

<b>Committee(s):</b>	<b>Date:</b>
Professional Standards and Integrity Committee	26 <sup>th</sup> November 2020
<b>Subject:</b> Integrity and Code of Ethics Update	<b>Public</b>
<b>Report of:</b> Assistant Commissioner	<b>For Information</b>
<b>Report author:</b> Head of Strategic Development, City of London Police	

## Summary

### *Integrity Standards Board:*

The Force's Integrity Standards Board (ISB) last met on 18<sup>th</sup> November 2020. As it takes place immediately before your Committee's deadline for papers, a verbal update will be provided to Members at your meeting; the draft dashboard, however, is attached for Members' information.

### *Code of Ethics Update:*

The last reported situation regarding the London Police Challenge Forums (LPCF) remains the same, with none having been held since December 2019. A date was scheduled for April 2020 for a re-launch of the LPCF (at which it was to be rebranded to the Police Ethics Engagement Forum), however that was cancelled following the Covid-19 lockdown. The Head of Strategic Development has discussed this situation with the Metropolitan Police Service (MPS) Co-ordinator of the LPCF, and the intention is to hold a meeting in January 2021. A date will be circulated to Members when set so that any Member who wishes to observe or take part in the event can do so.

The Regional and National meetings have managed to operate remotely, with discussions continuing to be dominated by issues relating the Covid-19 situation (e.g. the impact on the quality of decision making in the face of rapidly shifting priorities, changing to legislation and enforcement of guidance). The last national meeting was held on 13<sup>th</sup> October and covered such items as the national Code of Ethics refresh, how forces are implementing the national sexual harassment in the workplace guidance and the burgeoning digital and data ethics landscape. The last regional meeting was held on 8<sup>th</sup> October 2020. Although scheduled as a meeting, it was in fact run as an online 'conference' with presentations from a number of individuals, that included the Chairman of Standards in Public Life Committee and a retired Colonel from Sandhurst

The Integrity Standards Development Plan has been reviewed by the Head of Strategic Development and was accepted by the last ISB held on 15<sup>th</sup> September 2020. It is appended to this report for Members' information.

The plan includes progress against areas for improvement (AFIs) identified by HMICFRS<sup>1</sup> that are relevant to the PS&I Committee. Only 1 action that has been rolled forward is now RED, and relates to the introduction of new software in Force.

### **Recommendation(s)**

Members are asked to note the report.

### **Main Report**

#### **Current Position**

##### ***Integrity Standards Board***

1. 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 the Professional Standards and Integrity (PS&I) Committee and a representative from the Town Clerk's department.
2. The Force's Integrity Standards Board (ISB) last met on 18<sup>th</sup> November 2020. As it takes place immediately before your Committee's deadline for papers, a verbal update will be provided to Members at your meeting; the draft dashboard, however, is attached for Members' information.

##### ***Code of Ethics Update***

3. The last reported situation regarding the London Police Challenge Forums (LPCF) remains the same, with none having been held since December 2019. A date was scheduled for April 2020 for a re-launch of the LPCF (at which it was to be rebranded to the Police Ethics Engagement Forum), however that was cancelled following the Covid-19 lockdown. The Head of Strategic Development has discussed this situation with the Metropolitan Police Service (MPS) Co-ordinator of the LPCF, and the intention is to hold a meeting as early in 2021 as possible, with aim being during January 2021. A date will be circulated to Members when set so that any Member who wishes to observe or take part in the event can do so.
4. The last report to your Committee noted that the Head of Strategic Development had taken part in an online meeting with the Institute of Business Ethics (IBE), who has developed a new ethics training guide for use by private and public sector organisations. It was anticipated that the guide would be published by the end of 2020, however, publication has now been rescheduled to Spring 2021 whilst the IBE concentrates on supporting businesses with the ongoing impact of Covid.

#### ***Regional Police Ethics Network and UK Police Ethics Guidance Group***

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<sup>1</sup> Her Majesty's Inspectorate of Constabularies, Fire and Rescue Services

5. The Regional and National meetings have managed to operate remotely, with discussions continuing to be dominated by issues relating the Covid-19 situation (e.g. the impact on the quality of decision making in the face of rapidly shifting priorities, changing to legislation and enforcement of guidance).
6. The last national meeting of the UK Police Ethics Guidance Group (UKPEGG) was held on 13<sup>th</sup> October, where the outgoing Chair (DCC Dorset Police) handed over the reins to the new Chair, the Chief Constable of Cleveland Police. Items discussed included:
  - i. Refresh of the national Code of Ethics – this is still at a very early stage. Initial consultation is currently taking place between the College of Policing, Home Office, IOPC<sup>2</sup>, NPCC<sup>3</sup> and APCC<sup>4</sup> to agree the terms of the review. Once that is complete, work will commence to procure an independent body to conduct the review that will ultimately lead to proposals for a reformed Code of Ethics.
  - ii. Regional leads updated the national group on what their forces had been doing to implement the national sexual harassment in the workplace guidance. For Members' benefit, the City of London Police has raised awareness of this issue through the intranet and video information films.
  - iii. A major paper on the rapidly expanding digital landscape that impacts policing was recently discussed at the Chief Constables' Council. The UKPEGG considered that paper so that it could formally respond. It was noted that whilst consideration of the ethics of digital policing in all its forms had commenced, the impact of Covid has resulted in decreased activity or momentum in this area, and work needs to recommence at a national level, through the regions. The Chair of the UKPEGG will follow this up with the various NPCC leads for the different elements of digital policing.
  - iv. The UKPEGG noted that whilst it provides the forum for police forces (and other organisations) to discuss and debate ethical dilemmas and issues, the timing of these are often post event and reviewed retrospectively. It therefore considered ways it could be more agile in its approach to debating ethical issues as they arise. It was felt the best proposal would be to have a small cohort of UKPEGG members (of suitable rank and vetting status) who would make themselves available at short notice to take part in online discussions in real time about ongoing events ahead of decisions being made.

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<sup>2</sup> Independent Office for Police Complaints

<sup>3</sup> National Police Chiefs' Council

<sup>4</sup> Association of Police and Crime Commissioners

7. The last regional meeting was held on 8<sup>th</sup> October 2020. Although scheduled as a meeting, it was in fact run as an online 'conference' with presentations from a number of individuals, that included the Chairman of Standards in Public Life Committee and a retired Colonel from Sandhurst.

### ***Integrity Standards Development Plan***

8. The Integrity Standards Development Plan which is attached for Members' information, was accepted by the ISB at its meeting on 15<sup>th</sup> September.
9. Members will note the RED assessment in measure 2.4. This relates to one specific aspect of this measure, which is the inclusion of PSD-related software in Force. An original deadline of September 2020 was introduced, but implementation was delayed for 2 reasons: the first was caused by issues with the roll out of Windows 365, the second has been that extensive testing is required before it can be safely used in Force. A revised timeline is being determined and Members will be able to receive a verbal update on this from the Detective Superintendent PSD at your Committee.

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