



Cleveland Independent External Ethics Committee

Minutes

Date: 29th September 2022

Time: 16.00 – 18.30

Venue: Cleveland Police Central HQ / MS Teams

Attendees:

Name	Role
Dave Smith	Committee Chair
Richard Smith	Committee Member
Paul Woodvine	Committee Member
Tresor Bukasa	Committee Member
Kahn Hanif	Committee Member
Sarah Soppitt	Committee Member
Georgina Fletcher	Committee Member
Ian Arundale	Deputy Chief Constable
Neal Gillson	Sgt, Ethics Lead, DSE - Cleveland Police
Rachelle Kipling	Temporary Assistant Chief Executive – Cleveland OPCC
Clare Wrightson	Head of Procurement and Fleet
Jon Tapper	Chief Inspector - Criminal Justice Unit
Helen Adams	Harm Minimisation Service – Middlesbrough Council
Vanessa Kelly	Young People and Family Drug and Alcohol Service – Middlesbrough Council
Sarah Wilson	Commissioner's Officer for Consultation and Engagement – OPCC
Heidi Spencer	OPCC (minutes)

Apologies:

Name	Role
Craig Marshall	Committee Member
Stuart Green	Committee Vice Chair

Apologies not received:

Name	Role
Craig Wright	Committee Member

No.	Discussed	Actions
1	<p>Welcome & Introduction</p> <p>DS welcomed everyone to the meeting and started with a round of introductions.</p> <p>It was explained that the meeting was being recorded to facilitate the minute taking.</p>	
2	<p>Apologies for Absence</p> <p>Apologies for absence were noted.</p>	
3	<p>Declarations of Conflicts of Interest</p> <p>DS declared his interest as being a member of the Internal Ethics and Standards Board.</p> <p>Members were reminded to declare any declarations of interests at any points throughout the meeting.</p> <p>DS mentioned the importance of confidentiality and that any information discussed in the meeting should not be shared with other people and especially the media outlet including social media.</p>	
4	<p>Minutes from meeting 8th June 2022</p> <p>The minutes were agreed as an accurate record of the meeting held on the 8th June 2022.</p>	
5	<p>Ethical Submission 1 and 2.</p> <p>1) The Young People Drug Scheme</p> <p>JT explained about the proposal to refresh the approach on how to deal with young people who are caught in possession of drugs. It is suggested the most suitable proposal will be to refer those young people into drug treatment services to try and address the issue they have with drugs and not to make arrests or put the person in custody.</p> <p>The first step the officer will take is a safeguarding review and then assess if the young person will be suitable to engage with the scheme. Two barriers in terms of not qualify for engaging with the scheme; that there are other offences identified which will require arrest and further investigation. And, secondly, if they have already been referred to drug services for support but failed to attend appointments.</p> <p>The proposal would prevent the young person being arrested. It would be the responsibility of the officer to confirm the identity of the young person and liaise with parents/guardians to discuss the opportunity to engage with the process. A script will be presented explaining the crime will be recorded and might show on a DBS check etc, and that they don't have to engage in the scheme if they are disputing that they were in possession or would like a further investigation where the drugs would be sent off for testing.</p>	

	<p>If the benefits of attending the scheme were agreed by all parties, the crime would be recorded but immediately closed as a community resolution and the young person would be referred into drug treatment services, which then will be the end of police involvement. The Police will only hear back from the services if the young person fails to engage.</p> <p>It is important to bear in mind that in many cases the person carrying drugs is doing that on behalf of somebody else and is not the user. It is important to work with them in terms of giving the correct support for each young person.</p> <p>A few concerns were expressed within the group in terms of what will happen if the parents do not give consent or agree for the young person to be part of the scheme?</p> <p>VK explained that consent can be quite a big issue with young people. If direct consent is not given, the police will try and upskill other professionals who are working around the young person, around substance. This is an area that can be explored further. A problem around the area is children who carries drugs for their parents and are being exploited by family members, so this is something to bear in mind. <u>The Committee were generally supportive of this approach.</u></p> <p>2) Harm reduction In Custody</p> <p>This proposal has been sent around to all custody suites and effectively involves people who comes into custody and are drug users.</p> <p>Current process - If the person is in possession of needles used to take drugs, they will be taken from the individual and disposed of - purely due to health and safety reasons for the people working in custody. Depending on timescale for release, although their medical needs might be addressed in custody, the reality is that the first thing they will do when they leave the custody suite is to source some drugs to satisfy their dependency. A big concern is that they leave custody in a vulnerable position and have no clean needles to use, which could lead to the use of shared or dirty needles.</p> <p>JT explained that primarily the individuals would be given fresh needles. They might identify people who are intravenous drug users within the custody suite who did not have needles on them when they came in which might be in liaison with the nurse or medical staff in custody. Drug testing on arrest is being done in the custody suites in Middlesbrough. Different routes of identifying people who might be suitable for allocation of the needles.</p> <p>There was unanimous support for this approach.</p> <p>JT updated in terms of Naloxone, a nasal spray carried by police officers and PCSOs and would reverse the effect of an overdose. On a positive note, it has been used 23 time since the last update a few months ago and there is a big push from the drug treatment services to get the treatment out in the community and promote the use.</p>	

