair)

1/21. Apologies

Apologies were received from Mrs Karen Chouhan (Chair) and Rob Nixon, Deputy Chief Constable, Leicestershire Police.

2/21. Urgent Business

There were no items of urgent business.

3/21. Declarations of Interest

The Chair invited attendees to make any Declarations of Interest regarding any of the agenda items.

In relation to article 6 on the agenda, Ms Lois Dugmore declared that she worked for Leicestershire Mental Health Partnership Trust.

No other declarations were made.

4/21. Minutes of the meeting held on 18 December 2020 and Action Log

The minutes of the meeting held on 18 December 2020 were discussed and confirmed as accurate, with the following amendments:-

34/20 Stop/Search

Fourth bullet point:

In relation to the proportionality claim around the level of local knife crime which stated that a black person was 5.3 times more likely to be an offender of knife crime members requested the statistics behind this claim to see if they were robust. This to be included on the action sheet.

Fifth bullet point:

The Committee said that they acknowledged that the disproportionality was not necessarily evidence of racism.

It was noted that Iris Lightfoote attended the meeting but was unable to provide any views regarding Stop and Search due to IT technical issues. Members asked if the recording of the meeting could be shared with her and for any comments to be shared.

The following rolling actions updates were provided:-

Number 8 – Stop and Search: member of the Cohersive Powers Group to be invited to future meeting (June 2021) on forward plan for meeting in June 2021.

Number 19 – Social Media: videos to be viewed during the morning session of 18/6/21.

Number 33 – Stop and Search: confirmed BWV's were stored for 28 days unless marked as required for evidential purposes and then they will remain on the system.

5/21. The Impact of Covid-19 Pandemic on the Delivery of Operational Policing and the Ethical Issues Raised

The Committee received a report from the Chief Constable highlighting the impact of Covid-19 pandemic on the delivery of operational policing and to highlight the ethical issues raised. A copy of the report marked paper 'A' is filed with the minutes.

The Committee discussed the ethical issues raised and the Chair reminded members that at their last meeting held in December they watched body worn video clips of some Covid-19 breaches.

Members felt that reports of Covid-19 breaches should not be prioritised over and above other incidents and that the level of risk and harm should be the basis for prioritisation which is the approach the police take on a daily basis. It was recognised that although Covid-19 was at the forefront of everyone's mind consideration also needed to be given to other incidents.

In relation to the degree of discretion Leicestershire Police should apply when taking the '4Es' approach to emotive situations i.e public vigils, demonstrations etc the Committee agreed that the College of Policing guidelines should be adhered to when policing such events and that the circumstances around each situation should be considered

Members were dissatisfied with some recent feedback received in relation one of the Covid-19 enforcement stop and search BWV's that was recently viewed. They felt that the response was disappointing and seemed to miss the point of the issue raised which was; although the stop and search was lawful, was it ethical?

The Committee AGREED to note the contents of the report.

6/21. Mental Health – Demand Profile and Guidance to Officers

The Committee received a report from the Chief Constable outlining the nature and scale of mental health related demand to Leicestershire Police and the guidance that is given to offices in terms of responding to those demands. A copy of the report marked paper "B" is filed with the minutes.

Members asked if the number of incidents triaged (774) against amount of deployments (58) was correct and asked why there was a big difference. Supt Ward explained that the number of incidents was standard (for January 2021) and that a deployment was when officers actually attended a mental health incident. Members requested further data regarding the deployments so that they understand better the difference between triaged incidents and deployments.

Members asked if any consideration had been given towards substance misuse teams being involved with the triage car. Supt Ward said that he didn't think this had been considered, although he did think that this was a good idea and there was some sense in having this link up.

Members asked what support was in place for officers attending situations where someone had taken their own life and whose responsibility was it to provide support to them afterwards. Supt Ward explained that the Health Service would provide care to members of the public who had witnessed an incident and that police officers would be supported by a really good health assured employee assistance wellbeing package which could be accessed 24/7. Supt Ward also said that officers who were exposed to primary trauma had access to the Trauma Risk Incident Management process to ensure that they received support at an early stage. The Force had recognised that clinical supervision for some roles within the Force was crucial to prevent Post Traumatic Stress Disorder.

Members commended the Force on the work that they were doing regarding mental health and they were encouraged by the specialist and partnership work that was being carried out. They asked if officers received any general awareness training on mental health during their initial training and Supt Ward confirmed that officers did receive protecting vulnerable people training.

The Committee acknowledged that they had previously been presented with lots of ethical dilemmas relating to mental health incidents and that the mental health triage car was an example of excellent partnership working and an efficient use of resources.

The Committee AGREED to note the contents of the report and to receive a further report on the numbers of deployments compared to the number of incidents and how decisions are made to deploy.

Lord Bach, Police and Crime Commissioner, joined the meeting

7/21. Complaint Reviews

The Committee received a report from the Office of the Police and Crime Commissioner providing an update on the new statutory duty placed on Police and Crime Commissioners from 1 February 2020 to undertake reviews into the outcome of public complaints against the police. A copy of the report marked paper "C" is filed with the minutes.

In relation to the collation of equality monitoring data for requests for reviews the Committee felt that this should be collated albeit not retrospectively but henceforth should be part of the review process. Members felt that by collating this information trends could be identified which could lead to improvements in service and reassurance would be provided to the public that this was being monitored.

Lord Bach thanked the Committee for their dedication and commitment during his 5 year term of office and he informed members that he absolutely agreed with them that the equality monitoring data should be collected.

