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Our reference: jh/EIP

Date: 26 October 2021

AGENDA

TO: THE MEMBERS OF THE ETHCS AND INTEGRITY PANEL

CUMBRIA POLICE & CRIME COMMISSIONER AND CUMBRIA CONSTABULARY ETHICS AND INTEGRITY PANEL

A Meeting of the Ethics and Integrity Panel will take place on **Thursday 4 November 2021** at **2.00 pm**. Due to Government Guidelines in response to COVID-19 the meeting is being held via telephone conference facility.

Details of how to access the meeting will be emailed to participants separately.

G Shearer
Deputy Chief Executive

PANEL MEMBERSHIP

Mr Michael Duff
Mrs Lesley Horton
Mr Alan Rankin (Chair)
Mr Alex Rocke

AGENDA

PART 1– ITEMS TO BE CONSIDERED IN THE PRESENCE OF THE PRESS AND PUBLIC

1. APOLOGIES FOR ABSENCE

2. DISCLOSURE OF PERSONAL INTERESTS

Members are invited to disclose any personal/prejudicial interest which they may have in any of the items on the Agenda. If the personal interest is a prejudicial interest, then the individual member should not participate in a discussion of the matter and must withdraw from the meeting room unless a dispensation has previously been obtained.

3. URGENT BUSINESS AND EXCLUSION OF THE PRESS AND PUBLIC

To consider (i) any urgent items of business and (ii) whether the press and public should be excluded from the Meeting during consideration of any Agenda item where there is likely disclosure of information exempt under s.100A(4) and Part I Schedule A of the Local Government Act 1972 and the public interest in not disclosing outweighs any public interest in disclosure.

PART 2– ITEMS TO BE CONSIDERED IN THE ABSENCE OF THE PRESS AND PUBLIC

4. NOTES OF THE PREVIOUS MEETING

To confirm the restricted notes of the meeting of the Ethics and Integrity Panel held on 5 August 2021 (copy enclosed).

5. CONTACT WITH THE PUBLIC

To receive an update on the work being carried out by the Constabulary's Disproportionality Working Group– *to be provided by Deputy Chief Constable Mark Webster*

6. CIVIL CLAIMS

To receive and note a report by Cumbria Constabulary on Civil Claims
- *To be presented by Mr A Dobson, Director of Legal Services.*

7. STOP AND SEARCH ANNUAL REPORT

To receive an annual report on Stop and Searches made by the Constabulary during 2020-21 – *to be presented by Inspector Mike O'Hagan / T/C/Superintendent Matt Kennerley*

- 8. INFORMATION MANAGEMENT COMPLIANCE**
To receive and note a report by Cumbria Constabulary on their compliance with Data Protection Legislation (copy enclosed) – *To be presented by Lesley Johnson, Force Data & Information Improvement Advisor.*
- 9. DATA ETHICS ADVISORY GROUP**
To receive a verbal update from the meeting held on 28 September 2021 – *To be presented by Jo Edgar, Joint Chief Information Officer / Lesley Johnson*
- 10. OFFICER & STAFF UPDATE**

 - (a) To receive an update in relation to Operation Uplift – *to be presented by Superintendent Dave Stalker*
 - (b) To receive a report in relation to police officer and staff sickness - *to be presented by Superintendent Dave Stalker*
 - (c) To receive an update on the Constabulary's Conscious Inclusion Accreditation Programme and its development – *To be provided by Chief Superintendent Lisa Hogan*
- 11. GRIEVANCES**
To receive and note a report by Cumbria Constabulary on grievance cases - *To be presented by Superintendent Dave Stalker*
- 12. INTEGRITY**
To receive a report on the work carried out within the Constabulary's Professional Standards Department, including Complaints by the Public; and Anti-Fraud & Corruption (including officer and staff misconduct) – *to be presented by Detective Chief Inspector Craig Smith*
- 13. CONSTABULARY'S OFFICER VERIFICATION PROCESS & ACTIONS**
To receive an update on the Constabulary's additional officer verification process and other actions being taken following the Sarah Everard case – *to be presented by Deputy Chief Constable Mark Webster*
- 14. ETHICAL STANDARDS POLICY**
To receive and note the recently updated Constabulary's Ethical Standards Policy
- 15. OPCC COMPLAINTS, REVIEWS AND QSPI**
To receive and note reports to be presented by the *OPCC Deputy Chief Executive* regarding

 - (a) OPCC Complaints & Reviews; and
 - (b) Quality of Service Issues received; and work carried out
- 16. OPCC INTERNAL AUDIT – COMPLAINT REVIEWS**
To receive a copy of the Internal Audit Report in relation to Complaint Reviews – *To be presented by the OPCC Deputy Chief Executive*

17. PANEL TERMS OF REFERENCE, 2022 ANNUAL WORK PROGRAMME & MEETING DATES

To consider and agree the Panel's annual work programme and meeting dates for 2022 - *To be presented by the OPCC Deputy Chief Executive*

ETHICS AND INTEGRITY PANEL

Notes of a meeting of the Ethics and Integrity Panel held on
Thursday 5 August 2021 via video conference facility at 2.00 pm

PRESENT

Mr Alan Rankin (Chair)
Mr Michael Duff
Mrs Lesley Horton
Mr Alex Rocke

Also present:

Deputy Chief Constable – Mark Webster
Chief Superintendent – Sarah Jackson
Chief Superintendent – Lisa Hogan
Detective Chief Inspector – Craig Smith
Chief Inspector Jon Sherlock
HR Manager – Kate Ruddick
OPCC Deputy Chief Executive – Vivian Stafford
OPCC Governance Manager - Joanne Head

23. APOLOGIES FOR ABSENCE

No apologies for absence were received as all Panel members were present.

24. DISCLOSURE OF PERSONAL INTERESTS

There were no disclosures of personal interest regarding any agenda item.

25. URGENT BUSINESS

There were no items of urgent business to be considered by the Panel.

26. NOTES OF THE PREVIOUS MEETING

The notes of the meeting held on 5 May 2021 previously circulated with the agenda were agreed.

With regard to the issue previously highlighted in relation to members of the public having to potentially declare receipt of a Fixed Penalty Notice for some professions, DCC Webster advised that an FPN issued under COVID regulations was a non-recordable matter, however some employees in certain vocations may be required to advise their employer should they receive

one. A discussion subsequently took place and Chief Inspector Sherlock advised that the Constabulary had in place an Adult Out of Court Disposal framework which incorporated the offender management programme called Pathways. This offered reparation for the victim and rehabilitation for the offender resulting in the offender facing swifter consequences for their actions, addressing the root cause of offending and achieving better outcomes for victims. The members were provided with a website link to the OPCC website where further information was available.

Agreed; that, the notes of the meeting held on 5 May 2021 were agreed.

(a) Property Store Review

The Panel were provided with a report which outlined how the Constabulary were reducing the risk of complaints or civil claims being made in relation to property retention and damage. It now only retained property for as long as necessary and access to property stores was restricted to a small team of police staff.

A property performance management tool had been created which enabled the monitoring of property across all of the Constabulary's stores. This allowed any trends to be identified and property to be retained within store only for the necessary amount of time. A stocktake and audit of property had been undertaken and any items no longer required or claimed had been removed and/or returned.

Agreed; that, the update be noted.

27. CONTACT WITH THE PUBLIC REVIEW

Chief Superintendent Jackson presented a report which outlined the steps Cumbria Constabulary were taking to build on the commitment given by all Chief Constables in January 2021. This being to act on issues of diversity and inclusion and concerns about racial inequalities, including the experiences of black people in policing and the criminal justice system.

To co-ordinate this work the Constabulary had established a Disproportionality Working Group (DWG) which brought together senior leaders and staff association members from across the organisation. This had commenced in February 2021 with financial support from the Office of the Police and Crime Commissioner (OPCC) to commission outside agency work. The overall aim of the work was to ensure that when people from a black, brown or minority ethnic background live, work or visit Cumbria they feel confident that they will be treated fairly, without fear of discrimination.

In addition to the DWG the Constabulary were working with Anti-Racist Cumbria, a voluntary organisation created in response to the Black Lives Matter movement. A series of focus groups had been set up with Chief Officers, officers and staff within the organisation and organisations who worked with the Constabulary.

Following a member's question C/Supt Jackson advised that the work of the focus groups involved general conversations on the perception of racism in policing both locally and nationally by way of open and safe conversations. The Constabulary had also analysed multiple datasets to examine the proportionality or otherwise of police powers used in relation to Black, Asian and Minority Ethnic individuals. These findings had been shared with Anti-Racist Cumbria, who along with their own work would report to the Constabulary in September 2021.

Consideration of all findings would be formulated into a SMART action plan to assist in the shaping of the Constabulary for the future. A member asked why the Constabulary were waiting until the report was finalised and not starting to tackle disproportionality now. C/Supt Jackson assured the Panel that work had already started but it was important to understand and recognise any disparity that Anti-Racist Cumbria may identify. They also asked what the Constabulary were doing in relation to raising awareness amongst staff regarding diversity markers such as Black History Month and within officer and staff training. C/Supt Jackson advised that one of the purposes of the work was to enable officers and staff to have improved relationships with the public. It was noted that an events calendar within the Constabulary mapped events of all cultures. The Panel recognised that disproportionality did not always mean discrimination or that there was a problem. However, interactions with the public, especially stop and search needed to be justified and proportionate.

Changes were being made to how stop and search was recorded with data capture gaps being addressed by being unable to skip over completing fields. Work had been carried out to trace individuals who had been stopped by police and were comfortable to speak with Anti-Racist Cumbria about their experiences. To assure the Panel members C/Supt Jackson affirmed that a full Data Protection Impact Assessment (DPIA) had been carried out and that the Constabulary had contacted the individuals to ask if they would be prepared to speak with Anti-Racist Cumbria before providing contact details.

It was recognised that the census data for Cumbria would be 10 years out of date and not adequately reflect the diverse make-up of Cumbria's communities. DCC Webster also reminded the meeting that the county population was not always the population who interacted with the Constabulary. Due to an increased tourist population and the M6 motorway system could see a disproportionality between those who were subject to stop and search compared to the resident population. Work was also being carried out with the Lake District National Park to understand the demographics of tourists and their ethnic makeup. County Lines gangs would also impact on demographics if they are stopped and searched.

It was agreed that the Panel would be provided with a copy of the final report from Anti-Racist Cumbria and retain this as a standard agenda item receiving updates on the work being carried out by the Constabulary going forward.

Agreed; that, the

- (i) report be noted;
- (ii) Panel be provided with a copy of the final report; and
- (iii) Contact with Public Review remain as a standard agenda item for the Panel.

28. OFFICER AND STAFF UPDATE

HR Manager, Kate Ruddick presented a report which outlined work and measures carried out by the Constabulary in relation to COVID19 and the wellbeing of its staff and officers. A variety of measures had been implemented including risk assessments, COVID testing, agile working, vaccination monitoring, health and safety measures including sanitiser stations and PPE provision.

A member asked how officers and staff being infected by COVID and also the need to self-isolate had affected the Constabulary. DCC Webster advised that due to agile working if an officer was required to self-isolate they could be re-deployed to other roles. Only a small proportion had not been able to work.

In response to a member's question the Panel were advised that over the previous 2 years general sickness had remained fairly static and had in fact reduced. The ability to work from home had assisted with this as often staff who felt unable to attend their normal place of work but were fit enough could work from home. The Panel asked that they be provided with a report in relation to general officer and staff sickness compared to those figures identified because of COVID.

Agreed; that, the
(i) report be noted;
(ii) Panel receive a report in relation to general officer and staff sickness compared to those figures identified because of COVID.

29. CONSTABULARY GRIEVANCE POLICY AND PROCEDURE

A copy of the Constabulary's draft Grievance Policy and Procedure was presented by HR Manager, Kate Ruddick. The policy had recently been reviewed and updated, reducing the number of stages within the process and broadening some of the timescales to be more realistic especially for those who worked shift patterns. The policy mirrored the stages within the ACAS code of practice.

A member suggested that the policy articulate what a grievance was to enable staff and managers to identify what was a grievance and what could simply be comments being made, helping to manage expectations.

Agreed; that the policy be noted.

30. CONSCIOUS INCLUSION ACCREDITATION PROGRAMME

Chief Superintendent Lisa Hogan outlined to the Panel the work the Constabulary were undertaking. An important element of this work would be receiving the outcome of the Contact with the Public Review. It would be important to view the findings and also look at a number of areas to come up with a rounded picture prior to developing the accreditation programme.

The Panel were keen to keep abreast of the developments of the programme and it was agreed that further reports and updates would be presented to them as the programme developed.

Agreed; that,

- (i) verbal report be noted; and
- (ii) an update report on the Constabulary's Conscious Inclusion Accreditation Programme and its development be presented to the November Panel meeting.

31. DIP SAMPLE SESSIONS

(i) Stop and Search

The Panel had selected 40 dates and were provided with all stop and search data appertaining to the dates selected between 1 April 2020 and 31 March 2021. The impact of the COVID-19 pandemic and lockdown restrictions had meant peaks and troughs in when stop and search had been carried out.

During the dip sample the Panel noted that in than 10% (46) of the incidents the officers had not utilised body worn video which was disappointing to see. They advised that on a number of incidents there was insufficient information to identify what had led to the stop, whilst others were precise and gave good rationale. A member advised that on some of the forms it appeared that ethnicity of individuals was the cause of the search. A fuller explanation of the reason for the stop and search would have negated this viewpoint.

The members suggested that anonymised examples of well completed forms be circulated to officers to illustrate what information needed to be included.

The annual report on Stop and Search would be presented to the Panel at their November meeting.

Agreed: that the

- (i) verbal update be received; and
- (ii) annual Stop and Search Report be provided to the Panel at their November meeting.

(ii) Mental Health

During the morning the Panel had carried out a dip sample of a custody record relating to a detainee held in custody under Section 136 of the Mental Health Act. The Panel reported on their observations from the session and felt that the detention of the individual had been justified.

Service provision by health trusts had often hindered the quick release of detainees resulting in custody staff having to deal with individuals for long periods of time whilst appropriate mental health care was found.

Mental health care provision within Cumbria had been split between two mental health trusts. In the north and west of the county this was being provided by Cumbria Tyne & Wear; whilst in the south of the county this was being provided by Lancashire which also included the Morecambe Bay Trust.

In North Cumbria a Street Triage pilot was being carried out. This involved a police officer in an unmarked vehicle being deployed to incidents where mental health crisis was identified with a trained nurse and providing expertise at the scene. There would then be the option to have emergency doctor appointments made or assessment by the Crisis Team. Its current operation was limited but it was hoped that if successful the programme would be expanded. Funding for the project was being found from within current NHS and policing budgets. Encouraging early results had seen a 50% reduction in individuals being subject to Sec 136. This also had an impact on officer time, health resources and the individual themselves.

The Panel strongly supported the work of the Triage Pilot, recognising the work was an important element of tackling key issues.

AGREED; that, the verbal report be noted and the Panel's strong support for this pilot.

32. INTEGRITY

(i) Public Complaint & Misconduct Dip Sample Sessions

The Panel members provided an overview of their findings from the public complaint and misconduct dip sample sessions which had taken place a week earlier. Individual case feedback had been provided at the time to the Head of Professional Standards. The Panel wished to convey that following changes to the report it now provided them with more content, analysis and structure; which assisted them in their role and they passed on their thanks to the Head of PSD.

They reiterated the importance of officers and staff using body worn video which did assist in dealing with allegations resulting in matters being concluded quicker. It was recognised with the lifting of lockdown restrictions members of the public would be interacting more with the police. Coupled with more officers this would inevitably result in more complaints being received. Additional staff were to be recruited into the Professional Standards Department to deal with public complaints.

Some of the complaints dip sampled related to officers who had joined the Constabulary via the Direct Entry Scheme at the rank of Inspector. The Panel were interested to hear about the initial and ongoing training that these officers would receive as they would have as much frontline experience as those officers they were supervising. DCC Webster update the meeting on the process. The members had previously been provided with information on the Constabulary's progress with Operation Update and asked for an update for their next meeting.

In relation to misconduct cases, it was noted that approximately 50% related to when officers were off-duty. Chief Inspector Smith advised that the Constabulary were re-iterating to staff that they were police officers and reminded of the Standards of Professional Behaviour both on and off duty.

AGREED; that,
(i) the verbal reports be noted; and
(ii) an update on Operation Uplift be provided to the Panel Meeting in November.

(ii) Professional Standards Report

Chief Inspector Smith presented the Integrity report. The report illustrated a 23% decrease in the number of public complaints received against a 34% increase in reported crime. Proactive work had reduced the number of complaints received in relation to stop and search. A review of processes the Professional Standards Department had resulted in more complaints being recorded under Schedule 3. Further training and development of the team would be taking place over the coming months. In relation to conduct it was noted that 70% were concluded as 'no case to answer' and 10% were de-recorded.

A discussion took place in relation to specific aspects of the report.

Agreed; that, the report be noted.

(iii) Internal Audit re Reflective Practice Review Process – Practice Requiring Improvement

The Constabulary had recently had an Internal Audit review of the Reflective Practice Review Process and Practice Requiring Improvement. Five recommendations had been identified at the conclusion of the audit with the report being presented to the Joint Audit Committee.

As part of a review of the process the Professional Standards Department had contacted those officer and staff who had been involved in a process to ascertain how they had found it and the results. An IT solution was being developed to capture learning for the individual and organisation, streamlining the process.

It was agreed that the Panel during their October dip sample session would review some cases where PRI had been identified. An update on developments to be reported to the November meeting.

Agreed; that, the

- (i) report be noted; and
- (ii) Panel review some PRI cases as part of their October dip sample session;
- (iii) Panel receive an update on developments at the November meeting.

33. INFORMATION MANAGEMENT COMPLIANCE

The OPCC Governance Manager presented to members a report which detailed the OPCC's compliance in relation to Freedom of Information Requests and Subject Access Requests. The OPCC had seen an increase in the number of Freedom of Information requests received during the first six months of 2021. Of those received they had responded to 92.86% of them within the prescribed 20 working days. It also saw an increase in the number which it was required to respond to rather than information which was held by the Constabulary.

The types of information being requested related to staff numbers and salary costs; funding projects, grant agreements, election information, police officer numbers and OPCC policies. Often the data requested was already published on the OPCC's website which the requested would be advise of and given a link. A number of requests were linked to the Commissioner's expenditure in the run up to the elections which were held in May 2021.

Unlike 2020, the OPCC had received four Subject Access Requests. Two of the requests were for the OPCC to deal with and the information was provided within the one-month timescale. Individuals were provided with contact details for the Constabulary for the other two requests.

During the first 6 months of 2021 two matters were reported to the Joint Data Protection Officer concerning potential data breaches. Having made an assessment on each incident neither were required to be reported to the Information Commissioner's Office. The Governance manager advised that 6 monthly reminders were given to staff on dealing with information.

The Panel were advised that the Constabulary would be presenting their report in relation to information management compliance to the November meeting.

AGREED; that, the report be noted.

Meeting ended at 4.30 pm

Signed: _____
Panel Chair

Date: _____



Operations Board

Stop and Search Annual Performance Report

Reporting Period 01st April 2020 to 31st March 2021

Inspector Mike O'Hagan

Update regarding Stop Search and Use of Force

Due to recent changes in processes these two areas of business in regard to Stop and Search and the Use of Force will now be a combined board and future reports and overviews can be threaded together instead of separately as they are currently.¹

Executive summary

The total number of stop and searches FYTD 2020/2021 has increased across the Constabulary when compared to FYTD 2019/2020 data.

With the Constabulary recording a total of 3595 searches, a significant increase from the same FYTD period when 2120 searches were conducted: an overall increase of 1475.

FY_YearName	# Stop_searches	# Arrests	% Arrested	# Positive Outcomes	% Positive Outcomes	# Positive Outcomes matching search reason	% of all searches with matched outcomes
FY 2020/21	3,595	614	17.1%	1,002	27.9%	753	20.9%
FY 2019/20	2,120	344	16.2%	524	24.7%	405	19.1%
FY 2018/19	1,740	328	18.9%	490	28.2%	402	23.1%
Total	7,455	1,286	17.3%	2,016	27.0%	1,560	20.9%

¹ Use of Force Reports up to December 2020 are currently available and in the public domain on the Cumbria Constabulary website. Please see: [Use of Force \(cumbria.police.uk\)](https://www.cumbria.police.uk)

All three Territorial Policing Areas (TPAs) have realised increases, with West TPA accruing 1150, North 1245 and South 1092 respectively. These increases remain broadly identifiable across most demographics and searches by officers.²

Prevailing COVID-19 restrictions necessitated increased face to face public engagement, such extensive targeted patrol and this is likely to have increased the numbers of stop searches. Likewise shift inputs continue to support and build improved awareness, confidence, and application of stop search powers. The closing or restricting of licenced premises during this reporting period continued to afford alternative proactive policing opportunities. The constabulary increases remain in sync with the national picture (noted below) with the political focus on its use continuing to shift. As COVID-19 restrictions are lifted, it is anticipated that police engagement with the public, calls for service, and the use of stop and search will increase as restrictions such as lock downs, public meetings, and the night time economy begin to return to pre COVID-19 levels.

Arrest rate is still considered a marker of success. As evidenced the number of searches resulting in arrest across the constabulary increased significantly from 344 to 614, an increase of 270 arrests, with all three Territorial Policing Areas achieving commensurate increases within the FYTD 2020/2021 period.

In line with the increase in both searches and arrests, the data evidences that the Positive Outcomes (this includes summons, cannabis warnings, Penalty Notices for Disorder etc) rose from 524 (24.7%) in 2019/20 to 1002 (27.9%) in 2020/21 FYTD, an increase of 478. The number of Positive Outcomes that Match Reason for Search rose from 405 (19.1%) in 2019/20 to 753 (20.9%) in 2020/21 FYTD.

The data demonstrates how the proportion of searches resulting in a positive outcome has increased across the constabulary and demonstrates an application of more targeted and specific use of stop and search powers which is linked to priorities raised at Tasking and Coordination meetings such as rural crime and county lines drug trafficking.

² It was identified that 108 searches included in the overall total had a blank TPA at the initial point of data collection. This has subsequently been reduced to 8 as per this table which shows how they are split.

TPA	Total
North	48
South	33
West	19
Blank	8

All discussed, all three TPAs have increased numbers in their use of stop and search from previous years.

- North conducted 1245 searches, resulting in 210 arrests (16.9%) and 352 having positive outcomes (28.3%). The positive outcome matching search reason was 241 (19.4%).
- South conducted 1092 searches, resulting in 193 arrests (17.7%) and 306 having positive outcomes (28.0%). The positive outcome matching search reason was 238 (21.8%).
- West conducted 1150 searches, resulting in 195 arrests (17.0%) and 313 having positive outcomes (27.2%). The positive outcome matching search reason was 252 (21.9%).

The main reason for searching continues to be misuse of drugs, in particular possession followed by supply of drugs and then offensive weapons.

The new Red Sigma stop search platform allows for officers to directly input the details onto the ICT system and can be uploaded by officers direct from their hand held devices which assists with immediate recording of searches compared with the traditional paper version or inputting at a desk top at a police station.

National Picture

The below statistics are the most recent national statistics and continues to act as a useful contextual comparator.

Police powers and procedures, England and Wales, year ending 31 March 2020 –

- There were 558,973 stops and searches conducted under section 1 PACE (and associated legislation) by police in England and Wales (excluding Greater Manchester Police who were unable to provide complete stop and search data in 2019/20). This was an increase of 192,061 (52%) compared with the previous year (366,912). The Metropolitan Police service accounts for half of the increase in the number of stops and searches in latest year.
- This is the highest number of stops and searches since 2013/14 (872,518), but 53% below the peak number of in 2010/11 (1,179,746).
- Of those conducted under section 1 PACE (and associated legislation), 73,423 led to an arrest. This was 27% higher than the previous year (57,709), but the increase in the volume of arrests was lower than the increase in stop and searches which led to a fall in the arrest rate (from 16% to 13%).
- Police in England and Wales carried out 18,081 stops and searches under section 60 of the Criminal Justice and Public Order Act in anticipation of violence. This is an increase of 35% compared with the number of searches under this power in the year ending March 2019 (from 13,414 to 18,081).
- Combined, there were a total of 577,054 searches in 2019/20, resulting in 74,121 arrests (an overall arrest rate of 13%).
- Individuals from a Black, Asian and minority ethnic background were stopped at a rate 4.1 times higher than those who were from a White ethnic group. This was similar to the previous year when the rate was 4.3 times higher.³

³ The Home Office has yet to publish the 2020/21 Stop Search Reports, so only the 2019/20 Reports are currently available for any comparison. Please see: *Source document:* https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/929573/police-powers-procedures-mar20-hosb3120.pdf (Accessed 22/06/2021).

Cumbria

During 2020/2021 FYTD, the stop and search recording system has relocated to the Red Sigma platform. This will ultimately allow for a comprehensive review and recording of searches undertaken by officers. Unfortunately, significant ICT issues were encountered during this transition which made for differing data styles and issues retrieving the relevant information to conduct this annual and the previous Q4 Report. The ambition going forward remains for the Power BI product to allow for real time review. Information management confirm that there is currently a significant lag, but that this should be reduced in the coming months.

Red Sigma continues to incorporate system alerts which allow the Child Centred Policing Teams to be informed of any stop searches of children, enabling them to contact the child and family within 72 hours. Additional guidance text within the grounds box has also been requested, acting as a prompt for officers to include more detail when completing this section. This should continue to strengthen constabulary compliance rates.

There have been no Section 60 authorisations during this review period. The constabulary has also strengthened its requirement under PACE to provide a post search receipt. This aspect will be further assured by Area Performance Inspector oversight. Additionally, West TPA are due to commence a digitised pilot receipt process which will be utilised across the constabulary if successful.

