



Annual Ethics Report

Report from:

To: Chair and Members of the Audit Committee

Date: November 2022 – November 2023

Status: For information

Executive & Presenting officer: Sergeant Neal Gillson

1 Purpose

- 1.1 This report is to update members of the ethics work of Cleveland Police and to provide a strategic overview of the structures and functions comprising ethics within the organisation. This report naturally overlaps with the Directorate of Standards (DSE) report and some items may be referred to in both reports as a result.
- 1.2 The report covers the period 31 October 2022 to 1 November 2023, this being the only report since November 2022.

2 Background and information

- 2.1 As has been documented in previous reports, the HMICFRS police effectiveness, efficiency and legitimacy (PEEL) assessments of Cleveland Police in 2018 / 2019 lead to the force being graded as *inadequate* in all areas, and placed within the national oversight process, 'special measures'.
- 2.2 Significant work took place to rectify that and has led to improved findings and reports from the Inspectorate.
- 2.3 On the 20th September 2023 HMICFRS removed Cleveland Police from national oversight arrangements.
- 2.4 The overall Standards and Ethics portfolio is focussed upon delivering and implementing current, building on historic HMICFRS recommendations, to increase the legitimacy of how Cleveland police keeps people safe and reduces crime.

- 2.5 As reported previously, there has been extensive work involved in addressing this. This paper will update on the continuation of that work, plus the new actions and workstreams.

3 Ethics portfolio

- 3.1 There are well established functions within the ethics arena which will be briefly introduced. The various functions support one another and are well connected as will be highlighted which enhances the collective value provided.

Ethics and Standards Board

- 3.2 The Ethics and Standards Board is an internal function and provides strategic oversight and the monitoring and scrutiny of the standards of ethical and professional behaviour, including the prevention and investigation of complaints and misconduct matters.
- 3.3 The Ethics and Standards Board has a formal strategy with an overarching aim of embedding the Code of Ethics and achieving the highest standards of professional behaviour.
- 3.4 The Ethics and Standards Board retains this strategy and function, although it has been remodelled since the last report, details as follows. Where previously chaired by DCC Ian Arundale QPM, the Board is now chaired by Superintendent John Miller, Head of Directorate of Standards and Ethics. The meeting frequency was formerly bi-monthly and is now quarterly.
- 3.1 The attendees list was also refreshed to ensure the correct stakeholders were involved to ensure effectiveness and reach. This included gaining representation from The Federation, Learning and Development, Regional Organised Crime Unit (ROCU) and Corporate Communications.
- 3.2 This affords the committee to have representation from lay members, the OPCC, Human Resourcing, Legal, DSE, Business Support, Executive Project Management, EDI, and more.
- 3.7 The Terms of Reference were amended and are attached as Appendix 1.
- 3.8 In this reporting period, the Ethics and Standards Board has considered the following ethical dilemmas (further details in appendix 2):
- Dress and appearance policy
 - Should free train and bus travel be accepted?
 - Chief Constable or LQC as misconduct Chair?
 - Collecting loyalty points
 - Should TRIM referrals be mandatory?
 - Equipping home offices

- EDI and Network involvement
 - Charging electric vehicles at police premises
 - Conflict of Interest
 - Should Freemasonry membership be declared?
 - THRIVE and RCRP
- 3.9 This totals 11 dilemma items discussed by the Board, which compares with 11 dilemmas discussed also in 2021 to 2022 period, and 12 in the 2020 to 2021 period.
- 3.10 The Ethics and Standards Board has also contributed or developed a number of items, including:
- Lessons learned policy and process
 - AFIs and continuous assessment of ethics under the HMIC
 - Safer drug use in communities' initiative
 - Harm reduction in custody initiative
 - Code of Ethics feedback
 - Artificial Intelligence in Policing
 - RCRP

Independent Ethics Committee

- 3.11 Externally, the Independent Ethics Committee has made significant contributions to ethical considerations and is chaired independently by Mr Dave Smith. The Committee is supported by the OPCC.
- 3.12 The Independent Ethics Committee meets bi-monthly, with the potential to hold extraordinary meetings as necessary.
- 3.13 Full meeting minutes are published on the [OPCC's website](#), alongside lay member details.
- 3.14 The committee has considered and provided recommendations on the following ethical dilemmas:
- Should free train and bus travel be accepted?
 - Chief Constable or LQC as misconduct Chair?
 - Collecting loyalty points
 - Ethics in performance
 - Working from home and IT issues
 - Equipping home offices
 - CBD in policing
 - Charging electric vehicles at police premises
 - EDI and Network involvement
 - Should Freemasonry membership be declared?
 - THRIVE and RCRP

- 3.15 This totals 11 dilemmas discussed in this period, compared with 12 in the 2021 to 2022 period, and 14 dilemmas in the 2020 to 2021 period.
- 3.16 The Independent Ethics Committee held one additional meeting in this period. This was prompted internally by members and discussed the Committee's views on Code of Ethics, as part of the collective feedback provided to the College of Policing.
- 3.17 The committee has also assisted in the following operational developments, policies and procedures:
- Safer drug use in communities' initiative
 - Harm reduction in custody initiative
 - Code of Ethics feedback
- 3.18 Feedback is provided each meeting to the Committee by the Operational Ethics Lead, documenting what has been done with the views, thoughts and guidance of the committee. An example can be found in appendix 3.
- 3.19 Recruitment and membership continues to be prioritised by the Committee which is managed by Chair, Vice Chair and members, and supported by the OPCC. There are 10 members in the Committee throughout the reporting period. However, this has been impacted by 2 members leaving, and 2 new members recruited.
- 3.20 Diversity in terms of age within the group remains an issue with a lack of younger members. To redress this, the Committee supports the Youth Commission. This is countered by recruitment of a member aged 18 years, they are also a member the Youth Commission.

Youth Ethics Commission

- 3.21 The Youth Ethics Committee is a group ran by the OPCC in partnership with a company called The Junction. Through the reporting period the Committee have met twice and discussed two ethical dilemmas, namely:
- Policing hate crime and hate incidents,
 - Policing drugs and controlled substances in communities.
- 3.22 The OPCC continue to work with this provider to develop a pool of young people who will be members of this committee and the Independent Ethics Committee have agreed to support this by having a member present at the Youth Commission meetings where possible.
- 3.23 Along with the OPCC, the Operational Ethics Lead will work with this group, providing information on what ethical dilemmas are and how they can influence what police do.

