

Theme/issue	ETAP actions/findings	Timing/next steps
<p>The Ethics and Review Panel is now getting well into its year 2 workplan and the Panel has met once since the last full ETAP in April, on 11th May. 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>In terms of our internal processes, we are working on updating our ETAP members' handbook to make sure that it reflects our change in approach over the last year.</p>	<p>The main agenda item at our May meeting was a follow-up briefing by Tracy Foster, DCI, Professional Standards on Know the Line. (Know the Line is a concerted campaign within the force to deal with Abuse of Position for Sexual Purposes (APSP), to challenge and call out inappropriate behaviours by perpetrators and provide support for victims of abuse.) We are in active discussions to plan our review of its impact.</p>	<p>We have a schedule of meetings for this year and an outline 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: July 2022: Follow-up on Complaints Review. Follow up on Covid staff welfare and wellbeing review. September 2022: Briefing on updated Whistleblowing policy. November 2022: Update on Vetting and identifying specifics for review.</p>
<p>ETAP review: Expenses, gifts and hospitality: (underway)</p> <p>Staffordshire Commissioners Office provides a bi-annual report to the ETAP on Expenses, Gifts and Hospitality (to date for the SCH and Force). It is considered that the Report is good practice, assists transparency, public reassurance and complies with statutory requirements</p>	<p>The ERP was asked to review the reporting requirements against existing statutory obligations, policies and procedures and make recommendations on reporting requirements going forward.</p>	<p>Draft Report was completed on schedule and is currently out for response by staff who contributed to it/responded to our requests for information. Update on anticipated publication date at the meeting.</p>
<p>Future reviews</p> <p>The ETAP Chair and I had a very positive meeting with the Chief and DCC and appreciate the openness to scrutiny which underpinned our conversation.</p> <p>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>	<p>We will be agreeing our areas of focus using our prioritisation template which 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>Commentary on the Force's responses to recent HMICFRS inspections.</p> <p>Vetting is an 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> <p>SCO: a two-stage review of the independent scrutiny panels which have replaced safer neighbourhood panels.</p>
Jane King, Chair, Ethics and Review Panel 20/05/22		