Trust, Integrity and Ethics Committee
Work Programme 2014-18

Item	Activity Detail	To Take Place By	Meeting Reported to	Completed
Monitoring and oversight of Code of Ethics in Alliance	Briefings on the impact of the Code of Ethics in the Alliance and the implementation of the cultural change programme.	-	22 Sep 2014	✓
		-	21 Nov 2014	✓
	Feedback on cultural change programme and evaluation.	Apr 2016	28 Apr 2016	✓
	Cultural change programme update.	Jul 2016	14 Jul 2016	✓
	Alliance cultural change programme presentation.	Oct 2016	27 Oct 2016	✓
	Alliance cultural change programme presentation including case studies of change and the outcome of the Forces' staff survey.	Apr 2017	27 Apr 2017	✓
	Jane Spilsbury to meet with Berni Gaughan to consider the evaluation of the programme.	Sep 2017	20 Jul 2017	✓
	Presentation on the staff survey results.	Jul 2018	Jul 2018	
Complaint dip sampling	Two Independent Members to dip sample complaint cases from each Force monthly and report back to the Committee.	-	Standing Item	-
	11 complaints reviewed on 8 October 2014	Oct 2014	21 Nov 2014	✓
	Complaints were reviewed on 5 November 2014	Nov 2014	21 Nov 2014	✓
	Complaints were reviewed on 3 December 2014	Dec 2014	11 Feb 2015	✓
	7 complaints reviewed on 14 January 2015	Jan 2015	11 Feb 2015	✓
	5 complaints reviewed on 18 February 2015	Feb 2015	30 Apr 2015	✓
	9 complaints reviewed on 11 March 2015	Mar 2015	30 Apr 2015	✓
	2 complaints reviewed on 21 April 2015	Apr 2015	23 Jul 2015	✓
	6 complaints reviewed on 13 May 2015	May 2015	23 Jul 2015	✓
	4 complaints reviewed on 10 June 2015	Jun 2015	23 Jul 2015	✓
	5 complaints reviewed on 8 July 2015	Jul 2015	23 Jul 2015	✓
	6 complaints reviewed on 19 August 2015	Aug 2015	29 Oct 2015	✓
	8 complaints reviewed on 16 September 2015	Sep 2015	29 Oct 2015	✓
	6 complaints reviewed on 14 October 2015	Oct 2015	29 Oct 2015	✓
	5 complaints reviewed on 9 December 2015	Dec 2015	4 Feb 2016	✓
	6 complaints reviewed on 13 January 2016	Jan 2015	4 Feb 2016	✓

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Item	Activity Detail	To Take Place By	Meeting Reported to	Completed
	6 complaints reviewed on 17 February 2016	Feb 2016	28 Apr 2016	✓
	6 complaints reviewed on 9 March 2016	Mar 2016	28 Apr 2016	✓
	6 complaints reviewed on 13 April 2016	Apr 2016	28 Apr 2016	✓
	6 complaints reviewed on 11 May 2016	May 2016	14 Jul 2016	✓
	6 complaints reviewed on 8 June 2016	Jun 2016	14 Jul 2016	✓
	6 complaints reviewed on 13 July 2016	Jul 2016	27 Oct 2016	✓
	2 complaints reviewed in August 2016	Aug 2016	27 Oct 2016	✓
	6 complaints reviewed in September 2016	Sep 2016	27 Oct 2016	✓
	5 complaints reviewed in October 2016	Oct 2016	11 Jan 2017	✓
	4 complaints reviewed in November 2016	Nov 2016	11 Jan 2017	✓
	7 complaints reviewed in December 2016	Dec 2016	11 Jan 2017	✓
	6 complaints reviewed on 18 January 2017	Jan 2017	27 Apr 2017	✓
	7 complaints reviewed on 8 February 2017	Feb 2017	27 Apr 2017	✓
	6 complaints reviewed on 8 March 2017	Mar 2017	27 Apr 2017	✓
	6 complaints reviewed on 12 April 2017	Apr 2017	27 Apr 2017	✓
	4 complaints reviewed on 10 May 2017	May 2017	20 Jul 2017	✓
	6 complaints reviewed on 14 June 2017	Jun 2017	20 Jul 2017	✓
	6 complaints reviewed on 12 July 2017	Jul 2017	26 Oct 2017	✓
	6 Complaints reviewed on 13 September 2017	Sept 2017	26 Oct 2017	✓
	6 Complaints reviewed on 11 October 2017	Oct 2017	26 Oct 2017	✓
	4 Complaints reviewed on 8 November 2017	Nov 2017	18 Jan 2018	✓
	6 complaints reviewed on 10 January 2018	Jan 2018	19 Apr 2018	✓
	6 complaints reviewed on 14 February 2018	Feb 2018	19 Apr 2018	✓
	6 complaints reviewed on 14 March 2018	Mar 2018	19 Apr 2018	✓
	6 complaints reviewed on 11 April 2018	Apr 2018	25 Jul 2018	
	6 complaints reviewed on 16 May 2018	May 2018	25 Jul 2018	
	6 complaints reviewed on 13 June 2018	Jun 2018	25 Jul 2018	

