**TRUST, INTEGRITY AND ETHICS COMMITTEE**

**Thursday 28 April 2016**

**Conference Room, Leek Wootton**

**Attendees:**

**Warwickshire OPCC :**

Ron Ball (RB) : Police and Crime Commissioner

Neil Hewison (NH) : Chief Executive

Debbie Mullis (DM) : Policy and Research Officer

Katie Baker (KB) : PA / Office Manager

**West Mercia OPCC :**

Andy Champness (AC) : Chief Executive

**Police :**

T/ACC Steve Cullen (SC) : Temporary Assistant Chief Constable

Joy Preece (JP) : Force Crime Registrar (Agenda Item 3 and 4 Only)

Paul Harvey (PH) : Temporary Detective Inspector (Agenda Item 11 Only)

Pete Brown (PB) : Detective Constable (Agenda Item 11 Only)

**Independent Members :**

Col. Tony Ward (TW) : Chair

Chris Cade (CC)

Susanna McFarlane (SM)

Clive Parsons (CP)

Jane Spilsbury (JS)

**Apologies :**

Bill Longmore (BL) Police and Crime Commissioner, West Mercia

Barry Sheldon (BS) Deputy Police and Crime Commissioner, West Mercia

**1. Welcome and Declaration of Conflicts of Interest**

The Chair welcomed Committee Members and asked for declarations of interest. No further declarations were received in addition to those previously stated.

**2. Minutes of the Meeting held on 4 February 2016 and Matters Arising**

The minutes of the Trust, Integrity and Ethics Committee held 4 February 2016 were approved as a true and accurate record.

**Matters Arising**

All actions from the previous meeting had been completed. The following was noted:-

**Update and Evaluation of the Cultural Change Programme**

SC informed the Committee that a briefing note had been produced and the Director of Enabling Services, Richard Elkin to forward a copy to the Chair. It was noted that a significant number of people had gone through the programme with managers and supervisors cascading information down to the workforce. The cultural change programme centred on values and code of ethics and sought to emphasise to officers the importance of on-going legitimacy. A lot of work had been undertaken on the back of the HMIC PEEL report. Evaluation had been carried out whereby senior leaders opened sessions on a rota basis.

**Action : Cultural Change Programme Briefing Note to be an Agenda Item at the 14 July 2016 Committee Meeting.**

**Meeting with new Police and Crime Commissioner**

It was noted that a lunch meeting had been organised for the two new Police and Crime Commissioners to meet Committee members on Monday 13 June from 1pm – 2pm at Hindlip, to be confirmed once the new PCCs were in post.

**3. HMIC Crime Data Integrity Review Progress Update**

Joy Preece, Alliance Crime and Incident Registrar, tabled the up-dated HMIC CDI Action Plan which had arisen from the HMIC Crime Data Integrity Inspection 2014.

**Action : A full copy to be re-sent to Members due to information not being photocopied double-sided.**

JP reassured the Committee that all items had been addressed and work was progressing well. The national report from HMIC had looked at some of the challenges since 1st April 2015 and all items identified by them had been addressed. A business plan was currently being developed together with an audit schedule for the next 12 months which would scrutinise all crime recording routes ie. via telephone or “Contact Us”, etc.

JP informed the Committee that she had completed the nationally recommended accredited training which would ensure the high standards and adherence to the HOCR and NCRS were attained and maintained.

TW raised concern on the timeliness of local resolutions, which he and CP had been briefed on as part of their dip-sampling duties.

SC confirmed that in anticipation of the HMIC inspection next week the Force had recognised that there was a backlog in terms of recording and closing complaints. An additional resource of a Chief Inspector and Inspector had been made and a lot of activity was now taking place in order to take stock of where the Force were, to give clear instruction and to drive activity. The recording of complaints, resolving and timeliness were now improving quite significantly. The key was not to lose momentum and for police inspectors to understand the importance of ringing back complainants as soon as possible after the complaint was made and, if needed, offer apologies straight away.

SC explained that Community Resolutions were the way in which officers could resolve low level crime by agreeing with the victim and the offender, ways in which a proportionate outcome could be achieved. Community resolutions were very useful when dealing with young people rather than go through the criminal justice system. However, it was emphasised to the Committee that the consent of victims was needed together with a meaningful response from the offender. Community resolutions had received a lot of scrutiny over the years. Officers were given discretional powers to use community resolutions due to the fact that they would know the individuals involved however it was noted that it had to be continually scrutinised to ensure that it was not being used inappropriately. JP confirmed that the processes were currently being tightened up.

NH reported that the OPCC office had challenged the Chief Constable on the performance of the Professional Services Department (PSD). Approximately 12 – 18 months ago there had been an input of staff to improve performance but over the last 12 months performance had not radically improved, particularly with regard to the timeliness of local resolutions. The OPCC office had challenged PSD performance again approximately 3 months ago. Reports had now been produced by the Force and there had been some improvement but more time was needed to ensure that there had been a step change within the department. NH assured the Committee that he would be recommending to the new Police and Crime Commissioner to continue focussing on this issue. It was noted that certain delays arose due to the Force awaiting advice from legal services and the CPS.

