



**Lancashire
Constabulary**
police and communities together

JOINT MANAGEMENT BOARD

ITEM	DATE:
TITLE: COMBINED ETHICS COMMITTEE	
REPORT BY:	

Executive Summary

This report recommends a new approach to an ethics committee which supersede the decision made by the Commissioner and Chief Constable in October 2014.

Recommendation

The Police and Crime Commissioner and the Chief Constable are asked to

- 1) Revoke the decision made in October 2014 to set up a combined ethics committee
- 2) Approve the establishment of a combined audit and ethics committee
- 3) Agree that the additional allowance highlighted in the report for committee members be met from the existing OPCC revenue budget.

Signature

Police and Crime Commissioner

Date

PART I**1. Introduction and Background**

- 1.1** Police integrity has been the subject of media coverage in recent months based on a small number of high profile cases amongst police officers. When police officers and staff fall short of the standards expected, it can have a damaging effect on public confidence in policing.
- 1.2** On 15 June 2014, a new Code of Ethics across the police service, introduced by the College of Policing, and approved by Parliament came into force. The Code applies to all police officers and staff; Special Constables of Lancashire Constabulary; staff in the Office of the Police and Crime Commissioner (OPCC); contactors and volunteers. Its objective is to support each individual to deliver the highest professional standards in serving the public.
- 1.3** In Lancashire, to help build trust and public confidence, the Police and Crime Commissioner and the Chief Constable have previously agreed, in principle, to establish a Combined Ethics Committee, to support the embedding of the Code, provide assurance on the handling of complaints and disciplinary matters, provide strategic and expert support and guidance to senior leadership teams and facilitate public scrutiny and encourage public debate in the complex area of police ethics.
- 1.4** The Police and Crime Commissioner and the Chief Constable agreed in October 2014 to establish an ethics committee and made an explicit and public commitment to transparent, ethical policing in Lancashire that is subjected to rigorous independent scrutiny.
- 1.5** Since then officers have undertaken two public recruitment exercises but have been unable to fulfil the needs of the committee.
- 1.6** This report brings forward an option for progression that is timely and can be progressed without inherent delay.

2. The Proposal

- 2.1** It is proposed that in order to progress the following objectives
 - (a)** To increase public trust and confidence in policing
 - (b)** Promise high standards of ethical conduct
 - (c)** Learning good practice, behaviour, demonstration of value and opportunities for improvement
 - (d)** Provide a focus for education into ethical issues
 - (e)** Ensure compliance with organisational values

That the current terms of reference for Audit Committee be amended to include ethics. The current terms of reference for audit committee are at appendix A, the review and proposed terms of reference for an audit and ethics committee are set out in appendix B.

2.2 Audit Committee is currently served by the following members:

Clive Portman
Karol Sanderson
Russ Weaver
David Jones
Stephen Dobson

These members were recruited through a recruitment exercise. Their term of office in ? years and it will finish on the 2016 ?

2.3 The members are very capable and have a good all round knowledge of governance, finance and in the broadest sense ethics. They have a range of skills and attributes which equip them well and of course may at any time call for specific advice or assurance from statutory offices or external advisers.

2.4 It might be proposed to offer training to all members in the context of the Code of Ethics to ensure members are fully briefed and can operate at maximum effectiveness.

2.5 The Audit and Ethics Committee would be administered by the OPCC.

2.6 It would be proposed that the Audit and Ethics Committee would supplement the work programme with ethics related matters. The types of activity (indicate only may include)

- a) Dip sampling of complaints
- b) Reviewing relevant HMIC reviews e.g. Parva Integrity
- c) Reviewing gifts and hospitality registers
- d) Oversight and monitoring of the implementation of the Chief Constable and the Commissioner or the delivery plan to enable the Code of Ethics
- e) Review report on business interest decisions
- f) Monitor stop and search compliance
- g) Oversight and monitoring of use of Taser/Firearms/Dogs/Horses/Parva

3. Financial Implications

3.1 The ___ allowances for audit committee members are set out in appendix C. The proposed reviewed figures are also indicated (in red). This would be met from the OPCC revenue budget. The increase in rate recognises the additional work to be undertaken.

4. HR and Legal Implications

4.1 There are no HR implications. The Commissioner and Chief can lawfully extend the role of Audit Committee in the way set out in the proposed terms of reference.

5. Other Options Considered

5.1 Officers have considered re advertising or hand picking the initial members of the committee but are concerned about the impact on public confidence and the lack of transparency and expenses. Officers have also considered a joint committee but, having reviewed other approaches it is felt this is not viable at this time.

6. Links to the Police and Crime Plan

6.1 The establishment of an Audit & Ethics Committee helps build trust and public confidence with the public of Lancashire.

7. Consultation

7.1 Consultation has taken place with the Chair of the Audit Committee and the other members and they are happy to agree to an extended role.

8. Background Papers

- 8.1 (i) Decision October 2014**
- (ii) Code of ethics**

Information in this form is subject to the Freedom of Information Act 2000 and other legislation.

Part 1 of this form will be made available on the PCC website within 3 working days of approval. Any facts/advice/recommendations that should not be made available on request should not be included in Part 1 but instead on the separate Part 2 form.

Officer declaration	Date
LEGAL IMPLICATIONS – As above	
FINANCIAL IMPLICATIONS – As above	
EQUALITIES IMPLICATIONS – As above	
CONSULTATION – As above	
Director to the Office of the Police and Crime Commissioner (Monitoring Officer) I have been informed about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner for Lancashire. Signature.....Date.....	