Police powers and procedures, 2019/20: Stop and Search data tables⁴

SS.03: Stop and searches¹ under section 1 of PACE (and associated legislation), by police force area and reason for search, England and Wales, 2019/20^{2,3}

Geocode	Police Force Area	Searches made by reason for search							Total
		Stolen property	Drugs	Firearms	Offensive weapons	Going equipped	Criminal damage	Other	
E23000006	Cheshire	237	2,586	7	505	372	67	9	3,783
E23000002	Cumbria	172	1,480	3	206	203	37	17	2,118
E23000005	Greater Manchester
E23000003	Lancashire	559	4,843	58	1,353	1,383	87	231	8,514
E23000004	Merseyside	598	26,411	142	2,172	2,302	251	1,540	33,416
E12000002	North West Region	1,566	35,320	210	4,236	4,260	442	1,797	47,831

⁴ This data will be refreshed in further Constabulary Reports once the Home Office has released new data. At the time of writing the above table remains the most useful comparator for North West Regional Forces. Please see: <https://www.gov.uk/government/statistics/police-powers-and-procedures-england-and-wales-year-ending-31-march-2020>

Cumbria Constabulary Stop Search Data
Period 01st April 2020 – 31st March 2021

Constabulary Year to Date

From 1st April 2020 until 31st March 2021 there have been 3595 searches of people and vehicles which have taken place. This is compared to 2120 which were conducted in the same period in 2019/2020.

The majority of the searches have been person searches with but there were 246 vehicles only searches undertaken.

As previously stated, the number of arrests, which can be seen as a marker of success, have increased to 614 (17.1%) compared to 344 (16.2%) the previous year.

In line with the increased number of searches, the proportion of positive outcomes has increased across the constabulary to 1002 (27.9%) in this reporting period, compared with 524 (16.2%) in 2019/2020 FYTD. On a similar scale, the positive outcomes matching the reason for search stands at 753 (20.9%) for this year's report, compared with 405 (19.1%) in 2019/2020 FYTD.

- North conducted 1245 searches, resulting in 210 arrests (16.9%) and 352 having positive outcomes (28.3%). The positive outcome matching search reason was 241 (19.4%).
- South conducted 1092 searches, resulting in 193 arrests (17.7%) and 306 having positive outcomes (28.0%). The positive outcome matching search reason was 238 (21.8%).
- West conducted 1150 searches, resulting in 195 arrests (17.0%) and 313 having positive outcomes (27.2%). The positive outcome matching search reason was 252 (21.9%).

The most common reason for searching was under the Misuse of Drugs Act. 2744 stop and searches were conducted using this power across the constabulary with a positive outcome rate of 27%.

The below data evidences the stop searches increases across all three TPAs and the constabulary as a whole.

Constabulary search and arrest rate 2019/2020

Search and Arrest Data - FYTD - Data until 31st March 2021

Area

The Constabulary

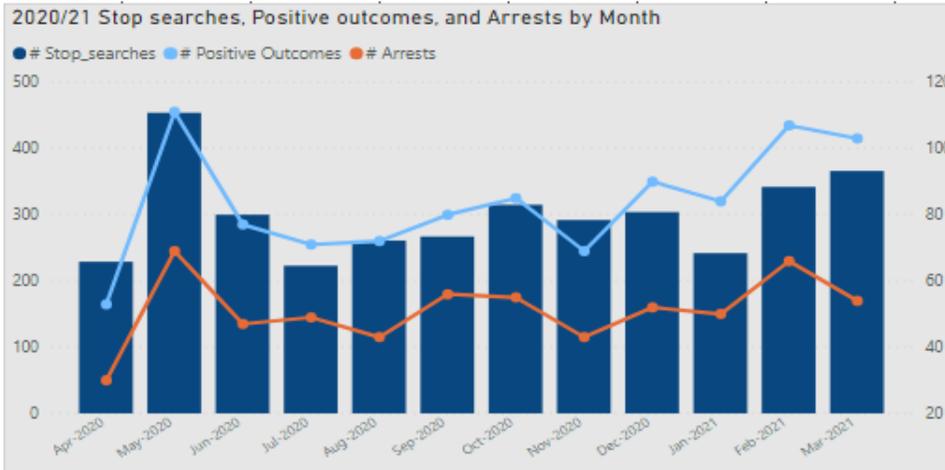
FY_QuarterYearN...
All

AmendedTPA
All

FY_YearName	# Stop_searches	# Arrests	% Arrested	# Positive Outcomes	% Positive Outcomes	# Positive Outcomes matching search reason	% of all searches with matched outcomes
FY 2020/21	3,595	614	17.1%	1,002	27.9%	753	20.9%
FY 2019/20	2,120	344	16.2%	524	24.7%	405	19.1%
FY 2018/19	1,740	328	18.9%	490	28.2%	402	23.1%
Total	7,455	1,286	17.3%	2,016	27.0%	1,560	20.9%

2020/21 Positive Outcome Breakdown

Outcome	# Stop_searches	% Stop Searches
Arrest	614	17.1%
Caution	1	0.0%
Caution (simple or conditional)	21	0.6%
Community resolution	48	1.3%
Khat / Cannabis Warning	13	0.4%
Khat or Cannabis warning	156	4.3%
Penalty notice for disorder	19	0.5%
Summons	3	0.1%
Summons/charge by post	110	3.1%
Verbal warning / words of advice	15	0.4%
Voluntary attendance	2	0.1%
Total	1,002	27.9%



2020/21 NFA Breakdown

Outcome	# Stop_searches	% Stop Searches
A no further action disposal	2,593	72.1%
Total	2,593	72.1%

Search and arrest data North 2020/2021

Search and Arrest Data - FYTD - Data until 31st March 2021

Area

North

FY_QuarterYearN...

All

AmendedTPA

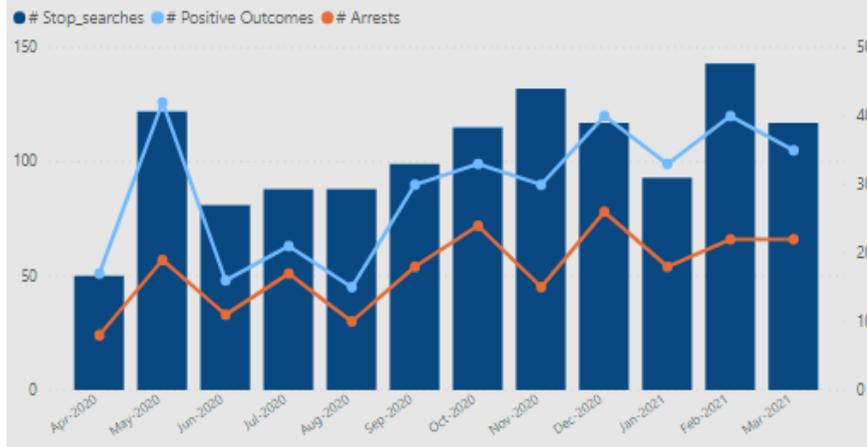
North

FY_YearName	# Stop_searches	# Arrests	% Arrested	# Positive Outcomes	% Positive Outcomes	# Positive Outcomes matching search reason	% of all searches with matched outcomes
FY 2020/21	1,245	210	16.9%	352	28.3%	241	19.4%
FY 2019/20	561	106	18.9%	165	29.4%	127	22.6%
FY 2018/19	648	138	21.3%	204	31.5%	172	26.5%
Total	2,454	454	18.5%	721	29.4%	540	22.0%

2020/21 Positive Outcome Breakdown

Outcome	# Stop_searches	% Stop Searches
Arrest	210	16.9%
Caution (simple or conditional)	12	1.0%
Community resolution	23	1.8%
Khat / Cannabis Warning	3	0.2%
Khat or Cannabis warning	55	4.4%
Penalty notice for disorder	6	0.5%
Summons	1	0.1%
Summons/charge by post	39	3.1%
Verbal warning / words of advice	2	0.2%
Voluntary attendance	1	0.1%
Total	352	28.3%

2020/21 Stop searches, Positive outcomes, and Arrests by Month



2020/21 NFA Breakdown

Outcome	# Stop_searches	% Stop Searches
A no further action disposal	893	71.7%
Total	893	71.7%

Search and arrest data South 2020/2021

Search and Arrest Data - FYTD - Data until 31st March 2021

Area

South

FY_QuarterYearN...

All

AmendedTPA

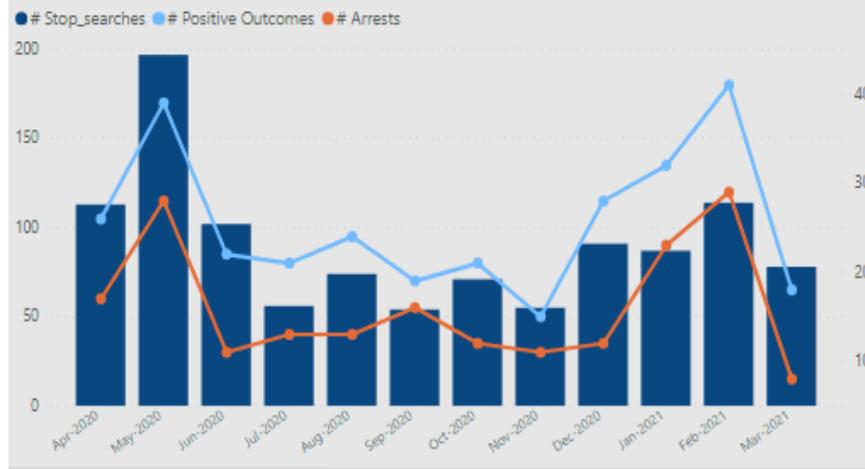
South

FY_YearName	# Stop_searches	# Arrests	% Arrested	# Positive Outcomes	% Positive Outcomes	# Positive Outcomes matching search reason	% of all searches with matched outcomes
FY 2020/21	1,092	193	17.7%	306	28.0%	238	21.8%
FY 2019/20	662	117	17.7%	170	25.7%	130	19.6%
FY 2018/19	472	89	18.9%	133	28.2%	113	23.9%
Total	2,226	399	17.9%	609	27.4%	481	21.6%

2020/21 Positive Outcome Breakdown

Outcome	# Stop_searches	% Stop Searches
Arrest	193	17.7%
Caution	1	0.1%
Caution (simple or conditional)	2	0.2%
Community resolution	15	1.4%
Khat / Cannabis Warning	4	0.4%
Khat or Cannabis warning	61	5.6%
Penalty notice for disorder	9	0.8%
Summons/charge by post	20	1.8%
Verbal warning / words of advice	1	0.1%
Total	306	28.0%

2020/21 Stop searches, Positive outcomes, and Arrests by Month



2020/21 NFA Breakdown

Outcome	# Stop_searches	% Stop Searches
A no further action disposal	786	72.0%
Total	786	72.0%

Search and arrest data West 2020/2021

Search and Arrest Data - FYTD - Data until 31st March 2021

Area **West**

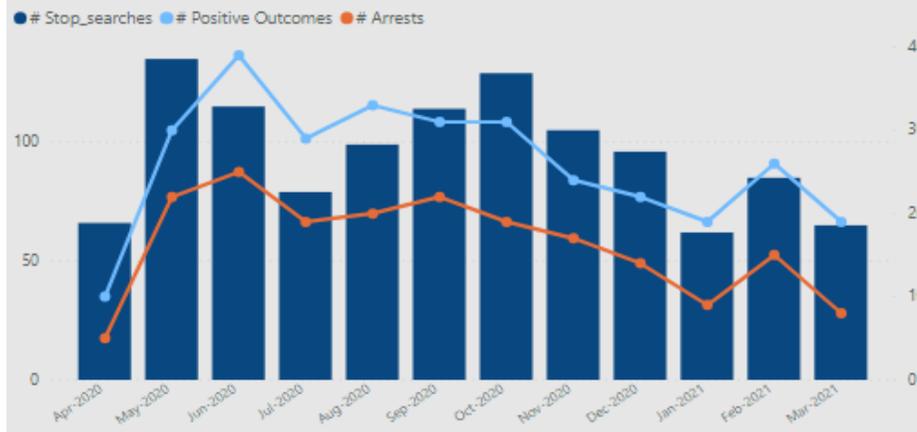
FY_QuarterYearN...
 All AmendedTPA
West

FY_YearName	# Stop_searches	# Arrests	% Arrested	# Positive Outcomes	% Positive Outcomes	# Positive Outcomes matching search reason	% of all searches with matched outcomes
FY 2020/21	1,150	195	17.0%	313	27.2%	252	21.9%
FY 2019/20	897	121	13.5%	189	21.1%	148	16.5%
FY 2018/19	617	99	16.0%	150	24.3%	115	18.6%
Total	2,664	415	15.6%	652	24.5%	515	19.3%

2020/21 Positive Outcome Breakdown

Outcome	# Stop_searches	% Stop Searches
Arrest	195	17.0%
Caution (simple or conditional)	7	0.6%
Community resolution	10	0.9%
Khat / Cannabis Warning	2	0.2%
Khat or Cannabis warning	40	3.5%
Penalty notice for disorder	4	0.3%
Summons	1	0.1%
Summons/charge by post	51	4.4%
Verbal warning / words of advice	2	0.2%
Voluntary attendance	1	0.1%
Total	313	27.2%

2020/21 Stop searches, Positive outcomes, and Arrests by Month



2020/21 NFA Breakdown

Outcome	# Stop_searches	% Stop Searches
A no further action disposal	837	72.8%
Total	837	72.8%

Stop & Search External Scrutiny

Due to the COVID-19 pandemic, it has not been possible for the constabulary to utilise external scrutiny as it has in previous years. However, the constabulary is in the process of re-generating the Independent Advisory Groups (IAGS) and for them to be an additional and independent layer of scrutiny in the area. Future Stop Search Reports will be able to produce the results and advice from IAG meetings.

Compliance and Body worn video

Since the end of June 2020, the Business Improvement Unit have quality assured every stop and search record. This is to ensure officers are undertaking searches as per College of Policing guidance and that the encounters themselves are being correctly recorded.

A dip sample of approximately 20% are further checked for Body Worn Video (BWV) compliance and to see if GOWISELY if correctly used. This data is then fed to the constabulary Quality Counts department.

The below data displays the dip sampled searches completed with include North, South, and West TPA and specialist departments such as Uniformed Operational Support (Pro-Active Support Group and Mobile Support Group) and the ANPR Team.

The data is broken down and graded as compliant, requires improvement but still compliant and finally non-compliant.

Definitions of the categories are included in the quality counts document which supports consistency of regular review and is defined as follows:

Compliant – where an officer has recorded reasonable grounds to state why they are searching the person/vehicle. They have given enough information/detail that any lay person reading the grounds in isolation from any other document (e.g. incident log) would fully understand the reason for search.

Requires Improvement – Grounds are lacking in detail or ambiguous wording has been used. Terms such as suspicious or evasive have been used where best practice would be to expand to say what is meant by suspicious, or for example including what was said between officer and subject rather than just writing that the person was evasive to questions. Where smell of cannabis alone is used in isolation. Best practice is to use alongside other factors.

Non-compliant – Officer has not given enough detail to show the reason for the search.

June	Total Searches	BWV Marked as Used (from Pronto)		BWV Checked		GOWISELY Used		GOWISELY Part Used		No GOWISELY heard		Not Found on Evidence.com	
			%		%		%		%		%		%
North	60	42	70%	6	10%	2	33%	2	33%	2	33%	0	0%
South	95	64	67%	11	12%	3	27%	3	27%	2	18%	3	27%
West	109	80	73%	11	10%	7	64%	3	27%	1	9%	0	0%
OSU	41	26	63%	4	10%	3	75%	1	25%	0	0%	0	0%
ANPR	3	1	33%	1	33%	0	0%	1	100%	0	0%	0	0%
Total	308	213	69%	33	11%	15	45%	10	30%	5	15%	3	9%

July	Total Searches	BWV Marked as Used (from Pronto)		BWV Checked		GOWISELY Used		GOWISELY Part Used		No GOWISELY heard		Not Found on Evidence.com	
			%		%		%		%		%		%
North	67	61	91%	46	69%	17	37%	10	22%	5	11%	14	30%
South	47	33	70%	18	38%	7	39%	4	22%	4	22%	3	17%
West	78	65	83%	33	42%	3	9%	16	48%	4	12%	10	30%
OSU	23	17	74%	14	61%	2	14%	1	7%	3	21%	8	57%
ANPR	10	7	70%	3	30%	0	0%	0	0%	2	67%	1	33%
Total	225	183	81%	114	51%	29	25%	31	27%	18	16%	36	32%

August	Total Searches	BWV Marked as Used (from Pronto)		BWV Checked		GOWISELY Used		GOWISELY Part Used		No GOWISELY heard		Not Found on Evidence.com	
			%		%		%		%		%		%
North	84	77	92%	36	43%	17	47%	11	31%	1	3%	7	19%
South	56	45	80%	24	43%	8	33%	9	38%	3	13%	4	17%
West	88	79	90%	37	42%	7	19%	19	51%	4	11%	7	19%
OSU	25	20	80%	14	56%	5	36%	0	0%	5	36%	4	29%
ANPR	12	10	83%	6	50%	0	0%	0	0%	6	100%	0	0%
Total	265	231	87%	117	44%	37	32%	39	33%	19	16%	22	19%

September	Total Searches	BWV Marked as Used (from Pronto)		BWV Checked		GOWISELY Used		GOWISELY Part Used		No GOWISELY heard		Not Found on Evidence.com	
			%		%		%		%		%		%
North	76	72	95%	33	43%	16	48%	8	24%	7	21%	2	6%
South	44	27	61%	14	32%	2	14%	7	50%	2	14%	3	21%
West	102	76	75%	30	29%	8	27%	11	37%	2	7%	9	30%
OSU	37	23	62%	14	38%	2	14%	1	7%	4	29%	2	14%
ANPR	15	6	40%	1	7%	0	0%	0	0%	1	100%	0	0%
Total	274	204	74%	92	34%	28	30%	27	29%	16	17%	16	17%

October	Total Searches	BWV Marked as Used (from Pronto)		BWV Checked		GOWISELY Used		GOWISELY Part Used		No GOWISELY heard		Not Found on Evidence.com	
			%		%		%		%		%		%
North	90	75	83%	27	30%	10	37%	8	30%	1	4%	8	30%
South	60	47	78%	18	30%	10	56%	6	33%	1	6%	1	6%
West	115	81	70%	35	30%	15	43%	13	37%	3	9%	4	11%
OSU	30	20	67%	9	30%	3	33%	2	22%	2	22%	2	22%
ANPR	8	5	63%	1	13%	0	0%	0	0%	1	100%	0	0%
Total	303	228	75%	90	30%	38	42%	29	32%	8	9%	15	17%

November	Total Searches	BWV Marked as Used (from Pronto)		BWV Checked		GOWISELY Used		GOWISELY Part Used		No GOWISELY heard		Not Found on Evidence.com	
			%		%		%		%		%		%
North	113	109	96%	35	31%	18	51%	11	31%	3	9%	1	3%
South	50	41	82%	16	32%	4	25%	10	63%	0	0%	2	13%
West	101	79	78%	32	32%	11	34%	5	16%	5	16%	11	34%
OSU	38	31	82%	16	42%	9	56%	6	38%	1	6%	0	0%
ANPR	13	5	38%	4	31%	0	0%	1	25%	3	75%	0	0%
Total	315	265	84%	103	33%	42	41%	33	32%	12	12%	14	14%

December	Total Searches	BWV Marked as Used (from Pronto)		BWV Checked		GOWISELY Used		GOWISELY Part Used		No GOWISELY heard		Not Found on Evidence.com	
			%		%		%		%		%		%
North	100	95	95%	30	30%	14	47%	8	27%	3	10%	5	17%
South	68	58	85%	21	31%	4	19%	7	33%	4	19%	6	29%
West	89	79	89%	27	30%	9	33%	10	37%	2	7%	6	22%
OSU	44	35	80%	14	32%	7	50%	3	21%	3	21%	1	7%
ANPR	10	7	70%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	311	274	88%	92	30%	34	37%	28	30%	12	13%	18	20%

JANUARY	Total Searches	BWV Marked as Used (from Pronto)		BWV Checked		GOWISELY Used		GOWISELY Part Used		No GOWISELY heard		Not Found on Evidence.com	
			%		%		%		%		%		%
North	73	69	95%	22	30%	17	77%	4	18%	0	0%	1	5%
South	78	68	87%	24	31%	15	63%	6	25%	3	13%	0	0%
West	57	52	91%	18	32%	9	50%	2	11%	2	11%	5	28%
OSU	30	25	83%	7	23%	3	43%	2	29%	0	0%	2	29%
ANPR	5	4	80%	1	20%	0	0%	0	0%	1	0%	0	0%
Total	243	218	90%	72	30%	44	61%	14	19%	6	8%	8	11%

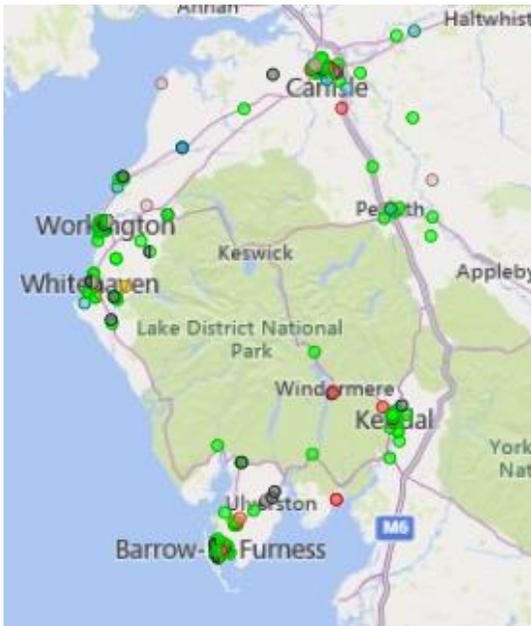
FEBRUARY	Total Searches	BWV Marked as Used (from Pronto)		BWV Checked		GOWISELY Used		GOWISELY Part Used		No GOWISELY heard		Not Found on Evidence.com	
			%		%		%		%		%		%
North	119	103	87%	25	21%	11	44%	8	32%	0	0%	6	24%
South	97	82	85%	22	23%	13	59%	2	9%	0	0%	7	32%
West	79	72	91%	16	20%	7	44%	2	13%	1	6%	6	38%
UOS	31	23	74%	5	16%	3	60%	1	20%	1	20%	0	0%
ANPR	19	15	79%	2	11%	0	0%	0	0%	2	0%	0	0%
Total	345	295	86%	70	20%	34	49%	13	19%	4	6%	19	27%

MARCH	Total Searches	BWV Marked as Used (from Pronto)		BWV Checked		GOWISELY Used		GOWISELY Part Used		No GOWISELY heard		Not Found on Evidence.com	
			%		%		%		%		%		%
North	137	110	80%	30	22%	17	57%	11	37%	1	3%	1	3%
South	86	77	90%	17	20%	8	47%	7	41%	1	6%	1	6%
West	91	86	95%	18	20%	12	67%	3	17%	2	11%	1	6%
UOS	43	34	79%	6	14%	5	83%	1	17%	0	0%	0	0%
ANPR	25	14	56%	3	12%	0	0%	0	0%	0	0%	3	100%
Total	382	321	84%	74	19%	42	57%	22	30%	4	5%	6	8%

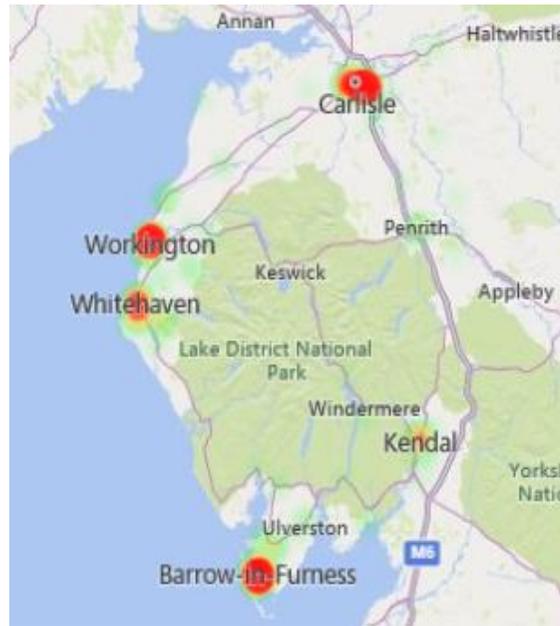
Power BI Tool

The new Power BI stop and search tool shows locations of recorded searches and a heat map in which it is clear that the majority of stop and searches are conducted in the largest towns and the city of Carlisle within the constabulary geographical area.

All Stop Search Locations



Heat Map of Majority of Stop Searches



This information allows for further governance of stop search locations and identify any patterns or areas of concern.

Repeat searches

Over the twelve-month period 2020/2021, 356 individuals have been stop and searched more than once. However, the real figure may be slightly less because some individuals appear more than once due to name spelling and date of birth errors.

The most a person was searched during this full twelve-month period was 12 times. No significant trends have been identified or raised and scrutiny shows that these individuals are not repeatedly searched due to their location or protected characteristic, but due to the grounds presented and their criminal activity. No adverse complaints have been received from these individuals that have been stopped and searched at the above times with appropriate grounds due to their criminality.

Searches by officer

The most searches conducted by an individual officer in 2020/2021 FYTD was 124, which were conducted by a constable in the West Pro-Active Team. The next top number of searches were conducted by two other West Pro-Active officers with 82 and 64 respectively. The fourth highest was a Barrow Pro-Active officer with 58 and then followed by an ANPR Team constable with 56 recorded stop searches.

It is expected to see a disproportionate number of searches conducted by Pro-Active Team officers where stop and search is used as a valid tactic in the prevention and detection of crime. All searches are checked and scrutinised by supervision for legitimacy, procedural accuracy, quality of the search and the submission and completion of correct forms. This ensures data such as powers used, ethnicity, and outcomes are recorded accurately.

