

**Ethics and Transparency Panel**  
**Friday 16 December 2022, Main Conference Room FHQ**

**Present**

Mr Vipal Karavadra (CHAIR), Mrs Meena Kumari, Dr Louise Bradley, Ms Jawaahir Daahir, Ms Bushra Ali, Mr Matthew Youngs

**Also in attendance**

**Office of the Police and Crime Commissioner (OPCC)**

Mrs R Mahal, Deputy Police and Crime Commissioner  
Mr Veale, Chief Executive Officer, OPCC  
Mr D Sandall, Deputy Chief Constable  
Ms S Blair, Communications and PR, OPCC  
Mrs S Pattani, Head of Performance & Operations, OPCC  
Mrs C Hornbuckle, Evaluation and Scrutiny Officer, OPCC

**Office of the Chief Constable (OCC)**

Mr C Kealey, Head of Strategic Communications & Engagement  
Mr R Ward, Head of Professional Standards

**Apologies**

Apologies were noted for Miss Emma Hart (Panel member) and Mrs S Pattani, Head of Performance & Operations, OPCC,

**1/22 Welcome and Introductions**

Mr Veale recommends that meeting times should be relooked at.

Everyone in the panel and the room then introduced themselves.

Mrs Mahal provided a summary of her remit as the DPCC to the board which included; Violence Against Women and Girls (VAWG), Violence reduction network, business crime and Volunteering.

**2/22 Purpose of the Ethics & Transparency Panel**

Mr Veale stated the purpose of the panel was to hold to account the ethics, conduct and standards of the Leicestershire Police to ensure trust, confidence and transparency is enhanced. Mr Veale stated it could not be underestimated the importance of this newly formed panel to support the OPCC and the force to increase trust and confidence within the communities.

Mr Veale highlighted to the board the challenges that Leicestershire Police face in regard to the budget.

Mr Veale commended Richard Ward on the performance of the Professional Standards Department (PSD). Working closely with PSD provides an excellent platform for the OPCC and the ethics panel hold the force to account for ethics, conduct and standards.

Mr Veale commended the Chief Officer Team on their openness to constructive feedback, transparency and their approach to leadership.

T/DCC David Sandall gave thanks to the panel for volunteering to be involved of the scrutiny and emphasised the openness that Leicestershire Police will provide to the panel. T/DCC David Sandall detailed the challenges that Leicestershire Police face.

Mr Ward summarised how PSD works and the different teams within it. This included the Counter Corruption, Complaints Team and Misconduct Team. He noted that the adopted learning is being collected and fed back to the force. Mr Ward noted that confidence has increased with people willing to speak out both inside the police and the public.

T/DCC David Sandall updated the recruitment side of Leicestershire Police and emphasised the percentage of new officers in comparison to the experienced officers to provide the board an insight on how officers are required to learn on the job as well as the challenges facing the force.

Mr Veale summarised the role that the OPCC with regards to conduct and standards including the handling of complaints against the Chief Constable and assured the board that this side of the OPCC is heavily invested in.

Ms Kumari noted that in the communities there is still an issue of trust and confidence. It is suggested that improved communication could be made to bridge this gap between the communities and Leicestershire Police. Mr Veale agreed with Ms Kumari and noted that the important work undertaken by the force/OPCC could be publicised more effectively in order to bridge the gap.

Mr Veale encouraged the panel to bring issues to this meeting so they can be discussed. He stated this panel will be more intrusive and incisive in their approach so that a meaningful difference could be made to the communities.

Ms Daahir commented that Leicestershire Police is a proactive police force. Ms Dahir noted that there is area for improvement in reporting crimes as there are members of communities who are vulnerable/ minority groups that do not have the confidence in reporting matters to the police. Mr Veale agreed and identified that reporting is an opportunity to increase trust and confidence and for the board to become increasingly involved with the complaint process to increase community confidence through working alongside Leicestershire Police and the OPCC.

Ms Ali commented on the accessibility issues for the communities in contacting the police. It was agreed this was important to ensure better relationships with communities and the force.

