

ETHICS COMMITTEE –PROPOSED TERMS OF REFERENCE

Purpose

The Combined Ethics Committee is responsible for enhancing trust and confidence in the ethical governance and actions of Lancashire Constabulary and the Office of the Police and Crime Commissioner. Responsibility is both internal and external in focus and may include representation from strategic partners.

It will discharge responsibilities by:

- Promoting the highest standards of ethical conduct.
- Provide a focus for education into ethical issues.
- Providing a source of support to others.
- Support compliance with organisational values.
- Promote confidence in the community.

Responsibilities

- 1) To advise the Commissioner and the Chief Constable on the effectiveness of the embedding of the Code of Ethics and its on-going influence on service delivery.
- 2) To advise the Commissioner and the Chief Constable on the progression of a transparent ethical framework.
- 3) To evaluate regular and structured reviews of:-
 - the handling of public complaints, misconduct and grievances to commend best practice, to identify necessary organisational learning and to report any irregularities to the Commissioner and the Chief Constable so they may take appropriate action;
 - anti-fraud and corruption arrangements, including whistleblowing policies and their operation in the OPCC and the Constabulary;
 - registers of interests, gifts and hospitality, expenses and scheduled information as required by Government under the transparency agenda.
- 4) To receive reports on Chief Officer standards of integrity, prior to consideration by the Commissioner; (i.e. the Chief Constable, Deputy Chief Constable, Assistant Chief Constables, Chief Executive, and Chief Finance Officers)
- 5) To consider any ethical matters referred by the Commissioner or by the Chief Constable and influence change to policy.
- 6) To receive reports from and make recommendations in response to the Commissioner's Monitoring Officer in the event of the Commissioner or his staff committing or proposing to act unlawfully.
- 7) To receive reviews from Her Majesty's Inspector of Constabulary (HMIC), the Independent Police Complaints Commission (IPCC) and any other relevant review body, which include ethical issues relevant to the Constabulary or the

OPCC, to ensure full consideration has been given to appropriate action arising from the recommendations and monitor implementation.

- 8) To publish an annual report on the work and findings of the Committee that the communities of Lancashire can have confidence in.