

OFFICE OF THE POLICE AND CRIME COMMISSIONER
FOR GREATER MANCHESTER

ETHICS COMMITTEE

21 March 2016

Meeting commenced: 5:30p.m.

Meeting ended: 7:50p.m.

PRESENT: Bishop David Walker – in the Chair

David Arnold, Dr Ruth Bromley, Cym D'Souza, Nasir Hafezi, Paul Horrocks,
Dr Peter Joyce, Sally Lester and Sean McHale

OFFICERS IN ATTENDANCE:

Tony Lloyd, Mayor and Police and Crime Commissioner
Jim Battle, Deputy Police and Crime Commissioner
ACC John O'Hare, GMP
Emma Stonier, Minutes

18. WELCOME AND APOLOGIES

The Chair welcomed Tony Lloyd, the Mayor and Police and Crime Commissioner to the Ethics Committee who was staying for item 2 on the agenda.

Apologies were received from Ian Hopkins (Chief Constable), Wayne Miller, Shaid Mushtaq, Ruth Purdie and Catherine Boyd.

19. MINUTES OF THE PREVIOUS MEETING, HELD ON 28TH JANUARY 2016

The minutes of the previous meeting were approved as an accurate record pending the removal of a question mark on page 5.

20. POLICE AND CRIME COMMISSIONER - UPDATE ON PROGRESS OF COMMITTEE TO DATE

The Chair provided Tony Lloyd with a verbal update on the progress of the Committee over the past year and a half. The Committee has developed through a series of issues, including Body Worn Video, Tasers and the Qatar Contract in which the Committee have drafted reports and provided expertise. Additionally issues have emerged organically which the Committee have assisted with, for example advice provided to GMP regarding drug testing at the Parklife Festival. A recent focus of the Committee has been work related to Policing and Children and the future input into development of a Corporate Ethical Policy for GMP. ACC John O'Hare also informed Tony Lloyd that the Ethics Committee has been beneficial from an operational

perspective; helps demonstrate a commitment to transparency and scrutiny and is starting to inform the culture of GMP.

Tony Lloyd thanked the Committee for the work undertaken so far. The Committee demonstrates to the public that the organisation has transparency of response, debate and deliberation and is open to having decisions scrutinised by an independent body. It will take time for this message to be disseminated across GMP as a whole, but policing has been changing and a different culture is now in place within GMP as a whole. GMP now has, as a focus, keeping people and communities safe, with a focus on vulnerable people and the use of threat, harm and risk to assess issues.

Tony Lloyd asked whether the Bishop as Chair was satisfied with the way the Committee was operating, in respect of GMP, and whether there were any areas which could be improved. The Chair stated that the structure was still fairly new and the answer to this could be that areas of improvement would be identified as the Committee's work progresses. Tony Lloyd informed the Committee that he felt the way the Committee can best serve the PCC and the Chief Constable/GMP is to produce sharp and to the point reports, which influence behaviours. The work the Committee is undertaking is worthwhile and contributes to the public opinion of the transparency and accountability of the police/GMP.

Tony Lloyd thanked the Committee for their attention and left the meeting.

21. POLICING AND CHILDREN (REPORT TO FOLLOW)

The Chair introduced this agenda item, and drew the Committee's attention to the report produced by the small working group about Policing and Children, following further discussions with GMP since the last meeting, in relation to what ethical question should be asked when considering the policing of young people and children. Further discussion took place at the Committee meeting to identify and decide the focus of the question to hone in on. The small working group had identified two possible areas which the Committee could look at further and potentially have an impact on; the training programme for new recruits and safe space for children and young people when in custody.

The following was discussed by the Committee;

- A member informed the Committee about an issue the small working group had become aware of, which was that of ethical issues of children/young people being used as translators at the scene of a police incident. This raises ethical issues around the potential for coercion of a child/young person. The point at which a child/young person is used as a translator is an area which the Ethics Committee could focus in on as part of this work. Additionally how children/young people, who are carers of their parent/guardian, are treated when police attend a callout could also be investigated.
- Custody as a safe place for children/young people. What is good practice, and how is this utilised and disseminated? A member suggested that an ethical walk through of a Custody suite could be carried out, to identify the best possible journey for a young person if they are taken into Custody.

- Jim Battle identified 3 areas arising from the report which the Ethics Committee could focus on; training, custody and young people as carers/acting as translators in police investigations. It was suggested that the report is taken to the OPCC and GMP for comment/response/views in more detail. A member already has a meeting set up to discuss translation and a custody visit can be arranged.

The Chair summed up the discussion and agreed action;

- Thanked the small working group for the hard work and research put into this report, the report is comprehensive and coherent in identifying areas of work the committee could look into.
- The long term aim is to work towards identifying what is good practice when a police officer encounters a child/young person in their line of work.
- It was agreed to focus on the three themes identified; training, custody and young people as carers/acting as translators in police investigations and at some time in the future to reflect the Ethics Committee views on these back to the PCC and Chief Constable.
- The report drafted for the moment is one which remains private, at a later date a decision will be made about producing a report for the public.

