

London Policing Ethics Panel Terms of Reference

1 Role and Accountability

- 1.1 The London Policing Ethics Panel (the Panel) is established as an independent body. Its role is to support trust and confidence in policing in London by providing a source of external ethical advice. This may be directed to the Mayor and the Deputy Mayor for Policing and Crime (DMPC), to the Commissioner of Police of the Metropolis (the Commissioner), or to senior leaders in the MPS.
- 1.2 There is a presumption that recommendations of the Panel will be acted upon (but an understanding that some may be operationally or financially challenging). In all cases, it is expected that the recommendations will be responded to by the MPS or MOPAC, and when appropriate (see 1.5 & 1.6 below) the response will be published on the Panel's website, alongside the Panel's report or letter of advice.
- 1.3 The focus of the Panel's work will be on current and planned activities and will not review activity based only in the past. It will focus on strategic ethical concerns of significance to policing in London.
- 1.4 The Panel will not undertake casework and 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 share its reports and letters of advice with the Deputy Mayor for Policing and Crime and the MPS, and publish them on its website, as appropriate.
- 1.6 There will be a general presumption that the Panel's reports and letters of advice issued at the conclusion of reviews will be made public. However, reports or sections of reports or letters of advice will not be published if they are operationally sensitive for the MPS.

2 Tasking

- 2.1 The Chair will develop a forward programme of work taking into account the views of the Panel, the DMPC, MOPAC and the MPS. The Chair will agree the programme with the DMPC. The Chair will share the agreed work programme with MOPAC and the MPS.
- 2.2 The DMPC, MOPAC and the MPS may suggest to the Chair topics which they would like the Panel to provide ethical advice on and the Chair will consider, in discussion with the Panel and the DMPC, providing that advice.
- 2.3 The work programme can be altered to reflect emerging issues or changing priorities. The Chair will seek the agreement of the DMPC for any changes and will inform MOPAC and the MPS.

3 Provision of Information

- 3.1 The Panel will have unfettered access to papers and documents held by the MPS and MOPAC. The Panel 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 MOPAC to provide information and evidence where the Panel deems this reasonably necessary to the pursuit of the business.
- 3.3 The Panel will invite such professional advice from:
- the Centre for Global City Policing;
 - the MPS;
 - MOPAC; and
 - the College of Policing.
- 3.4 The Panel may seek the input and co-operation of organisations other than those indicated above.
- 3.5 Requests to meet the Panel should be regarded by the MPS and MOPAC at least in the same light as requests to attend a London Assembly 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 or research.

4 Membership and Terms of Appointment

- 4.1 The Panel will comprise a Chair and between three to five members. Appointments will be made following a process of open competition. Appointments and reappointments will be made as follows:
- The DMPC will appoint the Chair, in consultation with the MPS.
 - The Chief Executive will appoint the members of the Panel, in consultation with the Chair, DMPC, and the MPS.
 - The Chair, in consultation with the DMPC, may wish to appoint a Deputy Chair.
- 4.2 The Chair and members will be appointed for a four-year term and may be re-appointed to a maximum of two further terms. Re-appointments will be made in consultation with the Chair and the DMPC.
- 4.3 As far as possible, membership of the Panel will ensure it has the following skills and experience:
- experience of ethics and ethical judgements;
 - knowledge of policing and criminal law;
 - accountability to the public; and
 - professional or personal connection to London.

- 4.4 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.
 - 4.5 All members will be required to undertake security vetting prior to taking up their position.
 - 4.6 The Chair and members will be remunerated, and reasonable expenses associated with the work of the panel may be paid.
 - 4.7 Secretariat support will be provided to the Panel by MOPAC. The involvement of MOPAC staff in providing the service should not compromise the independence of the Panel.
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