

**POLICE AND CRIME
COMMISSIONER FOR
LEICESTERSHIRE**

**ETHICS, INTEGRITY AND
COMPLAINTS COMMITTEE**

PAPER MARKED

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Report of	POLICE AND CRIME COMMISSIONER
Subject	FORWARD WORKPLAN 2018
Date	FRIDAY 22 SEPTEMBER 2017 – 2:00 p.m.
Author	ANGELA PERRY, EXECUTIVE DIRECTOR

Purpose of Report

1. The purpose of this report is for members' consideration and approval of a forward work plan and training schedule for the work of the Committee for 2018.

Recommendation

2. It is recommended that members approve a forward work plan and training schedule for 2018.

Background

3. At its meeting on 25 September 2015 the Committee agreed its priority work areas for their first year of operation. These were agreed as:-
 - Complaints and misconduct allegations
 - 'Stop and search' processes
 - 'Whistleblowing' arrangements and processes
 - Facial recognition
 - Resource deployment in a time of austerity
4. At their meeting in 16 December 2016 members identified further topics they wished to cover in the coming year. These were as follows:-
 - Safeguarding – adults and children – how the Force understood and how implemented.
 - How the Chief Constable sets the culture of Leicestershire Police.
 - Stop and search footage.
 - Social Media – what monitoring of staff personal social media.
 - Police force that reflects the local community – recruitment and promotions processes.
 - Business Interests Policy and how it is applied.

- Counter Terrorism – force approach and ethical questions.
5. The last three bullet points listed above will be on the agenda for the December meeting of the Committee.

Workplan for 2018

6. Members are now requested to provide their thoughts for a future workplan for meeting taking place in 2018. Members are asked to also identify aspects of training that they feel would be beneficial during the coming year.
9. Attached at Appendix 'A' are proposals for future topics to be addressed by the Committee from their terms of reference and also outstanding from previous meetings. (*The meeting of the Committee on 15 December 2017 is included for completeness*). Following on from the previous paper it should be noted that the dates listed may change as a result of member's earlier discussion on this agenda.
10. Members should be aware that the agenda items on the work plan for future meetings are not exclusive and other items will be included at the direction of the Chairman and members. Requests for additional items are also likely to be received from the Police and Crime Commissioner and Chief Constable at different times.

Implications

Financial :	None.
Legal :	None.
Equality Impact Assessment :	None.
Risks and Impact :	None.
Link to Police and Crime Plan :	The work of the Committee is in line with the Nolan Principles and Code of Ethics.
Communications :	A communications plan is in place to publish the work of the committee.

List of Appendices

Appendix A – Forward Workplan and Training Scheduled 2018

Background Papers

None.

Person to Contact

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Ethics, Integrity and Complaints Committee

Forward Workplan and Training Schedule 2018

<u>DATE OF MEETING</u>	<u>TRAINING PLAN</u>	<u>AGENDA ITEMS</u>
<p><u>Friday 15 December 2017</u></p>	<p><u>Counter Terrorism</u> <i>How structured in the organisation. How implemented including work with partners.</i></p> <p><u>Officer Personal Safety Training</u> <i>(Minute 7/17 refers)</i></p>	<ul style="list-style-type: none"> • <u>Recruitment and Promotion Processes</u> <i>How the Police endeavour to achieve a force that reflects the local community. To also reflect how Positive Action Project is being progressed. To include stats on internal promotion processes and breakdown of workforce.</i> • <u>Business Interests Policy</u> <i>How this is applied. Number of refusals and appeals. How reviewed and managed by supervisors.</i> • <u>Counter Terrorism</u> <i>The Force approach and ethical decisions the force have to take in relation to resources. .</i> • <u>Annual Report of the Committee 2016/17</u> <i>Draft report of the work of the committee</i> <p><u>STANDING ITEMS</u></p> <ul style="list-style-type: none"> • <u>Complaints</u> <i>(Complaints and misconduct performance data and organisational learning. To include dip sampling of files and outcomes).</i> • <u>Ethical Dilemmas</u> <i>(Discussion on ethical dilemmas presented).</i>

