

## PROFESSIONAL STANDARDS & INTEGRITY SUB (POLICE) COMMITTEE

6 JUNE 2018

### OUTSTANDING REFERENCES

| No. | Meeting Date & Reference   | Action   | Owner               | Status                    |
|-----|--|--|---------------------|---------------------------|
| 1.  | <p><b>05/03/17</b><br/>Item 4 -<br/><i>Outstanding References</i></p> <p><b>01/12/17</b><br/>Item 4 -<br/><i>Outstanding References</i></p> <p><b>22/09/17 (7)</b><br/>Item 4b -<br/><i>Police Integrity Development and Delivery Plan Report 2016-17</i></p> <p><b>Gifts &amp; Hospitality report</b></p> | <p>The Gifts &amp; Hospitality report to be published and made clearly visible on the CoLP website.</p> <p><b>01-12-17:</b> The Head of Strategic Development clarified that the report had been published online, but that the issue was surrounding its clear location on the website. The Director of Professional Standards explained that wider updates to the website would be occurring in April 2018, and this would be actioned as part of this process.</p> <p><b>Update 05-03-18:</b> This will be submitted to the next meeting.</p> | CoLP                | <b>DUE JUNE 2018</b>      |
| 2.  | <p><b>05/03/17</b><br/>Item 4 -<br/><i>Outstanding References</i></p> <p><b>01/12/17</b><br/>Item 4 -<br/><i>Outstanding References</i></p> <p><b>Body Worn Video (BWV) Demonstration</b></p>  | <p>The Chairman noted that in previous meetings there had been discussion of a Body Worn Video (BWV) demonstration taking place at a future meeting. The Assistant Commissioner explained that this could be arranged for the next meeting if desired. It was requested that this be added to the Outstanding References.</p> <p><b>Update 05-02-18:</b> This was postponed to the September meeting.</p>  | CoLP/<br>Town Clerk | <b>DUE SEPTEMBER 2018</b> |

|    |   |  |      |                      |
|----|---|--|------|----------------------|
| 3. | <p><b>01/12/17</b><br/>Item 7 -<br/><i>Integrity Development and Delivery Plan Report 2016-17 (Nov 17 Update)</i></p> <p><b>LPCF participation process</b></p>  | <p>To have established a process to support the Force's participation in the London Panel Challenge Forum (Ethics Associates) would be completed in April 2018 with the updating of the website.</p> <p><b>Update 05-03-18:</b> Any update would be due by the June meeting.</p>   | CoLP | <b>DUE JUNE 2018</b> |
| 4. | <p><b>01/12/17</b><br/>Item 7 -<br/><i>Integrity Development and Delivery Plan Report 2016-17 (Nov 17 Update)</i></p> <p><b>Force Leadership Changes Update</b></p>                                   | <p>A Member asked if the updated information would be circulated outside of the CoLP, as there is a security risk if individuals attempt to contact those no longer in post because they have not been made aware of the changes. The Assistant Commissioner confirmed that CoLP would provide an update on Force leadership changes following their meeting on 6 December.</p> <p>05-03-18: It was agreed that the Assistant Commissioner would circulate an update on Force Leadership changes on a monthly basis to Members of the Police Committee and its Sub-Committees.</p> <p><b>Update 29-05-18:</b> A Force Organigram was circulated to Members of the Police Committee and its Sub-Committees in March 2018.</p> | CoLP | <b>OUTSTANDING</b>   |
| 5. | <p><b>01/12/17</b><br/>Item 8a -<br/><i>Questions relating to the work of the Sub-Committee</i></p> <p><b>National Association of Legally Qualified Chairpersons for Police Misconduct Panels</b></p> | <p>A Member explained that the National Association of Legally Qualified Chairpersons for Police Misconduct Panels had recently been formed, to which they were a member, and noted that there were no CoLP representatives present. The Assistant Commissioner confirmed that the CoLP were aware of the Panel and would seek to engage with it.</p>  | CoLP | <b>OUTSTANDING</b>   |

