

**GMCA**  
**The Independent Police Ethics Committee**  
**Terms of Reference**

**1. Purpose**

We are a forum for police officers, police staff and others employed by Greater Manchester Police (GMP) and members of the public to obtain advice and guidance on important ethical issues in policing and to proactively influence police culture so police decision-making is confidently made, morally defensible and able to stand up to vigorous public scrutiny.

We aim to be a key contributor to the general trust and confidence strategy of the GMP. We will contribute to developing trust and confidence in the following ways;

- To increase the legitimacy of GMP across the communities of Greater Manchester.
- To influence ethical changes in Force policy.
- To contribute to the debate on the Police Policies and Practices.
- To act proactively in anticipating and understanding future ethical challenges that the police service will face and to influence GMP's response.
- To promote the use of 'The National Decision Model', which is predicated on the Code of Ethics, to improve understanding of discretion and ethical decision making across the spectrum of policing.
- To articulate and promote the influence of Professional Ethics in all aspects of policing.
- To share local issues and best practice which are of a national interest with other Police Forces.

The committee will not undertake a scrutiny function in respect of police decisions or performance, responsibility for scrutiny of GMP sits with the Mayor and Deputy Mayor and the GM Police and Crime Panel.

**2. Scope of our work**

Our work can be divided into two key areas:

1. An 'Advisory Role' – supporting police practices
2. A 'Leadership in Ethics Role' - strategically influencing police culture

In our advisory role we will act as a point of reference and support for the GMCA, the GMP and members of the public to obtain advice and guidance on 'ethical issues in policing'. Where appropriate reports and advice will be published however, in some circumstances confidential advice may be sought meaning that publication would be inappropriate.

In our leadership in ethics role we are a strategic driving force for change within GMP's police culture promoting an ethical code of conduct as being central to the scope of policing and strongly encouraging ethical values to underpin all police conduct. We will contribute to the development and delivery of training products in this area as requested.

**3. Referral System**

A work plan will be developed annually in consultation with GMCA and GMP. This will allow members of the committee to make decisions on the topics that they feel they can make the greatest contribution on whilst

ensuring that there is no duplication between the work of the committee and the GM Police and Crime Panel.

The committee will also welcome written requests for advice to enquire into an ethical issue in policing from any police officer, police staffing association, community group or member of the public. Any request for advice should be sent by email to [ethics.committee@greatermanchester-ca.gov.uk](mailto:ethics.committee@greatermanchester-ca.gov.uk) and addressed to the Chair of the Committee.

The request for advice is reviewed by us as a committee. We will at first instance decide whether the request for advice is an important ethical issue in policing and in the public and police interest to provide advice and guidance on.

Should we accept to provide advice and guidance on the ethical issue in policing we may ask the referrer and any other interested parties to attend meetings or provide written submissions.

Once we have made our enquiry into the ethical issue in policing we may publish our advice and guidance. Our committee aims to work in an open and transparent manner. However, in certain 'sensitive' enquiries into an ethical issue we may consider protecting the anonymity of the referrer and other persons involved.

#### **4. Standing Orders**

- Declaration of Interests will be the first item on the agenda at each meeting
- Appointments to the committee will be agreed jointly by GMCA and GMP.
- The Committee will consist of at least 5 members and will not exceed 11 members
- In order for decisions to be valid, 5 Committee members shall form a quorum
- The Committee will meet at least 4 times a year and in a timely manner to allow appropriate decision making
- Committee members will serve a term of two years and may serve three terms on the committee
- The effectiveness of the Ethics Committee will be periodically reviewed by agreement between the Deputy Mayor and the Chair of the Committee.

#### **5. Support for the Ethics Committee**

The GMCA will provide administrative and policy support to the committee, GMP will attend the committee.

**For more information about us, our work and membership of The Independent Police Ethics Committee, please visit [https://www.greatermanchester-ca.gov.uk/info/20006/safe\\_and\\_strong\\_communities/109/ethics\\_committee](https://www.greatermanchester-ca.gov.uk/info/20006/safe_and_strong_communities/109/ethics_committee)**