

<b>Committee(s):</b> Professional Standards and Integrity Committee	<b>Dated:</b> 25 May 2022
<b>Subject:</b> Integrity and Code of Ethics update	<b>Public</b>
<b>Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?</b>	1- People are safe and feel safe
<b>Does this proposal require extra revenue and/or capital spending?</b>	N/A
<b>If so, how much?</b>	N/A
<b>What is the source of Funding?</b>	N/A
<b>Has this Funding Source been agreed with the Chamberlain's Department?</b>	N/A
<b>Report of:</b> Commissioner of Police Pol 32-22	<b>For Information</b>
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### Summary

This report provides Members with an update of the work of the Forces Ethics and Integrity Lead, the Force's Integrity Standards Board (ISB), regional and national activity of relevance, and an update on the Integrity Standards dashboard and the Ethics and Integrity delivery plan for 2022.

### Recommendation

It is recommended that Members note this report.

### Main Report

#### **Integrity Standards Board (ISB) – 8 February 2022**

1. The last ISB meeting was held on the 8 February and was chaired by Assistant Commissioner Betts.
2. The Integrity Dashboard for Q3 was presented at the previous Professional Standards and Integrity Committee (PSIC) in February. As there has not been another ISB meeting since February the Q4 Dashboard has yet to be prepared and presented internally. The next meeting is scheduled for the 16 June. However, consideration is being given to combining the Board with other existing work strands on Trust and Confidence. A further update will be given at the September meeting of the PSIC.

#### **National & Regional Developments**

3. A meeting of the Wales, West and London Region Ethic Panel met on the 28 April 2022.

4. The Panel considered ethical dilemmas in respect of medical records and was split into two parts.
5. The first concerned Data Integrity and the viewing of victims' medical records on Force systems, identifying historic offences which were then recorded under Home Office Counting Rules (HOCR) as a third party report of a crime by a professional person.
6. This was considered to be a very strict interpretation of the HOCR which has been enforced by HMICFRS and which was seen as unnecessary. It was acknowledged that, while technically in compliance with HOCR, it was unlikely, depending on the historic nature of the incident, that any crime would be investigated (against the victim's wishes). It was also acknowledged that there had to be a balance in the responsibility for protecting vulnerable victims.
7. This dilemma is being submitted to the National Ethics Panel for consideration of getting some form of National Guidance from NPCC.
8. The second part of the dilemma considered the disclosure of victim's medical records to the defence in rape cases.
9. In relation to disclosure in rape cases, it was felt that there were sufficient safeguards in the Criminal Proceedings & Investigations Act 1996 to ensure that sensitive material was handled appropriately, and disclosure was only made when relevant. It was also noted that the investigating officer must ensure that only relevant medical records are requested rather than a full medical history. It is hoped that this will form part of future national guidance.
10. These issues are examples of good practice discussions that take place within panels and which have real operational impact.
11. At the meeting, Sussex Police presented an Ethics and Integrity Survey which was developed in association with academia. It was agreed that this is something that all member forces could use. For CoLP, early adoption and implementation of this survey model would allow us to set a baseline from which re-runs of the survey at appropriate intervals will help to show progress of the Development Plan. It is intended that the survey will be presented to the ISB for consideration of adopting within CoLP once it has been considered in the round with the Force's new approach to Surveys to bring them all into one place.

### **Ethics and Integrity Development Plan Progress**

12. The new Integrity Plan model was considered at ISB in February, a stakeholder's workshop was held in March to launch the Plan. Due to time constraints only the 'Commit' aspects were considered. Stakeholders were then asked to provide input via email and this is being collated and progressed.
13. Further work is required to finesse the plan and agree it via the Force's internal governance- Trust and Confidence Board chaired by AC Betts. In future it will be presented to this Committee by way of highlights set out in this report.

## **Options**

There are no options or proposals within this report.

## **Corporate & Strategic Implications**

- Strategic implications –The Integrity Standards Board and Plan supports the City of London Policing Plan 2022-25 values of Professionalism and Integrity
- Financial implications – none.
- Resource implications – none.
- Legal implications – none.
- Risk implications – none.
- Equalities implications – none.
- Climate implications – none.
- Security implications – none.

## **Conclusion**

14. Supporting integrity and the Code of Ethics through business as usual is an important element of the work of the Professionalism and Trust portfolio and will continue to be monitored by this Committee.

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