

POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE

POLICE AND CRIME PANEL

Report of	OFFICE OF POLICE AND CRIME COMMISSIONER
Subject	ETHICS, INTEGRITY AND COMPLAINTS COMMITTEE
Date	THURSDAY 2 DECEMBER 2021 – 1:00 p.m.
Author	LIZZIE STARR, INTERIM CEO, OFFICE OF THE POLICE AND CRIME COMMISSIONER

Purpose of Report

1. The purpose of this report is to inform the Panel of the changes to the Ethics, Integrity and Complaints Committee and the recruitment timelines moving forward.

Recommendation

2. It is recommended that members comment on the contents of the report.

Background

3. The Ethics, Integrity and Complaints Committee was convened in September 2015 in response to the heightened focus on the integrity of police officers and police forces.
4. In addition to the transparency and accountability of decision-making being under greater scrutiny there has been a growing vulnerability for senior officers regarding the challenges that policing in austerity brings coupled with the opportunity to demonstrate value based, ethical decision making around operationally complex issues.

Ethics, Integrity and Complaints Committee

6. The Commissioner has been reviewing the ToR, minutes and reports of the current Ethics, Integrity and Complaints Committee as it is of key importance in holding the police to account and providing assurance of ethical matters.
7. As such the Police and Crime Commissioner has made the decision to re-constitute the Ethics, Integrity and Complaints Committee. The PCC would like to thank all those past members that have served on the committee, particularly those long-standing members with into their second terms of service.

NOT PROTECTIVELY MARKED

Ethics and Transparency Panel

8. The Commissioner is currently recruiting members to the new Ethics and Transparency Panel. The advert for which is attached to this report as Appendix 1. The closing date for applications has been extended to Sunday 12th December this is to ensure a diverse range of application are received.
9. There are a few key differences between the Ethics and Transparency Panel and the previous Ethics, Integrity and Complaints Committee, these are as follows:
 - a. Members will be appointed by the PCC for an initial term of 2 years, members may be re-elected by the PCC for a further 2 years, serving no more than a maximum of 2 terms of 2 years.
 - b. The Chair and Deputy Chair roles will be elected for only 2 years.
10. Membership of the Panel aims to reflect the culturally diverse local community and members come from a variety of backgrounds.
11. Recruitment is through application and open competition. Applicants are required to submit a CV and covering letter broadly outlining how they meet the essential and desirable criteria for the role. This should be returned to:-

The Police and Crime Commissioner for Leicestershire
Police Headquarters
St Johns
Enderby
Leicester
LE19 2BX
12. A timeline for the recruitment of the Ethics and Transparency panel can be found below:
 - a. The application should be returned by the closing date of Sunday 12th December 2021.
 - b. Following the closing date shortlisting will take place. Applicants will be assessed against the criteria within the person specification. Successful candidates will be invited to interview.
 - c. Interviews will take place at Police Headquarters, Enderby, Leicester on Monday 20th December 2021.

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Implications

- Finance: The annual allowance for 7 members of the Committee, together with any expenses incurred is contained within the OPCC budget.
- Legal: There is no legal requirement to have an Ethics, Integrity and Complaints Committee in place.
- Equality Impact Assessment: The recruitment process for members of the Committee was assessed to ensure no adverse impact on any of the nine protected characteristics. Targeted recruitment is undertaken to ensure the committee incorporates a wide representation.
- Risks and Impact: The Committee provides additional independent assurance to the Commissioner that Leicestershire Police are operating within the standards expected.

List of Attachments / Appendices

Appendix 1 – Advert for Ethics and Transparency Panel

Persons to Contact

Lizzie Starr – Interim CEO – Elizabeth.Starr8921@leicestershire.pnn.police.uk