



Annual Code of Ethics Compliance Report

Strategy and Performance
Board

November 2022



1. PURPOSE AND RECOMMENDATION

- 1.1 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 newly formed Internal Ethics Group.
- 1.2 There are no recommendations made requiring a decision.

2. INTRODUCTION & BACKGROUND

- 2.1 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 Code has remained unchanged since 2014, however the College of Policing is due to release an updated Code of Ethics by the end of this financial year.

- 2.2 During the initial training / induction officers and police staff receive specific units on the Code of Ethics and the National Decision Model. Whilst these are standalone sessions, the Code and NDM are weaved into all aspects of training.
- 2.3 In 2015, the force Ethics Committee was established. The committee was initially made-up of external individuals (eight in total), comprising existing members from the force independent advisory group (IAG) and other externally recruited members. In 2016, additional external members were recruited from a local university. In 2017, the committee recruited a cohort of internal police officers and staff, and in recent years the committee has identified representatives from our Chaplaincy team and Special Constabulary, further enhancing the legitimacy and diversity of its membership.

All committee members undertake the role voluntarily and have received training from Gwent police and are vetted to enable them to engage and review all aspects of policing within the force.

In September 2022 further internal recruitment was undertaken to refresh the membership, and this process to identify new members of the committee will be completed in November 2022.

- 2.4 The IEG has sat on four occasions to date. The TOR have been agreed and there is excellent representation from across the force. The delivery



plan has generated work in a variety of areas, from amendments to our governance documents to ensure Ethics is an agenda item at each force meeting, to The Beat articles posing Ethical Dilemmas to the workforce, which have received excellent engagement from across the organisation.

We have seen some positive indicators that the work of the IEG is having an impact, including ethical issues being flagged in the IEG meeting and the dilemmas being flagged straight into the committee, to ethical matters being raised to the Chair of a force meeting challenging a particular course of action.

Imbedding ethics across the organisation is a challenge, but it's a challenge being felt by police forces across the UK. The IEG will continue to build on the positive start this meeting has had on bringing ethical considerations to the fore across Gwent Police.

3. ISSUES FOR CONSIDERATION

- 3.1 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. CI Bartley is a member of the South-West Regional Ethics Committee and the learning from this committee feeds back into our local committee and supports the work of the IEG.

- 3.2 Ethics Committee members meet bi-monthly; the committee discuss ethical dilemmas from across the organisation and feed back to the People Strategy Board. The committee is led by CI Laura Bartley and there is representation at a senior level on the committee from the OPCC. In the past 12 months a total of 9 dilemmas have been discussed over 4 meetings, all held online. The topics discussed have included:

Promotion process

Sponsorship

Stealing to eat – officer discretion

Regulation 13 – relationship to Barred list

Medical bands – when to call an ambulance

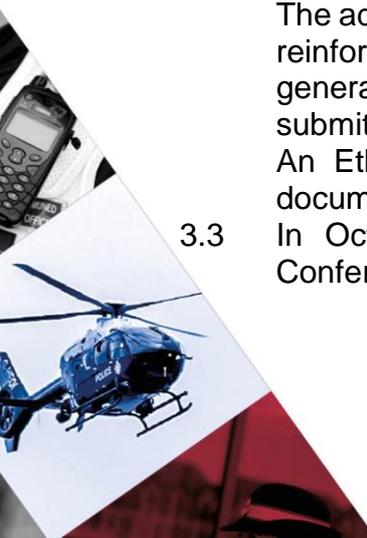
Rando, interrogation of officer phones

Publication of minutes of force meetings

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 Strategy Board following each meeting.

An Ethics Committee page is set up on The Beat including all core documents and dilemmas discussed.

- 3.3 In October 2022, Gwent Police hosted the annual Regional Ethics Conference for the first time. This half day event had speakers from



academia, an input from the team re-writing the Code of Ethics at the College of Policing and the Chair of the Northern Regional Ethics Committee. The event was attended by officers and staff from across UK policing and was available to all Gwent Police employees, both on the day and via links on The Beat following the event.

3.4 In November 2021 the inaugural Internal Ethics Group meeting took place, chaired by ACC McLain. It is recognised that the Ethics Committee itself has 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. This group is supported by a Delivery Plan to ensure the Aims and Objectives of the group are met. 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

4. COLLABORATION

4.1 None.

5. NEXT STEPS

5.1 There is a clear governance structure that sits behind the national NPCC UK Police Ethics Guidance Group meeting, chaired by CC Richard Lewis during 21/22, with DCC Sam de Reya taking over as Chair as of October 2022. 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 South-West Region.

6. FINANCIAL CONSIDERATIONS

6.1 There are no financial considerations.

7. PERSONNEL CONSIDERATIONS

7.1 None to report.

8. LEGAL CONSIDERATIONS



8.1 Nothing of note.

9. EQUALITIES & HUMAN RIGHTS CONSIDERATIONS

9.1 This report has been considered against the general duty to promote equality, as stipulated under the Joint Strategic Equality Plan and has been assessed not to discriminate against any particular group.

9.2 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.

10. RISK

10.1 No identified risk at present.

11. PUBLIC INTEREST

11.1 In producing this report, has consideration been given to 'public confidence'? **Yes**

11.2 Are the contents of this report, observations and appendices necessary and suitable for the public domain? **Yes**

11.3 If you consider this report to be exempt from the public domain, please state the reasons: N/A

12. REPORT AUTHOR

12.1 Chief Inspector Laura Bartley

13. LEAD CHIEF OFFICER

13.1 T/ACC Nicholas McLain

14. ANNEXES

14.1 None

15. CHIEF OFFICER APPROVAL

15.1 I confirm this report has been discussed and approved at a formal Chief Officers' meeting.

15.2 I confirm this report is suitable for the public domain for the reasons stated in 11.3.

None

Signature:

Date: 07.11.2022

