

Agenda Item 4

Reference number: EPFCP/08/21

Report title: Ethics and Integrity of Essex Police, Fire and Crime Panel Sub-Committee	
Report to: Essex Police, Fire and Crime Panel	
Report author: Sophie Campion, Senior Democratic Services Officer	
Date: 17 June 2021	For: Consideration
Enquiries to: Sophie Campion, Senior Democratic Services Officer sophie.campion2@essex.gov.uk	
County Divisions affected: All Essex	

1. Purpose of report

- 1.1 To note the Terms of Reference and Procedure Rules for the Ethics and Integrity of Essex Police, Fire and Crime Panel Sub-Committee, agreed at a meeting of the Panel held on 12 April 2018.

2. Recommendation

- 2.1 The Panel is asked to note the paragraph on membership of the Sub-Committee and agree the appointment of four members of the Panel to the Sub-Committee.

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

Terms of Reference and Procedure Rules:

Terms of Reference

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 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 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:

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 appointed at the Annual meeting.

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.