

OFFICE OF POLICE & CRIME COMMISSIONER	
LEAD CHIEF OFFICER:	ACC Ian Roberts
TITLE:	Annual Code of Ethics Compliance Report
DATE:	10 December 2020
TIMING:	Routine
PURPOSE:	<i>For information</i>
1.	<p><u>RECOMMENDATION</u></p> <p>This paper is for information only setting out 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>
2.	<p><u>INTRODUCTION & BACKGROUND</u></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>
2.1	<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>
2.2	<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>
2.3	<p>Ethics Committee members meet bi-monthly; the committee discuss ethical dilemmas from across the organisation and feed back directly to ACC Roberts who now sits on the committee. The committee is led by DI Laura Bartley and there is representation at a senior level on the committee from the OPCC.</p> <p>A meeting with our new Chief Officer lead, ACC Roberts, has been arranged later this month, to hopefully draft an implementation plan for the matters agreed by COT in the summer.</p> <p>In the past 12 months a total of 10 dilemmas have been discussed over 5 meetings. Submissions have included operational dilemmas around policing the Coronavirus</p>

	<p>pandemic, to policies around Wellbeing and funding the provision of domestic abuse perpetrator programmes. 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>
2.4	<p>Two members of the committee attended the Annual Regional Ethics Conference in October 2020, held online, with inputs from CC Richard Lewis (new NPCC Ethics lead) and Lord Jonathan Evans, Chair of the Committee on Standards in Public Life. This was valuable learning and focused on the ethical challenges facing policing, corporately as well as operationally.</p>
3.	<p><u>ISSUES FOR CONSIDERATION</u></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>
4.	<p><u>NEXT STEPS</u></p> <p>There is a clear governance structure that sits behind the national NPCC UK Police Ethics Guidance Group meeting, chaired by CC Richard Lewis. All meetings are currently online due to Covid 19.</p> <p>The regional structure is now established with 4 distinct regions meeting quarterly and reporting in to the UKPEGG. Gwent Police are active members of the South West Region.</p>
5.	<p><u>FINANCIAL CONSIDERATIONS</u></p> <p>There are no financial considerations for this paper.</p>
6.	<p><u>PERSONNEL CONSIDERATIONS</u></p> <p>There has been a recent uplift on the committee, with the Special Constabulary and the force Pastors having a permanent seat on the committee. Improving the diversity across the committee has been our focus and we are hoping to have new independent members joining us shortly.</p>
7.	<p><u>LEGAL IMPLICATIONS</u></p> <p>Nothing of note.</p>
8.	<p><u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u></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><u>RISK</u></p>

	No identified risk at present.
10.	<u>PUBLIC INTEREST</u> Can be released.
11.	<u>CONTACT OFFICER</u> Detective Inspector Laura Bartley
12.	<u>ANNEXES</u> None.

