



**Cheshire
Constabulary**

MINUTES OF THE INDEPENDENT ETHICS PANEL HELD ON THURSDAY 5 SEPTEMBER 2024 AT CONSTABULARY HEADQUARTERS, WINSFORD

Present: Robert Mee (Chair)
Jonathan Bamford
Maggie Chen
Kate Jury
Thomas Morris (via Teams)
Joe Onions
Emma Shillabeer

Also Present: Chris Armit, Deputy Chief Constable
Damon Taylor, Chief Executive, Office of Police & Crime Commissioner
Sergeant Callum Cuerden, Staff Office
Liz Corfield, OPCC

Observing: Paul Moxley, HMICFRS (via Teams)

10/24 NOTES OF PREVIOUS MEETING

The notes of the previous meeting held on 20 June 2024, were NOTED.

11/24 OPERATION NAVETTE

The Deputy Chief Constable gave a presentation on Operation Navette which was Cheshire Constabulary's response to the recent disorders. The presentation was well received by the Panel and stimulated a lot of questions from the Panel including the involvement and use of social media by individuals and groups; the use of language relating to the accused which may have helped stoke the trouble; belief that the severity and speed of the swift justice used made a huge impact on quelling the trouble; whether there could be charges for assault animals used by the police in riot situations (charge is for criminal damage to an animal; legislation to make it an assault had not been legislated for); what was defined as the reasonable level of force; the length of time facial recognition images not used are held on file.

The Panel welcomed the honest and open presentation on the Constabulary's operation and considered whether there were any other ethical issues which would need to be considered in due course.

12/24 GOVERNMENT EARLY RELEASE SCHEME

The Deputy Chief Constable gave a verbal update on the Scheme and the implications for the Constabulary. 48 prisoners had been eligible for release under the scheme and the Constabulary had lodged an appeal about some of the individuals but the appeal had not been upheld and the release had continued.

It was reported that the next wave of early release was 22nd October. This generated discussion and questions including the level of rehabilitation support (not a service

provided by the police but other agencies); what would happen if there was a breach by those released; and the general comment that any release of individuals does place an additional demands on police resources.

13/24 GENERAL DISCUSSION

At this point in the meeting, the Deputy Chief Constable, Staff Officer and HMICFRS left the meeting to enable the Panel to have a general reflection on the presentations and what they'd heard.

The Panel discussed the way the events had been policed and whether there were any further ethical issues to consider, as well as some of the media narrative that challenged the police's handling of the events. The Panel concluded that they were supportive of the approach that had been taken, thought that the way that some of the swift sentences had been handed out could present challenges in the future, but agreed at this stage that there was nothing to bring back to the panel.

14/24 ISSUES FOR FURTHER CONSIDERATION BY THE PANEL

- Development of Facial Recognition and contention of live facial recognition
- AI as a future tool for use by the Constabulary
- The role of Ethics Panels as governance in NPCC Covenant.
- Tasers – training of and the impact on the officers who use them
- PCC's Police and Crime Plan – is there a piece of work for the EP to consult on this?

09/24 NEXT MEETING

The next meeting of the Panel is scheduled for 14th November 2024 at 17:00

The meeting commenced at 5.00pm and concluded at 6.50pm

ACTIONS MATRIX

| Ref. | Action | Action taken |
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| 1. [3-23] | 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 09-11-23 DCC gave an update on the outcome of the Historic Data Wash. | Provide updates at future meetings, particular in context of recent HMICFRS report ACTION CLOSED |
| 2. [3-23] | 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. 09-11-23 The DCC updated the Panel on the proposals for the proposed replacement of LQCs | Ongoing issue – legislation likely to be introduced to address this. Panel to be kept updated on progress ACTION CLOSED |
| 3. [3-23] | 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. | Report circulated to Panel with Minutes of June meeting ACTION CLOSED |
| 4. [3-23] | 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. | Feedback to be given at future meeting |
| 5. [3-23] | 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. 09-11-23 This to include information about the work of the Youth Commission | For consideration at a future Panel meeting MOVED TO ACTION 14 BELOW |
| 6. [6-23] & [9-23] | Develop an induction programme for new members of the Panel | Agreed at meeting on 05/09/23 that CEO to provide list of relevant information to aid Panel's wider understanding of policing |
| 7. [6-23] | Provide an update on other training events which the Panel may wish to consider attending in line with their work programme | |
| 8. [6-23] | Possible future discussion item for the Panel around the <i>Right Care Right Person</i> project | For consideration at a future Panel meeting Considered on 05/09/23 ACTION CLOSED |
| 9. [6-23] | Link to ethnicity data to be provided to the Panel | link provided ACTION CLOSED |
| 10. [9-23] | Slides of RCRP to be circulated to Panel | Sent on 07/09/23 ACTION CLOSED |

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| 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 | ACTION CLOSED |
| 13. [11-23] | DCC to speak at future meeting on his role | Presentation to the Ethics Panel 01.02.24 ACTION CLOSED |
| 14.[01-24] | Future agenda items discussed. <ul style="list-style-type: none"> • Body Worn Video (BWV) • How officers deal with young people (see action 5) • National Stop and Search S60 Report • New members to undertake training already given to RM and ES • Presentation from the Special Constabulary | <ul style="list-style-type: none"> • CLOSED |
| 15.[01-24] | Printed hard copies of the (revised) Code of Ethics for Policing to be sent out | ACTION CLOSED |
| 16.[01-24] | A.I. as a future deployment tool for the Constabulary | |
| 17.[01-24] | Facial Recognition review for new members | |
| 18.[09-24] | Possible future agenda items: <ul style="list-style-type: none"> • The role of Ethics Panels as governance in NPCC Covenant. • Tasers – training of and the impact on the officers who use them • PCC's Police and Crime Plan – is there a piece of work for the EP to consult on this? | |