Constabulary Ethnicity and Age Data

Constabulary Ethnicity Data

The below ethnicity data shows the figures relating to self-defined ethnicity. It shows an increase in the number of stop & searches of members of the minority ethnic communities FYTD. The expanded numbers remain commensurate with general increased usage of the power across constabulary demographics. Similarly to all stop search data, the majority of searches were under the Misuse of Drugs Act.

During the 2020/2021 FYTD period, 391 were recorded as *not stated*. This information has been shared with Wellbeing and Performance Inspectors to allow further review and discussion with team Inspectors to improve this important data capture. *Unknown* and ethnicity *not stated* are mandated returns to the Home Office, so removal of these fields is not an option, however the new Red Sigma platform additional drop-down menus and free text are available which will prompt the officer to provide further information and detail. This will allow for a more comprehensive view of those who are stop and searched and help with identifying any areas of concerns as well as being able to produce a more accurate picture of how stop and search legislation is utilised by the constabulary.

With the exception of *not stated*, the numbers of non-white members of the community being stopped and searched were low in figures in each TPA.

North TPA recorded 65 (106 not stated), South TPA recorded 37 (83 not stated), and West recorded 23 (96 not stated).

The Red Sigma data currently records ethnicity and uses the term BAME (Black, Asian, and Minority Ethnic). The term BAME defines as all ethnic groups except White ethnic groups. It does not relate to the country of origin or affiliation. The Commission on Race and Ethnic Disparities and Disproportionality Working Group has recommended to stop using this term. In line with this, the Red Sigma Project has been approached and asked for such terminology to be changed, so any future generated reports will use more contemporary and inclusive language.⁵ The recent HMICFRS Report *Disproportionate use of police powers: A spotlight on stop and search and the use of force*, highlights the use of the term 'Black, Asian, and Minority Ethnic.' This has received differing views, but HMICFRS will continue to use it as it is presently a widely accepted and recognised term and so this report will use the same terminology.⁶

This more informed Ethnicity Data will then be monitored on a quarterly basis through this report at Operations Board.

⁵ Please see current UK Government recommended guidance. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/style-guide/writing-about-ethnicity> (Accessed 22/06/2021)

⁶ Please see HMICFRS Report. Available at: <https://www.justiceinspectors.gov.uk/hmicfrs/publications/disproportionate-use-of-police-powers-a-spotlight-on-stop-and-search-and-the-use-of-force/> (Accessed 01/07/2021)

ALL CONSTABULARY ethnicity searches data: 2020/2021

Search Power				
All Search Powers				
Ethnicity/Description	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
White - British	2,692	683	729	25%
Not Stated	290	63	69	22%
White - English / Welsh / Scottish / Northern Irish / British	200	40	59	20%
White - Any Other White Background	51	16	18	31%
Asian - Any Other Asian Background	22	8	8	36%
Asian - Pakistani	13	5	5	38%
White - Irish	12	5	3	42%
Asian - Indian	10	2	2	
Asian / Asian British - Any other Asian background	7	3	4	43%
Black - African	7	3	3	43%
Mixed - Any Other Mixed Background	7		1	
Asian - Bangladeshi	6			
Black - Any Other Black Background	6	3	2	50%
Mixed - White and Asian	6	3	3	50%
Any other ethnic group	4		3	
Black - Caribbean	4	2	2	50%
Other - Chinese	4	2	2	50%
Mixed - White and Black African	3			
Other - Any Other Ethnic Group	2			
Asian / Asian British - Pakistani	1		1	
Mixed - White and Black Caribbean	1	1	1	100%
Mixed / Multiple ethnic group - White and Asian	1	1	1	100%
[Vehicle]	246	62	87	25%
All Persons and Vehicle Searches Total	3,595	900	1,002	25%

Search Power				
Misuse of Drugs Act 1971 (section 23)				
Ethnicity/Description	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
White - British	2,069	555	541	27%
Not Stated	213	57	56	27%
White - English / Welsh / Scottish / Northern Irish / British	152	32	43	21%
White - Any Other White Background	28	8	9	29%
Asian - Any Other Asian Background	16	6	7	38%
Asian - Pakistani	13	5	5	38%
Asian - Indian	9		2	
Asian / Asian British - Any other Asian background	7	3	4	43%
Asian - Bangladeshi	6			
Black - African	6	3	3	50%
White - Irish	6	1	1	17%
Black - Any Other Black Background	5	3	2	60%
Mixed - White and Asian	5	3	3	60%
Black - Caribbean	4	2	2	50%
Mixed - Any Other Mixed Background	4		1	
Other - Chinese	4	2	2	50%
Any other ethnic group	3		3	
Other - Any Other Ethnic Group	2			
Asian / Asian British - Pakistani	1		1	
Mixed - White and Black African	1			
Mixed - White and Black Caribbean	1	1	1	100%
Mixed / Multiple ethnic group - White and Asian	1	1	1	100%
[Vehicle]	188	51	72	27%
All Persons and Vehicle Searches Total	2,744	733	758	27%

Search Power				
Police and Criminal Evidence Act 1984 (section 1)				
Ethnicity/Description	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
White - British	582	130	177	19%
Not Stated	76	6	13	8%
White - English / Welsh / Scottish / Northern Irish / British	46	8	15	17%
White - Any Other White Background	23	8	9	35%
Asian - Any Other Asian Background	6	2	1	33%
White - Irish	6	4	2	67%
Mixed - Any Other Mixed Background	3			
Mixed - White and Black African	2			
Any other ethnic group	1			
Asian - Indian	1			
Black - African	1			
Black - Any Other Black Background	1			
Mixed - White and Asian	1			
[Vehicle]	52	9	15	17%
All Persons and Vehicle Searches Total	811	147	232	18%

NORTH TPA ethnicity searches data: 2020/2021

Search Power				
All Search Powers				
EthnicityDescription	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
White - British	921	230	255	25%
Not Stated	106	26	27	25%
White - English / Welsh / Scottish / Northern Irish / British	49	7	14	14%
White - Any Other White Background	31	12	13	39%
Asian - Pakistani	8	2	2	25%
Asian - Any Other Asian Background	6	1	2	17%
Asian - Bangladeshi	5			
Black - African	4			
Mixed - Any Other Mixed Background	4			
White - Irish	4	2	1	50%
Mixed - White and Black African	3			
Other - Any Other Ethnic Group	2			
Any other ethnic group	1		1	
Asian / Asian British - Any other Asian background	1		1	
Black - Any Other Black Background	1			
Black - Caribbean	1	1		100%
Mixed - White and Black Caribbean	1	1	1	100%
Other - Chinese	1	1	1	100%
(Vehicle)	96	22	34	23%
All Persons and Vehicle Searches Total	1,245	305	352	24%

Search Power				
Misuse of Drugs Act 1971 (section 23)				
EthnicityDescription	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
White - British	645	183	173	28%
Not Stated	62	20	18	32%
White - English / Welsh / Scottish / Northern Irish / British	37	6	9	16%
White - Any Other White Background	13	5	5	38%
Asian - Pakistani	8	2	2	25%
Asian - Bangladeshi	5			
Asian - Any Other Asian Background	3		1	
Black - African	3			
Other - Any Other Ethnic Group	2			
White - Irish	2			
Any other ethnic group	1		1	
Asian / Asian British - Any other Asian background	1		1	
Black - Any Other Black Background	1			
Black - Caribbean	1	1		100%
Mixed - Any Other Mixed Background	1			
Mixed - White and Black African	1			
Mixed - White and Black Caribbean	1	1	1	100%
Other - Chinese	1	1	1	100%
(Vehicle)	72	17	27	24%
All Persons and Vehicle Searches Total	860	236	239	27%

Search Power				
Police and Criminal Evidence Act 1984 (section 1)				
EthnicityDescription	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
White - British	265	41	77	15%
Not Stated	44	6	9	14%
White - Any Other White Background	18	7	8	39%
White - English / Welsh / Scottish / Northern Irish / British	12	1	5	8%
Asian - Any Other Asian Background	3	1	1	33%
Mixed - Any Other Mixed Background	3			
Mixed - White and Black African	2			
White - Irish	2	2	1	100%
Black - African	1			
(Vehicle)	22	5	7	23%
All Persons and Vehicle Searches Total	372	63	108	17%

SOUTH TPA ethnicity searches data: 2020/2021

Search Power				
All Search Powers				
EthnicityDescription	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
White - British	865	217	239	25%
Not Stated	83	15	16	18%
White - English / Welsh / Scottish / Northern Irish / British	32	5	7	16%
White - Any Other White Background	12	3	3	25%
Asian - Indian	8		2	
Asian - Any Other Asian Background	7	4	4	57%
Black - Any Other Black Background	4	2	2	50%
White - Irish	4	2	1	50%
Asian - Pakistani	3	2	2	67%
Asian / Asian British - Any other Asian background	3	1	1	33%
Black - African	3	3	3	100%
Other - Chinese	3	1	1	33%
Black - Caribbean	2		1	
Any other ethnic group	1			
Asian - Bangladeshi	1			
Asian / Asian British - Pakistani	1		1	
Mixed - White and Asian	1			

Search Power				
Misuse of Drugs Act 1971 (section 23)				
EthnicityDescription	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
White - British	686	176	181	26%
Not Stated	67	15	14	22%
White - English / Welsh / Scottish / Northern Irish / British	25	5	6	20%
White - Any Other White Background	9	2	2	22%
Asian - Indian	8		2	
Asian - Any Other Asian Background	7	4	4	57%
Asian - Pakistani	3	2	2	67%
Asian / Asian British - Any other Asian background	3	1	1	33%
Black - African	3	3	3	100%
Black - Any Other Black Background	3	2	2	67%
Other - Chinese	3	1	1	33%
Black - Caribbean	2		1	
White - Irish	2			
Asian - Bangladeshi	1			
Asian / Asian British - Pakistani	1		1	
Mixed - White and Asian	1			
[Vehicle]	47	15	20	32%
All Persons and Vehicle Searches Total	871	226	240	26%

Search Power				
Police and Criminal Evidence Act 1984 (section 1)				
EthnicityDescription	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
White - British	173	36	54	21%
Not Stated	16		2	
White - English / Welsh / Scottish / Northern Irish / British	6			
White - Any Other White Background	3	1	1	33%
White - Irish	2	2	1	100%
Any other ethnic group	1			
Black - Any Other Black Background	1			
[Vehicle]	10	2	3	20%
All Persons and Vehicle Searches Total	212	41	61	19%

Children (under 18 years of age)

Along with adult searches, the number of children stopped and searched during this review period has increased when compared with previous years. In the reporting year ending 2019/20 there were 321 whilst during the year 2020/21 the number increased to 457 – an increase of 136. Whilst a significant increase, this is to be expected and is in line with the increases in total number of searches conducted during this period. The yearly figures will be looked at and evidence in more depth during the yearly audit of 2020/21.

The new Red Sigma stop and search module is now live and this automatically notifies the Child Centred Policing Teams of an under 18 search. The Team then review the information and contact the child and family to ensure there are no underlying vulnerabilities or support required. This approach will also allow for any concerns to be allayed regarding the search. The Child Centred Policing Teams are now established and operational in each of the TPA's and have responsibility for monitoring the stop and search of children. When a child is stop and searched the officer must consider the circumstances in which they have been located. They must consider any vulnerabilities and the safety of the child. If the child is deemed at risk in any way then they should be returned home where possible.

The below data from Red Sigma shows all the given ages of all those stop and searched. In every category those aged under 18 years of age are in the minority compared with adults.

With scrutiny by the Independent Advisory Groups, the Child Centred Policing Team, and the TPA Performance Inspectors as well as the more routine checks and balances conducted by officers direct supervision, it is envisaged that any issues or concerns regarding the stop and search of children by Cumbria Constabulary officers will be highlighted and justified accordingly, and, more importantly, that the child and their guardians will be contacted and offered support if applicable or necessitated.

ALL CONSTABULARY age breakdown and outcomes: 2020/2021

Search Power				
All Search Powers				
Age_Breakdown	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
0 - 18	457	114	106	25%
18 - 30	1,220	358	406	29%
31 - 40	670	138	156	21%
41 - 50	411	103	107	25%
51 - 60	123	19	25	15%
61+	22	7	8	32%
Unknown	446	99	107	22%
Total	3,349	838	915	25%

Search Power				
Misuse of Drugs Act 1971 (section 23)				
Age_Breakdown	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
0 - 18	285	96	78	34%
18 - 30	987	301	325	30%
31 - 40	534	112	113	21%
41 - 50	326	86	81	26%
51 - 60	93	13	14	14%
61+	11	5	5	45%
Unknown	320	69	70	22%
Total	2,556	682	686	27%

Search Power				
Police and Criminal Evidence Act 1984 (section 1)				
Age_Breakdown	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
0 - 18	170	17	28	10%
18 - 30	220	50	76	23%
31 - 40	133	24	41	18%
41 - 50	80	15	26	19%
51 - 60	29	5	11	17%
61+	10	2	3	20%
Unknown	117	25	32	21%
Total	759	138	217	18%

NORTH TPA age breakdown and outcomes: 2020/2021

Search Power				
All Search Powers				
Age_Breakdown	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
0 - 18	182	41	34	23%
18 - 30	465	127	144	27%
31 - 40	212	53	59	25%
41 - 50	102	23	32	23%
51 - 60	36	4	10	11%
61+	3		1	
Unknown	149	35	38	23%
Total	1,149	283	318	25%

Search Power				
Misuse of Drugs Act 1971 (section 23)				
Age_Breakdown	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
0 - 18	96	32	24	33%
18 - 30	349	101	102	29%
31 - 40	152	42	38	28%
41 - 50	75	20	24	27%
51 - 60	23	3	4	13%
61+	1			
Unknown	92	21	20	23%
Total	788	219	212	28%

Search Power				
Police and Criminal Evidence Act 1984 (section 1)				
Age_Breakdown	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
0 - 18	84	8	10	10%
18 - 30	109	22	38	20%
31 - 40	59	10	20	17%
41 - 50	27	3	8	11%
51 - 60	13	1	6	8%
61+	2		1	
Unknown	56	14	18	25%
Total	350	58	101	17%

SOUTH TPA age breakdown and outcomes: 2020/2021

Search Power				
All Search Powers				
Age_Breakdown	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
0 - 18	134	34	36	25%
18 - 30	391	123	145	31%
31 - 40	202	33	36	16%
41 - 50	125	35	31	28%
51 - 60	48	3	4	6%
61+	7	4	4	57%
Unknown	126	23	27	18%
Total	1,033	255	283	25%

Search Power				
Misuse of Drugs Act 1971 (section 23)				
Age_Breakdown	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
0 - 18	88	29	26	33%
18 - 30	331	111	126	34%
31 - 40	165	26	26	16%
41 - 50	99	25	21	25%
51 - 60	39	2	1	5%
61+	4	3	3	75%
Unknown	98	15	17	15%
Total	824	211	220	26%

Search Power				
Police and Criminal Evidence Act 1984 (section 1)				
Age_Breakdown	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
0 - 18	46	5	10	11%
18 - 30	60	12	19	20%
31 - 40	35	6	9	17%
41 - 50	25	10	10	40%
51 - 60	9	1	3	11%
61+	3	1	1	33%
Unknown	24	4	6	17%
Total	202	39	58	19%

WEST TPA age breakdown and outcomes: 2020/2021

Search Power				
All Search Powers				
Age_Breakdown	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
0 - 18	121	36	31	30%
18 - 30	322	98	103	30%
31 - 40	236	47	54	20%
41 - 50	164	43	42	26%
51 - 60	34	11	8	32%
61+	12	3	3	25%
Unknown	171	41	42	24%
Total	1,060	279	283	26%

Search Power				
Misuse of Drugs Act 1971 (section 23)				
Age_Breakdown	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
0 - 18	89	32	24	36%
18 - 30	268	80	84	30%
31 - 40	201	40	44	20%
41 - 50	137	39	34	28%
51 - 60	27	8	7	30%
61+	6	2	2	33%
Unknown	130	33	33	25%
Total	858	234	228	27%

Search Power				
Police and Criminal Evidence Act 1984 (section 1)				
Age_Breakdown	# Stop_searches	Item Searched for found	# Positive Outcomes	% Outcomes that matched reason for search
0 - 18	32	4	7	13%
18 - 30	48	15	18	31%
31 - 40	35	7	10	20%
41 - 50	24	2	8	8%
51 - 60	6	2	1	33%
61+	5	1	1	20%
Unknown	37	7	8	19%
Total	187	38	53	20%

Conclusion:

This Annual Report covers from 01st April 2020 until 31st March 2021. During the majority of this period the whole of England was in lockdown due to the COVID19 pandemic. This worldwide and national emergency has had implications on policing and contact with the communities Cumbria Constabulary serve and protect. The data shows a marked increase in stop searches throughout the county but together with a high percentage of positive outcomes (arrest, penalty notices, reporting for summons etc). This report also evidences how Cumbria Constabulary use of stop search legislation is proportionate within ethnicities and ages and favourable in comparison with other police and constabularies within the North of England.

The new Red Sigma process has now been implemented across the constabulary and replaced the previous Pronto system. This will allow officers to be able to complete and submit stop search reports promptly and effectively either at a desk top computer or on their hand-held devices. The technology also allows for Line Managers, Performance Inspectors and Senior Management Teams to access data which includes location mapping as well as the legislation and Home Office required information. This immediate submission of data will allow other departments immediate access so that officers such as the Child Centred Policing Team have access and information of all under 18s who are subject of a search and allow them to intervene and support both the subjects and their families accordingly.

In light of continuing and highlighted incidents of inequality throughout the world, Cumbria Constabulary aims to be at the forefront of ensuring the people and communities it serves are treated in a professional and non-discriminatory way. The data provided, along with the BWV audits, allows the constabulary to sight, review, and process alongside its dedication to work with partners such as the Independent Advisory Groups, Anti-Racist Cumbria and other diversity organisations to ensure the high standards expected by both the constabulary and public are adhered to by officers.

The new Red Sigma platform with drop down boxes for officer comments will further help identify ethnicity and reduce the numbers of *not stated* and therefore give the constabulary a more accurate picture of those who we engage with whilst utilising this legislation.

Future quarterly and annual reports will now utilise Red Sigma for data and information for the submission of these reports.

Insp 302 O'HAGAN

Criminal Justice Unit

Agenda Item 10a

Operation Uplift

Det Superintendent

Dave Stalker



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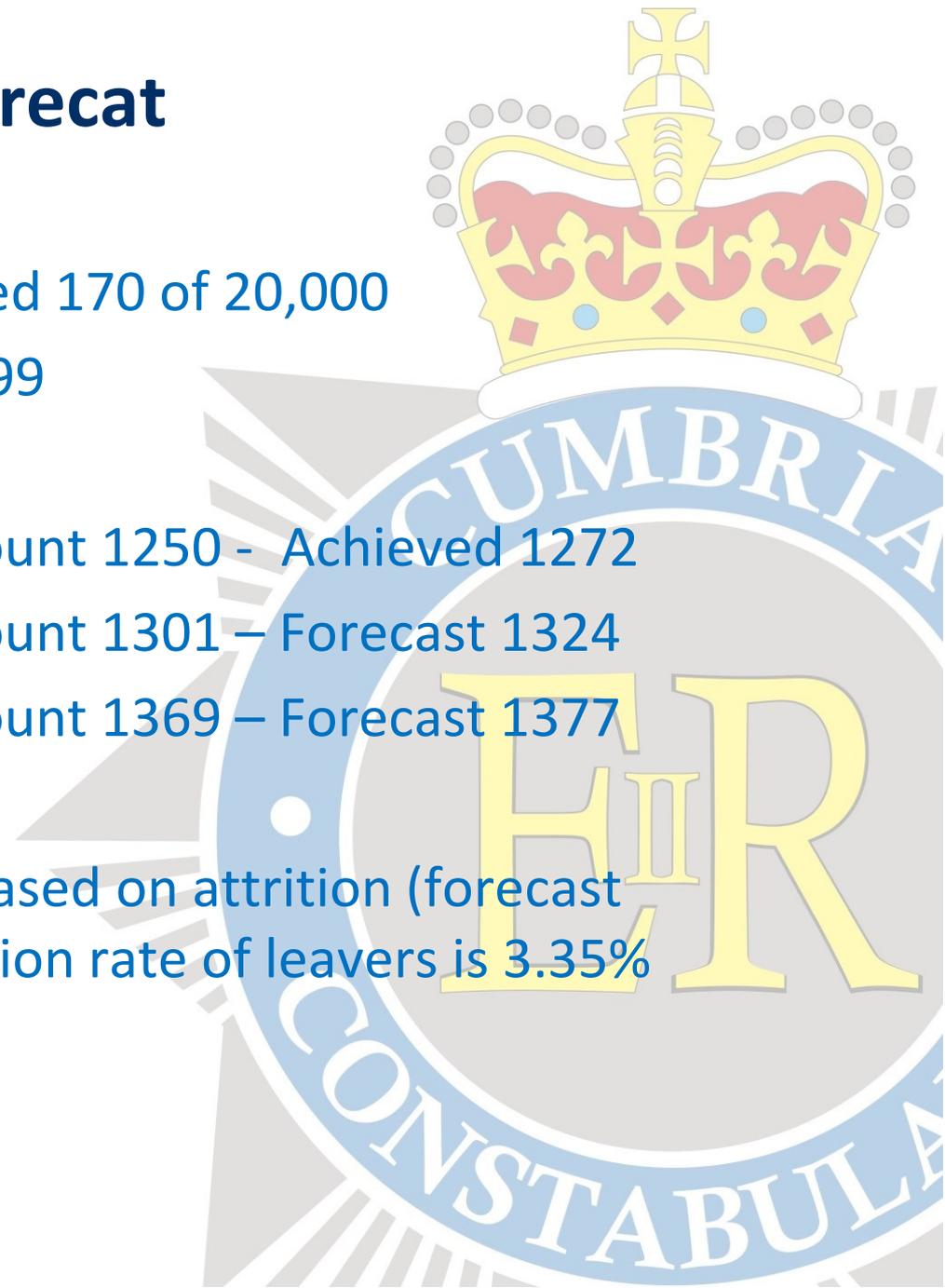
 www.cumbria.police.uk

  [cumbriapolice](https://www.facebook.com/cumbriapolice)



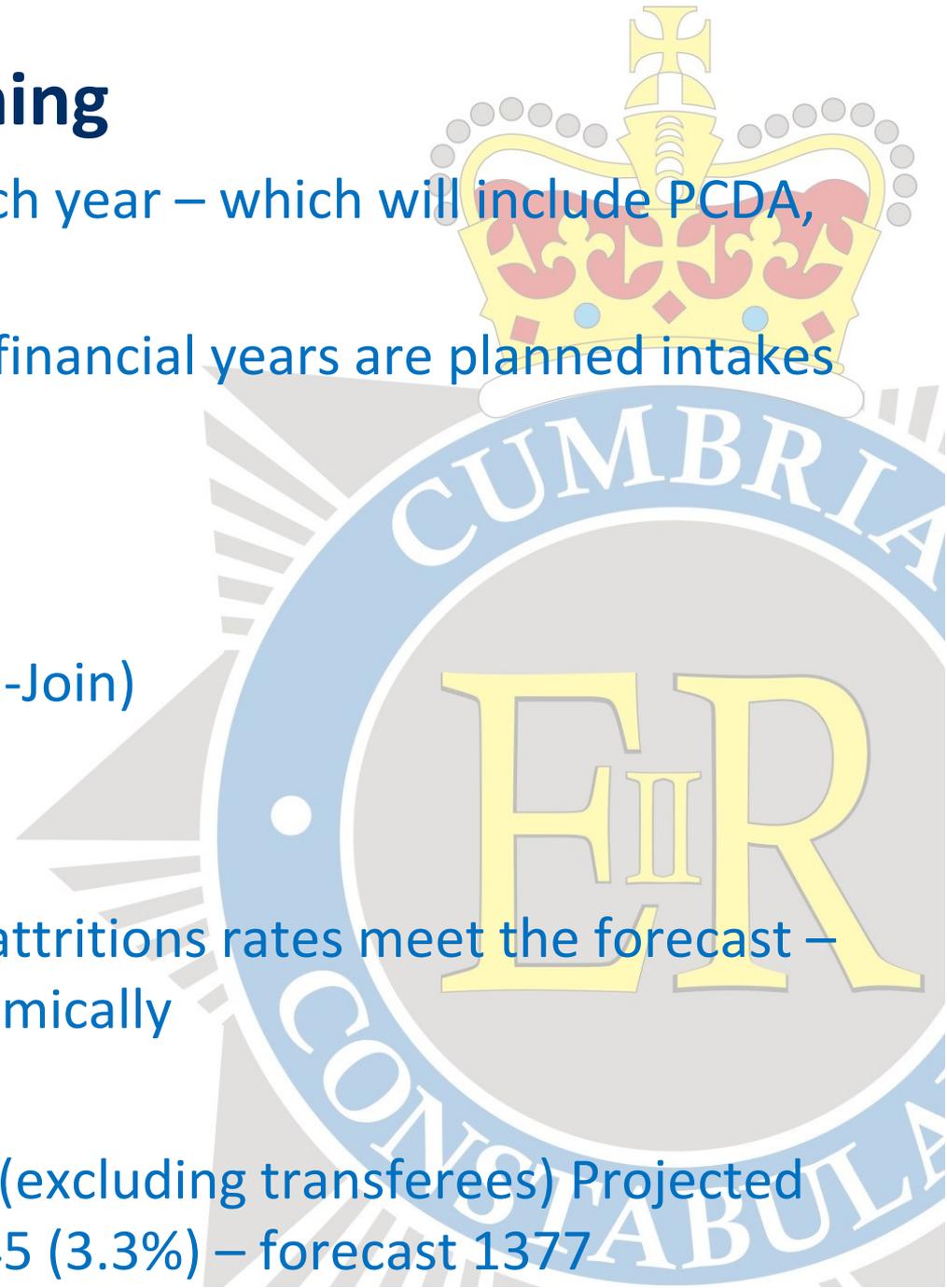
Op Uplift targets and forecat

- Cumbria Constabulary allocated 170 of 20,000
- Headcount prior to Uplift - 1199
- Year 2020/21 – Target Headcount 1250 - Achieved 1272
- Year 2021/22 – Target Headcount 1301 – Forecast 1324
- Year 2022/23 – Target Headcount 1369 – Forecast 1377
- These figures are calculated based on attrition (forecast retirement and leavers). Attrition rate of leavers is 3.35%



