

OFFICE OF THE POLICE AND CRIME COMMISSIONER  
FOR GREATER MANCHESTER

ETHICS COMMITTEE

31 July 2014

Meeting commenced: 5.30 pm

Meeting ended: 7.15 pm

PRESENT: Bishop David Walker – in the Chair

David Arnold, Jim Battle, Catherine Boyd, Nasir Hafezi, Paul Horrocks,  
Sally Lester, Sean McHale, and Ruth Purdie

OFFICERS IN ATTENDANCE:

Smyth Harper, Head of Communications and Advocacy  
Nikki Park, Head of Executive Services

Paul Rumney, Chief Superintendent, Professional Standards Branch

Tony Lloyd, Police and Crime Commissioner and Sir Peter Fahy, Chief  
Constable attended the first meeting of the committee.

1. WELCOME AND PURPOSE OF THE ETHICS COMMITTEE

The Police and Crime Commissioner welcomed all those present to the first meeting of the Ethics Committee. The Commissioner highlighted his thinking about the ethical dilemmas faced by society and what the police force were being asked to engage in. He added that he thought that concerns relating to policing belonged to the wider public and therefore it was useful to bring together a diverse group of people, each of whom have a wealth of different experiences, to consider such issues, and as this was the first committee of its type, it could also inform the national agenda.

The Chief Constable commented that nationally and locally there had been negative press about policing, which in turn caused public concerns impacting on the reputation of the service. He added that he thought the work of the committee would be crucially important, highlighting that the majority of staff were hugely committed and wanted to provide a good service, therefore there was a need to provide them with an outlet if they considered something was being done which was against the new code of ethics.

Each of the members present provided details of their background, the issues they were interested in, and why they wanted to be on the committee.

(Apologies for absence had been received from John Amaechi, Ruth Bromley, Cym Dsouza, Peter Joyce and Shaid Mushtaq).

It was agreed that the member's profiles would be amended as requested, and then published on the Commissioner's website.

## 2. TERMS OF REFERENCE

Draft terms of reference for the committee were circulated.

It was agreed to consider the term of reference at the next meeting of the committee,

## 3. HOT TOPICS

A number of 'hot topics' had been circulated for consideration. In addition the following issues were raised which may be topics for consideration in the future:

- Duty to command and the need to recognise and address concerns
- Training for police officers to enable them to challenge when they are asked to do something they think is wrong. A member commented that some training was provided, officers were being introduced to the ethical code and applying this to their decision making. Paul Rumney confirmed that training was provided, and there were a number of methods an officer could use to report concerns, but there was a need to ensure that officers felt confident about doing this.
- Once an officer was trained, was there an annual assessment done on their performance, and was ethical standards factored into this? Paul Rumney reported that a lot of the training provided required an annual accreditation. He added that ethical standards were included and as they continued to embed the new code of ethics, this would impact on the quality of decision making.
- What frameworks are in place in terms of ethics and does it detail how an officer can deal with an issue? In addition, whilst members of the committee can raise topics, will they also be asked, by staff associations, to look at issues? The Chief Constable referred to the processes which were currently in place. The Commissioner commented that the committee may wish to consider hearing other voices, however it would need to be made clear that the committee was not an extension of the existing complaints process.
- Will the advice of the committee be sought prior to issues reaching the public domain, and will members be able to talk to frontline officers? The Chief Constable commented that staff may wish to volunteer issues, the community may want to speak to members, and yes advice may be sought.
- How is data collected, held and used?
- Having a meaningful understanding of the culture through the ranks and could the committee commission a survey. The Deputy Commissioner reported that the Commissioner and GMP had a research team and they were involved with eight universities who could help to do some work for this committee.
- How are appraisals done, and are they behaviour based?

It was agreed that:

1. details of the frameworks currently in place would be provided to members i.e. brief guide to the training currently provided, and access to training materials.
2. any further topics for consideration should be sent to Smyth Harper or Nikki Park.

4. COMMUNICATION

The Commissioner referred to launching the existence of the committee and reported that both his website and GMP's would facilitate what the committee would like.

The Chair commented that the aim of the committee was to be as transparent as possible, and whilst meetings will not be held in public, minutes would be produced which would be publicised.

5. STAYING IN TOUCH

Members of the committee agreed to stay in touch by email.

It was agreed that the Head of Communications and Advocacy be requested to set up an email group for the committee.

6. ADMINISTRATION AND DOCUMENTATION

Appropriate documentation had been circulated to members of the committee, for their information and completion. In addition, a book 'Police Ethics and Values had been provided.

It was agreed that:

1. if members had any queries on the induction information circulated they should contact Nikki Park.

2. if members wanted anything changing on their profiles they should contact Smyth Harper.

3. future meetings would be held on a bi-monthly basis or more frequently if required, and email contact would be maintained in between.

4. future meetings would commence at 5.30pm and the venue would be Church House, 90 Deansgate, Manchester, and for those who were unable to attend, skype could be made available (light refreshments would also be provided).

5. dates for future meetings would be set for the next 18 month, and the next one would be scheduled for September, 2014.

6. if there were any particular areas which members would like to visit within GMP, they should contact Smyth Harper or Nikki Park.

7. GMP would be requested to circulate information relating to a couple of examples from the topics identified by members as this would assist in obtaining a greater understanding of the wider issues e.g. specific examples of where GMP would like advice from the committee, giving operational examples and providing any relevant documentation.

7. NEXT MEETING

It was agreed that the next meeting would be held in September, 2014.