

# POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE

## POLICE AND CRIME PANEL

Report of	OFFICE OF POLICE AND CRIME COMMISSIONER
Subject	ETHICS AND TRANSPARENCY PANEL
Date	WEDNESDAY 1 FEBRUARY 2023
Author	SHRUTI PATTANI, INTERIM HEAD OF PERFORMANCE AND OPERATIONS, OFFICE OF THE POLICE AND CRIME COMMISSIONER

### Purpose of Report

1. The purpose of this report is to provide an introduction to the new Ethics and Transparency Panel, give an overview on the background of its members and provide a summary of the first meeting.

### Recommendation

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

### Background

3. The Ethics and Transparency Panel was established by PCC Rupert Matthews in September 2022 with the intention of providing greater public independent scrutiny and a public commitment to transparent and ethical policing. Effectiveness and efficiency will be closely monitored in order to enhance external and internal trust and confidence in ethical governance, policing and decision-making.
4. The Panel will scrutinise officer and staff conduct, complex operational or personnel issues, including ethical dilemmas and advise on broad thematic issues and where necessary, live operations or events. The Panel will undertake dip-sampling of crime files including; custody records, complaints, rape, specified interactions with the public including Body Worn Video (BWV) footage to ensure that the highest standards of fairness, professionalism and integrity are embedded within Leicestershire Police. It is recognised that the trust and confidence in the Police Service is reducing and the police landscape is becoming more challenging and complex. Therefore, there will be emphasis on policies, processes and procedures allied to reducing corrupt behaviour, malpractice, misuse/abuse of powers or other types of criminal behaviour.
5. Albeit an advisory body, the Panel will have the authority to examine, discuss and make formal recommendations in writing to the Police and Crime Commissioner (PCC) and/or the Deputy Police and Crime Commissioner

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(DPCC). The Panel have proposed that the Office of the Police and Crime Commissioner (OPCC) provide a bi-annual report to the Panel outlining the PCC/DPCC's responses to any recommendations.

6. The administration of the Panel meetings will be undertaken by the OPCC and the work of the Panel will be overseen by the OPCC's Chief Executive Office and Head of Performance and Operations with support from the Evaluation and Scrutiny Officer.

### Panel Members

7. Following the selection process, 7 applicants were successfully appointed for a term of 2 years. Membership of the panel is extremely diverse and a true representation of the culturally diverse local communities being served.
8. The Ethics and Transparency Panel is made up of the following members:
  - a. **Ms Bushra Ali** – *Founder and Managing Director at Bushra Ali Solicitors.. Bushra has served as part of a number of Boards and Law Society Committees and has undertaken extensive community impact work, regularly lead on campaigns and regularly delivers leadership training*
  - b. **Miss Emma Hart** – *Manager in a Global Consulting Firm. Emma has a wealth of experience in understanding and overcoming complex challenges against multi-agency landscapes, acting as a trusted advisor to improve service delivery within safeguarding, welfare and corporate services. Emma is also a Trustee to the Board for Women's Aid (Leicestershire).*
  - c. **Ms Jawaahir Daahir** – *Senior qualified Social Worker with over 22 years' experience in the social care sector in services delivery and management for vulnerable children adults and families. Acknowledged locally, regionally and nationally for hard work and effort in supporting local disadvantaged children, families and communities.*
  - d. **Dr Louise Bradley** – *Research Fellow with a PhD in Social Psychology and is currently working at Safer Young Lives Research Centre, University of Bedfordshire. For the past 4 years, Louise's research has been in the field of sexual violence and improving services and outcomes for those affected by sexual violence.*
  - e. **Mr Matthew Youngs** – *Graduate Management Trainee for Loughborough University and co-lead on an organisation wide review of due diligence, examining approaches to ethics, risk, finance and governance assessments in departments. Matthew holds roles of Trustee and Directorships at National Association of Nightlines, Leicestershire & Rutland Wildlife Trust and Loughborough University Council.*
  - f. **Mrs Meena Kumari** – *Self-employed Safeguarding, Domestic Abuse and Sexual Abuse Trainer /Consultant. Currently working to deliver training with various agencies, including Safelives, SAFELINE and Sarah Wigley Associates. Meena has previously been the Organisational Lead for Safeguarding (Adults and Children), National Lead for Domestic Abuse and Sexual Violence and the Lead for EDI at Victim Support.*
  - g. **Mr Vipal Karavadra** – *Founder and Director of Fluid Funding Ltd focusing on planning, launching and growing a whole of the market finance commercial*

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*brokerage. Vipal is currently a Non-Executive Director for Leicester Partnership Trust (LPT), a Board Member for the Leicester Asian Business Association (LABA) and an Enterprise Partner – LLEP Mentor at the Princes Trust. Vipal is also a Trustee for Rainbows Hospice.*

## **Preliminary Meetings**

9. The first Ethics and Transparency Panel meeting was scheduled for Friday 16<sup>th</sup> September 2022. However due to the untimely passing of Her Majesty, the meeting was postponed until further notice. Following this, regular contact remained and members were kept informed of any updates to ensure that they continued to feel a valued part of the Panel.
10. A virtual pre-meet was held on Tuesday 15<sup>th</sup> November 2022 to introduce the panel and its objectives and to answer any questions members may have ahead of the first meeting. The meeting was recorded and a follow-up email was sent to members outlining the discussions in detail. Members were invited to put themselves forward, by email, for position of Chair or Vice Chair.

## **Ethics and Transparency Panel Meeting**

11. The first Ethics and Transparency Panel meeting took place on Friday 16 December 2022 at Force Headquarters. Apologies were received by one member of the panel and arrangements for virtual attendance were in place. The Terms of Reference (**Appendix 1**) were reviewed and shared for comment by members.
12. The purpose of the panel and the importance of its work was emphasised in order to ensure and enhance trust, confidence and transparency. The Panel were encouraged to raise emerging matters, including local issues at Panel meetings in order for them to be discussed and addressed in order to make a meaningful difference to communities.
13. Vipal Karavadra was elected as the Chair and Meena Kumari was elected as Deputy Chair at the meeting.
14. The Panel were given an overview of the dip-sampling of crime and complaint files that will be undertaken over the coming months. The Panel were also given an ethical dilemma for discussion on e-scooters and were asked to provide feedback on the current policing response. The formal minutes from the meeting have been circulated to members for comment and a copy has been attached to this report (**Appendix 2**).
15. A Forward Plan for 2023 is in the process of being drafted and will include dates for future meetings, emerging issues/topics and dip-sampling sessions. This will be shared with the Police and Crime Panel at the next meeting.
16. The Ethics and Transparency Panel meetings have been agreed to take place quarterly with the next meeting scheduled to take place on Tuesday 28 March 2023 at Force Headquarters.

## **List of Attachments / Appendices**

Appendix 1 – Ethics and Transparency Panel Terms of Reference 16.12.2022  
Appendix 2 - Ethics and Transparency Panel Meeting Minutes 16.12.2022

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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 and Transparency Panel in place.
Equality Impact Assessment:	The recruitment process for members of the Panel was assessed to ensure no adverse impact on any of the nine protected characteristics. Targeted recruitment was undertaken to ensure the Panel incorporates a wide representation.
Risks and Impact:	The Panel provides additional independent assurance to the Commissioner that Leicestershire Police are operating within the standards expected.

## **Persons to Contact**

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