Op Uplift – Intake planning

- Intakes are planned across each year – which will include PCDA, DHEP and transferees
- Remaining within the current financial years are planned intakes as follows
 - - November – 21 (DHEP)
 - - December – 2 (Transfers)
 - - January – 25 (20PCDA/ 5 Pre -Join)
 - - February – 5 (Transferees)
 - - March – 31 (DHEP – flexible)
- These figures tallied with the attritions rates meet the forecast – data frequently assessed dynamically
- 2022-2023 – Intake value 134 (excluding transferees) Projected retirement of 36 and leavers 45 (3.3%) – forecast 1377



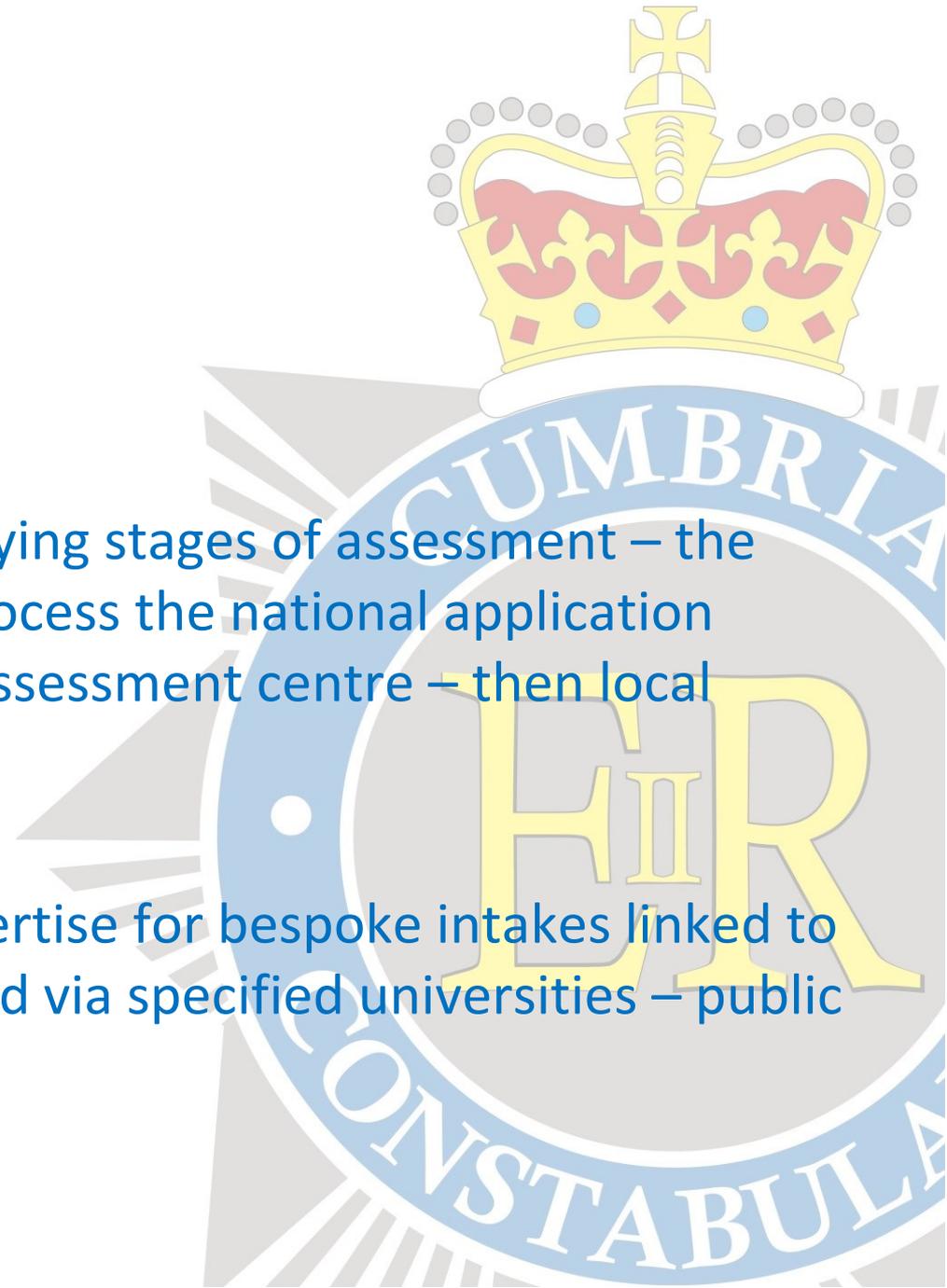
Pipeline Data

Data via recruitment portal

- 215 live applications PCDA
- 237 live applications DHEP

These applications will be at varying stages of assessment – the Constabulary Uplift team will process the national application through to the national online assessment centre – then local interview.

2022 – plans are in place to advertise for bespoke intakes linked to DHEP DC and pre-join (accredited via specified universities – public services course)



Op Uplift – Positive Action

- Embedded within the recruitment team – to support positive action candidates
- Provide proactive recruitment of under represented groups
- Attain a target of 5% Black, Brown and Ethnic Minority Officers – to representative of community
- Figures to date;
 - Current work force representation of Black, Asian and Ethnic Minority Police Officers is at 1.8% which has doubled in size
 - 8 vetting and medical – conditional offer
 - 7 candidates are awaiting OLA



Absences October 2021



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 www.cumbria.police.uk

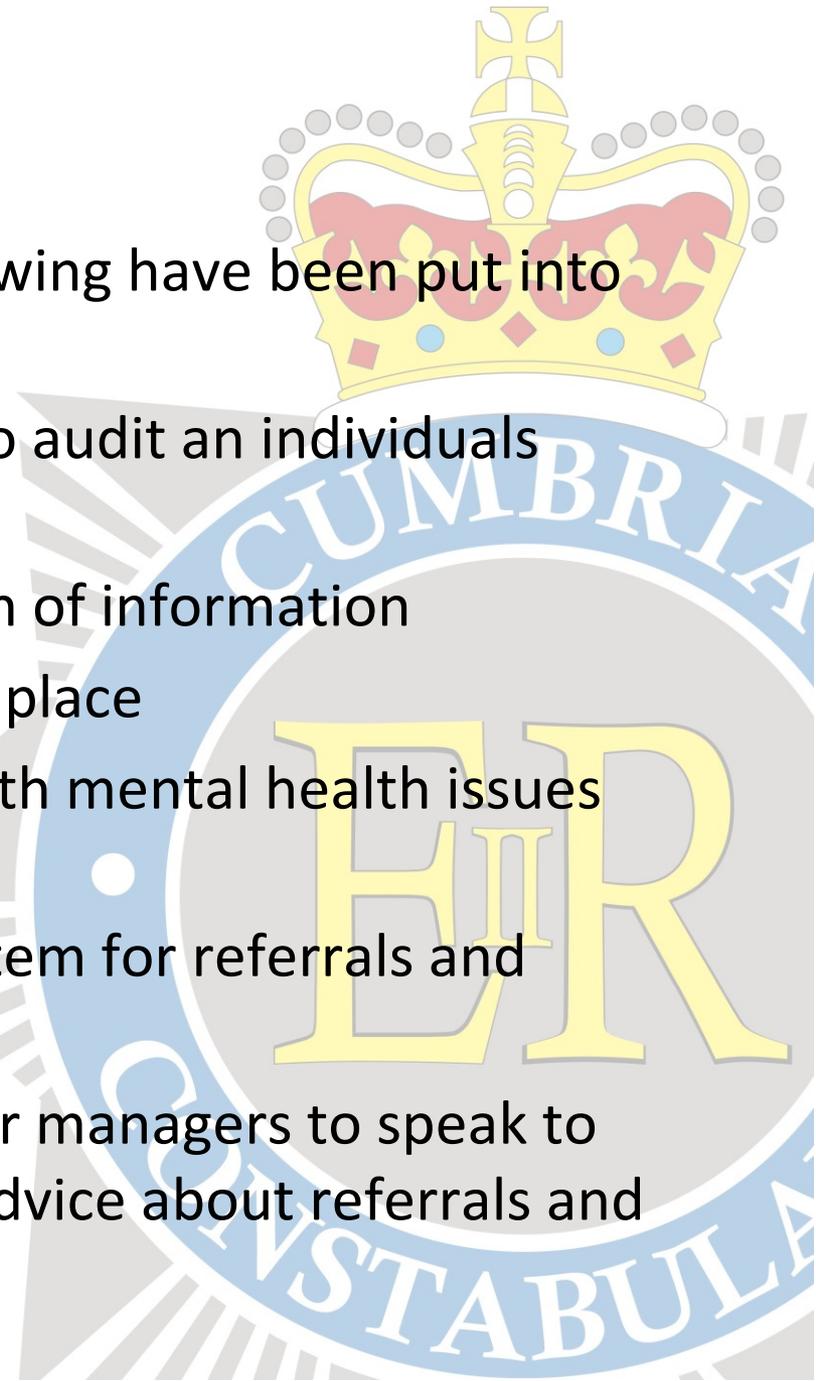
  [cumbriapolice](https://www.facebook.com/cumbriapolice)



Attendance Support

As part of Attendance Support the following have been put into place :

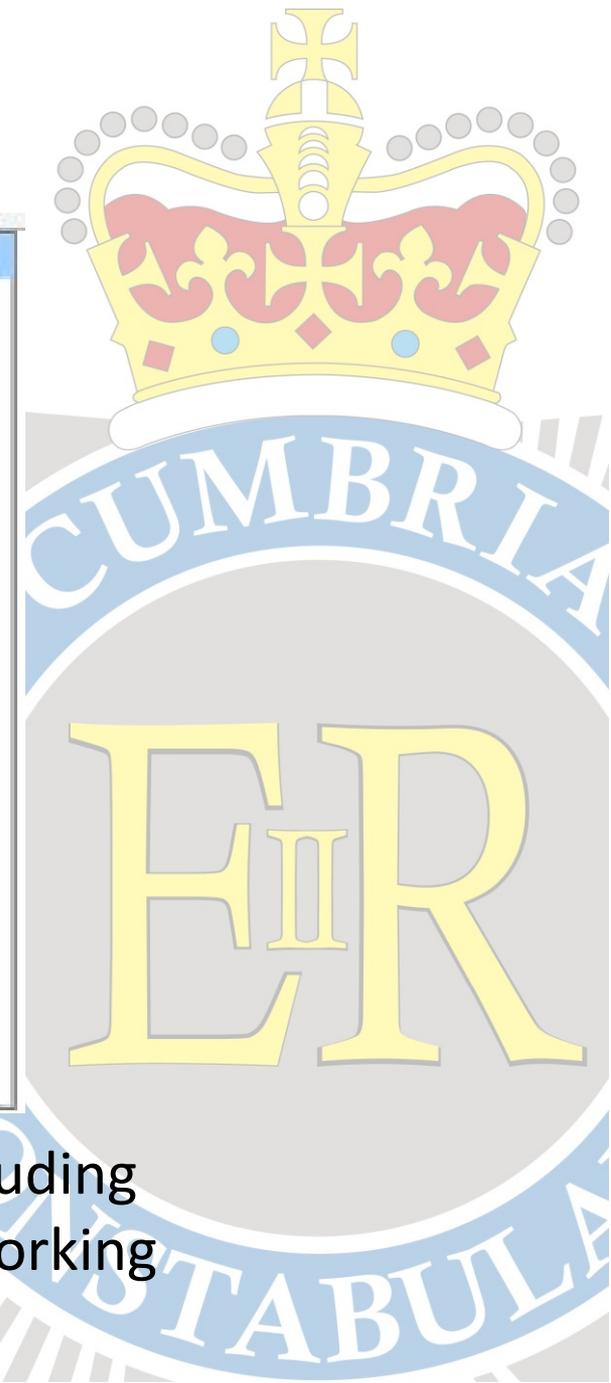
- Fair Passports have been introduced to audit an individuals adjustments and requirements
- Inclusion Hub – signposting to a wealth of information
- Mental Health First Aiders in the work place
- Wiser Minds programme – to assist with mental health issues during and as a result of the pandemic
- New COHORT occupational health system for referrals and direct access to OH staff
- Attendance Surgeries – opportunity for managers to speak to OH & HR professionals for guidance, advice about referrals and interpretations of OH reports



Overall Absences – Officers & Staff

% of Employees Absent as at Month End				
Month	2018	2019	2020	2021
Jan	4.5%	3.2%	3.6%	3.4%
Feb	3.9%	4.3%	3.0%	3.2%
Mar	3.0%	4.3%	4.9%	2.8%
Apr	3.3%	4.2%	2.8%	2.4%
May	2.9%	3.7%	2.5%	2.3%
Jun	2.7%	3.7%	2.3%	3.7%
Jul	3.1%	4.1%	2.4%	3.1%
Aug	3.1%	3.9%	2.2%	3.4%
Sep	3.4%	4.0%	3.4%	3.9%
Oct	4.0%	4.5%	2.9%	
Nov	3.9%	4.5%	3.6%	
Dec	4.2%	4.6%	3.4%	

The above include COVID related absences, including self isolation where someone may have been working



Non Covid Absences – Officers & Staff

These figures provides a picture of officers/staff who were not in the workplace or available for work or deployment.

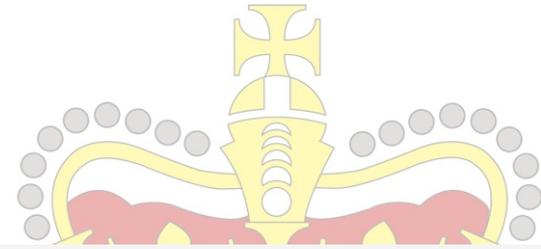
Agile working may be a contributing factor to the low % as some people may have previously reported absent as they were unable to attend the work place, but are now able to continue to work from home



% of Employees Absent as at Month End				
Month	2018	2019	2020	2021
Jan	4.5%	3.2%	3.6%	2.6%
Feb	3.9%	4.3%	3.0%	2.8%
Mar	3.0%	4.3%	3.4%	2.2%
Apr	3.3%	4.2%	2.4%	2.3%
May	2.9%	3.7%	2.4%	2.2%
Jun	2.7%	3.7%	2.3%	2.4%
Jul	3.1%	4.1%	2.4%	2.7%
Aug	3.1%	3.9%	2.2%	2.6%
Sep	3.4%	4.0%	3.3%	3.0%
Oct	4.0%	4.5%	2.9%	
Nov	3.9%	4.5%	3.3%	
Dec	4.2%	4.6%	2.6%	



Covid Absences – Officers & Staff



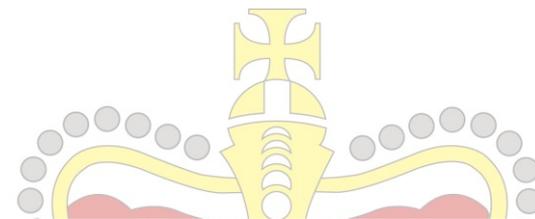
This also includes isolation when someone may have still continued to work

% of Employees Absent as at Month End

Month	2020	2021
Jan		0.8%
Feb		0.4%
Mar	1.5%	0.5%
Apr	0.4%	0.1%
May	0.0%	0.1%
Jun	0.1%	1.2%
Jul	0.0%	0.4%
Aug	0.0%	0.7%
Sep	0.1%	0.9%
Oct	0.0%	
Nov	0.3%	
Dec	0.8%	

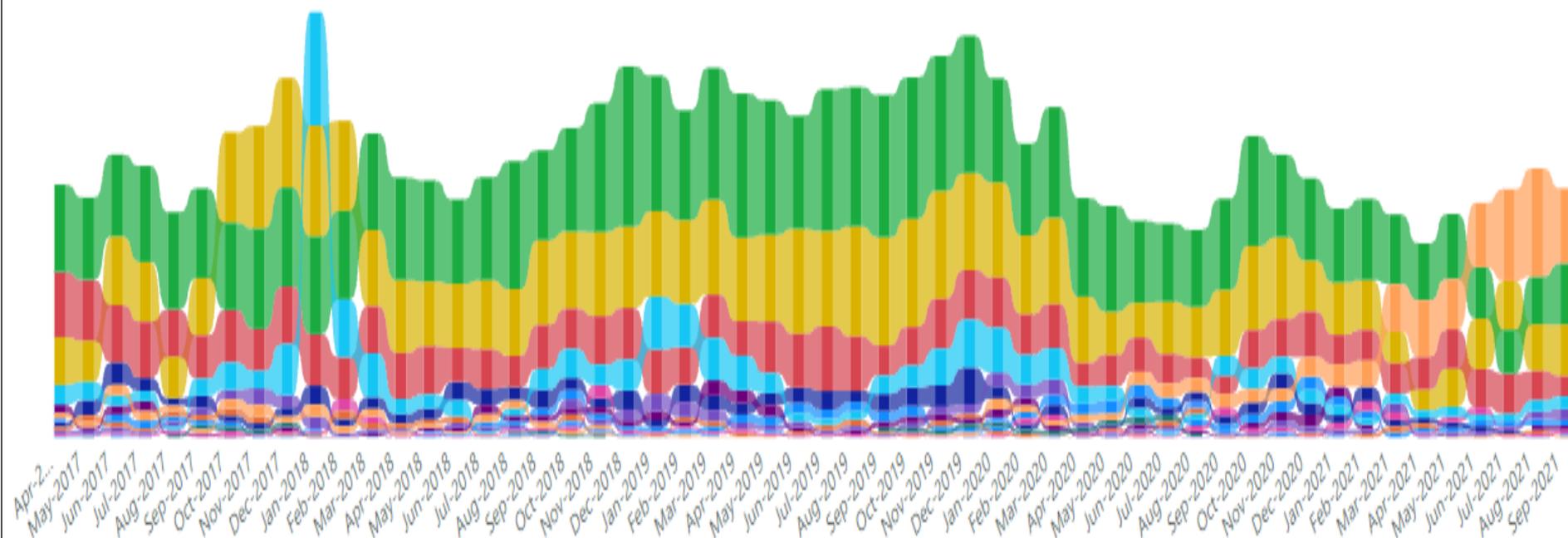


Absence Types – Officer & Staff



Month Total Days Absent

Dorset 12 ● Cardiac/Circulatory ● Digestive Disorder ● Ear/Eye Problems ● Genito-Urinary ● Headache/Migraine ● Infectious Diseases ● Miscellaneous ● Musculo/Skeletal ● Nervous System Disorders ● Psychological Disorder ● Respiratory Conditions ● Skin ● Unknown



Constabulary Report to OPCC



Agenda Item No 11

TITLE OF REPORT:	Constabulary Grievances
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DATE OF MEETING:	19 October 2021
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ORIGINATING OFFICER:	Diane Johnson - HR Manager
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PART 1 or PART 2 PAPER:	PART 1 (OPEN)
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Executive Summary:

The report provides a position overview in respect of ongoing, finalised and newly submitted grievances for the period 01 April 2021 until 30 September 2021.

The last report was April 2021.

Recommendation:

- That the Ethics and Integrity Panel note the report.

MAIN SECTION

1. Introduction and Background

- 1.1 The attached Grievance Statistics Report shows the number of grievances lodged during the period 01 April 2021 up until 30 September 2021, together with a summary of ongoing and finalised cases within the reference period.
- 1.2 Included in the report is an overview of the characteristics of those lodging grievances. The report identifies the gender and race of those submitting grievances as well as an overview as to the nature of the grievance. In addition, statistics relating to whether the aggrieved is a police officer or member of staff and whether the grievance relates to alleged discrimination have been included.
- 1.3 Summary position is as follows:
 - 13 grievances were ongoing or opened during the reference period and 8 new grievances lodged in this reporting period.
 - 8 remain outstanding at the end of the reporting period.
 - Some issues raised relate to dissatisfaction regarding perceived less favourable treatment. This can be directly from line management or as a result of the application of a policy or procedure. One was specifically in relation to temporary processes to accommodate requirements during COVID. Some were in relation to interpretation of Terms & Conditions.
 - Grievances dealt with during this period are approximately 60% male and 40% female and the majority are from a white, British ethnicity with one unknown.
- 1.4 The period comparison data shows that over the last 2 reference periods a number of grievances have been resolved at all the various stages of the process. It should be noted that 2 of the grievances submitted within this reference period were escalated directly to Stage 3 in order to timely investigate the issues.

It should be noted that the Grievance Policy, Procedure and Guidance documents have been reviewed and will include an informal stage. This policy & procedure was reviewed by the panel and will be considered at Operations Board on 30 September 2021 for formal approval.

2. Issues for Consideration

2.1 Drivers for Change

Links to Police & Crime Plan and priorities; legal requirement; efficiency requirement; improvement.

- There are no identified emerging trends or patterns at the time of submitting this report.

3. Financial Implications and Comments

Budget implications – one off and/or on-going costs, savings, growth, capital and revenue.

3.1 Please see Risk and Equality Implications

4. Legal Implications and Comments

Including advice received.

4.1 Please see Risk and Equality Implications

5. Risk Implications

Including any mitigating actions that can be taken.

- 5.1 With any complaint which is potentially linked to the employment relationship there is the risk of employment tribunal or judicial review should the matter not be resolved. 2 cases are currently being dealt with by the Constabulary's Legal Department.
- 5.2 Through working in partnership with Unison and the Federation the aim is to continue to avoid formal proceedings and resolve issues in an informal manner to the satisfaction of all parties. The new Grievance procedure will clearly identify the informal and formal stages.
- 5.3 Specific items impacting on equality are raised through the Diversity and Inclusion Group (DIG) to ascertain if there are any issues that the Constabulary should be dealing with. At this time no issues have been raised.
- 5.4 1 case is referred to an external legal process in relation to Disability Discrimination. No further information can be provided at this time as it is ongoing.
- 5.5 The People Department will continue to meet with the Federation and Unison when necessary to discuss issues that are emerging and look to informally resolve them prior to a formal grievance being submitted. The Constabulary proactively engages to address concerns.

6. HR / Equality Implications and Comments

Including any actions arising from Equality Assessment.

- 6.1 HR and Legal Services will be reviewing the judgement of any Employment Tribunal cases to identify any lesson to be learned with a view to appropriate dissemination within the Constabulary.
- 6.2 The internal pool of accredited mediators is available for utilisation through the Constabulary Mediation Scheme. The intention is to publicise the Mediation Scheme alongside the revised Grievance procedure.

7. Supplementary Information

7.1 List any relevant documents and attach to report

Such as Business Cases, Equality Assessments, PIDs, Media Strategy.

- Appendix 1 - Grievance Data for the reference period
- Appendix 2 - Grievance Comparison Data

Grievances – Overview 1 April to 30 September 2021

Appendix 1

	01/04/21 to 30/09/21	01/11/20 to 31/03/21	01/10/19 to 31/10/20	01/04/19 to 30/09/19	01/10/18 to 31/03/19
Total No. of grievances submitted in period	8	7	2	4	5
Total No. of grievances ongoing at start of period	5	1	7	7	4
Resolved Stage 1	2	-	-	-	2
Resolved Stage 2	-	-	-	-	-
Resolved Stage 3	1	-	-	-	-
Resolved informally prior to Stage 1	1	3	-	-	-
Not Resolved	-	-	2	1	2
Awaiting Action/Resolution	-	5	1	4	4
Withdrawn	1	-	4	-	-
On Hold	-	-	2	3	-
Transferred to alternative procedure	-	-	-	3	-

Grievances – Overview 1 October 2018 to 30 September 2021

Appendix 2

	01/04/21 to 30/09/21	01/11/20 to 31/03/21	01/10/19 to 31/10/20	01/04/19 to 30/09/19	01/10/18 to 31/03/19
Total No. of grievances submitted in period	8	7	2	4	5
Total No. of grievances ongoing at start of period	5	1	7	7	4
Resolved Stage 1	2	-	-	-	2
Resolved Stage 2	-	-	-	-	-
Resolved Stage 3	1	-	-	-	-
Resolved informally prior to Stage 1	1	3			
Not Resolved	-	-	2	1	2
Awaiting Action/Resolution	-	5	1	4	4
Withdrawn	1	-	4	-	-
On Hold	-	-	2	3	-
Transferred to alternative procedure	-	-	-	3	-



Professional Standards Department

Ethics and Integrity Panel Report

2021/2022 Q2

October 2021

DCI Craig Smith – Head of Professional Standards

Hannah Pocock – Force Intelligence Analyst, Anti-Corruption Unit

OFFICIAL

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D – Constabulary Workforce Split	
E – Public Complaints by Geographic Location of Complaint	
F – Public Complaint Outcomes	

Background

This report outlines the work dealt with by Professional Standards Department in relation to Public Complaints. Each section will commence with an executive summary followed by a detailed commentary and insight into each headline as well as relevant updates on the previous quarter's report. A final section will cover learning and other updates.

Public Complaints are assessed under Police (Complaints and Misconduct) Regulations 2020 and Police (Conduct) Regulations 2020.

Conduct is reviewed in relation to Standards of Professional Behaviour as defined within the Code of Ethics:

Honesty and Integrity	Duties and Responsibilities
Authority/ Respect/ Courtesy	Confidentiality
Equality and Diversity	Fitness for duty
Use of Force	Discreditable Conduct
Orders and Instructions	Challenging and Reporting Improper Conduct

This report covers 2021/2022 Quarter 2 (Q2), 01/07/2021 to 30/09/2021. Figures in this report are correct as of 05/10/2021.

