**TRUST, INTEGRITY AND ETHICS COMMITTEE**

**Thursday 27 April 2017**

**Leek Wootton**

**Attendees:**

**Warwickshire OPCC :**

Philip Seccombe (PS) : Police and Crime Commissioner

Debbie Mullis (DM) : Policy and Research Officer

Katie Baker (KB) : PA / Office Manager

**West Mercia OPCC :**

Natasha Noorbakhsh : Policy Officer

**Police :**

Karen Manners (KM) : Deputy Chief Constable

Damien Pettit (Item 3) : Chief Inspector

Berni Gaughan (BG) Item 4) : Head of Learning and Development

Elena James (EJ) Item 4) : Consultation and Engagement Lead Officer

**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

Andy Champness (AC) : Chief Executive, West Mercia OPCC

Tracey Onslow (TO) : Deputy Police and Crime Commissioner, West Mercia

Neil Hewison (NH) : Chief Executive, Warwickshire OPCC

**In Attendance :**

David Roome (DD) : HMIC

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

The Chair welcomed attendees to the meeting. TW declared he was an Independent Member of the West Mercia Police and Crime Panel and JS declared that she worked for Warwickshire County Council.

**2. Minutes of the Meeting held on 11th January 2017 and Matters Arising**

The minutes of the Trust, Integrity and Ethics Committee held on 11th January 2017 were approved as a true and accurate record.

**Matters Arising**

* Future use of drones would be addressed under Item 6 – Member Protocol Reports.

**3. Body Worn Video**

Ch. Insp. Damian Pettit gave a verbal presentation on Body Worn Video (BWV) which was currently being rolled out across the Alliance. The clear benefits of using BWV would be:- improved public trust and confidence, enhanced officer safety, gathering of evidential material which would result in positive outcomes - especially in regard to vulnerability and domestic abuse/child protection. The use of BMW would also bring a reduction in complaints, e.g, legitimacy over stop and search and use of excessive force.

 Feedback from the first roll out at Malvern had been extremely positive.

 West Mercia and Warwickshire Police had taken the decision that the use of BWV was mandated in the following circumstances :-

* Domestic Abuse
* Stop and Search
* Any use of Force / Anticipated use of Force
* Any deployment of Taser
* Where an officer was directed by a supervisor to record an incident

The draft BWV policy and procedures, setting out the operational procedures for the use of BWV by officers, were noted by the Committee.

Emphasis was placed on the use of BWV being proportionate, legal, necessary and overt with all BWV operators being fully trained.

It was noted that the second phase of BWV would incorporate the Conflict Resolution Model which would automatically switch on the camera as soon as Taser’s were activated.

JS raised a question on how judgements to keep material or not would be monitored? DP reported that this would form part of the learning cycle, equipping Officers to get better evidence.

PS thanked DP for the comprehensive presentation on BWV and thanked the Force for their ongoing hard work in order to roll out by September 2017.

**4. Cultural Change Programme**

Berni Gaughan and Elena James gave a brief update on the Vision and Values Statement and the Code of Ethics Statements that had been asked in the Health and Wellbeing Surveys.

 It was noted that there had been an improvement since 2015 in the vision and value question but figures declined significantly by length of service indicating a tipping point of 6 years service as being an area for concern. The results generally increased with rank / grade.

 Although there had been an improvement in the ‘Applying the Principles of the Code of Ethics’ question for staff who had over 6 years services. The results for staff newest in the service had worsened with Constables being below average.

 There had been no significant change in relation to the question of ‘My Line Manager applies the principles of the Code of Ethics’ although police constables had seen a slight improvement.

 Discussion ensued on how the information gathered was informing the training programme with an emphasis on those in leadership roles developing others and the continuing work from an L&D perspective to reinforce and bring to life vision, values and code of ethics. The change leadership products, cultural change workshops, #alwayslearning cultural cascade and the leadership behavioural framework were being developed to address leadership styles and behaviours during the change process.

 JS thanked BG and EJ for providing a comprehensive plan to address the impact of the cultural change programme.

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

The report on complaints dip sampling was noted.

 With regard to the incoming Police and Crime Act whereby PCCs would take over the responsibility for local appeals, TW requested that if the Commissioners delegated the appeals process to an independent board, that consideration be given for that board to include a police representative with operational knowledge.

 It was noted that the development of the new appeals process, in consultation with the Force, was required with a timeline for a likely date of September 2018.

TW raised the issue of the length of time and costliness of the IPCC complaint appeals.

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| **ACTION : PS to raise the issue on the length of time/costliness for IPCC investigations on appeals at his next meeting with the IPCC** |

NK commented on the lack of information that was currently provided from the Force on how they reached appeal decisions e.g, no minutes were provided and it would be helpful for something comprehensive to give to complainants in order for them to understand the process.

 JS requested a briefing note be provided on the support that was currently offered to witnesses.

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| **ACTION : KM to provide briefing note on support offered to witnesses as requested above** |

**6. Member Protocol Verbal Updates**

**Susanna McFarlane – Stop and Search**

CC thanked SM on her Protocol Report – the contents of which were noted.

