

OFFICE OF THE POLICE AND CRIME COMMISSIONER  
FOR GREATER MANCHESTER

ETHICS COMMITTEE

19 November 2015

Meeting commenced: 5.30 pm  
Meeting ended: 7.30 pm

PRESENT: Bishop David Walker – in the Chair

David Arnold,  
Jim Battle (Deputy Police and Crime Commissioner),  
Catherine Boyd,  
Dr Ruth Bromley,  
Cym D'Souza,  
Nasir Hafezi,  
Paul Horrocks,  
Sally Lester,  
Sean McHale,  
Shaid Mushtaq  
Ruth Purdie

OFFICERS IN ATTENDANCE:

Janette Cross (OPCC Business Support – minutes)  
Wayne Miller, GMP – Superintendent

1. WELCOME AND APOLOGIES

All were welcomed to the meeting, apologies extended for:-  
Ian Hopkins  
Peter Joyce  
Smyth Harper

2. MINUTES OF PREVIOUS MEETING, HELD ON 1ST SEPTEMBER 2015

Minutes were agreed.

3. ACTION POINTS/MATTERS ARISING

- Qatar Update

Subsequent to the last meeting further work had been carried out in relation to GMP police officers partaking in training in Qatar. A

provisional contract has been signed and progress reports will continue to be provided to the meeting. Jim Battle read from a list of issues which had been raised. GMP is currently the only force working within an ethical framework.

- a. The Board therefore required a copy of the contract, and it was agreed a final copy of the contract would be circulated to members under a confidential cover
- Vetting Policy Update

A member met with Bill Oxley from the Vetting Unit in March and was informed a draft policy in relation to vetting was currently being prepared. Members revisited the unit in October to discuss the policy guidelines provided by the College of Policing, which were prescriptive about how police vetting works. Recommendations were made to further enhance the policy as follows:-

- a. Areas of training, i.e. public law, criminal law and employment law are to be fully comprehensive.
- b. The policy had to have clear guidelines because of the amount of knowledge John Dineen and Bill Oxley have, if they were to leave other people needed to have an extensive knowledge.
- c. Statistic analysis should be completed on a monthly basis for further clarity.

A member had produced a report on case scenarios which will be forwarded and then circulated to the members.

A member said it had also been identified that the criteria for vetting was not explained thoroughly to applicants at the beginning of the process and certain groups if aware of the criteria would probably not apply if they had been aware of this, there needed to be greater transparency. Wayne Miller agreed to take this point back.

Bishop David Walker suggested learning by best practice by other sectors. All agreed national vetting would be best practice and provide consistency as currently there appears to be differing regional guidelines. There is also no regulator, or appeals process. Opposed decisions go to Ian Rumney, which can then be escalated to Ian Hopkins. It was agreed a report on the findings would be presented to Tony Lloyd and the Chief Constable.

#### 4. UPDATE ON FUTURE FUNDING - WAYNE MILLER, GMP

There is a new statement due out on 25<sup>th</sup> November, the funding formulas previously released had been pended for now until 2016/17 and 2017/18. \_The

future model had been circulated confidentially to Tony Lloyd for signing off. Wayne handed out a blueprint of the “future state”. Which illustrates that people are central, Wayne explained the model, in detail, explaining that partner agency joint working is key, and gives collective power. Zoe Sheard is still working on the model which was also fed into by an external company. It was pointed out that the word ETHIC was missing from the model and it was felt this should be included with integrity. A member noted that DATA was missing from the model, despite this is one of the fastest growing and biggest threats. It was agreed there would be a substantive discussion at the next meeting about DATA. Wayne would ask questions about IOPs (Integrated Operating Service) and for clarity on how best to do. It was agreed a small group would do a piece of work around DATA which Wayne would feed into and report back to the next meeting. A member asked Wayne what in particular were the police most worried about. Wayne responded that Chief Constable Ian Hopkins was very clear that all challenges would be met very positively, and would be needs led. Services were going to be tailored to meet the needs of diverse areas, for example the needs and expectations in Saddleworth were very different from Wigan. A member asked if the police could bring a real life scenario to the board to bring issues to life. It was agreed it was key to create stability for 2/3 years so police/staff and public know the expectations. Jim said the PCC has to formally consult with the public.

5. VERBAL REPORT ON RECRUITMENT OF CHIEF CONSTABLE AND DEPUTY CHIEF CONSTABLE

The recent appointment of the new Chief Constable Ian Hopkins was assisted by Bishop David Walker, as he acted as the independent member of the panel for the final two rounds of interviews for the Chief Constable, which advised the PCC on appointment. Bishop David, as the independent member, also presented the report to the Police and Crime Panel for Greater Manchester The protocols around the recruitment followed an extremely robust process. A member relayed that she was part of the process that appointed the Deputy Chief Constable, there were 3 candidates and the member felt the best candidate was selected. The meeting felt it would be useful to meet the new Deputy Chief Constable Ian Pilling at some stage.

6. CHILDREN AND POLICING

A member said he met with a few groups to get their perspectives on the issues facing children and young people. The first group he spoke to was a pupil referral group, most had already been involved in the criminal system. The comments they made were very negative and concerning. Further groups were boxing and rugby groups. The member ultimately felt that these groups were

captured too late, intervention may be better at primary school level. Another member was in agreement and felt capturing children younger would be more effective. Comments had been made by children such as a police officer had taken their cannabis off them and smoked it themselves. Wayne said this was tricky, the police had also carried out work with children's services and asked for children's views which were surprising and which were then taken away to be unpicked, a whole range of different issues were established. A member felt one of the problems was that many people only saw reactive policing. Wayne pointed out that due to funding the police work force was ageing which can build barriers and younger staff are not being recruited. It was agreed that a piece of work would be beneficial in asking the youths in the area what they felt good policing should look like. It was agreed a small group along with admin support from PCC would do a piece of work with young people across Manchester on what they felt good policing would look like.

7. ETHICAL TRAINING CURRICULUM - RUTH BROMLEY

There will be further discussions around this in due course; A member is going to meet with 8-12 junior officers to get their perspective.

8. FUTURE PROGRAMME/ANY OTHER BUSINESS

A meeting is scheduled to take place with the MET Ethics committee next week and feedback from this will be provided at the next meeting.

Footfall in Manchester had not noticed a decrease in the number of visitors visiting the city in light of the recent atrocity in Paris. Manchester is still on threat alert but there are no significant threats.

A member requested that the circulation group for the committee was being checked to ensure it was being kept up to date.

Next Thursday there is a national conference in Ryton, Coventry. GMP are attending and would like to extend the invitation to a member of the board.

A member suggested the committee to think about a larger meeting where public and the police could be invited – this would be given consideration.

A member said as part of the January discussions she would like to look at preventative measures.