In line with IOPC data collection and analysis, De-Recorded Public Complaint allegations and cases, unless otherwise stated, have been excluded from the below figures and commentary. De-Recorded cases and/or allegations may concern persons who are not eligible, as per the Police Regulations 2020, to make an expression of dissatisfaction and/or have been logged/recorded in error.

Unless otherwise stated, the below sections relate to allegations recorded within a given quarter and added to a case which has been logged/recorded in the same quarter. They do not include allegations which have been logged/recorded but added to an earlier quarter's case, eg allegation recorded in Q2 but added to a Q1 case; this is to allow more like for like comparisons between quarters.

Where comparisons are made between Constabulary areas, these areas will be defined, North for example may or may not include HQ and/or Control and Command Room (CCR) but this will be noted in the commentary. Characteristics of the subjects of the Complaints have been considered in some sections below but caution is to be taken as it is possible, although likely low risk, that subjects may have changed area, shift or role within Q2 which may not have been accurately represented in Centurion, PSD database.

Public Complaints Executive Summary

- **Public Complaints have increased in Q2 with a greater share of Complaints sat under Group A – *Delivery of duties and service***
- **Group A Complaints have seen a shift between the most common Complaint allegation types**
- ***North (including HQ) and CCR have increased shares of Public Complaint cases in Q2 whereas South and West have remained relatively similar to Q1***

Q1 Report Updates

- **Schedule 3 Public Complaint cases have continued to increase in Q2**
- **Finalisation times for Public Complaints have improved in Q2**

Risk and Concerns – Low

Rise in cases citing Group A allegations in line with National figures so not causing concern at present.

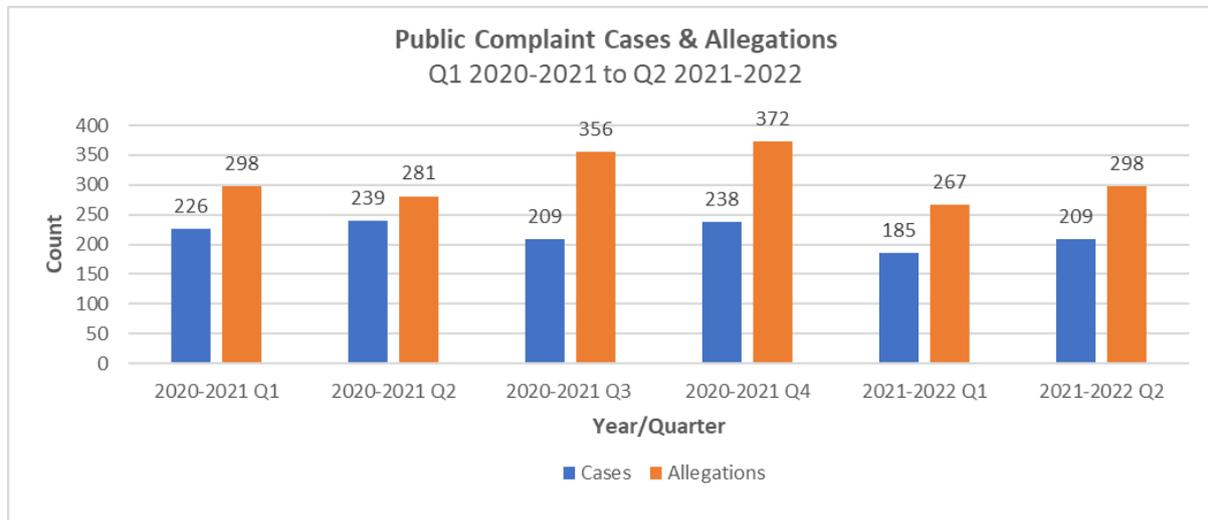
Improved finalisation times of Outside of Schedule 3 Public Complaints is a positive and a continuation of measures implemented in Q1 to improve turnaround times of cases. Finalisation times for Schedule 3 cases remain static but will look to improve in the coming quarters.

It has been identified that young in-service officers are potentially subject of a higher percentage of Public Complaints, however, further work is required regarding this and will be considered in the coming quarters.

Public Complaints

Public Complaints have increased in Q2 with a greater share of Complaints now sat under Group A - Delivery of service and duties

Public Complaint allegations have increased by 12% and cases by 13% in Q2 compared to Q1.



Case numbers and associated allegations are appearing to return closer to average levels, with a month on month increase in both cases and allegations in Q2 (**Appendix A**).

Incident logs, recorded crimes and custody attendances have all increased between 6-8% (**Appendix B**). The slightly higher percentage increase in Complaints may be due to Q1 expressions of dissatisfaction not being reported as soon by the complainant and have been reported in Q2 instead, although other factors may be responsible. However, the number of Complaint cases received per total count of incident logs remains very low at <1% and per count of crimes is ~2%. New figures show that only 1% of custody related attendances resulted in a Complaint case regarding arrest or time spent in custody.

The top three Complaint Groups remain the same as previous quarters, Group A *Delivery of service and duties*, Group B *Police powers, policies and procedures* and Group H *Individual Behaviours*. However, there has been a change in the types of complaints received. Group A have taken an increased share of cases, up from 40% in Q1 to 50% in Q2. Group B have decreased from 25% to 21% and Group H has remained static at 17% share (**Appendix C**). The ~50% share of cases citing Group A allegations is in line with National figures, therefore, this change is not concerning. Although, the changes between the types of Group A Complaints are of more interest and will be monitored moving forward; these changes are discussed in the next section.

Group A Complaints have seen a shift between the most common Complaint allegations types

The most common Complaint allegations since the implementation of the 2020 Regulations, as reported previously, have been A1 – *Police action following contact* followed by A2 – *Decisions* which

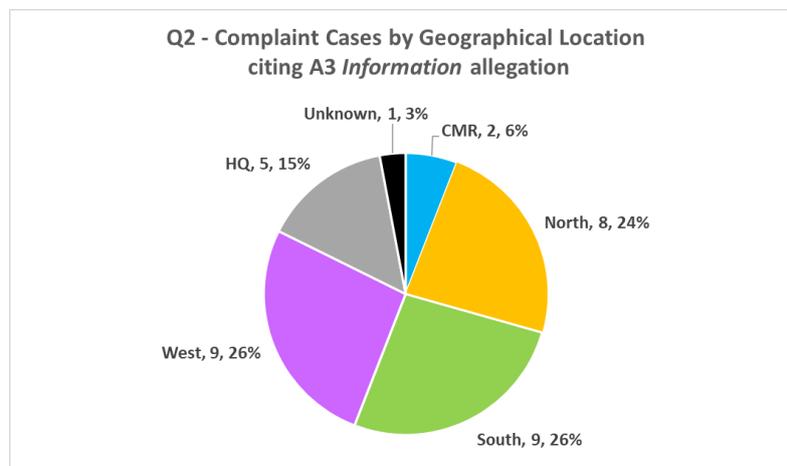
are also the most common Complaint allegations logged/recorded nationally. A1 – *Police action following contact* allegations have increased more than the overall increase of Complaint cases (12%) but remain the most common Complaint allegation made. However, A2 - *Decisions* has been replaced in second place with A3 – *Information* allegations which have more than doubled in Q2 compared to Q4 and Q1.

Type vs Quarter Count of Allegations (% share of All Allegation Types)	Q4	Q1	Q2
A1 - Police action following contact	68 (18%)	42 (16%)	68 (23%)
A2 – Decisions	69 (19%)	40 (15%)	34 (11%)
A3 – Information	22 (6%)	17 (6%)	36 (12%)
A4 - General level of service	12 (3%)	7 (3%)	13 (4%)

A1 – *Police action following contact* Complaint allegations account for nearly a quarter of all allegations logged/recorded in Q2. All areas have seen an increase in cases citing at least one A1 allegation; South, West and HQ at least doubling their case numbers. However, North and HQ have seen the greatest increase, North, particularly Carlisle, has seen the most of any area with nearly a third of all A1 related cases.

Geographical Location of Complaint Case	Count of Q1 Cases citing A1	Count of Q2 Cases citing A1
CMR	2	11
North	3	21
South	7	13
West	9	17
HQ	1	2
Unknown	1	0
Total	23	64

Cases citing A3 - *Information* allegations have been relatively similar throughout the quarter, 10-13 per month and have been spread evenly between the three main areas, North, South and West.



Having considered areas in more detail, Barrow have received the most Complaint cases (8) citing A3 – *Information* allegations and these related primarily to lack of updates from OICs, but also half of the cases related to traffic offences/incidents. The majority of these cases have however been Resolved.

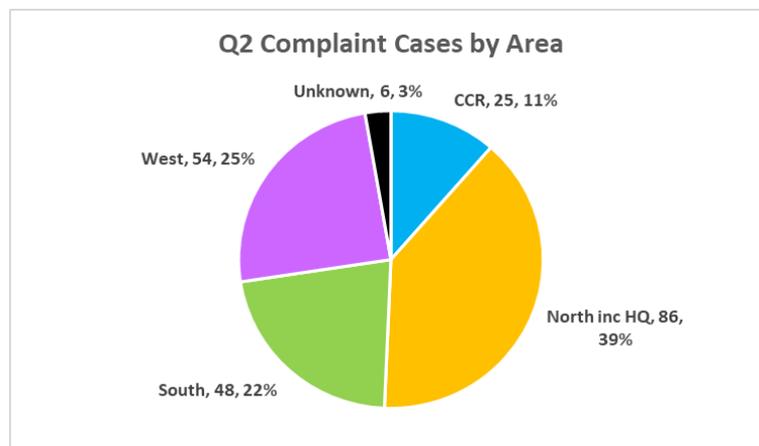
A review of Q2 cases citing A1 – *Police action following contact* and A3 - *Information* allegations has outlined *Investigations* as a key National Factor* being the cause of expressions of dissatisfaction. *National Factor - a set list of topics that Police Forces are expected to tag on complaint cases to assess national themes, examples include Arrests, Custody, Hate Crime, Investigations etc.

Investigative Principles (Investigative Quality) has been re-launched in Q3 which had the tag line of ‘*Getting investigations right, every time!*’. A personal issue pocket sized aide memoire for investigating crimes and also reviewing crimes are being issued to the force in October. It is hoped that this initiative may aid in minimising such Complaints relating to *Investigations*, however, Group A type Complaints are not expected to significantly decrease as they have and are expected to remain the most common complaint moving forward.

North (including HQ) and CCR have increased shares of Public Complaint cases in Q2 whereas South and West have remained relatively similar to Q1

In Q1, all areas apart from West decreased their number of Complaint cases, despite the decrease in cases in Q1 West maintained the number of cases received. Q2 has seen an increase in public Complaints and therefore it would have been expected that this was shared with all areas but this is not so.

Below chart shows Area, Count of Cases and % Share of All Cases, please note that some cases concern more than one area so the case may have been counted twice under both areas and as such the total number of cases exceeds total number of Complaint cases logged/recorded in Q2.



West have again remained relatively static albeit a small decrease from 28% to 25% share of Complaint cases, a decrease of 3 cases. South have also seen a decrease in their share from 25% to 22% of cases but their cases have remained relatively static with an increase of just 2 cases. CCR have seen a small increase from 9% to 11% which equates to 7 additional cases, 25 up from 17. North including HQ has now increased their share from 34% to 39%, 69 cases increasing to 86, a rise of 17 cases.

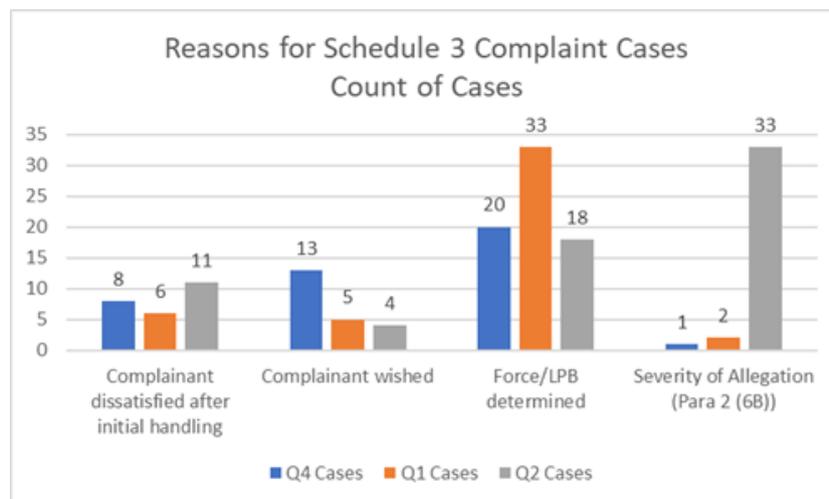
The splits are now closer to the officer splits per area (**Appendix D**) compared to Q1, albeit not quite fully reflective. All Complaint cases for Q2 were considered and this showed that where an officer had

been identified as a subject of a Complaint case, 50% were of 4 years or less service, but this rose to 60% when officers of five years or less service were also identified. Young in-service officers have been noted in previous reports to receive more Lessons Learnt for example following Complaints. However, this analysis only represents Q2 data and would require further extensive work to determine whether or not this is a wider trend and, if so, to determine further analysis and actions required to assess and address this potential theme.

Q1 Report Updates

Schedule 3 Public Complaint cases have continued to increase in Q2

The split between Schedule 3 and Outside of Schedule 3 Complaints have shown some variation between the last 4 quarters, 20/75 and 20/80 splits respectively, although Schedule 3 Complaints now sit at ~30% and Outside of Schedule 3 ~70%. This increase is in response to the continual review of recording practices of Complaints. The review also highlighted that additional cases should be recorded due to *Severity of Allegation* which has seen a significant increase this quarter and taken over from *Force/LPB determined*. The increase of Schedule 3 cases is therefore a positive change, and which will be monitored by the Complaints and Conduct Manager in the coming quarters. The numbers and reasons for recording cases are expected to stabilise in coming quarters.



Finalisation times for Public Complaints have improved in Q2

As predicted in Q1 report, finalisation times for Public Complaints have improved in Q2. Complaints logged Outside of Schedule 3 have seen a significant improvement. The number of Complaints *Service Recovered* within 7 days is the highest for the last 12 months as per the below parameters. Turnaround times for Complaints recorded under Schedule 3 remain relatively static which is promising given the increased numbers of Schedule 3 Complaints recorded in Q2.

The below figures have been calculated in house to the same parameters as the Q4 and Q1 reports. A case must have been logged/recorded and then finalised in the same quarter to feature in the below figures.

Average Finalisation Times of Cases Logged/Recorded

	Average number of days to finalise Complaint case Outside Schedule 3	Average number of days to finalise Complaint case Schedule 3
20/21 Q3	8	19
20/21 Q4	8	24
21/22 Q1	18	31
21/22 Q2	5	32

Outside of Schedule 3 Cases Logged and Finalised within a week in Q2

Days to Finalise Case	Q3 Count of Cases	Q4 Count of Cases	Q1 Count of Cases	Q2 Count of Cases
0 <i>(Finalised same day as logged)</i>	22	15	8	11
1	14	21	11	25
2	5	11	13	14
3	12	8	3	8
4	11	10	3	6
5	4	10	2	10
6	10	5	2	11
Total	78	80	42	85

The improvements are due to a number of factors, including revised practices and daily monitoring of new Complaints, the return to a near full cohort of staff as well as the implementation of the new Complaint Resolution Handlers.

Outcomes for cases have been reasonably consistent with the Outcomes issued for Complaints cases compared to Q1 (**Appendix F**), although not quite at Q4 levels yet. The % of Live cases being rolled over to the next quarter has however seen a small increase which correlates in part to the % decrease in the cases being Resolved in Q2 compared to Q1. The increase in Schedule 3 Complaints may account for this change. De-Recorded cases and NFA cases appear to remain at similar combined numbers.

It is expected that Complaint turnaround times will continue to improve moving forward for cases logged Outside of Schedule 3 due to the improved staffing within PSD. The increase in the number of Schedule 3 Complaints which require investigation may impact on future quarters' figures, but this will be monitored, and it is hoped that the turnaround times will remain at least static, if not improve, for these types of cases.

Learning and Other Updates

Learning has taken forefront in Q2

Learning has taken forefront in Q2 with PRI and 'Small rp' being embraced and issued in a large number of cases. As well as a greater number of news articles being issued via Need to Know to educate the Constabulary on new and emerging issues and reiterating force policies. The online RPRP form project, which is a trail blazer, and believed to be one of a kind with no other force implementing a form of this nature, is nearing completion ready to be rolled out to the Constabulary.

PRI

PRI has been issued by PSD in response to both Complaint and Conduct cases. A repeat officer was issued with PRI in relation to multiple UoF Complaints, another PC issued PRI for not completing a search form and a third PC for the way they spoke to a member of the public.

Small rp

'Small rp' as been issued by area in response to other matters, not necessarily Complaint or Conduct case related. There were 5 recorded instances of 'Small rp' issued in Q2.

PASS Newsletters and Force Wide Learning

During Q2, 6 articles were issued from PSD/ACU in response to recent intelligence, conduct cases or general learning and development identified.

01/07/2021	Viewing of Incident Logs
09/07/2021	Appropriate relationships and behaviours in the workplace
22/07/2021	BWV Campaign – BWV Gym (Video)
09/08/2021	Force Device Restrictions
09/09/2021	Why supervisors must contact PSD – not issue their own 'management action'
23/09/2021	WhatsApp Not to be used for sharing operational policing matters (Video)

Covid-19

Covid-19 related Public Complaints has all but ceased, with only 1 or so report per section. However, the impact of Covid-19 may still be indirectly impacting on the department due to increased visitor numbers to the area which may be resulting in some of the Complaint cases. This hypothesis will be considered further once administrative updates regarding new Shift/Department nomenclature introduced by the Constabulary early this year are rectified within Centurion Complaints database. It is hoped hotspots of Complaints by area may be established alongside potential themes of Complaints.

Appendices

Appendix A - Public Complaint Cases and Allegations April 2020 – June 2021



Appendix B – Incidents, Crimes and Custody Figures

Table B1: Incident Logs, Crims and Custody Q1 and Q2 Comparison

	2021-2022 Q1	2021-2022 Q2	% Change
Incident Logs <i>(minus duplicates/errors)</i>	22197	23726	Up 7%
Crimes	8858	9594	Up 8%
Custody*	2869	3043	Up 6%

*Includes Arrests and Voluntary Attendance at Custody

Table B2: Complaint Cases per Incident Logs and Crimes

	2021-2022 Q2	% of Complaint Cases** per count of Logs/Crimes
Incident Logs <i>(minus duplicates/errors)</i>	23726	0.88%
Crimes	9594	2.18%

**Based on all Public Complaint cases (209 in Q2. Although it should be noted that not every expression of dissatisfaction made to the constabulary is as a result of an incident or a log. Therefore, the % figures are likely to be less than quoted if Complaint cases were further separated, albeit this separation would not be feasible with current recording practices.

Table B3: Custody related Complaint Cases per Custody Attendance

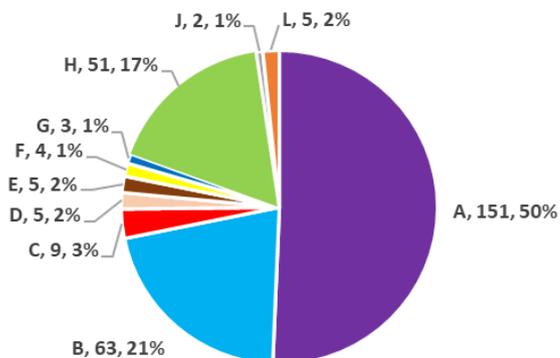
	2021-2022 Q2	% of Custody related Complaint Cases*** per Count of Custody Attendances
Custody	3043	1.05%

*** Any Complaint that has been allocated a Custody and/or Arrest allegation type and/or National Factor tag, 32 cases in Q2

Appendix C – Public Complaint Allegations by Complaint Groups

Q2 Complaint Allegations by Complaint Group

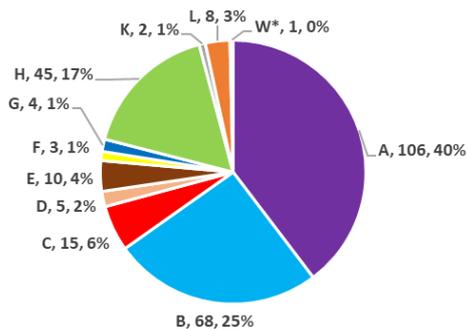
Complaint Group/Number of Allegations/% Share



Complaint Group
A - Delivery of duties and service
B - Police powers, policies, and procedures
C - Handling of or damage to property/premises
D - Access and/or disclosure of information
E - Use of police vehicles
F - Discriminatory behaviour
G - Abuse of position/corruption
H - Individual behaviours
J - Sexual conduct
K - Discreditable conduct
L - Other
W* - Other (2012 Regulations)

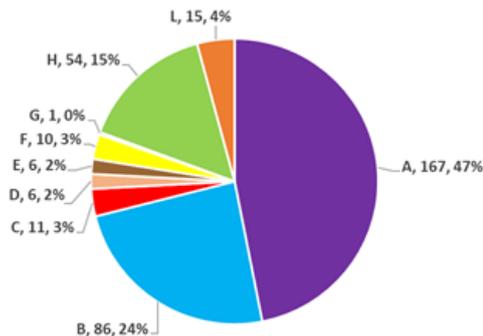
Complaint Allegations by Complaint Group - Q1 Cases Only

Complaint Group/Number of Allegations/% Share



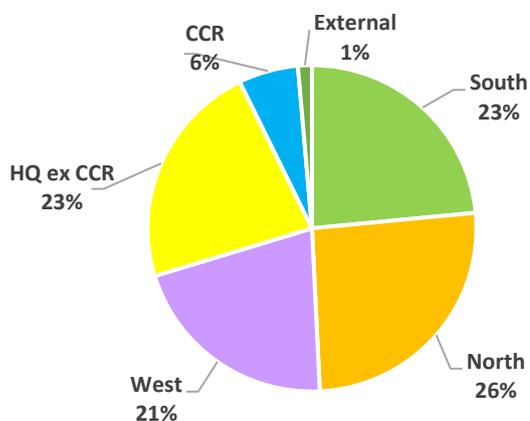
Complaint Allegations by Complaint Group - Q4 Cases Only

Complaint Group/Number of Allegations/% Share

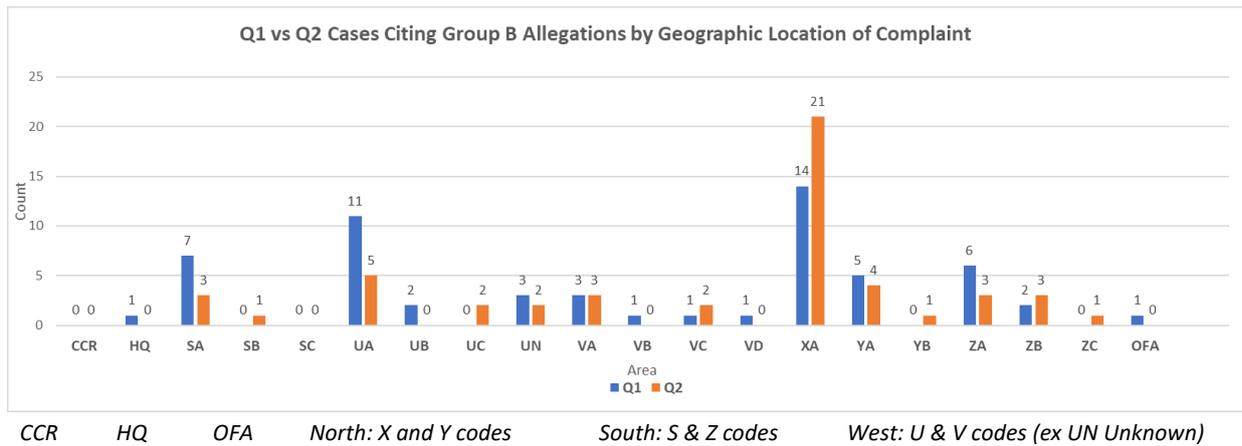


Appendix D – Constabulary Workforce Split - Figures as of 30/06/2021

Police Officer Split Headcount by Area



Appendix E – Group B Public Complaints by Geographic Location of Complaint



Appendix F – Public Complaint Outcomes

Public Complaint Case Outcome	Q4 % of Cases	Q1 % of Cases	Q2 % of Cases
Live	24%	33.5%	38%
Resolved	58%	54%	50.5%
Not Resolved NFA	3%	1%	1%
NFA Required	1%	0.5%	3%
Not determined if the service provided was acceptable	0%	0.5%	0.5%
The service provided was acceptable	6%	3.5%	3.25%
The service provided was not acceptable	1%	0.5%	0.5%
De-Recorded	7%	6.5%	3.25%



Policy and supporting procedures.

Policy:	Ethical Standards, Public Complaints, Misconduct, Service Confidence, Suspension from Duty/Alternative Duties and Confidential Reporting Policy and supporting Procedures. Request to Provide a Statement.
Approved by which board (or Chief Officer) and date:	Operations Board – 2 nd September 2021
Owner	Superintendent Head of People Department
For release under Freedom of Information?	Yes
Supporting procedures	Contained within
Contact for advice	Professional Standards Department
Review date	July 2024

If changes have been made to an existing policy, you must complete the boxes below

Amendments made	An amalgamation of a number of policies into one which also incorporate procedures as appendix.
Date and Version Number	April 2019 – Version 1.0 June 2021 – Version 1.1

1. Equality Analysis

What is the potential impact in relation to the General Duty of this proposal on each of the protected groups below?

