

OFFICE OF THE POLICE AND CRIME COMMISSIONER
FOR GREATER MANCHESTER

ETHICS COMMITTEE

28 January 2016

Meeting commenced: 17:30

Meeting ended: 19:50

PRESENT: Bishop David Walker – in the Chair

OFFICERS IN ATTENDANCE: Jim Battle (Deputy Police and Crime Commissioner), Ian Hopkins (Chief Constable), Wayne Miller (GMP), Ruth Bromley, Cym D'Souza, Paul Horrocks, Nasir Hafezi, Shaid Mushtaq, Sally Lester, David Arnold, Catherine Boyd, Peter Joyce, Sean McHale, Emma Stonier (minutes)

9. WELCOME AND APOLOGIES

The Chair welcomed all to the meeting. Apologies were received from Ruth Purdie.

10. MINUTES OF PREVIOUS MEETING, HELD ON 19TH NOVEMBER 2015

The minutes of the previous meeting held on 19th November 2015 were approved as an accurate record.

11. MATTERS ARISING

i. Body Worn Video

Jim Battle provided the Committee with an update relating to Body Worn Video. Body Worn Video was approved for implementation at the Police and Crime Commissioner's Public Forum in November 2015.

The draft policy and procedure for use and storage was circulated to Ethics Committee Members for information prior to the meeting. Greater Manchester Police have requested that Ethics Committee members provide any comments/suggestions, with regards to the policies, as soon as possible.

Action: The BWV small group to forward comments re; draft policies and procedures for Body Worn Video to GMP for consideration.

ii. Corporate Ethical Policy

Jim Battle gave the Committee an update on the work which has taken place regarding the development of an Ethical Framework for GMP. A meeting has taken place with Manchester Business School regarding assistance they can provide for this topic.

Following discussion the Committee agreed to proceed with the development of a Corporate Ethical Policy, with a small group from the committee providing input at a later stage.

Action: Group to advise on Corporate Ethical Policy once developed. Corporate Ethical Policy to be brought back to the Ethics Committee at a later date.

12. BUDGET UPDATE

The Ethics Committee were provided with an update on Greater Manchester Police's budget for the upcoming financial year. The settlement was not as anticipated when the last update was provided in November, with the government saying that policing would not see further reductions in funding. However the budget is still a cuts one. Over the next four years savings of £65 million still need to be made. The budget report will go to the Police and Crime Panel for approval shortly. Additionally the Police and Crime Commissioner is currently consulting on raising the council tax precept by £5 a year across Greater Manchester, which equates to the equivalent of 70 police officers.

Within the Budget for the coming year there is capacity to replace police officers who leave Greater Manchester Police. This presents a positive opportunity to do something differently for recruitment services, and gives GMP the chance to start to address making the workforce more reflective of the population of Greater Manchester.

The Committee had the following questions;

1. What are the preventative measures of policing and crime, in terms of the budget? Ian Hopkins informed the Committee that preventative policing was included in the new Target Operating Model and could be assured that preventative policing was at the heart of this model. Jim Battle additionally stated that confident will have a Police and Crime Plan which reflects that, which can be shared with the Committee later this year.
2. Committee members welcomed the fact that PCSOs will remain in neighbourhood policing, but some concerns were expressed that neighbourhood policing may become more reactive. Ian Hopkins assured the Committee that this was not the case, pilots are currently taking place in Hyde and Platt Bridge where different services are working together (place based integration) to resolve issues in the community, which so far are being received positively. Greater Manchester Police have created a video of staff experience in place based working, which have taken to wider authority. This can be brought back to the Ethics Committee meeting in March, to show experiences of frontline staff and place based working in reality.

The Chair summed up the discussion, and stated that it was positive that recruitment would allow for under representation of certain communities within Greater Manchester Police Force, to begin to be addressed and tackled.

Action: Ian Hopkins/Wayne Miller to bring the Place Based Working video to the next Committee meeting on 21st March 2016.

