



Dan Price
Cheshire
Police & Crime
Commissioner



Cheshire
Constabulary

Independent Ethics Panel



Person specification

Please find below the person specification to be a member of the Independent Ethics Panel.

Criteria	
<p>Eligibility</p>	<p>Must be 18 years or over and live or work in the Cheshire Constabulary area.</p> <p>Must not be a serving or ex-police officer or member of police staff.</p> <p>Must not be a current or former member of the Police & Crime Panel.</p> <p>Must be able to pass the appropriate level of vetting.</p>
<p>Analyse, scrutinise and challenge</p>	<p>Ability to discuss complex and important ethical issues to form an independent and unbiased view regarding policing integrity, ethics and professional standards.</p> <p>Ability to question, challenge and evaluate incidents and issues, to support the formation of unbalanced, reasonable and proportionate recommends.</p>
<p>Good communication skills</p>	<p>Ability to communicate effectively.</p> <p>Ability to report findings and recommendations as necessary and appropriate to staff of the Police & Crime Commissioner's Office and Cheshire Constabulary.</p>
<p>Working with people</p>	<p>Ability to work as part of a team.</p> <p>To be open to developing new methods of working to enable the Panel to discharge it's duties.</p> <p>Able to establish and maintain effective and respectful working relationships with both staff of the Police & Crime Commissioner's officer and Cheshire Constabulary.</p>

Person specification

Criteria	
Valuing diversity and respect for others	Treat people fairly and with respect, recognise and acknowledge diversity and respond sensitively and constructively to different views.
Integrity and respect for confidentiality	To have a high level of personal integrity and ensuring compliance with confidentiality requirements.
Conditions of appointment	<p>The role will be for a period of 4 years. The appointment may be extended by a maximum of 4 years.</p> <p>You will be required to attend evening meetings of the Panel, for which travelling expenses will be paid. There will be up to 6 scheduled meetings per year, with minimum in person attendance expected at 3 meetings.</p>



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Independent Ethics Panel Terms of Reference

Purpose of the Panel

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 hereby 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 the ethical challenges in policing affecting the Constabulary and PCC.
 - 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 PCC and Chief Constable.
 - Promoting ethics in the deliver 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 seven members, although ideally an active membership of 10. **All will be** independent persons appointed by the PCC and Chief Constable through public advertisement.
4. None of the independent members can be serving or ex-police officers / staff, or a 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 into the Panel to assist in thematic reviews or to provide additional areas of expertise. The co-option should be 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**.

Independent Ethics Panel

Terms of Reference

Working methods and reporting

7. The Office of the Police & Crime Commissioner will support the meetings, including convening meetings, preparing briefing 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 six 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 own 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 Office of the PCC as appropriate in line with its remit as set out in point 2 of this document. 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 PCC's website following the meeting.
14. A formal report setting out the views / finding 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.