

Theme/issue	ETAP actions/findings	Timing/next steps
The Ethics and Review Panel is now getting into its year 2 workplan and the Panel has met once since the last full ETAP in February. The work of the Panel complements that of the ETAP Finance Panel and has strengthened ETAP's focus on ethics and transparency.	We continue to use ERP meetings to improve members' depth of understanding of force policies and procedures.	<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>May 2022: Follow-up on Complaints Review. Update on Covid staff welfare and wellbeing review. Update on Professional Standards and Ethical Behaviour.</p> <p>September 2022: Briefing on updated Whistleblowing policy.</p> <p>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 has been asked to review the reporting requirements against existing statutory obligations, policies and procedures and make recommendations on reporting requirements going forward.</p> <p>This will establish whether:</p> <ul style="list-style-type: none"> the current provision of information is sufficient in its current format the detail in the disclosed information is adequate bi-annual reporting in the current format is necessary additional information requires to be disclosed. 	Report on schedule to be completed by Easter 2022
Future reviews	<p>At our March meeting we had two very helpful presentations:</p> <ul style="list-style-type: none"> Vetting – a briefing by Jonathan Gupta, Head of vetting. 	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

	<p>Know the line: a briefing by Tracy Foster, DCI, Professional Standards. (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.)</p>	<p>We will be discussing with the DCC the focus for our review into the roll out of Know the Line and getting this underway in April.</p> <p>More generally we are working 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>
Jane King, Chair, Ethics and Review Panel 25/03/22		