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Item	Activity Detail	To Take Place By	Meeting Reported to	Completed
Public attendance at Committee meetings	Procedure for members of the public attending Committee meetings to be agreed.	-	21 Nov 2014	✓
HMIC Review of Professional Standards	Update the Committee on the review.	-	21 Nov 2014	✓
	To be circulated to the Committee.	Dec 2014	11 Feb 2015	✓
Use of covert powers	To circulate to Committee members the Surveillance Commissioner's report in response to the use of covert powers and compliance with the Regulation of Investigatory Powers Act (RIPA).	Nov 2014	-	✓
	Presentation and briefing on the use of covert powers within the Alliance.	-	11 Feb 2015	✓
Complaint timescales and local resolution	Presentation to the Committee on compliance with complaint timescales in the Alliance and use of local resolution.	-	21 Nov 2014	✓
	Performance data on complaints and conduct to be provided to the Committee with presentation.	Apr 2015	30 Apr 2015	✓
	Performance data on complaints and conduct to be provided to the Committee with presentation.	Jul 2015	23 Jul 2015	✓
	Performance data on complaints and conduct report.	Feb 2016	4 Feb 2016	✓
	Performance data on complaints and conduct report to be presented.	Jul 2016	14 Jul 2016	✓
	Performance data on complaints and conduct report to be presented.	Jan 2017	11 Jan 2017	✓
	Performance data on complaints and conduct report to be presented.	Jul 2017	20 Jul 2017	✓
	Performance data on complaints and conduct report to be presented.	Jul 2018	25 Jul 2018	
HMIC Crime Data Integrity Review	Disseminate report to Committee.	-	21 Nov 2014	✓
	Provide Force Action Plan.	-	21 Nov 2014	✓
	Provide updated Force Action Plan.	Apr 2015	-	✓
	Independent Members to visit the Warwickshire or West Mercia Communications Centre to watch the call handling process and how incoming calls are assessed and prioritised. Then to meet with the Alliance Crime Bureau Manager and the Alliance Registrar.	Feb 2015	11 Feb 2015	✓

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Item	Activity Detail	To Take Place By	Meeting Reported to	Completed
	Committee Members to participate in either a ride along, foot patrol or visit to the control room to listen in to calls.	Apr - Jul 2015	30 Apr 2015	✓
			23 Jul 2015	✓
	Committee Members to provide an update report on the crime recording process in the Alliance, following visits/briefings and consider the recommendations made in the HMIC review and action plan.	-	11 Feb 2015	✓
		-	30 Apr 2015	✓
		-	23 Jul 2015	✓
	Briefing on Alliance progress against Action Plan and Members have closed this item.	-	28 Apr 2016	✓
Internal Professional Standards Department review	Update the Committee on the review.	-	21 Nov 2014	✓
	Report to Committee on the outcomes of the review.	-	11 Feb 2015	✓
	Update on review.	-	23 Jul 2015	✓
Rape 'no crimes'	To agree Terms of Reference for a review of 'no crimes' in rape cases in the Alliance for 2012/13.	-	21 Nov 2014	✓
			11 Feb 2015	✓
	To review 'no crimes' in rape cases in the Alliance for 31 October 2013 – 31 October 2014. 9 cases reviewed on 7 April 2015, with three cases thought to be incorrectly no crimed.	Apr 2015	30 Apr 2015	✓
	To review the remaining cases for the same period.	Oct 2015	29 Oct 2015	✓
	To feedback to the Force's on the outcome of the review, including raising the concerns of the group around the handling of particular cases.	Dec 2015	-	✓
	Update on rape no crimes review from Force.	Apr 2016	28 Apr 2016	✓
Police Integrity and Corruption Inspection	HMIC report to be circulated to the Committee.	Feb 2015	-	✓
	Briefing from CC David Shaw and ACC Amanda Blakeman.	Feb 2015	11 Feb 2015	✓
	Update on Alliance progress against action plan.	-	23 Jul 2015	✓
	Clive Parsons to consider police integrity and corruption as a protocol area.	Apr 2017	27 Oct 2016	✓
	Briefing on anti-corruption reports for both Forces.	Jan 2018	18 Jan 2018	✓
Child Sexual Exploitation	Presentation on child sexual exploitation to be provided to the Committee.	-	30 Apr 2015	✓
	Jane Spilsbury to consider child sexual exploitation as a protocol area.	Apr 2017	27 Apr 2017	✓

