

AUDIT AND ETHICS COMMITTEE

DRAFT TRAINING PLAN 2015/16

TOPIC	AIM	OBJECTIVES	DELIVERED BY
<p>Police Complaints Procedures</p>	<p>To give an understanding of how police complaints are handled and the procedures followed to resolve matters.</p>	<ul style="list-style-type: none"> • Understand the legislation and guidance for handling complaints and misconduct matters. • Be informed of the Standards of Professional Behaviour/Code of Ethics • Understand the process of how complaints against the police are made and dealt with. • Understand the role of the Independent Police Complaints Commission. • Understand the role of decision makers in the process of handling complaints. • Understand the roles and responsibilities of those involved in the complaints process within the Force. • Be familiar with the grounds on which members of the public can make a complaint. • Understand how local resolution is handled. • Understand the force systems in the recording and monitoring of complains 	<p>OPCC/PSD</p>
<p>Dip Sampling of Police Complaint files</p>	<p>To provide an understanding of how files are prepared, the process followed and the rules and guidelines directing the handling of complaints.</p>	<ul style="list-style-type: none"> • To be familiar with the documents at every stage of the handling of the complaint. • To be aware of timescales within the process. 	<p>OPCC/PSD</p>

		<ul style="list-style-type: none"> • The basis of referral to the Independent Complaints Commission 	
Police Misconduct Procedures	To be informed of police misconduct procedures and the different stages leading to an outcome for officers	<ul style="list-style-type: none"> • To be informed of the process leading to an outcome. • To be aware of changes in legislation for the handling of police misconduct. • To understand the definitions of conduct 'meeting' and conduct 'hearing'. • Members to be invited to attend any public misconduct hearing. 	OPCC/PSD
Proactive Procedure	To be aware of the policy and procedures in place for members of staff to identify inappropriate behaviour or actions of colleagues	<ul style="list-style-type: none"> • Be familiar with the policy. • Be informed on the number of cases where this occurs and the outcomes • The governance in place for reporting matters to senior officers. 	PSD
IPCC Referrals	To understand how decisions are made to refer.	<ul style="list-style-type: none"> • Understand the decision making process for referrals to the IPCC • Understand the non-referral register and how such decisions are made. 	OPCC/PSD

TOPIC	AIM
Stop and Search	To understand the legislative powers of stop and search and how this is put into practice by police officers. To incorporate how statistics are collated and interpreted
National Decision Making Model	To understand the six key elements of the National Decision Making Model and how the Code of Ethics fits into the Model.
Personnel Vetting	To understand how vetting on individuals is applied by the Force and how it meets national standards.
Business Interests Policy	What the policy states and how it is applied.
Equality Scheme	To understand the legislation requiring each Corporation Sole to have an Equality Scheme in place and how it is complied with.
Force Values	To know what the Force values are and how assurance is gained that these are being applied.

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