

Trust Integrity and Ethics Committee Terms Of Reference

Purpose

Policing in this country is by consent of the public. Police integrity is critical if the public are to trust the police to use their powers wisely and above all fairly.

The Ethics Committee is responsible for enhancing trust and confidence in the ethical governance and actions of West Mercia Police and Warwickshire Police, and consequently will consider issues both internal and external to the Forces.

In so doing, this will help ensure that the two Forces have clear ethical standards and aspires to, and achieves, the highest levels of integrity and standards of service delivery.

It will discharge responsibilities by:

- Promoting the highest standards of ethical conduct
- Providing a focus for education into ethical issues
- Being a source of support to others
- Ensuring compliance with organisational values
- Identifying good practices, behaviour and demonstration of values, and opportunities for improvement

Terms of Reference

The Ethics Committee will consider and may make recommendations regarding the following:

Policy and Procedure

- Providing advice to those engaged in the development or review of force policy and procedure;
- Ensuring policy and procedure reflects the stated values of the force and police service

Decision Making

- Reviewing the decision making of others

Leadership

- Reviewing the ethical standards expected of all leaders
- Supporting and if necessary challenging the ethical conduct of leaders

Culture

- Reviewing organisational values
- Promoting the purpose and adoption of value based action and decision making throughout the force
- Ensuring the Code of Ethics and force values are applied consistently across all activities of the forces

People

- Reviewing staff performance in upholding the values of the force and police service
- Scrutinising inter-personal relations, such as behaviour that may fall short of the conduct threshold but indicate a failure to afford an individual dignity or equality in treatment

Performance

- Ensuring operational and organisational performance is measured and delivered ethically, upholding the values of the force and Code of Ethics

Conduct

- Oversight of arrangements to protect those who challenge conduct (whistleblowers)
- Ensuring investigations are conducted ethically and in compliance with relevant process and force values.
- Consider potential ethical conflict in relation to matters such as procurement, hospitality, allowances/expenses and personal association.
- Regular reviewing a selection of complaints files to satisfy itself that the Forces' procedures, investigations and outcomes have addressed statutory requirements
- Monitoring of Force and PCC systems for recording and monitoring complaints
- Monitoring of performance data regarding complaints to ensure that the Force has an effective complaints reporting system in place and is identifying and learning from any recurring patterns or themes
- Reviewing the progress of live complaint cases or misconduct investigations, including appeals, that cause or are likely to cause particular community concern or raise reputational issues
- Monitoring the proportionality of decision making around complaints and misconduct allegations, including the potential discriminatory impact on the community and the officers and staff of the Force
- Reviewing registers and policies maintained by the Force and the Office of the PCC (e.g. Media Contact and Gifts and Hospitality Registers)