



Devon and Cornwall Police Ethics Committee

Meeting held on Tuesday 26 May 2026

Via Teams and commenced 11.00am

Attendance

Mike Stamp (Director of Legal, Reputation and Risk) (Chair)
Ruth Lee (Police Constable, Diverse Communities Team)
Simon Pimley (Deputy Force Operational Security Officer)
Clive Harfield (Independent Advisor)
Tracey Bolt (Specialist Support Coordinator)

Guy Blackford (Chief Inspector, Review and Inspections)
Teresa Berridge (Corporate Equality and Diversity, and Human Rights Officer)
Charles Jagger
(GMB Branch Secretary)
Eve Salthouse (Independent Advisor)

Guests

Rob Byers (Chief Inspector, Operations and Events Planning) (for minute reference 03/26/19a)
Becca Turner (Prevention Strategic Coordinator) (for minute reference 03/26/19c)
Rev'd Aran Richardson (Force Chaplain) (for minute reference 03/26/19a)

Dan Mountain (Operational Communication Senior Manager) (for minute reference 03/26/19b)
Stephen Cotterell (Local Resilience Forum Support Officer) (for minute reference 03/26/19a)

Apologies

Ryan Doyle (Superintendent, Local Policing, East and Mid Devon)
Ian Thompson (Superintendent, Local Policing West Cornwall)
Daniel Tamblyn (Chief Inspector, Performance and Innovation)
Johanna Shields (Chief Inspector, Review and Inspections)
Adele Pritchard (Inspector, Alliance Firearms Team)
Rupert Engley (Inspector, Intelligence Manager)
Harriet Harper (Sergeant, Neighbourhood Team Leader)
Samuel Davies (Patrol Sergeant)
Benjamin Chadwick
(Neighbourhood Beat Manager)
Beth Holmes (HR Manager, Corporate Support)

Alex Doughty (Superintendent, Alliance Professional Standards Department)
Robin Wheeler
(Head of Finance)
Pete Thomas (Chief Inspector, Criminal Justice Review Implementation)
Sarah Price
(Geographic Support Inspector)
Emma Fox (Inspector, Criminal Justice, Custody and ID)
Lucy Skinner (Inspector, Vulnerability Coordinator, SWROCU)
Gary Bunn (COG Specialist Support Officer, Immigration and Asylum)
Jonathan Ross (Federation Sergeant)
Sophie Hanson (Detective Constable, Public Protection Unit Local Safeguarding Investigation Team)
Steve Brownlow (Force Operational Security Officer)

Oliver Marks (Alliance Information Assurance
Manager and Accreditor)
Layla Astley (Senior Category Buyer)
Ann Reddrop (Independent Advisor)

Louise Saxon
(Senior Force Legal Advisor)
Tee Sliwinska (Independent Advisor)
Morgan Witzel (Independent Advisor)

03/26/14 Opening and Declaration of Interests [FOIA Open]

Mike Stamp opened the meeting, welcoming members, guests, and noting apologies. There were no declarations of interest, equality or Health and Safety concerns raised.

03/26/15 Minutes from previous meeting 24 March 2026 [FOIA Open]

The minutes of the previous meeting held on Tuesday 24 March 2026 were agreed as a true and accurate record.

03/26/16 Action Log [FOIA Open]

- a. **Action 267 Policy and Procedure reviews due within the next three to four months (24.06.2026 to 23.07.2026) - Policy Owners (previous minute reference 02/26/12)**
Policies had been identified that contained potential ethical dilemmas. These would be listed for discussion at the 28 July 2026 Ethics Committee.
Action closed.

Eve Salthouse joined the meeting.

- b. **Action 268 Policy and Procedure reviews due within the next three to four months (24.06.2026 to 23.07.2026) – Independent Advisors (previous minute reference 02/26/12)**
Engagement had taken place between the Equality, Diversity and Inclusion (EDI) Team and the Policy Team. The EDI team would review all policies for any potential ethical issues.
Action closed.
- c. **Action 269 Policy and Procedure reviews due within the next three to four months (24.06.2026 to 23.07.2026) -Discussions (previous minute reference 02/26/12)**
Policy owners had been contacted to review all relevant policies to identify any ethical areas for discussion.
Action closed.
- d. **Action 270 Policy and Procedure reviews due within the next three to four months (24.06.2026 to 23.07.2026) -Policy Owner Invites (previous minute reference 02/26/12)**

The Specialist Support Hub would invite the relevant Policy owners to an appropriate Ethics Committee.

