

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 is currently conducting 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>Review Team: Jane Barr (Lead), John Wheatley and Sue Westacott.</p> <p>JB has observed a monthly meeting between the Compliance Manager and Head of Professional Standards (12 May 2021).</p> <p>The main review work is now underway based on sampling of a small number of cases at different stages in the process. Arrangements are being made for this part of the review to be carried out on-site at HQ.</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>The plan was to publish their report in early 2021 and the report of the parallel HMICFRS inspection process for FARS was published in mid-January. The report was eventually published on 20 April 2021. Unlike the FARS report there are no accompanying reports on individual forces.</p>	<p>Now that we have the national reports our review is underway. 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>We are in the process of identifying 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>We will be having conversations in early June and will have concluded the review by the time of the next ETAP meeting in July.</p>

<p>ETAP /Safer Neighbourhood Panel Chairs Working Group</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 have set up a programme of six-monthly meetings to share information and improve our understanding of the issues and concerns which may be common across several panels, where ETAP could have a role to play. The next meeting is scheduled for early August.</p>	<p>The issues which have emerged for immediate joint working/exploration were around the Contact Centre and the implementation of the Neighbourhood Tasking Team.</p> <p>At the P&D session following this meeting, Scott Robson will be providing a briefing on the role of the Neighbourhood Tasking Team. Four of the SNP Chairs will be joining this session.</p>
<p>ETAP Ethics and scrutiny reviews</p> <p>With the establishment of our Ethics and Review Panel earlier in the year, we have developed a workplan to focus on the promotion and maintenance of ethical standards and behaviour and on thematic reviews and other forms of scrutiny.</p>	<p>In our first two ERP meetings we have had presentations from Colin Mattinson on ethics and professional standards and from Rob Barber on the Core Code of Ethics for FARS, due to be published shortly.</p> <p>ETAP Chair and Deputy Chairs have had meetings with The Chief Constable and Deputy Chief (and with the Chief and Deputy Fire Officers) to discuss future areas for scrutiny reviews.</p>	<p>We will be receiving further updates. The Force anticipate that their internal Ethics Panel will begin to meet in September. Craig Brown from ETAP will attend as an observer.</p> <p>We will be agreeing our areas of focus using a template which will provide 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>Staffordshire Police Fire and Crime Commissioner- Election 2021 Task and Finish Group</p>	<p>The Task and Finish Group met to prepare for the election which took place on 6 May 2021 and for the first 100 days of the newly elected Commissioner.</p>	<p>ETAP member Jane Barr joined the Group and has provided an assurance report to ETAP on the conduct of the process. Jane's report is available on the SCO website under ETAP.</p>
<p>Jane King, Chair, Ethics and Review Panel 18/05/21</p>		