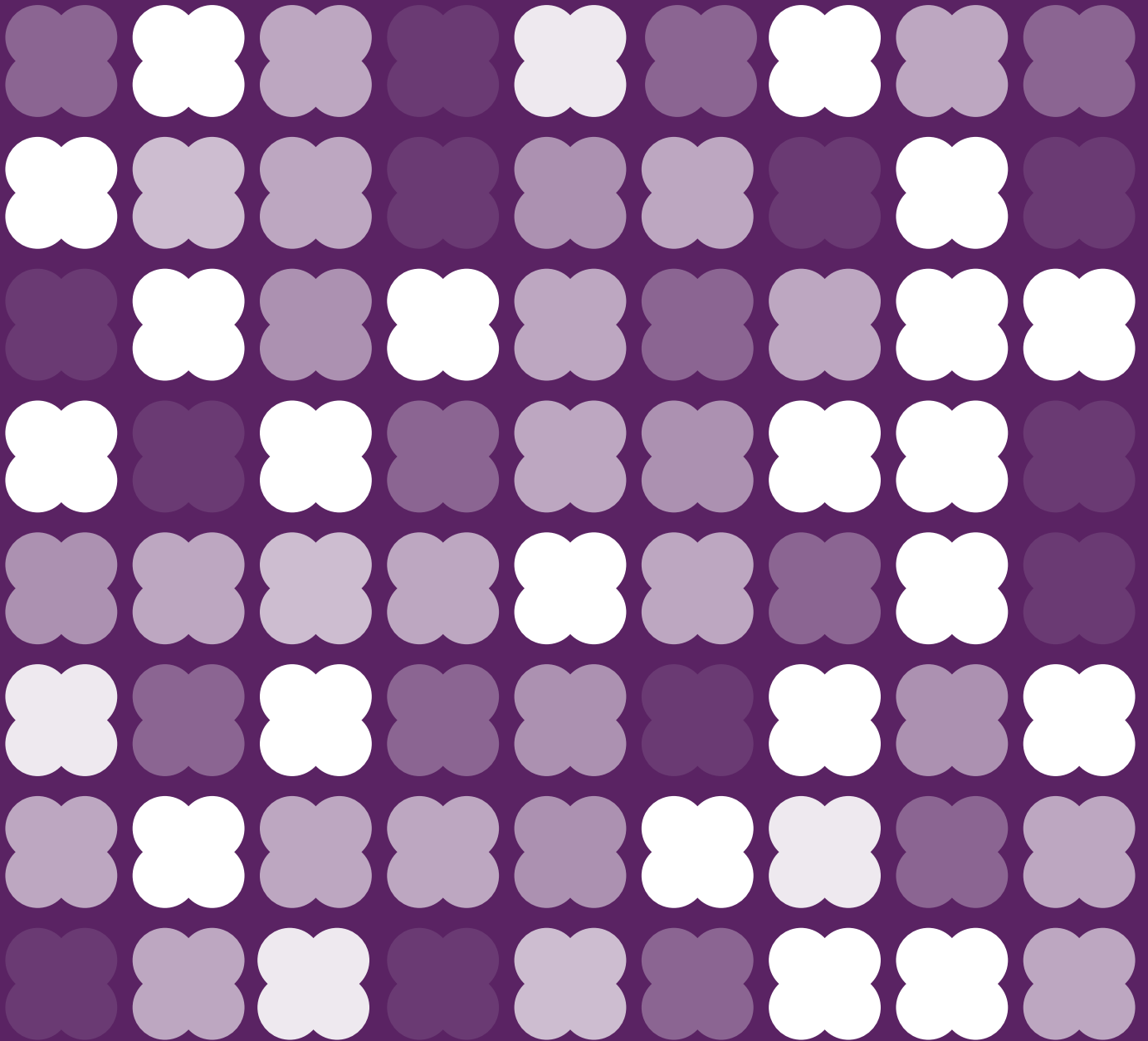
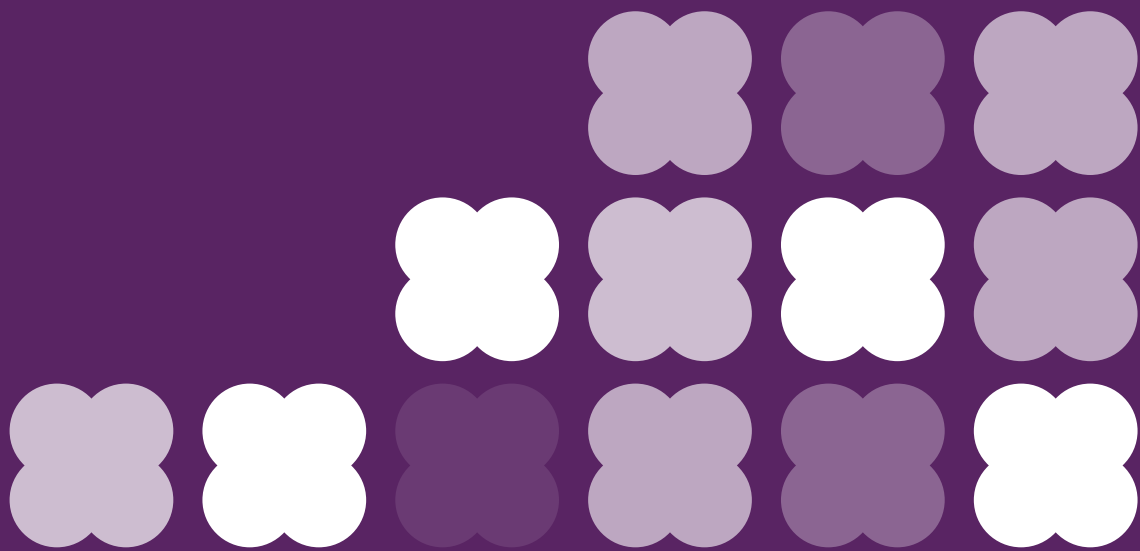