Ethics Advocates

- 3.24 The Ethics Advocates and the development of the group were highlighted in previous reports. Briefly, the Ethics Advocates are staff and officers of various ranks and roles who have an interest in ethics and have received training and inputs. This included an ethics CPD event in December 2022, as well as a welcome booklet with more information on ethics within Cleveland Police, and practical experience in discussing ethical matters that impact on policing.
- 3.25 The Ethics Advocates are a point of contact for colleagues to approach regards any concerns or advice, and also will be a function for centralised messages to be cascaded. The Ethics Advocates are a visible and publicised group, with awareness assisted by badges, information on the internal intranet, email signatures, and posters.
- 3.26 The group continue to mature and grow, with membership standing at 56 individuals. This contrasts with a membership of 11 persons in 2021. The members currently represent over 25 departments and teams, affording excellent reach across the organisation.
- 3.27 The group have discussed the following dilemmas:
- Policing and OnlyFans
 - Social worker and a Special Constable?
 - Chief Constable or LQC as misconduct Chair?
 - Working from home and IT issues
 - Collecting loyalty points
 - Ethics in performance
 - Should Freemasonry membership be declared?
- 3.28 This is a total of 7 dilemmas discussed, comparing with a total of 5 discussed in the 2021 to 2022 period, and 5 in the 2020 to 2021 period.
- 3.29 The group have discussed the following matters:
- Code of Ethics feedback
 - Artificial Intelligence in Policing
 - RCRP

Regional ethics

- 3.30 Cleveland Police is an active member of the Norther Regions Ethics Committee (NREC) which meets every three months and discussed ethical dilemmas and similar issues. The NREC is attended by numerous forces with representatives from the various Professional Standards and Anti-Corruption units.
- 3.31 Cleveland Police is represented here by the Operational Ethics Lead Sergeant Neal Gillson and Superintendent John Miller.

- 3.32 Cleveland Police has raised ethical dilemmas which have been approved for discussion at one of the meetings in the reporting period, namely:
- Accessing free travel
- 3.33 The NREC have been advised on the ethics programme employed by Cleveland Police and has the activities have been complimented upon by other forces for the proactive and forward-thinking work. Papers which introduced the Ethics Advocates have been shared and with other forces looking to replicate a similar programme. Durham Police have also looked to Cleveland Police to learn from the Ethics and Standards Board and Ethics Advocates initiatives with a view to adopt similar.
- 3.34 The NREC have provided information which impacted some actions within the force, namely:
- Listening circles
 - Cost of living working group
 - Importance of discussing ethical matters
 - RCRP
 - Use of Artificial Intelligence

Prevent Team

- 3.35 The Prevent Team has been formalised in the reporting period, with a dedicated DSE Prevent Officer recruited in May 2023 to collaborate with the CCU Prevent Officer who was in post prior to the reporting period. The two officers work with DSE, CCU and other aspects of the organisation to ensure that lessons learned are embedded, trends are identified, and can be a proactive function which raised the overall standards of professional behaviour within the organisation.
- 3.36 The Prevent Team will present to persons and teams (more details below in section 4) and reports to the Ethics and Standards Board.

Learning and Development

- 3.37 Although a separate function which will be covered in another report, it is important to note the role of the Learning and Development Team (L&D) here. Ethics is *the gold thread of training* and is embedded into all facets of training.
- 3.38 L&D deliver training ranging from initial student officer training, specialist training such as specialist investigations, to ongoing training such as First Aid and Personal Safety Training. Ethics is a key message built into the curriculum of all training.

Organisational Development Team

- 3.39 Also important to recognise is the work of the Organisational Development Team (OD Team) who work to provide a collection of training and development opportunities, particularly for those in leadership roles. Although documented in their own report, the OD programme is underpinned by the Code of Ethics

and goes a long way to enhancing the ethical behaviours and appreciation of the force.

- 3.40 An example of the OD Team's work is the Masterclass Series, referred to in section 4.10.

Ethics Committee linkage

- 3.41 There is linkage with all the ethics committees which assists in collaboration and enhances the collective outputs. For example, the Operational Ethics Lead attends the Ethics and Standards Board, Independent Ethics Committee, Youth Committee, Ethics Advocates and Regional Ethics Committee. A representative from the OPCC also attends all of the above functions. Mr Dave Smith, Chair of the Independent Ethics Committee also attends the Ethics and Standards Board.

4 Initiatives and activities

Ethical dilemmas

- 4.1 As highlighted above, there have been numerous ethical dilemmas discussed within the organisation and is in keeping with the view that discussing ethical dilemmas allows the best decisions to be made with sound under-pinning. Such discussion also encourages people to examine the ethical practice in their day-to-day roles with a view to embed ethics into every aspect of business.
- 4.2 The premise that an ethical dilemma discussion can provide a thorough, measured assessment of a situation will also prevent a similar decision being made in an operational environment in the middle of an incident with additional pressures present. This is appreciated and impressed upon people.
- 4.3 The awareness of ethical dilemmas in the organisation is assisted by corporate communications and messaging, the work of the above committees and boards, the Ethics Advocates, an internal intranet page housing the dilemmas, and awareness in other presentations (see below).

Continual Professional Development event

- 4.4 On 5th December 2023 Cleveland Police held an Ethics Continual Professional Development (CPD) event on Teams in partnership with West Yorkshire Police. The event was opened by West Yorkshire's ACC Kate Riley, and internal speaker Superintendent John Miller, as well as guest speakers:
- Prof Simon Robinson from Leeds University
 - Thomas O'Connor formerly of PSNI.
- 4.5 The event covered various aspects of ethics and policing and was extremely well attended with 43 people from Cleveland Police alone on the event live, and more viewing the recordings thereafter. The audience comprised Ethics

Advocates, IEC members, Ethics and Standards Board members, and others from across the organisation.

Staff development – Masterclass series

- 4.6 After the success of the Organisational Development Team's Masterclass Series in 2022, Cleveland Police continued with the Masterclass programme in 2023. The programme was open to all officers and staff and included two separate Ethical Leadership and Corruption Prevention classes, one in June 2023, one in September 2023. The classes were all online via Teams, and the inputs were subsequently recorded without an audience and made available for persons to access on the internal Code of Ethics intranet site.
- 4.7 These were presented by the Operational Ethics Lead and were one of the better attended classes and received excellent feedback. This initiative increased knowledge of various aspects of ethics and is in line with the aim of embedding ethics into all day-to-day activities.

Ethical introduction to meetings

- 4.8 An initiative which gained support from the Ethics and Standards Board, and then Executive approval was for all meetings to have an ethical reminder at the top of the meeting agenda. This formed part of the Chair's introduction and reminded all of the importance of ethics in the meeting discussions that would follow.
- 4.9 The ethical opening can be found in appendix 4.

Online material

- 4.10 The internal Ethics page continues to be developed with various material available for all to view. Inputs such as the bespoke Department Specific CPD inputs and Masterclass series are broken down into segments on the Ethics Bitesize page and have been well received.
- 4.11 Other material is there, including a segment on Inspirational Stories where a real-life situation, often external to policing is introduced. The story is referenced to the Code of Ethics in terms of values displayed and relevance to policing is then drawn. An example can be found in appendix 5.

