



Cleveland & Durham Joint External Ethics Committee



TERMS OF REFERENCE

Purpose

The formation of an External Ethics Committee will enhance trust and confidence in the ethical governance and actions of Durham Constabulary and Cleveland Police. It will discharge its responsibilities by:

- Monitoring each organisations alignment against its values/the code of ethics
- Analysing issues and providing an independent perspective on ethical considerations
- Promoting the highest standards of ethical conduct
- Providing a focus for education into ethical issues
- Providing a source of support to Senior Leaders

Objectives

In support of Durham Constabulary and Cleveland Police the Ethics Committee will provide advice and guidance on the following:

Policy and Procedure

- To articulate and promote the influence of professional ethics in all aspects of policing
- To provide advice and support as the 'ethical conscience' of the forces on the development of strategic direction
- Provide advice to those engaged in the development or review of force policy and procedure
- Provide a view as to whether policy and procedure reflects the stated values of the forces and police service
- Influencing ethical changes to organisational policies

Decision Making

- To support Durham Constabulary & Cleveland Police when considering the ethical implications of their work
- Consider organisational decision making and provide ethical guidance
- Review the decision making of others with a view to providing advice on the ethical nature of both the decision and the process taken to reach it
- Provide support to senior leaders on:
 - Real time ethical decision making
 - Ethical considerations
 - Defining ethical outcomes
 - Quality testing of decisions



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Leadership

- Anticipating ethical challenges facing the Police service and proffering opinion as to an appropriate way forward.
- Promoting the influence of ethics in delivering excellent quality of service
- Support and challenge the ethical conduct of leaders to demonstrate their independence

Culture

- Providing advice on whether force values support the diverse nature of the policing environment.
- Through their continued actions and activity support the development of the ethical culture of both organisations
- Influence police culture

Conduct

- Consider potential ethical conflict in relation to matters such as procurement, hospitality, allowances/expenses and personal association.

This is not a prescriptive list of objectives. It may be appropriate for the Committee to adopt a flexible approach to the level of support and challenge undertaken and the breadth of responsibility to meet the fluid policing environment.

It is not envisaged that all relevant matters will be referred to the Committee, there should however be a mechanism by which referrals can be made.

Framework

The committee are not decision makers for the Police. The framework for delivery should be structured so as to support senior leaders on ethical issues. Whilst it should not be viewed as having the power to direct or regulate, the Committee will be expected to advise, act as advocates for the public and as a 'critical friend' to both forces.

The Committee must have the ability to support and challenge senior leaders and to demonstrate independence. How this will work in practice will be influenced by local environmental issues. It may be appropriate to seek involvement from such areas as; Higher Education (University), Health, College of Policing, Legal/Financial/Audit, Independent Volunteers. The group should where possible be representative of the diverse nature of the local policing environment. Members will sit as individuals as opposed to representatives of groups/organisations, It may not be appropriate to involve political figures.



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The committee will consist of eight members, with the ability to co-opt additional members to provide advice on specific issues where necessary/required. Membership tenure will be for a minimum of one year and a maximum of three years.

It is anticipated that the group will meet twice a year, with the ability to call additional meetings as and when required. Administration of the group will be managed by Durham Constabulary and Cleveland Police, i.e. meeting rooms, dates etc... Outputs from the group will be in the form of a written submission on a template which will be provided. At the commencement of each meeting the group will be provided with an update in relation to previous advice supplied and the relevant outcomes.