



Decision Application WPC20006

Reappointment of Members to the Trust, Integrity and Ethics Committee

Application Date:	20.07.2016	Name of Applicant:	Debbie Mullis
Application Decision Reference: WPC20006			
1. Summary of the application To reappoint existing Members to the Trust, Integrity and Ethics Committee for an additional two years.			
<p>2. Background information:</p> <p>The College of Policing published the Code of Ethics for Policing in July 2014. As a consequence, the Police and Crime Commissioner had an oversight responsibility to ensure that the Code of Ethics was embedded into policing. The statutory Code applied to police forces maintained for the police areas of England and Wales and related specifically to chief officers in the discharge of their functions. In addition, the Police and Crime Commissioner is required to have oversight of complaint and conduct matters.</p> <p>The Warwickshire and West Mercia Police and Crime Commissioners set up a joint Trust, Integrity and Ethics Committee in September 2014 to have oversight of the Warwickshire and West Mercia Police compliance with the Code, to act in an advisory capacity, and to promote the ethical conduct within the Code.</p> <p>An external recruitment process took place, with formal interviews. Five individuals were selected and appointed to the Committee, initially for a two year term. The duration of the appointment was due to the second election of Police and Crime Commissioners taking place in May 2016.</p> <p>Once elected in May 2016, the Warwickshire and West Mercia Police and Crime Commissioners made the decision to continue the Committee during their term of office. As Members had been trained and briefed for their role and were now taking on individual work areas, it did not seem the right time to recruit new Members.</p> <p>It was agreed at the Trust, Integrity and Ethics Committee meeting held on 14 July 2016, to reappoint the existing Members to the Committee for a further two years, until 31 August 2018.</p>			

<p>3. Whether additional information/report is attached to support this decision application</p> <p>YES</p> <p>List of additional information/report</p> <p>a) Draft public minutes of the Trust, Integrity and Ethics Committee held on 14 July 2016.</p>
<p>4. Expected benefits (non financial)</p> <p>Continued independent oversight of Force integrity, ethics, conduct and complaints.</p>
<p>5. Impact of not approving the application</p> <p>The Police and Crime Commissioner does not have independent oversight or scrutiny of the Force in relation to integrity, ethics, complaints and conduct.</p>
<p>6. Costs</p> <p>Revenue: Five Independent Members paid £1,500pa + expenses (shared 50:50 with the West Mercia Office of the Police and Crime Commissioner).</p> <p>Meeting costs – Use of free meeting rooms, small cost for catering, printing, postage, etc.</p> <p>Capital: None</p>
<p>7. Savings:</p> <p>N/A</p>
<p>8. Equality and Diversity Implications:</p> <p>The initial recruitment process was as inclusive as possible, with no applicant being treated more or less favourably on any grounds.</p> <p>The reappointment of existing Members does not allow the Committee to diversify at this time, but open recruitment in the future will ensure that the opportunity to apply is available to all sectors of the community.</p>
<p>9. Treasurer's comments</p> <p>The costs of the independent Members of the TIE committee are already contained within the budget for the Office of the Police and Crime Commissioner so there are no additional cost implications.</p>

10. Legal/Monitoring Officer comments

This decision notice records the decision taken by the PCC at the Trust, Integrity and Ethics meeting on 14 July 2016 to reappoint members to the TIE committee for a further period of 2 years.

Decision of the Police and Crime Commissioner

Approved.

PCC Signature:

A handwritten signature in black ink, appearing to read "Paul J. Jones". The signature is written in a cursive style with a large initial 'P' and 'J'.