Protected characteristics	Positive Impact				Negative Impact (provide details and mitigating actions taken or proposed)	No Impact (v)
	Does the proposal:					
	eliminate unlawful discrimination (provide details)	advance equality of opportunity (provide details)	Foster good relations (provide details)	Other positive impact (provide details)		
Age	The policy will make sure that anybody of any age will be dealt with in the same way therefore eliminating discrimination	As all people that commit fraud/corruption will receive the same investigation, equality of opportunity would be afforded to all	A positive message is given to all staff/volunteers/contractors that all personnel no matter what position they hold within the force would be treated in the same way			
Disability	The policy will make sure that anybody with any disability will be dealt with in the same way therefore eliminating discrimination. Reasonable adjustments in accordance with the Equality Act 2010 will be implemented when required.	As all people that commit fraud/corruption will receive the same investigation, equality of opportunity would be afforded to all	A positive message is given to all staff/volunteers/contractors that all personnel no matter what position they hold within the force would be treated in the same way			
Sex	The policy will make sure that anybody of	As all people that commit	A positive message is given to all			

	any gender will be dealt with in the same way therefore eliminating discrimination	fraud/corruption will receive the same investigation, equality of opportunity would be afforded to all	staff/volunteers/contractors that all personnel no matter what position they hold within the force would be treated in the same way			
Sexual orientation	The policy will make sure that anybody of any sexual orientation will be dealt with in the same way therefore eliminating discrimination	As all people that commit fraud/corruption will receive the same investigation, equality of opportunity would be afforded to all	As all people that commit fraud/corruption will receive the same investigation, equality of opportunity would be afforded to all			
Gender reassignment	The policy will make sure that anybody from the trans community will be dealt with in the same way therefore eliminating discrimination	As all people that commit fraud/corruption will receive the same investigation, equality of opportunity would be afforded to all	As all people that commit fraud/-corruption will receive the same investigation, equality of opportunity would be afforded to all			
Marriage and civil partnership	No impact					v
Pregnancy and maternity	The policy will make sure that anybody that is pregnant will be dealt with in the same way therefore eliminating discrimination	As all people that commit fraud/corruption will receive the same investigation, equality of opportunity would be afforded to all	A positive message is given to all staff/volunteers/contractors that all personnel no matter what position they hold within the force would be treated in the same way			
Race	The policy will make sure that anybody of	As all people that commit	A positive message is given to all			

	any race will be dealt with in the same way therefore eliminating discrimination	fraud/corruption will receive the same investigation, equality of opportunity would be afforded to all. If required interpreters will be sourced in accordance with the current contracts	staff/volunteers/contractors that all personnel no matter what position they hold within the force would be treated in the same way			
Religion and belief including non-belief	The policy will make sure that anybody of any religious belief will be dealt with in the same way therefore eliminating discrimination	As all people that commit fraud/corruption will receive the same investigation, equality of opportunity would be afforded to all. We will where appropriate respect different cultural customs and religious practises	A positive message is given to all staff/volunteers/contractors that all personnel no matter what position they hold within the force would be treated in the same way			

If there is no potential impact (positive or negative) please provide a brief explanation why this is the case, e.g. The data utilised in arriving at the decision, summary of responses to consultation etc.

1. What is the potential impact in relation to the General Duty of this proposal on each of the protected groups below?

<p>Brief explanation of the 'no impact' decisions above N/a</p>
--

2. Aim

Seek to maintain the highest standards of professional behaviour expected of all Police Officers and Police Staff in order to achieve the highest levels of confidence in Cumbria Constabulary with reference to the College of Policing Code of Ethics.

Where these standards have not been met then this policy and supporting procedures address the action to be taken.

Ensure that Cumbria Constabulary provide an ethical service that is open and transparent, engendering trust and confidence both internally, amongst those within the organisation and, members of the public.

Ensure parity in decision making process across the whole of the policing family.

To ensure that welfare needs, safeguarding and risk assessments of individuals subject to any area within this policy are properly accounted for, this may extend to the needs of their families.

Provide procedures and guidance in respect of the management of public complaints against the police and disciplinary matters, referencing legislation and statutory guidance.

To maintain an ethos of fair management so as to treat officers and staff members with respect and dignity, including when an individual has been suspended from duty.

To ensure that decisions to suspend or place individuals on alternative duties are taken objectively against a set criteria

The policy is mandatory and applies to all police officers, special constables, police staff, volunteers and agency staff under the direction and control of the Chief Constable and assisting the Constabulary in pursuing its aims, and those third parties with whom the Constabulary have dealings.

This policy has been written to bring together a number of policies and supporting procedures under one document to enable a simpler and more effective way in which every member of the police family can access, read and use.

3. Terms and Definitions

The “**Appropriate Authority**” as defined by Section 29 (1) Police Reform Act 2002 is formally delegated to the Deputy Chief Constable.

Constabulary Employee – Police staff/Police Officer

Police Staff – all references to Police Staff include reference to Police Community Support Officers and volunteers.

Police Officers – all references to Police Officers include reference to Special Constables.

Source Sensitive - For the purpose of this document means information or intelligence obtained legitimately but which legislation prohibits use other than for intelligence purposes, or where disclosure would compromise and put at risk investigations, investigative methods or individuals.

Serious Concerns -It is not possible to provide a precise definition of 'serious concerns' and each set of circumstances will be judged on merit using the following considerations as a guide:

- Whether the alleged action of the individual(s) was undertaken knowingly or recklessly. This will include an assessment of the likelihood of a recurrence of the action.
- The credibility of the individual(s) as witnesses of truth in police prosecutions and requirements for disclosure.
- The nature of the current post and the potential risk to the public, colleagues or operations if the subject continues in post or undertaking those duties.
- The risk caused by improper association with criminals and potential corruption.
- Suspected unethical or dishonest conduct or corruption.

Service Confidence Case Conference - The confidential procedure by which service confidence investigations will be assessed and the means whereby the panel (Head of People/Human Resources/DCC/Legal Services/Commanders) will determine what actions and support are necessary to address the issue(s) of concern and are communicated to the Police employee.

Ethical Interview - A confidential interview to seek explanation or clarification and a resolution to information that raises concerns about a police employee.

Nominated Officer

- This will be the person issuing the Regulation/Investigation notice and could be a member of PSD, a supervisor or HR.

Suspension –a period of temporary cessation from work (Police Staff) or temporary suspension from duty and office of constable (Police Officer), in exceptional and justified circumstances, until further notice. **Suspension is a neutral act and does not imply guilt.** Suspension is intended to facilitate investigation and /or alleviate stress on the individual concerned.

Alternative Duties – temporary redeployment or any restrictions on the individual's role during the investigation.

Protected Disclosure - “the disclosure by an employee (or professional) of confidential information which relates to some danger, fraud or other illegal or unethical conduct connected with the workplace be it of the employer or fellow employee” (Lord Barrie QC, Business Ethics and Accountability) and the Public Disclosure Act 1998.

Members of Cumbria Constabulary - Police Officers (including Special Constables), Student Officers and Police Staff.

4. The Policy

Ethical standards

The College of Policing has issued the Code of Ethics (July 2014) as a code of practice under section 39A of the Police Act 1996 (as amended by section 124 of the Anti-Social Behaviour, Crime and Policing Act 2014).

The expectation of the public and the professional body is that every person working in policing will adopt the Code of Ethics and this includes all those engaged on a permanent, temporary, full-time, part-time, casual, consultancy, contracted or voluntary basis.

The Code of Ethics sets out the 9 policing principles and 10 standards of professional behaviour that will promote, reinforce and support the highest standards from everyone who works in policing in England and Wales.

The Code also has a preventative role. It requires everyone in policing to prevent unprofessional conduct by questioning behaviour which falls below expected standards. Additionally, it supports reporting or taking action against such behaviour.

See Code of Ethics APPENDIX A

Public Complaints

The primary focus of the initial handling of a complaint should be to resolve it, with the exception of certain serious complaints, which must be referred to the Independent Office for Police Conduct (IOPC). The fact that someone has made a complaint means that he or she is dissatisfied with the way that he or she has been treated or with the service that he or she has received. This needs to be taken seriously and the concerns of the complainant should be addressed as soon after receiving the complaint as possible. Speed is important as a complaint is more likely to be successfully resolved if the force is seen to respond promptly. This gives the complainant a clear message that his or her concerns are being taken seriously.

Embed culture learning and development individual / organisational and reflective learning. Reflect good practice.

The Police Reform and Social Responsibility Act 2011 introduced a number of changes to the police complaints system.

The Police Reform Act 2002 and The Police (Complaints and Misconduct) Regulations 2012 provides the requisite legislation for the recording and management of complaints against the police.

The Independent Office for Police Conduct (IOPC) came into being on 08th January 2018 as a successor to the Independent Police Complaints Commission (IPCC). The IOPC has a statutory duty to secure and maintain public confidence in the police complaints system in England and Wales. The IPCC Statutory Guidance (May 2015) is issued under Section 22 of the Police Reform Act 2002 and provides guidance in order for police forces to navigate through and effectively handle public complaints in accordance with the aforementioned legislation.

'A complaint is an expression of dissatisfaction by a member of the public about the conduct of a person serving with the police' (IPCC Statutory Guidance May 2015).

[Refer to the Police \(Complaints and Misconduct\) Regulations 2020](#)

Misconduct

[Refer to the Police \(Conduct\) Regulations 2020](#)

Service Confidence and Integrity Interviews

This policy is an anti-corruption measure that will allow the Chief Constable to deal effectively with concerns regarding a member of staff which cannot be substantiated by either a criminal or discipline investigation but nevertheless indicate a loss of confidence in that member of staff to work in a particular post or specified duties.

It will apply to:

- All Police Officers and Special Constables.
- Police Staff – as employees of the Police Authority under the direction and control of the Chief Constable.
- Volunteer Staff – providing as service or support to the Constabulary in the achievement of its aims and objectives.

The Policy will be used by the Head of Professional Standards Department when investigating instances where the Constabulary has a loss of confidence and a serious concern about the

appropriateness of an individual member of staff to work in a particular post or specified role within the organisation.

The Service Confidence Procedure provides a framework to deal with the loss of confidence in an individual where the Police Service has received information about the conduct or activities of a member of staff, which calls into question that individual's integrity but which cannot be substantiated by either a criminal or a discipline investigation. The information may be such that, while there is no doubt about its provenance, it could not be used as evidence in either a criminal or disciplinary hearing. Such information may be subject to Public Interest Immunity and is source sensitive. Consequently, full disclosure of the information as evidence would reveal the source of the information or disclose covert policing tactics and thereby cause an unacceptable risk to individuals or to policing operations. The procedure provides clarity and guidance regarding the circumstances when it will be used, the rules regarding disclosure of information, case conference arrangements and any subsequent action plans etc. It sets a range of responsibilities for those involved in the process and explains the process through which staff may be transferred to a less vulnerable post or duties. The Policy provides and ensures that management intervention is fair, objective, accountable and proportionate thereby protecting members of staff and the organisation by management intervention and action.

Cumbria Constabulary have a duty of care to the public, its employees and a responsibility to the criminal justice system to ensure confidence in and the reputation of the Police Service is maintained. It would therefore be remiss to ignore any serious concerns raised by source sensitive information leading to vulnerability.

See supporting procedures document APPENDIX B

On occasions, the ACU (Anti-Corruption Unit) will receive intelligence that cannot be corroborated or comes from an anonymous source. If background checks reveal no concerns, then often it is appropriate to simply speak with the individual who is subject of the intelligence. This ensures the individual is aware of the intelligence and gives them an opportunity to explain or clarify issues/concerns that have been identified. In these cases it will be appropriate to follow the **Integrity Interview Procedure**.

See supporting procedures document APPENDIX C

Suspension from duty / Alternative duties

Cumbria Constabulary:

- Acknowledges that the decision to suspend or place an individual on alternative duties is a serious one with potential consequences on the individual (and family) and can incur significant costs to the organisation.

- Will ensure that the suspension or placing an individual on alternative duties under this Policy only occurs in exceptional and/or justified circumstances, is necessary, proportionate, and lawful and is managed in accordance with this Policy.
- Will retain responsibility as an organisation for the welfare of any individual subject of suspension or alternative duties under this Policy.
- Will limit suspension to only those cases where alternative duties, a temporary move to a new location or role has been considered but is not appropriate in the circumstances, and the continued presence of the individual on duty might prejudice the investigation or proceedings, or where it is in the public interest having regard to the nature of the report, complaint or allegation or where it is necessary in managing the risk.
- Will use the criteria set out in this Policy to decide if an individual will be suspended or placed on alternative duties
- Has developed this Policy in co-operation with key stakeholders and with regard to The Police (Conduct) Regulations 2020 and the Constabulary Police Staff Disciplinary Policy.

See supporting procedures document [APPENDIX D](#)

Confidential reporting

Cumbria Constabulary is committed to the highest possible standards of openness, integrity, probity and accountability.

It recognises that, in order to ensure that the people of Cumbria feel safe, confident and reassured, it must continue to sustain a “corruption resistant” organisation to ensure that standards are complied with and symptoms of wrongdoing are vigorously challenged at the earliest opportunity.

Cumbria Constabulary have established a procedural framework to ensure any breaches in standards can be reported openly with the full support of the Constabulary and that such allegations are appropriately investigated and addressed.

The aims of this policy are to:

- Establish and maintain a climate where members of the Cumbria Constabulary feel an obligation to report corruption, dishonesty, malpractice, mismanagement, breach of Health and Safety law, or any other illegal or unethical act that may have been carried out by another individual within the Constabulary openly with the support of their colleagues and managers.
- Provide effective mechanisms for ‘open’ and ‘confidential’ reporting of wrongdoing.
- Provide a ‘protected disclosure’ procedure.
- Provide a framework within which the Constabulary can address allegations.

- Provide comprehensive arrangements for supporting personnel who, in good faith, make such report.
- Acknowledge potential impact on an individual, department and/or the service, and
- Provide for other reporting methods e.g. anonymous reporting, to improve staff confidence in internal systems and their willingness to make professional standards reports.

Terms and Definitions

- Protected Disclosure - “the disclosure by an employee (or professional) of confidential information which relates to some danger, fraud or other illegal or unethical conduct connected with the workplace be it of the employer or fellow employee” (Lord Barrie QC, Business Ethics and Accountability) and the Public Disclosure Act 1998.
- Members of Cumbria Constabulary, Police Officers (including Special Constables), Student Officers and Police Staff.

The Policy

Cumbria Constabulary acknowledges that it is legally accountable and subject to public scrutiny in respect of the delivery of policing services.

It recognises that, in order to ensure that the people of Cumbria feel safe, confident and reassured, it must continue to sustain a “corruption resistant” organisation to ensure that standards are complied with and symptoms of wrongdoing are vigorously challenged at the earliest opportunity.

Cumbria Constabulary have established a procedural framework to ensure any breaches in standards can be reported openly with the full support of the Constabulary and that such allegations are appropriately investigated and addressed.

Supporting Information

This policy applies to

- All Police Officers, (including Special Constables). Under Section 51 of the Health and Safety at Work etc. Act 1974, as amended by the Police (Health & Safety) Act 1997, personnel holding the office of Constable, Special Constable or Student Officer are treated as “employees” of the Chief Officer.

[See supporting procedures document APPENDIX E](#)

Request to Provide a Statement

This procedure sets out the framework to be used by Police Officers, Police Staff and Volunteers representing Cumbria Constabulary.
(Any reference to Volunteers includes: - The Special Constabulary, Police Support Volunteers and Cadets).

The procedure gives guidance and direction for requests to provide a statement or give evidence for in relation to :-

1. Interviews with Witnesses
2. Interviews of Police Officers/Staff/Volunteers
3. Visits to Crime Scenes
4. Police Officers, Police Staff or Volunteer Attending Court and Giving Evidence as a Witness for the Defence in Criminal Cases.

See supporting procedures document APPENDIX F

5. Supporting Information

This policy and supporting procedures have been written giving due regard to the above legislation and has considered the risk of unfair and/or disproportionate impacts on individuals or groups (actual or perceived) and has done so via an equality impact assessment (EIA). This policy takes into account the most recent legislation at the time of writing unless there are any fundamental legal requirements that must be referenced which is included within.

This policy and supporting procedures have been written giving due regard to legislation and has considered the risk of unfair and/or disproportionate impacts on individuals or groups (actual or perceived) and has done so via an equality impact assessment (EIA).

6. Monitoring and Reviewing

The Policy will be reviewed every 3 years unless there is an earlier change in legislation /regulations which requires policy review after being agreed at the relevant board.

The Head of People will be responsible for reviewing the policy.

The reviewer will

- Check relevant statistics, comments as necessary and where available, in order to identify any trends, issues or concerns
- Check that the Policy has been put into practice
- Check that the policy is being effective
- Verify that all of the elements are operating properly
- Verify that published procedures are being applied and complied with
- Ensure that the aims of the policy are achieved
- Monitor that the Policy does not discriminate against those with protected characteristics

In the event that an individual feels disadvantaged by the requirements of a Policy or Procedure or where they perceive there to be an impact which is intentionally or unintentionally unfair the matter should be dealt with in accordance with the **Policy and Procedure Review Process / Selection Process Appeals Procedure** contained in the Fairness At Work (Grievance Resolution) Policy and Procedure. This information will also be monitored and considered when reviewing the Policy.

7. Comments and Contact

All comments on how this policy can be improved are welcomed and should be forwarded to the Policy Owner at the correspondence address below:

Head of People
Corporate Support
Cumbria Constabulary Police Headquarters
Carleton Hall
Penrith
Cumbria
CA10 2AU

E-mail: PSDadmin@cumbria.police.co.uk

APPENDIX A - Ethical Standards College of Policing Code of Ethics

http://www.college.police.uk/What-we-do/Ethics/Documents/Code_of_Ethics.pdf

APPENDIX B - Service Confidence Procedure



APPENDIX C – Integrity Interview Procedure



APPENDIX D – Suspension from duty / Alternative duties Procedure



APPENDIX E - Confidential Reporting Procedures



APPENDIX F – Request to Provide a Statement



Ethics and Integrity Panel



Title: OPCC Complaints & Reviews

Date: 21 October 2021

Agenda Item No: 15a

Originating Officer: Joanne Head

CC:

Executive Summary:

In accordance with the Police Reform and Social Responsibility Act 2011 the Police and Crime Commissioner has a responsibility in relation to conduct and complaints. The introduction of the Policing and Crime Act 2017 and subsequent complaint and misconduct regulations mandate Commissioners to deal with public complaint appeals now known as reviews.

The Commissioner is the appropriate authority for complaints and conduct matters relating to the Chief Constable only. The Chief Constable is the appropriate authority for any complaints regarding police officers (below the rank of Chief Constable) or police staff conduct whilst carrying out their work/duties under the Direction and Control of the Chief Constable.

Recommendation:

That, the Panel notes the current position in relation the number of complaints received by the Office of the Police & Crime Commissioner.

1. Introduction & Background

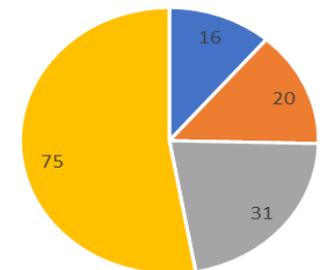
- 1.1 The Office of the Police & Crime Commissioner (OPCC) receives telephone calls and emails from members of the public who wish to make complaints about police officers and/or police staff under the rank of Chief Constable. As this is a matter for the Chief Constable to deal with a process has been developed with the Constabulary to forward such complaints onto the Constabulary's Professional Standards Department, advising the complainant accordingly.
- 1.2 Some issues which are brought to the attention of the OPCC do not constitute a complaint but are regarding quality of service issues. Again, a system has been developed with the Constabulary to pass on the issues to the Chief Constable's Secretariat. The issues are then raised at a local level with the OPCC being kept updated as to progress and advised of either a final solution which has been agreed or a final response which the Commissioner will then send to the author. A separate report is provided to this meeting.

2. Issues for Consideration

Complaints received by the OPCC

- 2.1 This chart details the number of complaints which have been received by the OPCC up to 30 September 2021. The complaints received were all regarding police officers below the rank of Chief Constable and the Police and Crime Commissioner has no statutory responsibility to deal with such matters.
- 2.2 There is a noted increase in the number of members of the public who are writing to the Police and Crime Commissioner regarding complaints about the Constabulary. This can be attributed to the visibility and increased awareness of the Commissioner's role; and a noted increase in the number of complaints being process by PSD. Where this occurs the OPCC will explain that the Police and Crime Commissioner does not have any statutory authority to investigate such complaint, and it is the overall responsibility of the Chief Constable. Contact details are provided for the Constabulary's Professional Standards Department (PSD) who are the appropriate body to deal with such complaints. If requested, the OPCC will forward the correspondence to PSD on behalf of the complainant.

Complaints Received



■ 2018 ■ 2019 ■ 2020 ■ 2021

Commissioner Complaints

- 2.3 Complaints made regarding the Police and Crime Commissioner are dealt with by the Police and Crime Panel (PCP). This Panel has statutory responsibility for holding the Commissioner to account for the work that he carries out and they are therefore the logical body to deal with any complaints. Chapter 4, Section 30 of the Police Reform and Social Responsibility Act 2011 details the circumstances in which a Police and Crime Commissioner could be suspended this being that the Commissioner has been charged with an offence which carries a maximum term of imprisonment exceeding two years. The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 details the role of the PCP.
- 2.4 Any complaint regarding the Commissioner is sent to Cumbria County Council's Monitoring Officer to assess and consider its severity. If it does not meet the above criteria an agreed protocol is in place whereby the Monitoring Officer will correspond with the Commissioner/OPCC Monitoring Officer to ascertain the circumstances surrounding the complaint and provide the complainant with an explanation. If the complainant is satisfied with the explanation such a complaint would be finalised as an informal resolution.
- 2.5 If the complaint cannot be dealt with by informal resolution the PCP will then consider the complaint and may decide to establish a subcommittee to consider the findings of the initial investigation of the Monitoring Officer and consider whether to undertake a more detailed investigation.
- 2.6 The majority of the complaints received relate to individuals who are dissatisfied with the way in which the Commissioner has carried out his duties or work he has undertaken in their opinion, rather than his personal conduct. Detailed below are the number of complaints regarding the Commissioner, Mr Peter McCall, whereby the OPCC has been requested to provide information to the Police and Crime Panel.

YEAR	N° of Complaints Received	Complaint not about the PCC	Dealt with by informal resolution	Police & Crime Panel investigation
2019	0	0	0	0
2020	0	0	0	0
2021	2	2		

2.7 Although two complaints have been received by the PCP, they are yet to confirm whether or not it is in fact in relation to the Police and Crime Commissioner; and they are therefore yet to be finalised.

2.8 **Chief Constable Complaints**

The Commissioner is the appropriate authority for complaints and conduct matters relating to the Chief Constable. Members of the public may write to complain about the Chief Constable when in fact they are unhappy about the way in which policing is provided or regarding a policy or procedure rather than her personal conduct.

2.9 Changes in regulations mean that where it is apparent that the complaint is not in relation to the conduct of the Chief Constable and may in fact relate to that of officers below this rank, they are then automatically sent to the Constabulary's Professional Standards Department to deal with the issues raised. This would mean that the complaint is not in fact logged with the OPCC. As of 30 September 2021, the OPCC had received 4 complaints against the Chief Constable. Three have been concluded with one being reviewed by the IOPC and not upheld. The fourth is not yet concluded.

YEAR	N° of Complaints Received	Not Logged	Logged	Dealt with by NFA	Investigation	IOPC Appeal
2020	4	1	3	4	0	0
2021	4	0	4	2		1

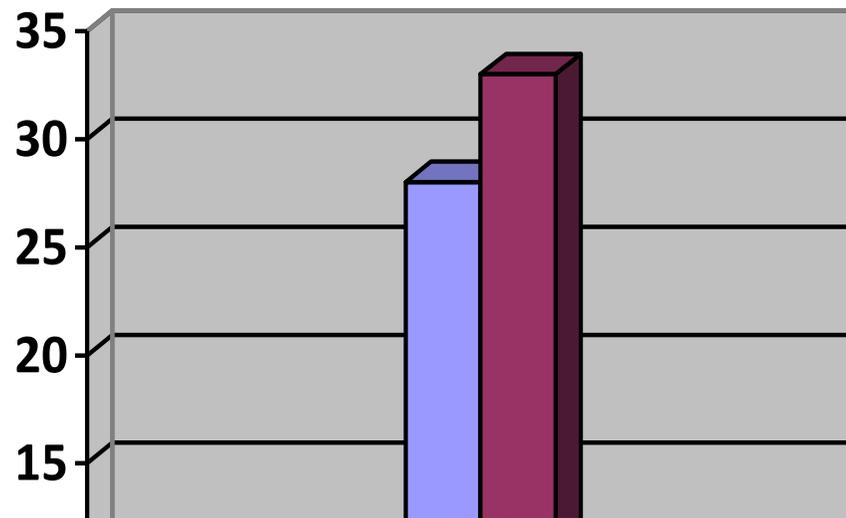
2.10 **OPCC Staff Complaints**

One complaint has been received regarding a member of OPCC staff during the reporting period and is being looked in to.

2.11 **Complaint Reviews**

From 1 February 2020, the Local Policing Body became the appropriate authority to deal with complaint reviews relating to cases dealt with as Recorded – No Investigation. The reviews are undertaken by an independent review officer to provide additional independence and transparency to the process.

- 2.12 During 2020 the OPCC received 32 requests for reviews, with 12% being upheld. Up to 30 September 2021 40 requests have been received with again 12% being upheld.



- 2.13 Upon the completion of their review the independent review officer will provide a written determination which is then provided to the complainant. This outlines what they have reviewed, taken into consideration and their final decision.
- 2.14 Where the review is upheld, they may provide recommendations for the Constabulary's Appropriate Authority to consider. Within the legislation and statutory guidance, the Appropriate Authority must advise the OPCC and the complainant within 28 days of whether or not they will carry out the recommendations. The Commissioner, nor the OPCC, have any authority to direct or instruct the Constabulary to carry these out. However, as the ethos of the new process is to learn and improve, the recommendations are generally accepted and implemented.
- 2.15 On average the complaint reviews take 15 days from receipt to finalisation, however this will depend upon the complexity of the matter and staff availability to carry out and administer the review process.

