



## **Cleveland Independent External Ethics Committee**

### **Minutes**

**Date:** 13<sup>th</sup> June 2023

**Time:** 16.00 – 18.30

**Venue:** Cleveland Police Central HQ / MS Teams

#### **Attendees:**

<b>Name</b>	<b>Role</b>
Dave Smith	Committee Chair
Tresor Bukasa	Committee Member
Paul D Woodvine	Committee Member
Tony Traynor	Committee Member
Jayden Foster	Committee Member
Shirley Johnston	Committee Member
Sarah Wilson	OPCC
Rachelle Kipling	OPCC
Neal Gillson	Sgt, Ethics Lead, DSE - Cleveland Police
Heidi Spencer	OPCC (Minutes)

#### **Apologies:**

<b>Name</b>	<b>Role</b>
Stuart Green	Committee Member
Sarah Soppitt	Committee Member
Kahn Hanif	Committee Member
Craig Marshall	Committee Member
Elise Pout	Standards and Scrutiny Manager
John Miller	Cleveland Police

#### **Apologies not received:**

<b>Name</b>	<b>Role</b>

<b>No.</b>	<b>Discussed</b>
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1	<p><b>Welcome &amp; Introduction</b></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> <p>DS had some technical issues from his end and was not able to Chair the meeting due to sound problems <a href="#">and withdrew from the meeting</a>. The group was happy for PDW to step in as chair.</p>	
2	<p><b>Apologies for Absence</b></p> <p>Apologies for absence were noted.</p>	
3	<p><b>Declarations of Conflicts of Interest</b></p> <p>Members were reminded to declare any conflicts of interests at any points throughout the meeting.</p> <p>It was mentioned the importance of confidentiality and that any information discussed in the meeting should not be shared with other people and especially the media outlets including social media.</p>	
4	<p><b>Minutes from meeting 6<sup>th</sup> December.</b></p> <p>The minutes were agreed as an accurate record of the meeting held on the 19<sup>th</sup> April 2023.</p>	
5	<p><b>Ethical Submission 1.</b></p> <ul style="list-style-type: none"> <li>• Work-based adjustments</li> </ul> <p>NG gave an overview of the ethical dilemma in relation to workplace adjustments in the post COVID world both for in the office and for home working.</p> <p>First question - What is reasonable <del>in</del> <a href="#">for an</a> organisation <a href="#">to provide in terms of</a> equipment for home working?</p> <p>TT - asked whether there would be space for all staff if no one worked from home from tomorrow. If not the cost of additional estate would be less <del>absorbent</del> exorbitant than providing reasonable equipment for home working.</p> <p>TT - said why would you not provide at home for what you would provide in the office?</p> <p>NG - advised that one aspect was people not coming into the office.</p> <p>PDW - said <del>they</del> <a href="#">therey</a> should be an assessment of whether home working is appropriate. <del>How</del> <a href="#">however</a> if <a href="#">there is a</a> requirement to work from home items <a href="#">should be</a> provided. If no requirement, then only minimal equipment should be provided.</p>	

	<p>DS - should work from home be only considered in the interests of the organisation, benefits to the environment, individual. What is considered reasonable for organisational to provide if someone is allowed to work from home. The term allowed suggests someone wants to work from home. Internet access – who pays for this?</p> <p>TT – does this fit with forces plan to reduce carbon footprint?</p> <p>RK – a lot of people got dogs during COVID and wanted to wfh to look after dog. Is this an appropriate use of wfh?</p> <p><a href="#">Sheila-SJ</a> – needs to be considered and monitored in terms of productivity.</p> <p><del>Fresor-TB</del> – in terms of ethics. If <a href="#">there is</a> accountability that can be justified, then that's fine.</p> <p>PDW – can we agree on basic principle – if someone require to wfh equipment provided. If someone wants to work from home only supplied if absolutely necessary.</p> <p>TT – disagree with some elements. The <a href="#">rey</a> should be a minimum provided for example legally required equipment i.e., screens. It's about maximising performance and modernising.</p> <p>PDW – if someone wants to work from home an assessment will be undertaken to understand what is needed. <a href="#">But</a> if required to work from home all equipment should be provided.</p>	
<p><b>6</b></p>	<p><b>Matters Arising/Updates</b></p> <p>A) Youth Committee Update – Link between Youth Commission and IEC</p> <p>The OPCC commissioned the Junction Foundation to establish a Youth Advisory Group model as a sustainable, structured system for young people aged 14-18 to influence decisions about policing and crime in Cleveland.</p> <p>The YAG represents the views of young people across Cleveland to the PCC to support the development and delivery of the Police and Crime Plan.</p> <p>As part of the work the YAG undertake a youth ethics panel model has been developed, with meetings every two months. The first youth ethics meeting incorporated some basic training on ethics in policing to ensure the group understood their remit and understood what is meant by ethics.</p> <p>The first meeting considered an ethical dilemma around how policing deals with hate crime versus freedom of speech. The group gave considered feedback which was then fed back into the Force in the same way that learning for the Independent Ethics Panel is fed in.</p> <p>In order to establish a link between the two ethic panel models it is suggested that a member of the IEC attends future youth ethics panel meetings. Meeting dates will be distributed with the minutes.</p>	<p><a href="#">HS to circulat</a></p>