Greater Manchester
Independent Police
Ethics Committee
Annual Report 2024/25



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Foreword

It is a privilege and a significant responsibility to present this annual report, my first as Chair of the Greater Manchester Independent Police Ethics Committee.

In an era of growing complexity and public scrutiny, independent ethical oversight is not just desirable - it is essential. This committee exists to ensure that policing in Greater Manchester is guided by values that matter deeply to the public: fairness, transparency, accountability, and respect for all communities.

Our work is rooted in a simple yet vital principle: that ethical scrutiny is fundamental to sustaining trust between the police and the people they serve. In an ever-changing world, where moral and operational dilemmas often intersect, our

role is to provide calm, considered and independent advice, with the voices of Greater Manchester's diverse communities at its heart.

We are proud to serve as a critical friend to Greater Manchester Police (GMP) and to advise Deputy Mayor Kate Green with honesty, rigour, and a strong sense of public duty. Our engagement with the public is central to our work; we are here to listen, reflect, and bring community insight into the heart of policing decisions. We ask difficult questions not to challenge for its own sake, but to strengthen public confidence and support ethical leadership at every level.

This report reflects a year of thoughtful and sometimes complex deliberation. The committee has explored issues ranging from police pursuits and stop and search practices to the ethical use of surveillance technologies and the implementation of the national Right Care, Right Person initiative. In every instance, we have placed human dignity, integrity, and the need for proportionality at the forefront of our considerations.

I would like to thank Deputy Mayor Kate Green for her strong and consistent support. Her dedication to ethical, inclusive policing provides an important foundation for our work. I am also grateful to GMP's Chief Resources Officer Lee Rawlinson for his openness and commitment to meaningful dialogue, along with Chief Superintendent Nicola Spragg and senior colleagues across GMP who continue to engage with the committee's work in a spirit of transparency and cooperation.

My sincere thanks also go to Vicky Sugars and Adele Adjetey, whose professionalism, insight, and tireless support ensure the smooth and effective functioning of the committee. Their contribution behind



the scenes is both essential and deeply appreciated.

To my fellow committee members: thank you for the breadth of expertise, lived experience, and deep commitment you bring. The diversity of our membership is one of our greatest strengths, allowing us to consider ethical questions from multiple perspectives and always in service of the public good.

As we look ahead, we are committed to expanding and deepening our engagement with the people of Greater Manchester. We are particularly proud of our commitment to widening participation and ensuring the committee better reflects the diverse communities of Greater Manchester. We are broadening our membership, including welcoming a representative from the Youth Combined Authority, because we believe that ethical policing must evolve with society and that means hearing from new voices, younger voices, and voices that challenge us.

This committee exists to serve, to advise, and to champion a culture of policing that is shaped by community values and grounded in ethical principles.

Ethical policing is not the preserve of professionals alone. I would like to use this foreword as a call to action, inviting members of the public to raise ethical questions, suggest topics for consideration, or apply to join our committee. Ethics lives in dialogue, and we welcome yours.

Thank you for taking the time to read this report. I hope it offers a clear view of our work and the continued importance of policing with fairness, empathy, and integrity.

Professor Dame Robina Shah
DBE JP DL FRCGP(Hon)

Chair, Greater Manchester Independent
Police Ethics Committee

"This committee exists to serve, to advise, and to champion a culture of policing that is shaped by community values and grounded in ethical principles"



Who We Are and What We Do

Modern policing wrestles with ethical dilemmas every day.

This can range from how to police a protest or stop a vehicle to how the police should utilise technology. Deciding what to do is not always straightforward and the police may need to weigh up lots of factors to make the best decisions and, importantly, to retain public trust and confidence.

The Greater Manchester Independent Police Ethics Committee is a diverse and truly independent body comprised of individuals drawn from a wide range of professional and community backgrounds. Our members bring expertise from sectors such as health, law, academia, community leadership, faith, and equality advocacy. Each is united by a deep commitment to public service and ethical integrity.