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Item	Activity Detail	To Take Place By	Meeting Reported to	Completed
Service Delivery	Members to be provided with performance information for service delivery.	-	30 Apr 2015	✓
Interception of Communication Inspection	Report and Action Plan to be circulated to the Committee.	Apr 2015	-	✓
	CC David Shaw to brief the Committee on the Report and Action Plan.	-	23 Jul 2015	✓
Out of Court Disposals Group	Invite a member of the Warwickshire group to a Committee meeting.	-	23 Jul 2015	✓
Annual Report	Members to provide an Annual report.	Sep 2015	29 Oct 2015	✓
	Members to provide an Annual report.	Sep 2016	27 Oct 2016	✓
	Members to provide an Annual report.	Sep 2017	26 Oct 2017	✓
Stop and Search	Presentation on stop and search disproportionality in both Forces.	-	29 Oct 2015	✓
	Additional presentation on stop and search disproportionality in both Forces.	Feb 2016	4 Feb 2016	✓
	Stop and search peer review to be shared with Committee once completed.	Apr 2016	28 Apr 2016	✓
	Susanna McFarlane to consider stop and search as a protocol area.	Apr 2017	27 Apr 2017	✓
Use of Unmanned Aircraft (Drones)	Presentation and demonstration on use of unmanned aircraft.	-	29 Oct 2015	✓
	Chris Cade to consider the pilot of unmanned aircraft as a protocol area.	Jul 2018	Jul 2018	
	Update on unmanned aircraft.	Jul 2017	20 Jul 2017	✓
HMIC PEEL Assessments	PEEL Efficiency reports for Warwickshire and West Mercia to be circulated to Members.	Dec 2015	-	✓
	PEEL Effectiveness reports for Warwickshire and West Mercia to be circulated to Members.	Mar 2016	-	✓
	PEEL Legitimacy reports for Warwickshire and West Mercia to be circulated to Members.	Mar 2016	-	✓
	Updated PEEL Legitimacy reports to be circulated and a briefing to be provided to Committee.	Jan 2017	11 Jan 2017	✓

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Item	Activity Detail	To Take Place By	Meeting Reported to	Completed
	PEEL reports and presentation to be circulated when available.	Apr 2017	-	✓
	PEEL Efficiency and Legitimacy reports to be circulated when available.	Dec 2017	-	✓
	PEEL Efficiency and Legitimacy Inspection outcomes presentation.	Jan 2018	18 Jan 2018	✓
Cyber Crime	Presentation on cyber crime to be provided.	-	4 Feb 2016	✓
Overall use of force • CS/Pava • Taser • Firearms • Dogs • Restraint • Baton • Public Order • Water cannon • Vehicle tactics	Demonstration on the use of baton, Taser and restraint delivered by the Police Force.	Feb 2016	-	✓
	IPCC Study into Police use of force published March 2016 to be circulated to Members.	Apr 2016	-	✓
	Chris Cade to consider use of force as a protocol area.	Jul 2018	Jul 2018	
	Briefing on the use of Force following demonstration.	-	No longer required	-
	Relevant documents to be circulated to the Committee at the appropriate time.	Ongoing	-	-
Terrorism	Presentation on counter-terrorism to be provided to the Committee.	-	28 Apr 2016	✓
Member Protocols	Members have selected protocols that they wish to pursue further and will report back to the Committee.	-	Standing Item	-
	Verbal update on Member protocols.	Apr 2016	28 Apr 2016	✓
	Verbal update on Member protocols.	Jul 2016	14 Jul 2016	✓
	Verbal update on Member protocols.	Oct 2016	27 Oct 2016	✓
	Verbal update on Member protocols.	Jan 2017	11 Jan 2017	✓
	Verbal update on Member protocols.	Apr 2017	27 Apr 2017	✓
	Verbal update on Member protocols.	Jul 2017	20 Jul 2017	✓
	Verbal update on Member protocols.	Oct 2017	26 Oct 2017	✓
	Verbal update on Member protocols.	Jan 2018	18 Jan 2018	✓