Student officer and staff inputs

- 4.12 The Operational Ethics Lead and Prevent Team officers attend every new intake of student officers, as well as intakes of people taking staff roles, including PCSO, control room staff and more. The inputs outline the professional requirements of the Code of Ethics, as well as highlighting the standards expected of those within the organisation. This is a fixed and valued part of the initial training new entrants experience.

Tutor Constable inputs

- 4.13 In the reporting period two cohorts of tutor constables were trained and received an input from the Operational Ethics Lead on the Code of Ethics, the requirements of the standards of professional behaviour, as well as role specific information.

CPD events

- 4.14 Whilst departments held CPD events specific to their department, the Operational Ethics Lead and Prevent Team were invited to present to the respective departments. These inputs were specific to the respective departments and again emphasised the professional requirements of the Code of Ethics. The departments seen included Custody, Intelligence, and Business Support Unit with numerous smaller departments encapsulated.
- 4.15 The inputs were well received and again work towards the goal of embedding the Code of Ethics, and an appreciation of ethics more widely, across the organisation. All departments requested themselves to have an input, indicating the organisation's greater collective understanding of ethics, availability of subject matter inputs, and the benefits of this work.

Transferees

- 4.16 Officers and staff transferring into Cleveland Police receive an input from the Operational Ethics Lead and Prevent Team as part of their onboarding, highlighting the standards expected of Cleveland Police, and the role of the Code of Ethics and ethics more generally plays in the organisation.

5 Implications

Finance

- 5.1 There are no financial implications arising from this report.

Diversity and Equal Opportunities

- 5.2 Whilst there are no diversity or equal opportunity implications arising from the content of this report, it should be noted that some topics considered are intrinsic to the Equality, Diversity and Inclusion agenda.

Human Rights Act

- 5.3 There are no Human Rights Act implications arising from the content of this report, it should be noted however that topics considered can often appear to have Human Rights implications, which are always considered.

Sustainability

5.4 There are no sustainability implications arising from this report.

Risk

5.5 There are no risk implications arising from this report.

6 Conclusion

6.1 Cleveland Police, the OPCC and partners continue to develop both internal and external ethical structures to provide strategic oversight, monitoring and scrutiny of the standards of ethical and professional behaviour.

Appendix 1 – Ethics and Standards Board Terms of Reference

Ethics and Standards Board

Purpose

To provide strategic oversight, monitoring and scrutiny of standards of ethical and professional behaviour and the prevention and investigation of complaints and misconduct matters.

Governance Framework

The Ethics and Standards Board is a Strategic Assurance Meeting.
The Ethics and Standards Board reports to the Strategic Workforce Planning Board.

Core activities

- Assist in embedding of the Code of Ethics and associated standards across the organisation
- Promote the highest standards of professional behaviour
- Reduce the demand for investigation into complaints and misconduct matters by raising ethical standards and professional behaviour
- Ensure the cascade of organisational learning relating to ethics & standards
- Develop and review policy having cognisance to ethics and standards
- Consider certain ethical dilemmas and come to an organisational view, to assist with the embedding of the Code of Ethics

- Refer appropriate ethical dilemmas and matters to the OPCC led External Ethics Committee and Internal Committee members (extension of Ethics and Standards board)
- Monitor the embedding of the PEEL recommendations and principles
- Monitor the embedding of recommendations from the South Wales peer review
- Discuss lessons learned and communicate actions and decisions relating to matters coming within the remit of this group

Membership

Members

Superintendent Directorate of Standards and Ethics (Chair)
 Chief Executive and Monitoring Officer, OPCC
 Independent External Representative
 Chair of the Independent Ethics Committee
 Director of People and Development
 Head of Legal Services
 Head of Corporate Communications
 Head of Information Management
 Equality, Diversity and Inclusion Manager
 Chief Inspector Complaints and Discipline
 Chief Inspector Counter Corruption
 Chief Inspector Learning and Development
 Chief Inspector ROCU
 Planning and Governance Officer
 Policy HR Advisor
 Organisational Development Manager
 Staff Association representatives
 Staff Networks representatives
 Federation Chair
 Federation Secretary

	OPCC Representatives Service Improvement Team representatives DSE Prevent Sergeant DSE Prevent Officer CCU Prevent Officer Operational Ethics Lead Representatives of the Ethics Advocates Other attendees as determined by the chair
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Frequency
Quarterly

Governance	
Agenda compilation	Chair and Operational Ethics Lead
Notes taken by	Operational Ethics Lead

Document Control

Version	Date	Status
0.1	Oct 19	Draft for consideration by Chief Officer Group
0.2	Jan 20	Draft for consideration by the Ethics and Standards Board Members
0.3	Feb 21	Under review
1.0	Mar 21	Updated terms for Ethics Committees which exist and attendance list/membership.

1.1	Feb 23	Amendment to membership
1.2	May 23	Updated membership to include Ethics Advocates
1.3	Oct 23	Changes to Chair, Membership, Frequency, Core activities updated and Governance (where reporting to, agenda compilation and notetaker)

Appendix 2 – Ethical Dilemmas

	Topic	Ethics Committees	Organisational learning
1	<p>Use of personal phones whilst at work.</p> <p>A discussion as to whether officers / staff should be permitted to use personal mobile telephones whilst at work.</p> <p>There are some functions that must only be conducted on work issue 'phones such as taking images of RTCs, submitting stop searches etc.</p> <p>Guidance / policy etc do direct that personal mobiles should not be used for contact with victims, capturing crime scenes etc. This dilemma seeks to explore use outside of that, such as the use of a personal mobile to send private messages whilst at work.</p>	<p>Ethics and Standards Board.</p> <p>Ethics Advocates.</p>	<p>E&S – the board explored various aspects. The use of personal mobile telephones whilst at work did raise opportunity for misconduct, as per National examples of taking photographs of deceased persons / crime scenes etc.</p> <p>Legally, an employer can enforce this and no policy currently covers this.</p> <p>The resultant impact on morale was considered and it was recognised that having access to a personal mobile is part of modern life, particularly with a younger work force.</p> <p>Public perception was also considered, an officer in a public setting scrolling through social media would not be good, and modern technology could be mistaken for personal devices.</p> <p>It was widely felt that people are trusted to police, and therefore should be trusted to have a mobile telephone which they will use appropriately and professionally, not allowing it to distract them from their primary duties.</p> <p>Ethics Advocates – this split opinion. Some saw the matter as a non-issue – managing the usage of personal mobile telephones whilst at work was a matter of personal professionalism and local supervision to monitor. The same persons felt that officers / staff will use their 'phone for some tasks such as ordering a food shop to collect on the way home, or sending a brief personal message, and if done in the right circumstances and not detracting from work, there would be no issue.</p> <p>Others highlighted a wellbeing aspect. People have applications that assist them in their day to day lives and removing that option would be harmful.</p> <p>Others with different views felt that they have a work issued mobile which their family know and whilst at work, not accessing their personal mobile was reasonable. They also say misuse by colleagues, not to a disciplinary level, but to distracting the colleague who was scrolling social media whilst not on a break.</p>

