

## **Essex Police, Fire and Crime Panel Ethics and Integrity Sub-Committee**

### **Terms of Reference and Procedure Rules:**

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To scrutinise the Commissioner's performance in relation to ethics and integrity and, where appropriate, provide support, in order to ensure that the highest standards of ethics and integrity of policing and fire and rescue are maintained in Essex, both currently and in the future.

#### **Procedure Rules**

- I. After each meeting the Sub-Committee will report back to the next available ordinary meeting of the Essex Police, Fire and Crime Panel.
- II. 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.
- III. The Sub-Committee will at all times have regard to the College of Policing Code of Ethics, the Seven Principles of Public Life and any other statutory or non-statutory code or guidance relevant to the ethics and integrity of policing and fire and rescue. They will also consider the PFCC's own Ethics and Integrity Framework.
- IV. The Committee will meet at least twice a year and its meetings will be governed by schedule 12A of the Local Government Act 1972.
- V. 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.
- VI. The Sub-Committee has no involvement in complaints made against individual police or fire and rescue officers or members of police or fire and rescue 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, recognising that the principles established in the frameworks at (III) above are held in equal regard:

#### ***Integrity:***

The conviction that Essex Police and Essex Fire and Rescue Service 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

Four members of the Panel and named substitutes appointed at the Annual meeting.

### Quorum

The quorum for a meeting of the Sub-Committee shall be three.

The Commissioner and Officers giving account. 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.