

**Warwickshire and West Mercia
Police and Crime Commissioners'
Trust, Integrity and Ethics (TIE) Committee**

Members Annual Report

August 2017

Introduction

This annual report of the Trust, Integrity and Ethics (TIE) Committee covers the period October 2016 to August 2017, the third year of the Committee's work.

Contextual Information

The newly-appointed PCCs, Philip Seccombe for Warwickshire and John Campion for West Mercia, have become familiar with the work of the committee and confirmed the reappointment of the independent members of the TIE Committee for a further two year period until August 2018. The committee's Terms of Reference have been revised.

Summary of Activity

'The Trust, Integrity, and Ethics (TIE) Committee exists to enhance trust and confidence in the ethical governance and actions of West Mercia Police and Warwickshire Police. Consequently it will consider issues both internal and external to the Forces.'

This is the stated purpose of the Committee according to the Terms of Reference as adopted in September 2015 and amended in 2017.

In the past year independent members of the committee have looked at the following themes in some detail through their protocols:

- Use of drones
- Stop and Search
- Historical Sexual Abuse
- Integrity and Corruption
- Child Sexual Exploitation

Reports have been presented to the committee and responses have been received for two of the above. Individual committee members have agreed to revisit their protocol areas as appropriate in the future.

It should be noted that the protocols were not intended to be an additional layer of scrutiny over the work of the Alliance. Nonetheless, independent members are conscious of the additional burden that may have been placed on officers as they assisted us in our work and we would like to express our thanks for officers' time and support.

TIE members met with the two new Chief Constables, Martin Jelley for Warwickshire and Anthony Bangham for West Mercia who both agreed that the committee adds

value to their work and suggested the following areas of focus for the work of the committee for next year:

- Vetting/Appeals
- Use of force
- Roll out of BWV
- Social media

Work Programme

A comprehensive work programme was agreed at the beginning of the year and progress against this has been checked at each meeting. The committee is pleased to confirm that this has been efficiently organised and completed with further subject matters planned for the future.

Transparency and Profile of the Committee

One of the aims of the committee last year was to raise the profile of its work. This has been achieved through improved coverage in PCC's annual reports. This in turn promotes trust in the work of the Alliance as the public recognize the role of the committee in being the 'eyes and ears' of the public.

Internally, the profile of the committee has been raised through the work on protocols within the Alliance, which provides positive input and reassurance to officers that their work is valued.

The committee is pleased to see that the Warwickshire Police and Crime Panel have asked for an outline of the work of the committee at their October 2017 meeting, which may help further raise the profile of the committee's work.

It is still the case that the impact of the work of the committee on public reassurance is extremely difficult to demonstrate. Members of the public are invited to attend the committee meetings, but few members of the public have actually attended. This is something committee members would be keen to encourage. At the meeting in October 2015 when committee members had a demonstration of drones and a discussion about their potential use to support policing, members of the press and community groups attended. This resulted in useful publicity to raise the profile of the committee and was very much welcomed. Minutes of all meetings are published on line but members are keen to ensure further transparency.

Professional Standards Department

The committee has worked closely with the Professional Standards Department to look at:

- Complaints. – reviewing complaints cases and the length of time it takes from receipt to resolution. Overall there has been a very marked improvement and this was recognised in a recent HMIC report.
- Anti-corruption – working with the Alliance's newly-established Internal Ethics Board – one member of the TIE Committee attends these meetings.

- Dip sampling – members continue to review regularly the complaints cases to ensure they are handled appropriately. Any lessons learned are collated and passed to PSD.
- Members are also briefed on current gross misconduct, misconduct cases, and appeal hearings.
- Members regularly express concern at the length of time the IPCC takes to complete an investigation. Comment has also been raised that in the event that the IPCC directs that a Public Hearing is to take place despite the Force and the Complaints Appeals Panel finding no case to answer that the Force is still liable for the Hearing's costs which are not inconsiderable. This is being raised with the IPCC.
- Concerns were also raised by members who attended a Public Hearing that there was little or no effort to explain to the complainant the roles of the attendees which left the complainant overwhelmed. It should be expected that the Legally Qualified Chair takes time to explain the process to the complainant.

Cultural Change Programme

The Alliance Cultural Change programme is considered a key initiative and the committee has received a comprehensive presentation on the roll out of the programme. This was followed up by a further meeting to look at the impact on behaviours and to hear about future plans for the programme to feed into a leadership development programme which will roll out over the coming year. Committee members are keen to hear about the impact of these developments.

Evaluation

Members of the Committee feel that the Protocols have enabled them to gain a better understanding of the work of the Alliance and the challenges faced by officers on a daily basis. This has helped to inform the work of the Committee and to support the PPCs in promoting trust in the police.

Committee members would urge the PCCs to consider reviewing the terms of their engagement in the run-up to the process to appoint members for 2018 onwards. The committee took almost two years to become fully established. Although initially engaged to undertake three or four meetings a year, some committee members have undertaken a wide range of additional commitments including regular dip sampling of complaints, attendance at vetting appeals panels, meetings for protocols, attendance at training events and Chairman's meetings. This amounts to more than 20 meetings over nine months.

Next Steps

TIE members urge the PCCs to consider and respond to the recommendations in the Protocol reports and the responses from Alliance Officers received so far. It would be very helpful to receive constructive and considered feedback on the Protocol reports and the perceived impact of these.

Committee members have agreed to keep a watching brief on protocol topics and to undertake the following future protocols:

- Vetting/Appeals

- Use of force
- Roll out of Body Worn Video
- Use of Social Media

Report submitted to Warwickshire and West Mercia Police and Crime Commissioners August 2017.