13. ETHICAL TRAINING CURRICULUM

A member gave a progress update on the Ethical Training Curriculum work, which she has been undertaking. A meeting has taken place with Ray Marley at the College of Policing, who is enthusiastic about taking this work forward. Ray Marley would like two separate meetings to take place, with groups of 8-12 frontline officers to discuss this topic, with reflection time in between. Ruth Bromley is meeting with Superintendent Steven Howard to progress this, and a Survey Monkey will be developed which will be sent to 100 officers for completion.

Towards September phase one will likely be completed with a workable model drafted to send to the College of Policing. Following this there the potential to phase this out across neighbourhood officers will be discussed.

Action: Ethical Training Curriculum to be brought to Ethics Committee meeting on 5th September 2016.

14. DATA

A member circulated the sub-group report on the meeting about Data which had taken place with GMP early in January 2016. The member had requested further information from GMP about the recommendations in the Information Commissioner's Office report. A response was received from GMP which provided assurance that these recommendations had been addressed.

The main points from the report were as follows;

- Sub-group felt there was a clear set of checks and balances in place
- Challenging area officers identified as an example of decisions have to undertake was that of missing people, i.e. when someone reported missing do police look through phone straightaway or wait as people do leave of own free will.
- There is a clear escalation process for staff to escalate issues to senior officers.
- Social media role and the level which GMP can access information. In first instance can access public information that available on social media, for accessing 'private' parts of social media accounts there are protocols and procedures in place for how GMP gain access to this information.
- Individuals can access information police hold about them, how to do this is clearly set out on GMP's website. Additionally information can be accessed through Freedom of Information Requests.

- Sub-group felt that officers working in this area were very aware of ethical dilemmas, and public perception, potential for reputational risk and that use is governed by whether it is necessary, proportionate and appropriate.
- Assurance provided that storage of data (in information terms) is governed by policies and procedures.

Following discussion the Committee had questions about the following;

1. A member questioned where the line is drawn between police gathering intelligence, and not gathering intelligence. Ian Hopkins informed the Committee that for intelligence gathering to begin stringent thresholds have to be met, and justification that investigating a criminal matter provided.
2. A member stated that in the ICO report limited level of assurance was given, and queried whether this provided any cause for concern. The ICO report needs to be put in context, the reports produced are technical/low level, and issue identified here should not be seen as a cause of concern.
3. A member asked whether approvals were decreasing because of budget restrictions. In answer to this, reduction in resources has led to prioritisation of people against threat, harm and risk and focus on 'high end' targets.
4. Mobile Project – GMP have requested exemptions from College of Policing guidance for national police computers, is this something that the Committee should be concerned about? The Committee were informed that the mobile project will encompass 500 staff phones, with a limited level of read-only access. Officers will not be able to edit entries. The College of Police guidelines need to be reviewed for realities of mobile, remote working. Additionally the guidelines for this are not mandatory, only the accredited professional practice guidelines are mandatory.

The Chair summed up as follows;

- From report back from sub-group and information received, that significant omissions or issues have not been identified. Data appears to be an area where there is external audit and checks and balances in place to govern its use.
- The Chair requested that for future if an outside body, such as the Information Commissioner, does produce a report, then the Ethics Committee be notified of this and that recommendations shared with them.
- Data issues, particularly in relation to DBS disclosure, are an area in which the Ethics Committee could provide assistance to GMP. The Chief Constable would welcome this support, and it was agreed that in future any ethical issues arising in relation to Data, that GMP would be able to seek advice from the Ethics Committee, if this was required.
- Requested that Wayne Miller pass on thanks to officers involved as the piece of work undertaken has been informative and positive.

Action: GMP to seek advice from Ethics Committee regarding any future ethical issues relating to data, if it was felt this was required.

15. POLICING AND CHILDREN

A member gave the Committee an update and overview of the progress of the work in relation to Policing and Children. From information received and circulated it was felt that the parameters of what Committee will look at, how to proceed with this area of work and what is wanted from the work needs to be decided. Specific area and direction in which the Ethics Committee will focus in on needs to be decided, in order that the work can progress further.