3. Implications

- 3.1 Financial - with the added statutory responsibility for undertaking complaint reviews there is an additional cost for the independent review officer. This is seen as value for money as they are only paid for the work that they carry out, there are no ancillary costs as there would be if they were an employed member of staff.
- 3.2 Legal – none identified.
- 3.3 Risk - None identified, beyond that to the OPCC's reputation if it does not deal with the issues raised appropriately and proportionately according to the merits of the individual case.
- 3.4 HR / Equality - none specifically identified.

Ethics and Integrity Panel



Title: OPCC Quality of Service & Policing Issues

Date: 19 October 2021

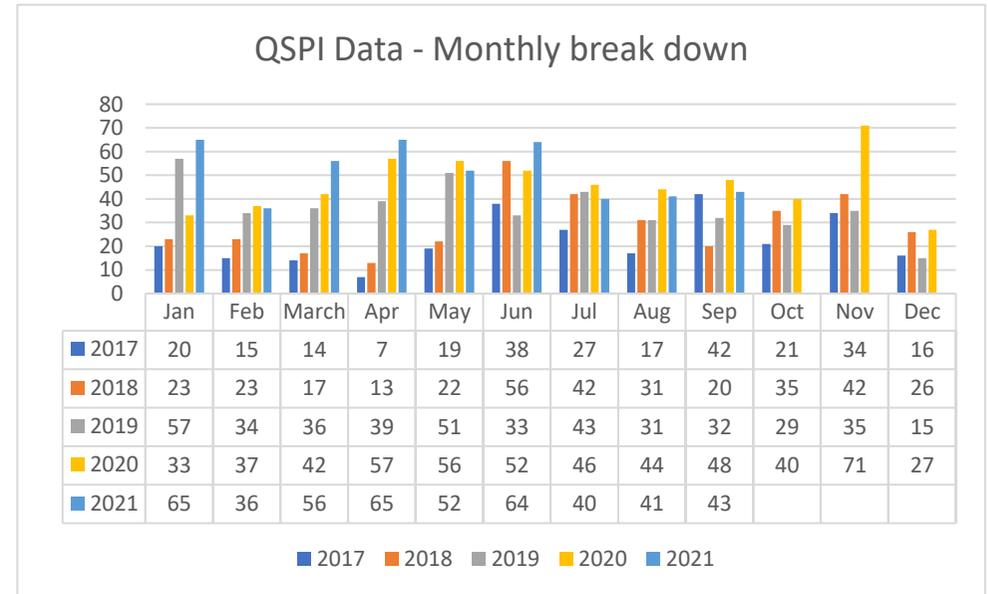
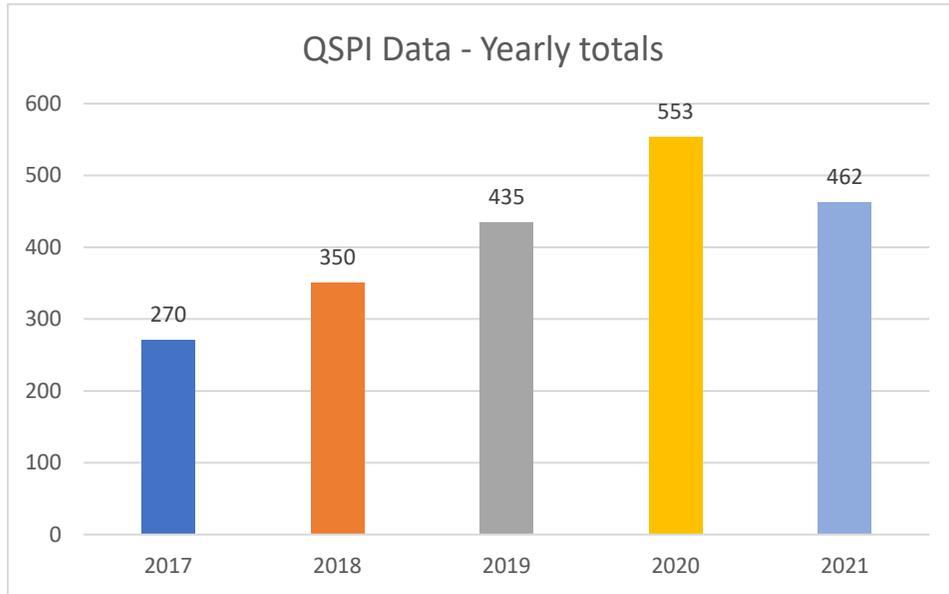
Agenda Item No: 15b

Originating Officer: Lisa Hodgson, Governance Officer

1. Introduction & Background

- 1.1 This report focuses on QSPI's received between **01/04/2021 & 30/09/2021**, in this period a total of **305** QSPI's were received.
- 1.2 The Office of the Police & Crime Commissioner (OPCC) receives a number of telephone calls, letters and emails from members of the public who wish to raise issues or dissatisfaction about some element of the policing service they have experienced, or concerns they have within the community. These are regarded as Quality of Service and Policing Issues (QSPI).
- 1.3 A system has been developed within the OPCC to acknowledge, log and monitor the resolution of the issues raised. Once a QSPI is logged within the OPCC it is then allocated appropriately. Predominantly issues are passed through to the Chief Constable's Office who may allocate it to the appropriate Neighbourhood Policing Team (NPT) or department to deal with. Regular contact between OPCC staff and the Chief Constable's Office takes place to ensure that matters are progressed in a timely manner. Once the matter is finalised, an update is provided to the author and where possible this will be provided at the earliest opportunity and is often before 28 days.

1.4 Since its inception the number of QSPIs received and dealt with by the OPCC has increased year on year as can be seen from the chart shown. 2021 figures are included up to 30/09/2021. Also included is a breakdown of QSPI's received per month. As can be seen below a steady increase can be seen each year, this can be attributed to the Police and Crime Commissioner's profile being raised across the communities in Cumbria and accessibility to raise issues and concerns.

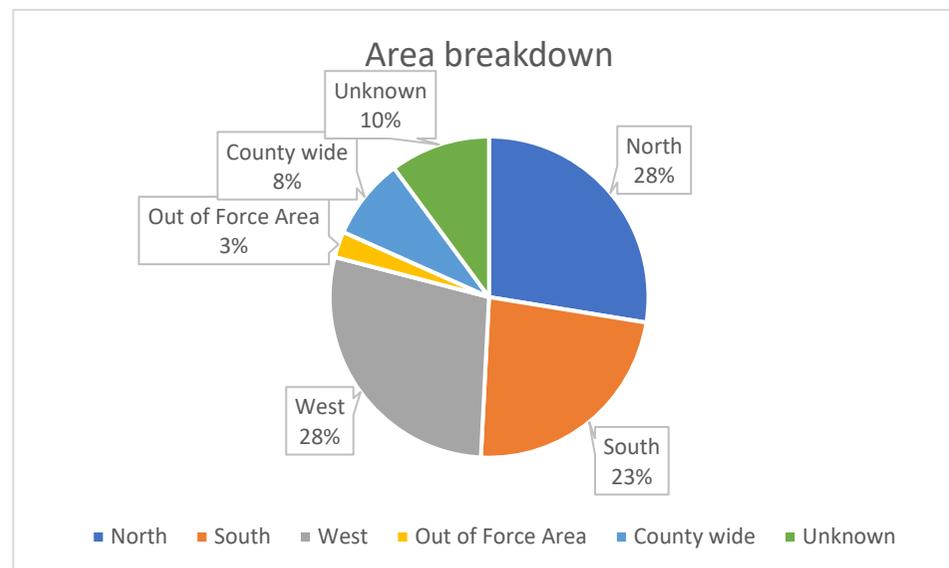


The following data focuses on the period 01/04/2021 & 30/09/2021, during which 305 QSPI's were received

1.5 Shown here is an area breakdown of where the complainant is based in Cumbria. When contacting the OPCC an individual may not always provide their location which is recorded as 'unknown'.

QSPI's are broken down into:

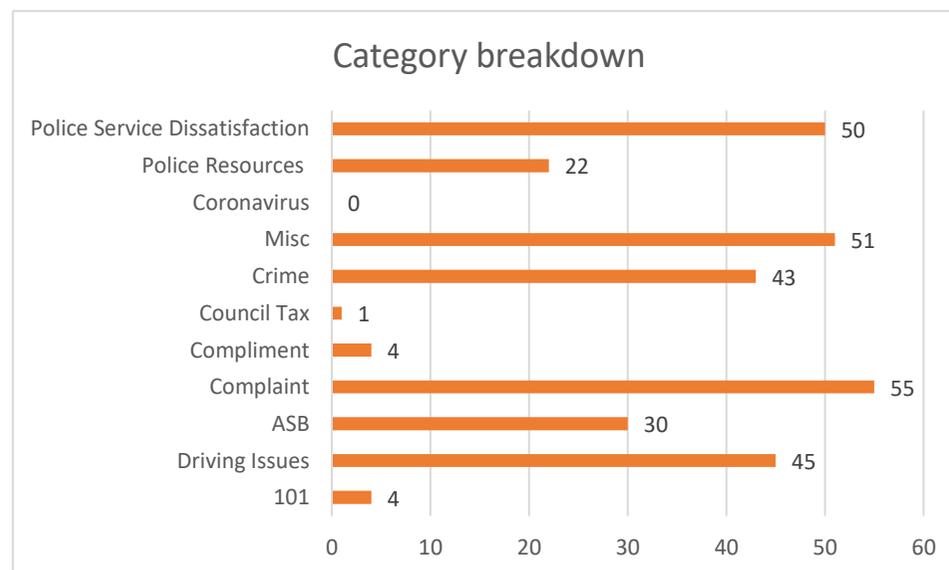
- North
- South
- West
- County Wide
- Out of Force Area (OFA)
- Unknown



1.6 Members of the public will contact the OPCC regarding a broad range of issues. The Commissioner will write to every individual using information provided by the Constabulary, within the OPCC or other partner organisations. Shown here is a breakdown of the issues raised in the reporting period. As can be seen from this chart, the top 4 issues raised were:

1. Miscellaneous – 51 QSPI's were received
2. Police Service Dissatisfaction – 50 QSPI's were received
3. Anti-Social Driving – 45 QSPI's were received
4. Crime - 43 QSPI's were received

Complaints - *When members of the public write to the OPCC to make a formal complaint about the police service received/ conduct of police officers/staff, these are recorded by the OPCC in the same way. The OPCC write back to all complainants advising that their complaint must be dealt with by the Professional Standards Department, and if we receive consent, we will forward this to PSD on their behalf. Further information specifically in relation to complaints is detailed in the complaints report.*



2. Identified Issues

2.1 Miscellaneous

The OPCC has received 51 QSPI's recorded as 'Miscellaneous'. Alone, the QSPI's recorded as 'Miscellaneous' would not be statistically significant, however these do need to be captured in some way.

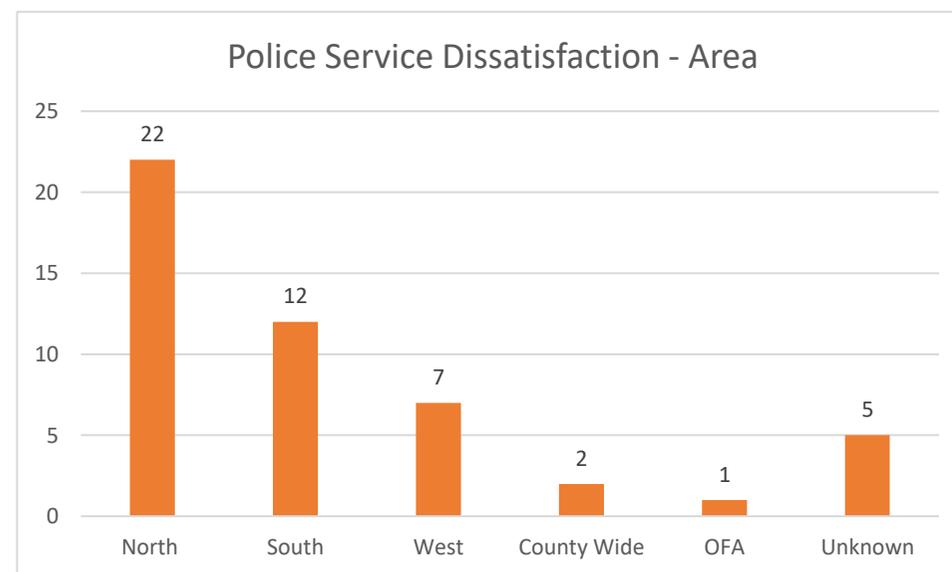
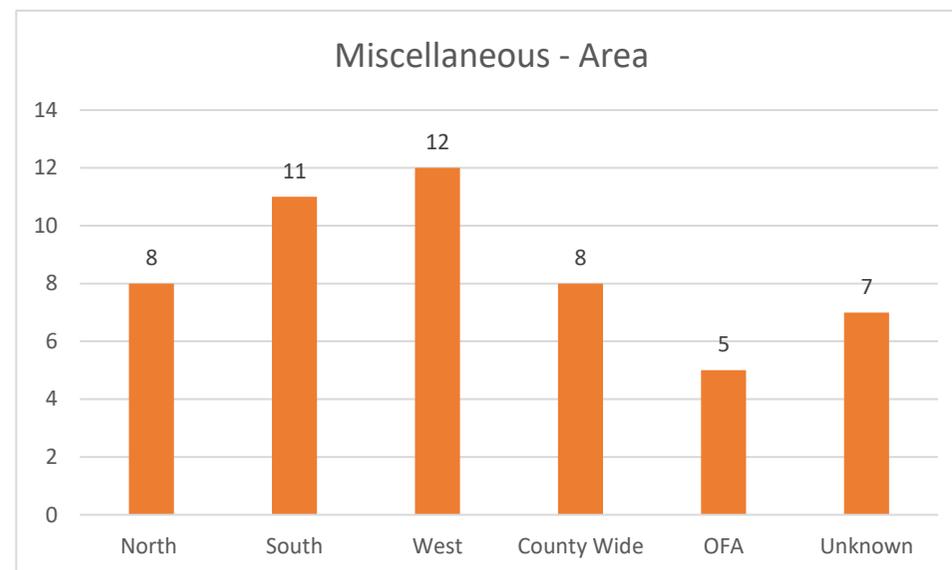
Some examples of QSPI's logged in this category include – the way in which crime figures are recorded, the length of process in relation to DBS checks and CCTV cameras. These QSPI's are dealt with in exactly the same way being provided with a detailed response to the query/concern raised.

2.2 Police Service Dissatisfaction

During the reporting period, 50 concerns were raised in relation to the level or standard of policing service received. In the last reporting period 27 concerns were raised in this category meaning this is an 85.18% increase.

The concerns logged within this category indicate that the individual is unhappy with the level of policing service they have received and/or the outcome of the investigation. The OPCC has identified that a number of these concerns are triggered by the lack of communication or updates received from the Police during an investigation. When the OPCC responds to these cases we include details of what has happened during the investigation and why. If appropriate we also include contact details for the officer in the case (OIC) to enable the individual to make direct contact should they require any further updates. In some cases, we arrange for a local officer to go and visit or telephone the individual to provide clarity regarding the investigation and advice of any other action that can be taken by the individual.

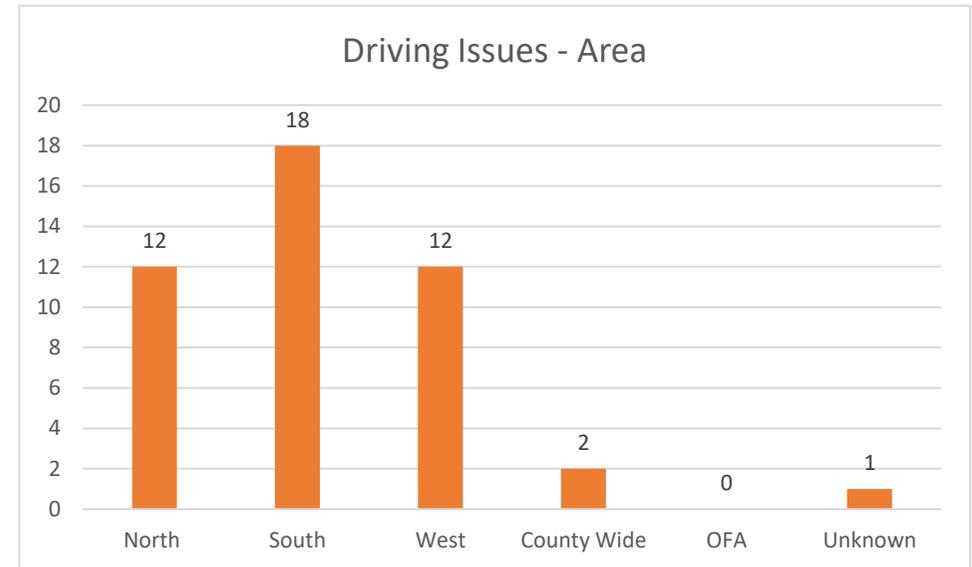
Some examples of QSPI's logged in this category include – members of the public that are unhappy that they have not received updates in relation to an investigation/crime and members of the public that are unhappy with the police service received (but do not wish to make a formal complaint).



2.3 Driving Issues

The OPCC received 45 QSPI's in relation to 'Driving issues'. This category largely includes concerns raised regarding anti-social driving and speeding.

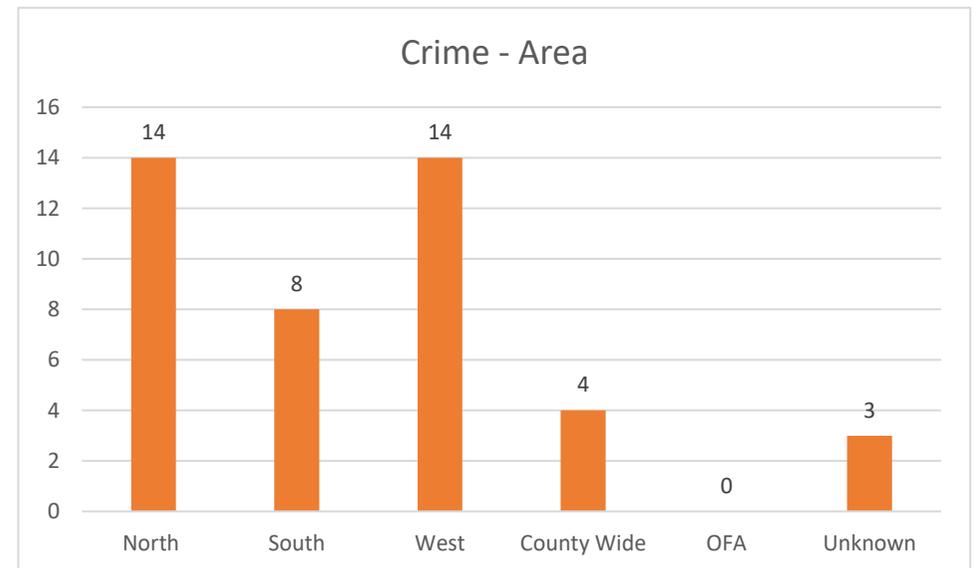
Where possible, a detailed response is provided following enquiries with the relevant Collision Reduction Officer for the area, including general safety advice where appropriate. However, as many of the concerns raised are multi-agency issues, they are passed to the Casualty Reduction and Safer Highways (CRASH) group for consideration. This is done via the Constabulary's area Collision Reduction Officers. The CRASH group updates the individuals directly following consideration at the meetings.



2.4 Crime

During the reporting period the OPCC received contact from 43 members of the public regarding crime. Some examples of concerns raised and logged in this category include drug dealing, rural crime, and ongoing 'in progress' ASB type neighbour issues.

With assistance from the Chief Constable's office, each individual case was looked into to determine the best course of action. In some instances, the author may not have reported the issue to the police, therefore this would be sent to CCR for a log to be created and allocated to an officer. The author would be updated with this information and advised that they would be contacted directly by an officer.



3 Compliments

The OPCC has received 3 forms of correspondence thanking the Commissioner and/or the Police for the service provided. It is important to recognise the compliments received and these are always shared where possible with the individual officers, and the Chief Constable's Office.

4 Making a difference

Correspondence from members of the public highlight to the Commissioner issues that are concerning local communities. In addition to individuals receiving a response, the information gathered is used to look at how assistance or changes can be provided throughout Cumbria.

Safer Streets

The Office of the Police and Crime Commissioner manages the delivery of the Home Office Safer Streets Fund, providing crime prevention advice, home security equipment and street lightening in an area affected by acquisitive crime. The OPCC secured £436,994 from the Home Office Safer Streets Fund to help reduce the number of burglary offences in the Salthouse Road area of Barrow. With the funding, the OPCC and Barrow Borough Council have supplied thousands of pounds worth of crime prevention measures and home security equipment, free of charge, to any home within the area. Cumbria County Council has used the funding to install new street lighting in unlit back alleys and provide an upgrade of existing lighting in the front streets across the whole area.

The project concluded in Barrow in April 2021. Using the Constabulary's crime data for residential burglary within the defined LSOA, there were 4 crimes recorded in the year 1st August 2020 – 1st August 2021, compared to 8 crimes recorded for the same period the previous year. Whilst this 50% reduction in the crime rate is encouraging, crime in general fell due to the pandemic so the decrease may not solely be attributed to our intervention, the OPCC and Constabulary will continue to monitor the situation. The Safer Streets team and the Constabulary's PCSOs re-visited a number of properties in the later stages of the project to gather anecdotal evidence from the community, specifically around feelings of safety. The majority of residents said that the new and upgraded street lighting made them feel safer at night. Of the homes where the project carried out work to improve the security of properties, a large proportion of householders expressed their gratitude to the team, saying that they not only felt safer within their homes, but the new yard doors made the area look smarter and feel more cared for.

Workington is next to receive crime prevention measures thanks to the Safer Streets Fund Round 2. On 3rd June 2021 Cumbria OPCC were notified that our primary bid was successful, and we had been awarded £311,358 for our bid focusing on residential burglary in the LSOAs St Michael's Central and St Michael's South in Workington. This area covers a population of 3465 residents and 2000 dwellings made up predominantly of terraced homes with 50% being owner occupied. We wanted to lower the burglary rate and have a secondary benefit of reducing instances of anti-social behaviour, so increase the feelings of safety within the community.



Property Fund

Within this reporting period, the Property Fund has awarded £15,394.52. The funds have been provided to community groups and projects that will target/work in the following areas:

- Drugs/alcohol youth prevention
- Youth diversionary activities
- Deliver awareness sessions around healthy relationships to young people

The projects will assist communities in building relationships with young people, supporting young people in their learning and personal and social development. The overall aim of the projects is to develop long term connections with young people to reduce the risk of them becoming involved in criminality and/or risk-taking behaviours. The success of the projects will make a positive impact on communities across Cumbria.

During the life cycle of the project Police and Crime Commissioner staff keep in contact with project lead, community support police officers and PCSOs liaise with project leads through engagement duties. In addition, grant holders are required to submit an end evaluation by completing an end of project monitoring form or report. The end evaluation provides the OPCC with information and evidence on how successful the project was, the objectives achieved and where there were issues or problems face implementing and delivering the project.

Consultations

The Office of the Police and Crime Commissioner consulted members of the public, to listen to and obtain the views of local people on

- Policing priorities, to help formulate the new Police and Crime plan 2021-2025
- Firearms licencing in the county, as part of APCC national survey
- Perception of violence as part of developing the VAWG strategy
- Hate crime and Hate behaviour

Ministry of Justice

The Office of the Police and Crime Commissioner secured £600,000 from the Ministry of Justice Sexual Violence and Domestic Abuse Fund to develop a new service for children and young people affected by domestic abuse in Cumbria. Launching in November, the new service will work with those aged between 8-18 who are victims or witnesses of domestic abuse and are living in or have experienced domestic abuse in households assessed as at high risk of harm. As every young persons' needs, and risks will vary, this dedicated support will be structured and tailored to their specific situation ensuring that children and young people get the specialist support they need.

Pathways

The Office of the Police and Crime Commissioner recently launched Pathways, an innovative programme that aims to both listen to the wishes of victims and prevent offenders returning to crime – after they have faced consequences for their actions. Pathways, changes how the criminal justice system in Cumbria can deal with some lower-level offending, including being drunk and disorderly, theft and vandalism. The offender works with a Pathways support worker and a personalised plan is written where they must abide to a number of strict conditions, such as taking part in a rehabilitation programme, providing possible compensation to victims or being prevented from going to certain places. On completion of the Pathways Programme and only if they have completed the strict conditions set, the offender will not receive a police caution or charge to court, removing the need for victims to potentially attend court and give evidence - but also putting the offender on a path that prevents re-offending.

'They Matter'

After a successful pilot study, the Office of the Police and Crime Commissioner secured £200,352 from the Home Office 2021-22 Domestic Abuse Perpetrator Programme fund, to extend the 'They Matter' programme across the county. 'They Matter' is aimed at perpetrators who are at high risk of causing harm, thereby reducing the risk to victims of abuse. Working in partnership with Children's Services, Police, IOM and Probation, the programme supports the perpetrator to take responsibility and be accountable for their actions. Talking about the programme, Peter McCall comments: "To reduce the number and severity of incidences of domestic abuse, we need to do more to reduce the causes, and to make victims feel that they have options and do not have to accept the situation, especially as so many perpetrators are repeat offenders."

Keep Safe

The Office of the Police and Crime Commissioner has developed and manages the 'Keep Safe Project' to ensure victims of crime and antisocial behaviour have access to crime prevention advice and home security equipment. This could be for offence types such as domestic abuse, burglary, hate crime, antisocial behaviour, rape, criminal damage and threats to life, etc. A range of crime prevention advice and home security equipment has been provided from door chains to window sash jammers, non-snap door locks and window film. Dip samples are taken each month, with some of the client comments being:

'Very happy with the work conducted assisted making my life easier, I now feel safer in the address and can sleep again.'

