

**MINUTES OF THE JOINT INDEPENDENT ETHICS COMMITTEE  
(WEST YORKSHIRE COMBINED AUTHORITY AND WEST YORKSHIRE POLICE)  
HELD ON 25 AUGUST 2022**

**Video Conference**

**MEMBERS PRESENT**

Trevor Lake (Chair)  
Julie Winham

**OFFICERS PRESENT**

Caroline Allen, Head of Legal and Governance Services, WYCA  
Carol Beanland, WYCA (Notes)  
Amanda Booth, WYP, (for item 13)  
Sue Crawford WYP, (for item 5.3)  
Allison Kemp, WYP  
Darren Norgate, WYP, (for item 5.4)  
Allan Raw, WYP, (for item 9)  
Julie Reid, Head of Policing and Crime, WYCA  
Neil Rickwood, Head of Audit & Risk, WYP  
Anthony Scopelliti, WYP  
Mark Topham, WYP, (for items 5.8 and 10)  
Katie Woodhouse, WYP, (for Item 5.5)

**1. WELCOME & APOLOGIES**

Trevor Lake welcomed all to the meeting and noted apologies from Det Ch Supt Nicola Bryar, Head of PSD, WYP and D/CC Russ Foster, WYP, and welcomed Anthony Scopelliti representing both.

**2. DECLARATION OF INTEREST**

None disclosed.

**3. RECORD OF ATTENDANCE**

Details of member and officer attendance at previous meetings of the Committee were circulated for information and noted.

#### **4. MINUTES**

The minutes of the meeting held on 18 March 2022 were agreed as a correct record. Julie Winham raised that the last page of the minutes, refers to date of the next meeting as 8 July. The meeting date was changed to 25 August 2022. These minutes have now been updated.

#### **5. MATTERS ARISING**

##### **Item 5.1 An update from new VAWG Scrutiny Panel as an agenda item In January 2023**

**Action: Julie Reid - carried to the new JIEC committee, date TBC.**

##### **Item 5.2 Risk Reports With Ethics Committee Members (new JIAC and JIEC format)**

Julie Reid confirmed that the risk reports are routinely taken to the Audit Committee and that the new Joint Independent Ethics Committee (JIEC) will be provided with a summary report of the risks. This is on the forward agenda and will be built into terms of reference of the new committee. The last Audit Committee was cancelled due to not being quorate. An appointment has now been made, so the Audit Committee is now quorate, and a meeting is planned for October. The new chair of the Audit Committee has been to the Force Risk Management Group recently.

Trevor Lake replied that there is benefit for the Ethics Committee members having sight of Force and Combined Authority policing and crime high level risks. If Ethics Committee members do not see the risks it would be hard, from an ethical view, to look at the ethics reports and see if they are correlated with risk. Trevor Lake noted that in the past, things have been picked up that were not on the risk register, and vice versa.

**Action: Julie Reid - to include risk as standing item on the new JIEC committee and on the forward plan.**

##### **Item 5.3 To report on feedback by WYP from the National Staff Survey**

Sue Crawford explained the transition from the old staff action plan (appendix A) to the new staff action plan (appendix B). The old action plan had 46 actions on it and was created from the 2020 WYP and wellbeing surveys. One action is still outstanding for Digital Policing to create a knowledge base of hints and tips. This work has been started but is not complete. This action has been carried forward to the new action plan.

The new action plan was created from the national wellbeing survey in November / December 2021. The three areas identified as most impactful on staff were emotional energy, hindrance, and respect and courtesy in the workplace. A short pulse survey was sent out in February 2022 which received 2,000 responses. A thematic analysis was carried out and a force action plan was then developed and signed off in June 2022. This will be updated quarterly. Each district and department have been asked to look at what can be done about workloads being too high.

Trevor Lake said that, after the previous cuts, where staff were not replaced and key corporate knowledge was lost, the Force is now recruiting at a massive pace, and existing colleagues are having to find the time to train new recruits. The survey highlighted three big areas, with the number one concern being that workloads are too high, (no breaks, not enough time for clerical or development / training). Workloads are having a negative impact on work-life balance and wellbeing. As an example, Digital Policing cannot find the time to deliver their outstanding action to create a knowledge base of hints and tips for digital users, even though this is a number one concern. This is due to new Digital Policing projects happening, but there will always be ongoing new Digital Policing projects and therefore there is a need for a team to help people that are struggling to keep up with technology.