The committee's role is to provide clear, impartial advice and guidance to Greater Manchester Police (GMP) and the Deputy Mayor on the ethical dimensions of policing. We explore complex questions that require balancing legal, operational, and moral considerations, always keeping the public interest at the forefront.

The committee has been given a wide remit. When established, it was the first of its type in the country.

The committee welcomes matters referred to it by GMP, the Deputy Mayor, and critically, by members of the public. Whilst the committee does not investigate individual complaints, the public are encouraged to raise broader ethical issues they believe warrant examination.

Professional ethics goes beyond questions of integrity. It encompasses not just what is done, but why it is done, and whether the underlying motivations align with values of fairness, respect, and accountability.

Through the establishment and continued support of this committee, the Deputy Mayor has made a clear and public commitment to transparent and ethical policing in Greater Manchester. The committee's work is rooted in the belief that robust, independent scrutiny is essential to sustaining legitimacy and building public confidence in policing.



Committee Members

The strength of the Greater Manchester Independent Ethics Committee lies in the breadth of experience, expertise, and lived perspectives of its members. Each brings a unique lens to the complex ethical challenges facing modern policing. Together, they offer robust, independent guidance grounded in professional knowledge and community insight.

Dame Robina Shah – Independent Chair



Robina was born in Chorlton-cum-Hardy. She has a graduate and postgraduate degree in Psychology at the University of Manchester and is a Consultant Chartered Psychologist and

Professor of Psychosocial Medicine and Medical Education at Manchester Medical School. Robina has held an extensive public service portfolio across Greater Manchester, current roles include Non-Executive Director (Vice Chair) Northern Care Alliance NHS Foundation Trust, former roles include Non-Executive Director of Manchester Football Association, Chair, Seashell Trust, Chair, Stockport NHS Foundation Trust and Lay Magistrate, Manchester City Bench.

She has national leadership roles with the Football Association, NHS England Assembly, and the High Sheriffs Association. Robina has also served extensively in civic roles: including Deputy Lieutenant for the County of Greater Manchester and Past High Sheriff.

Having previously been awarded an MBE in recognition for her research into the experiences of disabled children she was further awarded the title Dame Commander of the Most Excellent Order of the British Empire in the 2023 New Year's Honours list for services to patient care.

Majid Hussain – Vice Chair



Majid Hussain is Director of Equality and Inclusion at the Greater Manchester Integrated Care Board (ICB), where he plays a leading role in driving system-wide efforts to address

health inequalities and embed inclusive workplace practices. His work focuses on making health and care services more equitable, accessible, and responsive, particularly for communities experiencing the poorest outcomes.

He is also Vice Chair of the West Yorkshire ICB, contributing to strategic direction, integrated service delivery, and governance. In this role, he plays a leading role in tackling health inequalities, advancing inclusion, and improving outcomes across diverse populations.

Previously, as Chair of Oldham Clinical Commissioning Group, Majid guided the organisation through major transformation. He championed inclusive, patient-centred commissioning and helped build strong partnerships, including with the local authority, other public sector and community organisations to innovate service delivery.

His experience spans academia and operational leadership, including at the University of Manchester's Alliance Manchester Business School, where he was Cohort Director national NHS leadership programmes focused on systems thinking, collaborative leadership, and health equity.

Earlier in his career at Remploy, Majid held senior operational and commercial roles before becoming National Equality and Inclusion Lead, shaping national policy and stakeholder engagement to improve employment outcomes for Disabled People.

Majid brings extensive non-executive experience, including a decade on the Greater Manchester Police Authority as lead for Equality and Human Rights. There, he oversaw senior leadership accountability, managed major structural reform, and contributed to national efforts on community cohesion and counter-terrorism.

He continues to serve in advisory roles across voluntary and faith sectors. His career reflects a consistent commitment to equity, public service, and inclusive leadership, grounded in deep community understanding.

Anastasia Asres



Anastasia is a Social Science student at the University of Leeds with a deep commitment to justice, education reform, and amplifying youth voices. For several years, she has led

on-the-ground work with young people through the Be The Change Youth Project, mentoring and advocating for those often unheard. Her drive to tackle inequality led her to the Greater Manchester Youth Combined Authority, where she contributed to the MBACC report focused on breaking down barriers in education. Anastasia now serves on the Youth Police Advisory Board, continuing to push for ethical, inclusive change in local systems.

For Anastasia, education reform, justice, and social equity are not abstract interests; they are personal. She plans to work in the legal and political space to advocate for those too often left behind. Her goal is simple: to build a future where fairness is not a privilege, but a given.

Jane Bevan

Jane has been the strategic lead for the Greater Manchester Disabled People's Panel since 2019. Jane is also a Judicial Office Holder in two chambers: Disability Member on First-Tier Tribunals, Social Entitlement Chamber and Non-legal Member for Employment Tribunals. Previously she was Programme Head of Disability and Programme Head of International Policy at the Equality and Human Rights Commission (2009-2017) and has also been a trustee for Breakthrough UK (disabled people's organisation in Greater Manchester) and a Parent Governor at Oldham Sixth Form College. Jane is passionate about equality and human rights.

