**Warwickshire and West Mercia**

**Police and Crime Commissioners’**

**Trust, Integrity and Ethics (TIE) Committee**

**Annual Report**

**October 2016**

**Introduction**

This annual report of the Trust, Integrity and Ethics (TIE) Committee covers the period September 2015 to September 2016, the second year of the Committee’s work. It is fair to say that in the Committee’s first year the bulk of the activity consisted of briefings and learning opportunities. An initial work plan was established with the support of the officers of the PCCs. As the Committee has become more established, members have been keen to develop greater ownership over the work plan.

**Contextual Information**

During the course of this year, elections took place to appoint new PCCs for both Warwickshire and West Mercia. The two previous PCCs, Ron Ball and Bill Longmore retired deciding not to stand for re-election. It is pleasing to report that the newly-appointed PCCs, Philip Seccombe for Warwickshire and John Campion for West Mercia, have confirmed that the independent members of the TIE Committee have been reappointed to their posts for a further two year period.

**Summary of Activity**

*‘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. ‘*

This is the stated purpose of the Committee according to the Terms of Reference as adopted in September 2015.

In 2015-16 in terms of Trust the committee has looked at:

* Anti-terrorism capability
* Covert surveillance strategy
* Interception of Communications
* Stop and search

In 2015-16 in terms of Integrity the committee has looked at:

* Professional standards
* Complaints and corruption
* Crime data integrity
* Use of force
* Use of drones
* Anti-corruption
* Rape ‘no crimes’
* Child sexual exploitation

In 2015-16 in terms of Ethics the committee have looked at:

* The Alliance cultural change programme

We feel that this is an area worthy of further scrutiny over the coming year.

During the second year of its work, the committee decided to adopt individual protocols, looking at a strand of police activity in more detail.

These were:

* Police integrity – Clive Parsons – final report submitted
* Historical Sexual Abuse – Tony Ward– final report to be submitted January 2017
* Stop and search – Susanna McFarlane– final report to be confirmed
* Child Sexual Exploitation – Jane Spilsbury – report to be confirmed
* Use of Force (TASER) and Use of Drones – Chris Cade – reports submitted.

Each report contains recommendations for the PCCs to consider.

To support the work of the Committee and provide assurances for the police officers assisting in these activities, a process was agreed in advance, which included sharing reports with the most senior officer responsible for each area before the report was submitted to the Committee. It was felt that this would promote trust and integrity between Committee members and the forces.

It should be noted that the protocols were not intended to be an additional layer of scrutiny over the work of the Alliance. Nonetheless, independent members are conscious of the additional burden that may have been placed on officers as they assisted us in our work and we would like to express our thanks for officers’ time and support.

**Evaluation**

The Committee feel that the Protocol approach has enabled members to get more fully involved in the work of the Alliance and to understand the considerable challenges faced by officers as they go about their duties. This has helped to inform the work of the Committee and to support the PPCs in promoting trust in the police.

Having developed the Protocol approach we feel that the committee is better able to provide effective, appropriate and constructive challenge.

Committee members would like the PCCs to consider whether the committee represents value for money as we review our work. Initially we were engaged, and indeed paid, to undertake three or four meetings a year. So far this year, committee members have undertaken a wide range of additional commitments including regular dip sampling of complaints, attendance at vetting appeals panels, meetings for protocols, attendance at training events and Chairman's meetings. In some cases this amounts to more than 20 meetings over nine months.

The Committee could add further value if the public profile were raised and steps are in hand to achieve this. However, we feel that further support could be provided to enhance the profile of the committee and thereby help to develop enhanced trust in the police.

**Next Steps**

TIE members would urge the PCCs to consider the recommendations in the Protocol reports received so far.

It would also be helpful to receive feedback on the processes adopted for the Protocols so that we can adapt our activities as appropriate.

Members would welcome suggestions from the PCCs and Senior Officers as to work areas that they would wish to see allocated to members as their Protocols for the coming year.

We feel it would be beneficial to the Alliance for the committee to consider further the evaluation of the impact of the cultural change programme and the rollout of the new ICT system ‘Athena’.

In terms of value for money, taking into consideration the considerable time commitment over and above 4 meetings a year, PCCs are invited to review the terms of engagement of members.

Consideration should be given to raising the profile of the work of the committee.

*Report submitted to Warwickshire and West Mercia Police and Crime Commissioners October 2016.*