

# **Warwickshire and West Mercia Police and Crime Commissioners' 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 Trust, Integrity, and Ethics (TIE) Committee exists to enhance trust and confidence in the ethical governance and actions of West Mercia Police and Warwickshire Police. Consequently it will consider issues both internal and external to the Forces.

It will help to ensure that the two Forces embrace the highest levels of integrity and ethical standards of behaviour.

The TIE will discharge its responsibilities by:

- Promoting the highest standards of ethical conduct.
- Providing a focus for education into ethical issues.
- Monitoring compliance with organisational values.
- Identifying and promoting good practice and behaviours, whilst demonstrating the values of the code of the Police Code of Ethics and seeking opportunities for continuous improvement.

## **Terms of Reference**

The TIE Committee will consider, review and make recommendations regarding the following:

### **Policy and Procedure**

- Providing advice to those engaged in the development or review of the Forces' policy and procedures.

### **Leadership**

- Supporting and if necessary challenging the ethical conduct of leaders at all levels of the organisation.

### **Culture**

- Reviewing organisational values.
- Reviewing the implementation of the Code of Ethics through the Cultural Change Programme to ensure compliance across the alliance.

### **People**

- Reviewing staff performance in upholding the values of the forces and police service.
- Scrutinising the management of professional conduct.

## **Performance**

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

## **Conduct**

- Oversight of arrangements to protect those who challenge conduct (whistleblowers).
- Monitoring to ensure that disciplinary investigations are conducted ethically.
- Regularly reviewing a selection of complaints files to satisfy itself that the Forces' procedures, investigations and outcomes have addressed statutory requirements.
- Monitoring of Forces and PCC systems for recording, monitoring and reporting of complaints.
- 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 in relation to complaints and misconduct allegations, including the potential discriminatory impact on the community, officers and staff of the Forces.
- Monitoring policies maintained by the Forces and the Offices of the PCC (e.g. Media Contact and Gifts and Hospitality Registers).

## **Operational Principles**

To allow the TIE Committee to carry out its responsibilities effectively, relationships with the following are essential:

- PCCs for Warwickshire and West Mercia
- Chief Executives of both areas.
- Office of the Police and Crime Commissioners.
- Chief Constables of both Forces.

An annual work programme will be devised by the Committee which will include some or all of the following key activities:

- Dip sampling of complaints, ongoing gross misconduct and misconduct cases
- Reviews of files or cases.
- Commissioning of an audit or investigation into a particular aspect of police work.
- Requesting an update, overview or presentation on a particular topic of interest to the committee.

Topics for consideration by the committee are listed in the work programme (attached).

The Terms of Reference will be reviewed on an annual basis.

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