

Joint Independent Ethics Committee - Action Log

	Action	Update
3	Arrangements to be made for custody panel members to visit a custody suite if they felt it would be helpful to them.	Complete. Members asked to notify AR should they wish to visit custody. Arranging visit for MH/VB.
11	That a Teams meeting be set up with some members and OD to further discuss the thematic areas for the scenarios.	Complete. Meeting took place in November 2024.
30th September 2024		
14	Members were asked to consider if they would like focus groups arranging with staff members to discuss the Code of Ethics.	Ongoing. AR liaising with OD for further details. Student officer focus groups have been completed however OD are currently running some Code of Ethics sessions and have invited members to observe.
15	GR/TH to circulate College of Policing scenarios to members.	Complete. AR has circulated to members and will collate feedback.
16	It was suggested that members may find it useful to observe the last two Leading the Way sessions. TH to offer JIEC attendance to Leading the Way training.	Complete. JC/TW attended meeting with OD to review Leading the Way presentation.
17	GR to consider sharing the result of work undertaken by Lancashire and Durham University in relation to the implementation of ethics with committee members.	Complete.
18	GR to review the delivery of the Constabulary's procedural justice training due to committee member concerns around the content.	Complete.
19	GR to share relevant Constabulary policies, for example	Ongoing.

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	<p>gifts and gratuities and procedural justice training slides for members to review and provide feedback.</p>	<p>The following Policies have been shared with Members and feedback requested.</p> <ul style="list-style-type: none"> • Gifts & Gratuities Policy • Gifts & Gratuities Supporting Procedures • Reportable Association Policy • Reportable Association Policy Supporting Procedures • Business Interests Policy • Business Interests Policy Supporting Procedures <p>AR has circulated and will collate feedback from members.</p> <p>Awaiting list of Policies from the Constabulary.</p>
20	<p>GR to share Constabulary interview questions relating to ethical behaviour with members to review and provide feedback.</p>	<p>Complete.</p> <p>AR has circulated to members and will collate feedback.</p>
21	<p>GS to share staff survey questions with members to enable the opportunity for them to provide feedback.</p>	<p>Ongoing.</p>
22	<p>That support officers liaise with the HMICFRS Inspector to attain feedback from their observation of the Stop and Search, Use of Force and Continuous Improvement Panel.</p>	<p>Complete.</p> <p>PEEL Assessment 2023–2025 has been circulated to members)</p>
23	<p>ALR to arrange meeting between KI and PH/TH to discuss how the Constabulary can develop cultural support for staff and officers.</p>	<p>Complete.</p> <p>Meeting arranged for the 24th February 2025.</p>
24	<p>GR to have a discussion with PSD regarding the possibility of JIEC members attending the vetting appeals panel meetings.</p>	<p>Complete.</p> <p>CC observing vetting appeals Panel on behalf of the JIEC.</p>

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25	GR to provide dates of future DEI meetings.	Complete.
9th December 2024		
26	ALR to circulate the Lancashire PEEL Assessment 2023–2025	Complete.
27	GR to circulate summary of cultural audit once completed.	Ongoing.
28	GR to ascertain which department is responsible for running references checks for new applicants and feedback to members.	Ongoing.
29	AR to circulate the Professional Standards Sub-Committee Terms of Reference to the Committee and arrange a meeting with members to discuss.	Complete.
30	AR to arrange meeting with OD, TW and JC to establish a formalised meeting plan to ensure input from members is captured at key points in the implementation of the code of ethics.	AR to arrange.
31	AR to add 'Annual Review' to the meeting agenda in March.	Complete.
32	AR to circulate a survey in the New Year requesting member feedback and comments regarding the 2024/25 Joint Independent Ethics Committee.	Complete.