

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>The Ethics and Review Panel has one meeting since the last ETAP Force meeting on 28<sup>th</sup> October</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 9th 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>In line with our current workplan our November meeting focused on</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. New CIPFA guidance for Audit Committees has now been published and we will ensure that the Handbook, and our practices, are aligned with that best practice 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, as well as an abridged version of the ETAP Chair's report for 2021-22.</p>
<b>Current reviews</b>	<p>A review of the force's capital planning and expenditure processes is currently underway.</p> <p>We are conducting a brief review of capability and capacity issues across the PSD business area, 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>Verbal update at the meeting.</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>The target is to complete the review before Christmas.</p>
<b>Future reviews/work</b> We continue to work 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>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><b>Vetting</b> is an area where we anticipate conducting a dip sampling review in spring 2023, following on from the forthcoming HMICFRS Inspection, where peer reviewers will be adopting this approach.</p>
<p>Jane King, Chair, Ethics and Review Panel 16/11/22</p>		