**TRUST, INTEGRITY AND ETHICS COMMITTEE**

**Wednesday 11 January 2017**

**Hindlip**

**Attendees:**

**Warwickshire OPCC :**

Philip Seccombe (PS) : 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

Tracey Onslow (TO) : Deputy Police and Crime Commissioner

**Police :**

Martin Jelley (MJ) : Chief Constable, Warwickshire

Anthony Bangam : Chief Constable, West Mercia

Amanda Blakeman (AB) : Assistant Chief Constable, Warwickshire and West Mercia

Gary Watson (GW) : Superintendent (Agenda Item 4 Only)

Debbie Tedds (DT) : T/Assistant Chief Constable (Agenda Item 3 Only)

**Independent Members :**

Chris Cade (CC) : Chair

Col. Tony Ward (TW)

Susanna McFarlane (SM)

Clive Parsons (CP)

Jane Spilsbury (JS)

**Apologies :**

John Campion (JC) : Police and Crime Commissioner, West Mercia

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

The Chair welcomed everybody to the meeting. There were no new conflicts of interest.

**2. Minutes of the Meeting held on 27th October 2016 and Matters Arising**

It was agreed that the words “body work” be replaced with the word “body worn” on page 8.

The minutes of the Trust, Integrity and Ethics Committee held on 27 October 2016 were then approved as a true and accurate record.

**Matters Arising**

* The Alliance position at this time was that the future use of drones was still to be determined with Debbie Tedds leading on behalf of the Alliance.
* TW wished to place on record his thanks to Gary Watson for the department’s hard work which had resulted in dramatically improved timeliness in dealing with complaints over the last 18 months.
* PS confirmed that he would be looking into the current Police and Crime Bill’s recommendation that Police and Crime Commissioners become more involved with complaints and would report back to the Committee in due course.
* It was noted that SM and CP sat on Appeal Panels.

**3. HMIC PEEL Legitimacy Inspection Presentation**

The Chair congratulated Debbie Tedds on her new role as Temp Assistant Chief Constable.

T/ACC DT gave a detailed presentation to the Committee on the HMIC Peel Inspection Annual Programme which was split into the four areas of Efficiency, Legitimacy, Leadership, Effectiveness with inspections carried out across the Alliance in 2016.

The efficiency inspection criteria focused on:-

* How well do police forces understand their current and likely future demand?
* How well do police forces use their resources to manage current demand?
* How well are police forces planning for demand in the future?

Warwickshire and West Mercia had received an extremely positive report with an overall assessment of good with no specific recommendations.

The Legitimacy inspection criteria focused on:-

* How forces treated the people they serve with fairness and respect.
* How well do forces ensure that their workforces behave ethically and lawfully.
* To what extent do forces treat their workforces with fairness and respect.

Warwickshire and West Mercia had received an overall assessment of good with 3 requirements for improvement.

The Leadership inspection criteria focused on:-

* How well do the police understand leadership
* How well do the police develop leadership
* How well do the police display leadership

Forces were not graded for the Leadership inspections - Warwickshire and West Mercia had 3 requirements for improvement.

The Effectiveness inspection had been carried out in September and was due for publication in March 2017. The areas were:-

* Crime prevention
* Serious and organised crime
* Vulnerability
* Crime and antisocial behaviour
* Specialist capabilities

MJ emphasised the amount of hard work involved across significant numbers of personnel in preparing for these intensive inspection programmes. CC thanked DT for her presentation.

**4. Professional Standards Performance Update**

This report was noted and Detective Superintendent Gary Watson explained in detail the data that was behind the statistics with a strong performance for “complaint cases recorded and timeliness” which were now operating at 95% on target. It was noted that recording would increase this year due to re-profiling.  
  
JS noted that the last quarters data on Live Complaints was missing from the information.

GW reported that the reduction in the number of cases that were closed in October was due to change of staffing and that backlog had now been removed but still room for improvement.

TO requested a definition of “special requirements” criteria under “Complaint Allegations Finalised”.

JS requested figures in column 3 be inserted showing the difference between 16/17 – 15/16 on Conduct Cases Recorded together with a contextual figure of the number of conduct cases per person at the Force (against workforce number).

It was noted that an Appeals Panel was in place which SM and CP sat on with GW as Chair.

In view of the proposed changes to legislation around complaints, AC suggested that a considerably more detailed look at the complaints proposals be discussed at a future TIE meeting as both PCCs would be formulating their views on how complaints/appeals would be dealt with.

**ACTION : GW to report to the July TIE meeting.**

CC thanked GW.

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

TW’s and CC’s comprehensive report on Complaint Dip Sampling was noted and the work of PSD was acknowledged in improving the timeliness of dealing with complaints.

**6. Member Protocol Verbal Updates**

**Susanna McFarlane – Stop and Search**

**ACTION : SM to provide a written report on Stop and Search to the April Committee Meeting.**

**Chris Cade – Drones**

**ACTION: CC to provide a report on Drones to the April Committee Meeting.**

**Jane Spilsbury – Child Sexual Exploitation**

JS reported on the work, especially in the Telford area, and the multi-agency approach which had been identified by the Home Office as good practice.

**ACTION : JS to provide a written report to the April meeting.**

**Clive Parsons – Police Integrity**

CP had produced a report on Police Integrity at the October meeting and was awaiting a response. NH confirmed that a response with recommendations would be produced by the Force.

**ACTION : ACC Amanda Blakeman to respond to CP’s report on Police Integrity**

**Tony Ward – Historical Sexual Abuse**

TW gave verbal update and his final report on historical sexual abuse was noted.

NH thanked TW on this excellent piece of work. He made two observations:-

* The increased policing demand in this area; and
* The requirement to ensure that officers and staff had access to counselling and necessary safeguards.

MJ confirmed that the Force were “skilling up” personnel in order to deal with the increase in demand across this area and counselling and mental health sessions were offered to staff. Counselling support was mandatory for some roles.

MJ confirmed that, although budget talks were still ongoing, vulnerability was a critical area which they would be investing in going forward.

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

Update on Police Ethics Committee to be Provided – Completed

Committee Terms of Reference – DM to meet with CC

Chair to link with Media Officers to consider how to promote the Committee.

Briefing on Anti-Corruption Unit – July meeting

Body worn video update – April meeting

Alliance IT projects – July meeting

**8. Dates of Next Meetings**

**10.30am on 27th April 2017 at Leek Wootton**

10.30am - Trust, Integrity and Ethics Committee Meeting

09.30am - Members Only Pre-Meeting