<u>DATE OF MEETING</u>	<u>TRAINING PLAN</u>	<u>AGENDA ITEMS</u>
<u>Friday 16 March 2018</u>	<ul style="list-style-type: none"> • <u>Viewing of Stop and search footage</u> 	<ul style="list-style-type: none"> • <u>Op Darwin Update</u> <i>(Six month update)</i> • <u>Stop and Search – Update</u> <i>(Minute 08/17 refers)</i> • <u>Inspection of Gifts, Gratuities and Hospitality Register</u> <i>(For Force and the OPCC – to include a report on communications to staff on complying with the policy)</i> • <u>Bi-annual report of the work of the Committee</u> <p><u>STANDING ITEMS</u></p> <ul style="list-style-type: none"> • <u>Complaints</u> <i>(Outcome of dip sampling of complaint files by members. Discussion on issues raised and Force response).</i> • <u>Ethical Dilemmas</u> <i>(Discussion on ethical dilemmas presented)</i>

<u>DATE OF MEETING</u>	<u>TRAINING PLAN</u>	<u>AGENDA ITEMS</u>
<u>Friday 22 June 2018</u>		<ul style="list-style-type: none"><li data-bbox="1025 300 1982 395">• <u>Transparency – Compliance with Publication Scheme</u> <i>(How the force comply with the transparency agenda on publication of information)</i> <li data-bbox="1025 475 1803 539">• <u>Inspection of Officers Expenses</u> <i>(Paid to ACPO officers and senior officers within OPCC)</i> <li data-bbox="1025 619 2094 715">• <u>Gifts and Hospitality Registers</u> <i>(Examination of the registers for Office of Police and Crime Commissioner and Office of Chief Constable)</i> <p data-bbox="981 810 1227 842"><u>STANDING ITEMS</u></p> <ul style="list-style-type: none"><li data-bbox="1025 890 2094 986">• <u>Complaints</u> <i>(Outcome of dip sampling of complaint files by members. Discussion on issues raised and Force response. Outcome of inspection of IPCC non-referral log).</i> <li data-bbox="1025 1034 1646 1098">• <u>Ethical Dilemmas</u> <i>(Discussion on ethical dilemmas presented)</i>

<u>DATE OF MEETING</u>	<u>TRAINING PLAN</u>	<u>AGENDA ITEMS</u>
<u>Friday 21 September 2018</u>		<ul style="list-style-type: none"> • <u>Election of Chair</u> • <u>Election of Vice-Chair</u> • <u>Forward Workplan</u> • <u>Review of Terms of Reference for the Committee</u> • <u>Consideration of a Force Policy</u> <i>(e.g Notifiable Relationships, Debt Management)</i> <i>(How implemented, managed and supervised)</i> • <u>Vetting Policy</u> <i>(What the vetting standards are – force compliance with national standards – to include stats)</i> <p><u>STANDING ITEMS</u></p> <ul style="list-style-type: none"> • <u>Complaints</u> <i>(Outcome of dip sampling of complaint files by members. Discussion on issues raised and Force response. Outcome of inspection of IPCC non-referral log).</i> • <u>Ethical Dilemmas</u> <i>(Discussion on ethical dilemmas presented)</i>

<u>DATE OF MEETING</u>	<u>TRAINING PLAN</u>	<u>AGENDA ITEMS</u>
<u>Friday 14 December 2018</u>		<ul style="list-style-type: none"> • <u>Complaints</u> <i>(Review performance management data to show timeliness of completion of complaints, trends and analysis of types of complaints and or geographical police areas of concern).</i> • <u>Civil claims</u> <i>(Overlap of complaints and civil claims)</i> • <u>Annual Report of the work of the Committee</u> <p><u>STANDING ITEMS</u></p> <ul style="list-style-type: none"> • <u>Complaints</u> <i>(Outcome of dip sampling of complaint files by members. Discussion on issues raised and Force response. Outcome of inspection of IPCC non-referral log).</i> • <u>Ethical Dilemmas</u> <i>(Discussion on ethical dilemmas presented)</i>

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