

Committee(s):	Date:
Professional Standards and Integrity Committee	3 June 2019
Subject: Integrity Dashboard and Code of Ethics Update	Public
Report of: Commissioner of the City of London Police	For Information
Report author: Head of Strategic Development	

Summary

Integrity Standards Board and Dashboard:

At the time this report was prepared, the dashboard, which is normally submitted to your Sub Committee for information had not been finalised for presentation to the Force's Integrity Board (ISB) and cannot therefore be appended to this report. The date of the ISB is 24th May 2019, which is post the Town Clerk's deadline for papers for your Sub Committee (21st May 2019). For the same reason, therefore, a verbal update of the ISB will be provided at your Sub Committee.

Code of Ethics Update:

Two London Police Challenge Forum (LCPF) events have recently taken place: 13th May 2019 hosted by CoLP and the 17th May 2019 hosted by the MPS. The same 4 dilemmas were considered by each panel. The next panel hosted by CoLP will be 13th September 2019 and will be observed by Bath Spa University as part of a PEER review, which has been arranged by the Force to establish how well ethics is embedded organisationally.

There have not been any regional or national meetings since your last Sub Committee; the next regional meeting of the Police Ethics Network will be on the 25th June 2019, and will be attended by the Head of Strategic Development (HoSD). A date for the next UK Police Ethics Guidance Group is still to be set, pending the appointment of a new Chairman.

The reviewed Integrity Standards Development Plan is also included for information. It includes an indicator to track progress against the (in development) action plan to address areas for further improvement identified in the Integrated PEEL Assessment published on 2nd May 2019. A separate report has been submitted to your Sub Committee for information on the legitimacy aspect of this report.

Recommendation(s)

Members are asked to note the report.

Main Report

Background

1. Integrity is a key principle of the Police Code of Ethics, published in July 2014. Recognising this, the Force developed an integrity dashboard that brought together a series of indicators across a broad range of activities associated with integrity. The dashboard indicates the extent to which the Force's workforce acts with integrity.
2. To complement the dashboard and ensure there is a programme of ongoing activities to embed the Police Code of Ethics, the Force developed an Integrity Development plan, which is attached for Members' information at Appendix A.

Current Position

Integrity Standards Board and Dashboard

3. The Integrity Standards Board (ISB) was constituted to monitor the dashboard on a quarterly basis and to consider other issues relating to integrity. The Board is chaired by the Assistant Commissioner and is attended by the Chairman of your Sub Committee and a representative from the Town Clerk's department.
4. At the time this report was prepared, the dashboard, which is normally submitted to your Sub Committee for information had not been finalised for presentation to the Force's Integrity Board (ISB) and cannot therefore be appended to this report. The date of the ISB is 24th May 2019, which is post the Town Clerk's deadline for papers for your Sub Committee (21st May 2019). For the same reason, therefore, a verbal update of the ISB will be provided at your Sub Committee.

Code of Ethics Update

5. Since your last Sub Committee there have been 2 London Police Challenge Forum (LCPF) events. The first was on 13th May 2019 hosted by CoLP, followed by one held on the 17th May 2019 hosted by the MPS. The same 4 dilemmas were considered by each panel. The outcome from those meetings is not yet in the public domain, however, they will be provided to Members for information separately.
6. The remaining scheduled LCPF events for 2019 are:
 - a. 10th June 2019 hosted by MPS/NCTPHQ
 - b. 19th June 2019 hosted by BTP
 - c. 9th September 2019 hosted by MPS/NCTPHQ
 - d. 13th September 2019 **hosted by CoLP**
 - e. 16th October 2019 hosted MPS/NCTPHQ
 - f. 17th October 2019 hosted by BTP
 - g. 5th December 2019 **hosted by CoLP**
 - h. 6th December 2019 hosted by MPS/NCTPHQ

7. Members are reminded that they are welcome to observe any panel.
8. The panel on the 13th September 2019 will be observed by a Professor of Ethics from Bath Spa University as part of a peer review which has been organised by the Force to establish the extent to which ethics has been embedded by the organisation. The event will be split over 2 days. The LPCF will be observed on day 1, and will include interviews with the members of that panel. Day 2 will take place on 4th October 2019 and will include focus groups, interviews with senior staff and a document review, conducted by a Chief Superintendent from Devon and Cornwall Police.
9. A report will be prepared following the review, which will be shared with Members of your Sub Committee.

Regional Police Ethics Network and UK Police Ethics Guidance Group

10. There have not been any regional or national meetings since your last Sub Committee; the next regional meeting of the Police Ethics Network will be on the 25th June 2019, and will be attended by the Head of Strategic Development (HoSD).
11. A date for the next UK Police Ethics Guidance Group is still to be set, pending the appointment of a new Chairman. The incumbent, Chief Constable Julian Williams is due to retire in June 2019, currently is not known who will take over the national portfolio for this area of business.

Integrity Standards Development Plan

12. The reviewed Integrity Standards Development Plan is included for information. It remains in two sections covering 'commitment' actions and 'development' actions. The commitment section, which is unchanged is intended to ensure that the Force maintains the basic structures to support integrity in the workplace. As long as these are being maintained they will be reflected as 'GREEN'.
13. The development section contains those areas that the Force will introduce or explore over 2019/20.
14. The plan now references the areas for further improvement identified by Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS) for the Legitimacy aspect of their Integrated PEEL Assessment. A separate report has been submitted to your Sub Committee providing more detail on that aspect of the inspection.
15. The plan also contained an indicator relating to whether an additional, internal board is necessary to consider ethical considerations of Force proposals or decisions. The matter had been referred to Organisational Development for consideration, however, a meeting of the Force's Chief Officer Team determined that existing mechanisms are sufficient, therefore that indicator has been closed on the dashboard.

Crime audits

16. The Force Crime and Incident Registrar (FCIR) conducts regular audits of Force compliance with Home Office Counting Rules (HOCR) and the National Crime and Incident Recording Standard (NCRS). Forces (note, not the City of London Police) have been criticised in the past for unethical crime recording and associated practices. Whilst the audits are primarily concerned with compliance, the FCIR also looks to see where results indicate unethical practices or circumstances that might be interpreted as unethical.
17. The audit reports are submitted to the Crime Standards Board for oversight and action. The FCIR reports verbally to the Integrity Standards Board whether any of the audits reveal ethical or integrity-related issues. If such issues are identified, a written report is made.

Appendices

- Appendix A – Integrity Standards Development Plan (to be considered by the Integrity Standards Board 24th May 2019)

Stuart Phoenix

Head of Strategic Development

T: 020 7601 2213

E: Stuart.Phoenix@cityoflondon.pnn.police.uk