

**MINUTES OF THE
TRUST INTEGRITY AND ETHICS COMMITTEE – 25th July 2018**

Attendees:-

Warwickshire OPCC

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

West Mercia OPCC

Andy Champness (AC) : Chief Executive

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
Anthony Bangam (AB) : Chief Constable, West Mercia
Amanda Blakeman (ABL) : Deputy Chief Constable, West Mercia
Debbie Mullis (DM) : Policy Officer, OPCC Warwickshire
Neil Hewison (NH) : Chief Executive, OPCC Warwickshire

In Attendance

Alison Hall (AH) : Head of HR, Warwickshire & West Mercia Police
Rebecca Love (RL) : Professional Standards, Warks & West Mercia Police
Rachel Wych (RW) : Professional Standards, Warks & West Mercia Police

1. Welcome and Declaration of Conflicts of Interest

The Chair welcomed attendees to the last meeting of the Trust, Integrity and Ethics Committee. TW declared he was an Independent Member of the West Mercia Police and Crime Panel.

2. Minutes of the Meeting held on 19th July 2018 and Matters Arising

The minutes of the meeting held on 19th July 2018 were approved as a true and accurate record.

The following matters arising were noted:-

- CP requested a copy of the Force Management Statements be sent to Committee members, although it was noted that it was the intention of both Warwickshire and West Mercia to publish their statements in due course.
- The Police Internal Ethics Committee on 19th June had been postponed. CC confirmed that he would attend this meeting if it was re-scheduled prior to the end of August.
- PS reported that the changes to the police complaints legislation had been put back to 2019. The Force were currently undertaking a restructure of the Complaints Team to provide a more effective line management structure in order to complete timely initial assessments and allocation with a new Complaints Triage Team being put together in order to improve performance in this area. It was noted that the PCCs were exploring implications and costs of Option 1 of the new legislation “handling appeals”.

3. Staff Survey – Alison Hall, Senior HR Manager and Chief Insp. Becki Love

AH gave a comprehensive briefing on the recent staff survey which had been designed by Durham University Business School, supported by the NPCC, and extended to 36 Forces nation-wide. The aim of the survey was to understand how people felt they were being treated by the organisation, to identify any issues, recommend priorities for action and develop key reliable measures that could be taken over a period of time.

The survey examined both organisational factors and individual factors that affected motivation and behaviour which, in turn, affected performance and outcomes with CI Love outlining how those results were driving positive actions across the Professional Standards Department.

In answer to a question raised by CC, AH confirmed that findings of the survey had also been broken down into length of service and by rank.

CP thanked AH and BL for a very information presentation - explaining how the results of the survey were being used across the Alliance in both the planning of future work and the evaluation of work that had already been completed.

4. Professional Standards Department Update and Performance – Rachel Wych

Vetting

RW updated the Committee on the internal restructuring of the vetting unit following the recruitment of a new Vetting Development Manager and reported that three workgroups had been formed looking at :- vetting across the Alliance; the National Contractors Vetting Scheme working on applications received after April 2018; and Backlog of applications. It was noted that the group tackling the backlog worked to tight targets based on analytical information and indications were that the team had made a positive start in reducing workloads.

Anti-corruption Unit

RW reported that T/DCI Middleton was currently managing the ACU with the tasking process being reviewed and developed to promote more proactivity.

Complaints

It was noted that the funding had now been agreed for the Complaints Triage Team. This team would be able to provide a focus on resolution of complaints at the earliest opportunity, allowing for an improved process with more timely and meaningful outcomes for complainants. The restructure would also allow for increased capacity for the Senior Complaints and Misconduct Manager to enable more efficient finalisation of complaint investigations.

Misconduct Hearings / Gross Misconduct

RW gave a brief outline of the ongoing cases to the Committee.

TW raised concerns regarding the length of time the IOPC took in responding to cases which had been referred to them and the negative affect this had on officers under investigation. PS reported that the IOPC had a new Chief Executive and the APCC would be looking at these issues going forward.

5. Complaint Dip Sampling Report – Col. Tony Ward OBE and Chris Cade

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

TW wished to place on record his thanks to PSD for all their hard work and the dramatic improvement that had taken place during his time with the Committee undertaking dip-sampling. The work of Natasha N from West Mercia OPCC had been exemplary.

6. Member Protocol Reports

Body Worn Video – Clive Parsons and Susanna McFarlane

SMcF briefed the Committee on the positive reaction to BWV and the increasingly evident benefits. AC confirmed that a business case was being prepared for a 'pool' of cameras to be available for non front-line officers, such as DCs and PCSO's.

Use of Force – Chris Cade

The report on the Use of Force by Warwickshire and West Mercia Police was noted. It was agreed that KB would obtain a copy of the Use of Force data for Warwickshire for completion.

Vetting Department

The report on the Vetting Appeals Panel was noted.

7. Work Plan Review and Achievements

CP wished to place on record his thanks to DM from Warwickshire OPCC for the Achievements Report, which was duly noted.

As this was the last meeting of the Trust, Integrity and Ethics Committee, CP reflected on the work of the Committee and the many achievements that had been made, together with the mutually beneficial relationships which had been forged with police officers and staff at all levels. CP thanked the OPCC Chief Executives, NH and AC for the support they had given Committee members and also the work of DM, NN and KB in administration roles.

TW wished to place on record his thanks to the Chair.

AC thanked the Members for the valuable work they had undertaken on behalf of the PCCs which had raised issues of focus across the Alliance and was very much appreciated.

PS thanked the Committee for the wide breadth of work they had covered which had been instrumental in holding the Force to account. The work they had undertaken was valued and would be carried on through the Joint Audit and Ethics Committee.

8. Any Other Business

Last meeting of the Trust, Integrity and Ethics Committee was declared closed.