Julie Winham referred to the local accountability meetings mentioned in the covering report, where it states that local action plans are being audited and asked what is meant by auditing and if there are Terms of Reference for the audits to make sure that there is consistency across the district and departments.

Sue Crawford replied that there are no Terms of Reference. The local accountability meetings take place every other month and are usually chaired by the Deputy Chief Constable. The staff survey is on the agenda every six months or more regularly. Quarterly updates are provided for all staff survey action plans. The highlighted issues from the updates are raised within local accountability meetings, with the timescales challenged, if needed.

Julie Winham referred to appendix B, the force pulse staff survey action plan, and asked if the job titles could be included alongside the names, in case the postholder leaves.

**Action: Sue Crawford to include job titles in addition to names in the force pulse staff survey action plan.**

Julie Winham referred to the metrics that are being applied and noted that the metric for reducing the number of current vacancies from 300 does not state what the vacancies will be reduced to, to show how the desired outcome is achieved. Sue Crawford acknowledged that the number could have been included and that the Force will always have vacancies, and there will be peaks and troughs. There is learning from previous action plans and the action is now removed once the change has been introduced and becomes 'business as usual'.

Julie Winham referred to action 3, regarding reviewing the proportion of supervisors undertaking leadership training, and sought clarification on it not being mandatory for supervisors to carry out leadership training.

Anthony Scopelliti replied that as part of the MPTF process there are statutory leadership courses which must be attended by sergeants and inspectors. Internal courses are available as part of a leadership role development.

Julie Winham asked where training was required, if this would be identified in a member of staff's PDR (personal development review). Anthony Scopelliti replied that it would be identified as part of their PDR, or through CPD (continuous professional development) and if reaccreditation is required for a role, then this goes to the supervisor every 12 months.

Trevor Lake sought clarification if the new action plan (appendix B) is the plan that has gone to the command team to which Sue Crawford confirmed that it had been presented and agreed.

Trevor Lake highlighted the lack of progress in the actions section, where target dates had not been met, and gave the example of item 6, Digital Police IT Working Group, where the first meeting was due to take place in June 2022 and questioned if this has happened.

Sue Crawford responded that the finalised plan was emailed out with the agreed actions to the Senior Leaders Team (SLT) staff survey single point of contact (SPOC) at every district and department. A full update is expected in September 2022, apart from where a completion date has already passed, then an update was requested. There is a meeting with SPOCs planned for mid-September 2022.

**Action: Sue Crawford to be present the Staff Survey action plan update at the next JIEC meeting.**

Trevor Lake further highlighted the lack of clarity to assess the progress in the plan, where 'review' was included multiple times, and gave the example of item 9 - Inefficient Human Resources (HR) systems and support with the metric: identification of inefficiencies where he suggested that clearer outcomes and metrics were needed to show staff that WYP is listening, having heard and are trying to do something about it. Trevor Lake further suggested consideration of appointing a hindrance / stress buster role to remove inhibitors to success and noted that WYP is one of the leading forces in terms of behaviours and attitudes to working with its people during difficult times.

Anthony Scopelliti replied that Chief Inspector Beth Pagnillo works with the Demand Reduction Unit who have oversight at force level around the main barriers, prohibitors and hindrance factors. Departments and districts working groups were set up and provided with specific feedback from the staff survey on how improvements could be made, with internal demand reduction review processes being looked at and made more efficient.

Sue Crawford added that a summary of the top ten issues had been provided to every department and division, who can see the comments, issues and solutions which have then been built into local action plans, with SPOC meetings taking place to see what has been done.

#### **5.4 To update on BWV Live Streaming training**

Darren Norgate updated the Committee on the current position with regards to live streaming with BWV (body worn videos). A trial was undertaken at Carr Gate training centre and whilst it all worked, it did not meet the security requirement to enable use in a public area. In the meantime, there has been a mobile devices update which included a new firewall that needs to be overcome. Additionally, there is a new device manager which blocks software to which a fix is awaited. A new release of software from Motorola is also awaited, which includes improvements to live streaming.