'After the incident I suffered I need to feel safe at home, the works done helped a lot to making me feel better in my home. Dave was empathetic listened to me and made every attempt to make me feel safe and reassured that the house would provide me security until the services could come.'

'Everyone should have crime prevention advice for their home to keep them safe. You have explained everything and its so beneficial to us.'

From 1st April to date the Crime Prevention Officer has handled 305 cases. Of these: 184 cases related to domestic abuse, 276 of clients were female, 181 were referred by the police, 17 cases were in relation to fear from being a witness, and 7 of those cases were in relation to the murders in Carlisle. PCSOs have handled an additional 32 cases this year to date, with the majority being for theft or burglary offences, or anti-social behaviour.

Cyber Crime and Get Safe Online

Cyber Crime is continually growing across the nation and the PCC is keen to tackle this crime type in Cumbria. The Cyber Crime and Digital Unit, funded by the Police and Crime Commissioner, celebrated its two-year anniversary in May 2021. Since its launch, the Cyber and Digital Crime Unit have assisted with an array of cases including 114 investigations where warrants and arrests have been made regarding online child abuse cases, including indecent images. In relation to other cyber-crime offences, 183 investigations were launched. All victims were contacted by specialists from the CDCU to provide advice to assist the victims with protecting themselves online.

The Office of the Police and Crime Commissioner has developed a campaign with partners agencies to raise public awareness of the risk and danger of online crime and to provide information about how to keep safe. Three training sessions have taken place with the penultimate training session focusing on parents and guardians and the last one focusing on online scams around Christmas. Future collaboration between the PCC and Get Safe Online is currently in development.

Rural Crime

The Office of the Police and Crime Commissioner has a 2021/22 rural crime communications strategy which is fully developed and covers topics from quad bike thefts and safety to animal worrying. The PCC has partnered with Neighbourhood Watch and NFU to tackle and prevent rural crime and aims to increase reporting amongst rural communities. Engagement opportunities are in development to increase the profile of the PCC with rural communities and re-enforce the message that the PCC is the voice of the public of Cumbria. Peter McCall has also recently been elected as Vice-Chair of the National Rural Crime Network that works to prevent and tackle rural crimes nationally.

Drugs

Understanding, preventing and tackling drug related crimes in Cumbria is a priority of the Police and Crime Commissioner. A new strategy has been developed to raise awareness around the dangers and consequences of the misuse of drugs – legal and illegal – with opportunities to learn more about the perception of drugs in the county from younger people and highlight the underlying reasons to why people in our communities start experimenting with drugs. The aim of the strategy is also to change perceptions around drugs and highlight the services available to those who need help to quit or to not re-offend. To assist with the tackling of drugs, the PCC launched a property fund opportunity with a focus on services that prevent or stop re-offending of those who have taken or are addicted to drugs and assist in their recovery.

Operational Visits

Part of the role of the Police and Crime Commissioner is to hold the Force to account to make sure that the Constabulary are tackling the issues that are important to the public. Since his re-election in May 2021, the PCC has visited all three Territorial Policing Areas (TPAs) to meet with frontline Officers to discuss the issues raised with him by locals and what the Police are doing to tackle these issues, especially around anti-social behaviour. The visits took place in Kendal, Windermere, Workington, Wigton, Carlisle and Brampton to cover the range of rural and urban settings to highlight both the similarities and differences both types of settings face in relation to crime. The PCC also met with partners in these areas that the Police work with to help reduce crime including Barwatch volunteers and Manna House.

5. Implications

- 5.1 Financial - there are no additional financial costs associated with dealing with these complaints, quality of service issues as these tasks form part of staff roles.
- 5.2 Legal – none identified.
- 5.3 Risk - None identified, beyond that to the OPCC’s reputation if it does not deal with the issues raised appropriately and proportionately according to the merits of the individual case.
- 5.4 HR / Equality - none specifically identified.



Cumbria Shared Internal Audit Service
Internal Audit report for Cumbria Constabulary
Audit of OPCC Complaint Review Process

Draft Report Issued: 3rd September 2021

Final Report Issued: 24th September 2021

Audit Resources

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Audit Report Distribution

For Action:	Joanne Head - Governance & Business Services Manager
For Information:	Gill Shearer - Chief Executive / Head of Communications and Business Services
Audit Committee:	The Joint Audit Committee which is due to be held on 17 th November 2021 will receive the report.

Note: Audit reports should not be circulated wider than the above distribution without the consent of the Audit Manager.

Executive Summary

Background

This report summarises the findings from the audit of **The Office of the Police and Crime Commissioner (OPCC) Complaint Review Process**. This was a planned audit assignment which was undertaken in accordance with the 2021/22 Audit Plan.

The Policing and Crime Act 2017 (the Act) and supporting regulations made significant changes to the police complaints and disciplinary systems. It introduced a number of changes designed to achieve a more customer-focused complaints system. From 1 February 2020, the Act placed a mandatory requirement upon Local Policing Bodies to review the outcome of police complaints when this is requested by a complainant. This change is aimed at making the system clearer and more accessible for complainants, while maintaining their rights to have decisions about their complaints reviewed.

The complaint review considers whether the handling of the complaint or the outcome is reasonable and proportionate. The review is not a reinvestigation of the complaint. Where the relevant review body finds that the outcome of the complaint is not reasonable and proportionate it will uphold the outcome of the review.

The OPCC can only deal with complaint reviews where they have been identified as the Relevant Review Body. This is for those complaints which were Recorded but where No Investigation has taken place.

Audit Approach

Audit Objectives and Methodology

Compliance with the mandatory Public Sector Internal Audit Standards requires that internal audit activity evaluates the exposures to risks relating to the organisation's governance, operations and information systems. A risk-based audit approach has been applied which aligns to the five key audit control objectives. Detailed findings and recommendations are set out within the Management Action Plan.

Audit Scope and Limitations

The Audit Scope was agreed with management prior to the commencement of this audit review. The Client Sponsor for this review was Joanne Head, Governance Manager (OPCC). The agreed scope of the audit was to provide assurance over management's arrangements for governance, risk management and internal control in the following areas:

- **Communication of the complaint review procedure** – The audit will consider the arrangements in place to ensure that there is a clearly defined complaint review procedure which is visible to the public, officers and staff
- **Compliance with the procedure** - Arrangements in place to ensure that the complaint review procedure defined by the OPCC is complied with.

Assurance Opinion

Each audit review is given an assurance opinion, and this provides the Joint Audit Committee and Officers with an independent assessment of the overall level of control and potential impact of any identified system weaknesses. There are 4 levels of assurance opinion which may be applied. The definition for each level is explained in **Appendix A**.

From the areas examined and tested as part of this audit review, we consider the current controls operating within the OPCC Complaint Review Process provide **Substantial Assurance**.

Note: as audit work is restricted by the areas identified in the Audit Scope and is primarily sample based, full coverage of the system and complete assurance cannot be given to an audit area.

Summary of Audit Findings and Recommendations

Controls were operating effectively in the following areas:

- The OPCC complaint review process is readily accessible on the PCC's website. The 'Police Complaint Reviews' webpage sets out the date from which the Police and Crime Act 2017 placed a mandatory requirement upon Local Policing Bodies to carry out reviews of the outcome of police complaints when requested by a complainant. It includes links to the statutory regulations and frequently asked questions.
- The OPCC has developed a complaint review process, which has been clearly set out in a procedures document. The procedure, which is also available on the OPCC website, provides background on the complaint review process and sets out what individuals requesting a review can expect from the OPCC. The procedure was approved by the OPCC Executive Team in February 2020 and was reviewed by them in January 2021.

- In addition to the Public version of the Complaint Review Procedure, which is published on the website, there is also an internal version of the procedure. This includes additional information on the different stages of the review process that the OPCC Governance Manager and Governance Officer need to carry out (such as responsibility for requesting information from Professional Standards Department, updating the Centurion case management system and informing any officers or staff involved in the original complaint, that a review is underway).
- The options available to the OPCC for reviewing complaints were reviewed and considered and the Police and Crime Commissioner took the decision to use an independent review officer (who is external to the OPCC and Constabulary) to carry out reviews of complaints to ensure openness and transparency in the process.
- Arrangements are in place to ensure that the Independent Review Officer has access to all relevant information pertaining to the complaint, and a data protection impact assessment has been undertaken to ensure the security of the information provided to them. This includes obtaining confirmation from the Independent Review Officer that all documentation has been deleted from their systems upon completion of their determination.
- The Independent Review Officer's determination report is subject to a quality review by the Governance Manager before being passed to the OPCC's Appropriate Authority for consideration and sign off.
- The OPCC Appropriate Authority for complaint reviews is identified in the OPCC Scheme of Delegation.
- The outcome of the complaint reviews and any recommendations made by the Independent Review Officer are recorded on the OPCC internal tracking spreadsheet and on Centurion (the Constabulary's case management system).
- Arrangements are in place for a further independent review should the OPCC not agree with the Independent Review Officer's determination or feel that the recommendations being made may cause harm or distress to a victim or witness. The outcome of any second review is final.
- The Ethics and Integrity Panel receive a six-monthly report on Complaints and Quality of Service and Policing Issues. The report, which is prepared by the OPCC's Governance Manager, also includes information on complaint reviews.

- The Ethics and Integrity Panel undertake dip sampling of the OPCC complaint review files in accordance with their annual programme of work.

The recommendations arising from this review can be summarised as follows:

High	Medium	Advisory	Total
0	0	2	2

The three levels of audit recommendation are defined in **Appendix A**.

Areas for development: Improvements in the following areas are necessary in order to strengthen existing control arrangements:

High Priority Issues:

- No High Priority Issues identified

Medium Priority Issues:

- No Medium Priority Issues identified

Advisory issues:

- The Memorandum of Understanding and Data Sharing agreement between the OPCC and Sancus Solutions, who employ the Independent Review Officer (IRO), references duties to be undertaken as a Custody Visitor, rather than as the IRO.
- OPCC internal procedures sets out that if a complaint review is not complete, an update will be provided to the complainant after 28 days. The method used to calculate the number of days taken to carry out a complaint review is not always consistent.

OPCC Chief Executive / Head of Communication and Business Services Comments

I welcome the comprehensive Internal Audit report. The OPCC has worked diligently to ensure the establishment of the Complaint Review process and to ensure that it has been implemented properly and fairly. This report confirms the processes are correct and working according to the legislation.

The advisory recommendations have already been implemented.

This is an important area of work for the OPCC and members of the public.

Management Action Plan

Advisory

Audit finding	Management response
<p>Memorandum of Understanding</p> <p>There is a Memorandum of Understanding (MoU), between the OPCC and Sancus Solutions which has been prepared to highlight the main areas of the Independent Review Officer's (IRO) role when carrying out reviews of public complaint files and the security of information. The MoU covers roles and responsibilities, system access, confidentiality of information, Code of Conduct, Equality and Diversity & Personal Data.</p> <p>The MoU was updated to include the OPCC's expectations regarding retention of data as a result of the COVID-19 restrictions and the way in which the IRO would gain access to the complaint information.</p> <p>Examination of the latest MoU, signed in March 2021, noted that section 4. Code of Conduct, makes reference to carrying out duties of the "Custody Visitor", rather than duties of the Independent Review Officer.</p>	<p>Agreed management action:</p> <p>The Memorandum of Understanding has been updated. References to the Custody Visitor have been removed and have been replaced with the Independent Reviewing Officer.</p> <p>The updated MoU has been signed by the OPCC Chief Executive and the Director - Sancus Solutions.</p>
<p>Recommendation 1:</p> <p>The reference to carrying out duties of the Custody Visitor in the Memorandum of Understanding with Sancus Solutions should be updated to refer to the duties of the Independent Review Officer and the MOU should be re-signed.</p>	<p>Responsible manager for implementing: Governance & Business Services Manager</p> <p>Date to be implemented: Implemented on 16th September 2021</p>
<p>Risk exposure if not addressed:</p> <ul style="list-style-type: none"> Lack of accountability as all duties of the Independent Review Officer are not effectively reflected in the Memorandum of Understanding 	

Advisory Issue

Audit finding	Management response
<p>Monitoring compliance with OPCC Complaint Review Procedures</p> <p>The OPCC’s complaint review procedure includes an internal timescale of 28 days for updating the complainant on the progress of the case if it is not complete. Statutory guidance does not place any time limit on the OPCC to complete a complaint review.</p> <p>The complainant is advised of the 28 day update timescale in the procedure document published on the website and in the acknowledgement letter, issued by the OPCC on receipt of the review request.</p> <p>An internal tracking spreadsheet was prepared by the OPCC in 2020, to record the complaint reviews and key dates in the review process.</p> <p>As time has progressed and reviews have taken place, the spreadsheet has been developed and updated with additional information being captured. Details recorded now include the date the review request was received; and the number of working days taken to complete the review.</p> <p>The point at which the 28 day timescale begins has also changed over time. It was initially taken to be the date the information was passed to the Independent Review Officer but was later changed to the date the review request was received by the OPCC.</p> <p>Sample testing on the number of days recorded on the 2021 spreadsheet identified that there were some inconsistencies in the way they were calculated. For example, some</p>	<p>Agreed management action:</p> <p>The spreadsheet record has been updated to include an additional column showing the date that the 28-day update is due.</p> <p>The Centurion progress log is also being used to provide a prompt for the OPCC after 21 days. The system produces a task which serves as an alert so that progress with the review can be followed up and arrangements can be made to update the complainant within 28 days if required.</p>

included the start and end dates in the calculation others did not, some included bank holidays where others did not.

Since the 'complaint review received date' was added to the spreadsheet most of those tested used this as the start date, but two of the sample tested still used the date the review was sent to the Independent Review Officer at Sancus Solutions as the start date.

At the time of the audit, the 2021 spreadsheet indicates that 37 reviews had been requested since January 21. It shows that only one exceeded 28 days, taking 34 days to complete.

The Governance Manager informed us that no update was provided in this case as she was aware that the review was nearing completion, so felt a 28-day update at this point was unnecessary.

When recalculating the number of days for a sample of complaints from the 2021 spreadsheet (using the date received as the start date and excluding bank holidays), audit testing identified a further two cases that marginally exceeded the 28 days without an update being provided.

In order to effectively monitor compliance with the 28 day timescale for updating the complainant on progress there is a need to consistently apply the method of calculation.

Recommendation 2:

The method used to calculate the number of days a review is active should be agreed and consistently applied.

Risk exposure if not addressed:

- Compliance with OPCC internal procedures cannot be demonstrated because they are not consistently applied.

Responsible manager for implementing:

Governance & Business Services Manager

Date to be implemented:

Implemented on 6th September 2021

Appendix A

Audit Assurance Opinions

There are four levels of assurance used, these are defined as follows:

Assurance Level	Definition
Substantial	Sound frameworks of governance, risk management and internal control are in place and are operating effectively. Recommendations, if any, will typically be no greater than advisory.
Reasonable	Frameworks of governance, risk management and internal control are generally sound with some opportunities to further develop the frameworks or compliance with them. Recommendations will typically be no greater than medium priority.
Partial	Weaknesses in the frameworks of governance, risk management and/or internal control have been identified or there are areas of non-compliance with the established control framework which place the achievement of system / service objectives at risk. Recommendations will typically include high and medium priority issues.
Limited	There are significant gaps in the governance, risk management and/or internal control frameworks or there are major lapses in compliance with the control framework that place the achievement of system / service objectives at significant risk. Recommendations will include high priority issues.

Grading of Audit Recommendations

Audit recommendations are graded in terms of their priority and risk exposure if the issue identified was to remain unaddressed. There are three levels of audit recommendations used; high, medium and advisory, the definitions of which are explained below:

Grading	Definition
High	A recommendation to address a significant gap in governance, risk management or internal control frameworks or to address significant non-compliance with controls in place.
Medium	A recommendation to address a gap in governance, risk management or internal control frameworks or to address aspects of non-compliance with controls in place.
Advisory	A recommendation to further strengthen governance, risk management or internal control frameworks or to improve compliance with existing controls.

Ethics and Integrity Panel



Title: 2022 Panel Work Programme & Meeting Dates

Date: 18 October 2021

Agenda Item No: 17

Originating Officer: Joanne Head

CC:

Executive Summary:

The Police & Crime Commissioner and the Chief Constable both wish to ensure high standards of integrity and ethical working within their respective organizations. In order to achieve that objective and provide openness and accountability to the public they have established the Ethics & Integrity Panel.

Recommendation:

That, the Panel considers and finalises the proposed work programme and meeting dates for 2022.

1. Introduction & Background

- 1.1 The Ethics and Integrity Panel were established in February 2015 and upon its formation it was agreed that the Panel would meet on a quarterly basis throughout the year.
- 1.2 An annual work programme is agreed to enable the Panel to fulfil its terms of reference and scrutiny role. The programme is managed to ensure wherever possible meetings are balanced in terms of volume of work and annual reviews are incorporated.
- 1.3 Meeting dates are set up to correspond with the reporting cycle of the Constabulary to ensure that reports contain the most up to date information possible.
- 1.4 Following each Panel meeting a report is prepared and presented to the Police and Crime Commissioner at the next available Public Accountability Conference meeting.

2. 2022 Work Programme

- 2.1 The Panel has cyclical information which they review and consider throughout the year. These include, complaints, grievances, civil claims, stop and search, information management compliance, OPCC Complaints and QSPI's. With a marked increase in the number of

complaints being received the Panel may wish to consider increasing the frequency of their dip sampling.

- 2.2 Detailed within the attached draft programme are the current cyclical elements for the Panel and some proposals for Thematic Sessions based on current and future work; HMICFRS and IOPC inspections outcomes whilst acknowledging the Government's Beating Crime Plan. The Panel Members, Cumbria Constabulary and the OPCC are invited to comment and make any suggestions for areas for business to review.
- 2.4 How such thematic sessions and reviews are undertaken would need to be agreed, ensuring that the panels work did not interfere with any ongoing or appeal processes; nor conflict or duplicate work already undertaken by the Constabulary. The findings of the panel would be reported to the Police and Crime Commissioner and the Chief Constable.
- 2.5 Following agreement of the annual work programme the Panel provide an annual report to the Police and Crime Commissioner and the Chief Constable on the work they have carried out during the year. It identifies any issues or concerns they have found, and where learning has been recognized and implemented.

3. 2022 Meeting Dates

- 3.1 When considering the meeting dates for 2022 thought has also been given to the dip sample sessions that the Panel members carry out in relation to public complaints, police officer/ police staff misconduct cases and grievance cases. These are held approximately 1 week prior to the Panel Meeting.
- 3.2 The proposed meeting dates for 2022 are:
 - ❖ Thursday 10th February
 - ❖ Tuesday 3rd May
 - ❖ Thursday 4th August
 - ❖ Thursday 3rd November
- 3.3 The additional dip sample sessions for public complaints, misconduct files and grievance cases have been arranged as follows:
 - ❖ Tuesday 26th April @ 9.00 am / 2.00 pm
 - ❖ Thursday 27th October @ 9.00 am / 2.00 pm
- 3.4 Any additional thematic sessions would be scheduled using existing dates or additional dates agreed throughout the year.

4. Appendices

App 1 - 2022 Annual Work Programme

Ethics & Integrity Panel Annual Work Programme 2022

1 Purpose of the Annual Work Programme

An annual work programme has been developed to enable the panel to fulfil its terms of reference and scrutiny role. It aligns the work to be undertaken by the panel at each of their scheduled meetings ensuring wherever possible meetings are balanced in terms of volume of work and annual reviews are incorporated at the correct time of year. In addition to the cyclical information to be reviewed and considered, the panel could be asked to review additional areas of work. Such reviews were undertaken would need to be agreed, ensuring that the panels work did not interfere with any ongoing or appeal processes. The findings of the panel would be reported to the Police and Crime Commissioner and the Chief Constable.

The panel will be required to provide an annual report to the Police and Crime Commissioner and the Chief Constable on the work they have carried out during the year and what issues and learning have been identified.

Recommendations:

Detailed below is the potential 2022 Work Programme for the Panel to consider and discuss areas for thematic sessions.

10 February 2022	4 May 2022	4 August 2022	3 November 2022
<p>Thematic Session & Report to Panel Meeting:</p> <ul style="list-style-type: none"> ▪ Mental Health Detention (Annual Review) ▪ 101 Live Chat ▪ Whistleblowing process 	<p>Thematic Session & Report to Panel Meeting</p> <p>SIX MONTHLY DIP SAMPLE</p> <ul style="list-style-type: none"> ▪ Public Complaint files ▪ Complaint Review files ▪ Misconduct – officer & staff discipline ▪ Grievances 	<p>Thematic Session & Report to Panel Meeting:</p> <ul style="list-style-type: none"> ▪ Stop & Search (annual review) ▪ Children in Custody ▪ TASER (IOPC Recommendations) & report to Panel Meeting 	<p>Thematic Session & Report to Panel Meeting</p> <p>SIX MONTHLY DIP SAMPLE</p> <ul style="list-style-type: none"> ▪ Public Complaint files ▪ Complaint Review files ▪ Misconduct – officer & staff discipline ▪ Grievances
Panel Meeting Reports			
<p>INTEGRITY</p> <p>(a) Public complaints performance; (b) Officer and Staff Misconduct; and (c) Anti-fraud & corruption unit report; (d) Files which are 12 months or over & every 6 months thereafter</p>	<p>INTEGRITY</p> <p>(a) Public complaints performance; (b) Officer and Staff Misconduct; and (c) Anti-fraud & corruption unit report:</p>	<p>INTEGRITY</p> <p>(a) Public complaints performance; (b) Officer and Staff Misconduct; and (c) Anti-fraud & corruption unit report; (d) Files which are 12 months or over & every 6 months thereafter</p>	<p>INTEGRITY</p> <p>(a) Public complaints performance; (b) Officer and Staff Misconduct; and (c) Anti-fraud & corruption unit report:</p>
<p>ANNUAL REPORT: To consider the annual report to be provided to the Commissioner on the work carried out by the Panel.</p> <p>INFORMATION MANAGEMENT COMPLIANCE: To receive a report on the Constabulary and OPCC's compliance with statutory legislation</p> <p>POLICE OFFICER & STAFF UPDATE: To receive a report on the Constabulary's officer & staff establishment, recruitment and wellbeing.</p> <p>SPIT GUARDS To receive an annual report on the Constabulary's usage of Spit Guards</p> <p>CONTACT WITH THE PUBLIC REVIEW Update on the progress of this work and a copy of the final report.</p> <p>DATA ETHICS CONSULATION GROUP: An update to be provided on the work carried out by the group</p> <p>PCC & CHIEF CONSTABLE TO ATTEND MEETING</p>	<p>CIVIL CLAIMS: To receive a report on Civil Claims to monitor any trends/issues and how learning/training has been implemented.</p> <p>GRIEVANCES: To receive a report on Grievances against the Constabulary identifying any trends or issues.</p> <p>OPCC COMPLAINTS & QSPI: To receive a report on complaints and quality of service issues received by the OPCC.</p> <p>DATA ETHICS CONSULATION GROUP: An update to be provided on the work carried out by the group</p>	<p>STOP AND SEARCH FORMS: Annual dip sample of the Constabulary's stop and search forms.</p> <p>CODE OF ETHICS/CONDUCT – to be included annually within the Misconduct / OPCC Complaints report on their compliance</p> <p>INFORMATION MANAGEMENT COMPLIANCE: To receive a report on the Constabulary and OPCC's compliance with statutory legislation</p> <p>OFFICER & STAFF UPDATE To receive a report on the Constabulary's officer & staff establishment, recruitment and wellbeing.</p> <p>DATA ETHICS CONSULATION GROUP: An update to be provided on the work carried out by the group</p>	<p>CIVIL CLAIMS: To receive a report on Civil Claims to monitor any trends/issues and how learning/training has been implemented.</p> <p>GRIEVANCES: To receive a report on Grievances against the Constabulary identifying any trends or issues.</p> <p>OPCC COMPLAINTS & QSPI: A report on complaints and quality of service issues received by the OPCC.</p> <p>ANNUAL WORK PROGRAMME: to approve the work programme and meeting dates for the following year.</p> <p>DATA ETHICS CONSULATION GROUP: An update to be provided on the work carried out by the group</p>

In addition the following will be considered when required:

- **Critical incidents** a referral could be made to the committee from COG, PCC, Gold Group or the panel could ask for the information. The panel could hold the CC / PCC for non-referral of cases. Terms of reference for each review would need to be agreed by the PCC. Learning points for the force would then be made from the panel.
- **Thematic areas of performance** - concerns re areas of performance could be referred by the CC/PCC following identification at performance meetings (eg crime recording).
- **HMIC Inspections / Internal Audit Reports** - where the inspection or audit was in relation to Ethics the whole report and monitoring of actions could be undertaken by the committee. Agreement with the Chair of the Joint Audit Committee would need to be formulated with regard to the monitoring of audit reports. For other inspections information could be provided if relevant.
- **Serious Case Reviews** - incidents/cases where it is apparent that the Constabulary will be subject to a serious case review. A review could be undertaken when the case is finalized or as part of the process
- **Public Concerns** – where issues or concerns are raised by the public to the Police & Crime Commissioner or the Chief Constable regarding a particular incident or area of work the panel can be asked to undertake a review. Following which they would present their findings to the Commissioner/Chief Constable and where necessary the outcome of their findings could be published to provide public assurance.
- **Review of Policies and Procedures** - Where appropriate be consulted on new/developing policies and procedures regarding integrity and ethics following any annual review or update. To give assurance that up to date policies and procedures are in place.

Constabulary Data Ethics Advisory Group:

When the above group is asked to carry out work on behalf of the Constabulary, a member of the Ethics and Integrity Panel will be appointed. This will enable consistent oversight of ethical issues across the Constabulary and the Office of the Police and Crime Commissioner.