

Committee(s):	Date:
Police Authority Board	29 th July 2020
Subject: Integrity and Code of Ethics Update	Public
Report of: Commissioner of Police Pol 49-20	For Information
Report author: Head of Strategic Development, City of London Police	

Summary

This report would, in normal circumstances, be submitted to the Professional Standards and Integrity (PS&I) Committee. In view of the temporary suspension of the Committees of the Police Authority Board during the Covid-19 lockdown period, it is provided here to update Members on the current position relating to work in the area of Integrity and Ethics, which has been impacted by the Covid-19 but is now adapting to different ways of working.

Integrity Standards Board:

The Force's Integrity Standards Board (ISB) last met on 26th February 2020 and was reported to the PS&I Committee. The meeting scheduled for June 2020 was cancelled due to arrangements put in place by the City of London Corporation during the Covid-19 lockdown. The next meeting will take place on 15th September 2020 and depending on the government guidance in force at the time will probably be via telephone conference or Microsoft Teams.

Code of Ethics Update:

There have not been any London Police Challenge Forums (LPCF) 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 MPS Co-ordinator of the LPCF is currently exploring effective ways that these events can take place remotely, however, it will rely on all participant having access to MS Teams or similar, which is not yet available to the majority of City of London Police (CoLP) personnel. This should change over the summer as new IT is rolled out across the Force.

The Regional and National meetings have managed to operate remotely, with discussions 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 Integrity Standards Development Plan has been reviewed by the Head of Strategic Development, but has not yet been through any Force governance

processes. Following formal consideration and approval by the Force, it will be submitted to the next available PS&I Committee for information.

The plan includes progress against areas for improvement (AFIs) identified by HMICFRS¹ that are relevant to the PS&I Committee. However, Members received this information as part of the full HMICFRS update provided to your Police Authority Board on 22nd June 2020.

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 last board was held on 26th February 2020. A meeting was scheduled for June, however, following the Covid-19 lockdown a number of force meetings were temporarily halted, with ISB being one such meeting. Depending on Government guidance in force at the time, the next meeting is likely to be 'virtual', in common with most other meetings currently. Despite the June meeting not taking place, the Force continued to gather the data for the dashboard, which has been reviewed outside of the normal meeting structure by the Head of Strategic Development to ensure there was nothing critical that required specific Force intervention. The next meeting is scheduled for 15th September 2020.

Code of Ethics Update

3. There have not been any London Police Challenge Forums (LPCF) 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.
4. During May, an attempt was made to run a phone-in discussion to test the viability of it running as a concept in place of physical meetings, however, it was felt that the free-flowing nature of the discussion and rapid exchange of thoughts that normally takes place at the LPCF was hampered by the medium to such a degree that it did not work effectively. The MPS Co-ordinator of the

¹ Her Majesty's Inspectorate of Constabularies, Fire and Rescue Services

LPCF is currently looking at other methods of holding these meetings, including using video applications such as Teams or Zoom, however, currently CoLP personnel do not have access to either application on their work machines. This will change over the summer as Teams is rolled out across the Force. No new dates have yet been arranged by the MPS Co-ordinator.

5. Within the MPS (who lead on the LPCF), the senior officer who led on the initiative has been promoted and moved to a different force. The MPS has taken the decision to move responsibility for integrity and ethics to their Professional Standards Directorate (it had been sited independently of that Directorate, similar to the current position in CoLP).
6. During April 2020, the Head of Strategic Development took part in an online meeting with the Institute of Business Ethics, who are developing a new ethics training guide for use by private and public sector organisations. When complete, the Force will be provided with a copy, which will be reviewed for best practice that the City of London Police can make use of.
7. The last report to the PS&I noted that the LPCF had been in discussion with a new group set up by the banking and financial service industries to consider the ethical leadership issues resulting from the public perception issues those industries have faced in recent years. It was envisaged that 2 or 3 events per year would be held, with invitations extended to the LPCF. Regretfully, due to the ongoing Covid-19 restrictions, no events have yet been organised or taken place.

Regional Police Ethics Network and UK Police Ethics Guidance Group

8. No physical meetings of the Regional Police Ethics Network or the UK Police Ethics Guidance Group have taken place since the last report to the PS&I Committee. Both groups have, however, managed to operate remotely.
9. The last UK Police Ethics Guidance Group (UKPEGG) was held on 23rd April 2020 as a telephone conference. It was the first one to be hosted by the new NPCC lead, who is the Deputy Chief Constable of Dorset Police. It was a much shorter event than usual, with the main points of business concerning the publication of national guidance relating to sexual harassment in the workplace, and noting that the College of Policing (in attendance) are now leading on revising the National Police Code of Ethics. No timescales were provided regarding how long this is expected to take.
10. The Regional Police Ethics Network usually meets a few days before the UKPEGG so that any outcomes can be fed into the national forum, however, the April meeting was cancelled due to Covid and was not held remotely. The latest meeting of the regional group took place on 1st July 2020 using Skype.
11. The meeting covered the following points:

- a. The impact Covid-19 is having on decision making due to rapidly changing legislation, shifting priorities and issues relating enforcing guidance.
 - b. It was noted that member forces had temporarily halted their internal boards (a couple had held 1), but these were slowly being re-introduced as organisations adapt to different ways of working.
 - c. Publication of the regional group's annual report, which is expected over the next month.
 - d. Referral of a dilemma to the UKPEGG, raised by the British Transport Police relating to competing priorities impacted by closing a railway line.
 - e. Decision to hold an 'on-line' regional conference during October 2020.
12. The group also heard how 2 members of the group (the ACC of Dorset Police and a Professor of Criminology and Ethics) have been involved in national briefing meetings, advising boards on the ethical impact of proposals and decisions.

Integrity Standards Development Plan

13. The Integrity Standards Development Plan is usually submitted to the PS&I Committee for information. The plan has been reviewed by the Head of Strategic Development, however, the cancellation of the last ISB means it has not been considered by the members of that group and has not therefore been through any Force governance processes. Following approval, it will be submitted to the next PS&I Committee.
14. The plan includes progress against areas for improvement (AFIs) identified by HMICFRS² that are relevant to the PS&I Committee. Members received this information as part of the full HMICFRS update provided to your Police Authority Board on 22nd June 2020.

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² Her Majesty's Inspectorate of Constabularies, Fire and Rescue Services