

OFFICE OF THE POLICE AND CRIME COMMISSIONER
FOR GREATER MANCHESTER

ETHICS COMMITTEE

6 June 2016

Meeting commenced: 17:30

Meeting ended: 19:50

PRESENT: Bishop David Walker – in the Chair, David Arnold MBE, Dr Ruth Bromley, Paul Horrocks, Nasir Hafezi, Ruth Purdie, Sally Lester, Catherine Boyd, Shaid Mushtaq, Sean McHale

OFFICERS IN ATTENDANCE:

Jim Battle, Deputy Police and Crime Commissioner, OPCC
Ian Pilling, Deputy Chief Constable, GMP
Emma Stonier, Business Support Officer, OPCC (minutes)

26. INTRODUCTION - WELCOME TO LUCY STEWART WINTERS, COLLEGE OF POLICING

The Chair welcomed introduced the meeting and welcomed Lucy Stewarts-Winters from the College of Policing. Lucy Stewart-Winters leads on delivering the Code of Ethics at the College of Policing and attended to observe how the Ethics Committee operates.

Apologies were received from Cym D'Souza, Peter Joyce and Wayne Miller (GMP).

27. MINUTES OF PREVIOUS MEETING, HELD ON 21ST MARCH 2016

The minutes from the previous meeting held on 21st March 2016 were approved as an accurate record.

28. MATTERS ARISING

i. Code of Ethics for Police Officers

DCC Ian Pilling provided the Ethics Committee meeting with an update on GMPs 9 week campaign regarding implementation of the Code of Ethics. The campaign started on 25th April and each week of the campaign focuses on one of the nine values in the Code of Ethics. Divisions have been given and have provided examples of officers that have demonstrated the Code of Ethics. There is an upcoming HMIC Inspection

beginning 20th June which will be looking at legitimacy, and the results of this will give GMP an initial indicator of progress. In relation to this a member also informed the Committee that the first session of teaching for the Ethical Curriculum work is taking place with officers on Friday 10th June, and will run for the fortnight following this, including in this will be questions around what ethics means for officers, and how they embed this in their work.

The Committee agreed to make a decision regarding whether to expand this area of work further following the results of the HMIC Inspection into legitimacy and the outcomes of the ethical teaching sessions.

ii. Tenure of Ethics Committee

Jim Battle confirmed with Committee members that Committee membership has been extended until July 2017, or until a new Committee is in place, due to the Devolution deal in Greater Manchester.

Action: Review Committee composition and operation at the September meeting of the Ethics Committee.

iii. College of Policing Conference – 17th May

Three members attended the College of Policing Conference for Ethics Committees which took place on 17th May. Four police forces had Ethics Committee representatives at the conference. Discussions were interesting and all attendees it had been useful to attend. The Ethics Committee here in Manchester was the largest in terms of numbers; some committees are a lot smaller in size and overall there was no overarching understanding/structure of what an Ethics Committee should be. A member had passed Protest Panel information to the Chair of the South Yorkshire Ethics Committee. On the day it was agreed in principle to hold another meeting in London, due to the value of finding out about the work of other Ethics Committees and how they work in practice.

29. PROGRESS REPORTS FOR ONGOING WORK

i. Ethical Policy Framework

Manchester Metropolitan University (MMU) have produced an interim progress report regarding the development of an Ethical Policy Framework. A full report is due for November's Ethics Committee and they are currently on track to complete this work. Over the next few months MMU will be carrying out more interviews to develop the work further. Jim Battle confirmed the report was in line with current discussions and that should be able to come back to the Committee with recommendations in the autumn. A small group of members are also working on the framework alongside MMU. The aim of the framework is to identify what GMP's ethical position and principles are at an organisational level.

Following discussion the Chair summed up as follows;

- The Ethical Framework is about the organisation operating ethically, collectively as OPCC and GMP, as a corporate body
- It would be useful to make explicit that this document is not applicable to operational, frontline policing, it provides a guidance/a framework for decisions regarding who OPCC and GMP decide to work with, who they use as suppliers etc. to show how OPCC and GMP operate and why they operate in this way.
- The small working group to feedback comments and concerns to MMU, in particular around the use of the National Decision Making Model within the document.
- The Ethics Committee agreed to the work in development to continue.

Action: A member to feedback to MMU the Committee's views and suggestions for the development of the Ethical Framework.

ii. Policing and Children

Members provided feedback on their visit to Ashton Custody Suite, which took place with a volunteer from the OPCC office, to look at a Custody Suite from a young person's perspective. The members met with two custody suite officers, who were both very friendly and approachable, and asked some questions. One of the questions asked was whether as a custody officer in direct contact with young people, they had ever had a young person raise a complaint about their treatment, the answer received to this was that they had not. A further question was whether there is a difference between police cells for adults and police cells for young people, it was confirmed that the cells used were the same. During the visit it was also noticed that a young person in custody would have no access to what time it was, or to information about the average amount of time they would spend in custody, which for a vulnerable young person in custody could be distressing. Young people do have appropriate adults, but they are not allowed in the cell with a young person.

