

**Warwickshire and West Mercia Police and Crime Commissioners’  
Trust, Integrity and Ethics Committee**

**Committee Members’ Review of the Year – September 2015**

**Introduction**

The Warwickshire and West Mercia Police and Crime Commissioners’ Trust, Integrity and Ethics (TIE) Committee was established in September 2014 with a clear remit – to enhance public trust in the ethical governance and actions of the two newly-allied forces – Warwickshire and West Mercia.

In the first meeting of the committee, Terms of Reference were adopted and a work programme established. Identified key topics have been discussed in subsequent meetings and individual team members have been involved in a range of activities working alongside officers of the alliance. These include:

- Dip sampling of complaints files to ascertain whether cases have been adequately investigated and officers have been appropriately disciplined or counselled as a result of their actions if allegations are founded. The samples have also been reviewed to look at the response times for the investigating officer to inform the complainant of the outcome. Regular reports have been written and submitted to the committee.
- Review of rape ‘no crimes’ cases. Committee members have worked alongside police officers and other key personnel to review cases originally classified as ‘no crime’ to establish whether this was the correct judgement to reach. All cases from the last 12 months are to be reviewed and this activity is on-going.
- Attendance at Cultural Change Programme training days, alongside officers of both forces. Feedback has been provided to the Committee and the impact of this strand of activity will be monitored by the Committee.
- Accompanying officers on foot or mobile patrols.
- Time spent in the call centre at Hindlip listening in to how calls are handled and patrols deployed

**Key Points from the First Year**

During the first year of the committee’s existence, a great deal of induction was needed to get members familiarised with the workings of both forces. All members of the committee are independent lay members, chosen because the experiences they bring to the committee from other walks of life bring unique and valuable perspectives to the work of the committee.

Throughout the induction period, the committee’s work programme was largely directed by the OPCC . This was much appreciated by committee members. However, moving into the second year of the committee, it is important that the committee becomes more autonomous in setting the direction of future work streams and becomes more pro active in identifying appropriate activities, investigations and reviews.

## **Lessons Learnt**

Moving forward, the committee would like to adopt an approach whereby lessons learned from investigations and reviews are clearly shared and disseminated to officers and the general public. Some debate has taken place in relation to public attendance at meetings. The committee are of the view that minutes and lessons learned should be in the public domain, but there are reservations about whether it is appropriate for members of the public to attend the meetings. Examples of other committees in other police areas are being examined to inform this debate.

## **Future Direction**

Having reviewed the first year and looked at examples from other police areas, the committee have amended their Terms of Reference and in the future would like to be able to commission investigations into forces' activities after discussion with and agreement from the OPCC at a TIE Committee meeting.