

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

Summary

Integrity Standards Board and Dashboard:

The dashboard was considered by the Integrity Standards Board on 7th September 2017. There was a discussion around the indicators and each was assessed by the board, at this time none were considered to have any underlying cause for concern.

Code of Ethics Update:

The Force hosted the last London Police Challenge Forum meeting on 13th June 2017, this was the third such meeting of this forum.

The Force has taken a number of steps over the quarter to promote integrity and further embed the Police Code of Ethics. These include:

- The Force launched the internal “raise and ethical dilemma” link on its website. At the time of writing no referrals have been made.
- The Integrity Action Plan will be reviewed once the Staff Survey Results have been published and analysed.
- The Force staff survey, which refers heavily to individual and organisational integrity will be reviewed once results have been received on 15th September.
- Integrity Dashboard indicators will be reviewed in line with Force staff survey results.

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. It is attached for Members' information at Appendix A.
2. To complement the dashboard and ensure there is a programme of ongoing activities to embed the Police Code of Ethics, the Force developed a Code of Ethics action plan, which is also attached for Members' information at Appendix B.

Current Position

Integrity Standards Board and Dashboard

3. An 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. The last board convened on Thursday, 7th September 2017.
4. The Board considered the integrity dashboard, the version submitted for consideration is contained at Appendix A.
5. Each indicator was considered at the meeting. This reporting period saw the removal of the assessment criteria from each indicator. Due to the low numbers considered for each area no assessment is given in the document and it was left to the discussion at the meeting to assess if any area required closer monitoring or required action.
6. Consideration of the indicators highlighted 4 areas which would require additional information for the next meeting should numbers continue to be at the high end of historical reported norms; these were:
 - **Indicator 1: *Number of Grievances registered with HR.*** Last year saw 13 grievances in total with this year reporting 3 within quarter 1. It was confirmed at ISB that none of the grievances were integrity related but this would be monitored for the next meeting.
 - **Indicator 3: *Number of registered complaints against the Force excluding Action Fraud.*** Last year saw 102 complaints in total with 32 in the period for this year. If this trend continued a more detailed breakdown would be required for the next report.

- **Indicator 8: *Number of monitoring assessments undertaken around expenses claims.*** With only 1 recorded last year it was determined that this would be monitored and a more detailed report provided for the next meeting as there was already 1 reported for 2017/18. However, it was accepted that there may not be anything to monitor here as the number considered was low and would only require further work if additional reports were made within year.
 - **Indicator 15: *Number of procurement purchases assessed by PSD for investigation.*** This was considered in a similar light to indicator 8; with 1 recorded for last year and 1 recorded within quarter 1 so far for this year.
7. In addition to the existing indicators contained within the dashboard the meeting considered the addition of 5 new indicators around sponsorship as a result of the new SOP.
- KP1 – Register of current sponsorship arrangements (ongoing and ad hoc).
 - KP2 – Publication of organisations sponsoring/donating and amounts.
 - KP3 – Disclosure of any sponsorship/donation by an organisation and award of a Force contract to that organisation.
 - KP4 – Percentage of donations/sponsorships reflected in the financial ledger.
 - KP5 – Breaches of sponsorship SOP.
8. These indicators were agreed in principle with the caveat around KP 2 & 3 being benchmarked with other organisations as there were concerns that if recorded there could be commercially confident information published. An approach was therefore sought to ensure the Force followed best practice in these areas and as such an exercise would take place to establish how other public sector organisations published information on sponsorship. It is envisaged that KP5 will be added to the Integrity Dashboard for the next reporting period.
9. The meeting also considered work to embed the Police Code of Ethics and work to progress the Integrity Development Plan, details of which appear immediately below.

Code of Ethics Update

10. The Force hosted the second London Police Challenge Forum (chaired by T/Commander Gyford). This was well attended and well received. The outcome of this meeting has not yet been published by the MPS who administer the meeting.
11. The Force launched the internal “raise and ethical dilemma” link on its website. At the time of writing no referrals have been made. This was discussed at the meeting and the AC asked if conformation could be brought back that the scheme was anonymous.

12. The Integrity Action Plan will be reviewed over the next period using the results of the Force Staff Survey to shape the development of existing and new measures. The results of this survey should be published after the 15th September and at time of report writing are not available for oversight. The Integrity Action Plan will also link with the new Integrity Strategy so that measures will be associated with the stands of the strategy in order for the Force to demonstrate progress on delivery.
13. Work is also being undertaken between Strategic Development and Professional Standards to review the measures contained within the Integrity Dashboard and ensure these remain fit for purpose and represent all lines of integrity that need to be monitored. A preliminary meeting took place in July to discuss a way forward. It was agreed that, as with the Integrity Action Plan, the staff survey results would need to be reviewed to identify areas that could be considered for inclusion. After publication of the survey Strategic Development will meet with Professional Standards to review the indicators and further develop the Dashboard for integrity monitoring. The aim is to ensure all appropriate indicators are considered and monitored to give a full picture of integrity within Force.

Appendices

- Appendix A – Integrity Dashboard
- Appendix B – Integrity and Code of Ethics Development Plan

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