

Ethics and Integrity Committee

30th October 2014

1pm – 4pm

Office of the Police and Crime Commissioner

Hoffmanns Way, Chelmsford.

Present:

Nick Alston (NA)	Police and Crime Commissioner (PCC)
Lindsay Whitehouse (LW)	Deputy Police and Crime Commissioner (DPCC)
Susannah Hancock (SH)	Executive Director - PCC
Derek Benson (DB)	Deputy Chief Constable
Ian Drysdale (ID)	Director of HR
Cat Barrie (CB)	Head of Professional Standards Department
Betsy Stanko (BS)	Independent Adviser to PCC
Gary Sweeney (GS)	Independent Adviser to PCC
Philip Tolhurst (PT)	Independent Adviser to PCC
Claire Morrison (CM)	Secretary to PCC Executive Director
Jan Klimkowski	OPCC Head of Communications

1. Welcome, Introductions and Apologies

NA welcomed all present to the meeting.

2. Note of meeting held on 1st September 2014

The Committee were informed that the notes of the previous meeting are due to be published on the PCC Website, subject to amendments.

3. Areas of Focus

Discretion and Use of Force

The Committee received a report by Cat Barrie, Essex Police Head of Complaints and Professional Standards, outlining use of force data collated by Essex Police between 1st January 2012 and 27th July 2014.

There was a discussion regarding ethical issues relating to the use of force and complaints received by Essex Police concerning this matter.

It was reported that officers are required to submit a Use of Force Monitoring Form whenever tactical communications have proved ineffective and force of any kind has been used. This includes the use of unarmed defence tactics as well as any occasion where an item of personal protective equipment has been deployed but not used.

Data from the report form is recorded on a database, which is accessible to the Health and Safety Team who use the statistics to improve defensive skills/firearms training.

It was also reported that officers undergo mandatory public order training/defensive skills training and fitness tests every year. If an officers training is out of date they are not allowed to go out on patrol. There is a dedicated team that delivers the training and if there are any concerns about an individual it is taken up with the Professional Standards Department.

There was then a discussion regarding the accuracy and inspection of completed report forms. The Committee were informed that the report forms are not currently reviewed by the officer's supervisor, but are sent straight to the Health and Safety Team for evaluation. It was suggested that it may be beneficial for officer's supervisors to review the forms before they are shared with Health and Safety.

There was also a suggestion Use of Force Monitoring Forms be adapted to identify substance misuse or mental health disorders. The Head of PSD agreed to review the report form and the current monitoring process.

BS pointed out that it is important for Essex Police to understand the circumstance in which use of force has been applied. It was suggested that it would be beneficial to break down the demographics of circumstances when use of force has been utilised, in order to identify and determine underlying reasons. It was also suggested that Essex Police should look at the use of organisational learning; using existing skilled officers to teach those who are less experienced.

There was a short discussion about the night time economy in Chelmsford and more widely across Essex and the importance of developing learning through links to academic institutions such as Anglia Ruskin University. In response LW informed that Committee that the OPCC have commissioned a night time economy research initiative in Chelmsford and work has already been carried out to identify trends. It was agreed that LW would circulate a report of findings to the Independent Advisors.

LW then asked about the ethnicity profile of those who had encountered use of force. He said that statistics show that BME people are twice as likely to be stopped and searched in Essex. Were there similar issues with use of force? He said he would welcome suggestions on how analysis could be carried out to better understand the reason and through this, develop and improve services to the public.

DB said there were challenges in research in terms of understanding whether those committing crimes in certain areas were resident in those areas, or had come in from other areas such as London.

BS suggested that analysis of 'home and away' data could help with this. It was suggested that Essex Police look at the address of the individuals by carrying out home and away analysis and also look at whether there are underlying reasons, such as mental health. It was pointed out that there are nationally a higher proportion of BME individuals who suffer from mental health disorders, which could be a contributing factor.

The PCC said he would be pleased to fund such research.

It was agreed that DB and CB would look into the matter and come back with proposals.

Actions:

CB to review process for inspecting Use of Force Monitoring Form to include assessment by supervisor.

CB to explore option of adapting use of force report form to record substance misuse and mental health disorders.

LW, DB and CB to discuss BME issue and commissioning analysis of data.

LW to circulate report of night time economy analysis report to policing advisors.

4. Use/Abuse of Power

The Committee received another report by The Head of Complaints and Professional Standards on the use and/or abuse of power by Essex officers and staff. Details of these cases are published on the Police and Crime Commissioners website in the Quarterly Complaints, Misconduct and other Matters Report. This included a number of case studies of cases where officers and staff had misused their positions.

The Committee discussed the report and looked at emerging issues and themes in relation to officer misconduct. They asked DB, CB and ID what actions were being taken to address these themes – in particular, focusing on officer and staff training, learning lessons and continuous improvement.

BS stressed the importance of identifying learning and disseminating it effectively across the organisation.

Actions:

The Head of Complaints and Professional Standards to provide case studies of misconduct cases to inform discussions as to under what circumstances chief officers should accept resignation from officers. These will be presented at the next Committee meeting for discussion.

Vetting of officers and staff and secondary employment to be discussed at next meeting.

It was agreed that issues in relation to mental health would be discussed in more detail at a future meeting.

GS to assist OPCC in engagement with NHS in relation to the implementation of the mental health concordat in Essex

5. **Any other business**

There was none raised.

The meeting closed at 3.30pm.