The national picture is that West Midlands Police were the first police force to go live a few weeks ago and have shared relevant information which shows that WYP are on the right

lines. West Midlands Police are using a different supplier with a camera that has a SIM, so Bluetooth or a wi-fi hotspot is not needed.

**Action: Darren Norgate to provide a verbal update on BWV Live Streaming training to the next JIEC meeting.**

### **5.5 To report on the Police Pursuits Policy Equality Impact Assessment**

Anthony Scopelliti said that this paper was prepared by Kate Riley and Ben Woodmason, who are both on leave.

Julie Winham said that the Equality Impact Assessment was not on the policy database. The intention from the policy document is to follow a link to the Equality Impact Assessment.

**Action: Anthony Scopelliti to check that all the Equality Impact Assessment documents are stored alongside the policy on the WYP policy database.**

### **5.6 To check the review date in the new Dress and Personal Appearance Policy and provide a final version of the policy to members at the next meeting, for information.**

Anthony Scopelliti advised that, as result of feedback from DEI team around this policy, a Chief Officer Team (COT) paper was presented by Mark Bryer and Abi Andiyapan. The policy has been redrafted and amended and is going for consultation in September 2022, prior to going to the Joint Negotiating and Consultative Committee (JNCC) in October 2022.

Trevor Lake said that the policy was very clear but asked for clarity about tattoos (page 8), with regards to the visibility of tattoos above collars or on the hands which may be permitted on a case-by-case basis and questioned if it would be a line manager who could sign this off. Anthony Scopelliti replied that he is responsible for considering candidates with these types of tattoos who want to join the organisation. There is a plan to have a dress and personal appearance panel made up of Diversity, Equality and Inclusion (DEI) representation and PSD representation plus an Independent Advisory Group (IAG) or ISAG member. This panel will meet quarterly. Anything open to interpretation around tattoos, or people wanting to do things within the organisation will be considered and decisions will come from the panel. Terms of reference have been agreed.

Trevor Lake responded that this was an innovative way forward, and a good way to assess cases and suggested a staff association representative and a member from this Committee be considered as future members.

Julie Winham queried about the application of hair dye and Anthony Scopelliti responded that single hair colour of any colour will be in the new policy.

### **5.7 To give an update on Victim's Code completed staff training – March 2023**

Carried forward to March 2023.

## **5.8 To present up-to-date proportionality of recruitment and training development paper**

Mark Topham said that this was deferred from the last meeting and gave an overview of the paper. Comparisons are made between gender and ethnicities based on recruitment that took place between January 2021 and January 2022, highlighting the outcomes from the recruitment process at various stages, and the positive action used in recruitment. This is constantly reviewed, as circumstances change for the Force. Issues with student officer retention was highlighted. The 3-year police uplift programme concludes 31 March 2023, which will be followed by a different set of scrutiny measures from the Home Office, for example, looking at what forces are doing with the officers and what steps are being taken to retain officers. Record numbers of officers have been recruited this year. The monthly Home Office datasets shows a high performing force, with a significant increase in ethnic minorities representation.

The learning development aspect provides support to ethnic minorities and pre-joiners, including some of the retention progression initiatives which include recruitment and selection training, a talent strategy pipeline, study workshops and PC to Sergeant crammer courses. Cultural awareness training and development has a lot of subject matter wrapped into it.

This data in various formats is presented at various boards including the People Board, Apprenticeship Boards, Strategic Workforce Planning Board, Strategic Planning Board and the Joint Executive Group (JEG).

Trevor Lake asked what safeguards are in place to make sure this encouragement to give people support is not being seen negatively by other people within the workforce.

Mark Topham replied that there is a bigger dedicated team, not just in the confines of People Directorate, but including people from other departments and districts. The mindset across the Force has shifted but there are still people who feel uncomfortable and feel that the approach is unfair. Comprehensive legal advice has been taken about everything that is done. The messaging and reassurance will continue and reinforces that this is being done within the confines of the law The Chief Constable supports this initiative and it has been discussed at the WYP internal ethics meeting. This ensures that everyone has the opportunities, but also advances the opportunities (within the legal framework) for underrepresented target candidates. There has been pressure on policing nationally to improve its underrepresentation. Mark Topham attends lots of national forums, and forces have stepped up, with WYP being at the forefront.