			<p>A counter argument was that people need to be contactable by family, schools, dependents etc and would be able to manage this professionally.</p> <p>Additionally, some roles do not have work issue devices so</p> <p>IEC – The committee recognised potential issues but overall felt that professional use would override any issued, and it was important for people to not abuse this.</p> <p>Result – a direction preventing the use of personal mobile telephones whilst at work would not be the most appropriate approach. Ensuring that officers and staff use of personal mobiles is professional and in keeping with the Code of Ethics is appropriate and should be a function of both the professionalism of individuals, as well as function of line managers.</p>
2	<p>Dress and Appearance Policy</p> <p>A discussion took place as to whether the Dress Code Policy was inherently discriminatory towards females.</p> <p>The policy was recently passed but in implementation there has been concerns that the policy disproportionately impact females. This includes the restriction on make-up, hair colour, and fingernail polish, whilst visible tattoos which can be equally colourful are permitted.</p>	Ethics and Standards Board.	<p>E&S – the matter was introduced and the implementation at training school was described. On that occasion female student officers were directed to remove fingernail polish and tone-down make-up, whilst very colourful and noticeable tattoos were permitted.</p> <p>The policy directs that tattoos must not be <i>inappropriate or offensive</i> and must not be on the face unless for religious or medical reasons. Make up must be <i>neutral and professional</i>.</p> <p>Nails must be <i>neutral</i>.</p> <p>Jewellery must be limited if operational, and not excessive when not.</p> <p>Hair must be <i>clean, neat, tidy... not dyed in conspicuously unnatural colour</i>.</p> <p>The argument raised was that the above restrictions are predominantly going to impact females, whilst tattoos which impact both male and females, are not restricted to the same extent.</p> <p>The health and safety aspects of the policy were recognised and should take priority where appropriate.</p> <p>A concern was that enforcing the policy may, on purpose or not, encourage discrimination against females.</p> <p>The subjective nature of the policy could allow inconsistent application, and, in worst circumstances, be used as a weapon.</p> <p>The policy is also inconsistently applied (at times) as males with beards do not have their ID cards updated to reflect this.</p>

			<p>It was agreed that the policy should be reviewed and it may be necessary for a new EIA to be submitted.</p> <p>Result – a working group of Neal Gillson, Jenni Salkeld, Eifion Swinnerton-Gismondi and DCC Ian Arundale would progress this.</p>
3	<p>Should free train and bus travel be accepted?</p> <p>Various rail and bus providers offer free / discounted travel to police officers and staff. What is offered can be varied across the different providers, for example some providers say this is only for officers and not staff, some say it is only for on duty travel (including to and from work), whilst others allow off-duty travel.</p>	<p>Ethics and Standards Board</p> <p>Independent Ethics Committee</p>	<p>E&S – this created a variety of opinions.</p> <p>The most local provider of rail travel offered free travel to officers only and not PCSOs or staff. This was immediately divisive and the potential for bad feeling was identified.</p> <p>It was also recognised the rail travels are a business and offer this on the proviso that officers will act to prevent crime and disorder, and assist train staff when required so warranted officers with power of arrest would be better placed to assist.</p> <p>It was also noted that a necessity to act exists whether the officer is travelling for free or otherwise.</p> <p>The Peelian policing principles were mentioned – policing should be without financial benefit, and not place officers under obligation to any person as a result of a benefit. This could be seen as going against the principles.</p> <p>Herts Police Federation have a post on their site Concessionary rail travel (polfed.org) and this supports the use, documenting the various concessions. However, the site also states rail concessions are suspended until further notice, no detail provided as to why.</p> <p>It was presented that this should be developed to provide a real benefit to employees, particularly with the rising cost of living. This was countered with the nature of the Cleveland area in comparison with more metropolitan areas with more extensive rail networks and busier roads.</p> <p>Public perception was also mentioned and the potential harm for obtaining free travel was highlighted. A contrasting opinion was that the police receiving some reward for the job they do is right and that the public would be supportive.</p> <p>It was suggested that the use of trains and buses for officers and PCSOs in uniform is beneficial for all. A uniform presence in such public arenas prevents crime and disorder, as well as allowing opportunity to engage with the community.</p> <p>IEC –</p>

			<p>The Committee examined this, establishing what was already in existence, what other forces were and had previously done, and the type of guidelines travel providers would provide.</p> <p>The sentiment that only police officers and staff should receive this was discussed and agreed as fair – warranted officers are the ones expected to intervene and have powers and expertise her.</p> <p>The times when such travel would be permissible was discussed. The decision was that only commuting, or when already on-duty should be permitted, not when travelling for other purposes, or not in a position to intervene, such as when travelling with family.</p> <p>The carbon footprint of the organisation was mentioned and would be a benefit from using public transport.</p> <p>It was discussed that the caveat of the travel – to intervene when required, is present regardless.</p> <p>This lead to the highlighting that as officers would act the same if they travel for free or by payment, they do not provide a greater service to either, there are no ethical issues from that perspective.</p> <p>The issue of public perception would be a consideration, with some of the public who would look on the matter negatively, and others who would be supportive of police officers travelling for free. An extension of this would be the media and their views, especially if misused.</p> <p>Overall, the committee saw no ethical reason not to support this, although guidance would be required and the public perception issues would have to be considered in weighing-up any final decision.</p> <p>Result –</p> <p>There were both benefits and drawbacks of the suggestion, and greater consultation is required. The Fed’s perspective will be sought, as well as the other ethics committees.</p> <p>However, it was suggested that approval was beyond scope of the board and would require COT approval before any guidance could be given.</p>
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4	Social worker employed as SC Conflict of interest	Ethics Advocates	<p>EAs – skills and knowledge can be applied from a variety of other roles, such as paramedics who have a greater knowledge of first aid, to the benefit of all.</p> <p>Both roles would compliment one another and could be beneficial, but must be managed carefully.</p> <p>The biggest risk is to the individual – be that in terms of putting themselves on duty without a radio and PPN, and also being criticised for how they manage the two roles.</p> <p>There is greater risk in applying their police powers in the social worker role than the other way.</p> <p>Mindful that we don't just concentrate on the negatives, there are lots of potential benefits.</p> <p>What about roles such as being a plumber, they would likely do something if at an address as a SC and there was a water leak, but not going to start dismantling a boiler. Therefore, the extra knowledge will go so far but they need to retain their main role.</p> <p>Summary – the person will need to apply sound professional judgement, assisted by guidance.</p>
5	CC or LQC as misconduct chair?	<p>Ethics Advocates</p> <p>Ethics and Standards Board</p> <p>Independent Ethics Committee</p>	<p>IEC – group explored the intricacies of the matter and felt that the person who brought the matter forward, should not also be the decider.</p> <p>Recognised that an LQC may be bringer better independence but may slow things down which is no good – balanced with take time if that means done correctly.</p> <p>Were reassured of the thoroughness of the final reports and scrutiny they are subject to.</p> <p>Fairness, consistency and transparency are crucial, may be beneficial to increase size of panel and Chair to be a Chief Officer from another force.</p> <p>E&S – merits could be seen on both sides and Nationally, work is ongoing to explore the matter. It was certainly felt that Chief Officers not being able to determine who they keep or dispense with is unusual. However, the process of an LQC for fairness and independence also has recognised benefit.</p> <p>The board, and even the force, are at the decision of the Home Office in this, but feel the principles of fairness, consistency and independence are the ideal, however that is best achieved.</p>

