



**Cheshire
Police & Crime
Commissioner**



**Cheshire
Constabulary**

Independent Ethics Panel Terms of Reference

Purpose

1. To provide a forum for independent review of ethical issues affecting the work of both the Police & Crime Commissioner (PCC) and Cheshire Constabulary providing them with views and advice and thereby providing wider reassurance to the public of Cheshire that ethical issues are appropriately addressed by them.
2. The remit of the Panel's work will include:
 - Responding to ethical challenges in policing affecting the Constabulary and Commissioner.
 - Promoting effective leadership and an appropriate organisational culture which promotes compliance with the Code of Ethics and other relevant standards
 - Work to support the development and oversight of policies and procedures in relation to ethical issues in particular new and developing ones
 - Responding to any ethical and related matters referred to it by the Commissioner and/or the Chief Constable
 - Promoting ethics in the delivery of services
 - Providing reassurance to both the Chief Constable and the PCC that ethics standards and related procedures are effective in policing across Cheshire
 - Ensuring that the ethics agenda is effectively communicated to the public
 - Considering issues of public concern as raised by Panel members

Membership

3. The Panel will have a minimum membership of 7 members, although ideally an active membership of 10. All will be independent persons appointed by the PCC and the Chief Constable through public advertisement.
4. None of the independent members can be serving or ex police officers/staff, or a member/former member of the Police & Crime Panel. Members will be appointed for a period of four years (with a further term of four years possible).
5. Additional members can be co-opted onto the Panel to assist in thematic reviews or to provide additional areas of expertise. The co-option should be for no more than six months unless the Panel decides otherwise.
6. Panel members will not be paid; however all reasonable travel expenses will be reimbursed.



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Working methods and reporting

7. The Office of the PCC will support the meetings, including convening meetings, preparing briefings and recording outcomes.
8. Minutes of meetings will be published on the PCC website in a timely manner
9. The Panel will meet at least five times per year or as requested by the PCC and the Chief Constable. Over 50% of the actual membership of the Panel must be present at meetings for discussion to take place and formal views taken.
10. The Panel will elect a Chair at the start of each year from within its membership.
11. Members will be expected to attend a minimum of three meetings per year in person. If attendance at Panel meetings falls below this required level, their membership will be reviewed and may be withdrawn.
12. Meetings will receive presentations from representatives of the Constabulary and OPCC as appropriate in line with its remit as set out in paragraph 2 above. Other people may also be invited to the Panel as necessary to support or inform the discussion.
13. Meetings of the Panel will not be subject to the Local Government Access to Information legislation but will be subject to the Freedom of Information Act. In the interests of openness and transparency, the agenda, reports and minutes (not subject to restrictions), will be published on the Commissioner's website following the meeting.
14. A formal report setting out the views/findings of the Panel may be submitted to the Chief Constable and the PCC for their consideration as appropriate. A summary report of the Panel's activities will be produced annually and published on the PCC's website.