Another member gave an update to the Committee about an app for young people, which focuses on volunteering and rewards for volunteering, which has been developed and funded through Greater Manchester Police from the Proceeds of Crime Act. The initial feedback has been positive, and young people have liked the fact the app has been funded by GMP. The member felt this was a positive step in the right direction.

The Committee discussed the following relating to the work already undertaken and how this work can be progressed in future;

- Safeguarding of children of victims of crime and as perpetrators of crime.
- From GMP perspective practical work/assistance would be helpful, specifically in relation to national crime recording standards and how information is shared between organisations in integrated services. There is possible reluctance from some agencies to share information with the police due to perception this will be treated as/recorded as a crime.
- Frontline realities of gaps in service provision, A member gave a specific example of a 4 week wait to call a multi-agency meeting, for a young person/child missing from home.
- Attitude of police to children and young people and areas/ways this could be improved upon across the board. The development of code/charter which sets out what expected of frontline officer and what GMP need to do across the organisation to make sure young people are kept safe and the treatment of young people is consistent.
- Perception of police by young people, for example stop and search, BME groups, and how begin find out what young people's perception of the police is and to address these perceptions.
- Jim Battle informed the committee that Ann Coffey MP has been tasked with developing a Children's Charter for Greater Manchester as part of the DevoManc deal. Once developed this can be seen as the holder of standards of how treatment children and young people across Greater Manchester. This is in early stages, but there is potential for the Ethics Committee to provide input into this work.
- What should good ethical practice of policing attitudes towards young people look like, and how can this be consistently delivered across Greater Manchester.

Following discussion the Chair summed up how the Committee were to proceed;

- Ann Coffey MP is currently developing a Children's Charter for Greater Manchester. This is in the early stages, but documents/information/drafts relating to this will be bought back to the Ethics Committee by the OPCC for discussion.

- Establish what 'good' looks like for police officers interacting with children and young people, by speaking to both police officers and children and young people. Findings from evidence and research can then be presented to GMP, and incorporated into training programme, to heighten awareness of ethical approach to treatment of children and young people.

Action: Ian Hopkins/Wayne Miller to share case studies of place based working to demonstrate to Ethics Committee how this translates to reality.

Action: A small group to carry this work forward. Meet with GMP to progress question to focus on forwards, and at the March meeting definitive plan to be decided.

16. CONFERENCES AND NETWORKING EVENTS

Bishop David Walker informed the Committee that he had recently met with the Chairs of the Ethics Committees in South Yorkshire and the Metropolitan Police. At this meeting the possibility of a joint working event/away day being held at Ryton was discussed, to enable Committees to network with other bodies across the country. The College of Policing is looking to host and facilitate this event, and the Bishop will keep Committee members informed of progress.

17. FUTURE PROGRAMME/ANY OTHER BUSINESS

1. Ian Hopkins gave the Committee a brief update with regards to the general review of the Professional Standards Branch in GMP, and in relation to individual cases. Reports in relation to this are expected within the next few months.
2. A member asked Ian Hopkins, what the issues GMP would like the Committee to look at are; as currently the Committee is focusing in on areas they would like to look at. Ian Hopkins confirmed he was satisfied with the direction the Committee was taking, and that if there were any specific issues that GMP wanted the Committee to look into, these would be fed in through the Chair of the Committee.
3. A member requested that a future agenda item for the Committee was to undertake an assessment of effectiveness exercise. This is something which had been discussed at the away day which took place in June of 2015.

Action: Members to circulate examples of committee effectiveness exercises which could be undertaken.

4. A member tabled the Ethics Committee sub-group report on vetting. Committee members are to send any comments regarding the report to Nasir by Thursday 4th February 2016. Nasir can then share the report with the Vetting Department and GMP.

Action: Emma Stonier to circulate the report to Committee for any comments.

Action: Member to share report with vetting department, for comments.