

**MINUTES OF A MEETING OF THE ETHICS AND TRANSPARENCY PANEL**  
**17<sup>th</sup> DECEMBER 2025 14:00 – 16:00 HRS**  
**MAIN CONFERENCE ROOM, FHQ**  
**Shona Chapple, Executive Secretary – Minute Taker**

**Office of Police and Crime Commissioner**

Mrs L Starr (Director of Governance and Performance)  
Mrs N Chamund (Governance Manager)  
Mrs S Chapple (Executive Secretary)

**Office of Chief Constable**

DCC M Kerr (Deputy Chief Constable)  
Mr V Scott (EDI and Positive Action Manager)  
Ms Nicole Main (Head of PSD)

**Ethics and Transparency Panel Members**

Mr Vipal Karavadra  
Dr Louise Bradley  
Mr Matt Youngs  
Miss Lisa Vine  
Dr Denis Tanfa  
Ms Nikki Plant  
Ms Katie Walker  
Dr Frances Deepwell

**1. Apologies**

Mr Kieran Breen  
Ms B Greasley (Assurance Officer)  
Mrs Kathleen Harris-Leighton

**2. Declarations of Interest**

*None*

**3. Minutes of meeting of the Ethics and Transparency Panel held June 2025 & Rolling Action Log**

*Minutes of previous meeting accepted with no amendments.*

**4. Urgent Business & Chair Updates**

*None*



## 5. Gifts and Gratuities

*Confirmed as taken as read.*

Collectively the Panel noted in the pre meeting there is an issue around items that are over £75 as the exact sum is not allocated next to the item on the spreadsheet when the data is pulled through from the form.

**ACTION – Lizzie Starr to examine why this isn't pulling through further outside of the meeting.**

**ACTION – The OPCC to develop a similar MS Forms to collect G&G data as the Force.**

**ACTION – Gifts and Gratuities policy to be added to forward plan for a future meeting.**

## 6. Emerging Issues

Mr Vernal Scott - EDI and Positive Action Manager for the Force gave a presentation to the Panel on the Draft EDIC Strategy – Equality, Diversity, Inclusion and Cohesion.

The strategy covers the Pursuit of Excellence, One Leicester, EDIC in Policing, Leadership Challenges and Embedding EDIC into Police Professionalism.

There are several 'cases' to present for making progress on eliminating discrimination under the Equality Act 2010. Mr Scott clarified to the group that there are policing values, both moral and ethical values, business and equal life cases around EDIC. These provide transparency, impartiality and competent Public Service delivery alongside inclusive community policing and employment opportunities for diverse applicants, attracting and retaining the best possible talent from diverse communities and enabling equal life opportunities with an aim to reduce inequalities between different groups.

Mr Scott highlighted that increased trust and confidence will improve the public's approach to reporting as a victim of crime.

There is a templated document accompanies the strategy which will be circulated across the Forces departments for completion to feed into the Strategy throughout the consultation process.

*Questions from the Panel.*



Dr Denis Tanfa asked Mr Scott and DCC Kerr what their thoughts were on the PCC's comments on two tier policing in Leicester.

DCC Kerr advised that she and the Chief Officer Team disagree with the PCC's comments on two tier policing in Leicestershire. DCC Kerr believes that the PCC's comments were in relation to events taking place over the summer months (Flags, Palestine demonstrations etc). DCC Kerr confirmed that the Force have consistently demonstrated compliance with legal rights and demonstrated no disproportionality with how public order frameworks have been applied across the Force area. However, DCC Kerr noted that she is not disputing disproportionality in policing in its entirety, but that in response to Dr Tanfa's question – there is disagreement between the Force's Chief Officer Team and the PCC's comment on two tier policing in Leicestershire.

Mr Scott noted that people have different perceptions of policing and the Met and Essex Forces have had the same accusations. Mr Scott's experience is that Officers go where they are needed and do not make decisions based on who someone is.

Dr Frances Deepwell questioned the alignment of the EDI Training programme and the new EDIC Strategy.

Mr Scott advised that there was a mandatory EDI training course that was evaluated with mixed feedback. The new EDIC strategy will inform ongoing training and will cover the equality law but will not be a repeat of the EDI Training. DCC Kerr noted that the pre brief report provided to the panel contains information on the previous EDI Training and the new EDIC Strategy and the methods to embed the learning from this.

Dr Deepwell asked how the new training aligns with the forces approach to policing.

DCC Kerr noted that the new strategy is consistent with the Code of Ethics and that EDI training is now delivered as the Code of Ethics training that comprises of 7 modules that are a national programme of training provided by the College of Policing. DCC Kerr advised that the Force are on track for Code of Ethics completion.

Dr Louise Bradley queried the percentage required to pass the training and DCC Kerr confirmed this is 80%.

