

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>A full report on the Implementation of Reforms to the Police Misconduct & Complaints Regulations 2020 was presented to the meeting of the Police, Fire and Crime Panel – 26 October 2020.</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 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 (who will lead on the review) and Jane King of ETAP, with Glynn Dixon and Veronica Powell (Compliance Manager).</p>	<p>JB/JK will draft Terms of Reference/Scope to be agreed with the Commissioner's office before Christmas.</p> <p>JB has briefed the other members of the review team, John Wheatley and Sue Westacott.</p> <p>JB will observe one of the regular meetings between the Compliance Manager and Head of Professional Standards (January 2021).</p> <p>The review is planned to take place (indicative timing - March/April 2020) 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 is conducting a national policing COVID-19 inspection this 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.</p> <p>(There will also be a parallel HMICFRS</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>We will also examine joint working</p>	<p>ETAP members involved will have a watching brief. The Force will provide updates on their response to the national inspection as well as local information. When the national response is published, we will move to the next stage and identify a small number of areas for local consideration/discussion</p>

inspection process for FARS).	<p>across the Force, FARS and the Commissioner's Office. We are interested in the support provided for staff and have already had a briefing session with Vic Farrar on the arrangements put in place from the beginning of the pandemic and have access to the detailed documentation which underpinned the response.</p> <p>At this stage we have identified an ETAP member who will concentrate on one of the three: Force – Tony Wilmott FARS – Craig Brown Commissioner's Office – Jane King</p>	where we will offer feedback/advice.
ETAP and Ethics <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.</p>	<p>We have taken the opportunity to look outwards at the approach others have taken to scrutiny and transparency, with desk-top work on the arrangements other Commissioners have put in place, especially on ethics.</p>	<p>ETAP members will be discussing options in our P&D session which follows this meeting. Proposed changes will come to the next ETAP public meeting in the new year.</p>
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