Action closed.

Simon Pimley joined the meeting.

- e. **Action 271 Dilemma for discussion – Publishing Information about a Suspects Ethnicity and Nationality in high profile or sensitive cases -National Ethics Committee (previous minute reference 02/26/13)**

Discussion held at minute reference 03/26/19b.

Action closed.

- f. **Action 272 Dilemma for discussion – Publishing Information about a Suspects Ethnicity and Nationality in high profile or sensitive cases -National Ethics Committee (previous minute reference 02/26/13)**

Contact had been made with the National Ethical Committee and a response was awaited.

Action closed.

Rob Byers and Stephen Cotterell joined the meeting.

03/26/17 Annual Review of Terms of Reference [FOIA Open]

Members received and noted the revised Ethics Committee Terms of Reference (ToR), presented by Mike Stamp. The following amendment was proposed:

- Standing Membership, fourth bullet point would read ‘...outside the organisation, which would include members from an academic background ...’

The Committee approved:

1. The revised Ethics Committee ToRs with the proposed amendment to the standing membership.

03/26/18 Urgent Ethical Dilemmas [FOIA Open]

No urgent ethical dilemmas were raised.

03/26/19 Dilemmas for Discussion [FOIA Open unless exemption specified below]

a. Rapid Relief Team

Rob Byers presented the Rapid Relief Team (RRT) dilemma, which queried whether it was ethical, for the Force, to continue to receive support and work with the RRT due to the links with the Plymouth Brethren Christian Church (PBCC).

The RRT were a voluntary organisation and registered charity which provided logistical and welfare support internationally. The support provided to Devon and Cornwall Police (DCP), was by providing catering facilities over 365 days a year during operational incidents, when DCP responded to major incidents across the two counties. The RRT also provided support to the Local Resilience Forum (LRF) during similar incidents. It was acknowledged that DCP and the LRF had separate Memorandums of Understanding (MoU) to work with the RRT. The MoU outlined specific levels of behaviour where, whilst deployed, RRT staff would not promote any aims or objectives in relation to views around Christian beliefs.

The RRT were founded by the PBCC which was an international organisation deeply rooted in the Christian faith. The organisation was regarded by some as being extremely conservative/strict, and allegations had been made about cases of misogyny and sexism. It was also noted the underrepresentation of women within the higher levels of the PBCC.

The National Police Chiefs Council Chief Chaplain had produced a report following concerns raised about the PBCC. The report detailed a clear separation between the PBCC and the RRT, although the decision to continue an affiliation with the RRT was delegated to each force.

[This paragraph has been redacted under Freedom of Information Act 2000 s.21]

The RRT supported the April 2026 National Response to Policing week, and, as a result, concerns had been expressed on the Forces Intranet site, regarding the use of RRT during the DCP week of action due to the links with the PBCC. Concerns had also been raised from members of the Lesbian, Gay, Bisexual and Transgender (LGBTQ+) community and members of other faiths.

Members noted that if the PBCC folded the RRT would not exist as both were intricately linked. There were alternative suppliers that could be used, but the concern was they would not be as expedient in their mobilisation during a major incident.

Rev'd Aran Richardson joined the meeting.

A discussion took place where it was recognised the PBCC were highly active politically in Australia. It was noted the PBCC were active in the United Kingdom (UK) but intimidation issues were not as common in the UK as had been displayed in Australia.

Mike Stamp provided a summary, noting the dilemma presented was to discuss the links between the RRT and the PBCC. The concerns raised were in regard to the PBCC being a very conservative and strict organisation, having misogynistic views, and their views about other beliefs and the

LGBTQ+ community. Staff had indicated via the Rumour Mill that they were not comfortable to receive support from RRT due to the links with the PBCC.

It was accepted that there were unanimous concerns from the Ethics Committee in regard to the links with the RRT and the PBCC. If the Force decided to remove the support of the RRT careful consideration would be required as to how this was communicated.

It was recognised that what caused more concern was the sponsorship from the DCP that was displayed on the RRT website, and it was agreed this needed to be addressed as soon as practicable.

Dan Mountain joined the meeting.

