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Trust, Integrity and Ethics Committee Achievements Report 25 July 2018

1. Background

The Trust, Integrity and Ethics Committee (TIE) was jointly formed by the Warwickshire and West Mercia Police and Crime Commissioners in 2014 to ensure that the Alliance Forces were adhering to the newly published College of Policing Code of Ethics. Five independent members were appointed to work across the Alliance through an open recruitment process, initially for a two year term with an additional two year extension granted in 2016. One member has resigned in 2017.

2. Work Areas

The Committee completed a number of work areas. Of particular note:

2.1 HMIC Crime Data Integrity

- Visits to the Police Control Rooms located at Leek Wootton and Hindlip.
- Participating in police ride alongs and foot patrols.
- Meeting with the Alliance Crime Bureau Manager.
- Meeting with the Alliance registrar.

These visits were key to understanding police crime data integrity, one of the first pieces of work of the Committee. Feedback was provided to the Alliance on the HMIC reports for Warwickshire and West Mercia and the Alliance Action Plan.

2.2 Oversight of the Code of Ethics

Members attended the Alliance cultural change programme training sessions in 2014 to observe. The sessions highlighted the Code of Ethics and work taking place to embed the new Code in to Alliance daily business. Attendance offered the opportunity for members to meet officers and to hear their viewpoints about ethics and day to day policing.

In addition, members have received briefings on the Alliance staff survey, with a focus on the cultural change programme and embedding of the Code of Ethics.

2.3 Professional Standards Department

Members received regular updates on the Alliance Professional Standards Department including:

- Complaints performance.
- Misconduct matters.
- The Anti-Corruption Unit.
- Vetting.

2.4 Complaint Dip Sampling

When the Committee commenced, one of the members was conducting complaint dip sampling of closed cases for the West Mercia Police and Crime Commissioner. The decision was taken to incorporate this work in to the Committee work plan and to include Warwickshire cases. Two members conducted complaint dip sampling, with 42 sessions carried out over the four year course of the Committee. It was promising to see that there was little feedback required to the police, and that the Professional Standards Department was getting it right.

2.5 Rape Cases Categorised as 'No Crime' Review

Three members of the Committee carried out a review of rape cases that had been categorised as 'no crime' by the Alliance between October 2013 and October 2014. 35 cases were reviewed with feedback provided to the Alliance. The Alliance had conducted their own review of these cases and were pleased to have an independent oversight of this area of work. As a result of these reviews, the Alliance changed their processes.

2.6 Taser and Firearms Training

Members were given the opportunity to observe police firearms and Taser training.

2.7 Use of Unmanned Aircraft (Drones)

A presentation and demonstration of drones was organised and members were given the opportunity to consider the policy documents and to raise any concerns. The demonstration was attended by the media, including BBC's 'The One Show'.

2.8 Body Worn Video

Members received a demonstration of Body Worn Video and were able to discuss and make recommendations on the policy documents for the roll out.

2.9 HMICFRS PEEL Inspections

Members received presentations on the outcomes of the HMICFRS PEEL inspections, including associated Alliance Action Plans. Members provided feedback to support the Forces with this work.

2.10 Police Internal Ethics Committee

In 2017, the Alliance formed its own Internal Ethics Committee to enable the day to day embedding of the Code of Ethics to be scrutinised and to act as a reminder to the workforce to consider the Code in all of their duties. Committee Members have taken turns to attend the meeting to observe and feed back to the TIE.

2.11 Protocol Areas

Members selected 'protocol' areas that they looked in to in more depth. They produced final written reports on their findings, with feedback for the Alliance.

Members selected the following protocols:

- Child sexual exploitation.
- Stop and Search.
- Unmanned aircraft (drones).

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- Use of Force.
- Historical sexual abuse.
- Police integrity.
- Body worn video.
- Vetting.

2.12 Chief Officer Registers

At the request of the Police and Crime Commissioners, members reviewed Alliance Chief Officers' gifts and hospitality, and registers of interests from an ethical perspective. They were able to confirm no actions or recommendations were required.

3. Conclusion

It is clear that much work has gone in to the Committee and many achievements have been made. These will be reflected in the new Joint Audit and Standards Committee, where some of those areas outlined in the report will continue.

The Police and Crime Commissioners wish to express their gratitude to the members for all of their work over the last four years.