



**DRAFT MINUTES OF THE
TRUST INTEGRITY AND ETHICS COMMITTEE – 19th April 2018**

Attendees:-

Warwickshire OPCC

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

West Mercia OPCC

Andy Champness (AC) : Chief Executive
Tracey Onslow (TO) : Deputy PCC, West Mercia

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
Debbie Mullis (DM) : Policy Officer, OPCC Warwickshire
Neil Hewison (NH) : Chief Executive, OPCC Warwickshire

In Attendance

Liz Hall (LH) : Joint Treasurer
Ben Smith (BS) : Supt. W&WM Police
Keith Gee (KG) : Ch. Inspector, W&WM Police

1. Welcome and Declaration of Conflicts of Interest

The Chair welcomed attendees to the meeting and introduced Alliance Joint Treasurer (LH). TW declared he was an Independent Member of the West Mercia Police and Crime Panel.

2. Minutes of the Meeting held on 18th January 2018 and Matters Arising

The minutes of the meeting held on 18th January 2018 were approved as a true and accurate record.

Matters Arising / Summary of Actions :-

PAGE	ACTION	DISCHARGED / UPDATE
Page 3	AB invited the TIE members to visit the new OCC buildings	Members had visited Stuart Ross House in Warwick and were scheduled to tour the Hindlip site next week. Discharged
Page 3	AB to forward information to the Committee on the types of information that would be retained by ANPR and the retention period that applied to.	Information had been circulated via email. Discharged
Page 5	AB to organise presentation to Committee on Force Management Statements	Agenda Item 3 Discharged
Page 5	AB to look at training of Specials and their integration onto shifts	Information had been circulated via email Discharged
Page 5	AB to provide short film videos on ethical dilemmas at future TIE Committee Meeting	Carry Forward to 25 th July 2018 Meeting
Page 6	Members to produce draft Protocol reports for July TIE Cttee meeting	Carry forward to 25 th July 2018 Meeting
Page 6	Review of Warks and West Mercia's Chief Constable Register of Interests and Gifts and Hospitality Registers	Agenda Item 5 Discharged

3. Force Management Statements – Supt. Ben Smith – Business Improvement Board

A comprehensive presentation was given to the Committee by the Head of Business Improvement Board giving an overview of the changes in the HMICFRS Inspection Framework in order to improve efficiencies, the requirement for Force Management Statements to be produced and the Alliance approach to completing them.

It was noted that the new inspection framework (IPA) would be a single risk based inspection across all three PEEL pillars (due in early 2019) utilising Force Management Statements to give insight into the work of the Force. This would be combined with information from previous inspections, continuous monitoring and data collection to focus inspection activity.

Force Management Statements were an annual self-assessment prepared by Chief Constables that would be given to HMICFRS each year, the first due in May 2018, consisting of the following four elements:-

- Demand – What the Force expects to face in the next four years,
- How the Force will change and improve to cope with that demand,
- How the Force will improve its efficiency to make sure the gap between future demand and future capability is as small as it can be
- The money the Force expects to do all of the above.

Force Management Statements would then guide the areas of focus for HMICFRS inspections.

In answer to a question raised by CC it was acknowledged that there was no benchmark on how these documents would look like and it was acknowledged that they would be refined year on year over a three year period, showing the timeline and journey of improvement plans. It was noted that individual Chief Constables would decide as to whether Force Management Statements were published or not.

PS agreed that FMS would help hold Forces to account but raised the issue that locally prepared Police and Crime Plans be maintained as the primary driver for the Force.

CP thanked BS for the informative briefing. A copy of the presentation to be circulated to Members.

ACTION

Copy of the Force Management Statement Presentation to be circulated to Members

4. Body Worn Video – Chief Insp. Keith Gee

Ch. Insp. Keith Gee briefed the Committee on the background, benefits and impact of Body Worn Video:-

2,200 cameras and the infra-structure that sat behind them had now been rolled out across the Alliance. It was noted that there had been some connectivity issues which were currently being resolved. Information was stored in highly secure cloud-based system Evidence.com.

The use of BWV protected not only people in communities, but police officers and staff, it acted as a deterrent to offending, increased trust and confidence in policing and was producing fewer complaints against the Force. Its' use increased the number of early guilty pleas and had been used by Learning and Development as a tool to aid learning (Stop and Search and Use of Force).

It was noted that the Force would be digital sharing with CPS via Evidence.com in the next week.

Following a recent survey 32% of officers used BWV every shift with 26% using it on

most shifts, 35% occasionally and 7% never having used it. It was noted that the use of BWV was mandatory for all DA, taser/firearm, use of force, and stop and search.

There had been good examples of positive outcomes in major investigations and CSE cases and going forward there would be a citizens portal which would provide an opportunity for members of the public to upload to the evidence.com account for the Force to review.

In answer to a question raised by TO, KG confirmed that the cameras were very robust and a well tested piece of kit.