6	<p>Matters Arising/Updates</p> <p>Claire Wrightson – Ethical Procurement DS mentioned there has been some praise for the procurement process in terms of making sure it is ethical and identifying the requirement for companies to meet a certain ethical standard.</p> <p>However, there was some concern expressed by the committee when the matter was previously discussed in terms of the contract management element.</p> <p>CW explained about the process and how they carry out all the procurement activity for the Force and PCC. Another key role is to support that value for money is achieved and making sure it's gone through the right process to achieve that. To underpin the process, they have a procurement strategy and guidance on how they would deliver and like to deliver. A set of contract standing orders which are the financial guidance around that process and the public procurement regulations which legally states what we should be doing.</p> <p>There are some process requirements. Any spend over 10k and up to 50k three quotes are required. Above 50K, a formal full tendering exercise is required and when getting beyond the threshold of 213k there must be a full public procurement exercise which requires set time scales. All bidders must answer a set of questions where a certain criterion must be met. If they don't pass, they will not be taken forward to the next stage.</p> <p>To make sure the procurement team is ethical; they must complete a document right at the start to value the different activities which has to be signed off. The paperwork is then completed with the evaluation criteria as everything is documented. They are also looking at any conflicts of interest. If the quality criteria are not met it will go back out to market.</p> <p>Contract management is a bit of a weaker area within the organisation and something that is being worked on within the team. However, it is difficult due to the Procurement Team being a very small team. CW has developed a contract management tool, in the form of a Word document, and for each team member to complete one a year where they go through some areas of delivery. Contract management meetings can be more formalised. They have also invested in a social value tool, which is an online tool and free of charge to contractors. The Committee recognised the difficulties facing the Procurement Team in terms of contract management but were concerned by the associated risks. It was considered that either the Procurement Team should be expanded or there needed to be clarity in terms of responsibility for monitoring performance by the appropriate head of service.</p> <p>Vetting Deadline for Vetting forms to be returned by the 31st October 2022.</p> <p>Youth Committee Update SW explained the last meeting she attended was to outline the work the youth commission have done and the tender process they have gone through, to look forward to having a new slightly different model of the Youth Independent Advisory Group (YIAG). Four applications were submitted and three went</p>	
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<p>through to the presentation process. The contract was awarded to the Junction who are a youth organisation based across Middlesbrough and Redcar and Cleveland. They have a good reputation and impressed the panel as they were the only organisation who brought a young person along who was able to talk through the work he had helped with and the positive outcomes.</p> <p>DS asked if the YIAG would be the umbrella with some sort of ethics group sitting within that?</p> <p>SW – As with the previous youth commission model they had an ethics committee. She will liaise with the IEC and the Force Ethics Lead, moving towards the contract mobilisation in terms of how that will work. SW believes it will work similarly to the previous youth commission. Will build in a similar model to the IEC to show the impact of what they are discussing and what happens with it.</p> <p>DS also mentioned that the IEC will do a rota of members as discussed previously, to attend Youth Commission meetings and feed back to the group on any issues or dilemmas.</p> <p>Professional Witness Update – Sarah Wilson</p> <p>This is part of the Safer Streets funding which the OPCC and Middlesbrough Council have been successful in obtaining for work around Hemlington and Pallister Park, one of the elements around the funding was the professional witness service.</p> <p>One of the main concerns within the group from the last meeting was around the impact on the community and whether it would create distrust with professional witnesses going in undercover and gathering information.</p> <p>To mitigate that, some community engagement has been done including meeting with local councillors to get an idea of whether the community will be receptive to the idea. The feedback was that most of the people would be supportive of anything that could essentially lead to the focused deterrence model and getting some prosecutions and sanctions for the behaviour they are struggling with in Hemlington.</p> <p>They have also had meetings with partners, the Police, OPCC, Middlesbrough Council and some of their legal team to potentially look at how the system could work.</p> <p>To provide some assurance to the community they have been looking at how the professional witness service will be targeted at particular issues and particular individuals. Very much focused and targeted at key individuals that the Police and partners are struggling to deal with.</p> <p>GF asked if the person who is planted into the community will be effectively lying about what they do?</p> <p>SW explained that Safer Communities will be running the scheme and have two individuals they are in the process of recruiting and also a bank of other people they can bring in. The person will not live in the community or adopt a fake persona but might be in an empty property, taking undercover filming or walking around with body cam, rather than setting themselves up in a house in the community and make up a story of who they are.</p> <p>In terms of timescale for the project - SW explained it is short term and the</p>	
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	<p>funding will only continue until September 2023.</p> <p>The process will be closely monitored, and any further feedback/update will be brought back to the next meeting.</p> <p>Feedback from Cleveland Police</p> <p>a) Relationship guidance – Shaun Craggs took some points from the group which will be included in the Policy.</p> <p>b) University degree topics – Neal Gillson will be a link between the IEC and the working group who collate and confirm dissertation research topics. The working group includes a senior officer in Learning and Development, a project officer, a Business Transformation Manager, and the University. They ensure topics are appropriate, achievable, and have a benefit to the policing. The input from the IEC and all parts of the organisation is welcome in terms of topics to ensure all learning opportunities are taken. A sample of topics to date has been requested so the IEC can review them.</p> <p>c) Missing from home – The view from the group was very much in line with what the Force is already doing and reassured the HMICFRS that is the most sensible approach - As such, Cleveland Police will maintain a policy of not classing units as <i>arrived</i> until this is underway. Team leaders in control room are aware of this and can act against this when appropriate, but only with good intentions and not in search of achieving an improved PI.</p>	
<p>7</p>	<p>Ethical Submission 3 – Use of Only Fans</p> <p>NG explains Only Fans is a platform where people can go on and upload videos, pictures and other content and people will pay to subscribe. It generally has sexually explicit content, but not exclusively. He asks the committee how ethical it would be for someone to be both a member of Cleveland Police, in any format, and have a career in Only Fans or a similar platform. Also, how do we deal with somebody applying to join the police who has previously done so?</p> <p>SS does not understand how this aligns the Police Code of Ethics and in any way how it would be defensible. It must be disclosed as another source of income and surely it would have to go to a panel as it would be classed as a second job. Could be more prevalent in terms of the raise in cost of living as it can be financially lucrative. Not aligned to Police work.</p> <p>DS mentions that part of the issue is that some aspects of Only Fans are not sexually orientated. Some might be about keep fit or cooking. Are we banning people from the site regardless?</p> <p>IA explains this is a real and current issue. Had officers and police staff argue it is their right to do these things if their face does not appear on the screen. Had officers who’s had that as a career beforehand. Had an officer who you could tell was a Police Officer because you could identify the uniform. We have realised that vetting questions need to be tighter. In some cases, it has not been the officer but their partner. Have had a lot of ethical discussions around these issues. A real big concern nationally.</p>	

