



## **ETHICS ADVISORY PANEL TERMS OF REFERENCE**

1. To discuss ethical matters and offer views to promote good practice in the Constabulary and the Office of the Police & Crime Commissioner, which will include:
  - a. responding to ethical challenges facing the police service.
  - b. promoting effective leadership and an appropriate organisational culture which encourages compliance with the Code of Ethics.
  - c. supporting the development of policies and procedures in relation to integrity, ethical issues and confidential reporting.
  - d. considering periodic reviews of:-
    - handling of public complaints and misconduct;
    - anti-fraud and corruption arrangements, including whistleblowing policies and their operation;
    - declaration of interests, gifts and hospitality to ensure compliance with required procedures.
2. To discuss any ethical matters referred by the Commissioner or the Chief Constable.

### **MEMBERSHIP**

3. The Ethics Advisory Panel will have a minimum of five members, at least three of whom shall be independent persons appointed by the Commissioner and Chief Constable for a maximum tenure of 8 years. The Commissioner and Chief Constable shall also be members and may appoint a substitute to attend in their place if required. The Commissioner and the Chief Constable will appoint the chair. Debate will only take place when a minimum of two Independent Persons are in attendance at the meeting.
4. Officers and staff of the Commissioner and Chief Constable together with other persons who have an interest in the ethical matter being debated may be invited to attend the Ethics Advisory Panel.

5. The Ethics Advisory Panel may from time to time, and as reasonably required to conduct its business, co-opt additional members for a time limited period to provide specialist or expert guidance. Co-opted members shall not usually be appointed for a period exceeding six months.

#### ARRANGEMENTS FOR MEETINGS

6. The Head of People and Professional Standards will provide administrative support for meetings of the Panel which will include convening meetings, preparing briefings and recording the outcomes of discussions.
7. The Ethics Advisory Panel will meet three or four times a year or as required by the Commissioner or the Chief Constable.
8. The Advisory Panel is not subject to the Local Government Access to Information legislation but is subject to the Freedom of Information Act. In the interests of transparency it will meet publicly, except when considering restricted information, when it will meet privately.