|    |  |   |      |                             |
|----|--|---|------|-----------------------------|
| 7. | <b>05/03/18</b><br>Item 8 -<br><i>Staff Survey Update</i><br><br><b>Staff Survey Action Plan</b>                     | The Sub-Committee noted the content of the report but advised that Members still wanted clarity on the understanding of the Intelligence and Information Directorate and asked for an action plan to be clarified with a report submitted to the next Sub-Committee. It was agreed that Chief Superintendent David Evans should attend.   | CoLP | <b>REPORT DUE JUNE 2018</b> |
| 8. | <b>05/03/18</b><br>Item 9 -<br><i>HMICFRS PEEL Legitimacy Inspection 2017</i><br><br><b>Legitimacy Action Plan</b>   | <p>The Sub-Committee received a report of the Commissioner of Police that provided Members with a detailed overview of the findings of the recent HMICFRS PEEL Legitimacy inspection, ownership of Areas for Improvement and arrangements for oversight of progress.</p> <p>The Head of Governance and Assurance explained that an action was currently in place. The Chairman asked him what the action plan was, and he advised that this would be submitted to the Performance and Resource Management Sub-Committee but could be submitted to this Sub-Committee also if desired. The Chairman requested that it was.</p>   | CoLP | <b>REPORT DUE JUNE 2018</b> |
| 9. | <b>05/03/18</b><br>Item 9 -<br><i>HMICFRS PEEL Legitimacy Inspection 2017</i><br><br><b>New Complaints Procedure</b> | <p>The Chairman asked for clarification of the main issues around Areas for Improvement (AFIs) Nos. 4 &amp; 5. The Director of Professional Standards explained that the “King Formula” was employed to define “discrimination”. She advised that the motivation was to avoid encouraging people to merely follow the letter of the law by not specifying defined characteristics. She also explained that the desire was to engage with complaints immediately to allow maximal use of the 10-day period, noting that complaints resolved within this period are not required to be recorded.</p> <p>She explained that these planned changes were yet to be implemented. A Member asked when these would come into effect, and the Director of Professional Standards confirmed that they would be prior to the next meeting of this Sub-Committee.</p> | CoLP | <b>DUE JUNE 2018</b>        |

|            |   |  |      |   |
|------------|---|--|------|---|
| <b>10.</b> | <b>05/03/18</b><br>Item 9 -<br><i>HMICFRS PEEL</i><br><i>Legitimacy Inspection</i><br>2017<br><br><b>Stop and Search</b><br><b>Concerns</b>   | A Member queried when the causes of concern raised under paragraph 7ii of the report, relating to stop and search bias and practices, would be addressed. The Chairman requested that this be tracked as a standalone outstanding action.  | CoLP | <b>OUTSTANDING</b>                            |
| <b>11.</b> | <b>05/03/18</b><br>Item 9 -<br><i>HMICFRS PEEL</i><br><i>Legitimacy Inspection</i><br>2017<br><br><b>Community Scrutiny</b><br><b>Group, Independent</b><br><b>Advisory Group Meeting</b><br><b>Dates</b> | A Member queried external scrutiny of stop and search, as referenced within Appendix A. The Chairman requested that the Community Scrutiny Group meeting dates be followed up on, alongside those of the Independent Advisory Group.   | CoLP | <b>OUTSTANDING</b>                            |
| <b>12.</b> | <b>05/03/18</b><br>Item 9 -<br><i>HMICFRS PEEL</i><br><i>Legitimacy Inspection</i><br>2017<br><br><b>Vetting Report</b>   | A Member queried the repercussions of a vetting refusal. The Chairman stated that it would be useful to have a report on vetting that provided clarity on the following:<br><br>1. The re-vetting process;<br>2. Vetting refusals and their implications (referencing the 6 refusals recorded in Item 10 of the last meeting); and<br>3. The different levels of vetting and their associated clearances | CoLP | <b>COMPLETE –</b><br><br><b>On the Agenda</b> |

|     |   |  |      |  |
|-----|---|--|------|--|
| 13. | <p><b>05/06/17</b><br/>Item 12 -<br/><i>Integrity Dashboard &amp; Code of Ethics update</i><br/>01/03/17</p> <p><b>Staff Survey Indicators on Dashboard</b></p> | <p>Commissioner to include Staff Survey indicators on future dashboard updates. The Force received a high-level presentation from Durham University on 15th September with an indication that the final report would be received in Force at the end of September, beginning of October. Following receipt of the report, the Force will develop an action plan to address the identified areas of concern (D/Ch Supt I&amp;I to lead). The report and action plan will inform potential measures for the dashboard.</p> <p><b>UPDATE:</b> Indicators still to be agreed. Following receipt of the full report (which was late but has now been published in full on the force's intranet), Organisational Development has held a series of workshops to explore the findings with staff. The last of these workshops was the 7th November. An information report is being prepared for the next Grand Committee. An action plan is now being developed which will be submitted to the next SMB in December, following which it is intended to include a measure in the Integrity Action Plan.</p> | CoLP | <p><b>ONGOING –</b></p> <p><b>Update received 16/11/17</b></p> |
|-----|---|--|------|--|