Following the update provided the Committee discussed;

- Whether cells could be made more child-friendly? Deputy Chief Constable Ian Pilling stated that custody is not a place for children, and it should be used as a last resort for as short a time as possible. Once a decision is made to charge a young person then the responsibility crosses to the Local Authority, and delays can be experienced at this point. GMP would welcome any suggestions; however specific cells for young people would be a capacity and resourcing issue.
- Whether there could be an age appropriate information pack for children and young people about what happens when they are held in custody. A member informed the Committee that West Midlands Police have cards for children and young people, and that it may be worth seeking advice there prior to starting any work for this.
- Clocks cannot be placed in custody cells for safety reasons, but there could be the possibility of a verbal timecheck.
- There are simple things that could be investigated/implemented that make the experience of being a child or young person in a custody suite less distressing for a child, recognising that children and young people are

different from adults. This could also demonstrate that children/young people are on the agenda.

- A member informed the Committee that a wish list of the custody staff was to have a Mental Health officer on site. Jim Battle informed the Committee that there would be a new custody healthcare contract coming into place in September, which is currently out for tender, which could be shown to the Committee once in place.
- A member has met with Claire Light in GMP, regarding training for officers when interacting with children and young people. Claire Light is in the process of identifying a two day training session for the new officers currently being recruited.
- Overall the numbers of young people being brought into Custody is reducing, Jim Battle also stated that the message needs to be communicated to the public that custody is not the only place for issues to be dealt with.
- DCC Ian Pilling informed the Committee that HMIC undertook a custody inspection in January 2016. Once GMP have received the report back from HMIC GMP can share the findings with the Ethics Committee.

Action: A member to draft a note of questions arising from the Custody Visit and to send this to Jim Battle and DCC Ian Pilling.

Action: Jim Battle to provide response to Committee on the Policing and Children/Young People report and feed this back at the next Committee meeting in September.

Action: DCC Ian Pilling to share HMIC Custody report with the Ethics Committee once received.

iii. Human tissue retention

A small group of members were asked to look into this by GMP following the last Ethics Committee meeting. They have sent a report to the Bishop and the Chief Constable, at present they have been asked to not discuss this in the wider Committee meeting. DCC Ian Pilling informed the Committee that the IPCC investigation findings have been sent to GMP, within the report are future recommendations for practice for GMP. The report will be able to be shared with the Committee once it is published publicly.

The Chair summed up as follows;

- This was a specific request from GMP for Committee members to look into an issue, and therefore the Committee feels this should be able to be discussed in the full Committee meeting.
- IPCC investigation report will be published imminently, this will enable fuller discussion, and the report will inform further debate.

Action: DCC Ian Pilling to speak to Phil Reade about this issue, to decide how they will bring this issue back for a future Committee discussion.

30. FINAL VETTING REPORT

The Final Vetting report was submitted to the Ethics Committee. The next step is for the report to be formally sent to the Police and Crime Commissioner and the Chief Constable for consideration of the recommendations.

Action: Vetting Report to be sent to the Police and Crime Commissioner and Chief Constable for consideration, with a covering letter from Bishop David Walker as Chair.

31. HILLSBOROUGH INQUEST - CORONER'S DOCUMENT, PCC'S PRESS STATEMENT (CHAIR/JIM BATTLE)

Jim Battle informed the Committee that this was on the agenda following the ruling of the Hillsborough Inquest. Arising from the Hillsborough report are some Ethical Issues, Jim Battle also drew the Committee's attention to Tony Lloyd's press statement and the issue of how to strengthen whistleblowing policies.

There was discussion about whether the Committee wanted to consider Hillsborough as part of their work programme. Some of the questions and issues the Committee discussed were;

- How concerns are raised before events, during events, and after events, by individual officers, if they have them.
- If there is a major incident and things do go wrong, then how are these subsequently dealt with, to ensure that the integrity of the police service is maintained and they are able to recover with reputation intact.
- Why GMP would prepare a report on Hillsborough.
- The College of Policing has released guidance about reporting concerns within an organisation, and that people are protected when concerns are made in good faith.

Following discussion the Committee agreed that to prepare a report on Hillsborough and GMP would not be appropriate; however the Committee did agree to look at whistleblowing as an ethical issue.

Action: Small working group to look at whistleblowing. A member has live academic materials about Duty of Candour which she will share with the group.

32. REQUEST FOR OBSERVATION OF COMMITTEE - MICHAEL HARRISON, GLOUCESTERSHIRE POLICE FEDERATION (CHAIR)

The Committee was asked to consider the request from Gloucestershire Police Federation to observe a Committee meeting. A member gave some further background information to how the request arose. After discussion the Committee reaffirmed their policy to date, which has been to not open the meetings to attendance of observers.

Action: Inform Gloucestershire Police of the Committee's decision to turn down the observation request.

33. REFLECTION ON ETHICS COMMITTEE WORK SO FAR

This item was deferred until the next meeting in September.

34. ANY OTHER BUSINESS

There were two items of other business;

1. A member informed the Committee she is going to step back from the pre-Committee agenda setting meetings. Another member agreed to attend this meeting on the next occasion.
2. A member attended the North West CTU Review of Culture and Practices Review Panel meeting on Thursday 24th March 2016. It was attended by all key stakeholders and Staff Associations and Chaired by ACC Sutcliffe.

After a lengthy meeting during which several key findings were discussed, it was agreed that an action plan be prepared by the head of the North West CTU Ch Supt Mole and presented to a further meeting in September 2016.

The member will report back to the Ethics Committee in due course.