

**JOINT INDEPENDENT AUDIT AND ETHICS COMMITTEE
7 JANUARY 2022**

**REPORT OF THE CHAIR
JOINT INDEPENDENT ETHICS COMMITTEE ANNUAL REPORT**

PURPOSE OF REPORT

1. To report on the activity of the Ethics Committee during 2021 against the committee terms of reference which were in place for the reporting period.

2. KEY INFORMATION

Terms of Reference	Coverage During 2021
<p>To provide assurance to the Mayor and the Chief Constable on the effectiveness of embedding the Code of Ethics and its on-going influence on service delivery.</p> <p>To promote the influence of ethics in delivering excellent quality of service.</p> <p>To anticipate ethical challenges facing the police service and influence changes to West Yorkshire Police policy.</p>	<p>Members have considered a number of work areas from an ethical perspective, including:</p> <ul style="list-style-type: none"> • Mobile phone data extraction • West Yorkshire Police’s participation in the National Data Analytical Solution (NDAS) • Compliance with the Working Time Directive • Secondment processes <p>Members have also received regular updates of ethical issues relating to the COVID-19 pandemic. This includes disproportionality in police enforcement, police officer vaccination and abstraction rates.</p> <p>Members have participated in the Force’s unconscious bias training and have received reports on progress in rolling out this training across West Yorkshire.</p> <p>Internal Audit has made an annual report of ethical themes arising from Internal Audit reviews and members have requested and reviewed an Assurance Framework for ethics.</p>
<p>To regularly consider:</p> <ul style="list-style-type: none"> • The processes and policies in place around ethics and integrity and their effective delivery. • The Internal Ethics and Integrity Committee processes and findings. • Ethical issues arising from the Good Governance Group meetings. • Items referred from the Audit Committee arising from an ethical perspective. • Anti-fraud, corruption, whistleblowing and equality and diversity best practice, policies and arrangements and their operation in the Mayor’s Office and the Force. 	<p>Members have scrutinised Force policy, recommending and reviewing updates of policies, and have specifically reviewed policies on:</p> <ul style="list-style-type: none"> • Attendance Management • Vetting • Body Worn Video • Business Continuity (Operational Support) • Domestic Abuse (Safeguarding) • Domestic Abuse affecting Police Officers and Staff (Safeguarding) • Registered Sex Offenders (Safeguarding) • Use of Force

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<ul style="list-style-type: none"> • Any complaints against the Force and Mayor (for PCC functions) to ensure that they are dealt with expeditiously and follow due process. <p>To scrutinise and dip-sample:</p> <ul style="list-style-type: none"> • Senior officers' expenses, business interests, gifts and hospitality and procurement related declarations of the Force and Mayor's Office to assist the Force and the Mayor to set the ethical standards expected of all leaders. • Stop and search data and application of policy to assess any disproportionality. • Data relating to grievances, Employment Tribunals and discipline, recruitment and training and performance procedures to assess any disproportionality. • Complaints and conduct matters within the Force and the Mayor's Office to ensure organisational learning takes place and statutory processes are adhered to. 	<p>Members considered the terms of reference of the Internal Ethics Committee, the annual report and minutes of the meetings held.</p> <p>At each Committee meeting members receive an update on ethical issues arising from the Good Governance Group.</p> <p>Members considered business interests, gifts and hospitality policy as part of a report on senior officer's expenses.</p> <p>A report of police complaint handling is considered at each meeting of the Committee, including trends and comparisons with other Forces, referrals to the IOPC, police officer suspensions, learning recommendations and awareness campaigns and counter corruption work. The Head of Professional Standards attends each Committee meeting.</p> <p>Members also received an annual report of casework and complaints in the OPCC in January.</p> <p>Members have considered the Force Equality, Diversity and Inclusion survey and the Force staff survey at each meeting in 2021.</p> <p>The proportionality of stop and search and proportionality in disciplinary matters, performance procedures and recruitment, training and development were considered in March.</p> <p>Members considered a report of senior officers' expenses in July.</p>
<p>To receive reports from and make recommendations around ethics and integrity to the Mayor's monitoring officer in the event of the Mayor (in relation to PCC functions), Chief Constable or their staff committing or proposing to act lawfully.</p>	<p>Not required in the reporting period.</p>
<p>To receive reviews from Her Majesty's Inspector of Constabulary and Fire and Rescue Services (HMICFRS), the Independent Office for Police Conduct (IOPC) and any other relevant review body, which include ethical issues relevant to the Mayor or Force. This is to ensure full consideration has been given to any relevant actions arising from the recommendations and to monitor effective implementation.</p>	<p>Available as required. In the reporting period members have received reports from the Investigatory Powers Commissioner and the Biometrics and Camera Surveillance Commissioner.</p>
<p>To provide assurance to the Mayor and the Chief Constable that the development of</p>	<p>Meetings are held quarterly and are routinely attended by the Deputy Chief Constable and the Head of Policing and</p>

Terms of Reference	Coverage During 2021
<p>Force policy and procedure reflects the values of the Force.</p> <p>To consider any ethical matters referred by the Mayor (in relation to PCC functions) or by the Chief Constable.</p>	<p>Crime and/or Monitoring Officer for the Combined Authority. The Chief Constable reported to the Committee in March and the Deputy Mayor attending the meeting in October. Minutes of the meetings are published.</p>

RECOMMENDATION

Members note the content of the report.

Julie Reid
 Governance Manager
 Policing and Crime Team