Mark Topham has seen and felt that negativity is starting to subside but noted that there will always be people who have some discontent. More people are wanting to get involved and support. There are still lots of successful candidates who are white and male, but there is an improved workforce representation from the new recruits from people from ethnic minority communities and also females, but it was noted that they are still the minority candidates.

**Action: HR to present up-to-date proportionality of recruitment and training development annually at the JIEC committee.**

Julie Winham asked if there are any specific metrics that the Force applies to determine when it has achieved the level that it is aiming towards, and if WYP were aiming towards 18.2%, which is the make-up for West Yorkshire.

Mark Topham said that WYP has data which shows what the composition of the WYP workforce looks like, for example, ethnicity or gender and by department. The Home Office has provided a dashboard every month, which goes to colleagues including the Chief Constable, Deputy Chief Constable, Deputy Mayor for Policing and Crime (DMPC) and himself. This is designed to show how the Force has performed on the previous months and measures against community size, in terms of ethnic minorities and the force size, and in terms of population and shows how the Force is performing in appointing those from an ethnic minority background against where the Force was at the start of the programme and against community size. WYP is in the top band for 3 of the 4 bands. In the fourth band WYP are in the lowest band, which is the internal population of ethnic minority colleagues which is at 7% in the Force in total, but it is at 18.2% in the community. The positive action intervention will always be in place while ever that is the case. At this moment, it is legitimate to continue and expand, as it will take years to bridge the gap.

Julie Winham asked if Section 159 in the Equalities Act had ever been applied to which Mark Topham replied that it had not. He stated that the Metropolitan Police had sought QC advice and the National Police Chiefs Council (NPCC) had captured the QC advice to put into a working document for forces to consider how to apply to Section 159. WYP worked with the Metropolitan Police and have developed a methodology which would allow the application of section 159, if required, but this is not planned at this moment.

Trevor Lake found it interesting to note all the points raised and said that the lengthy and numerous discussions, including taking legal advice, sitting in on other organisations discussions and being aware of maintaining the existing relationships with the workforce is commendable.

**Action: Julie Reid / Carol Beanland to include proportionality of training and recruitment as a standing agenda item on the new JIEC committee.**

## **ITEM 6 CHAIR'S UPDATE**

Trevor Lake noted that this meeting was the last meeting of the Committee in this format and thanked Julie Reid and the team at WYCA, and Alison Kemp and the team at the Force, saying that members had been well supported and well looked after in terms of minutes and papers with everyone being very open and very responsive. Trevor Lake also gave thanks to Julie Winham and Julie Talbot and other previous members, going back to 2012 and wished good luck to the Committee for new year.

### **ITEM 6.1 Update from Internal Audit (verbal report)**

Neil Rickwood said that there are three pieces of audit work in the missing persons investigation (MISPER), area, which is covered under item 9. Other audits include Body worn video (BWV), and the use of Taser which both have an ethics dimension and will be picked up by the Audit Committee going forward.

## **ITEM 26 COVID 19 UPDATE**

### **(a) West Yorkshire Police**

Anthony Scopelliti said that there is going to be a public enquiry into how COVID-19 was managed and that there had been a circulation within the organisation to make sure that any information related to the COVID-19 pandemic is retained, and will be stored by the Information Management Department, until required. The current COVID-19 arrangements are ongoing, but likely to change to be recorded as COVID-19 from a positive lateral flow test rather than by symptoms. Forty-six colleagues were currently absent due to COVID-19.

### **(b) WYCA**

Julie Reid said that WYCA were adopting the government's living with covid plan, which includes that masks are no longer compulsory, that hand sanitisers are provided, and areas are cleaned regularly. The screens are still up in reception and in the common areas. There is no requirement to self-isolate. Staff who are ill are now recorded as standard sick, with the sickness recorded as COVID-19 for anyone with a positive COVID-19 test. Whilst there is no requirement to undertake COVID-19 risk assessments anymore; managers are advised to undertake risk assessments to take account of social distancing and make reasonable adjustments for staff with clinical vulnerabilities. It is now business as usual but working with a hybrid working pattern, with staff able to go into the office or work from home.

