



## Cleveland Independent External Ethics Committee Minutes

**Date:** 13<sup>th</sup> December

**Time:** 16.00 – 18.30

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

### Attendees:

Name	Role
Dave Smith	Committee Chair
Paul D Woodvine	Committee Member
Tony Traynor	Committee Member
Shirley Johnston	Committee Member
Jayden Foster	Committee Member
Tresor Bukasa	Committee Member
Kahn Hanif	Committee Member
Craig Marshall	Committee Member
Neal Gillson	Sgt, Ethics Lead, DSE - Cleveland Police
John Miller	Superintendent DSE – Cleveland Police
Elise Pout	OPCC
Heidi Spencer	OPCC (Minutes)


### Apologies:

Name	Role
Stuart Green	Committee Vice Chair

### Apologies not received:

Name	Role

No.	Discussed
1	<p><b>Welcome &amp; Introduction</b></p> <p>DS welcomed everyone to the meeting and started with a round of introductions.</p>

	It was explained that the meeting was being recorded to facilitate the minute taking.	
<b>2</b>	<b>Apologies for Absence</b>  Apologies for absence were noted.	
<b>3</b>	<b>Declarations of Conflicts of Interest</b>  Members were reminded to declare any conflicts of interests at any points throughout the meeting. The importance of confidentiality was emphasised by DS noting that any information discussed in the meeting should not be shared with other people and especially the media outlets including social media.	
<b>4</b>	<b>Minutes from meeting 26<sup>th</sup> October</b>  The minutes were agreed as an accurate record of the meeting held on the 26 <sup>th</sup> October 2023.	
<b>5</b>	<p> Demographics.pptx</p> <p>This item was raised following comments made by Kahn Hanif at a previous meeting. DS – what type of scrutiny does the force have in place at the moment?</p> <p>JM – explained stated that he is acutely aware of the national picture and the perception of the public with the police nationally which has led to an erosion of trust and confidence, particularly around the police treatment and discrimination against black people. He acknowledged that as a force that we accept that there are gaps in our knowledge of the communities we serve because of the lack of representation we have within the force and there are lots of positive action plans ongoing to try to address this.</p> <p>For example, we have black history month internally to support staff and educate people to get the recruitment to where it needs to be. This is something that has been picked up nationally as well as within Cleveland. So certainly, as part of the police race action plan, HR are now a part of that. They are aware of the challenges, and they are looking to see where they can support and take positive action to recruit.</p> <p>Together with the PCC we have looked at various actions that we need to take across the board around providing independent scrutiny and in particular , involving those with lived experience.</p>	

	<p>JM stated that the force scrutinises stop and search and, in particular, of every stop and search of a black person. In terms of recruitment and retention, vetting forms a massive part of that. If a protected characteristic is identified in a vetting appeal, then we hold a scrutiny panel for that.</p> <p>With regard to complaints the DCI Compliance and Discipline has put together a document whereby if there is a protected characteristic or any mention of discrimination from our perspective, there is a review by the head of DSE to look at the veracity of that and whether it has been dealt with fairly and appropriately.</p> <p>It was noted previously had been held at IEC about reinvigorating the scrutiny panels for complaints and discipline and JM stated that that would be something we need to talk through again when we next meet to get that back up and running.</p> <p>DS – stated that HMIC had suggested that all forces should seek to implement external scrutiny for complaints and for misconduct and vetting issues.</p> <p>It was agreed that this item would be discussed further at the next IEC meeting.</p>	
6	<p><b>Ethical Dilemma 1</b>  <b>Firearms Certificate</b></p> <p>This dilemma explores whether Cleveland Police should ask that an applicant for a firearms certificate should also provide details of others residing at the same address, or who have unsupervised access to the address.</p> <p>DS asked whether a firearm certificate is issued to one person and does it take into account if the household has anyone with mental health problems living at the same address? Does it take account of the security?</p> <p>If not should Cleveland Police ask for details of those other residents and who should that include?</p> <p>SJ – stated that the individuals should be interviewed on the annual renewal to check suitability and that this should include a home visit.</p> <p>PDW – noted it is probably harder to pass vetting for this committee than it is for getting a firearms license.</p> <p>NG - The only thing that we do in addition to the home visit is we would look on our local intelligence systems for who else lives at the address and whether there is any history that we know, and this would then come into consideration. But that's simply limited to those who has come to police attention during interactions.</p> <p>Cleveland do have a policy whereby if someone who is a firearms license holder is involved in a domestic incident, we remove the firearms from the address before we leave.</p> <p>The Committee would like to discuss this further and it was agreed that an officer with responsibility for issuing firearms certificates be invited to the next meeting of the IEC.</p>	