Dr Deepwell requested the opportunity for the Panel to participate in the Code of Ethics training. Lizzie and DCC Kerr will arrange for this at a future Panel meeting.

**ACTION – Code of Ethics training session for the ETP to be arranged for in 2026.**



Miss Lisa Vine requested time with Mr Scott outside of a meeting to discuss EDIC further.

Ms Vine queried how the code of ethics training addresses managing the protected characteristics and noted the lack of strengthening in training around the treatment of transgender people.

Mr Scott advised that there are challenges around the action planning and the delivery of training to create a change of culture. Mr Scott has ambitions for a substantive cultural change and not performance led EDI.

DCC Kerr noted that the Code of Ethics training package is nationally mandated by the College of Policing's inclusivity team and this is not a decision made locally. The Force are unable to add additional material to the training as they are accredited courses provided from the College of Policing.

Dr Bradley queried who the consultees are for the EDIC Strategy and how long the consultation period is.

Mr Scott advised that the Strategy has currently been circulated to staff network groups for consultation and there will be an element of consultation with community groups. Mr Scott was unable to provide a timescale for the consultation period but can provide this when a timescale has been determined.

DCC Kerr noted that there was an ambition to have the EDIC Strategy out in advance of Christmas, however the Chief Constable would like to give the strategy thorough consideration and has a rough timescale for the end of January 2026.

Mr Vipal Karavadra requested the Panel's inclusion in the consultation period and nominated Miss Lisa Vine as the Panel's representative. DCC Kerr welcomed Lisa's feedback on the strategy, either in person or via email.

**ACTION: Miss Vine to collate feedback from the ETP members and feed this into the EDIC strategy directly with Mr Scott.**

Mr Matt Youngs enquired about which areas Mr Scott feels that Leicestershire Police are ahead of the curve and asked Mr Scott to provide two examples of concerns that Mr Scott has received whilst in post as the EDI & Positive Action Manager for Leicestershire Police - not nationally or whilst in Essex/ the Met.



Mr Scott advised that leadership makes a difference and gave examples of his time in Essex Police working closely with Senior Officers. Since joining Leicestershire Police, Mr Scott has had 1:1's with both the Chief Constable and Deputy Chief Constable. Mr Scott advised he would be in a better position to answer this question in 6 months' time.

**ACTION – Mr Vernal Scott to attend an ETP Meeting in 6 months' time (June 2026) to provide examples of areas concerns for the Force and where he feels the Force is performing well in terms of EDIC.**

Mr Scott noted that two concerns that have been brought to his attention to date have been communication which Mr Scott believes is the essence of the success or failure of any relationship. Mr Scott advised that often the way things are communicated with EDI can create challenges. Mr Scott recommends a communications strategy is created to accompany the EDIC Strategy. The second concern raised most often is around disability and Mr Scott has sent a proposal to DCC Kerr on how this could be addressed.

Mr Karavadra questioned the term *inclusive leadership* and queried how this would be evidence in daily practices, how is it promoted within the Force and how it is implemented at the forefront?

DCC Kerr advised that inclusive leadership is intrinsic throughout every decision made within the Force and time is taken to consider equality and fairness in all decisions made. Staff engagement is used to inform processes and policies using staff voice and equality impact assessments are completed for all policies and processes. All senior leaders are sent on an inclusive leadership programme before they are eligible to progress past the rank of Chief Inspector. The Inclusive Leadership programme is a nationally delivered College of Policing course. There are regular meetings with Mr Scott to challenge the Force on their inclusive leadership. DCC Kerr confirmed that much of inclusive leadership is intuitive and built into decision making and day to day.

Mr Karavadra highlighted the representation of the Chief Officer Team.

DCC Kerr noted that this is an area of concern and in recent promotion processes for a Positive Action Officer and Superintendent there were no BAME applicants that were successful. Two of four candidates were female. However, there was a successful BAME candidate for a Chief Inspector role.

Mr Karavadra queried what the challenges around recruitment of BAME candidates may be, noting empowerment or numbers of interested candidates as suggested barriers to recruitment.



DCC Kerr noted that there are not enough applicants. There is positive action work being carried out within the Force for those from BAME backgrounds for inclusive leadership programmes and mentoring programmes however this is not transitioning into results yet.

Mr Karavadra queried if this needs to be more present in the EDIC Strategy going forward.

Mr Scott advised that certain community groups are less keen to join the Police Force and that what Leicestershire Police can do is remove barriers for those who do wish to join. Mr Scott highlighted that part of the challenge is out in the communities around the discourse of what policing is about.

