



## **Joint Independent Ethics Committee**

**Annual Review 2024/25**

**3 March 2025**

### **1. Purpose of the Report**

The purpose of this report is to: -

- (i) Outline the Committee's activity during 2024/25; and
- (ii) Outline the completed actions during 2024/25

### **2. Recommendations**

The Panel is recommended to: -

- (a) Consider how it has operated during 2024/25, identifying areas of good practice, or where there is scope for enhancement; and,
- (b) Note the completed actions from its activity in 2024/25.

### **3. Background**

- 3.1 The Joint Independent Ethics Committee (JIEC) was established by the Office of the Police and Crime Commissioner and Lancashire Constabulary in January 2024. Prior to becoming a standalone Committee, the ethics agenda was part of a joint meeting with audit, titled the Joint Independent Audit and Ethics Committee. In 2023, the decision to create separate committees for ethics and audit was made, catalysing a recruitment process to identify JIEC members.
- 3.2 The first meeting took place on the 22<sup>nd</sup> January 2024.
- 3.3 Over the course of 2024/25 to date, the Committee will (after today's meeting) have met 5 times.

## **4. Committee Activity 2024/25**

### **4.1 *Code of Ethics Implementation***

4.1.1 The Committee has taken the opportunity to provide input on Lancashire Constabulary's delivery of the Code of Ethics implementation. This has involved meeting with members of organisational development to provide feedback on the Constabulary's Leading the Way course, observing training that is provided to staff and officers, and receiving regular updates at the JIEC.

### **4.2 *Professional Standards Department Scrutiny Panel***

4.2.1 The first meeting of the Professional Standards Department Scrutiny Panel was held on the 8<sup>th</sup> July 2024. The purpose of the Panel is to provide advice and feedback to the Professional Standards Department around complaints and misconduct cases.

4.2.2 The Panel's Membership is made up of seven JIEC Members, joined by Lancashire Constabulary and Office of the Police and Crime Commissioner colleagues who support its activity in terms of governance and the subject matter.

4.2.3 Over the course of the 2024/25 to date, the Panel have met twice and was subject to a pause following its first meeting to ensure its remit could be defined across both Lancashire Constabulary and the Office of the Police and Crime Commissioner.

4.2.4 At the last meeting, the Panel undertook a review of the Terms of Reference and amongst other proposed changes, recommended that the Panel provide advice to the OPCC around the misconduct and complaint cases they handle.

4.2.5 To reflect this joint arrangement, going forward the Panel is proposed to be renamed the Joint Professional Standards Scrutiny Panel.

### **4.3 *Members' Updates from Thematic Area***

4.3.1 Over the course of the 2024/25 to date, Members have been involved in a number of Lancashire Constabulary meetings and OPCC scrutiny meetings, with quarterly updates provided to the JIEC.

### **4.3.2 *Diversity, Equality and Inclusion Board***

4.3.3 The Constabulary hold a quarterly meeting chaired by the Chief Constable to discuss matters relating to diversity, equality and inclusion. The Constabulary, following Committee members being provided the opportunity to express an interest, have extended the invite to a JIEC member to attend and subsequently, provide an update from the Board to the Committee.

#### 4.3.4 *Code of Ethics Implementation*

4.3.5 A significant aspect of the role of JIEC is to provide feedback to the Constabulary regarding the implementation of the Code of Ethics. Two of the Committee members expressed a particular interest in this area and regular communication between the Constabulary and members throughout the implementation process is being arranged to enable advisory input.

#### 4.3.6 *Vetting Appeals Panel*

The Constabulary hold ad-hoc Vetting Appeals Panels to review vetting appeal applications. A JIEC Member attends the Panel to observe and provide feedback.

#### 4.3.7 *Update from Tactical Ethics Committee*

Lancashire Constabulary host an internal meeting quarterly to discuss tactical ethical matters and ethical dilemmas. JIEC members are provided with an update from this meeting quarterly. In addition, a member of the JIEC attends the internal Tactical Ethics Committee to observe.