Action: PCC and GMP to provide a more comprehensive response to the report produced. ACC John O'Hare to progress this with the Chief Constable and Jim Battle to progress this with the PCC's office.

Action: The PCC's office to facilitate two members shadowing Independent Custody Visitor volunteers when they carry out custody suite checks on behalf of the PCC's office.

22. PLACE BASED WORKING VIDEO, PLATT BRIDGE, WIGAN MBC

A Place Based Working experience video was shown to the Ethics Committee resulting from an action from the meeting held on 28th January. The Chair confirmed this action could now be closed.

Jim Battle stated that the video demonstrated the advantages of bringing services together and that the general idea was to roll place based working out into different neighbourhoods. The Committee asked how this approach differed from the Partnership teams already in place. ACC O'Hare informed the committee that the difference is that the team is based physically in the same place, with a more local and bespoke approach taken, whereas partnership teams are based across a wider area. Additionally the focus of the new Target Operating Model is neighbourhoods, and working within a multi-agency framework. Place Based Working over time should lead to demand reduction on police service, alongside other public services. The Committee also questioned how success would be measured; they were informed that approach is individual focused, with less demand on public services overall used as a measure of success, for example reduced A&E visits and less calls to the police. The way the model is replicated in different areas, for example the needs of an area in Wigan may be very different to that of an area in Manchester,

will take into account local factors and organisations operating within an area and there will not be a 'one size fits all' approach.

23. HMIC PEEL REPORTS

The HMIC Peel Reports had been circulated to the Committee prior to the meeting. The Chair identified one issue in the reports which resonated with the Committee, that of the limitations of implementation of the Code of Ethics. ACC John O'Hare informed the Committee that GMP had implemented all of the Code of Ethics but had prioritised 4 out of the 9 statements for first implementation. There is a full project plan in place for implementation of the Code of Ethics. The Code of Ethics is embedded in the promotion and leadership strategy developed from the report which should ensure middle management are fully aware of the Code and it becomes engrained within management structure.

A member raised the response/recording of crime as an area HMIC had identified as requires improvement and enquired whether this was an area in which GMP would like assistance. ACC O'Hare informed the Committee this was forming part of the Local Resolution Review currently underway. Furthermore GMP are operating within finite resources and use the threat, harm, risk approach to assess the situation and see how resources can make the most impact. The approach is not a 'one size fits all' approach. A member suggested the Committee having sight of some narratives of decision making could be useful in measuring evidence qualitatively and not quantitatively.

Action: ACC John O'Hare to circulate the report of focus groups regarding the Code of Ethics and why/how GMP chose to focus on 4.

Action: GMP to provide update on progress against project plan for implementation of Code of Ethics.

Action: Committee to have sight of Decision Making narratives from GMP relating to responses/recording of crime.

24. FINAL ITEMS/ITEMS FOR DECISION

i. Corporate Ethical Policy

Jim Battle provided an update on progress of work towards a Corporate Ethical Policy. A meeting is taking place on Wednesday 23rd March 2016 and the small group is aiming to have a report draft to bring to the Ethics Committee meeting on 6th June 2016.

ii. Board Effectiveness Questionnaire

The Ethics Committee were asked to come to a decision about whether or not to carry out a Board Effectiveness questionnaire. The approach would be a two pronged one, with assessment of individual effectiveness and board/committee effectiveness. Following discussions it was agreed that the

questionnaire may not be the best approach for this Committee, however it was also agreed that it would be useful to assess progress/outcomes to demonstrate and evidence the work of the Committee. It was agreed that the OPCC's office would produce a template of work undertaken so far and who had been involved in this work. Once the Committee has been in place for 2 years, a more substantial report can be produced to be taken to the Police and Crime Panel, circulate to the leaders of each local authority in Greater Manchester and uploaded to the OPCC website, to showcase work of the Ethics Committee.

Action: OPCCs office to produce a template of work and outcomes of the Committee so far for future consideration.

Action: Report to be produced of Ethics Committee work by January 2017 to showcase value/effectiveness to wider audience.

iii. College of Policing observers

The Chair has received a request from the College of Policing to observe a Committee meeting. The Committee agreed to a representative attending as an observer.

Action: Emma Stonier to forward dates of Committee meetings to the College.

25. ANY OTHER BUSINESS

1. ACC John O'Hare requested assistance from the Ethics Committee with regards to a Human Tissues policy in development. Three members offered to assist in this matter. ACC O'Hare will send further details to the OPCCs office and they will coordinate this request.
2. A member informed the Committee that the Draft Vetting Report was now ready for comments. Emma Stonier will circulate to Committee following the meeting for comments to be sent to the member. The report will be an agenda item at the next meeting for approval.