



Office of the Police & Crime Commissioner

Ethics & Integrity Panel – Member Role Profile

Purpose:

The purpose of the Ethics and Integrity Panel is to provide a forum which 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.

Member Responsibilities:

- 1) To monitor and scrutinise performance in relation to ethics, advising on the outcome and lessons learned.
- 2) To promote compliance of the Code of Ethics and ethical working in all aspects of work within Cumbria Constabulary and the Office of the Police and Crime Commissioner.
- 3) To provide strategic advice and support in relation to ethical issues.
- 4) To influence changes within current policies and procedures.
- 5) To agree an annual work programme setting out proposed areas and themes of focus.
- 6) To attend scheduled meetings of the panel to be held at Police Headquarters, Penrith and be willing to carry out additional work when required.

Essential Knowledge/Experience of Members:

Applicants are asked to demonstrate their experience and knowledge in the following areas:

- **Ethical skills** - Knowledge and understanding of ethical principles and their practical application. Previous or active participation in an area of work or interest with ethics as a core dimension.
- **Scrutiny skills** - Experience of a role involving analysing, reviewing or developing services, including the evaluation of performance or inspection data. The ability to question, challenge and debate issues; making balanced, reasonable and proportionate judgements reporting to the Police and Crime Commissioner and the Chief Constable.
- **Effective communication skills** - The ability to interpret complex written and statistical information and communicate effectively both orally and in writing. Demonstrating the ability to prepare and contribute to meetings.
- **Working as part of a team** – Ability to work as part of a team, establishing and maintaining good working relationships with a wide range of people.
- **Diversity** - Capacity to treat all people fairly and with respect; and to value diversity and respond constructively to differing opinions. A good understanding of the communities within Cumbria.

Eligibility Criteria

The following restrictions will apply to ensure the complete independence and objectivity of members of the Panel in the conduct of business.

- Must be over 18 years of age and live or work in the Cumbria police force area.
- Must not be an elected member or (independently) appointed member of any public body in Cumbria.
- Must not be a serving or former Police Officer, member of Police staff, or officer of the Special Constabulary.
- Must not be a member of staff of the Office of the Police and Crime Commissioner; a serving member of the Independent Custody Visitors Scheme; a current or past member of the Joint Audit and Standards Committee.
- Individuals who have close relationships with any of the above including immediate family members
- Must not be involved in a complaint or disciplinary process within the last 5 years of the matter being finalised.

Tenure

Panel members will be recruited for a tenure of 2 years, with a possibility of extending, on a 2-year rolling basis, to a maximum of 8 years.

Vetting

All members of the panel will be subject to vetting clearance prior to confirmation of appointment.

Member attendance

The panel will meet on a quarterly basis, with additional meetings when required. Members will be required to make a commitment to attend at least 3 meetings annually and to attend provided training in relation to their role.

Remuneration

Panel members will be remunerated at Home Office Police Tribunal rates for their attendance at meetings.

- £222.18 full day (sitting of more than 4 hours (excluding meal breaks))
- £110.03 half day (sitting of less than 4 hours (excluding meal breaks))

Members will be reimbursed reasonable travel expenses from within the county with the current mileage rate set at 45p per mile.

Following Appointment

Upon appointment members will be asked to:

- Sign a Code of Conduct
- Declare any interests relevant to Cumbria Constabulary or the Office of the Police and Crime Commissioner (OPCC); these to be retained by the OPCC.
- Agree to have their name and a short synopsis of their experience published on the OPCC website.
- Undertake a commitment to attend a minimum of 3 meetings annually and attend any relevant training provided.