Karen Best



Karen is a Senior Leader holding the legal responsibilities of an Archdeacon in the Church of England. She is currently Archdeacon of Manchester with

diocesan and parochial governance as aspects of her role. Her primary role within her archdeaconry is to carry out her duties which include pastoral care, grievance procedures, monitoring safeguarding practice and guidance for parishes. Karen also offers support as a director for Manchester based Cariocca, helping to start and support businesses towards growth, and Benefact Trust, providing essential support to charities and churches.

Sam Makkan



Sam qualified as a barrister and was called to the Bar in February 1987. He combines more than 25 years of criminal law experience in the UK and consultancy in more

than 12 different jurisdictions. He practiced criminal law as a Prosecutor, Senior Crown Prosecutor and Higher Court Advocate for more than 25 years. He was senior integrity advisor for the United Nations on an anti-corruption programme where he delivered workshops on ethical codes of conduct for justice professionals. Whilst working for the Crown Prosecution Service, he managed and delivered the racially and religiously aggravated (RARA) crime project for 2 years. He has also delivered one of their first victim-based projects, which was rolled out nationally. Sam is a resident of Greater Manchester, member of a Multi Academy Board and chairs the Risk and Audit Committee of that Board. He has also volunteered at an elders group.

Claire McManus



Claire has spent her career working in the financial services sector between the UK and US and until recently acted as the UK Head of Employee Relations at HSBC. She now

consults on matters of professional standards, regulation and policy in roles for the accountancy regulator (ICAEW) and for Leeds City Council Standards and Conduct Committee. Claire was born and raised in Greater Manchester, she has previously been a volunteer restorative justice mediator in Manchester and volunteer community mediator in New York.

Sadia Mir



Sadia is a proud public speaker, creative and equality, diversity and inclusion advocate. Sadia started her career tackling what was unfairly blocked from her

during her youth because of her skin colour, because of her religion, and because of her background. This included, and is not limited to; a safe space, disability guidance, sports, adequate prayer facilities (the corridor does not count!), education, creative opportunities and secure pathways to share instances of racism and Islamophobia. Sadia now takes her passion for creating safe spaces into the realms of heritage and culture, creativity and arts, youth voice and the health sector across Greater Manchester.

