

OFFICE OF THE POLICE AND CRIME COMMISSIONER
FOR GREATER MANCHESTER

ETHICS COMMITTEE

1 September 2015

Meeting commenced: 5.30 pm
Meeting ended: 7.30 pm

PRESENT: Bishop David Walker – in the Chair

OFFICERS IN ATTENDANCE:

Jim Battle (OPCC)
Emma Stonier (OPCC, notes)
Ian Hopkins (GMP)
David Arnold
Sean McHale
Ruth Bromley
Ruth Purdie
Catherine Boyd
Cym D'Souza
Peter Joyce
Nasir Hafezi
Shaid Mushtaq
Paul Horrocks
Sally Lester

Assistant Chief Constable Zoe Sheard – item 2

1. REPORT BACK FROM THE AWAY DAY AND MATTERS ARISING

- Minutes of the away day

The minutes of the away day were approved as an accurate record. There were no matters arising.

- Body Worn Video published

The Body Worn Video paper has now been published, and the paper has been very well received by those working on the project. Ian Hopkins provided an

update on the project, tendering for bids is now in process and the paper is going to the Police and Crime Commissioner's public forum for sign off in October.

Jim Battle thanked the Ethics Committee for their work, on behalf of the Commissioner and informed the committee that this item may be brought back to if any issues arise from usage of Body Worn video.

- Vetting process

An update was provided on the vetting process following the circulation of the draft College of Policing policy, and request for input from the College of Policing from the Independent Ethics Committee. A member provided a brief overview of where the small working group were at, with regards to reporting on GMP's vetting policy;

- i. Met with Force Vetting Unit to discuss policy
- ii. Produced draft document about the vetting policy, but were waiting on College of Policing's policy before proceeding further

- Following discussion the Committee decided that the small working group would;

- i. Meet with the Force Vetting Unit to ascertain their opinion on the new College of Policing document and clarify some points with the Force Vetting Unit to help in preparing a report for the Ethics Committee.
- ii. Request that the Force Vetting Unit/GMP produce a pictorial diagram of the vetting process, to provide a clear overview of the process followed
- iii. Request that the Force Vetting Unit prepare 3 case studies to assist the committee's understanding of ethical dilemmas a vetting officer may face: inappropriate associations of candidates, background checks can undertake on candidates who have lived outside of the UK and the consistency between force areas in vetting.
- iv. Speak to Superintendent Ray Marley at the College of Policing about the draft policy, and provide him with feedback about the policy.

2. Rules of Engagement for international work (Qatar)

This topic was referred to the Ethics Committee to look at, by the Police and Crime Commissioner. Three members met with Assistant Chief Constable Zoe Sheard and Shane O'Neill at GMP to look into the process followed by GMP when engaging in the work relating to Qatar. The small working group produced a draft report following

their meeting with GMP, which was circulated to the committee. Following the overview of the report the committee discussed;

- i. How issues are referred to the Ethics Committee, and in particular how was Qatar work referred to the committee. Jim Battle confirmed that this was a direct referral from the Police and Crime Commissioner.
- ii. The reasons behind GMP being involved in working with the Qatari government. ACC Zoe Sheard informed the committee that the College of Policing approached GMP directly, GMP did not tender for the process and that are other police forces involved; Metropolitan Police and Northern Ireland. ACC Zoe Sheard also updated the committee that the Qatari police want to change their approach to policing in general, moving away from a militaristic model to a neighbourhood policing model, and that the world cup in 2022 is a benchmark for this.
- iii. Corporate Ethical Policy/Framework GMP – the Qatar work has brought to light that GMP does not have a corporate ethical policy or framework in operation. It was agreed that Deputy Chief Constable Ian Hopkins and Deputy Police and Crime Commissioner Jim Battle will bring an outline of an Ethical Framework for GMP for consideration to a future meeting, to include a decision making process for working with other countries.
- iv. Measurement of outcomes of the training. ACC Zoe Sheard informed the committee that Qatar had agreed to an independent evaluation team to measure outcomes of the training, and that was opportunity for Ethics Committee to have influence on this, as evaluation is in development stages.
- v. The opportunity to withdraw if reputational damage could be suffered by GMP. The draft contract does have a clause which enables GMP to withdraw if it is felt this could happen.
- vi. The potential for positive changes to Qatari policing resulting from the training undertaken by GMP.
- vii. The way that the Ethics Committee report back on the Qatar work needs to be considered carefully, as it is a sensitive topic.

The Chair summed up as follows;

- i. Felt the group as a whole agreed that due diligence had been undertaken by GMP when undertaking the Qatar work, and that committee would accept the conclusions in the draft report.
- ii. The Ethics Committee felt there was a need for GMP to develop an ethical framework for future engagement with other countries, to limit exposure of the force to criticism and also to demonstrate to the public that there is a rigorous process in place, which will draw on lessons learnt from the example of working with Qatar.

- iii. This work was a review of GMP decision made in relation to Qatar and the process that had been followed when deciding to work with them. It seems decision has been made in appropriate way but there is a need to think about a more systematic approach for the longer term.
- iv. Thanked the small working group for their report and the work which had gone into this.

The Committee;

- i. Accepted the report of the working group and were satisfied that the process of engaging with Qatar had been undertaken with due diligence.
- ii. Recommended that GMP create an Ethical Policy framework to include a process for engagement with overseas police services, and that this framework is brought back to the Ethics Committee to have sight of.
- iii. Agreed that the small working group would have sight of and comment on the draft independent evaluation of the Qatari work.
- iv. Requested that GMP keep the Ethics Committee informed of the progress of the Qatar work.

3. FUTURE AGENDA ITEMS AND WORK PROGRAMME

The Chair reported back on the first meeting of the agenda setting group and the suggestions for future agenda arising from this;

Following on from the presentation at the Away Day about Fit for the Future and the future operating model, which will require changes to the police service, the group suggested that the Ethics Committee could look at areas undergoing major change, and the ethical impact and implications of this. The small working group felt it would be beneficial to look at changes, rather than what is currently happening.

Ian Hopkins welcomed this suggestion into the Committee looking into the ethical implications of changes in policing. Ian Hopkins informed the committee that GMP are still awaiting the comprehensive funding review and the outcome of the consultation into the review of the funding allocation. The consultation closes on 15th September, and outcome of both should be known by January. Ian Hopkins suggested future funding could be a topic for the Committee to look into.

The agenda setting group also suggested that the Ethics Committee look into Policing and Children. Jim Battle and Ian Hopkins both welcomed this suggestion. The questions for this topic need to be articulated well, as the area is so broad. The agenda setting group will meet to decide scoping for the November meeting, in time for this information to be circulated to the rest of the committee members.

The committee agreed;

- i. To submit ideas regarding policing and children ahead of the small sub group agenda setting meeting, to provide information on what want to focus on and the information required.
- ii. Ian Hopkins to circulate to the committee are the pertinent issues to be looked at, in relation to policing and children, to help inform the questions the Committee draft.
- iii. Future funding is brought to the January Ethics Committee meeting as an agenda item. Information regarding the outcomes of review in funding and key areas GMP will focus on in 2016 will be sent to the Committee prior to the meeting.

4. AOB

No other business.