PS raised the question of whether BWV would be rolled-out to Specials in the future. AB confirmed that Chief Officers were currently looking to see if this could be done in a cost effective way by using a pool of machines.

CP thanked Chief Inspector Gee for the briefing.

5. Chief Constable Gift and Hospitality Registers and Registers of Interests Review

Further to the HMIC recommendation for higher visibility of both the Chief Constable's Gift and Hospitality and Register of Interest Registers, SMF confirmed that she had found them quite easily on-line but raised the question as to why this information was limited to senior staff only.

AB confirmed that information on salaries up to the position of Deputy Chief Constable were set nationally by the Police Federation however, Chief Constable and Deputy Chief Constable salaries differed across the country.

SMF noted that data was available outlining the businesses that Police Officers could **not** be involved in but SMF enquired as to whether there was any information on how many Police Officers had alternative business interests. PS confirmed that there was a reporting requirement and Policy that Officers needed to comply with around what business interests you could or couldn't have, but this information was not available to the general public.

CP confirmed that he had examined this area of work previously and had been satisfied that the working policies and practice were of a good standard.

6. Complaint Dip Sampling Report / Lessons Learned

TW reported that he continued to be concerned regarding the length of time the IOPC were taking to respond to complaints with some officers being suspended or not deployed for excessively long periods.

PS continued to raise this issue with the IOPC at his regular meetings where he received up-dates on a number of long running cases.

The report of the Complaint Dip Sampling and Learning the Lessons was duly noted.

7. Police Internal Ethics Committee Update on February Meeting

AB reported on the Police Internal Ethics Committee that had taken place on 16th February and the discussion around possible staff disclosing their perception of how (restrictive) budgetary information could impact police service to the public.

It was noted that a Regional Ethics Group was being organised looking at good practice. Next meeting was on 19th June and it was confirmed that a member of the TIE Committee would attend.

8. Member Protocol Reports / Verbal Updates

Body Worn Video

CP/SMF would be producing a report on Body Worn Video for July Meeting.

Use of Force – Chris Cade

CC reported that he had met with Ch. Insp. Gareth Morgan and received information on the governance and scrutiny that was in place. It was noted that a copy of the information and statistics on the Use of Force had been circulated to Committee Members. AB thanked CC and welcomed external scrutiny.

Update on Historical Sexual Abuse – Col. Tony Ward

TO had received briefing from Det. Sup Inp. Richard Long, Head of the Vulnerability and Safeguarding Business Unit and confirmed that all efforts continued to be made to bring perpetrators to justice despite the considerable length of time that may have passed since the alleged abuse occurred.

Operation Hydrant remained under the strategic lead of CC Simon Bailey of Norfolk Constabulary and continued to co-ordinate and deconflict, to bring Forces together to agree primacy and collaborative working.

TW provided an update on the national and Alliance statistics in relation to Operation Hydrant.

From a national stand point the Independent Investigation into Child Sexual Abuse was reported by TW to be settling down, having appointed it's fourth Chairperson and a new legal team.

TW was pleased to note that despite the increasing number of cases and complex workload the number of officers and staff to deal with the workload is kept under constant review. It was also noted that officers and staff involved in this very demanding work had ready access to counselling.

TW commended the officers and staff for their dedication and total commitment to the extraordinarily difficult work they did.

In answer to a question raised by TO, AB confirmed that non recent crimes were over

a month but less than a year.

9. Work Plan and Agenda Items for Next Meeting

Further to discussion it was agreed that the July TIE Committee Agenda be as follows:-

Presentation on results of staff survey
Briefing on Changes to the Complaints System
PSD Performance Presentation
Member Protocol Reports

10. Dates of Future Meetings

Wednesday 25th July 2018 – 10:30am in the Willison Room, Hindlip

11. Any Other Business

HMICFRS Inspection Report

CP voiced the Committees disappointment with regard to the Forces recent performance ratings from the recent HMICFRS Inspection and requested information on how both PCCs were working to ensure improvements were made.

TO confirmed that JC, the PCC for West Mercia, would be strengthening the holding to account of the CC to ensure that the detailed work outlined in the Action Plan that had been prepared in response to the Inspection, was fully implemented.

AB confirmed that they would be looking at learning opportunities from Durham and Derbyshire to understand best practice on how similar, multiple county Forces, worked with partner agencies with regard to county line organised crime groups.

PS reported that although Warwickshire's report contained a lot of references to "good" the overall grading was "requires improvement". This was disappointing and he had responded to the Home Secretary (a copy of which can be found on the OPCC Warwickshire website). However, there had been substantial improvements over the last 12 months with Leadership Seminars for all staff having been held in March and further conferences on problem solving and vulnerability scheduled for later in the year.

AB reported that all staff had worked immensely hard to reduce vehicle crime for example and Leadership team have acknowledged staff as part of the confidence work that was being undertaken.

Resignation of Warwickshire Deputy Police and Crime Commissioner

PS wished to place on record that the Deputy Police and Crime Commissioner for Warwickshire had resigned on 4th April 2018.