

Theme/issue	ETAP actions/findings	Timing/next steps
<p>The work of the Panel complements that of the ETAP Finance Panel and has strengthened ETAP's focus on ethics and transparency.</p> <p>We continue to use ERP meetings to improve members' depth of understanding of force policies and procedures.</p> <p>.</p>	<p>The Ethics and Review Panel has not met since the last full ETAP meeting, on 26 July.</p> <p>Because of slippage on some topics over the summer it was agreed to cancel our September meeting, allowing for more timely consideration of issues at our next meeting scheduled for 9<sup>th</sup> November.</p>	<p>We continue to operate in line with our annual workplan which includes identifying areas for possible scrutiny/review and re-visiting issues/follow-up on completed reviews to ensure that any outstanding issues/queries have been addressed.</p> <p>Current workplan/deadlines: <b>November 2022</b></p> <ul style="list-style-type: none"> <li>• Briefing on updated Whistleblowing policy.</li> <li>• Follow up on Covid staff welfare and wellbeing review (<b>SCO</b>)</li> <li>• Update on Vetting and identifying specifics for review.</li> </ul>
<b>ERP internal processes</b>	<p>In terms of our internal processes, we have taken the opportunity to conduct a review of our ERP Terms of reference and to update our ETAP members' handbook to make sure that it reflects our change in approach over the last year.</p>	<p>The ERP Terms of Reference have been updated.</p> <p>Most sections of the ETAP members' handbook have been updated in draft. We await publication of CIPFA guidance for Audit Committees, due shortly, to ensure that the Handbook, and our practices, are aligned with that guidance.</p>
<b>Completed Reviews</b>	<p>There are no outstanding issues.</p>	<p>Reports on all reviews completed to date are available on the SCO website</p>
<b>Future reviews/work</b>	<p>Our prioritisation template 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 approach to evaluation and improvement of our own practices.</p>	<p>Themes currently being explored:</p> <p>A review to validate Force responses to the Peel report Areas for Improvement in relation to professional standards and counter-corruption (identified 2020) under the umbrella of 'Ethical and Lawful workforce behaviour'.</p> <p>Whilst it was agreed at Service Improvement and Performance board 11/03/2021 that the required actions had been completed and could be signed off, there was the caveat that there was work to be done and that this work was in sight, underway, and would continue.</p> <p>This review will also encompass the effectiveness/impact of the Know the Line campaign.</p> <p><b>Vetting</b> is another area where we anticipate conducting a review in late 2022/early 2023 in the light of forthcoming inspection reports on the force and new national guidance.</p>
Jane King, Chair, Ethics and Review Panel 28/09/22		