



Terms of Reference

V3.0 (Updated August 2025)

Independent Ethics Advisor Board (IEAB)

The York and North Yorkshire Mayor, Deputy Mayor for Policing, Fire and Crime and the Chief Constable of North Yorkshire Police wish to embed an ethical culture within North Yorkshire Police (NYP), where integrity, impartiality, transparency, and public service are at the core of all decisions and actions.

The Mayor, Deputy Mayor and Chief Constable recognise that police legitimacy comes from transparent, honest, fair and respectful treatment of the public. To enhance public trust and confidence in North Yorkshire Police requires every officer and member of staff to consider their ethical behaviour in every interaction.

The Mayor, Deputy Mayor and Chief Constable also recognise that an ethical climate across the organisation helps to create a motivated, inclusive workforce who feel valued and aspire to our values, and who feel respected by the organisation and recognise fair organisational justice.

The Code of Ethics forms a central part of policing's approach to ethical behaviour. However, the Mayor, Deputy Mayor and Chief Constable acknowledge that to truly embed ethics at the heart of every decision and action requires a step change for every individual and for the organisation.

The Independent Ethics Advisory Board will provide guidance, support and challenge to the Mayor, Deputy Mayor and Chief Constable as they seek to develop the organisation in this way. They will help resolve ethical dilemmas and provide advice where standards may not meet the ambition or where organisational blindness overlooks unethical practice.

Purpose

The Independent Ethics Advisory Board will provide independent advice to the Mayor, Deputy Mayor and Chief Constable regarding ethical issues and for enhancing trust and confidence in the ethical governance and actions of the organisation.

The Board will support the Mayor, Deputy Mayor and Chief Constable to:

- Promote the highest standards of ethical conduct.
- Help resolve ethical dilemmas.
- Embed ethics in everyday decisions and actions.
- Provide a focus for education into ethical issues.
- Provide an independent source of support and challenge to others.
- Ensure compliance with organisational values and Code of Ethics.

Board Responsibilities

The Board will advise and support the Mayor, Deputy Mayor and Chief Constable in ensuring the highest standard of professional ethics are adhered to within policing services in North Yorkshire. As an independent body, they will help assess ethical dilemmas and contentious matters referred to the Board, bringing insightful perspectives and experiences from diverse backgrounds and professions to support decision-making. The Board will act as a 'critical friend' to decision makers but will not be a decision maker in its own right.

Remit

Board will provide guidance, support and challenge on the following matters.

Policy and Procedure

- Provide advice to those engaged in the development or review of policing policy and
- procedure to ensure high ethical standards and integrity.
- Ensure policy & procedure reflects the stated values & Code of Ethics of the police service.
- Take referrals from the Deputy Mayor's other Independent Scrutiny Panels for matters of ethical consideration.

Decision Making

- Scrutinise the ethical decision making of others.
- Provide support to decision makers on ethical decisions.

Leadership

- Review the ethical standards expected of all leaders to embed an ethical culture where integrity, impartiality, transparency and public service are at the core of all decisions and actions.
- Support and challenge the ethical conduct of leaders to ensure high ethical standards and integrity.

Culture

- Review organisational values to ensure they reflect best practice and embed an ambitious ethical standard.
- Support and advise on the development, adoption and embedding of value-based action and decision making throughout the force.
- Ensure the Code of Ethics and Service values support the diverse nature of the policing environment.

Conduct

- Provide support to ensure that investigations are conducted ethically and in compliance with relevant process and force values and Code of Ethics.
- Consider potential ethical conflict in relation to matters such as procurement, hospitality, allowances/expenses and personal association.

People

- Ethical issues arising from staff performance in upholding the values of the force and police service.
- Provide advice relating to inter-personal relations, for example behaviour that may fall short of the conduct threshold but indicate a failure to afford an individual dignity or equality in treatment.

Framework

These Terms of Reference will constitute the framework for the Independent Ethics Advisory Board and will be reviewed by the Board annually.

Membership

- An Independent Chair
- Three lay members with appropriate expertise and/or experience
- An NYP Chief Officer
- The NYP Lead on Code of Ethics
- The NYP Lead on Leadership
- York & North Yorkshire Combined Authority (YNYCA) Monitoring Officer (or nominated deputy)
- Head of Public Confidence and Governance - YNYCA
- Public Inclusivity Manager – YNYCA
- Subject matter experts as required

From time-to-time other members may be invited by the Chair as required by the Board.

- The panel should seek inclusive and diverse membership.
- Membership is voluntary.

Chairing and Administrative Arrangements

- The Chair will be an independent member of the public appointed by the Mayor/Deputy Mayor in conjunction with the Chief Constable.
- The YNYCA will provide secretarial support and ensure appropriate arrangements are made for each meeting.
- The Independent Chair will set the agenda in conjunction with the Head of Public Confidence & Assurance YNYCA.
- The Chair will manage the agenda and meeting, facilitate discussions in the meetings, particularly where there may be conflicting views between members, and ensure that they are timely and effective.
- The Chair may request reports and briefings be provided by NYP or the YNYCA to the Board as relevant to their work.
- The Chair will be required to compile an annual report of the Panel's business and recommendations. This will be delivered to the Deputy Mayor and Chief Constable.

Meetings

- The Board will meet quarterly with dates of meeting planned at least 12 months in advance.
- A meeting will be quorate with a minimum of three lay members (inclusive of the Chair), one NYP representative and one YNYCA member
- Board papers will be requested 21 calendar days before the meeting to be submitted 7 calendar days before the meeting
- Board papers will be circulated no less than five working days in advance of the meeting.
- A record of meetings will be made and published.
- Members must declare any conflict of interest at the start of each meeting or as it may arise during the meeting.