

London Policing Ethics Panel Terms of Reference

1 Role and accountability

- 1.1** The London Policing Ethics Panel (the Panel) should act independently to provide external advice to the Mayor and the Deputy Mayor for Policing and Crime (DMPC) so that they may effectively discharge their duty to maintain oversight of the Metropolitan Police Service (MPS). The Panel may also advise the Commissioner of Police of the Metropolis (the Commissioner) directly.
- 1.2** There is a presumption (not a requirement) that recommendations of the Panel will be acted upon (but an understanding that some may be operationally or financially challenging). In all cases the recommendations will be responded to by the Commissioner within a specified period.
- 1.3** The focus of the deliberation will be on current and planned activities and will not review activity based only in the past. It will focus on ethical dilemmas and ethical frameworks.
- 1.4** The Panel will not undertake casework and in particular it will not examine or consider individual incidents or complaints or solicit this information. Where the views of the public are sought, the panel will ensure that the request is framed so as to exclude information on specific incidents or complaints.
- 1.5** The Panel will report to the Mayor the findings of its reviews and any recommendations.
- 1.6** There will be a general presumption that the Panel's reports issued at the conclusion of reviews will be made public.

2 Tasking

- 2.1** The Mayor or DMPC will refer to the Panel any matter of operational policy which they consider impacts or may impact on the effectiveness and efficiency of the police and the broad public consent for policing, and may commission specific pieces of work.
- 2.2** In deciding to refer a matter to the Panel, the Mayor or DMPC will have regard to the views of the Commissioner. In particular, the Mayor or DMPC will have regard to the Commissioner's views about future developments and ethical issues impacting upon the MPS.
- 2.3** The commissions received by the Panel will be time-limited. The Panel will issue reports on matters placed before it or, where appropriate and requested, issue a letter of advice on a specific matter.

- 2.4** The Panel will have an annual work programme approved by the Mayor or DMPC. In compiling the work programme, the Panel must incorporate any matters referred to it by the Mayor or DMPC and seek and have regard to the views of the Commissioner about future developments and ethical issues impacting on the MPS. The work programme may only be varied with the consent of the Mayor or DMPC.

3 Provision of Information

- 3.1** The Panel will have unfettered access to papers and documents held by the MPS and the Mayoral “family” and members will have appropriate security clearance and access to undertake their work.
- 3.2** The Panel will be able to invite any employee or officer of the MPS or the Mayoral “family” to provide information and evidence where the panel deems this reasonably necessary to the pursuit of the business.
- 3.3** The Panel will be provided with advice and will, on a standby basis, invite such professional advice from:
- the MPS Deputy Assistant Commissioner responsible for professional standards; and
 - the College of Policing.
- 3.4** The Panel may seek the input and co-operation of people other than those indicated above.
- 3.5** Requests to meet the Panel should be regarded at least in the same light as requests to attend a GLA committee meeting.
- 3.6** From time to time the Panel may need access to resources or information not currently available and may reasonably and within budget constraints commission that information.

4 Membership

- 4.1** The Chair will be appointed by the Mayor. A primary role for the Chair will be to act as a public-facing figurehead and spokesperson.
- 4.2** Members of the Panel will (initially) be appointed by the DMPC, with advice from the Commissioner and the Chair.
- 4.3** Members will initially serve up to a three year term but may be re-appointed after that date for one further three year term.
- 4.4** The Panel, once established, will advise on future membership and the recruitment of future members.
- 4.5** As far as possible, membership of the Panel will ensure it has the following skills and experience:
- knowledge of policing and criminal law;

- legal expertise;
- experience of ethics and ethical judgements;
- accountability to the public; and
- professional or personal connection to London.

4.6 Members of the Panel (and their close relatives) may not have a past or current connection with MOPAC and/or the MPS which could be seen to affect their independence.

4.7 All members will be required to undertake security vetting prior to taking up their position.

4.8 The Chair and members will be remunerated and reasonable expenses associated with the work of the panel may be paid.

4.9 Meetings will (initially) be clerked and supported at the expense of the Mayor's Office for Policing and Crime (MOPAC). The involvement of staff in providing the service should not compromise the independence of the Panel.