Date of Decision: 12 September 2016

TRUST, INTEGRITY AND ETHICS COMMITTEE
Thursday 14 July 2016
Willison Room, Hindlip

Attendees:

Warwickshire OPCC :

Philip Seccombe (PS) : Police and Crime Commissioner
Neil Hewison (NH) : Chief Executive
Debbie Mullis (DM) : Policy and Research Officer
Katie Baker (KB) : PA / Office Manager

West Mercia OPCC :

Andy Champness (AC) : Chief Executive

Police :

Steve Cullen (SC) : Chief Superintendent
Stacey Williamson (SW) : Temporary Superintendent (Agenda Item 3 Only)
Gary Watson (GW) : Detective Superintendent (Agenda Item 4 Only)

Independent Members :

Col. Tony Ward (TW) : Chair
Chris Cade (CC)
Susanna McFarlane (SM)
Clive Parsons (CP)
Jane Spilsbury (JS)

Apologies :

Amanda Blakeman (AB) : Assistant Chief Constable
John Campion (JC) : Police and Crime Commissioner, West Mercia

1. Welcome and Declaration of Conflicts of Interest

The Chair welcomed everybody to the meeting and congratulated Philip Seccombe on being elected as the new Police and Crime Commissioner for Warwickshire.

2. Minutes of the Meeting held on 28 April 2016 and Matters Arising

It was agreed that the word "bold" be replaced with the word "bald" in paragraph 4, page 5.

The minutes of the Trust, Integrity and Ethics Committee held on 28 April 2016 were approved as a true and accurate record.

Matters Arising

- 1) It was agreed that the Update and Evaluation of the Cultural Change Programme would be discussed further on in the meeting under Any Other Business.

- 2) It was noted that the two PCCs, together with the newly recruited West Mercia DPCC, would meet TIE Committee Members at 9.30am on 27th October at Leek Wootton.
- 3) A copy of the HMIC Crime Data Integrity Action Plan had been sent to Members as agreed.
- 4) With regard to the HMIC Legitimacy Inspection Debrief Findings Report that was due to be tabled at this meeting, SC explained that the inspection was not due to be published until September 2016, therefore he was not at liberty to reveal those findings until the formal publication. It was agreed that this would be brought forward to the next TIE Committee meeting on 27th October 2016.
- 5) JS reported to the meeting that although she had received no contact from D/Supt Jason Wells, she had met with D/Supt Steve Eccleston and Insp Nigel Jones in order to progress her work area.

3. Changing Demands on Policing

SC reported that a large amount of work had been carried out, both nationally and across the Alliance which had evidenced a clear change in policing demand over the last 2-3 years. Forces were dealing with less traditional policing business and more cases centred around vulnerability and welfare needs. These included a rise in sexual offending, cybercrime and non-recent crime, particularly sexual historical cases being brought forward. The Force recognised that all of these brought more complexity with a particular requirement to work closely with partner agencies.

The information that was gathered during this work had been assessed and analysed in depth by the College of Policing, who had produced a document outlining the policing demands over 24 hours of a typical police force.

Action : It was agreed that the College of Policing document would be forwarded to the Committee.

SW gave an in-depth presentation to Committee members explaining how the policing structure across the Alliance was being implemented in order to deliver those changing demands on the Force. It was noted that a transformation partner was to be appointed in order to support the more complex programmes of work.

The schedule of works also identified the outcomes which would be in place by December 2017 with an enhanced police service not only for members of the public across the Alliance but also for members of staff. A skills analysis had also taken place in order to ascertain whether the Force needed support to deliver those outcomes.

It was recognised that there was pressure and demand on partner agencies with the need for all partners to work closely together.

JS enquired as to how the officers on the ground were being prepared and SW confirmed that staff were receiving specific learning, support and development in order to give them the confidence to deal with very difficult issues.

PS reported that he had recently launched a very comprehensive consultation exercise which would lead to the setting of policing priorities for the people of Warwickshire up to 2020.

SC reassured the Committee that the Force had the resources and were able to meet both the demands of the changing needs together with the more traditional policing requirements i.e, policing roads, burglary etc. It was noted that the role of PCSOs and police volunteers were essential.

TW thanked SW for a very informative presentation.

Action: SW's presentation would be circulated to the Committee along with the Vision 2020 document produced by the Alliance.

4. Professional Standards Performance Update

This report was noted and Detective Superintendent Gary Watson explained in detail the data that was behind the statistics. It was accepted that there would always be some very complex cases within the Complaint Cases Recorded and Timeliness data but they were moving towards the aspirational target of 80% being recorded within 3 working days.