Trevor Lake acknowledged that the back to business as usual now included hybrid working and noted the challenges presented for HR teams and the Force in managing resources.

## **ITEM 8 PROFESSIONAL STANDARDS DIRECTORATE (PSD) REPORT**

Anthony Scopelliti presented the report to members highlighting that the data relates to January 2022 to March 2022 and the quarter four WYP performance data up to March 2022 has been released by the IOPC. Although recorded complaints have gone down, the number of complaints coming through has gradually gone up. In terms of WYP's position with similar forces, WYP experienced about 1000 more complaints per quarter, so the number of complaints and the percentage of staff within the PSD directorate is being looked at. The backlog of recording complaints was 70 complaints a few months ago, which has now dropped to 49 complaints. The number of staff that are currently on restrictions or undergoing Violence Against Women And Girls (VAWG) misconducts and misconduct are prioritised. Anything that is time critical is dealt with on the day.

63% of complaints were resolved outside of schedule 3, with complainants contacted and stating that they are satisfied with how the matter is resolved. Focussed work has been undertaken with the aim to reduce the time taken to speak to complainants. The other 30% are dealt with inside Schedule 3, which means that an investigation has taken place.

The number of conduct cases has increased. There are messages to staff internally around policies and themes with 10 standards of behaviour and a behaviour of the month. Staff are notified about any changes to policy, and any lessons learnt or recent misconduct cases.



In line with governance, VAWG cases are prioritised, and all cases are investigated by PSD and looked at weekly by SLT. Working with strategic assessments to look for patterns across district, PSD are working with the DEI team and VAWG team to support training around active bystanders which will be delivered across the force. A review has been undertaken of all supervisors and first and second-line managers, that have not had any PSD training within the last five years, to provide CPD events to make sure that everybody is sighted on updated policies and strategies.

Anthony Scopelliti said that there are currently thirty-nine officers and police staff members suspended, and forty-four staff members under restrictions. With twenty-four suspended for sexual or domestic abuse either on or off duty and there were three misconduct hearings between March and June 2022. One case involved a police staff member, and two cases were police officers. The staff member had falsely claimed that she had higher qualifications and was dismissed. A police officer was convicted in court for possessing indecent images with children, which was the first accelerated hearing within West Yorkshire for gross misconduct. The second case was a domestic dispute with his partner and the charge was proven internally, with a written warning issued.

Anthony Scopelliti highlighted that WYP are currently collecting VAWG data in line with NPCC guidelines. There were forty-one conduct allegations and 130 complaint allegations within WYP. In quarter one there were sixteen conduct allegations and thirty-eight allegations relating to VAWG.

Anthony Scopelliti outlined a workstream around equality and disproportionality in decision making around conduct cases after concerns raised by the Association of Muslim Police (AMP) and Black Police Associate (BPA) staff associations regarding any disproportionality in the number of officers who were from black or minority backgrounds attending misconduct meetings. A review was undertaken of all the cases and identified that there was nothing that was out of kilter with what should have happened. A new online reporting form has been launched as a pilot in Leeds, with any protected characteristics removed. A new process has been implemented where all conduct cases that come through relating to protected characteristics are then redacted and sent throughout to the DEI team. At which point they will then circulate them through the staff association for comment and will assist the appropriate authority in coming to a conclusion regarding that case.

Anthony Scopelliti highlighted that 6% of WYP total complaints involve an element of discrimination, from the new Independent Office for Police Conduct (IOPC) data, which is above the other forces which are about 4%. PSD are happy that anything which has any element of discrimination, whether that be the primary, secondary or third factor, is brought and recorded as hate incidents. The WYP scrutiny panel is chaired by an independent person. Work is being done to review the processes around stop and search complaints, work to look at taking live complaints relating to stop and search (with redacted information) which are recorded as discrimination or relate to black and minority background to ISAG and take stop and search to scrutiny boards.