RB paid tribute to the work of JP and her team as it was crucially important to monitor crime data integrity in order to understand if crime was getting worse. He also acknowledged that it had been difficult to monitor due to a change in recording processes and other contributory factors such as the Saville effect. It was noted that the British Crime Survey gave reassurance that there had been a change in recording processes.

JS suggested that some external scrutiny was needed on the monitoring of progress against the Action Plan and it was agreed that this might be something that the Committee could look at in the future in terms of corporate governance. It was noted that a further HMIC inspection was due to be carried out before the end of the year and that there was a Chief Officer lead purely for that work area. However further scrutiny was always welcomed.

In answer to a question raised by CC on the changing demands on policing SC reported that more complex and emotive crimes were being reported which created a different type of demand. The level of recording and referrals had increased over time but that was not a bad thing.

**4. Rape No Crimes Review Update**

JP explained that when the files were requested in 2014 the Force were cancelling crime. However, since April last year the only crime that could be cancelled would be when it was inside another Force area, and only then when that Force gave a crime number and the victim was informed.

All reports of rape were crime recorded immediately and monitored on a daily basis. Secure processes were in place to fully verify if a crime could not have happened.

JP explained that rape incidents were where the Force received spurious reports whereby an individual believed that somebody else has been raped. The Force would be required to report an incident and try to identify that person to ascertain whether a rape had taken place.

RB reported that one of his main priorities was violence against women and girls and one of the issues that had recently been discussed was the crime of stalking. He currently sat on a National Oversight Board which was chaired by the Home Secretary and he suggested that the new PCC pursue membership of that group. JS endorsed this suggestion.

TW thanked JP for her work and she left the meeting at 11.10.

**5. Complaint Dip Sampling Report / Lessons Learned**

The report from TW and CP was noted.

TW informed the Committee that they had been requested to look at the HMIC report on the Police use of Force, together with ‘Other Assault’. These would now form part of the regular dip sampling files.

TW reported that there had been large strides in the provision of looking after people who complained and hopefully the public were beginning to see that. He congratulated PSD on the work that they had done, particularly in joining the two teams together and the training of new staff.

SC reported to the Committee that the Force would be in possession of the debrief findings report from the HMIC Legitimacy inspection which was due to take place in May (looking at areas of national concern such as Stop and Search, Complaints, embedded ethics, PSD etc) which he would bring to the next Committee meeting in July.

**Action : SC to provide HMIC Legitimacy Inspection Debrief Findings Report to the 14 July Committee Meeting**

**6. Member Protocol Verbal Updates**

The Chair confirmed with the Committee that the Force Senior Officer link would be ACC Amanda Blakeman who would be attending the next Committee meeting in July.

**Clive Parsons – Police Corruption to Include the HMIC Police Integrity and Corruption Inspection**

CP had met with Gary Watson to discuss the Police Integrity and Corruption HMIC Report November 2014 and the Action Plan which Chief Constable David Shaw had presented last year. He noted that there were still two areas that had not been completed :-

1. IT system to enable officers to “mirror” other officers and to view / record information.
2. Follow up on cultural work using an employee survey.

In answer to point a) SC confirmed that the Force were able to track what officers were doing (if they had received intelligence to do so), but the IT system referred to above had greater capabilities and was less labour intensive than current methods. However it was a significant amount of money. It was noted that a business case for the IT system had been prepared.

With reference to point b) SC confirmed that the Alliance had conducted a survey during the summer of last year and that was going to be re-used this summer, forming a benchmark for health and wellbeing.

CP suggested that a briefing on the Anti-Corruption Unit might be considered for a future Committee meeting.

It was noted that HMIC conducted a regular audit on Gifts and Hospitality and Gary Watson confirmed that this was looked at regularly. CP agreed to view it on an ad hoc basis. The scrutiny of expenses came under the remit of the Audit Committee.

It was agreed that due to the impending HMIC Legitimacy Inspection, CP would delay his work for approximately 4 weeks. CP would prepare a full report in the Autumn.

**Susanna McFarlane – Stop and Search**

SM had met with DCI Sharron Cannings to discuss Stop and Search and attended a control group meeting at Hereford Police Station to hear what the officers were being told on the ground. It appeared to be a very grey area whereby officers wanted to carry out searches but were also aware about getting it wrong. Reporting remained a problem with too many records not containing sufficient reasonable grounds for Stop and Search with those then not being picked up by supervisors. More training was needed. At the moment it was a requirement for an officer to contact an operator in the OCC to be given a reference number and this was seen as affecting the use of S&S powers. However, in Hereford, every report had to go through an inspector who sent it back to the officer if not enough information was recorded.

SM reported that the data was very bold with no context. Ethnicity was also not representative of the local population i.e, migrant population and those people who were not residents of the area.