SM wished to place on record her thanks to DCI Sharron Canning and her team in bringing in the changes to achieve compliance which had the resulted outcome of the Alliance being identified as having areas of ‘best practice’. It was acknowledged that the use of Body Worn Video would be an asset for Stop and Search going forward.

KM confirmed that the post for a fulltime officer for Stop and Search had now been agreed.

**Chris Cade - Drones**

KM reported that the 2 drones which the Alliance had invested in would continue to be used. There were currently 6 people trained in the use of drones and presently there were no plans to expand the fleet. It was noted that Ben Elton was Head of Operations.

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| **ACTION : KM to share the report on drones with CC and organise a presentation on the key activities where drones have been used for the July Committee meeting.** |

**Jane Spilsbury – Child Sexual Exploitation**

CC thanked JS on her Protocol Report – the contents of which were noted.

JS wished to place on record her thanks to all the officers who gave up their time and their commitment to this work area. Partnership working between the police, local authorities and third sector organisations were developing well i.e, MASH and the commissioning of services and support for victims through Barnardos.

The CSE teams who had been funded for 1 year were now being retained as a substantive Force resource and JS commented on the need to keep that expertise within this complex area.

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| **ACTION : KM to share report across the Alliance and respond to the recommendations.** |

**Clive Parsons – Police Integrity**

CP had written a report on Police Integrity which had been responded to by Gary Watson. CP reported that some of the replies were a little bit bland and would bring them back to a future meeting.

CP reported on one of the recommendations in the Legitimacy report referred to the Counter Corruption Annual Strategy Control Report. He had requested a copy but been advised that he did not have the sufficient vetting level.

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| **ACTION : KM to look at the content of that report to see if it could be distributed to the Committee.**  |

**Tony Ward – Historical Sexual Abuse**

TW gave a verbal update and emphasised the need to keep historical sexual abuse under systematic review. He had recently attended a Critical Incident Management Meeting and reported that progress reports on all ongoing investigations were presented, some of which required accessing complex records, many years old, and out of Force area.

It was noted that the Chief Constable in whose Force area the alleged perpetrator currently resided was responsible for the investigation, irrespective of whether the crime had been committed many years earlier and outside Force area.

TW was assured that all efforts were being made to achieve a rapid resolution in an attempt to bring closure for victims.

It was noted that demand in this area of policing was increasing which may necessitate additional resources to ensure that the expected level of policing was maintained.

TW wished to place on record recognition of the Forces continued commitment.

**7. Committee Terms of Reference**

The Draft Terms of Reference for the Committee were discussed in detail and it was agreed that the document would be circulated to members with track changes, rather than the list of amendments provided.

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| **ACTION : DM to send the ToR showing track changes to members.** |

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

Presentation on Hate Crime – July meeting

 PSE Performance – July Meeting

 Anti-Corruption – July Meeting

 SAAB Safe – Presentation requested – date to be agreed

 ATHENA – Presentation requested – date to be agreed

Vetting Procedures - TW reported that he was on the Vetting Appeals Panel. KM confirmed that a formal review of vetting was being carried out which would result in a continuous business improvement plan alongside recommendations. It was noted that vetting was an income generator for the Force.

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| **ACTION : KM and TW to visit the vetting unit at Stratford Police Station** |

**Gifts and Hospitality -** CP reported that this was reviewed annually with policies being adhered to.

**Audit Committee** - It was noted that a new officer, Sara Ansell, was overseeing the Joint Audit Committee. It was agreed that the minutes of the Joint Audit Committee be shared with the TIE Committee.

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| **ACTION : DM to request Joint Audit Committee minutes be circulated to TIE Members for their information** |

**Police Information Notices –** SM requested information on Police Information Notices

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| **ACTION : KM to request a briefing on PIN for a future TIE Committee Meeting** |

**9. Dates of Next Meetings**

**Thursday 20th July 2017 – 10.30am in the Allsop Room, Hindlip**

Thursday 26th October 2017 – 2pm in the Conference Room, Leek Wootton

Thursday 18th January 2018 – 10.30am in the Wilison Room, Hindlip

Thursday 19th April 2018 – 2pm in the Conference Room, Leek Wootton

The change of date to the July meeting was agreed by Members.

**10. Any Other Business**

PS wished to place on record his thanks to the TIE Committee for the valued and challenging work that they did.

 DM reported that she had received a request from the Chief Executive of West Mercia PCC Office asking whether the TIE Committee would be prepared to undertake a piece of work on evaluating the information that was published on the OPCC websites. The members were not sure that they would have the time to commit to such a piece of work and if they were to consider completing it, they would need full guidance on where they needed to look on the Forces’ websites.

It was also noted that this would form part of the upcoming HMIC inspection and that it would be worth waiting for the outcome of this before carrying out any work.

 KM reported that she had now taken over as the Lead for the Trust and Ethics Committee.

Helena Bennett was the new Head of PSD and 2 new ACC’s had recently been appointed.

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| **ACTION : KM to send senior officer organisation chart to DM for distribution to the TIE members** |