



## **MINUTES OF THE INDEPENDENT ETHICS PANEL HELD ON THURSDAY 20 JUNE 2024 AT CONSTABULARY HEADQUARTERS, WINSFORD**

*Present:* Robert Mee (Chair)  
Kate Jury

*Via Teams:* Jonathan Bamford  
Thomas Morris

*Apologies:* Joe Onions  
Maggie Chen  
Emma Shillabeer

*Also Present:* Damon Taylor, Chief Executive, Office of Police & Crime Commissioner  
Chief Officer Leon Boland, Special Constabulary  
Sergeant Ceri Davies

### **05/24 NOTES OF PREVIOUS MEETING**

The notes of the previous meeting held on 1 February 2024, were NOTED.

### **06/24 ACTIONS MATRIX**

Future discussions or issues for consideration for the Panel to include 'use of force' including taser.

### **07/24 PRESENTATION ON STOP & SEARCH**

Further to previous briefings to the Panel on this subject, Sergeant Davies gave an update on the use of stop and search and circulated some up-to-date data on the issue. Sgt Davies also touched on the use of Section 60 powers by the Constabulary and how their use is publicised; the disproportionality figures of those stopped; the promotion of stop and search to the wider public; the governance behind the process; and the rules in relation to stopping transgender individuals.

Panel members asked a series of questions including the use of community resolutions and cautions as a result of stops; the importance of learning from lived experience when training on stops; and sought reassurance on how the constabulary governed the process.

Sgt Davies reminded the Panel that they were very welcome to attend training events and would forward on details of dates to the OPCC.

### **08/24 SPECIAL CONSTABULARY**

Leon Boland spoke to the Panel about his work as Chief Officer of the Special Constabulary. There were currently 156 special constables in Cheshire, which was more than Merseyside and similar to Greater Manchester. The officers were very well integrated

into the Constabulary and fulfilled many policing roles. It was explained that specials received 18 months of intensive training and were confirmed in role after two years. On average in Cheshire, special constables undertook 32 hours of policing every month, which equated to an additional 29 full time officers each year.

The Panel congratulated Leon on his work and raised a number of issues including the reasons why specials volunteer; the level and type of training; and the level of complaints that special constables received and whether that was disproportionate to full time officers.

### **09/24 NEXT MEETING**

The next meeting of the Panel is scheduled for 5<sup>th</sup> September 2024 at 17:00

*The meeting commenced at 5.00pm and concluded at 6.30pm*

## ACTIONS MATRIX

Ref.	Action	Action taken
1. [3-23]	<p>The Panel calls on the Chief Constable and the Commissioner to ensure and demonstrate that all officers, staff and other relevant personnel receive the appropriate level of vetting at the right time and that this is reviewed regularly to ensure their vetting status remains valid</p> <p>09-11-23 DCC gave an update on the outcome of the Historic Data Wash.</p>	<p>Provide updates at future meetings, particular in context of recent HMICFRS report</p> <p><b>ACTION CLOSED</b></p>
2. [3-23]	<p>The Panel supported any moves to enable Chief Constables to enhance sanctions against officers who they felt had not achieved the right level of behaviour or standards to continue as police officers.</p> <p>09-11-23 The DCC updated the Panel on the proposals for the proposed replacement of LQCs</p>	<p>Ongoing issue – legislation likely to be introduced to address this. Panel to be kept updated on progress</p> <p><b>ACTION CLOSED</b></p>
3. [3-23]	<p>The Panel has asked for sight of the report which is shared with the Commissioner on the number and types of misconduct cases being managed to get a full understanding of the scale of the issue in Cheshire.</p>	<p>Report circulated to Panel with Minutes of June meeting</p> <p><b>ACTION CLOSED</b></p>
4. [3-23]	<p>To help inform the Panel's work, it would find it helpful to better understand how both organisations (PCC/Constabulary) gain the views of people in Cheshire on policing.</p>	<p>Feedback to be given at future meeting</p>
5. [3-23]	<p>The Panel raised a query about how young people who are accused of criminal activity are dealt with by the police and would be interested to learn more through one of their regular sessions about this.</p> <p>09-11-23 This to include information about the work of the Youth Commission</p>	<p>For consideration at a future Panel meeting</p> <p><b>MOVED TO ACTION 14 BELOW</b></p>
6. [6-23] & [9-23]	<p>Develop an induction programme for new members of the Panel</p>	<p>Agreed at meeting on 05/09/23 that CEO to provide list of relevant information to aid Panel's wider understanding of policing</p>
7. [6-23]	<p>Provide an update on other training events which the Panel may wish to consider attending in line with their work programme</p>	
8. [6-23]	<p>Possible future discussion item for the Panel around the <i>Right Care Right Person</i> project</p>	<p>For consideration at a future Panel meeting</p> <p>Considered on 05/09/23</p> <p><b>ACTION CLOSED</b></p>
9. [6-23]	<p>Link to ethnicity data to be provided to the Panel</p>	<p>link provided</p> <p><b>ACTION CLOSED</b></p>
10. [9-23]	<p>Slides of RCRP to be circulated to Panel</p>	<p>Sent on 07/09/23</p> <p><b>ACTION CLOSED</b></p>

11. [9-23]	RCRP post implementation issues to be discussed at a future Panel meeting	
12. [9-23]	Dates of future meetings for 2024 to be arranged	<b>ACTION CLOSED</b>
13. [11-23]	DCC to speak at future meeting on his role	<b>Presentation to the Ethics Panel 01.02.24 ACTION CLOSED</b>
14.[01-24]	Future agenda items discussed. <ul style="list-style-type: none"> <li>• Body Worn Video (BWV)</li> <li>• How officers deal with young people (see action 5)</li> <li>• National Stop and Search S60 Report</li> <li>• New members to undertake training already given to RM and ES</li> <li>• Presentation from the Special Constabulary</li> </ul>	
15.[01-24]	Printed hard copies of the (revised) Code of Ethics for Policing to be sent out	
16.[01-24]	A.I. as a future deployment tool for the Constabulary	
17.[01-24]	Facial Recognition review for new members	