



Cheshire
Police & Crime
Commissioner



Cheshire
Constabulary

Independent Ethics Panel

Terms of reference

Purpose of the Panel

1. To provide a forum for independent review of ethical issues in the police service to help inform the work of the Police & Crime Commissioner (PCC) and Cheshire Constabulary and give wider reassurance to the public of Cheshire.
2. The Panel's work will include:
 - Responding to ethical challenges facing the police service
 - Promoting effective leadership and an appropriate organisational culture which promotes compliance with the Code of Ethics
 - Work to support the development and oversight of policies and procedures in relation to integrity; ethical issues and confidential reporting
 - Responding to any ethical matters referred to it by the Commissioner and/or the Chief Constable
 - Promoting ethics in the delivery of services
 - Providing reassurance to both the Chief Constable and the PCC that ethics, diversity and compliance standards and procedures are effective in policing across Cheshire
 - Ensuring that the ethics agenda is effectively communicated to the public
 - Considering referrals from the PCC and/or the Chief Constable on matters that fall within the remit of the Panel
3. Although not a prescriptive list, topics to be regularly reviewed by the Panel may include:
 - Workforce statistics (diversity issues)
 - Stop & search
 - Use of force
 - Hate crime
 - Complaints
 - Custody visiting statistics
 - Vetting

Cont'd...

Membership

4. The Panel will have a minimum membership of 5 members. All will be independent persons appointed by the PCC and the Chief Constable. None of the independent members can be serving or ex police officers/staff or a member of the Police & Crime Panel. Members will be appointed for a period of four years (with a further term of four years possible). A minimum of 3 independent members must be present for discussion to take place.
5. Additional members can be co-opted onto the Panel to assist in thematic reviews or to provide additional areas of expertise. The co-option should be for no more than six months unless the Panel decides otherwise.
6. Other people can be invited to the Panel as necessary to support the discussion.
7. Panel members will not be paid, however all reasonable travel expenses will be reimbursed.

Meetings

8. The Office of the PCC will support the meetings, including convening meetings, preparing briefings and recording outcomes.
9. The Panel will meet three times per year or as required by the PCC and the Chief Constable
10. Meetings of the Panel will not be subject to the Local Government Access to Information legislation but is subject to the Freedom of Information Act. In the interests of openness and transparency, the agenda and reports, not subject to restrictions, will be published following the meeting.
11. A formal report setting out the views/findings of the Panel will be submitted to the Chief Constable and the PCC for their consideration.

Agreed 4 May 2022