

Theme/issue	ETAP actions	Timing/next steps
<p>Police complaints</p> <p>The Policing and Crime Act 2017 introduced major reform to the police complaints and discipline system that were implemented on the 1st February 2020 through new Regulations. The reforms aim to simplify the complaints system, giving greater responsibility to Police and Crime Commissioners to increase and strengthen independence and improve complaints handling, through more streamlined processes, improved timeliness, independence, accountability and transparency, greater cooperation and more fairness for all involved. Other key objectives for the reforms are for it to be more proportionate, less adversarial and have focus on learning and improvement. Overall, the spirit of the reforms is about ensuring the public can maintain confidence in the integrity of policing.</p>	<p>To provide an overview, ETAP members have had presentations on the work of the Force's Professional Standards Department and on the new processes put in place by the Commissioner's office.</p> <p>ETAP will conduct an end to end thematic review of the complaints handling process under these new arrangements, broadly focusing on timeliness, transparency and organisational learning and improvement.</p> <p>An initial scoping meeting was held in late November between Jane Barr and Jane King of ETAP, with Glynn Dixon and Veronica Powell (Compliance Manager).</p> <p>Terms of Reference have been agreed and the review is getting underway.</p>	<p>Review Team: Jane Barr (Lead), John Wheatley and Sue Westacott.</p> <p>JB will observe one of the regular meetings between the Compliance Manager and Head of Professional Standards (February 2021).</p> <p>The main review work will take place in March/April 2021 once a full twelve months of data is available and will include dip sampling of a small number of cases.</p>
<p>Response to COVID 19</p> <p>HMICFRS conducted a national policing COVID-19 inspection in the autumn, focused on:</p> <ul style="list-style-type: none"> • How well did the police prepare for the COVID-19 pandemic? • How are they responding to it? • How are they learning, adapting and improving? <p>They plan to publish their report in early 2021. To date it has not yet been released, though the report of the parallel HMICFRS inspection process for FARS was published in mid-January.</p>	<p>Building on the national findings ETAP's review will focus selectively on aspects of the preparation and response which highlight both examples of good practice and opportunities for learning. We will avoid duplication and concentrate on adding value.</p> <p>ETAP members working on this: Force – Tony Wilmott FARS – Craig Brown Commissioner's Office – Jane King</p>	<p>When the HMICFRS report is published, we will move to the next stage and identify a small number of areas for local consideration and discussion where we will offer feedback/advice.</p> <p>We are also looking at the joint working across the Force, FARS and the Commissioner's Office, particularly on staff wellbeing.</p>

<p>Safer Neighbourhood Panels</p> <p>SNPs have a wealth of knowledge and information about their own neighbourhoods and local perceptions of neighbourhood policing.</p> <p>We are keen to improve our links with them, to explore common interests and to make sure that they are aware of ETAP's work.</p>	<p>We held a very productive first meeting with SNP Chairs at the end of January (Jane King and five of the SNP Chairs) to share information and improve our understanding of the issues and concerns which may be common across a number of panels, where ETAP could have a role to play.</p>	<p>The conversation was useful and we have agreed to repeat this meeting on a six-monthly basis with two representatives of the SNP Chairs.</p> <p>The issues which emerged for immediate joint working/exploration were around the Contact Centre and the implementation of the Neighbourhood Tasking Teams.</p> <p>ETAP will discuss with the Force the best way to take this forward – possibly through briefings at future P&D sessions which the two SNP Chairs could observe.</p>
<p>ETAP and Ethics</p> <p>Recent months have made it difficult to follow our previous approach of conducting 'Thematics'. We have used some of our Planning and Development time to look for ways of refocusing attention on the 'ethics' aspect of our role and on bringing a more flexible approach to our scrutiny role.</p>	<p>During the autumn we did some desktop research to learn from the work of audit committees and other scrutiny bodies in similar settings.</p> <p>ETAP's financial scrutiny role is underpinned by the work of the Finance Panel. To support our broader remit we are in the process of setting up an Ethics & Review Panel, which will work in parallel, to focus on the promotion and maintenance of ethical standards and behaviour and on thematic reviews and other forms of scrutiny.</p>	<p>The Panel has had its first meeting to agree an outline workplan and this will be discussed in today's ETAP P&D session which follows this meeting.</p>
<p>Jane King, ETAP Ethics and Reviews Lead</p> <p>03/02/21</p>		