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| Compliance with Code of Ethics |
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| May 2024   1. PURPOSE AND RECOMMENDATION    1. This paper is for information only setting out the progress made to embed the Code of Ethics into Gwent Police. It also provides an update on the force Ethics Committee and Internal Ethics Group.    2. There are no recommendations made requiring a decision. 2. INTRODUCTION & BACKGROUND    1. The Code of Ethics was introduced by the College of Policing in 2014 in its role as the professional body for policing. It sets and defines the exemplary standards of behaviour for everyone who works in policing.   It is a supportive, positive, everyday decision-making framework and is a constant reinforcement of the values and standards that policing is proud of. It is intended to encourage personal responsibility and the exercise of professional judgement; empowering everyone in policing to ensure they always do the right thing. The National Decision Model (NDM) placed the Code of Ethics at the heart of the model to reinforce this.  The College of Policing launched the new Code of Ethics in January 2024.   * 1. During initial training / induction officers and police staff receive specific inputs on the Code of Ethics and the National Decision Model. Whilst these are standalone sessions, the Code and the NDM are weaved into all aspects of training.   2. Ethics Committee members meet bi-monthly; the committee discuss ethical dilemmas from across the organisation and feed back to the People and Culture Board. The committee is led by Supt. Laura Bartley and there is representation at a senior level on the committee from the OPCC.   In the past 12 months a total of 8 dilemmas have been discussed over 4 meetings, all held online. Covering a range of topics including, but not exclusive to, the use of specialist skills in business interest applications and the use of religious building for policing events.  The additional focus on Ethics through the Internal Ethics Group has further reinforced the discussions around ethics across the organisation and generated additional submissions to the committee. A highlight report is submitted to People and Culture Board following each meeting.   * 1. In November 2021 the inaugural Internal Ethics Group (IEG) meeting took place, chaired by ACC McLain. It was recognised that the Ethics Committee itself had limited ability to impact the extent to which the wider workforce complies with and adheres to the Code of Ethics. The internal group aims to bridge this gap.   The Aims and Objectives are as follows:   * Ensure a culture of ethics is embedded throughout the organisation. * Empowering people to do the right thing. * Encourage challenge and reporting. * Ethics at the heart of decision making. * Those who demonstrate ethical behaviours are supported.   1. The IEG has sat on three occasions in the past 12 months.   We have seen some positive indicators that the work of the IEG is having an impact, including the embedding of amended agenda templates for all force meetings and boards – prompting any ethical considerations to be flagged, changes to the NDM template in Niche to promote reference to the Code of Ethics in all decision making and the roll out of Ethics Awareness Training to officers and staff.  Between February and June 2023, 600+ frontline officers received a half day training input on ethics. They were presented with ethical dilemmas on a variety of topics including overclaiming expenses and offensive content shared on WhatsApp groups.   1. ISSUES FOR CONSIDERATION    1. The purpose of this report is to detail the work that has been undertaken to ensure ethical legitimacy within Gwent police.   There is work ongoing on the national stage that is seeking to further strengthen ethical behaviour within policing. Supt. Bartley is a member of the Southwest Regional Ethics Committee and the learning from this committee feeds back into our local committee and supports the work of the IEG.  Gwent Police will need to decide how to support the launch of the new Code of Ethics. It is nearly 10 years since the initial code and there are real opportunities to utilise this launch to further promote ethical behaviour across the force and ensure all officers and staff are committed to the principles within the new code.   1. COLLABORATION    1. Nothing of note in this paper. 2. NEXT STEPS    1. There is a clear governance structure that sits behind the national NPCC UK Police Ethics Guidance Group meeting, chaired by DCC Sam de Reya during 22/23. All meetings are currently online due to Covid 19.   The regional structure is now established with 4 distinct regions meeting quarterly and reporting in to the UKPEGG. Gwent Police are active members of the Southwest Region.  Supt. Laura Bartley and Detective Supt Sam Payne (as Head of PSD) attended the launch event for the new Code of Ethics, hosted at the College of Policing in October 2023. An implementation plan is currently under development through the IEG and will include communication and training plans.   * 1. Embedding the Code of Ethics: * 2024 Code of Ethics input to all Learning and Development staff to enable them to update all of their learning materials across Policing Education Qualification Framework (PEQF), operational training, driver training, crime training and leadership so anyone attending any form of training will have the new Code of Ethics delivered. * Officers on March 2024 cohort have received the new Code of Ethics input. * 2024 Code of Ethics input provided to Human Resources (HR) representatives and content shared so that recruitment materials better reflect the new code. HR team updated with the accompanying revised Competency and Values Framework (CVF). To be released w/c 06/05/2024. * 2024 Code of Ethics input to all staff within Professional Standards Department (PSD). The language within the code has been built into their severity assessments and interview plans. * 2024 Code of Ethics input provided to all new police staff starters. * Chief's roadshow - input on 2024 Code of Ethics delivered to 762 officers / staff in Quarter 4 2023. * 2024 Code of Ethics input provided to Independent Advisory Group (IAG) in April 2024. * All force agendas now amended to include the new Code of Ethics  1. FINANCIAL CONSIDERATIONS    1. There are no financial considerations for this paper. 2. PERSONNEL CONSIDERATIONS    1. Supt. Bartley has requested support from the Continuous Improvement team in the recruitment of a refreshed cohort of external committee members, internal members and an independent chair. CS Townsend is in support of this. 3. LEGAL CONSIDERATIONS    1. Nothing of note. 4. EQUALITIES & HUMAN RIGHTS CONSIDERATIONS    1. This report has been considered against the general duty to promote equality, as stipulated under the Strategic Equality Plan and has been assessed not to discriminate against any particular group.    2. In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998. 5. RISK    1. No identified risk within this paper. 6. PUBLIC INTEREST    1. In producing this report, has consideration been given to ‘public confidence’? Yes    2. Are the contents of this report, observations and appendices necessary and suitable for the public domain? Yes    3. If you consider this report to be exempt from the public domain, please state the reasons: N/A 7. REPORT AUTHOR    1. Superintendent Laura Bartley 8. LEAD CHIEF OFFICER    1. ACC Nick McLain 9. ANNEXES    1. None. 10. GOVERNANCE BOARD AND CHIEF OFFICER APPROVAL     This report has been presented to the following oversight board:  **Strategic Force Performance Board**    Meeting chaired by:  **DCC Mark Hobrough**    Meeting date:  **24.05.2024**    Actions and amendments arising from meeting:  **N/A.**  I confirm this report has been discussed and approved at a formal Chief Officers’ meeting.  I confirm this report is suitable for the public domain.  Signature:  Date: 24.05.2024 | | |