

## AGENDA ITEM 6

Essex Police and Crime Panel	<b>EPCP/02/17</b>
Date: 26 January 2017	

### **Constitution of an Ethics and Integrity of Policing in Essex Sub-Committee**

Report by the Secretary to the Panel

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### **Purpose of report**

To propose that an Ethics and Integrity Sub-Committee be constituted to advise and to hold the Commissioner to account.

### **Background**

At the last meeting the Commissioner referred to his wish for the Panel to consider establishing an Ethics and Integrity Sub-Committee. It was left that the Secretary to the Panel and the Chief Executive of the OPCC would liaise to bring a proposal back to the Panel.

The previous Commissioner set up a Strategic Board to ensure that as he and the Chief Constable focussed on current priorities, they were also looking to the longer term to ensure they laid down firm foundations for effective policing for the future. He established an overarching Strategic Policing Board with two committees, one looking at ethics and integrity and the other at strategic finance and investment. Five lay members were recruited. The membership of the Ethics and Integrity Committee included three of the five lay members and was chaired by the Commissioner.

The current Commissioner and the Chairman of the Panel have discussed the role for an ethics and integrity sub-committee going forward. The Commissioner's view is that whilst he would welcome the scrutiny of his role in ensuring the highest standards regarding ethics and integrity of policing in Essex he would wish this to be done in the most transparent way possible and believes that this can best be achieved by involving the Panel which is already tasked with holding the Commissioner to account on behalf of the public. The Chairman of the Panel fully endorses this view, agrees that it fits well with the work of the Panel and welcomes the opportunity for the Panel to have a clear role in this important area.

Taking the terms of reference of the original Committee as a useful starting point it is proposed that the Panel establish an Ethics and Integrity of Policing in Essex Sub-Committee with the terms of reference and operating arrangements as set out in the annex to this report.

**Recommended:**

- (1) That the Panel establish an Ethics and Integrity of Policing in Essex Sub-Committee with the terms of reference and procedure rules as set out in the Annex to this report.
- (2) That the membership of the Sub-Committee comprise three members of the Panel (names to be inserted at the meeting).

**Essex Police and Crime Panel  
Ethics and Integrity of Essex Policing Sub-Committee**

**Terms of Reference and Procedure Rules:**

**Terms of Reference**

To hold the Commissioner to account for his performance in ensuring that the highest standards of ethics and integrity of policing are maintained in Essex, both currently and in the future.

**Procedure Rules**

After each meeting the Sub-Committee will report back to the next available ordinary meeting of the Essex Police and Crime Panel.

The Sub-Committee has no decision-making powers but may make recommendations to the Commissioner and to the Panel and will monitor progress against such recommendations.

The Sub Committee will at all times have regard to the College of Policing Code of Ethics, the Nolan Principles and any other statutory or non-statutory code or guidance relevant to the ethics and integrity of policing. They will also consider the PCC's own Ethics and Integrity Framework.

The Committee will meet at least twice a year and its meetings will be governed by schedule 12A of the Local Government Act 1972.

The Sub-Committee has no role in reviewing operational issues or individual cases but may have regard to relevant themes emerging from operational issues and how they have been dealt with.

The Sub-Committee has no involvement in complaints made against individual police officers or members of police staff but may have regard to themes emerging from such complaints and how they have been dealt with.

**Definitions:**

For the purposes of the work of the Sub-Committee, the following definitions shall apply:

**Integrity:**

The conviction that Essex Police should comply, not only with the letter but also with the spirit of the law and with Police Regulations, and that Essex Police Officers and staff behave in a way that commands public trust and confidence. This includes the moral courage to do what is right regardless of personal interest or influence.

**Ethics:**

(i) The setting out of the behaviours, values and beliefs which underpin policing in Essex and which the public believe to be morally right for those upholding the law;

and (ii) Police officers and members of police staff consistently demonstrating those behaviours, values and beliefs.

### Membership

Three members of the Panel appointed at the Annual meeting.

The Commissioner and Officers giving account and the attendance by others

The Sub-Committee may request the Commissioner to invite specific staff or officers or may invite individuals to attend meetings who it considers can contribute to any particular matter which it is to discuss.

### Work programme

To enable forward planning and preparation for meetings, the sub-committee shall agree and keep under review a work programme of proposed areas and themes of focus. This will not prevent additional themes being added or changes made when agreed necessary by the Sub-Committee.