			<p>EAs Felt that that independence is important. Using a foreign force CO is possible and would remove some issues, but may not be feasible. The sentiment that the person (AA) who decides who should go to a hearing should also be the Chair was a point that could lead to unfairness, perceived or real. Point made that it would only be natural that if a person was 'on the radar' then a CO Chair may use that in their decision making, albeit it was hoped and expected that would not be a factor. Having a thorough process is important, as is dealing quickly to reduce the time someone (and all involved) is under that situation. The quicker the better. Overall, feel it needs to be fair and independent, so an LQC is probably best placed to achieve that.</p> <p>OUTCOME – views retained and work ongoing external to CP.</p>
6	Tesco points	<p>Ethics Advocates</p> <p>Ethics and Standards Board</p> <p>Independent Ethics Committee</p>	<p>IEC – happy points are collected by Police but recognise that the expense of petrol is public purse so needs to also go with cheapest provider, not simply Tesco as they provide points. If personal cards are used would be unmonitorable so potentially unethical practices arise. Suitable guidance to accompany this would make it appropriate.</p> <p>EA – can see opportunity for unethical practices but that should not be a blocker. Should not have personal cards used, but should have a corporate card. What to spend on? Recognised that it could be used for some things which would save the public purse, but overwhelming feeling was that it should be donated to charity. Which charity would benefit was discussed and could be changed on a set period of for example a month. Suggestion that Tesco could be asked to collate the points for us and give to charity as they see fit, removing a lot of potential issues whilst ensuring the greatest good is achieved. This could be scaled up to other blue light services too. Summary – like the idea of Tesco collating on our behalf.</p>

			<p>E&S – as a general premise, collection via personal accounts are not acceptable, a corporate account are in principle. The proceeds were to be provided to local charities. Management of this may make it unfeasible. Should the particular company be able to do this, all the better. OUTCOME – Tesco T&Cs prevent corporate accounts but general stance provided, stakeholders advised and updated.</p>
7	TRIM	Ethics and Standards Board	<p>E&S supported the proposal for a referral to TRiM to be mandated, although the term mandated was to be altered to auto or similar – CH to discuss with EDI. To increase coverage to all, an awareness piece would come from TRiM and would ensure all dept.s were aware it was available. Also, it was the younger in service who did not always engage (fear of being seen as not capable, or culture, bravado?) so some work at L&D will occur.</p>
8	Ethics in performance	<p>Ethics Advocates</p> <p>Independent Ethics Committee</p>	<p>IEC – the Committee took two lines with this, an organisation wide, and then a more individual look. On the organisation perspective, discussion as to what KPIs are measured, where they originate, and how the PCC Crime plan impacts the force overall strategy and in turn impacts the individuals. Points made included:</p> <ul style="list-style-type: none"> - KPIs must be effective from the outset and in line with the strategic aims of the organisation. - Local demographics and social issues will impact a force's performance, making cross-force comparison not always worthwhile. However, consistent measuring will allow a force to compare against itself over time. - There is a need to obtain qualitative as well as quantifiable data. - Public opinion must be a factor, the public have a right to influence what police focus on. This is balanced with the need in having an informed public opinion. The ideal level of influence is debatable. - The investment in local policing will be beneficial for this.

			<ul style="list-style-type: none"> - Also, we police by consent, and police are the community and the community are police, so the public need to have a say in what police focus on. <p>From a more individual perspective:</p> <ul style="list-style-type: none"> - The organisation must set a direction with KPI's that are consistent all the way to the front line. - People's perception of what is the "right thing" may differ from person to person. Appropriate KPIs and measures will be important here. - Every person and department has a responsibility to ensure they are concentrating on what will benefit the force overall. <p>SUMMARY: the matter is very important and had a good examination from several angles. Balance is required in ensuring that PI's measure the right things, the behaviours are appropriate and don't fall foul of hitting the target, but missing the point.</p> <p>EAs – PI's are important and can be used to ID non-performance, but need to be a starting point. Responsibility of a supervisor to dig deeper, look for quality that may not turn up elsewhere in PIs. There will always need to be measures, PIs, etc. Force is better at looking into quality and reviews into things such as Stop Search, safeguarding us against unethical practices to chase PIs. Some competition can be useful and is natural, particularly when we head back to separate LPAs, but the ability to manage this is key. As such, good to have as a forcewide direction.</p>
9	<p>WFH & IT issues</p> <p>Should people who generally WFH come in to avoid IT issues where laptops don't update?</p>	<p>Ethics Advocates</p> <p>Independent Ethics Committee</p>	<p>IEC – collectively, the group felt that the force was well within the rights to say people need to return periodically. It was recognised that if a person has an exclusive WFH agreement, that leverage is not there, but understands no person is under that agreement.</p>

			<p>The group felt that if a person had a welfare or medical issue, then arranging things for them would be made, but otherwise a person should return.</p> <p>The fact COVID had lead to increased WFH and showed it was possible, COVID has gone now but does the emphasis on WHF need to reduce?</p> <p>This was balanced with the fact WFH can lead people to be more productive, is good for welfare etc.</p> <p>Overall, the group support having a policy which confirms attendance periodically should occur, and any circumstances where that can't be achieved dealt with on a case-by-case basis.</p> <p>EA – The Advocates unanimously agreed that whilst the force must do what it can to support those who have to work from home, no person should work exclusively from home unless contracted to do so.</p> <p>To resolve the IT issues, it is perfectly reasonable to ask people to come to a workplace to resolve any matters, and again allowances would be made where people are unable to do so.</p> <p>Other points were raised and included how a manager can really manage staff they do not see in person, particularly in terms of assessing and managing welfare.</p>
10	Policing hate	Youth Committee (previously discussed by IEC Oct 2021 onwards)	<p>Brief introduction to ethics generally, ethics in policing, ethical dilemmas, and then hate crime and hate incidents.</p> <p>The role and responsibilities of police in hate was discussed also, how there is a balance in protecting the public, and then the impact on the right to expression and free speech.</p> <p>How that has changed over time was discussed and how police, like society generally, are more aware of hate and the harm it causes.</p> <p>The impact of hate on victims was discussed, as was the impact of police intervention when they intervene on someone's free speech.</p> <p>Are police the best people to deal with lower levels issues at schools for example, or is the school who is better placed?</p> <p>The group did feel that police should intervene when someone reports hate, be that online or in person. An example used was the Harry Miller case where a male made tweets that were not overtly offensive, but had anti-trans undertones. In this case, police visited</p>

