

London Policing Ethics Panel Minutes of Meeting

Monday, 11 March 2024

Membership

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

Research Adviser

Professor Ben Bradford, Institute of Global City Policing

Observers

Tay Sarwar, MOPAC
Mike Wadham, MOPAC

Disproportionality in Re-Vetting

1. The Panel discussed the findings and recommendations of the Angiolini Inquiry Part 1 Report. Part 1 of the Inquiry was to establish, among other things, how Wayne Couzens was able to serve as a police officer for so long. The report contained recommendations relating to police vetting processes.
2. The Panel considered the findings in the context of its work on the ethical issues associated with any disproportionality in the MPS's re-vetting process.
3. The Panel had an in-depth discussion of the ethical questions they had previously identified, to understand each issue and provide advice to the MPS:
 - The ethical implications of implementing a re-vetting policy predicted to result in disproportionality. The Panel considered several reasons for how in the process disproportionality could arise. Granular data analysis should be undertaken to identify the points at which this disproportionality was entering the process. This should be done by MPS who can then consider what changes would be needed to address it.
 - The appropriate balance between protecting the public interest and preserving the rights of the individual police officers and staff when implementing the re-vetting policy. The Panel weighed the ethical considerations and its consensus was that the balance should be tilted in the public interest.
 - The fairness of using present-day standards when judging historic actions that were dealt with by then prevailing attitudes and practices; and should there be an expectation that once a misconduct matter/complaint has been dealt with there is closure and the individual not be subject to further investigation. The Panel reviewed relevant case law and ethical principles and concluded this was not a matter of pursuing for a second time the original misconduct or complaint, but of reviewing it via the vetting process to consider whether the officer or staff member was fit for service in the present day.

4. It was agreed that the Chair would write a first draft of the Panel's advice, based on the above discussion, to be discussed at the next meeting.

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