Victoria Yates

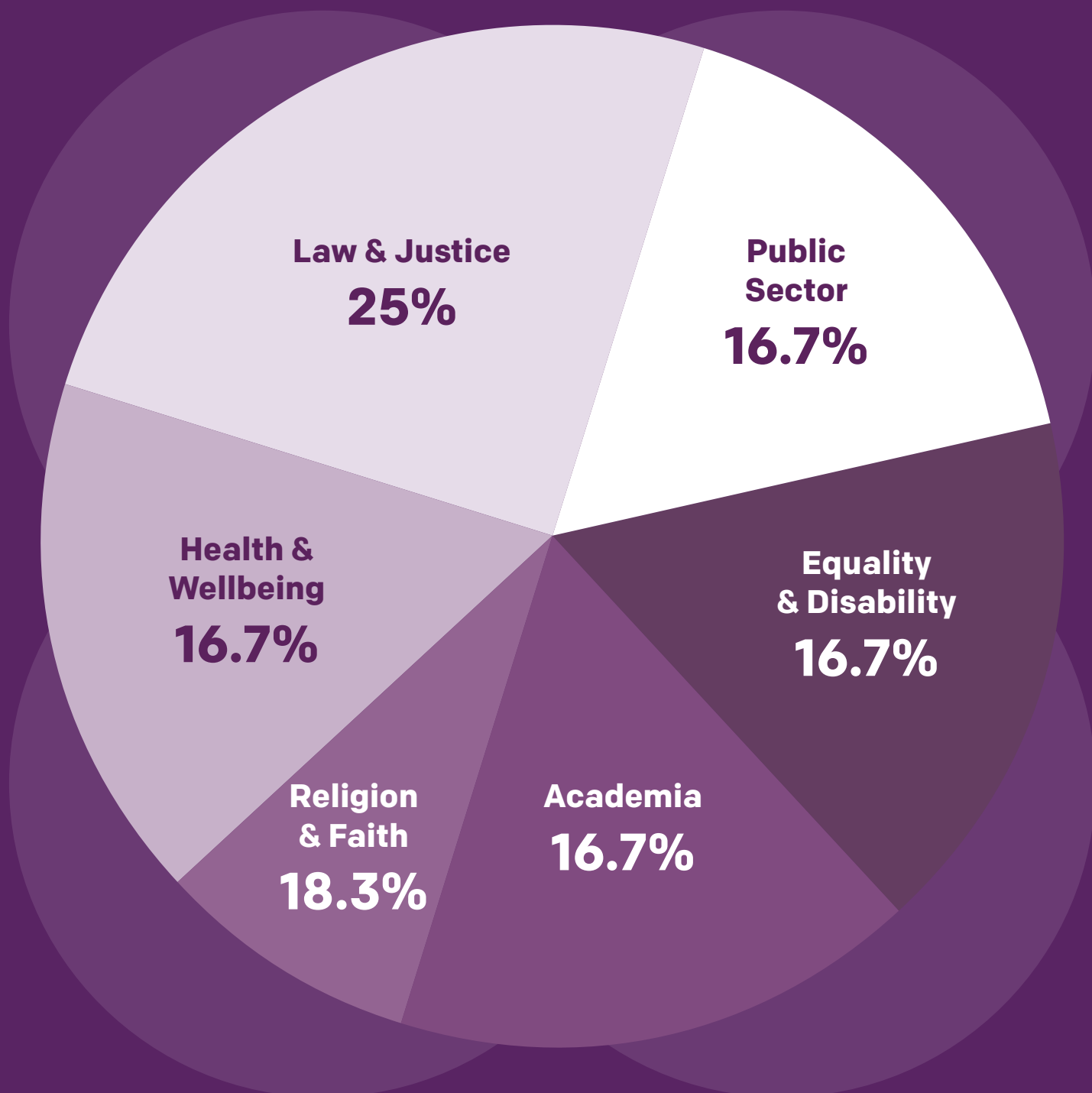


Victoria is a solicitor and former Senior Crown Prosecutor in Manchester. She also provides independent advice in the Social Entitlement Chamber of the HM Tribunal Service. In addition,

Victoria has been an active member of the GM NHS Breast Clinical Pathway Board and created a network to support younger women following breast cancer diagnosis.

Diverse Expertise, Shared Purpose

Members representing each sector



The Police Code Of Ethics¹

At the heart of the committee's work is the Police Code of Ethics which was introduced at the request of the Home Secretary. It sets and defines the exemplary standards of behaviour for everyone who works in policing.

It is a guide for day-to-day ethical behaviour and decision making and aims to empower everyone who works in policing to always do the right thing and to feel confident to challenge unprofessional behaviour by colleagues irrespective of their rank, role or position. In turn, the Code should help give the public enhanced trust and confidence in the police.

The ethical policing principles of courage; respect and empathy; and public service as outlined below should drive behaviour in policing and are therefore the principles that the committee draw upon when it undertakes reviews.

Ethical policing principles



Courage



Respect & Empathy



Public Service

As policing professionals, we commit to:

Making, communicating and being accountable for decisions, and standing against anything that could bring our profession into disrepute.

Encouraging, listening to and understanding the views of others, and seeking to recognise and respond to the physical, mental and emotional challenges that we and other people may face.

Working in the public interest, fostering public trust and confidence, and taking pride in providing an excellent service to the public.

Doing the right things, in the right way, for the right people

¹ College of Policing

The Work of the Committee

Over the past year the committee has debated and reviewed a wide range of ethical policing issues and made recommendations to Greater Manchester Police and the Deputy Mayor.

Police Pursuits

The committee examined the rationale and range of pursuit tactics, using a case study to illustrate the complex ethical considerations and decision-making challenges involved, particularly when such actions may pose a risk to life to the individual being pursued, the responding officer, or members of the public.

The committee also considered the potential risk associated with not initiating a pursuit. Specifically, the possibility that the individual may go on to commit an offence that poses a danger to others.

The committee highlighted a lack of clear legislation governing pursuits and recognised the nuanced judgment required in making real-time decisions.

While GMP had engaged with Independent Advisory Groups (IAGs), members recommended further dialogue with emergency service partners, such as the Fire and Rescue Service, to gather further intelligence and broader perspectives.

Additionally, the committee proposed that GMP undertake public engagement and education to improve understanding of the risks associated with pursuits and the rationale behind pursuit decisions.



Transgender Stop and Search

GMP requested the committee's input on how to ethically and lawfully conduct stop and search procedures involving transgender individuals, while updated national guidance was awaited.

Key questions considered included:

- How does GMP search people with dignity in respect of their sex or gender (which may be self-identified and fluid), and comply with the law when there is no formal guidance and society has a wide range of perspectives around the issue?
- How does GMP, as an employer, provide appropriate protections for staff to conduct or discharge their duties under the Police and Criminal Evidence Act (PACE).

Committee members emphasised the importance of ensuring that people are treated with dignity and respect and that this should include showing empathy and compassion to members of the public as well as allowing officers to perform their duties in a supportive and inclusive manner.

Recognising the complexity surrounding this issue, and wider public debate on sex and gender, committee members highlighted the importance of language, and the difficult position officers may find themselves in without further clarity from government and the National Police Chiefs' Council. In the absence of any form of guidance nationally or internally within GMP, members were concerned it would be difficult to protect officers and manage the risk to them. PACE was proposed as a potential starting point because it already offers some guidance around Stop and Search.