Mrs Lizzie Starr advised that the PCC receives an annual report that comprises the data of different ranks and applicants. This can be brought to a future ETP

**ACTION – Data on ranks and applications into Force to be brought to a future ETP Meeting.**

#### Police Misconduct including Ethical Dilemma

DCC Kerr provided the Panel with a recent anonymised ethical dilemma around a conduct matter received into PSD and requested feedback from the Panel on their opinions on what action should be taken by the Force as a result.

*An Officer reported to PSD an exchange of messages over a period of 4 years with another Officer, who went on to move into a higher rank. Messages were of a flirty/ jovial nature. There were then occurrences where the higher ranked Officer touched the reporting officer in over familiar ways.*

Dr Bradley asked if the messages were sent using personal phones and if the Force have a stance on the use of personal phones for contact between Officers. Dr Bradley also believes that as soon as the Officer developed into a higher rank, there is a power imbalance between the two.

DCC Kerr advised that the messages were sent and received on personal phones not work phones and that the use of personal mobile phones is a personal choice. Often individuals will use personal phones, as work phones will remain at work outside of shift times.



Mr Karavadra believes that any touching after the Officer stated “don’t touch me” should be considered as gross misconduct and dismissal.

Miss Vine believes that the follow up text message and then touching the Officer could be considered to be a power play from the higher ranked Officer.

Ms Katie Waker queried how the reporting officers are supported beyond the process of a PSD investigation. Ms Nicole Main, Head of PSD advised that PSD liaise and support reporting officers throughout and beyond a PSD process.

Dr Deepwell questioned where the results of misconduct hearings are published and how long these are published for.

DCC Kerr confirmed that there is a requirement for these to be published externally. Upcoming misconduct hearings are also published in advance on the Force’s website.

Mrs Chamund also clarified that misconduct notifications are made public for 28 days via the website as per the guidance.

Dr Deepwell advised that she would like this to be made clearer in documentation presented to the Panel.

The Panel discussed the benefits and cost of the granting of anonymity to the Officers that are given misconduct hearings. DCC Kerr advised that public interest is given high regard when determining the grant of anonymity to an Officer and that this is done on an exception basis.

Mr Youngs queried if either party can appeal a PSD decision/outcome. The Offender can appeal if they feel they have received an unfair outcome. The only process for the Chief Officer Team to appeal an outcome is a judicial review however this is very costly.

In summary, members of the Panel varied between requiring more information on the outcome of the interviews completed by PSD in the dilemma that was provided and expressed consideration for; gross misconduct and dismissal or a misconduct with a final written warning depending on if there are any aggravating factors.

The Forces final assessment of this case was determined as a misconduct with a maximum penalty of a final written warning. The Officer was found to have engaged in discreditable conduct and went to a misconduct meeting. The Chair upheld that there was a breach of professional standards and issued practice required improvement.



DCC Kerr thanked the Panel for their thoughts on the ethical dilemma and was assured that the Panel came to a similar conclusion as herself and Ms Main. DCC Kerr offered to bring another Ethical Dilemma to a future Panel in the same format if the Panel would wish to do so as the exercise was so valuable.

Lizzie questioned if there is the opportunity to alter the severity assessment throughout a PSD Process as and when new evidence comes to light, or should all cases be recorded as gross misconduct so that all consequence options are available.

DCC Kerr advised that this would have a significant impact on Officers welfare in cases where an Officer may be at risk of losing their job for something that is not classed as gross misconduct etc. Ms Main also confirmed that there are mitigation elements that are considered and there is scope to reassess throughout the course of an investigation.

Mrs Lizzie Starr queried if there is scope to have an independent factor in misconduct meetings with an independent panel member. Ms Nicole Main confirmed that this is not an option and that the misconduct meetings are set out under law.

Dr Deepwell noted that learning and development is often an outcome of complaints. Dr Deepwell would like to know how the effectiveness of the learning and development outcomes is measured and followed up to ensure that this is an effective sanction. Miss Vine noted that this is also something that has been noted in the Hate Crime Panel meetings.

**ACTION: Further work to be done looking at the learning outcomes of complaints and conduct meetings and how this is being embedded in Force.**

The panel discussed the disparity between the numbers of allegations and misconduct meetings that take place. DCC Kerr and Ms Chamund explained that there can be multiple allegations that are linked to one misconduct meeting, however there was the acknowledged that the attrition rate from allegation to misconduct meeting is high.

Miss Vine requested data on allegations and misconduct meetings is brought to ETP.

**ACTION - data on allegations and misconduct meetings is brought to ETP.**

## 7. AOB

*None*



**Actions:**

ACTION – Lizzie Starr to examine why this isn't pulling through further outside of the meeting.

ACTION – The OPCC to develop a similar MS Forms to collect G&G data as the Force.

ACTION – Gifts and Gratuities policy to be added to forward plan for a future meeting.

ACTION – Code of Ethics training session for the ETP to be arranged for in 2026.

