

| Theme/issue | ETAP actions/findings | Timing/next steps |
|---|---|--|
| The Ethics and Review Panel has now been in operation for 12 months. Members of the Panel are all members of ETAP itself. The work of the Panel complements that of the ETAP Finance Panel and has strengthened ETAP's focus on ethics and transparency. | <p>The ERP has met five times in the last twelve months – four meetings on Teams and one face to face.</p> <p>We have completed a number of reviews and one further Force review is currently ongoing - see below – with review reports published on the SCO website.</p> <p>We have used ERP meetings to improve members' depth of understanding of force policies and procedures.</p> | <p>We have a schedule of meetings for this year and an outline workplan which includes re-visiting issues/follow-up on completed reviews</p> <p>At our March meeting we will have a presentation from the Head of Vetting.</p> |
| <p>ETAP Review of Staffordshire Police Force's response to the Covid pandemic: workforce welfare and wellbeing</p> <p>This was one element of three inter-connected reviews which we conducted into responses to Covid across the Force, FARS and SCO – published on SCO website autumn 2021</p> | <p>We reviewed a lot of evidence that showed us how the force was proactive and focused on delivering its duty of care towards its people. It showed leadership at all levels and its People & Organisational Development and Occupational Health teams rose to the challenges.</p> | <p>We identified 7 areas where we had further questions and received detailed responses to these from Justine Kenny, Director of People and Resources.</p> <p>We will continue to receive updates via our usual governance processes.</p> <p>Detailed follow-up is scheduled for our ERP meeting in May 2022</p> |
| <p>ETAP Review of Staffordshire Police Complaints process – published on SCO website autumn 2021</p> | <p>Changes to the handling of complaints against the police were introduced in February 2020. We wanted to ensure that the provision of service under this new complaints process:</p> <ul style="list-style-type: none"> • Met the necessary legal responsibilities • Has the correct measures in place to hold the force to account • Meets its obligations under transparency accountability and public reassurance • Is available to all residents in Staffordshire and does not marginalise any groups • Is categorising and recording complaints appropriately • Is prioritising complaints where necessary • Is undertaking suitable and timely reviews • Is sharing learning outcomes • Is effective, impartial, fair and reasonable <p>We were assured that the complaints process has been set up as required and operates in an efficient, fair and transparent manner.</p> | <p>We received detailed responses to 9 questions.</p> <p>On follow up we will seek affirmation, evidence and progress made in relation to the 9 questions and response within the report.</p> <p>This is scheduled for May and June 2022 as part of this year's workplan.</p> |

| | | |
|---|---|--|
| <p>ETAP Review: How does Staffordshire Police Force promote ethical behaviour and professional standards? Completed January 2022 and awaiting publication on the SCO website.</p> | <p>We had two presentations from the Force's Professional Standards Department – one in May and one in October 2021 – on the work underway to get people across the force to think about ethics and standards of behaviour as a core part of their work. We found that the force is:</p> <ul style="list-style-type: none"> • Implementing a communication plan 'What would you do?' to encourage people to respond to ethical dilemmas. • Has set up its own internal Ethics Panel • Has strengthened its anti-corruption and professional standards teams. • Provides training and 'refreshers' on the code of ethics. • Working on improving IT to support counter-fraud and corruption. | <p>Craig Brown, ETAP/ERP member will attend a future meeting of the Force Ethics Panel as an observer.</p> <p>We will continue to discuss with the Force areas for further scrutiny/review -e.g. the proposed implementation of a new whistle-blowing policy.</p> <p>Further review/ revisit questions and responses at our ERP meeting in May</p> |
| <p>ETAP review: Expenses, gifts and hospitality: (underway)</p> <p>Staffordshire Commissioners Office provides a bi-annual report to the ETAP on Expenses, Gifts and Hospitality (to date for the SCH and Force). It is considered that the Report is good practice, assists transparency, public reassurance and complies with statutory requirements</p> | <p>The ERP has been asked to review the reporting requirements against existing statutory obligations, policies and procedures and make recommendations on reporting requirements going forward. This will establish whether:</p> <ul style="list-style-type: none"> • the current provision of information is sufficient in its current format • the detail in the disclosed information is adequate • bi-annual reporting in the current format is necessary • additional information requires to be disclosed. | <p>Report on schedule to be completed by Easter 2022.</p> |
| <p>Other ERP work</p> <p>We are rolling forward our workplan to identify areas for scrutiny and potential review.</p> | <p>In November we welcomed two new ETAP members to our Panel, giving us increased capacity for the future.</p> <p>We are working closely with Deb Wilne, Force Governance, Planning and Policy Manager, to ensure that we identify areas for scrutiny and review which will really add value and transparency.</p> <p>We will be agreeing our areas of focus using our prioritisation template which is providing rigour and transparency in selecting those areas we choose to review, with a guiding principle being the scrutiny and assurance required to underpin public confidence.</p> <p>We are piloting a post-review qualitative 'Lessons learnt' template and a Gantt chart approach to evaluation and improvement of our own practices.</p> | |
| <p>Jane King, Chair, Ethics and Review Panel 10/02/22</p> | | |