



## **Terms of Reference**

### **Ethics Forum**

#### **Purpose:**

The panel will enhance trust and confidence in the ethical expertise, governance and actions of Cheshire Constabulary. The Forum will critically review and analyse relevant ethical dilemmas and cases (both internal and external) and then report its discussions, observations and recommendations to the OPCC Ethics Panel.

#### **Objectives:**

To review and respond to 'ethical dilemmas', as raised through a variety of channels including:

- From general public via a web portal or via correspondence to Ethics e-mail inbox.
- Police Officers & Staff via conventional or digital means (Ethics e-mail inbox)
- By referral by individual members of the OPCC Ethics Panel
- By referral by individual members of the Ethics Forum.

To promote effective leadership and enhance an organisational culture that has ethics and integrity at its core.

To support the development of policies and procedures forwarding integrity, ethics and confidential reporting.

To consider periodic reviews of:

- Anti-fraud and corruption arrangements, including whistleblowing policies and their operation;
- Declaration of interests, gifts and hospitality to ensure compliance with required procedures.

#### **Chair:**

Professor Paul Manning, supported by Supt/Ch. Supt Ethics lead.

#### **Attendance:**

Cheshire Constabulary officers and staff on a permanent (core membership) and co-opted basis. Subject matter experts as required.

Referrer may be invited to present their referral (internal) or will be presented on their behalf by 'core' member.

#### **Frequency:**

Quarterly with meeting dates advertised via Intranet and 12 months in advance where possible.

#### **Recording:**

Detailed minutes of panel's analysis, observations and recommendations, as

In addition, any particular strength of feeling/opinion and source of same (by generic reference to group/department/rank/role).

The views/opinions will however not be directly attributed to any individuals within the Forum.

Each referral discussion will be concluded with one, or a number of recommendations summarised by the Chair from the discussions within the meeting.

Recordings will be completed by Partnerships secretary who will also administer the Ethics Inbox to facilitate triage of referrals.

There will be a 'core membership' of the Ethics Forum who will support the triaging of referrals for the meetings and assist with the research of the topic (as required) to help inform discussion at the Forum meetings. This research may include:

- discussion with the referrer to ensure clarity of the ethical dilemma they wish the Forum to address,
- any relevant background or context in which the issue should be framed
- any current Force policy or practice in relation to the activity or issue
- any other connected relevant issues.

Inappropriate or not relevant ethical dilemma referrals, such as complaints, may be triaged out or referred onwards to the most appropriate department and the referrer updated.

The Ethics Panel will meet quarterly, no later than 1 month following the relevant Ethics Forum to debate and discuss issues raised by the Forum and to act upon, or otherwise any recommendations.

The Ethics Panel may also refer issues back to the Ethics Forum, should further insight or clarification be required, before any decisions made.

The Ethics Forum may from time to time recruit 'task and finish' groups to explore particular ethical dilemmas in greater depth, or where specialist support is required, this may be in the case of referrals back from the Panel or prior to submitting recommendations to the Panel.

The Ethics Panel will, where possible, conclude on specific issues and subsequently define constabulary policy as appropriate. Ethics Panel findings, or decisions will be communicated to the Ethics Forum and the initiator as required.

In relation to wider Constabulary Governance, the Ethics Forum will be a standing agenda item of the Procedural Justice Meeting Chaired by ACC/Ch Supt Local Policing.