### **Feedback from Cleveland Police around Freemasons**

The Committee discussed this ethical dilemma at the previous meeting. Noteworthy from the start is fact that although this discussion may concentrate on Freemason's, other similar groups would potentially be included.

It was also noted that although the Freemasons are arguably transparent with material online and via other sources which describes their role, what is involved etc, there is a level of secrecy in terms of members, ceremonies etc. Therefore, discussions on this will always have a level of uncertainty due to the private nature of aspects of Freemasonry.

Viewpoints raised –

Public perception is a major factor in this discussion, in turn impacting public trust, and must be strongly considered. This must be balanced with avoiding decisions solely on negative headlines.

Potential harms of Freemasonry in policing included-

- Would the spending of the public purse be influenced by this?
- Spending and procurement must maintain their integrity and be free from any influences.
- Public perception – is Freemasonry a deeply-rooted and harmful influence in policing? A key point as these impacts public trust. Indeed, are there / were there specific Police lodges?

### **New Code of Ethics Update**

New code will be published January 2024 and will be reduced to the three key ethical principles.

### **Youth Advisory Group**

Dates and location for the upcoming YAG meetings were shared with the group and a member of the IEC will attend where appropriate.



YAG Programme  
23-24.docx

### **Recruitment**

The OPCC has created advert for new members on the their website and social media.

### **Body Worn Video**

DS raised the issue of what stance the force would take in the case where there was no body worn video evidence of an incident and they had to decide between accepting the word of the officer or that of the member of the public.

	<p>NG stated that any video that is captured on the device cannot be deleted. Once it has been recorded is on that device forever.</p> <p>These situations are always dealt with on a case-by-case basis and there is no default stance. Misconduct proceedings are always a balance of probabilities.</p> <p>JM – Stated that, if what we have is one word against the other, we would then start to look at the history of the officer to see if there is a pattern.</p> <p>What we would also look to do, if there was absolutely no other route we could take, would be to consider doing an ethical interview with the person involved.</p> <p>DS stated that BWV is a tool which every police force should be encouraging officers to use and that it needs to be clear that not having video evidence will not guarantee that the officer's version would be believed.</p>	
	<p><b>Ethical Dilemma 2</b></p> <p><b>Property</b></p> <p>This ethical dilemma examined an issue encountered in property management, especially, the large number of items which are not accounted for and the subsequent implications.</p> <p>The discussion sought to find the most ethical means of managing this situation, including the proposal to delete a large number of items of property which are believed to be no longer in police possession, but are recorded as such as, or were never actually taken into possession.</p> <p>NG explained that there are 10,000 items that are uncounted for which is an extremely alarming number. These items cause huge amounts of problems for managing the property and we also pay a cost to the people who manage it and look after our property and these numbers can skew that.</p> <p>A suggestion from the team who manage the property is that if they can identify items which meet certain criteria, they propose that these are deleted or more accurately described as archived.</p> <p>.KH – Asked if there was an option to auction them or give it to a charity instead? But as they don't exist this would not be feasible.</p> <p>CM – Could see the benefit but there would need to be a system in place so it doesn't happen.</p> <p>The Committee agreed that this would be the best way forward.</p>	

	<b>AOB</b> The forward plan Elise has been working on will be brought forward to the next meeting along with future meeting dates.	
	<b>Date for next meeting:</b>  <b>Cleveland Police HQ / Teams</b>	