

Committee(s): Professional Standards and Integrity Sub Committee	Date: 1 st December 2017
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 appended to this report (Appendix A) will be considered by the Integrity Standards Board on 30th November 2017; a verbal update will be provided to your Sub Committee.

Code of Ethics Update:

The last London Police Challenge Forum meeting took place on the 7th September 2017 at Metropolitan Police premises, the notes of that meeting are still awaited. The next meeting will take place on December 5th 2017 and is being hosted by the City of London Police.

The late receipt of the Force Staff Survey has impacted on the progress of a number of activities relating to the integrity agenda, including the review of the Integrity Development Plan and dashboard review.

A large number of crime audits have been completed over the course of the year; none have revealed evidence of unethical behaviour.

Her Majesty's Inspector of Constabulary and the Fire and Rescue Service's (HMICFRS) report on Legitimacy is not now due to be published until 8th December 2017.

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. At the time this report was prepared, the last board convened on Thursday, 7th September 2017. The next Board will be the day before your Sub Committee, Thursday 30th November 2017.
4. It follows therefore that the dashboard at Appendix A has not been considered by the Board and is presented here for information only. It should be possible to provide a verbal update regarding the dashboard to your Sub Committee, together with the usual overview of the meeting, which for the same reason cannot be included in this report.

Code of Ethics Update

5. The Metropolitan Police (MPS) hosted the last London Police Challenge Forum on 7th September 2017. The outcome of that meeting has not yet been published by the MPS, who administer the meeting. The outcome of the meeting hosted by the City of London Police in June was generally considered to be of limited use; this has been taken up with those facilitating the meetings for a more useful product to be generated. To that end, a meeting has been set up for Wednesday 22nd November to consider the way forward. Members might recall that it was a founding principle of the forum that it would publish useful guidance on ethical dilemmas considered.
6. The next meeting will be hosted by the City of London Police at Wood Street on 5th December 2017. It will be chaired by T/Cdr Gyford.
7. Although the Force launched an internal "raise an ethical dilemma" link on its website 3 months ago, to date there have not been any referrals made. The link will be re-publicised to encourage submissions.

Integrity Action Plan

8. The Integrity Action Plan attached at Appendix B is now complete for 2017, and with the exception of 2 areas marked AMBER, has been substantively achieved. The Plan was due to be reviewed prior to your Sub Committee, however, the late arrival of the staff survey results, which is fundamental to the review, has effectively pushed everything back by around 6 weeks. A series of workshops with staff has only just completed, which is feeding into the development of an action plan, led by the Chief Superintendent, Intelligence and Information Directorate.
9. Initial work between Strategic Development and Professional Standards to review the dashboard measures assessed the majority to be fit for purpose in terms of being indicators of organisational / personal integrity. As above, however, it is intended the staff survey results and resulting action plan will inform whether any additional or replacement measures are required.
10. A reviewed plan will be presented to the next Integrity Standards Board and your Sub Committee in the New Year.

Crime audits

11. 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.
12. The audit reports are submitted to Performance Management Group and the Victim Code and Crime Working Group 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.
13. Over the course of 2017, the following audits have been completed:
 - a. Rape
 - b. Sexual offences classification
 - c. Computer Aided Despatches (CADs) opened on violence/public order
 - d. CADs opened on other crimes
 - e. CADs closed on non-crime codes
 - f. Crime cancellations
 - g. Crime related incidents on UNIFI
 - h. Out of court disposals
 - i. Modern slavery
 - j. Annual data return crime flags (Hate crime)
 - k. Crime reclassification
 - l. Domestic Abuse
 - m. Victim satisfaction (ease of contact)

14. No issues relating to integrity have been identified by any of the audits.

PEEL Efficiency (Legitimacy) Reports 2017

15. Her Majesty's Inspector of Constabulary and the Fire and Rescue Service (HMICFRS) were due to report the findings of their PEEL (Legitimacy) inspections in early November 2017 at force and national levels. This would have provided sufficient time to submit the reports to your Sub Committee. However, HMICFRS have delayed publication of the reports until the 8th December 2017. As the reports are not yet in the public domain, they cannot be reported formally to your Sub Committee. The Force has had sight of the Draft City of London Legitimacy report for a review of factual accuracy, however, no draft of the national report has been shared with any force.

16. Following the publication of the inspection findings, a report will be submitted to your next Sub Committee.

Appendices

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

Stuart Phoenix

Head of Strategic Development

T: 020 7601 2213

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