

POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE

PAPER MARKED

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ETHICS, INTEGRITY AND COMPLAINTS COMMITTEE

Report of	POLICE AND CRIME COMMISSIONER
Subject	TRAINING PLAN
Date	FRIDAY 25 SEPTEMBER 2015 – 2.00 P.M.
Author	ANGELA PERRY HEAD OF GOVERNANCE AND ASSURANCE

Purpose of Report

1. The purpose of this report is for members' consideration of a future training plan to support member development.

Recommendation

2. It is recommended that members, having previously agreed their priority work areas for the coming 12 months, consider their training requirements which will be incorporated within a broader training plan.

Commentary

3. Consideration of a member training plan will be very much linked to the prioritisation of work over the next twelve months and members requirements. However it can be foreseen that training in relation to complaints and the work of the Professional Standards Department will be required in the first instance. As such this has been incorporated within the Plan, together with objectives for the sessions. The proposal is for this training to be delivered to members as the first session of training so members can commence work on this area of business, including the dip sampling of complaint files.
4. A number of other areas of training have been listed to be delivered on future dates depending on the area of business members wish to address. Members themselves are asked to identify training needs as the work of the Committee progresses.

Implications

Financial :	None.
Legal :	None.
Equality Impact Assessment :	None.
Risks and Impact :	Member development will be continuous throughout the work of the Committee and will be required to enable members to fulfil their role.
Link to Police and Crime Plan :	Proposal is in line with the Nolan Principles and Code of Ethics.
Communications :	Communications will be planned around the work of the Committee.

List of Appendices

Proposed list of training sessions.

Background Papers

None.

Person to Contact

Angela Perry, Head of Governance and Assurance
Tel: 0116 2298982 Email: angela.perry@leics.pcc.pnn.gov.uk

ETHICS, INTEGRITY AND COMPLAINTS COMMITTEE
TRAINING PLAN

<u>TOPIC</u>	<u>AIM</u>	<u>OBJECTIVES</u>	<u>DELIVERED BY</u>
Police Complaints Procedures	To give an understanding of how police complaints are handled and the procedures followed to resolve matters.	<ul style="list-style-type: none"> • Understand the legislation and guidance for handling complaints and misconduct matters. • Be informed of the Standards of Professional Behaviour • Understand the process of how complaints against the police are made and dealt with. • Understand the role of the Independent Police Complaints Commission. • Understand the role of decision makers in the process of handling complaints. • Understand the roles and responsibilities of those involved in the complaints process within the Force. • Be familiar with the grounds on which members of the public can make a complaint. • Understand how local resolution is handled. • Understand the force systems in the recording and monitoring of complains 	Head of PSD
Dip Sampling of Police Complaint files	To provide an understanding of how files are prepared, the process followed and the rules and guidelines directing the handling of complaints.	<ul style="list-style-type: none"> • To be familiar with the documents at every stage of the handling of the complaint. • To be aware of timescales within the process. • The basis of referral to the Independent Complaints Commission. 	Head of PSD
Police Misconduct Procedures	To be informed of police misconduct procedures and the different stages leading to an outcome for officers	<ul style="list-style-type: none"> • To be informed of the process leading to an outcome. • To be aware of changes in legislation for the handling of police misconduct. • To understand the definitions of conduct 'meeting' and conduct 'hearing'. • Members to be invited to attend any public misconduct hearing. • 	Head of PSD
'Bad Apple' Procedures	To be aware of the policy and procedures in place for members of staff to identify 'Bad Apples' as a result of inappropriate behaviour or actions of colleagues	<ul style="list-style-type: none"> • Be familiar with the policy. • Be informed on the number of cases where this occurs and the outcomes • The governance in place for reporting matters to senior officers. 	Head of PSD
IPCC Referrals	To understand how decisions are made to refer.	<ul style="list-style-type: none"> • Understand the decision making process for referrals to the IPCC • Understand the non-referral register and how such decisions are made. 	Head of PSD

Other Topics for Consideration

<u>TOPIC</u>	<u>AIM</u>
Police Promotion Processes	To understand how police promotions are handled.
Op Edison/Blueprint 2020	To understand how the force are delivering policing in a time of austerity and plans for future savings.
Stop and Search	To understand the legislative powers of stop and search and how this is put into practice by police officers. To incorporate how statistics are collated and interpreted.
National Decision Making Model	To understand the six key elements of the National Decision Making Model and how the Code of Ethics fits into the Model.
Force Performance	How it is measured and delivered ethically.
Freedom of Information	To understand how Freedom of Information requests are dealt with by the Force.
The role of HMIC	To understand the role of HMIC and their inspection programme. How recommendations are addressed by the force.
Personnel Vetting	To understand how vetting on individuals is applied by the Force and how it meets national standards.
Business Interests Policy	What the policy states and how it is applied.
Publication Scheme	To understand the legislative requirement for each corporation sole to have a publication scheme in place and how this is complied with.
Equality Scheme	To understand the legislation requiring each Corporation Sole to have n Equality Scheme in place and how it is complied with.
Force Values	To know what the Force values are and how assurance is gained that these are being applied.