

<b><u>OFFICE OF POLICE &amp; CRIME COMMISSIONER</u></b>	
<b><u>OFFICE OF CHIEF CONSTABLE</u></b>	
<b>LEAD CHIEF OFFICER:</b>	<b>T/DCC Jon Edwards</b>
<b>TITLE:</b>	<b>Annual Code of Ethics Compliance Report</b>
<b>DATE:</b>	<b>4<sup>th</sup> March 2020</b>
<b>TIMING:</b>	<b>Routine</b>
<b>PURPOSE:</b>	<b>For monitoring</b>
<b>1.</b>	<p><b><u>RECOMMENDATION</u></b></p> <p>This paper is for monitoring the progress made to embed the Code of Ethics into Gwent Police. It also provides an update on the force Ethics Committee, the national NPCC ethics structure and how these fit with day-to-day operational policing.</p>
<b>2.</b>	<p><b><u>INTRODUCTION &amp; BACKGROUND</u></b></p> <p>The Code of Ethics was introduced by the College of Policing in 2014. The national decision model (NDM) was changed at that juncture to place the Code of Ethics at the heart of the model.</p> <p>Since that date, Gwent police has undertaken significant activity to ensure that this is understood by officers; incorporated into day-to-day decision-making and forms an integral part of officer training and ongoing continued professional development.</p> <p>DI Laura Bartley is vice-chair of the South West, Wales and London Police Ethics Guidance Group and member of the UK Police Ethics Guidance Group and brings learning back from these meetings.</p> <p>This report was presented to the Police and Crime Commissioner's Strategy and Performance Board on 26<sup>th</sup> November 2019.</p>
<b>2.1</b>	<p>During initial training, officers receive specific inputs on the Code of Ethics and the national decision model. Whilst these are standalone sessions, the Code and the NDM are weaved into all aspects of training.</p>
<b>2.2</b>	<p>As part of continued professional development, regular 'dilemmas' are sent to supervisors to form the basis of discussions at briefings – the idea of this initiative is to keep ethical decision-making at the forefront of the minds of officers. There are a range of short videos available for officers and a series of new videos are lined up for circulation from December.</p>
<b>2.3</b>	<p>In 2015, the force established an ethics committee. The committee was initially made-up of external individuals (eight in total), comprising existing members from the force independent advisory group (IAG) and other externally recruited members.</p> <p>In 2016, additional external members were recruited from a local university. In 2017, the committee recruited a cohort of internal police officers and staff – further enhancing the legitimacy and diversity of its membership.</p> <p>All committee members undertake the role voluntarily, have received training from Gwent police and are vetted to enable them to engage and review all aspects of policing within the force.</p>

<p><b>2.3.1</b></p>	<p>Ethics Committee members meet bi-monthly; the committee discuss ethical dilemmas from across the organisation and feedback directly to T/DCC Edwards who sits on the committee. The committee is led by DI Laura Bartley. There is representation at a senior level on the committee from the OPCC.</p> <p>A total of 10 dilemmas have been discussed over 5 meetings in the past 12 months. Submissions have included operational dilemmas around CSE and victimless prosecutions in domestic abuse investigations, to policies around agile working and sickness. A highlight report is submitted to COT following each meeting and a summary of the discussions held published on The Beat to raise awareness of the committee and to ensure transparency.</p> <p>An Ethics Committee page is set up on The Beat including all core documents and dilemmas discussed.</p>
<p><b>2.4</b></p>	<p>Gwent Police was subject to a peer review in August 2018, conducted by members of the regional Police Ethics Network and this report was submitted to the force in late 2018 with a series of recommendations. These have been incorporated into our proposals listed below.</p>
<p><b>2.5</b></p>	<p>Three members of the force Ethics Committee attended the College of Policing ‘Sharing Ethical Good Practice from the Police and Private Sector’ conference in Ryton in June 2019. This was aimed at sharing best practice and ideas on how the Code of Ethics has been implemented.</p>
<p><b>3.</b></p>	<p><b><u>ISSUES FOR CONSIDERATION</u></b></p> <p>The purpose of this report is to detail the work that has been undertaken to ensure ethical legitimacy within Gwent police.</p> <p>The significant work that is being undertaken on the national stage will further strengthen ethical behaviour within policing and place Gwent police in a healthy position.</p> <p><u>Development of the force Ethics Committee</u></p> <p>T/DCC Edwards has led a number of meetings and work is underway to review the TOR and governance of the force Ethics Committee. Included in this work is a review of the current membership of the committee and a push to advertise and recruit new internal and external members of the committee, in particular an independent chair for the committee. It’s a widely held position that the committee would benefit from that independence, as well as a chair with a level of expertise in ethics.</p> <p>Consideration will be given to payment for external members and reviewing the time of day that meetings are held to promote attendance and representation across the committee.</p> <p><u>Introduction of an Internal Ethics Group</u></p> <p>T/DCC Edwards is keen to establish a group with membership across the force with clear TOR drafted, ensuring that ethics is embedded across the organisation. It is recognised that whilst the committee provides a place for ethical dilemmas to be discussed, it cannot drive all ethical improvements internally. An Ethics Delivery Plan is in draft, detailing the work that will be driven through the Internal Ethics Group, incorporating training, organisational improvement, communication, recruitment and selection.</p> <p>A separate paper will be submitted to COT next month to outline both proposals in more detail.</p>
<p><b>4.</b></p>	<p><b><u>NEXT STEPS</u></b></p>

	<p>There is a clear governance structure that sits behind the national NPCC meeting, chaired by DCC David Lewis. The last meeting was held in October in Bath.</p> <p>The regional structure is now established with 4 distinct regions meeting quarterly and reporting in to the UKPEGG.</p> <p>Report to be submitted to COT in December 2019 outlining a series of proposals for both the Ethics Committee and the Internal Ethics Group.</p>
5.	<p><b><u>FINANCIAL CONSIDERATIONS</u></b></p> <p>The PCC had agreed £20,000 contribution towards the administration of the UKPEGG whilst CC Williams held the national Ethics portfolio. This post, held by David Morgan, will run until April 2020 when responsibility will pass to DCC Lewis' office.</p> <p>The financial considerations relating to the development of the committee and internal group will be incorporated into the December paper.</p>
6.	<p><b><u>PERSONNEL CONSIDERATIONS</u></b></p> <p>There are no personnel considerations.</p>
7.	<p><b><u>LEGAL IMPLICATIONS</u></b></p> <p>Nothing of note.</p>
8.	<p><b><u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u></b></p> <p>This project/proposal has been considered against the general duty to promote equality, as stipulated under the Strategic Equality Plan and has been assessed not to discriminate against any particular group.</p> <p>Consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998 in preparing this report.</p>
9.	<p><b><u>RISK</u></b></p> <p>No identified risk at present.</p>
10.	<p><b><u>PUBLIC INTEREST</u></b></p> <p>Can be released.</p>
11.	<p><b><u>CONTACT OFFICER</u></b></p> <p>Detective Inspector Laura Bartley</p>
12.	<p><b><u>ANNEXES</u></b></p> <p>None.</p>