Lord Bach said that he took the view that decisions on reviews were his responsibility, however some Offices of Police and Crime Commissioner had chosen to task this work to outside organisations. Lord Bach said he would be very unhappy to do this. Members agreed that as he had been voted in by members of the public they felt that it was his duty, or a member of his team's duty, to review and decide upon each complaint. Members felt strongly this this area of business should not be outsourced to external companies.

Members suggested that the wording used in correspondence to those requesting a review should be clear that the PCC was an independent office and not part of the police force. The

Executive Director informed that the wording currently used would be reviewed to ensure this point was clearly made.

The Chair thanked Lord Bach for his term of office and on behalf of the Committee acknowledged that he had brought a commitment to the public throughout his term and that his ability to listen and react to people's concerns had been exemplary.

The Committee AGREED to note the contents of the report.

8/21. Ethical Dilemma

The Committee agreed to address this item at the next meeting.

Chair
Friday 26 March 2021
2:00 – 4:02 p.m.

OFFICE OF POLICE AND CRIME COMMISSIONER
ETHICS, INTEGRITY AND COMPLAINTS COMMITTEE

ROLLING ACTION SHEET

ACTION NO.	Meeting Date	Minute No.	Paper	Action	Person Responsible	Target Date	Update
6	20.9.19	31/19	B	<u>Dip sampling</u> Members to dip sample redacted grievance and misconduct cases at the same time as dip sampling complaint files. Cases for grievances/misconduct to be provided by PSD.	Supt. Ward PSD	March 2020	13/12/19 – will commence when members next visit PSD to review complaints files 18/9/20 – dip sampling session which was planned has been cancelled - looking to put arrangements in place before the next meeting (depending on COVID-19). Rob Nixon informed members that Unison are not supportive of members dip sampling grievances files due to the confidential nature. Angela agreed to look into this further and provide an update to members at the next meeting. 18/12/20 – Executive Director confirmed that she had not yet had a discussion with UNISON but would do so before the next meeting on 26/3/21
8	20.9.19	31/19	B	<u>Stop and Search</u> A member of the Cohersive Powers Group be invited to attend the Committee meeting when Stop and Search is being considered. Include on forward work plan.	Executive Director	TBC	13/12/19 – outstanding, invite to be sent when next on the agenda. 18/9/20 – outstanding. 15/12/20 – invited Iris Lightfoote (TREC) and Chair of the Cohersive Powers Scrutiny Group 18/12/20 – Iris attended meeting

							26/3/21 – Email Iris with link to meeting recording and ask her if she has any feedback 11/6/21 – Iris emailed to ask if she would like to attend meeting on 18/6/21
20	19.06.20	6/20	B	<u>Social Media</u> Equality Impact Assessment section within the report was missing. Committee would like to know if one had been carried out.	DCC Nixon		18/9/20 – outstanding. DCC Nixon agreed to follow up with ACC Debenham. 18/12/20 – agreed to transfer ownership of action to DCC Nixon
22	19.06.20	9/20	E	<u>Hate Crime</u> Service Specification to be shared with the committee	DCC Nixon		18/09/20 – outstanding 18/12/20 – agreed to transfer ownership of action to DCC Nixon
30	18.12.20	34/20		<u>Stop & Search Annual Report 2019/20</u> Members to forward their views around data and presentation on the Annual Report to the DCC so that he can share them with the DMU project group.	DCC Nixon and EICC members		18/12/20 – DCC set this action
31	18.12.20	34/20		<u>Stop & Search Annual Report 2019/20</u> Track trend line of stop/searches – when BWV worn and when not worn.	DCC Nixon		18/12/20 – DCC set this action
32	18.12.20	34/20		<u>Stop & Search Annual Report 2019/20</u> New Officers – how are they being taught to carry out stop/searches?	DCC Nixon		18/12/20 – DCC set this action
34	18.12.20	34/20		<u>Stop & Search Annual Report 2019/20</u> In relation to the proportionality claim around the level of local knife crime which stated that a black person was 5.3 times more likely to be an offender of knife crime members requested the statistics behind this claim to see if they were robust.	DCC Nixon		

35	18.12.20	34/20		<u>Stop & Search Annual Report 2019/20</u> Contact Iris Lightfoote (who had technical issues and missed this section of the meeting) with a link to the recording of this meeting and ask if she has any feedback which she would like sharing with the Committee	Business Staff Officer		
36	26.3.21	-	-	<u>Distribution of agendas</u> Contact members and ask whether they prefer to receive agenda bundle electronically or printed/posted.	Business Staff Officer		
38	26.3.21	5/21	A	<u>Impact of Covid-19 on the delivery of operational policing and ethical issues raised</u> Members were dissatisfied with some recent feedback received in relation one of the Covid-19 enforcement stop and search BWV's that was recently viewed. They felt that the response was disappointing and seemed to miss the point of the issue raised which was; although the stop and search was lawful, was it ethical? <i>(details of BWV: s/s took place because individual was not co-operating. Officer then said okay not co-operating so therefore going to engage in coersive powers. Non compliant results in coersive powers – was this ethical?).</i>	DCC Nixon		
37	26.3.21	6/21	B	<u>Mental Health</u> <i>Snap-shot of triage car (Jan 2021)</i> <i>Incidents triaged (774) Deployments (58):</i> Members requested data regarding the deployments so that they understand better the difference	DCC Nixon		

				between triaged incidents and deployments and how the decision making process works around deployment.			
38	26.3.21	7/21	C	<u>Complaint Reviews</u> Members suggested that the wording used in correspondence to those requesting a review should be clear that the PCC was an independent office and not part of the police force. The Executive Director informed that the wording currently used would be reviewed to ensure this point was clearly made.	Executive Director		