#### 4.4 *Development of OPCC Confidence Webpage*

4.4.1 Panel Members were offered the opportunity to provide feedback to the OPCC regarding the development of the OPCC Public Trust and Confidence webpage. The creation and development of the OPCC site are in progress, with a clear vision in mind for the final product.

#### 4.5 *Robotics in Policing*

4.5.1 The Panel received a presentation regarding robotics in Policing.

#### 4.6.1 *Ethical Dilemmas*

4.6.1 The Panel has taken the opportunity to provide input on ethical dilemmas faced by Lancashire Constabulary and the OPCC. The Panel have provided useful feedback and insights on a range of ethical dilemmas, including:

- *Should officers/staff who are under investigation for misconduct be eligible to sit on the Tactical Ethics Committee?*
- *Consider the proposed levels of forfeiture for the crime types set out in the toolkit and to provide the PCC with any observations.*
- *Provide feedback in relation to the level of publicity to be given by the PCC following a pension forfeiture decision. How much publicity do you think is appropriate to improve trust and confidence?*

- *Should Lancashire Constabulary publicise that employees can claim the cost of their flu jab?*
- *Should the role of officers be to police parades in the widest definition of the term (i.e., public safety/order) only, recognising the public's right to demonstrate, or to incorporate some level of community engagement?*
- *Consider the appropriate level of community engagement during the policing of parades.*

#### 4.7 *Member Attendance at Meetings 2024/25*

4.7.1 The level of Member attendance at Committee meetings during 2024/25 was 93%.

### **5. Conclusion**

5.1 The final scheduled meeting of the Committee of this financial year provides an opportunity to reflect on how the Committee has carried out its business during the year, note its completed activity, and reflect upon survey outcomes (to be presented at the meeting).

### **Contact Officers**














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### **Appendices**

*Appendix A - Joint Independent Ethics Committee – Completed Actions 24/25*

## Joint Independent Ethics Committee – Completed Actions 24/25

That JIEC members be given the opportunity to feedback on the scenarios once drafted.	
Presentation/briefing to be given at the next meeting regarding Automation and activity in the force to date to brief the Committee on the current position and seek views.	
Arrangements to be made for custody panel members to visit a custody suite if they felt it would be helpful to them.	
MH to be invited to the PSD Training.	
Members were asked to send suggestions to AR regarding the content of the OPCC Confidence web page	
That the Chair of the TEC feed back members comments to the DCC for consideration	
That the Chair of the TEC considers the issue of pre-consent for members informing the Chair of the TEC about any misconduct proceedings.	
That the Chair of the TEC considers amending the Terms of Reference of the TEC to state those officers under suspension either could not be appointed or should step down until any misconduct investigation was finalised.	
Robotics in Policing added as a substantive agenda item.	
That going forward AI 'use cases' be brought by Lancashire Constabulary to the JIEC for members views and thoughts.	
That a Teams meeting be set up with some members and OD to further discuss the thematic areas for the scenarios.	
The Constabulary Data Protection Officer to be asked to review the previous minutes and associated papers for re-assurance there had been nothing sensitive or protectively marked.	
That consideration be given to providing members with guidance relating to the retention and disposal of documents circulated.	

GR/TH to circulate College of Policing scenarios to members.	
TH to offer JIEC attendance to Leading the Way training.	
GR to consider sharing the result of work undertaken by Lancashire and Durham University in relation to the implementation of ethics with committee members.	
GR to review the delivery of the Constabulary's procedural justice training due to committee member concerns around the content.	
GR to share Constabulary interview questions relating to ethical behaviour with members to review and provide feedback.	
That support officers liaise with the HMP Inspector to attain feedback from their observation of the Stop and Search, Use of Force and Continuous Improvement Panel	
ALR to arrange meeting between KI and PH/TH to discuss how the Constabulary can develop cultural support for staff and officers.	
GR to have a discussion with PSD regarding the possibility of JIEC members attending the vetting appeals panel meetings.	
GR to provide dates of future DEI meetings.	
ALR to circulate the Lancashire PEEL Assessment 2023–2025	
AR to circulate the Professional Standards Sub-Committee Terms of Reference for comment and arrange a meeting with members to discuss.	
AR to add 'Annual Review' to the meeting agenda in March	