With reference to the data on appeals, GW explained the process of the independent panel. It was noted that currently there were a number of proposals suggesting that the complaints / appeal process would become a role for the OPCC office in order to restore public confidence.

CP enquired as to whether there was a document which gave clarity to what Management Action was taken with key messages. GW reported that when a member of the public made a complaint, on conclusion, they would receive a letter explaining the outcomes and management action was covered in that letter. It had to be proportionate and was monitored by the local supervisor.

TW thanked GW.

5. Complaint Dip Sampling Report / Lessons Learned

The report from TW and CP was noted and thanks were given to Tracy Hudson at West Mercia.

Action : TW reported that he had requested information on the vetting procedures for Special Constables which he would report back at the October Committee meeting.

6. Member Protocol Verbal Updates

Susanna McFarlane – Stop and Search

SM had met with DCI Sharron Cannings on three occasions to discuss Stop and Search. SM reported that the computer systems had been radically changed with a vast improvement evidenced in the both the completion of forms and reporting processes. SM had requested further data on the outcomes and prosecutions resulting from Stop and Search.

SC reported that a letter had been sent to the Home Office requesting reinstatement to the 'Best Use of Stop and Search' Scheme and the Alliance were currently waiting for a response.

Action : SM to provide a written report on Stop and Search at the October Committee meeting.

Chris Cade – Drones

After attending the first Drone Review Meeting last week CC reported that in the period of January to July there had been 72 deployments of the drones. It was noted that they had limitations due to the height they could be used at. However, during that period the amount of times the Alliance used helicopters had decreased, in part because of the drones, but not completely. A budgetary discussion needed to take place i.e, the Alliance contribution to NPAS etc, if the use of drones were to be continued.

Discussion was also needed on the secure data repository of the information gathered from the drones.

Action: ACC Singer to provide CC with a report on recommendations for the use of drones which CC will bring to the October Committee Meeting

Chris Cade – Use of Force

CC had observed both Taser and firearms training exercises and was reassured by the amount of preparation and professionalism that was required from the officers with an immense amount of pressure to get things right.

Jane Spilsbury – Child Sexual Exploitation

JS reported that she had met with both D/Supt Steve Eccleston and Insp Nigel Jones and she was pleased to report that the Alliance were ahead in both their understanding of the issues surrounding this area and in terms of developing their partnership working. The Alliance had a specialist team of dedicated officers with approximately 30 members of staff.

Partnership working included commissioning some support work from the charity Barnardo's which was a positive and proactive move. JS confirmed that she would be looking at all the different strands of support that come into the Force to tackle the issue of CSE.

It was noted that the issue of temporary funding for specialist teams was problematic due to the protracted nature of investigations.

JS emphasised to the Committee that the wellbeing of staff working in the area of CSE needed to be paramount.

PS confirmed to the Committee that this area of work was seen as a high priority with the Warwickshire OPCC funding grants with the possibility of commissioning extended contracts thereby enabling organisations to keep and retain staff.

AC suggested that JS contact Glyn Edwards, Commissioning Lead at West Mercia OPCC and also Chris Lewis, Policy Officer leading on victims at Warwickshire OPCC.

Clive Parsons – Police Integrity

CP reported that he had met with CC David Shaw in order to progress this area. He had dip-sampled information on staff secondary employment, gifts and hospitality and notifiable associates.

CP had been given access to the work of Anti-corruption Unit and he would report back to the Committee in October.

Action : CP to provide written report on Police Integrity for October Committee Meeting

Tony Ward – Historical Sexual Abuse

Following the revelations around the behaviour of Jimmy Savile the police saw a surge in the number of adults coming forward to report having been the victim of child sexual abuse. This was seen as positive, demonstrating a new confidence amongst survivors of child sexual abuse to come forward and report their allegations to the police. This upward trend has continued with an increase of 88% in the number of reports since 2012.

This increase in reporting took place against a wider context of scrutiny and challenge around how the police and other agencies treated vulnerable people who were being exploited and abused in the past.