Further recommendations included:

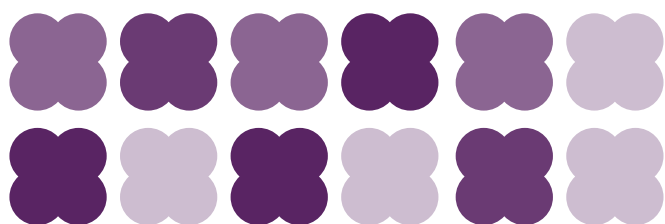
- The use of a decision-making framework, such as a decision tree, to support consistent practice.
- Developing an internal knowledge hub with a helpline for officers
- Engagement with the GMCA LGBTQ+ Equalities Panel
- Training officers on documentation and risk mitigation
- Ensuring that searches are conducted in a manner that is both lawful and aligned with ethical and equality considerations

NOTE:

The Ethics Committee considered this subject before the UK Supreme Court delivered a ruling on transgender rights on 16 April 2025

whereby the court decided that under the Equality Act 2010, the terms "woman" and "sex" refer exclusively to biological sex at birth.

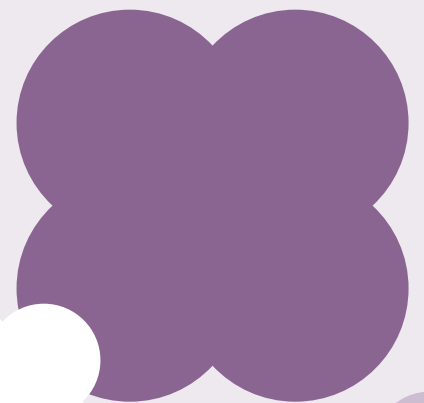
The ruling has raised substantial concerns across communities about its implications for the legal status and rights of Transgender people in various settings. Whilst the court acknowledged that transgender individuals are still protected from discrimination under the characteristic of "gender reassignment" in the Equality Act, this protection may not extend as broadly as previously understood and the Ethics Committee may review its recommendations in light of this ruling.



What is the Police and Criminal Evidence Act 1984 (PACE)

The Police and Criminal Evidence Act 1984 (PACE) is an act of Parliament which instituted a legislative framework for the powers of police officers in England and Wales to combat crime, and provided codes of practice for the exercise of those powers. The aim of PACE is to establish a balance between the powers of the police in England and Wales and the rights and freedoms of the public.

PACE also sets out responsibilities and powers that can be utilised by non-sworn members of the Police such as Police Community Support Officers (PCSO's), by members of the public or other government agencies.



Change of use of Clean Air Zone Cameras

The committee reviewed GMP's proposal to repurpose already available Clean Air Zone ANPR (Automatic Number Plate Recognition) cameras for law enforcement purposes, following the decision not to implement a charging scheme in Greater Manchester.

While recognising the importance of utilising public assets efficiently to maximise value for money for taxpayers, the committee also raised concerns around transparency and public perception. Members noted the potential for the public to view this as "surveillance by stealth," given that the original intent of the cameras was not for policing.

Recommendations included:

- Public consultation to determine acceptable uses for the technology
- Communicating the public safety benefits of enhanced ANPR coverage
- A clear, transparent policy to balance privacy concerns with public protection

The committee also acknowledged the ethical risks of not using available technology that could prevent crime or save lives.

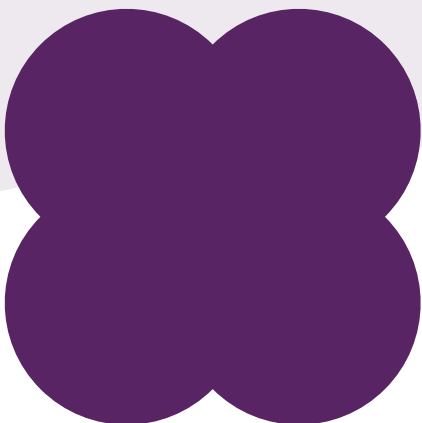
Dispersal Orders

Following the use of a dispersal order at the Manchester Christmas Markets in December 2024, the committee reviewed GMP's use of Dispersal Orders. It found no evidence of excessive application compared to other forces. However, it recommended a more detailed review of potential disproportionality in their use across different districts and communities.

Members recommended the following:

- GMP look beyond the decision to issue an Order and review how Dispersal Orders are operationalised and implemented.
- Involve Independent Advisory Groups (IAGs) to assess proposed use of Dispersal Orders where possible and evaluate retrospective use.
- Examine bias at all levels and stages: by Commanders authorising their usage, through to supervision roles and individual officer conduct in their interactions with the public.
- Undertake an evaluation of the effectiveness and impact of Dispersal Orders. This should address whether the rationale is sufficient (balancing intelligence with the impact on human rights and the impact on community relations) and whether the objectives of the Dispersal Order were effective and achieved the desired outcome.
- Investigate root causes in areas with frequent use and explore alternative solutions.

In summary, the committee were satisfied with the overview provided by GMP but agreed that GMP should undertake their own analysis to satisfy themselves that they had an effective and consistent approach to the use of this power.



Use of Live Facial Recognition Cameras

The GM Independent Police Ethics Committee reviewed the ethical aspects of deploying Live Facial Recognition (LFR) technology in Greater Manchester. At the time of the committee's review, GMP was preparing to deploy LFR, pending final software selection and independent testing by the National Physical Laboratory (NPL) to ensure no algorithmic bias, in line with legal precedent set in *Bridges v CC South Wales Police*.