	<p>RS – The issue is complex and one of many matters for the Force and the PCC when looking at all circumstances and making judgements of what is reasonable and not. Should be in line with the social media policy rather than try and raise new wording.</p> <p>GF believes this need to be taken head on and think what underlies it is that if people can't see how, it could be within the Code of Ethics and cause a reputation problem. It means it is likely to delivering bad policing too because underlying that kind of attitude is the sexism and misogyny which is one of the big problems in the Police Force which the public want to see tackled.</p> <p>DS summarises – Good points being made. The importance of both training and recruitment emphasising the Code of Ethics, and what is not appropriate behaviour for police officers and staff, which is crucial.</p> <p>However – if someone decides to go and have a business opportunity, being an officer or staff, it must be approved through the normal processes within the Police Force - that it is acceptable.</p> <p>If it is declared that someone who is joining an overtly sexual social media platform and it is selling, even just selling teapots, it would still not be appropriate for a member of the Police, staff, or officers to be joining that site because of the Ethical implications and possible reputational risk to the Force and themselves.</p>	
8	<p>Ethical Submission 4 – Coaching</p> <p>Deferred to the next meeting.</p>	
9	<p>Future Planning</p> <p>- Recruitment Due to a loss of three committee members DS suggests a recruitment process for new members. Dave Smith and Rachelle Kipling to discuss further outside the meeting.</p> <p>- Policy Exchange / HMICFRS Reports re. Policing It was decided to arrange an Extra Meeting do discuss the topic as the importance was seen as high. The committee agreed for a meeting to be put in place in a months' time.</p>	
10	<p>Research Opportunities</p>	
11	<p>Any Other Business DS informed the committee about the new Policing App, COPA, which was recently launched by the Police and Crime Commissioner.</p>	

12	Date for next meeting: 6th December 2022 @16.00 Cleveland Police HQ / Teams	
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