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Item	Activity Detail	To Take Place By	Meeting Reported to	Completed
	Verbal update on Member protocols.	Apr 2018	19 Apr 2018	✓
	Written update on Member protocols.	Jul 2018	25 Jul 2018	
Link with Strategic Independent Advisory Group	Committee Chair to meet with the Chair of the Strategic Independent Advisory Group to understand each other's roles.	Jun 2016	-	✓
Members to meet new PCCs	Committee Chair to meet with the newly elected Police and Crime Commissioners for Warwickshire and West Mercia.	Jul 2016	-	✓
	Committee Members to meet with the newly elected Police and Crime Commissioners for Warwickshire and West Mercia.	Oct 2016	-	✓
Demand Management	Presentation to be provided to the Committee.	Jul 2016	14 Jul 2016	✓
Members' Term of Appointment	Review Members' term of appointment due for renewal in September 2016.	Sep 2016	-	✓
Committee Chair	Members to select an annual Committee Chair for 2017.	Oct 2016	-	✓
	Members to select a Committee Chair for 2018	Sep 2017	26 Oct 2017	✓
Taser Training	Members to attend Taser training session to observe should they wish.	Oct 2016	-	✓
Firearms Training	Members to attend Firearms training session to observe should they wish.	Oct 2016	-	✓
Police Ethics Committee	Overview to be provided on the proposals to establish a Police Ethics Board for the Alliance.	Oct 2016	27 Oct 2016	✓
	Update on Police Ethics Committee to be provided.	Jan 2017	11 Jan 2017	✓
	Update on first meeting of the Internal Ethics Committee held in May and minutes to be circulated.	Jul 2017	20 Jul 2017	✓
	Update on the August meeting of the Internal Ethics Committee and minutes to be circulated.	Oct 2017	26 Oct 2017	✓
	Update on December meeting of the Internal Ethics Committee and minutes to be circulated.	Jan 2018	18 Jan 2018	✓

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Item	Activity Detail	To Take Place By	Meeting Reported to	Completed
	Update on February meeting of the Internal Ethics Committee and minutes to be circulated.	Apr 2018	19 Apr 2018	✓
	Committee Member to attend each meeting on a rotational basis.	Ongoing	-	✓
Promotion of Committee	Chair to link in with Warwickshire and West Mercia PCCs' Media Officers to consider how to promote the Committee internally and externally.	Apr 2017	-	✓
Historic Sexual Crimes	Tony Ward to consider historic sexual crimes as a protocol area.	Apr 2017	11 Jan 2017	✓
Body Worn Video	Members to view policy and receive presentation.	Apr 2017	27 Apr 2017	✓
	Update on the implementation of body worn video.	Apr 2018	19 Apr 2018	✓
	SM and CP to jointly consider as a protocol area.	Jul 2018	25 Jul 2018	
Committee Terms of Reference	Review to be carried out by the OPCC and Committee Chair.	May 2017	27 Apr 2017	✓
Meeting with Chief Constables	Committee Members to meet with Warwickshire and West Mercia Chief Constables. Arranged for 28 June 2017.	Jul 2017	20 Jul 2017	✓
Anti-corruption Unit	Briefing to be provided to Members.	Jul 2017	20 Jul 2017	✓
	Examples to be provided to Committee.	Jan 2018	18 Jan 2018	✓
Misconduct Hearings	Information note on support to witnesses to be provided to Members.	Sep 2017	-	✓
Vetting	Members to review Force vetting procedures and timeliness.	TBC	TBC	-
	Tony Ward to visit the Vetting Unit	Jul 2017	20 Jul 2017	✓
	Tony Ward to consider vetting as a protocol area.	Jul 2018	Jul 2018	
Links with Audit Committee	Public minutes of Joint Audit Committee to be shared with Members.	Ongoing	Ongoing	✓
	OPCC Officers for Audit Committee and Trust, Integrity and Ethics Committee to meet to discuss Work Plans and Terms of Reference. Potential for overlap or collaborative work to be discussed.	Aug 2017	26 Oct 2017	✓
Hate Crime	Presentation to be provided on hate crime.	Oct 2017	26 Oct 2017	✓
Police Information Notices	Overview to be provided.	Oct 2017	-	✓

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Item	Activity Detail	To Take Place By	Meeting Reported to	Completed
Alliance IT projects	Presentation to be provided on the Alliance IT projects taking place.	Jan 2018	18 Jan 2018	✓
Force Management Statements	Presentation to be provided on Force management Statements.	Apr 2018	19 Apr 2018	✓
Gifts and Hospitality	Members to review the Warwickshire and West Mercia Chief Constables and Police and Crime Commissioners' Gifts and Hospitalities registers.	Ongoing	19 Apr 2018	✓
Register of Interests	Members to review the Warwickshire and West Mercia Chief Constables and Police and Crime Commissioners' Registers of Interests.	Ongoing	19 Apr 2018	✓
Visits to OCCs	Members to visit the Warwickshire and West Mercia new Operational Control Centres.	May 2018	25 Jul 2018	
Undetected Rape Reports	Members to dip sample undetected rape reports as recommended by Members in the rape no crimes review.	-	No longer required	-
Media Training	Members to be provided with media training.	As required	-	
Independent Custody Visitors	Details of the independent custody visiting process to be provided to the Committee, following completion of the review of the Warwickshire and West Mercia schemes.	-	No longer required	-
PCC Overview	PCCs to provide an overview of their role, practical priorities and how the role has changed.	-	No longer required	-

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