

# London Policing Ethics Panel Minutes of Meeting

Monday, 11 December 2023

## Membership

Dr Suzanne Shale (Chair)  
Professor Jyoti Belur  
Professor Jennifer Brown  
Abdul Hye Miah  
Professor Bryan Edwards (Apologies)

## Research Adviser

Professor Ben Bradford, Institute of Global City Policing

## Observers

Chief Inspector Ben Smith, MPS  
James Bottomley, MOPAC  
Tay Sarwar, MOPAC  
Claudette Gordon-Howell, MOPAC

## Disproportionality in Re-vetting

1. At the request of the MPS, the Panel will be considering disproportionality arising from the organisation's re-vetting processes. DCS Andy Day and DS Ashleen Wright attended the meeting and provided an overview of Operations Onyx and Assure.
2. It was outlined for the Panel that:
  - Operation Onyx is reviewing all completed sexual offence or domestic abuse cases from the last 10 years involving serving officers or staff where the allegation did not result in a dismissal at the time.
  - Operation Assure reviews officer and staff vetting, triggered by a number of circumstances, including: the conclusion of a criminal investigation into an officer; following a misconduct hearing where a written warning, final written warning or a reduction in rank has been issued; or when adverse information about an individual comes to the notice of professional standards officers. Officers who can no longer pass vetting may be dismissed.
3. The Panel asked a number of questions regarding the operations and re-vetting to understand the processes. These covered issues such as the burden of proof for triggering re-vetting; actions that may trigger re-vetting; risk management; officers' rights to a private life.
4. The Panel agreed that it would develop terms of reference for this project and there was an initial discussion of the ethical questions they might wish to investigate. These included:
  - The offences that are the focus of Operation Onyx.

- Whether any disproportionality was a result of who is not being referred into the re-vetting process, rather than too many people with certain protected characteristics being referred in.
- Whether the potential for dismissal from failing re-vetting following a misconduct hearing could be considered double jeopardy and, if so, whether that was problematic.
- The balance between the Met's interests and the right for officers to have a private life.
- The retrospective application of present views.
- The expectation of a higher standard for Police officers.

### **Policing in Schools**

5. The Panel reviewed its draft recommendations contained in its report on policing in schools.
6. It was agreed that the final draft of the report would now be sent to the MPS for fact checking ahead of publication.

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The Panel's next meeting will be on 8 January 2024