			<p>Miller, told him to cease and threatened to arrest if he continued. A court appeal found police to have acted incorrectly in this.</p> <p>The counter was made, what if Miller complained that a pro-trans tweet offended him? The group felt this is different to the above and would not be a case where police should act.</p> <p>This lead to discussion of fact police act as decision makers in this, should they? It was agreed that the police should be able to recognise what is right, what is not and act accordingly. This is a difficult task and requires training, awareness and ethical decisions. Should police withdraw and not get involved at all to avoid this was discussed, the group seeing issues in this.</p> <p>Overall, the group felt police should intervene but tailor it accordingly – may be worth a visit, sometimes a call to a person. However, education is always key, both for offenders and victims. The group recognised that low level actions / views can spread into more dangerous views and activities so police should record this to recognise red flags and issues and work with people.</p> <p>The group feel hate crime is under-reported – why:</p> <ul style="list-style-type: none"> - Understanding – young people are generally aware racism is one hate issues, but not others such as disability. - What will happen is always a concern and possible barrier – will calling police make things worse? - When issues occur in educatory settings are tricky, will the school or college take action? Do the schools / college report issues? - There was a feeling that generally schools do not deal with hate issues, including bullying, as well as colleges do. - Online alternatives (COPA) to reporting in person or over the telephone would help youths report issues to police. <p>Overall, a very mature discussion took place with balanced and thoughtful points made.</p> <p>Information of this are shared with Hate Crime Co-ordinator and OPCC who were present.</p>
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11	Policing drugs	Youth Committee	<p>Partly in keeping with the Drug Diversion Scheme from Adder, the Group discussed this initiative and fully supported it. The group did raise concerns from the perspective of would bias be an issue – would an officer's discretion of who is eligible or not be impacted by any bias and lead to discrimination?</p> <p>How the Scheme would be applied raised slight differences of opinion, some feeling it would be worthwhile allowing people more than one chance to participate, others saying not. The balance being each case would be measured on its own merits.</p> <p>Ensuring underlying issues and vulnerabilities are addressed was also important and must be incorporated.</p> <p>OUTCOME – support a provided to those involved in the scheme. Also discussed was the issue of drugs in the wider community with a brief discussion on how society as a whole would tackle drugs, who should be involved, what would be most effective and more. The group had mature views on the matter.</p>
12	<p>Home offices</p> <p>Should equipment be sent to home or work, or both?</p>	<p>Ethics and Standards Board</p> <p>Independent Ethics Committee</p>	<p>E&S</p> <p>The group felt there was difficulty in providing principles that could be applied for all cases as each will differ. However, some principles would include:</p> <ul style="list-style-type: none"> - Equipment is provided to one location only - There will be different thresholds in cases where a person is <i>required</i> or <i>permitted</i> in WFH - The decision of what is provided where should not be made solely on the request of the recipient, interested parties (Wellbeing / Procurement etc) should review this - This should be where they spend the most time - Default should be for office first. <p>Again, it was recognised there will be occasions when this won't be appropriate. Also, the legal provisions must be accounted for and it is recognised the working world is adapting, with greater reliance on home working for both employer and employees.</p> <p>This is part of the work ongoing within HR / policy team to have a post COVID working guidance.</p> <p>IEC</p>

			<p>The new way in which businesses operate, particularly since post-COVID was discussed. WFH and hybrid working is now a part of work, but must be managed properly – would everyone physically fit in the office if they came to work? Can you effectively manage someone you physically see once a month?</p> <p>The Committee saw it fit to say the following:</p> <ul style="list-style-type: none"> - 100% WFH is not beneficial to anyone so should have a set amount on “in-office” time - The organisation must maintain legal and moral obligations in providing equipment at home - The above should be considered though – monitors etc are fine, but some items will not be appropriate to provide as default - When <i>required</i> to WFH, no hesitation in providing all that is required - When <i>permitted</i> to WFH, only reasonable items be provided for home - Reasonable will be different in different circumstances. <p>OUTCOME – views and principles shared with stakeholders – Wellbeing, procurement, policy (post COVID working group).</p>
13	<p>CBD in policing</p> <p>How should police deal with CBD usage in staff, how impactful into lives should the organisation be</p>	Independent Ethics Committee	<p>IEC</p> <p>The Committee discussed various aspects of this issue and explored different facets. How CBD can result in a failed drug test was concerning, although provisions should a person declare an approved usage prior to a test will largely negate that. There were concerns CBD use could be used to mask other cannabis use too. Would CBD using officers / staff also be more lenient in dealing with cannabis in operational settings?</p> <p>The benefits of CBD on wellbeing was discussed, with the knock-on benefits to the organisation highlighted. Conversely, there was discussion that the benefits may not be as effective as advertised – although this cannot be quantified here without further study and research.</p>

			<p>The necessity for anyone within Cleveland Police to seek approval before use was agreed, along with the need to declare it on commencing usage.</p> <p>The complexity in how the organisation manages this was recognised, with a final decision that usage when legitimately approved and sourced is fine, otherwise usage is strongly discouraged.</p> <p>OUTCOME – fed back to CCU leads.</p>
14	EDI & Networks	<p>Ethics and Standards Board</p> <p>Independent Ethics Committee</p>	<p>E&S</p> <p>The Board felt too much external influence into the Networks would not be encouraged, but that each network having a POC in the SLT / COT is already in place and is appropriate (in reality there isn't). The Board felt that EDI taking a lead role in a Network would be fine overall. Recognising the COI, this could be managed and the benefit to the Network would outweigh any potential negatives – going in aware and mindful of the COI would help negate any harm.</p> <p>IEC</p> <p>The committee were keen to recognise the benefits a Network can have, both on members but also the organisation collectively. As for the aspect of having senior leads in a Network, it was felt that people may have an affinity to a network and should not be discouraged, but bias will be completely natural so they perhaps should not be the main representative when representing the network.</p> <p>The committee felt that some networks will naturally be stronger in terms of membership numbers, so will likely attract a greater share of funding etc However, that shouldn't mean some networks do not access funding or lose their voice – a difficult thing to balance and will need SLT support (see below) and EDI support.</p> <p>Each network should have a COT / SLT representative that will allow each network to have a voice their needs etc. However, that should lower the level of how involved they were in the network – be the voice but don't run the network.</p> <p>As for involving EDI members in Networks, the committee felt that the opportunity for bias will lead to a stance that the EDI members can partake in a network but not have a lead role.</p>

