



**DRAFT MINUTES OF THE
TRUST INTEGRITY AND ETHICS COMMITTEE – 18th January 2018**

Attendees:-

Warwickshire OPCC

Philip Secombe (PS) : Police and Crime Commissioner
Katie Baker (KB) : Minute Taker

West Mercia OPCC

Andy Champness (AC) : Chief Executive

Warwickshire and West Mercia Police

Amanda Blakeman (AB) : Deputy Chief Constable, West Mercia

Independent Members

Clive Parsons (CP) : Chair
Col. Tony Ward (TW)
Lady Susanna McFarlane (SM)
Chris Cade (CC)

Apologies

John Campion (JC) : Police and Crime Commissioner, West Mercia
Tracey Onslow (TO) : Deputy Police and Crime Commissioner, West Mercia
Richard Moore (RM) : Assistant Chief Constable, Warwickshire
Rob Tromans (RT) : Deputy Police and Crime Commissioner, Warwickshire
Debbie Mullis (DM) : Policy Officer, OPCC Warwickshire
Neil Hewison (NH) : Chief Executive, OPCC Warwickshire

In Attendance

Wayne Parkes (WP) : Head of ICT, W&WM Police
Matt Cartwright (MC) : Detective Inspector, W&WM Police

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.

2. Minutes of the Meeting held on 26th October 2017 and Matters Arising

The minutes of the meeting held on 26th October 2017 were approved as a true and accurate record.

Matters Arising / Summary of Actions :-

PAGE	ACTION	DISCHARGED / UPDATE
Page 3 26.10.17	GM to invite CC to attend a monthly Governance Review Meeting for independent scrutiny on the use of Drones	Discharged
Page 6 26.10.17	DM to share the HMIC report to TIE Committee on publication	Discharged
Page 3	KP (Kal Parkash) to check on the Hate Crime Information that is disseminated at Citizens Academies	Discharged
Page 4	NH to follow up and respond to the recommendations made by members in their Protocol Report	Discharged All TIE members had received a note from NH with respect to Protocols and would be sending them to relevant members of the Force
Page 4	KB to publish Annual Report on the OPCC website and share document with the two Chief Constables	Discharged
Page 5	NH to inform Committee members of contacts within the Force for their new Protocol areas.	Discharged

3. Police ICT Briefing – Wayne Parks, Head of ICT across the Alliance

A comprehensive presentation was given to the Committee by the Head of ICT giving an overview of the significant investment into the IT programs that were currently being implemented across the Alliance which would deliver a brand new technological capability across the organisation.

The three strands of change were :-

Technology Enabled Change

Athena had “gone live” in October 2017 and was currently being embedded across the organisation. This was the core police IT for investigations, crime recording, intelligence, custody, case files etc and replaced numerous systems which had come to the end of their life. ABA confirmed that there had been some issues with cultural change and user acceptance with Athena and a Critical Management Group had been tasked with a specific piece of work looking at improving some of the processes and giving feedback to officers.

The 2 new Control and Command buildings would have fully integrated technological capability with SaabSafe scheduled for delivery in Summer 2018. This would improve the decision making at first point of contact around threat, harm and risk.

ACTION

AB invited the TIE members to a tour of the new OCC building to talk about how the technology would work within that environment and how large operations were handled. OPCC to organise with CP / ABA

WP reported on the In-Car Media which was being delivered into vehicles to enable the recording of pursuits, access to police systems, ANPR and mobile working. The storage of ANPR images fed into the national ANPR system which had clear retention rules. In answer to a question raised by SMcF, ABA confirmed that any image not used would have the retention rule applied. Telematics was also being rolled out across the fleet, giving detailed information on every vehicle utilised across the Alliance.

ACTION

AB to forward information to the Committee on the types of information that would be retained by ANPR and the retention period that applied.

Services to Policing

WP reported on the review that was ongoing which was looking at the back-office functions such as HR / transport / finance in terms of value for money and whether they were fit for purpose for delivering the service that the organisation required. It was noted that ICT department were currently implementing major change and restructure with a focus on service delivery.