Operation Hydrant

Operation Hydrant was established in August 2014 as it became clear that police forces across the country were experiencing a surge in reports of historic child sexual abuse in the wake of revelations around Jimmy Savile. Chief Constable Simon Bailey of Norfolk was appointed as the strategic lead for it's operation.

As the Forces started to capture the surge in adults reporting being sexually abused as a child, it became apparent that victims were reporting being sexually abused as children by multiple offenders, and in different geographical areas. There was therefore a real potential for duplication as Forces commenced investigations and the purpose of Operation Hydrant is to co-ordinate and deconflict by cross referencing accounts from victims and witnesses, identifying where Forces had different allegations against one offender and bringing those Forces together to agree primacy and collaborative work going forward together.

The cases which fall within the remit of Operation Hydrant are those where there is an allegation of historic sexual abuse by persons of public prominence or within an institutional setting. To clarify:-

Persons of public prominence refers to both those persons who may have celebrity or public status, be prominent in their community or have a notifiable occupation and includes persons living or deceased.

Historic sexual abuse refers to offences above one year old prior to reporting.

Operation Hydrant does not investigate individual allegations, this is a matter for the Force in whose area the allegation is made. Chief Constables are therefore accountable for progress, decision making, outcomes and lessons learned during investigations.

A set of chastening statistics. Every day somewhere across the country someone is charged or convicted of child sexual abuse. Around 40-50% of contested crown court trials relate to sexual offences while it is estimated that 1 in 5 prison detainees are sex offenders.

The Public Protection Unit faces moral and ethical questions on a daily basis – investigate the current or historical. With finite resources a decision is required, current or historical.

TW would be attending, as an observer, a Critical Incident Management Meeting chaired by ACC Singer on 28th July to see how the decisions are arrived at. TW reported he was also to attend an update briefing on 18th August by the Met Police on the ongoing investigation by Lord Justice Goddard into the historic sexual abuse by grooming under the title of Operation Chartwell.

7. Work Plan and Agenda Items for Next Meeting

Briefing by SC on HMIC – October Meeting

Member Verbal Updates – Completed

Dip-Sampling – Completed

TW informed the Committee that ACC Amanda Blakeman had discussed the idea of setting up a Force Ethics Group to discuss ethical questions. TW had requested Terms of Reference and an update to the October Committee meeting.

8. Dates of Next Meetings

27th October 2016 - Leek Wootton

8.30am - Pre meeting (Members only)
9.30am - Informal meeting with both PCCs (Closed session)
10.30am - Trust, Integrity and Ethics Committee Meeting

Future Committee meeting dates were agreed as follows:

1.30pm, 11th January 2017, Hindlip
10.30am, 27th April 2017, Leek Wootton
1.30pm, 19th July 2017, Hindlip

9. Any Other Business

- 1) JS requested that the Committee be given an update on the cultural change programme, to include evidence of the impact this programme has made in terms of the behaviour of the Force. Has it achieved it's objectives / value for money? If there has been a reduction in staff absence how has it been measured?

Action : SC to discuss with Richard Elkin and come back to the October meeting.

- 2) TW reported to the Committee that the term of office for the Trust, Integrity and Ethics Committee Members was due to expire in September 2016 and therefore a decision was needed to whether an extension to the term of office of the Committee Members would be made.

Action : It was agreed by both PCCs for Warwickshire and West Mercia that the Committee Members term of office would be extended for a further two years. Debbie Mullis to re-issue Members with extension.

- 3) TW reported that he would Chair for the last time at the October 2016 Committee meeting with Chris Cade elected new Chair from January 2017.

Philip Seccombe thanked the Committee for inviting him to the meeting and was extremely grateful for the work which they undertook.

Closed Session

The following items were deemed restricted and members of the public were asked to leave the meeting.

10. Exempt Minutes of the Meeting Held on 28th April 2016 and Matters Arising

The exempt minutes of the Committee held on 28th April 2016 were agreed as a true and accurate record.

Chair closed the meeting at 12.35 pm.