Trevor Lake noted that there was a lot of good work going on with disproportionality and questioned who the independent person and what is their background.

**Action: Anthony Scopelliti to report who is the independent person chairing then WYP scrutiny panel at the next JIEC meeting.**

Julie Winham asked about qualifications held, and if qualification checks are undertaken at the recruitment stage. Julie Reid said that this came to light when the staff member applied for another job. Anthony Scopelliti said that relevant qualifications are checked if needed for a particular role.

## **ITEM 9 REVIEW OF POLICY: MISSING PERSONS (MISPERS)**

Allan Raw said that paragraph 1.3 should state that the proportions of risk levels continue to increase with 87% graded as high and medium risk in 2021, compared with 72% in 2017. Whilst this is an increasing percentage, this is due to the change in how lower risk is now handled. The usual split is 1/3 high risk, 2/3 medium risk.

There has been a review of policy over last 6 months. Alan Rees-Keeper is the National NPCC lead staff officer and has sought national clarity on these issues. WYP is pushing forward new agendas around the handling of MISPERS. Part of the strategic response is to ensure that WYP are correctly identifying and correctly risk assessing missing people and identifying genuine harm but recognising there are instances where some adults may wish for their whereabouts not to be known.

WYP have around 11,000 missing reports per annum, which dipped during COVID-19 but has now risen again. The trajectory over the last 5 years is that this is a steady downturn. There are demographic data around missing, children looked after, mental health issues etc. There isn't a tactical plan for missing but this is captured in the Protecting Vulnerable People (PVP) strategic plan and Missing Persons is currently ranked 38th in the Force Management statement, Management of Risk in Law Enforcement (FMS MoRiLE) scoring, as the force responds well to missing from home (MFH).

The aim of the policy is to ensure that staff know what they need to do when dealing with missing people. The policy was also revised to include and articulate the responsibilities of the responsible reporting people in making missing reports with the introduction of the levels of intervention model, which includes: no intervention, parent / carer intervention required and then police intervention required. The later part of the policy review of the reviews and finalisation section is still ongoing.

Allan Raw explained the ethical practice and the missing definition, with the need to differentiate between those who are missing and those who are not where they are expected to be. Looking at people who may be absent but not missing. The policy includes a section on WYP's duty to investigate reports which is balanced with the right of an adult not wanting to be found, which can happen. There is also the balance of children who are pushing boundaries and identifying children who are genuinely at risk. Research shows that the more contact children have with the police in that capacity, the more damaging it is.

Staff use the national decision model (NDM) and ethical decision making. This is a professional judgement and not a means of reducing demand. There is clear advice and guidance around the timescales involved. There is an extensive section that outlines a 5-

point plan for the operation or hub inspector, and it is expected that these staff will know this policy. The absent, no risk criteria have been removed, because there is always some risk. There are lots of policies, protocols and procedures in place to divert away from missing, which included truant, hospital absconder policies but child sexual exploitation and abuse (CSEA) or child criminal exploitation (CCE), and County lines, forced marriage, mental health, self-harm are considered within the missing policy. There is also a call taker to Senior Investigating Officer (SIO) approach within the policy.

Allan Raw further discussed the capacity to not deem a situation as a missing person and hold in abeyance whilst parent / carer intervention takes place. This gives the freedom to deal with something professionally with a professional risk assessment. If the person comes back before police have attended or recorded as a missing person, then this does not have to be recorded as missing but can be finalised on the incident system with a tag so that the risk of missing information of risk, crime and partnership intervention is minimised. The Force is utilising the 'GoodSAM' Instant-On-Scene live video streaming platform, (like a WhatsApp call), to do the return interviews over the internet which are managed for appropriate risk which avoids having marked cars turn up at the home address, which may create a barrier. This is in the pilot stage.

Allan Raw said that the updated Niche missing module is now in place, which allows for a better ability to manage the recording, investigation and supervision of missing people cases. The policy will be reviewed and completed in the next few of months when a new inspector starts who has missing and adult safeguarding as their portfolios. Internal Audit has three audits ongoing and are looking at risk assessment right at the beginning and how this is managed in accordance with the policy.

