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## Minutes of the meeting of the Essex Police and Crime Panels' Ethics and Integrity Sub-Committee, held in Committee Room 1 County Hall, Chelmsford, CM1 1QH on Thursday, 06 July 2017

### Present:

Present	Representing
Cllr Godfrey Isaacs	Castle Point Borough Council
Cllr Penny Channer	Maldon District Council
Roger Hirst	Essex Police and Crime Commissioner
Jane Gardner	Deputy Police and Crime Commissioner
Susannah Hancock	Chief Executive, Office of the Police and Crime Commissioner (OPCC)

The following officer was in attendance throughout the meeting:

Robert Fox Scrutiny Officer, Essex County Council,

### 1 Apologies for Absence and Notices of Substitution

Councillor John Jowers, Essex County Council; Councillor Bob Shepherd, Chelmsford City Council and Kay Odysseos presented their apologies.

### 2 Election of Chairman

In his absence, Councillor Penny Channer nominated Councillor John Jowers as Chairman of this sub-committee for which he is an ex-officio member. The nomination was seconded by Councillor Godfrey Isaacs.

In Councillor Jowers' absence Councillor Isaacs nominated Councillor Channer as Chairman for this meeting; a nomination Councillor Channer was happy to accept.

### 3 Confirmation of Membership of the Ethics and Integrity Sub-Committee

The Sub-Committee **noted** the membership as listed on the agenda.

The Terms of Reference, which were presented as an addendum to the meeting, were confirmed and **noted** by the Sub-Committee

### 4 Police and Crime Commissioner's Ethics and Integrity Framework; and the Essex Police Code of Ethics

Roger Hirst introduced the report to the Sub-Committee and stressed the importance of the Ethics and Integrity framework and the Police Code of Ethics. In addition, Essex Police has recently established an internal Ethics Board; and these initiatives are key in terms of enhancing and improving confidence in policing by the public.

The framework is a publicly available document.

The Essex PCC framework goes beyond the Nolan Principles, for example, with the addition of the concepts of fairness and respect; and it is critical Mr Hirst

stated that the Office for the PCC is held to account on this framework. Mr Hirst also stated he is appreciative of the establishment of the Essex Ethics Board, all of which is driving the current improvement in processes.

Regarding the membership of the Police Ethics Board, it was confirmed that the Independent Advisory Group representative on the Board is a non-police member. It was confirmed that the four independent staff members are appointed on a 12-month basis, and are appointed from staff that are not aligned to any other groups represented on the Board. The OPCC member on the Board will bring matters of interest forward for consideration to this Ethics and Integrity Sub-Committee. There is synergy between the two newly established bodies; and improvement of ethical behaviour of the police force as a whole, and attention being brought to bear at the earliest opportunity of things that should be seen as unacceptable is critical for public trust. Both Councillor's Channer and Isaacs supported this

The Police Standards Department (PSD) presents a quarterly report to the Essex PCC on public complaints and conduct procedures. Previously this was done through self-selection of instances. Now, however, this is done in two parts: self-selection and dip-sampling.

Susannah Hancock informed the Sub-Committee that the national Police code of ethics was established in 2014 - no ethical documentation existed beforehand. One of the key metrics in the Police and Crime Plan is confidence in policing and ethical behaviour is key in that.

Councillor Channer asked whether there is any filtering of issues that go forward to the Police Ethics Board given the size of the organisation? Susannah Hancock responded that the first meeting was held recently and the issues were specifically about ethics and integrity. Police interest groups also feed in any issues they may have collected. Susannah stated she will feed back on the process for sending in issues for consideration. Susannah is the established linkage between the Police Ethics Board and this Sub-Committee.

**Action: Susannah Hancock**

Councillor Channer questioned whether there is a register of interest for the Police Ethics Board, in particular in relation to the procurement of hospitality and allowances? In response, Susannah Hancock stated there is in terms of secondary employment which has to be declared and decisions are made around any potential conflicts there may be.

A key part of new recruits training is the Police Code of Ethics and what are appropriate and inappropriate behaviours – this includes the use of social media. All police officers and police staff will be held to account on the code of ethics. The PCC agreed to look at continuing professional development on ethics and the frequency of training; and what is in Personal Development Plans about ethics.

**Action: Essex Police and Crime Commissioner**

## **5 Future Items for the Sub-Committee**

The documentation presented to the meeting explained what is currently in place

to support ethics and integrity; and the standards the Essex PCC is seeking to hold the police to account on, as well as the standards the public can hold him to account on. The Sub-Committee should consider what it might wish to look at moving forward, and how it can assist in moving the ethics agenda forward.

It was **agreed** that the Sub-Committee will not be looking at individual cases but the generality of ethics and integrity. Given the earlier discussions, it was felt that themes such as misconduct could form part of the Forward Plan of the Sub-Committee.

**Action: Robert Fox**

Susannah Hancock outlined the sorts of ethical dilemmas facing police officers every day, such as the use of force and stop-and-search. In relation to the use of force the recent introduction by the Chief Constable of spit-guards was raised. It was agreed the use of spit-guards could be discussed at the next meeting of this Sub-Committee including an opportunity for members to look at a spit-guard. Key lines of enquiry being the rationale behind the introduction; the impact spitting by those apprehended has on the police force; and the proportionality and force applied in the fitting of them?

**Action: Robert Fox / Susannah Hancock**

On a wider level Councillor Isaacs questioned how the use of force in Essex compares to that of comparable police forces? It was **agreed** to bring this forward to a future meeting with benchmarking against other police forces on the codes, principles and frequency of force.

**Action: Robert Fox / Susannah Hancock**

The agenda and minutes of the Performance and Resources Scrutiny Board as well as the Strategic Board will be reviewed to see if there has been anything of relevance to this Sub-Committee to report back on.

**Action: Susannah Hancock**

Councillor Isaacs asked how harassment and bullying is monitored and acted upon within the force? Mr Hirst responded that he is not involved in any individual cases. However, from June 2018 when new legislation will take effect, he will take over from the Chief Constable the review process when individuals are unhappy with the outcome on cases. Currently appeal cases go to the Chief Constable for review.

It was **agreed** that further suggestions and a call for ideas will be made outside this meeting to those who could not attend.

**Action: Robert Fox**

With regard to issues of corruption, Mr Hirst explained that an Anti-corruption Unit at Essex Police to track and investigate any suggestion of corruption. The PCC has not seen any evidence of cases of corruption other than those highlighted by the dip-sampling in terms of misconduct. There are no linkages to organised crime and this has been probed; however the OPCC is not complacent about corruption. Essex Police have invested in the latest Anti-corruption software which once installed will help to track websites, emails etc. This is transparent and where it has been installed in other parts of the country,

has led to the managing of behaviours of officers.

**6 Date of Next Meeting**

Dates for potential meetings in the latter part of October 2016 will be circulated to the Sub-Committee to establish the next meeting.

**Action: Robert Fox**

**Any other Business**

With no further business identified the meeting closed at 3.07 p.m.

**Chairman**