Rev'd Aran Richardson proposed, as an alternative to the RRT, the Citizens in Policing and Chaplaincy Team who could provide an in-house approach to provide catering support to the frontline during major incidents. It was agreed he would discuss this with Rob Byers outside of the meeting.

During discussion the following actions were created:

1. Concerns were raised about the RRT website as it displayed the DCP crest as a sponsor of the organisation. It was agreed the sponsorship element needed to be addressed in a separate dilemma and Rob Byers was invited to submit another dilemma to the Committee should he consider that necessary.

For Action by: Rob Byers

2. Rob Byers would inform the Assistant Chief Constable, Local Policing of the outcome of the discussions held at the 26 May 2026 Ethics Committee in regard to the dilemma and the concerns raised in connection with the Forces relationship with RRT and the links with the PBCC.

For action by: Rob Byers

Rev'd Aran Richardson left the meeting.

b. Guidance re Disclosure of Ethnicity and Nationality

Rob Byers left the meeting.

Mike Stamp and Dan Mountain presented the revised Decision Making Form (Community Impact and Risk Focused) in regard to Providing the Ethnicity and/or Nationality of a Person on Charge.

Stephen Cotterell left the meeting.

The guidance provided by the NPCC in relation to the disclosure of ethnicity and nationality of a suspect involved in/charged with high harm offences, was now part of formal Approved Police Practice (APP). It was accepted the guidance had been used informally within the Force, and as a result the form had been revised, and now outlined details of the specific offences covered by the guidance. The form also provided a level of legitimacy of discussions prior to disclosure and details of community impact assessments that would be undertaken if required.

The revised Disclosure of Ethnicity and/or Nationality of a Person on Charge form would require sign off from the Deputy Chief Constable prior to formal use.

Dan Mountain would provide an update to the 24 November 2026 Ethics Committee as to the usage of the Disclosure of Ethnicity and/or Nationality of a Person on Charge form to establish whether further revisions were necessary at that stage.

For action by: Dan Mountain

Dan Mountain left the meeting, and Becca Turner joined the meeting.

c. Letter of Comfort for Drug and Alcohol Treatment provision

Becca Turner presented the Letter of Comfort (LoC) for the Drug and Alcohol Services dilemma, and it was noted the LoC had been in place since October 2022. Due to the change in Government and the societal and political environment having changed, a level of due diligence was required to understand whether it was still ethical and proportionate to continue to issue LoCs to the Drugs and Alcohol Service partners to prevent them from being prosecuted for assisting those struggling with drug issues.

In October 2025, following the change in Government, the DCP had received a letter from the Home Office reminding forces that the consumption of crack was illegal and the undertaking of LoC pilots in areas would not be condoned. Discussions had taken place with the Executive to ensure the previously issued LoCs were still appropriate for partner agencies, and the Legal Department had also confirmed there were no changes in legislation that would affect the LoCs.

The Outreach Teams from the Drug and Alcohol Services worked in areas where crack use was prevalent, and the Teams offered the use of safer inhalation devices to users under monitored supervision. This approach had seen an increase in people seeking treatment from partner agencies and had also seen a decrease in burns, fires and needle disposal in public areas.

Members were reassured that the NPCC were supportive of the LoCs within proportionate circumstances, and partner agencies would not be prosecuted for the use of safer inhalation devices if in receipt of a LoC.

Ruth Lee left the meeting.

Concerns were raised about the reputational risk for the Force. It was acknowledged that effective communication would be required and the benefits would need to be clearly articulated.

Mike Stamp provided a summary of the discussions, acknowledging the benefits the LoCs brought for partner agencies. It was noted the unanimity from the Committee for the continued support of the LoCs, and the links it would bring with the new neighbourhood guidance.

Becca Turner would inform the Assistant Chief Constable, Vulnerability and Crime of the outcome of the discussions held at the 26 May 2026 Ethics Committee in regard to the LoCs.

For action by: **Becca Turner**
Action discharged

Becca Turner left the meeting.

03/26/20 Summary of Actions [FOIA Open]

Tracey Bolt provided members with a summary of the actions created at the meeting.

Date, Time, and Location of Next Meeting

There being no other business the meeting closed at 12.54pm. The next Ethics Committee meeting will be held on Wednesday 23 June 2026, commencing at 10.00pm via Microsoft Teams.