

10 South Colonnade
The South Colonnade
Canary Wharf
London E14 4PU

T 0300 020 0096
Text Relay 18001 0207 166 3000
E enquiries@policeconduct.gov.uk
W www.policeconduct.gov.uk

Unitary Board Meeting

Date & Time: Monday 19 December 2022 at 11:00

Venue: Virtual platform, MS Teams

Present:

Deborah Bowman	Non-Executive Director
Kathie Cashell	Director, Strategy & Impact
Christine Elliott	Non-Executive Director
Catherine Jervis	Non-Executive Director
Bill Matthews	Non-Executive Director
Rommel Moseley	Non-Executive Director
Julia Mulligan	Senior Independent Director (SID)
Amanda Rowe	Interim Director of Operations
Tom Whiting	Interim Director General (DG), Chair

Absent for item 7.

In Attendance:

Miranda Biddle	Interim Director of Operations, Observer
Stephen Oakley	Head of Policy and Public Affairs, <i>item 6 only</i>
Danny Simpson	Senior Lawyer
Marie Morrissey	Head of Private Office (minute taker)

1. WELCOME AND INTRODUCTIONS

The meeting commenced at 11:00 and was chaired by Tom Whiting, interim Director General. He welcomed members and other attendees.

2. APOLOGIES

There were no apologies from Board members.
Apologies from General Counsel were noted

3. DECLARATIONS OF INTERESTS

The interim DG declared a prejudicial interest in item 7 and will absent himself for that item only. Julia Mulligan as SID will chair in his absence.

The Director, Strategy and Impact also declared an interest in item 7. Her interest was noted and it was agreed that as it would not reasonably be considered a prejudicial interest, she would remain at the meeting and participate in that item.

4. MINUTES OF THE SPECIAL MEETING HELD ON 4 DECEMBER 2022

The draft minutes were discussed and several amendments proposed. It was agreed that the Head of Private Office would record the proposed amendments in writing and re-circulate to Board members over email. Once agreed the minutes should be published promptly. **(ACTION)**.

The correspondence from Ann Studd KC and the timeline of conversations General Counsel had with the former Director General to be sent to the Board. **(ACTION)**

The interim Director General and the Head of Private Office to determine whether there is any further communication with the KC it would be beneficial to share with the Board. **(ACTION)**

5. MATTERS ARISING

The Board discussed and noted its appetite for openness and transparency and agreed to consider the publications strategy in relation to the review in the New Year. **(ACTION)**

6. SCENARIO PLANNING AND RISK ASSESSMENT

The Head of Policy and Public Affairs joined the meeting for this item and spoke to the circulated scenario planning and risk assessment document.

The Board discussed and noted:

- A range of scenarios and their potential impact across 4 categories. Amendments were captured throughout the discussion and the document will be updated accordingly. **(ACTION)**
- The need to focus on the impact on public confidence and our ability to achieve and deliver our new strategy .
- The emerging actions. It was agreed it would be beneficial to include due dates against each. **(ACTION)**
- The importance of proactive planning for staff considerations. It was agreed that the People and Culture Committee would seek assurance on this point and ensure that plans and risk are suitably reflected within this document. **(ACTION)**
- The upcoming Cabinet Office (CO) review and opportunity for Board level preparation. Julia Mulligan and Catherine Jervis gave a brief verbal report on their recent meeting with the Home Office which had included reference to the CO review in addition to recruiting a permanent DG.
- The timeline of the review to be discussed under item 7 and its proximity to the CO review.
- The escalation route for complaints about the IOPC and in particular where complaints concern the DG. The Director Strategy & Impact to ensure there is clarity regarding process within the Contact Centre. **(ACTION)**
- The additional risk being carried as a result of;
 - Interim arrangements necessitated by the resignation of the DG resulting in less senior management capacity.
 - The Cabinet Office Review.
 - The anticipated budgetary position for the next financial year.

The interim DG left the meeting.

7. APPROACH TO AND PLANNING FOR A GOVERNANCE REVIEW FOLLOWING THE RESIGNATION OF THE DIRECTOR GENERAL

Julia Mulligan chaired this item as SID in the absence of the interim DG.

The Board discussed and noted:

- Its collective appetite for a review, balancing pace with the necessary planning to undertake it.
- The outcome of the Management Board conversation regarding approach. (Both the interim DG and General Counsel had absented themselves from that conversation, having declared an interest).
- The circulated draft terms of reference, Board members initial feedback and next steps required to hone them.
- There was agreement that independent input in drafting a terms of reference would be beneficial. It was agreed that the SID and Miranda


Biddle would discuss potential individuals the Board might approach to support this and update members outside of the meeting. **(ACTION)**

- The necessity for clarity and assurance that the scope of the review, once determined, is intra vires.
- The importance of communicating the work of the review both internally and externally. This would require a publications strategy and include a timetable of assets to be published. The Director Strategy & Impact to draft this. **(ACTION)**
- The further consideration required to determine what, if any, additional independent expertise should be sought.
- It was agreed that a suitably qualified independent person would be identified to lead the review. This would be separate to the independent support sought to draft the terms of reference. Suggestions for suitable individuals well placed to undertake this, to be made outside of the meeting, following members consideration. **(ACTION)**
- The procurement processes required for the review. The Director Strategy and Impact and Head of Private Office to look into this **(ACTION)**.

8. ANY OTHER BUSINESS

Question received for the Board regarding content of Now and Next session:

- The Board noted receipt of the question sent by a member of staff and agreed that the reply should be drafted and sent by the interim DG on its behalf. **(ACTION)**

NAME	J. MULLAGHAN
SIGNATURE	
DATE	25.01.23.