SC confirmed that a lot of energy was currently going into Stop and Search with 100% of officers having had face to face briefings. As of next week the recording would go back to the officer and **not** the control room with a Chief Inspector reviewing reasonable grounds. Work was in progress.

SM commented that the lay observer scheme policy which could provide a member of the public to request a ‘ridealong’ to observe a stop and search was hugely labour intensive. In response to this SC reported that more community engagement was needed around Stop and Search to ensure that it became more transparent and the Force needed to be prepared to manage the public if they got the interest that they were hoping for. It was suggested that this might be something that could be included in the Citizens Academy programme.

SM queried whether her work was duplicating that of the IAG and also requested a look at the dip-sampling and reporting processes. SC agreed that the governance of Stop and Search required as many people as possible to help it become more transparent.

RB confirmed that Stop and Search was another area that the Home Secretary was focussed on and this was an opportunity for the Alliance to get it right. It remained at the top of the Chief Constable’s priority list.

NH reported that there had been a peer review by the Northamptonshire Force which would be shared with the Committee at the end of the meeting.

**Jane Spilsbury – Child Sexual Exploitation**

JS reported that she was very involved in this area of work as part of her job and in partnership with other agencies. JS had made contact with D/Supt Steve Eccleston but was awaiting response. She was also chairing the Safe Education Committee and anticipated that through that she would be able to bring a quarterly report to the next meeting.

**ACTION : SC apologised on behalf of SE and would be requesting D/Supt Jason Wells to contact JS in order to progress her work area**

**Chris Cade – Drones and Use of Force**

CC had attended a demonstration with T/ACC Nav Malik who had referred to the TIE Committee’s role in the use of police drones in media coverage. CC reported that he was in contact with ACC Chris Singer and was awaiting confirmation as to whether he would be coming a member of the Drone User Group.

CC confirmed to the Committee that he will be attending Taser Training shortly and will report back.

**Tony Ward – Historical Sexual Abuse**

TW met with D/Supt Eccleston and Adrian McGee from the Public Protection Unit on Historical Sexual Abuse. It was agreed from the outset that the Unit faced daily moral and ethical dilemmas. With finite investigative resources available some very difficult management decisions were required to allocate resources to either historical or present cases. There was no doubt that historical cases involved extremely lengthy and complicated investigations. However, it was accepted that the vulnerability and sensibility of the victim must remain paramount.

Regrettably it is a fact that the cases of sexual and domestic abuse have risen country wide by some 29% over the past year, hence the dilemma, investigate and prosecute the historic or pursue the rapidly increasing cases of the present.

It was agreed by ACC Singer that TW would attend case reviews where allocations of resources were made. TW to brief the Committee on the due process of resource allocation at the next meeting.

It was noted that the Alliance were currently dealing with :-

***Operation Hydrant*** - The national operation which is acting as a central referral point for allegations of historic abuse involving both institutions and persons of public note, and which disseminates information and intelligence to all Forces. TW to receive a briefing document including the number of ‘live’ investigations.

***Operation Lion*** - The overarching Critical Incident Management Meeting (CIMM) chaired by ACC Chris Singer where the various ongoing investigations across the Alliance relating to institutions or persons of public note are involved and where there are particular resource or reputational issues from an organisational perspective. A request has been made for TW to attend one of the CIMMs as an observer.

***Operation Charwell*** - The CIMM chaired by Chief Supt. Charlie Hill and focused on West Mercia Police response to the forthcoming review by the Goddard Enquiry to the previous concerns of CSE in Telford and Wrekin area. A request has been made for TW to attend as an observer.

**7. Work Plan and Agenda Items for Next Meeting**

Update rape no crime – completed.

Briefing on Alliance progress against Crime Data Integrity Action Plan and Members to consider closing this item – completed can be closed.

Presentation on Counter-Terrorism – completed.

Member Protocols – First verbal update – completed.

Members to meet new PCC – Confirmed date of Monday 13th June at 1 – 2pm, Hindlip.

Taser Training – dates have been circulated.

**8. Date of Next Meeting**

10:30am, Thursday 14 July 2016, Allsop Room, Hindlip Hall

The following agenda items were agreed:-

* SC would invite Stacy Williamson, Leaders Change Team to the meeting to give a briefing on how the Alliance deal with the changing demands on policing.
* Update on Evaluation of Change Impact.
* Briefing from Debbie Tedds on HMIC Legitimacy Inspection Update
* Supt Gary Watson to provide a Professional Standards Department statistics update.

**9. Any Other Business**

None

**Closed Session**

The following items were deemed restricted and members of the public were asked to leave the meeting.

**10. Exempt Minutes of the Meeting Held on 4 February 2016 and Matters Arising**

The exempt minutes of the Committee held on 4 February 2016 were agreed as a true and accurate record.

**11. Counter-Terrorism**

Committee received a presentation on Counter Terrorism

Chair closed the meeting at 1pm.