New Policing Model

WP reported on the New Policing Model which had been designed to maximise the technology and new capability and would produce a more efficient service. This was due for implementation in April 2018.

In answer to a question raised by SMcF on the accessibility of WiFi across the County, WP reported that they were working with the network providers regarding network coverage.

It was noted that the Staff Associations / UNISON had been fully engaged with regard to the New Policing Model and change in shift pattern with an open and transparent discussion around demand.

The Chair thanked WP for his briefing to the Committee.

4. **HMICFRS PEEL Assessments – DCC Amanda Blakeman**

ABA gave a verbal briefing on the findings of the HMICFRS Police Efficiency (including leadership) Inspection which had been carried out in June 2017 and published in November and the three sets of questions under the heading of :-

How Efficient is the Force at keeping people safe and reducing Crime

- How well does the Force understand demand?
- How well does the Force use its resources?
- How well is the Force planning for the future?

Warwickshire had been graded “Good” which was the same as last year with the Alliance being reported favourably in respect to making considerable savings.

Areas for improvement were :-

Ensuring that there were effective systems and processes in place to enable an understand of how efficiently its investigative model supports the transfer of investigations; and

Leadership skills audit required

The findings of the HMICFRS Police Legitimacy Report was published in December 2017 with three sets of questions under the heading of:-

How Legitimate is the Force at Keeping People Safe and Reducing Crime

- To what extent does the Force treat all of the people it serves with fairness and respect
- How well does the Force ensure that its workforce behaves ethically and lawfully?
- To what extent does the Force treat its workforce with fairness and respect?

All of the above was graded “requires improvement” which both Chief Constables had challenged. However, the final grading remained unchanged.

ABA assured the Committee that those 8 areas for improvement had been captured and were reported on regularly by Chief Officers to the Service Improvement Board.

SMcF enquired as to future inspection regime change and ABA confirmed that Force Management Statements would be beneficial to the Force as they presented an opportunity to display a business splan for the year.

ACTION

AB to organise presentation to Committee on Force Management Statements.

CC enquired as to whether the training of Specials in Stop and Search needed to be re-visited?

ACTION

AB to look at training of Specials and their integration onto Shifts

5. **Complaint Dip Sampling Report – Tony Ward**

The Complaint Dip Sampling Report was noted.

6. **Police Internal Ethics Committee – DCC Amanda Blakeman**

ABA reported on the Internal Ethics Committee which had taken place on 15th December 2017, the minutes of which were noted.

ABA agreed for the Committee to view the two short films on ethical dilemmas.

CP reported that he would be attending the next Police Internal Ethics Committee on 16th February 2018.

ACTION

AB to provide short film videos at future TIE Committee Meeting – to be arranged.

7. **Member Protocol Reports / Verbal Update**

Members had received information on their new Protocol areas and draft reports would be submitted for the July Committee meeting. TW confirmed that he would be producing a report on Historical Sexual Offences for the April TIE meeting.

ACTION

Members to produce draft Protocol reports for July TIE Committee meeting.

8. Work Plan and Agenda Items for Next Meeting

The Chair requested that DCI Cartwright report back on the Appeals issue – possibly for the July TIE meeting and this to be incorporated into the Work Programme.

Further to discussion it was agreed that the April TIE Committee Agenda be amended to:-

Presentation on Bodyworn Video

Presentation on changes to police complaints system – April 2018 . It was noted that this might be too early as the guidance was not due out until summer 2018 and comes into place in 2019.

Review of both Warwickshire and West Mercia's Chief Constable Register of Interests and Gifts and Hospitality Registers

AC requested the Committee whether they would be able to view this information on the OPCC websites and report back on the accessibility and transparency of information provided. SMcF agreed to carry out searches and report back in April for a decision as to whether a presentation was required.

9. Dates of Future Meetings

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

25th July – 10.30am in the Wilison Room, Hindlip

10. Any Other Business

There was no further items and the Chair closed the Open Session of the TIE Committee Meeting.

Closed Session

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

11. Briefing on Anti-Corruption Unit

A briefing was provided to the Committee Members on the Anti-corruption Unit.

12. Briefing on Strategic Assessment

A briefing was provide to Committee Members on the Strategic Assessment.