ACTION: Miss Vine to collate feedback from the ETP members and feed this into the EDIC strategy directly with Mr Scott.

ACTION – Mr Vernal Scott to attend an ETP Meeting in 6 months' time (June 2026) to provide examples of areas concerns for the Force and where he feels the Force is performing well in terms of EDIC.

ACTION – Data on ranks and applications into Force to be brought to a future ETP Meeting.

ACTION: Further work to be done looking at the learning outcomes of complaints and conduct meetings and how this is being embedded in Force.

ACTION - data on allegations and misconduct meetings is brought to ETP.

## Ethics & Transparency Panel - Open Actions

Meeting Date	Action No.	RAG	Action	Person Responsible	Target Date	Update
17-Apr-25	25		<p><b><u>Urgent Business</u></b>  <i>T/DCC M Kerr to provide update about people being charged following riots and what ongoing actions are being taken.</i></p>	DCC Kerr	14/11/2025	Discussion with Force, this action has been deferred. Action to be updated to KB.
17-Apr-25	32		<p><i>T/DCC M Kerr to explore Super Complaint themes for future meetings.</i></p>	DCC Kerr	Mar-26	As and when published by HMICFRS - can come to next complaints ETP in March 2026 if there have been more super complaints.
25-Jun-25	37		<p><b><u>Reports, Policies and Procedures</u></b>  <i>LS to work with the Chair of the OOCR panel and address the recommendations contained in the report.</i></p>	Lizzie Starr	TBC	The Chair of the OOCR panel is currently not available. This will need to be deferred until their return.
25-Jun-25	41		<p><b><u>Reports, Policies and Procedures</u></b>  <i>HH to provide a bi-annual update on training feedback given to officers and how this is influencing the way the officers operate going forward.</i></p>	SUPT Henderson	Update needed	<p>BG - Response received from Insp Crisp (OOCR Lead). We have been training all front-line response and neighbourhood officers as part of the 10-week training pattern. We also train all Year 2 students, Initial and CPD Sergeant days. We are currently evaluating our training feedback but we have seen metrics increase across compliance since July 2024 and Prevention owning OOCR. We are currently examining opportunities to increase footprint across CID training.' (ETP 17/12) - Panel would like examples of the feedback provided and what has been done since that, i.e has it worked?</p>

23-Sep-25	46	<b>Emerging Issues</b> OPCC to arrange for panel members to attend ICV visit and visit the vulnerability suite when this is introduced.	OPCC/Bethan Greasley	01/01/2026	Arrange this for the new year to allow sufficient time for the Force to begin the transition and to facilitate the process.
23-Sep-25	49	<b>Emerging Issues</b> CI HEGGS to provide the panel with a custody sensory pack.	CI Heggs	01/01/2026	BG - Action to be held off until there's an arrangement in place for the panel members to visit the vulnerability suite or attend the ICV visit, so the sensory packs can be shown during this visit.
17-Dec-25	50	<b>Gifts and Gratuities</b> Lizzie Starr to look further into the gifts and gratuities data as this isn't pulling through (issue around items that are over £75).	Lizzie Starr/Bethan Greasley	23/03/2026	
17-Dec-25	51	<b>Gifts and Gratuities</b> The OPCC to develop a similar MS Forms to collect G&G data as the Force.	OPCC/Bethan Greasley	23/03/2026	
17-Dec-25	52	<b>Gifts and Gratuities</b> Gifts and Gratuities policy to be added to forward plan for a future meeting	OPCC/Bethan Greasley	25/06/2026	
17-Dec-25	53	<b>Emerging Issues</b> Code of Ethics training session for the ETP to be arranged for in 2026.	Bethan Greasley/Lizzie Starr/DCC Kerr	23/03/2026	
17-Dec-25	54	<b>Emerging Issues</b> Miss Vine to collate feedback from the ETP members and feed this into the EDIC strategy directly with Mr Scott.	Lisa Vine	TBC	

17-Dec-25	55	<b>Emerging Issues</b> Mr Vernal Scott to attend an ETP Meeting in 6 months' time ( June 2026) to provide examples of areas concerns for the Force and where he feels the Force is performing well in terms of EDIC.	Mr Vernal Scott	22/09/2026	
17-Dec-25	56	<b>Emerging Issues</b> Data on ranks and applications into Force to be brought to a future ETP Meeting.	Lizzie Starr	TBC	
17-Dec-25	57	<b>Emerging Issues</b> Further work to be done looking at the learning outcomes of complaints and conduct meetings and how this is being embedded in Force.	OPCC/Bethan Greasley	25/06/2026	
17-Dec-25	58	<b>Emerging Issues</b> Data on allegations and misconduct meetings is brought to ETP.	PSD/OPCC	25/06/2026	