

**OFFICE OF THE POLICE AND CRIME COMMISSIONER  
FOR HUMBERSIDE  
DECISION RECORD**

Decision Record Number **DR42/2025**

Title **Extending the term of the Ethics and Scrutiny Board Chairperson**

**Executive Summary:**

Our Ethics and Scrutiny board aim to objectively explore ethical issues and matters raised by Scrutiny Group volunteers, in depth and from multiple perspectives, with the purpose of generating genuine and positive organisational learning, informing police and OPCC (Office of the Police and Crime Commissioner) policy and priorities, challenging things when appropriate and creating openness and transparency.

Zoe Taylor took up the role of Chair of the Ethics & Scrutiny Board on 01/06/23 after a successful application and interview process. Her appointment has brought significant positive changes to the board.

Considering Zoe Taylor's significant contributions and achievements during her term as Chair of the Ethics & Scrutiny Board, it is recommended that her term be extended for an additional year. This recommendation is in accordance with the clause in her chair agreement, which allows the OPCC to request Zoe to continue as Chair into a third year.

**Decision of the PCC**

Approve the extension of the current Chairperson Zoe Taylor for another year.

**Background Report: Open**

**Police and Crime Commissioner for Humberside**

I confirm I have considered whether I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with my code of conduct.

Any such interests are recorded below.

The above decision has my approval.

**Signature**



**Date 04/08/2025**

**POLICE AND CRIME COMMISSIONER  
FOR HUMBERSIDE**

**SUBMISSION FOR: DECISION**

**OPEN**

**Title: Extending the term of the Ethics and Scrutiny Board Chairperson**

**Date: 24/06/2025**

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**1. Executive Summary**

Our Ethics and Scrutiny board aim to objectively explore ethical issues and matters raised by Scrutiny Group volunteers, in depth and from multiple perspectives, with the purpose of generating genuine and positive organisational learning, informing police and OPCC (Office of the Police and Crime Commissioner) policy and priorities, challenging things when appropriate and creating openness and transparency.

Zoe Taylor took up the role of Chair of the Ethics & Scrutiny Board on 01/06/23 after a successful application and interview process. Her appointment has brought significant positive changes to the board.

**2. Recommendation**

Considering Zoe Taylor's significant contributions and achievements during her term as Chair of the Ethics & Scrutiny Board, it is recommended that her term be extended for an additional year. This recommendation is in accordance with the clause in her chair agreement, which allows the OPCC to request Zoe to continue as Chair into a third year

**3. Background**

The aim of the board is to objectively explore ethical issues and matters raised by Scrutiny Group volunteers, in depth and from multiple perspectives, with the purpose of generating genuine and positive organisational learning, informing police and OPCC (Office of the Police and Crime Commissioner) policy and priorities, challenging things when appropriate and creating openness and transparency.

The Board is the overall 'home' for OPCC scrutiny activity. Findings from the OPCC Scrutiny Groups and reports are considered at the Board and provide a central focus for the OPCC. The Board is responsible for delivery of the OPCC scrutiny work programme and decide how certain scrutiny activities should be completed, setting the terms of reference for any specific pieces of work. Their role is to provide specialist and independent scrutiny findings and recommendations directly to the PCC.

Zoe Taylor took up the role of Chair of the Ethics & Scrutiny Board on 01/06/23 after a successful application and interview process. Her appointment has brought significant positive changes to the board.

During her term as Chair, Zoe Taylor has achieved several milestones that have greatly benefited the OPCC Humberside, Humberside Police and in turn the local community:

- The Hate Crime Open Victim Survey, making us the only PCC's office that runs such a survey in the UK. This survey is key in understanding the victim's voice. We are also looking to create a similar survey for victims of DA & VAWG.
- During her term, she has presided and assisted with in the introduction of two new independent scrutiny panels. The Domestic Abuse and Violence against girls' scrutiny panel, and the Independent Custody Scrutiny Panel. These panels have influenced policy changes and re-investigations within Humberside Police.
- Her contacts have enabled our office to form a link with the Salvation Army, benefiting a project which is underway. This project will look at recycling clothing from Police custody which is currently disposed of through landfill.
- OPCC Volunteer numbers have been at the highest level the organization have had. We now manage almost 70 volunteers across our panels and independent schemes.
- Improved attendance and more significant attendance at board meetings, including a direct input from PSD on a quarterly basis. We now also have our Vice Chair attend the board for further resilience.

#### **4. Options**

- 1) Extend as suggested by 12 months.
- 2) Start the application and recruitment process for a new chair.

#### **5. Financial Implications**

There will be no additional costs in extending the term. An existing chair or newly appointed chair will receive an annual bursary payment of £3600 pa.

#### **6. Legal Implications**

None to consider

#### **7. Driver for Change/Contribution to Delivery of the Police and Crime Plan**

Given the significant changes and achievements in the past 2 years, I believe that consistency in this role is crucial. Our scrutiny panels have often been seen as best practice nationally, and the role of Zoe Taylor can not be downplayed. Ensuring we are effectively engaging with communities and being a voice for the public to hold Humberside Police to account is crucial in achieving the goals of our Police and Crime Plan.

#### **8. Equalities Implications**

Extending the Ethics and Scrutiny Chair's term by 12 months would support continuity and stability, but must be assessed for fairness, transparency, and equal opportunity implications. We believe this is the right choice to make and helps us

serve our communities better through the board and actions that take place from the meetings.

**9. Consultation**

We asked Zoe Taylor for comment, with the following being said –

I'm incredibly grateful for the thoughtful comments in this report. It has been an absolute privilege to serve as Chair of the Ethics & Scrutiny Board, and I've been consistently inspired by the dedication, knowledge, and integrity of those I've had the pleasure to work alongside.

The strength of this role lies in the people around me - colleagues, volunteers, and professionals who are not only deeply committed to ethical policing and transparency but who also bring an impressive depth of expertise and lived experience to every discussion. Their support, encouragement, and insights have shaped my own learning and outlook in ways I couldn't have anticipated. I've grown to relish the role and the unique challenges we face – from topical national agendas to local issues, and ever-expanding modern policing methods.

I'm excited at the prospect of continuing this work, and I genuinely hope to remain a part of it for a long time to come. I can't actually believe it's been two years; I still feel like we are just getting started and have so much more still to come!

Thank you again for the opportunity and support—it means a great deal.

*Zoe Taylor*  
*Chair, Ethics & Scrutiny Board*

I have also discussed this extension with Paul Wainwright, The Head of Assurance & Statutory duties. Paul is also happy with the decision to extend the term.

**10. Media information**

Nothing to consider

**11. Background documents**

Nothing in addition

**12. Publication**

Open

**13. DPIA considered**

Nothing to consider regarding Data Protection