	<p>B) IEC Recruitment</p> <p>A recruitment advert will be put together and posted on the OPCC website and social media.</p> <p>C) Drop-out numbers</p> <p>Deferred to the next meeting.</p>	<p><a href="#">e dates</a></p>
<p>7</p>	<p><b>Ethical Submission 2.</b>  CBD usage and testing within the workforce (Policy Guidance – Lisa Ainsley)</p> <p>Neal Gillson gave Lisa Ainsley’s background info input to CBD. This led to the ethical discussion about how the organisation should manage CBD, and a look at how much the organisation impacts on people’s lives.</p> <p>PDW - Raised <a href="#">the points</a> that the items can be bought over the counter, but are they legitimate sources?</p> <p>TT – His medical experience suggested CBD benefits are homeopathic and won’t be prescribed by a GP, a specialist Dr would need to do so. He felt it was best people avoided their use generally given the potential fallout unless definitively approved and provided by a legitimate doctor.</p> <p>JF - CBD use could mask cannabis use. Plus, would a CBD using officer be more lenient on the public using cannabis? The side effects on driving were a concern too, would a person be impaired?</p> <p>PDW - would a failed drugs test for CBD lead to a person being prosecuted for driving whilst impaired?</p> <p>TT - Some NHS sourced statistics showed that the described levels of THC in CBD are not always accurate, meaning 50% of the CBD products available which advertise being less than 0.2% CBD were higher and therefore illegal.</p> <p>PDW - If a person uses CBD, they should be referred to Wellbeing to ensure all is done to help them. The role a person does in the police may need to be assessed if CBD use will impact that.</p> <p>Summary - People using CBD must seek genuine approval to use it, and declare it straight away, not after being asked to provide a test sample. Generally, its use should be discouraged unless completely necessary.</p> <p>As for point that organisation has quite an impact on a person’s life, this being an example, group felt that it does. However, given the power held by those in policing, a high degree of responsibility and sacrifice is reasonable – although this will have its limits.</p>	

<p><b>8.</b></p>	<p><b>Ethical Submission 3.</b> Equity within the various Networks within Cleveland Police</p> <p>Should networks have a senior officer lead, and is it ok for EDI members to take roles within Networks?</p> <p>TT - Each network should have a senior lead, not necessarily to be heavily involved, but to be their voice when required. The value of Networks is important, it supports people, helps them be at their best, and that in turn helps the force and the public. Having some Networks with a lower ranking person competing with a Network with a more senior person in terms of resources and influence would naturally be unfair.</p> <p>RK - Exec Sponsors would be right. Need to be mindful of tokenism.</p> <p>PDW - Should EDI try to look to place a senior lead onto each Network?</p> <p>TT – No, a senior leader should not be involved more than being a point of contact to take the decisions and request from the network.</p> <p>PDW - If some Networks have too much support and power, and we can't get the others to match, should we remove some of that power?</p> <p>TT - No, the idea is to bring everyone up to the highest level, not drag others down to the rest. If there is no conflict, one person could be senior contact for more than one network.</p> <p>Summary – The Committee support there being a senior lead as a point of contact for each network. This should be managed with help from the EDI Team. Existing senior members of networks to remain but not to override the senior lead.</p> <p>Should EDI have a senior role in Networks?</p> <p>TT – It would be hard not to have bias and that impact their role in managing Networks overall.</p> <p>Summary – EDI members can be part of Networks but should not have lead roles.</p>	
	<p><b>AOB</b></p> <p>Ethics Consultation</p>	
	<p><b>Date for next meeting: Wednesday 9<sup>th</sup> August 2023</b></p> <p><b>Cleveland Police HQ / Teams</b></p>	