



## Ethics and Integrity Panel – Terms of Reference

### Purpose:

The purpose of this panel is to provide a forum that challenges, encourages and supports the Police and Crime Commissioner and the Chief Constable in monitoring and dealing with integrity and ethical issues within Cumbria Constabulary and the Office of the Police and Crime Commissioner.

The panel will consider ethics and integrity issues within both organisations providing strategic input and support in relation to such issues. The panel has no decision making powers.

### Terms of Reference:

- 1) Promote and influence professional ethics in all aspects of policing with the ability to test the Commissioner and the Chief Constable on the integrity of both organisations.
- 2) Regularly review Constabulary complaint files to ensure procedures, investigations and outcomes have been followed; and addressed in accordance with statutory guidelines published by the Independent Police Complaints Commission (IPCC). Ensuring best practice and lessons learned are acted upon and disseminated appropriately.
- 3) To maintain an overview and monitor performance in relation to conduct, complaints, claims against the force, quality of service, procurement and integrity matters to ensure statutory responsibilities are met and ensure good governance.
- 4) Monitor the Police and Crime Commissioner and the Office of the Police and Crime Commissioner with regard to their implementation and adherence to the Code of Ethics/Code of Conduct.
- 5) To review registers maintained by the Constabulary and OPCC including gifts and hospitality, interests, secondary employment and Freedom of Information compliance. Cross-reference these with Chief Officer/Commissioner expenses.
- 6) To undertake and scrutinise thematic areas of work, identifying lessons and reporting the Panel's findings to the Commissioner and the Chief Constable.
- 7) To undertake reviews of other ethical work as and when required.
- 8) To support the Commissioner and Chief Constable in the development of policies and procedures in relation to integrity, ethical issues and confidential reporting.

- 9) To provide a quarterly report and annual report on the work carried out by the panel, including the raising of any issues or concerns. The report to be presented to the Police and Crime Commissioner's public meeting and be published on the Commissioner's website.
- 10) Where appropriate the Panel Chair may invite advisors to provide specialist or legal advice to support the work of the panel.
- 11) To annually review the Terms of Reference and annual work programme to ensure they allow the panel to fulfil its role effectively. Any amendments to be approved by the Police and Crime Commissioner and Chief Constable.