Officers briefed Members on the use of a watch list with clear criteria, including individuals wanted by courts, subject to court orders, and missing persons. This list will be refreshed daily, with manual additions allowed only in exceptional, high-risk cases with senior officer approval. A structured command model will oversee the process, with authorisation time-limited to approximately seven days.

The committee welcomed the community engagement efforts, which have focused on internal stakeholders so far, with broader public outreach planned. Transparency measures will include clear signage, public notices, and officer engagement during deployments. A recommendation was made for multilingual communications to be in place.

Officers reassured Members that nationally, no arrests have been made based on false alerts from LFR technologies since 2016, and all alerts are reviewed by trained officers. The LFR system is standalone, reducing the risk of data breaches. Concerns about image manipulation were addressed, with images predominantly sourced from traditional methods and taken in custody.

The Home Office is conducting a public consultation on whether Facial Recognition Technology (FRT) should be governed by primary legislation. In the meantime, GMP's cautious rollout mirrors the national strategy, with no plans to use third-party LFR data.

Members were satisfied with the due diligence taken so far and supportive of the technology's use within the described safeguards. They recommended sharing positive outcomes, such as LFR's success in safeguarding cases, to build public trust. The committee also raised concerns about the ethical implications of the cumulative impact of deploying LFR alongside other police tactics and hopes this will be considered by GMP.

The committee agreed to support GMP in developing Guiding Principles similar to those adopted by the Metropolitan Police.



Image courtesy of Stockport Council

Right Care, Right Person

What is Right Care, Right Person?

Right Care, Right Person (RCRP) is a national approach, coordinated through the National Police Chiefs' Council. All police forces are being asked to undertake significant analysis to better understand incoming calls, to understand what calls require a police response and, for those calls where police are not the right agency, who would be better equipped to respond. RCRP aims for police forces to work with partners including local authorities, NHS trusts and mental health agencies to improve pathways to ensure that individuals receive the right support by the right organisation, at the earliest opportunity. It is nationally recognised that over many years the police have taken on the role of other agencies, responding to more calls for service that relate to health concerns, mental health where there is no immediate risk and other social issues that would be far better addressed by the agency with the right skills, experience and training to help that person's specific need.

Under RCRP, police forces are asked to implement an accountable and consistent decision-making model to be used at the point when a call comes into the police. Using this decision-making tool will re-align deployment decisions against the core policing responsibilities. A RCRP National Partnership Agreement is in place which sets out a collective national commitment from the Home Office, Department of Health and Social Care, the National Police Chiefs' Council, Association of Police and Crime Commissioners, and NHS England to work to end the inappropriate and avoidable involvement of police in responding to incidents involving people with mental health needs. Where it is appropriate for the police to be involved in responding, this will continue to happen, but the police should only be involved for as long as is necessary, and in conjunction with health and/or social care services.

"The Greater Manchester Police Ethics Committee has been pivotal in guiding our Right Care, Right Person (RCRP) initiative with a focus on public trust, dignity, and fairness. Their oversight ensured transparency and accountability, helping us navigate complex decisions with integrity.

Their emphasis on ethical principles has helped to shape our approach, ensuring that every individual receives the appropriate support and intervention by the right agency. This has strengthened our commitment to serving the community with respect and compassion, reinforcing our role as a trusted organisation."

John-Paul Ruffle | Chief Superintendent
Head of the Prevention Branch, GMP

Case study: Right Care, Right Person (RCRP)

Independent Ethical Review of the Right Care, Right Person (RCRP)

The committee conducted an independent evaluation of Right Care, Right Person (RCRP) prior to its implementation. This review aimed to assess the ethical implications of the proposed pathway and to provide recommendations for refinement. The committee's findings were subsequently shared with the Partnership Oversight Group overseeing RCRP.

Key Ethical Considerations

The committee explored a range of ethical dimensions, including:

- **Impact on Call Handlers:** Assessing the additional responsibilities placed on call handlers and the potential implications for their wellbeing.
- **Public Expectations:** Evaluating whether the proposed pathways align with what the public reasonably expects from police services.
- **Partner Handover Processes:** Reviewing the clarity and effectiveness of handovers when external partners contact the police.
- **Public Communication:** Considering how information is conveyed to the public when calls fall outside police remit.

Members expressed concern about the pressures faced by partner organisations, which could lead to missed cases. They also raised issues around the broad categorisation of "Mental Health" within the proposal, advocating for greater recognition of **neurodiversity** and other specific needs.

Recommendations and Observations

- **Training and Capacity:** The committee emphasised the importance of comprehensive and ongoing training for all involved, and recommended that sufficient capacity be maintained to support this.
- **Engagement with Equality Panels:** It was advised that the **Greater Manchester Equality Panels** be consulted to ensure the pathways are inclusive and equitable.
- **Site Visit and Feedback:** Members visited the **Police Force Command Centre** to observe the call handling process. They provided positive feedback on the professionalism and dedication of front-line officers.
- **Wellbeing Protocol:** The committee recommended that the wellbeing of call handlers remain a central consideration, and proposed the development of a protocol to monitor the impact of RCRP on this team.

