

INTEGRITY SUB-COMMITTEE –TERMS OF REFERENCE

1. Constitution

- 1.1 Three members who are independent of the Police and Crime Commissioner (Commissioner) and the Constabulary, including one member of the Joint Audit Committee.
- 1.2 The Committee shall as the first item of business at its first meeting elect a Chairman, and annually thereafter.

2. Statement of Purpose

- 2.1 The purpose of the Integrity sub-committee is to support the Joint Audit Committee in carrying out its functions in respect of overseeing the management of conduct, complaints and integrity matters (as the controls assurance).
- 2.2 To review the control mechanisms which ensure effective and transparent handling and monitoring of:
- Complaints against the Commissioner and his/her staff
 - Complaints against the Chief Constable and the Force
 - Integrity issues such as appointment processes, gifts and hospitality and registerable interests.

3. Terms of Reference

- Conduct and integrity
- 3.1 To promote high standards of conduct.
- To maintain an overview of and monitor policies, practices and performance in relation to conduct, complaints and integrity matters to ensure statutory responsibilities are met and to ensure good governance in line with the Nolan principles.
- Complaints against the Commissioner and his/her staff
- 3.2 To monitor the way the Office of the Police and Crime Commissioner (OPCC) handles complaints and provide challenge where necessary and link with the Police and Crime Panel where necessary.
- Complaints against the Chief Constable and the Force
- 3.3 To monitor the way in which the OPCC meets its statutory duties for the handling and oversight of complaints against the Constabulary.

- Integrity issues such as appointment processes, gifts and hospitality and registerable interests
- 3.4 To monitor and provide challenge on the handling of integrity matters.