			OUTCOME – findings and views fed to EDI who manage the Networks.
15	Charging EV at work	<p>Ethics Advocates</p> <p>Ethics and Standards Board</p> <p>Independent Ethics Committee</p>	<p>E&S</p> <p>The Boards discussed this and HQ designer confirmed that the charge points were originally intended to not be used for personal use.</p> <p>There is the push for forces to be carbon neutral by 2030 and only use electric vehicles which may present re-charging issues in operational settings – making this more relevant.</p> <p>Possible that it gets to point where an operational car cannot be used as not charged as couldn't for a personal / essential user car had taken the charge point – public perception from that understandably bad.</p> <p>Parking – no responsibility for the Organisation to provide parking. Previous culture – may have drifted in that it is “normal” to use the facility(similar to using car cleaning facilities), but more expensive for force to do so now.</p> <p>It was felt that if the force burdens the cost of the charging, personal cars should not be charged. Unless there is a levy applied and a person can pay to use charge point.</p> <p>Counter to that, would they be available if operational cars require it?</p> <p>Operational Cars take priority, can be sorted outside of policy (as none exists) with guidance shared to all.</p> <p>EA's</p> <p>Pretty much unanimous agreed, some point raised included:</p> <ul style="list-style-type: none"> - Operational vehicles should have priority - the requirement for EVs to be standard (in line with ban of sale of petrol/ diesel cars from 2030) will mean demand for charging facilities for Operational Vehicles will be high, emphasising the above - Private vehicles should be paid for - should be responsible to ensure a charged car is moved once charged (phone apps can advise charge status)

			<ul style="list-style-type: none"> - thought and effort is required to meet future green directives, supporting staff to switch to EVs, and reducing carbon footprint for example - force reputation if an FOI showed tax-payer money was used to charge private vehicles for private usage - if a traditional car user did not have sufficient petrol / diesel to drive to / from work, would they expect free petrol at work? - no one should rely on a CP charge point to charge their private car sufficiently. Even a short range battery will allow a car to travel approx. 175 miles, does anyone have a commute that big necessitating charge at work to get home? - if an essential user travels for work purposes, they will likely already claim for mileage, meaning if they charge at home, they are recompensed. <p>A decisive factor is the Benefit in Kind of charging your private vehicle at work and must be declared to the HMRC. Without this, private vehicle charging is not permitted.</p> <p>IEC – Concurred that force-owned vehicles should have primacy regardless. They felt private essential users could use them, but as it was tax-payer money, fuel / charge not used for work should be re-imbursed. If not possible (which is likely the reality) then they should not charge. As for future, ensuring the tech is present to allow this shouldn't be the priority over ensuring the fleet's operational resilience can be maintained.</p> <p>Outcome – message to all to allow operational vehicle use as priority. Will liaise with stakeholders in case policy created in future</p>
16	Conflicts of interest	Ethics and Standards Board	<p>E&S The Board recognised this was an issue that needs to be addressed. It will potentially fall under numerous workstreams - the Business Interest policy, Procurement, and possibly necessitate its own policy.</p>

			<p>The absence of a Procurement policy was highlighted and will become an action for when that team's supervision command is filled (currently vacant).</p> <p>OUTCOME - Stakeholders in policy, CCU and OEL are ensuring ongoing work regards the relevant CCU policies (Business Interest and COI) encompass this. There will be a form and awareness piece created that will also be absorbed into policy which will allow a person to declare a COI.</p>
17	Officer attending school?	Ethics Advocates	<p>EA's There were various points raised, including:</p> <ul style="list-style-type: none"> - Great opportunity for engagement and is to be encouraged - Suggestions on safety – travelling in half blues, others at the school being aware of their occupation making control room aware etc - Thoughts on whether they should be on duty or not, with views that this should not be classed as duty time, others suggesting it should. Consensus being that they would have the responsibility to act, but do so in their own time and not incur TOIL - Some suggested leaving to the School Liaison Officers. This was outweighed by those believing it to be appropriate so suggestion of liaising with the SLO was made <p>Overall, the Advocates were supportive and saw this as a good opportunity to engage and felt that it should be approved with advice, although it is right to raise as people should not go out of their way to do this and not seek approval. OUTCOME – for this occasion, permission was provided for the officer to do this with some guidance provided. This is retained by the DSE team and will be the principle guidance for similar issues if raised in the future.</p>

18	Should officers and staff declare membership to Freemasonry (similar groups)?	<p>Ethics and Standards Board</p> <p>Independent Ethics Committee</p> <p>Ethics Advocates</p>	<p>E&S – discussed whether there is a need, is there really any members, is the current generation likely to want to join the FMs? There is the aspect that FM is applicable – it is not exempt from religious grounds (it is a values system, not a religion) and the charitable work would be a BI. Additionally, if FM was highlighted, would other groups have to be also? – yes.</p> <p>There is positive obligations from the Code of Ethics and other policies that would require that if there was a conflict / impact on integrity, then a person would need to withdraw.</p> <p>Overall, public perception may be a factor, so will seek the views of the IEC, but cannot see a need to pursue this.</p> <p>Updated 21.11.23 after the IEC's views (as below) were known. The E&S Board felt that generally, an obligation to declare a conflict of interest was required when / should it arise, not just membership with no other factor present. It was felt that many other groups and associations existed, such as sporting clubs etc, and would not need to be declared.</p> <p>Views of Staff Associations was to be sought before final deliberation.</p> <p>IEC – felt that the main issues are public trust, transparency, and balancing the rights of individuals.</p> <p>There is an element of secrecy with Freemasonry, and there are, historically at least, issues of membership being too influential in policing.</p> <p>Addressing concerns over secrecy and achieving transparency must not be too influenced by negative headlines.</p> <p>The group did recognise that there are positive obligations from policies (NA & BI), as well as Code of Ethics, and if integrity is impacted by membership, would people remove themselves already?</p> <p>Overall, the committee felt transparency was key, but implementation and what happens next were important too. The Committee recommended that people must declare any conflict of interest. Those within the force are to be advised to declare membership of Freemasonry and similar groups, with consideration for perceptions if not declared and there were issues, rather than mandating membership be declared.</p>
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			<p>EAs – two groups discussed this and held completely opposing opinions. One group felt entirely comfortable that the force ask officers and staff to declare membership to Freemasonry and similar groups. The main reason behind that would be to address and issues of public perception and in the interest of transparency. The other group felt there was sufficient positive obligation from other areas, such as Code of Ethics and policy, that a person would already declare any conflict of interest or issue.</p> <p>This group felt the requirement would represent too much of a <i>Big Brother</i> impact on people's lives and not be proportionate to any potential issue. The group also queried if Freemasonry was a factor in policing at all.</p>
19.	Should police THRIVE calls that RCRP would deem not appropriate for police involvement.	<p>Ethics and Standards Board</p> <p>Independent Ethics Committee</p>	<p>IEC – the Committee certainly saw merit in the suggestion of dispensing with THRIVE when appropriate, even suggesting that a THRIVE for sake of it may be counter-productive in certain cases. However, the Committee also felt that they needed to see more of the RCRP toolkit and THRIVE before they could give further support. As such, this will be revisited.</p> <p>E&S the group supported the approach, agreeing that on occasion where police were not to be involved, not applying THRIVE was the correct and even ethical approach to take. This will require training, assurances of correct decision making, and professional judgment, but support is provided to the initiative and has been fed back to the RCRP implementation team.</p>