Local-Level Considerations

While the committee acknowledged the value of reviewing processes at a Greater Manchester-wide level, they stressed the importance of understanding how the pathway functions at a **local and district level**. They advised that the final evaluation should reflect these micro-level experiences.

Ongoing Work

The committee remains concerned about individuals who may not follow up on referrals and subsequently fall out of the system. To address this, the committee is:

- Developing a survey in collaboration with partners to assess the impact of RCRP on service users and partner organisations.
- Planning a follow-up visit to the Force Command Centre to engage directly with the call handling team and evaluate how RCRP has been embedded post-implementation.



The GMP Internal Ethics Committee

Greater Manchester Police have an Internal Ethics Committee. The committee consists of officers and staff from across all Departments and Branches, who come together to discuss ethical dilemmas. The committee meets quarterly and will discuss any issue referred to it by colleagues, Chief Officers, or identified as current issues worthy of debate from an ethical viewpoint.

All members are volunteers, and are asked to commit to attending 4 meetings a year, and contribute to the discussions.

The committee seeks to provide insight and pose questions to those raising a particular ethical issue to help inform thinking. The committee also has a route to the force leadership team so that its insight and considerations can be considered at the very highest level of the organisation.

Recent issues that have been considered by the Internal Ethics Committee range

from the use of Artificial Intelligence in Policing, the issues raised within the HMICFRS Activism and Impartiality thematic report, and issues arising from Employment Tribunals.

There is a link between GMP's Internal Ethics Committee and the Independent Police Ethics Committee, with a standing agenda item for the chair of GMPs committee to provide an overview of recent activity at Independent Ethics Committee meetings. This also presents an opportunity for ethical issues to be referred across both committees for wider consideration.

The Internal Ethics Committee has increased its membership this year, with ambition to use members as champions for ethical thinking across the organisation, and support the wider embedding of the police Code of Ethics into Greater Manchester Police.



Forward Look

Tracking Progress and Demonstrating Impact

The committee will maintain its robust framework to track progress and demonstrate impact. This will involve regular reviews of feedback from the public, GMP, and partners to ensure that ethical guidelines are continuously supported and GMP policies remain up-to-date, relevant, and aligned with the College of Policing's Code of Ethics.

Feedback Gathering:

- **Public Engagement:** The committee encourages the public to actively participate in surveys, community forums, and public consultations undertaken by the Greater Manchester Combined Authority. Your proactive involvement will help us better understand public concerns and perceptions regarding policing practices and the use of technology.
- **GMP Collaboration:** Regular meetings and workshops with GMP leadership and employees will be held to discuss ethical issues and gather insights on the implementation of policies and practices.
- **Partner Involvement:** Collaboration with Greater Manchester stakeholders, equality panels, and other relevant partners will ensure a comprehensive approach to ethical considerations. Feedback from these groups will be crucial in refining and improving the committee's recommendations.

Reflective Practice and Improvement:

- **Continuous Monitoring:** The committee will keep itself informed of developing trends in ethical matters related to policing. This will allow for a holistic approach in supporting GMP with addressing ethical considerations and advising the Deputy Mayor.
- **Work Plan Review:** The current work plan, which includes items on police custody, ethical issues emerging from GMP's Net Zero target strategy, the use of non-disclosure agreements, and refusals of subject access requests, will be regularly reviewed and updated based on feedback and emerging trends.
- **Technology and AI:** The committee will remain vigilant regarding the growth of artificial intelligence and technology, ensuring that ethical issues arising from these advances are thoroughly considered and addressed.

By fostering a culture of accountability and promoting ethical awareness, the committee aims to strengthen the ethical frameworks within GMP, ensuring that policing practices are fair, transparent, and aligned with the highest standards of ethics.

Looking ahead, the committee is committed to deepening its connection with communities across Greater Manchester by ensuring they are not just heard, but actively involved in shaping our work. We recognise that ethical policing must be rooted in the lived experiences and concerns of the public, and we would like to work with the public to embed community voices more directly into our decision-making.

Independent Advisory Groups (IAGs) remain a vital source of community insight, and we will engage with them to better reflect the diversity of perspectives across Greater Manchester.

As a direct outcome of the committee's review into the repurposing of Clean Air Zone cameras, members' queries and reflections have informed the development of a set of public consultation questions. This demonstrates the potential impact of the committee's work, where recommendations can influence changes in policy, practice, and public engagement.



We want to hear from you

How to Get Involved:

Raise a Concern

Email us at: ethics.committee@greatermanchester-ca.gov.uk.

Suggest a Topic

Help us identify ethical dilemmas or issues that should be explored.

Apply to Join

Contribute to ethical policing by serving a two-year term on the committee. Follow the link to download the **Committee Applicant pack**

Stay Informed

Visit our website for updates, publications, and opportunities to engage.