Trevor Lake congratulated Allan Raw on a very good paper, which was well written and very clear and noted that there would be an internal audit report which would go to the Audit Committee.

Julie Winham sought clarification about who has overall responsibility and accountability for the missing person arrangement. Allan Raw replied it was himself as DCI who has the tactical responsibility, but strategic responsibility would go from Allan Raw to Paula Bickerdike as D/Superintendent and then to the ACC with responsibility for this area - ACC Damien Miller. ACC Catherine Hankinson has national responsibility for missing people. Alan Reese-Cooper is a Chief Inspector in West Yorkshire Police but works in this area on a national basis. There is also a Protecting Vulnerable Persons Board which meets quarterly.

Julie Winham asked Neil Rickwood if anything could be shared from the audit so far to which Neil Rickwood said it was too early in the process, but the risk assessment work has been started.

## **ITEM 10 REVIEW OF POLICY: EQUALITY, INCLUSION AND RESPECT IN THE WORKPLACE**

Mark Topham gave an overview of the full review of this policy, outlining the policy's purpose as being WYP's approach to diversity, equality and inclusion in the workplace. The policy outlines the process for those staff wanting to report experiences of bullying,

harassment, victimisation or discrimination. It is now called the Equality, Inclusion and Respect in the Workplace Policy (previously Dignity and Respect in the Workplace). Mark Topham said that there was a narrative around how the codes of ethics and force values are built into the policy, and zero tolerance is now included. A table showing the standards of professional behaviour is included with the definitions. This policy will be reviewed every 12 months, but there will be constant vigilance, and where there are instances that do fall into this policy area or if there are stakeholders with a particular view, these will be fed back to the DEI team, who will consider if the policy needs amending.

Julie Winham asked how have staff been made aware of these revisions to the policy and if there is a training programme so that staff understand content and implications of the policy. Mark Topham replied that there was no specific training, but that the policy had been reviewed to check that it is current and fit for purpose. The changes to the policy will be flagged using the Intranet and staff and managers were made aware of the changes. Anthony Scopelliti said that the policy came through gold and silver DEI leads and was circulated to bronze DEI leads for districts and departments and then onto frontline staff. The DEI team provided inputs regarding changes to the policy to bronze leaders and the PSD (Professional Standards Directorate) teams around the changes to the policy and what this means.

Julie Winham questioned if a similar policy exists for the Policing and Crime team in the WYCA. Julie Reid replied that the Policing and Crime team follow the WYCA policies, with some exceptions under TUPE.

**Action: Julie Reid \ Carol Beanland to circulate WYCA equality and inclusion policy to next meeting.**

Trevor Lake highlighted that the policy seems to focus on the negative and what staff should not and cannot do and what to do if there was a problem and suggested that it would be helpful to know what good should look like, what are good behaviours and what staff should be doing.

Anthony Scopelliti replied that Lee Berry is leading the VAWG (violence against women and girls) work and is looking at active bystander training for all staff in the force, which will relate to this and other policies. This will show what a good officer should be doing and not doing and how to challenge behaviour.

Mark Topham reported that with this policy staff need to clearly understand what acceptable behaviour is and what it is not, and how people should work in the workplace and behave towards each other. There are instances where people have not met those expectations, and there needs to be a clearly documented narrative on how the organisation will respond in those circumstances and staff need to know this.

Trevor Lake said that some staff do not like to question what they should and should not be doing as they do not want to admit their ignorance in front of colleagues. The aforementioned Digital Policing knowledge base, where people can access information, videos, training and good examples would be helpful in relation to ethnicity or other issues that staff might not be aware of. Trevor Lake noted the statement that WYP is committed to providing a vibrant, ethical and sustainable working and learning environment but that the staff survey had highlighted the difficulty in finding time to learn,

and said that this again underlines the need for the senior team to allocate resourcing to unblock blockages in the system.

#### **ITEM 11 UPDATE ON THE REVIEW OF THE JOINT INDEPENDENT ETHICS COMMITTEE (VERBAL REPORT)**

Julie Reid said that a proposal was being developed for agreement by the Mayor and Chief Constable. A larger committee is being considered, comprising of volunteer members from a range of communities and specialisms, with a paid Chair and attendance by the Deputy Mayor for Policing and Crime. The focus would be on providing advice to the Mayor and Chief Constable on ethical issues, including a referral mechanism for ethical issues from other meetings or accountability of scrutiny boards.