Appendix 3 – example of feedback to and from the Independent Ethics Committee



Independent Ethics Committee feedback 13 June 2023

Following the IEC meeting 13th June 2023, the committee's views and recommendations on the matters discussed are documented, along with any feedback from the force resulting from the IEC's guidance.

Full minutes are created and held with the OPCC on their website, some direct points are recorded here.

IEC feedback to Cleveland Police

Ethical Dilemma – Kitting out home office

Various points were raised, including differentiating *required* to WFH, and *allowed* to WFH. A sentiment was also that if a person requires equipment, the default position would be they are provided it. Each case will be different, and there will be times when providing equipment for a home office is appropriate, times when it is not.

The discussion covered matters such as whether there would be capacity if all people did come to the office to work, whether some form of WFH is the new norm, and whether WFH contributes towards an eco-friendly organisation. There are relevant laws regards this, such as the Equality Act, and actions must be in line with them.

Additionally, having an effective assessment would contribute towards an informed decision, and appropriately written contracts / policy would help remove any uncertainty.

Summary – As a principle, when a person is required to WFH, there should be no barriers to providing equipment. When the person is allowed to WFH, only essential items should be provided at home – although what is essential will differ in each case.

Ethical Dilemma – CBD in policing

The committee discussed this matter and raised manner great point, including:

Viewpoints raised –

- If a person took CBD and that triggered a failed drugs test, would that potentially indicate driving whilst impaired?
- The fact that over-the-counter CBD from reputable sources has still been shown to have an excessive, and illegal, amount of THC in as much as 50% of cases
- Most GPs cannot prescribe CBD, so a specialist referral would be required
- Would genuine cannabis use be hidden by CBD usage?
- Would an officer using CBD have a bias leading to not dealing with cannabis as robustly as they should?
- A feeling that although anything that can be done to assist a person should be accommodated, CBD is an untested and potentially harmful area.

If a person was to use CBD, pre-declaration is vital. Additionally, should a person declare CBD usage, a meeting with Wellbeing should occur to explore this, ensure the appropriate steps are followed, and explore other avenues if appropriate.

The aspect of how much the organisation can intrude not an officer / staff member's life was touched upon. The Committee felt that given the power held by officers, a high degree of responsibility and sacrifice is reasonable – although this will have its limits.

Summary –

Overall, the Committee felt the area of CBD is lacking in terms of research and facts. The current stance of the force – that the use of CBD is discouraged, is seen as appropriate, although reasons for the contrary can be seen.

Ethical Dilemma – EDI & Networks

There was a good discussion, with contrasting views at times. The importance of Networks was discussed, any investment in Networks pays dividends. Networks enhance support and wellbeing, they allow knowledge to be shared, and they go far beyond their remit.

It was generally agreed that having representation in some form from senior leadership in a network is beneficial – this should be to ensure all networks can communicate their needs. If senior leaders have an affinity to a network naturally, that is best. However, the idea of forcing senior leaders onto networks is not seen as appropriate – if necessary, a senior leader can act as sponsor.

Regardless of role, a Network should collectively make its own decisions, they know their needs better than anyone.

As for whether members of the EDI team should play lead roles in a Network the Committee felt the potential for conflict of interest was too high. The fact they are subject matter experts was voiced, but the risk of bias and other influences was a risk.

Summary – Networks should have a Senior Leader affiliated in some form; however this should be in a suitable role and not overly influential. Equality between the networks should not be manufactured but is important in terms of having an appropriate voice.

Other matters

The committee discussed the Youth Ethics Panel and were keen to see linkage. It was agreed that all members should have opportunity to voice their opinion before a decision is made, but that those present support a member of the IEC to attend future Youth Ethics Panel meetings.

Feedback to the IEC from Cleveland Police

The organisation is extremely grateful for the views, recommendations, and feedback from the IEC. Regarding the ethical dilemma about the provision for equipment at home and /or work, the thoughts of the group have been fed into the ongoing work to provide principles and decisions which will be utilised in the relevant procurement and wellbeing.

Regarding CBD, the thought of the committee has been fed back to the Counter Corruption Unit who manage drug and alcohol testing, as well informing decisions made around the permission and management of CBD within the force.

The thoughts of the committee have been fed back to the EDI Team who manage the Networks and will help guide their ongoing work in support of the Networks.

Appendix 4 – ethical opening to meetings on agenda

“I would take this opportunity, at the start of this meeting to remind everyone that the Code of Ethics and NDM are at the heart of our actions and key to our decision making. The contents and influence of the Code of Ethics underpins any actions we take.

This is mentioned now, at the beginning of the meeting, so we can keep ethical considerations in mind through every stage of the meeting. The Code will allow opportunity to reflect on our actions and will support our decision making.

*This may be particularly pertinent in agenda item ***** where we will discuss XYZ”.*

Appendix 5 – example of an inspiring story

Operational Ethics



Inspiring support when most needed

Introduction

This is a piece that continues the regular feature of introducing an inspiring story where a person, team or group display admirable character, bravery or virtues.

The story will be linked to our very own Policing Principles from the Code of Ethics, and lessons to takeaway will be highlighted.

Glastonbury 2023

During the 2023 Glastonbury Festival, renowned music artist Lewis Capaldi was performing but began to struggle when his Tourette's syndrome took hold.

Lewis has publicly discussed his Tourette's and fans knew it can affect him at any time, so when he told the crowd he was struggling and asked they sing along, the crowd did not let him down.

When he reached his final song Someone You Love, with his voice was all but gone, thousands sang the song in unison and support. Clearly over-whelmed, Lewis bravely battled on and the crowd helped make a moment that will last long in the memory of those in attendance or viewing from home.

The clip can be found [here](#)

Related Policing Principles

Honesty Integrity Leadership Openness Respect

Lessons to takeaway

A truly magnificent and emotional moment.

Lewis had been honest and open about his mental health and when someone is most in need of support, the response they get then is what matters most.

The crowd at Glastonbury can be proud of how they helped Lewis that day.

Faith in humanity fully restored ●