Mr Young questioned what the challenges are regarding WhatsApp in the force. T/DCC David Sandall firstly explained how WhatsApp is effectively used and noted that when the app is misused, colleagues are investigated, appropriate intelligence gathering is undertaken and appropriate sanctions are progressed. It was also noted that there is a level of self-policing of WhatsApp. Mr Ward stated that officers/staff know the consequences of the misuse of WhatsApp. New officers/staff are given a detailed briefing on the use of social media. He added that there are no issues with this currently.

**Action: The Social Media Policy and bad apple data is to be added to the agenda for future meetings and scrutinised by the board with anonymised examples being utilised.**

**Action: T/DCC David Sandall and Mr Ward to progress.**

T/DCC David Sandall suggested that an item should be added to the next agenda with the focus on the disconnect that the media has with reporting crime. This is due to the media focus on convictions rather than what must be recorded this will give greater clarity to the board. Mr Veale agrees that the reporting roles are not transpired in the media.

### **3/22 Terms of Reference**

Mr Veale restated the terms of reference. The panel will ensure that the force and the OPCC perform at the highest level. The terms of reference were shared with the board and comments were invited if it was thought the terms of reference are to be adjusted if board members felt suitable.

Action: Morgan Carter to share these documents after the meeting.

Mr Veale noted that this document will be sent to the board members to comment on if they want to make changes.

Mr Veal noted that the board will scrutinise the OPCC AND the force.

Mr Veale clearly stated and assured colleagues that the panel will not be disbanded or challenged if the panel provides adverse feedback or criticism which is not agreed with.

### **4/22 Working Arrangements for the Committee**

Mr Veale read through this section to the board and noted that the agenda will be formed based on issues both nationally and locally. The OPCC will administrator this by working with the force.

Mr Veale noted that information for areas of scrutiny will be sent or shared with the board as appropriate as an avenue to create open and informed dialogue

### **5/22 Election of Chair and Deputy Chair**

Vipal Karavadra is elected as the Chair and Meena Kumari is elected as Deputy Chair.

### **6/22 Declarations of Interest (keep as a standing agenda item)**

Mr Veale noted that this agenda item should be covered in future meetings.

Ms Kumari stated her interest is VAWG.

Ms Bradley stated her interest is VAWG specifically victim blaming.

Ms Daahir stated her interest is Racial/disproportionality in policing.

Action: The colleagues on the board will share their interests with the Chair and Deputy Chair.

### **7/22 Dip Sampling – Crime & Complaints Files**

Mr Ward gave a brief summary of dip sampling in crime and complaints and described the various levels of scrutiny.

Action: The colleagues on the board to make comments on this section and share with the Chair and Deputy Chair to speak to the CEO.

### **8/22 Ethical Dilemma for Discussion**

T/DCC David Sandall provided details on e-scooters and the requirements that e-scooters must have. Additionally, he explained a significant challenge is that the law on E-Scooters is likely to change. He also explained the police response to policing them (Warn, inform and engage).

T/DCC David Sandall commented that Leicestershire Police are would welcome feedback on the current policing response.

Ms Daahir enquired as to why Leicestershire Police approach to E-Scooters is not publicised.

Ms Blair explained the OPCC communications approach on this issue.

**9/22 Forward Plan / Dates for Future Meetings**

Action: Morgan Carter to share the future dates for meetings.

Action: The Chair/Deputy to help build the agenda for the next meeting.

**10/22 Questions & Open Discussion**

Action: OPCC Communications to talk about this meeting describing the progress and purpose, reinforcing e-scooters and transparency.

The Chair requests if a WhatsApp group can be made.

Action: The OPCC to supply mobile numbers for the Chair/ deputy to set WhatsApp group chat. Mr Veale reinforced the need to comply GDPR.

**11/22 Any Other Business**

Mr Veale reaffirmed the purpose of the board and described how effective the board can be through the future discussions that will be held.

**Date of next meeting**

28 March 2023 10:00 – 12:00  
Main Conference Room, FHQ