The timeframe for agreement is September / October time to go to a JEG meeting. Work is still required to determine the size of committee, and the allowances. APACE (Association of Police and Crime Commissioners Chief Executives) is doing a survey of other areas to find out how big other committees are and how much the Chair and members are paid. On that basis, recruitment is likely towards the end of the year, with the first meeting, depending on vetting, February or March 2023.

Julie Winham said that a few years ago the two independent members and Chair reviewed the Terms of Reference for the Committee and was wondering if this work would be utilised moving forward. Julie Reid replied that the previous review of this Ethics Committee and others would be taken into account.

Trevor Lake said that there was a need to be very clear about the purpose of the Committee. At the moment, this is an independent committee with an independent perspective acting as a critical friend. There is a risk to the independence of the committee if Deputy Mayor for Policing and Crime (DMPC) sits on the committee as a member, and also how this would be perceived. The committee needs to look at the DMPC's role and suggested it would be better for the DMPC to be an independent attendee who can drop in and out. The real effectiveness of committee is the open critical friend role and the challenge. There are likely to be challenges ethically going forward over the next few years. There needs to be balance between getting a diverse group of people with sufficient skill and expertise to feel comfortable challenging senior officers in the force, challenging behaviours around policy and what the organisation is doing.

Julie Reid replied that this would all be taking into account going forward.

#### **ITEM 12 ETHICAL ISSUES ARISING FROM THE GOOD GOVERNANCE GROUP (VERBAL REPORT)**

Julie Reid said that the last meeting was on 4 May 2022. The inquest starting in September 2022, relates to a death in 2017. There was an application for anonymity for the officers and staff concerned made to the Court with the ethical issues being the length of time it takes for cases to get to the point of hearing.

Julie Reid highlighted the impact of the staffing vacancies both in the Policing and Crime Team and in the Force. In terms of the Staff survey, it was held in May and there were

significant vacancies at that point. That was obviously having an impact on existing staff who are trying to cover the work.

### **ITEM 13. NOTES OF THE INTERNAL ETHICS COMMITTEE – MARCH 2022**

Amanda Booth updated the Committee to the direction of the WYP Internal Ethics Committee, which has had a drop in the number of dilemmas being put forward. This is partly due to changes in staff who work on the committee. A formal communication plan has been developed and is out for feedback. A number of strategies are being considered, including a podcast presented by ACC Kate Riley, talking about what internal ethics means to her and the importance. The profile of internal ethics in relation to where it sits on the WYP internal Intranet site, with the aim to elevate this to the front page and schedule of internal ethics messages going out. An approach is being made to Professor Allison McVean, who's a professor of criminology and policing at Bath University, who has done a significant amount of work around internal ethics in policing to see whether she would be prepared to come and do some master classes for WYP.

Amanda Booth said that work has started to build internal ethics into a standard part of policy development. Currently work is looking at the WYP equality and human rights assessment document to see whether policies can be identified where ethical dilemmas are present so that the Committee can be part of that discussion at that early stage when a policy is being developed.

Trevor Lake said that as a critical friend and from an external independent perspective it appears that this Internal Ethics Committee is not performing. There are twenty-six members on the Committee, eleven of whom gave apologies for the March meeting and there was only one item to discuss on the agenda in March.

Julie Winham asked who the external committee members are and how independent they are and if the roles were voluntary. Amanda Booth replied that external members were introduced as a result of Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) feedback. The independent external members come from a range of different backgrounds and include a solicitor and a representative from a charitable mental Health organisation, noting that the roles are voluntary.

Trevor Lake said that it appears that the right people were around the table, but the content of agenda is not right.

**Action: HR to present a paper and feedback, minutes of June meeting 2022, with a full update to the next JIEC, including changes Terms of Reference, members, and member backgrounds.**

### **ITEM 14 ANY OTHER BUSINESS**

None raised.

**Date of the next meeting: TBC, early 2023.**