



Police & Crime Commissioner for Cleveland
Cleveland Community Safety Hub
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Cleveland Independent External Ethics Committee

Minutes

Date: Wednesday 5th March 2025

Time: 16:00 – 18:30

Venue: Cleveland Police Central HQ / MS Teams

Attendees:

Name	Role
Dave Smith	Chair
Neal Gillson	Cleveland Police
Hazel Thompson	OPCC
Jessica Seaman	OPCC
Tresor Bukasa	Independent Member
Sarah Johnston	Independent Member
Shirley Johnston	Independent Member
Craig Marshall	Independent Member
Sean Craggs	Cleveland Police Vetting Manager

Apologies:

Name	Role
Nadia Wager	Independent Member
Charlotte Rumins	Independent Member
Khan Hanif	Independent Member
Sarah Wight	Independent Member
Elise Pout	OPCC

Apologies not received:

Name	Role
Tony Traynor	Independent Member

No.	Discussed	
1	Welcome & Introduction The Chair welcomed everyone to the meeting. It was explained that the meeting was being recorded to facilitate the minute taking.	
2	Apologies for Absence Apologies for absence were noted. <ul style="list-style-type: none"> • H.P has covered E.P from the OPCC. • Resignation of Independent Member. 	
3	Declarations of Conflicts of Interest No conflicts of interest declared.	
4	Reflection on recent news The Committee reflected on the recent passing of Vice Chair P.W, it was expressed how much his presence and commitment to the committee has been appreciated. A card has been signed by members to pass onto the family. It was suggested that the Committee has a group photograph taken which can be arranged by the OPCC comms team. – H.T/E.P to speak to Comms team.	HT/EP
5	Minutes from meeting 11th December 2024 The minutes were agreed as an accurate record of the meeting held on the 11th of December 2024. H.T has spoken with E.P regarding the publishing of the minutes, there has been a discussion with the Comms team around this, and an update will be provided at the next meeting. The committee are also keen to publicise the group on the OPCC website with a bio/picture.	EP
6	Ethical Dilemma 1 Item was raised by E.P regarding the OPCC use of Twitter (X). As E.P is not present this item will be deferred to the next meeting.	EP
7	Matters Arising/Updates Early Warning System – Background of item discussed - Stems from a newspaper article, regarding a company in America that says it can identify police officers that were at risk of misconduct. The company suggests that	

	<p>their software allows an organisation to bring data into one place to identify risks more easily.</p> <p>Cleveland Police already have processes in place to identify risks, the Force has a reasonable coverage of managing risks but is dependent on people sharing information and assessing this. Questions raised included, are we satisfied of the processes and are these working efficiently?</p> <p>S.C would like to reassure the committee that they are under the counter corruption unit and standards and ethics, so that sharing of information on intelligence is effortless throughout this department. Sean reviews vetting for individuals who have received a complaint or misconduct to ensure the matter has been addressed correctly but to ensure a holistic approach is taken in respect of the risk in that individual.</p> <p>An integrity health check will be coming into place on the 1st April that every officer must complete every 12 months, this will involve looking into all risks for individuals including financial changes, lifestyle and changes to circumstances. If this is not completed, the individual will not hold vetting.</p> <p>The Force are continuously looking for ways to improve the system regarding vetting but have improved hugely over recent months.</p> <p>New products have been introduced in terms of improving areas of vetting such as a screening tool to show threat and risk. Practice within the vetting department has moved on massively</p> <p>Cleveland Police have been highlighted as having good practice in terms of vetting processes and this has been HMIC recommended.</p> <p>The Committee asked how long does the vetting take?</p> <p>S.C had suggested new applications take on average 40/45 days to process from them receiving the application. Internal reviews are dependent on circumstances i.e. someone with financial issues may need to put a debt management plan in place to prove they are improving their circumstances, and this may take 3 months to provide evidence.</p> <p>The Committee asked if for example an officer is having attendance issues, by whom, and how, would this be picked up?</p> <p>S.C had stated that this would be picked up by HR/Wellbeing team depending on periods of absence. If there was a reason for absence that would indicate risk, this would be passed to S.C to review.</p> <p>Concerns were addressed around relying on other departments to pass on information about an individual, S.C will be able to hold departments to account for not bringing risks to his attention.</p> <p>The Di Maria Judgment case regarding the MET using Stage 3 UPP to remove people from the organisation is no longer legal as the process cannot be tested.</p> <p>Legislation around this will likely come in this year and is expected to be quite complex. The Di Maria case Weightmans</p>	
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	<p>The committee are now satisfied with the Force's response in relation to risks being picked up and identifying potential misconduct.</p> <p>Precept Update</p> <p>The Committee were keen to find out the outcome of the recent Precept and the decision process around this. The link below shows the Decision record that is publicly published on the OPCC website with breakdown of the consultations and decisions made.</p> <p>Decision 2024/25 - 0021: Police Precept Proposal 2025-26 - Cleveland Police and Crime Commissioner</p> <p>Police and Crime Plan Update</p> <p>Committee was presented with their own copy of the Police and Crime Plan to view and take home, more information on the development of the Plan is published on the OPCC website.</p> <p>Cleveland Police and Crime Plan - Cleveland Police and Crime Commissioner</p>	
8	<p>Ethical Dilemma 2</p> <p>A printout of a page from a local magazine was shared with the Committee. The page showed a photo of a shoplifting offender with the male's name and details of offences. The Chair was interested to know the groups thoughts on the publicising of this male's picture and name and how ethical this is in regard to risks to the males' circumstances, or mental health being affected by this article.</p> <p>One member of the Committee had suggested that they had seen this in the window of Sainsburys and that they had felt reassured seeing this, as it shows this behaviour is being picked up and dealt with. It was also mentioned that the individual was happy to go into shops and steal quite obviously in front of cameras so having their picture published is no different.</p> <p>N.G had brought to the group, that the publication of these images sits within the Communications Team within the Force, they have a process they must follow with every post. All communications should only be published to prevent crime and anti-social behaviour, reduce crime and fear of crime and bring offenders to justice, this must be the underpinning guidance to assure at least one if not all 3 of these objectives are being fulfilled. The process for things like criminal behaviour orders, as in this case, must be completed before publishing. This process includes checklists that assess risk of harm to individual/family members, vulnerability is checked including anyone they live with.</p> <p>One of the members had discussed that the public interest is more important than human rights and that if it were up to them they</p>	

	<p>wouldn't publish this straight away, they suggested it might be best to have a decision from multiple professional bodies, so it doesn't just fall on just the Police. It was also suggested that the publishing of this information provides more good than bad overall.</p> <p>The committee had a discussion around how would the Force measure the success of this, would this work as a deterrence for this individual committing further offences, or would this have an effect on the mental health of the individual, Custody offer mental health services so this would be picked up by them.</p> <p>The Committee agreed that, providing a thorough risk assessment is completed, they are comfortable with the publishing of this type of information.</p>	
9	<p>AOB</p> <p>Tracker for Agenda items has been distributed with the group, if any members have any Agenda items, please contact J.S/D.S.</p>	
10	<p>Date for next meeting: (CHANGE OF DATE) Wednesday 11th June 2025 Cleveland Police HQ / Teams</p>	