

**OFFICE OF POLICE AND CRIME COMMISSIONER**

<b>LEAD CHIEF OFFICER:</b>	Siân Curley, Chief of Staff				
<b>TITLE:</b>	Code of Ethics Update				
<b>DATE:</b>	20 <sup>th</sup> July 2016				
<b>TIMING:</b>	Normal				
<b>PURPOSE:</b>	For monitoring				
<b>1.</b>	<b><u>RECOMMENDATION</u></b> That the Commissioner notes the contents of the report.				
<b>2.</b>	<b><u>INTRODUCTION &amp; BACKGROUND</u></b> In July 2014, the College of Policing published the Code of Ethics as a code of practice under section 39A of the Police Act 1996 (as amended by section 124 of the Anti-Social, Crime and Policing Act 2014).  The Code of Ethics sets out the principles and standards of behaviour that will promote, reinforce and support the highest standards from everyone who works in policing. It also has a preventative role in that it requires everyone in policing to prevent unprofessional conduct by questioning behaviour which falls below expected standards. Additionally, it supports reporting or taking action against such behaviour.  The main components of the Code are sets of principles and standards of professional behaviour. <table border="0"><tr><td><b>Policing principles</b></td><td><b>Standards of professional behaviour</b></td></tr><tr><td><ul style="list-style-type: none"><li>• Accountability</li><li>• Fairness</li><li>• Honesty</li><li>• Integrity</li><li>• Leadership</li><li>• Objectivity</li><li>• Openness</li><li>• Respect</li><li>• Selflessness</li></ul></td><td><ul style="list-style-type: none"><li>• Honesty and integrity</li><li>• Authority, respect and courtesy</li><li>• Equality and diversity</li><li>• Use of force</li><li>• Orders and instructions</li><li>• Duties and responsibilities</li><li>• Confidentiality</li><li>• Fitness for work</li><li>• Conduct</li><li>• Challenging and reporting improper conduct</li></ul></td></tr></table> The nine policing principles originate from the 'Principles of Public Life' (the Nolan principles) published by the Committee on Standards in Public Life in 1995. The Code adds the principles of fairness and respect because of their importance to the public.	<b>Policing principles</b>	<b>Standards of professional behaviour</b>	<ul style="list-style-type: none"><li>• Accountability</li><li>• Fairness</li><li>• Honesty</li><li>• Integrity</li><li>• Leadership</li><li>• Objectivity</li><li>• Openness</li><li>• Respect</li><li>• Selflessness</li></ul>	<ul style="list-style-type: none"><li>• Honesty and integrity</li><li>• Authority, respect and courtesy</li><li>• Equality and diversity</li><li>• Use of force</li><li>• Orders and instructions</li><li>• Duties and responsibilities</li><li>• Confidentiality</li><li>• Fitness for work</li><li>• Conduct</li><li>• Challenging and reporting improper conduct</li></ul>
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The Code of Ethics relates specifically to chief officers in the discharge of their functions with a requirement to:

- show by personal example how the principles and standards in this Code apply
- promote, support and reinforce ethical behaviour at all times
- show moral courage to do the right thing even in the face of criticism
- be consistent in what they do and say
- promote openness and transparency within policing and to the public
- promote fairness and equality in the workplace
- create and maintain an environment where you encourage challenge and feedback
- be flexible and willing to change a course of action if necessary.

Chief officers are required to embed the Code within the day-to-day work and training undertaken by the force. However, each individual within the force, whether police officer or staff, is responsible for their own professional behaviour and understanding of the contents of the Code.

**3. ISSUES FOR CONSIDERATION**

The Police and Crime Commissioner is responsible for holding the Chief Constable to account for embedding the Code of Ethics within the force.

To demonstrate their commitment, both the previous Commissioner and the Chief Constable formally signed-up to the Code whereupon it was placed as a central tenet alongside the force's existing values of 'Trusted', 'Fair', 'Professional', and 'Responsive'.

An established Ethics Committee provides assurance, advice and comment upon other ethical issues, including governance and operational issues, on which the Chief Constable would like their consideration. Membership is comprised of appropriately skilled volunteers, some of whom form part of the force's Independent Advisory Group (IAG). The Committee is required to adhere to the Nolan principles and good governance principles.

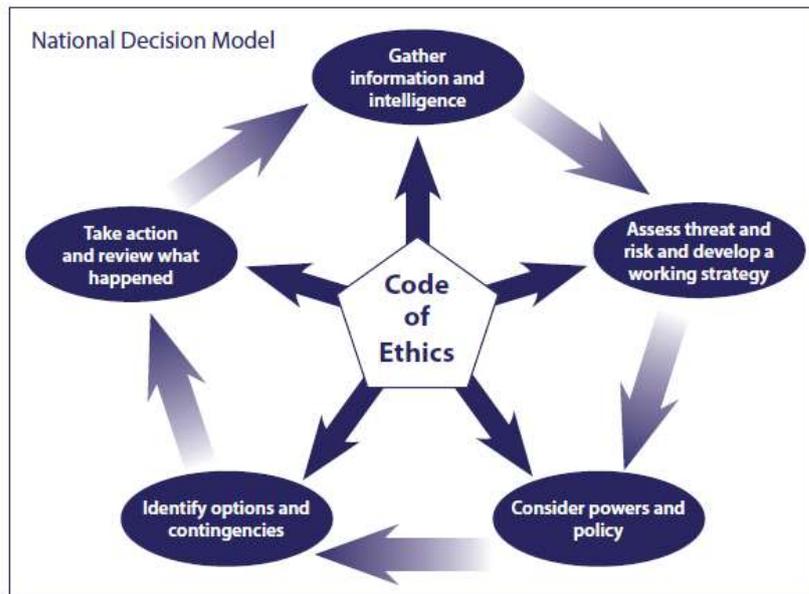
In addition, there is a standing invitation for representatives of the Office of the Police and Crime Commissioner (OPCC) to attend Supervisor briefings run by the Deputy Chief Constable and the Head of the Professional Standards Department. The briefings include sessions on ethics-related issues and form part of the force's rolling training programme. Briefings have been attended by the Chief of Staff and the former Deputy Police and Crime Commissioner, alongside the Commissioner of the Independent Police Complaints Commission in Wales (IPCC).

The Code of Ethics is used by the force, alongside the relevant regulations, policies or guidance, when dealing with complaints and disciplinary issues.

The Code provides general guidance on how behaviour that does not uphold policing principles or meet expected standards should be handled. The standards of professional behaviour require all individuals to take full responsibility for, and be prepared to, explain and justify their actions and decisions. It also places responsibilities on and empowers supervisors to act appropriately should any behaviour fall below the standards in the Code.

Staff are regularly reminded of their obligations under the Code by way of internal communication. The intranet 'Home' page displays a link to the College of Policing Code of Ethics website where individuals can easily access relevant publications. In addition, the internal electronic message board system Gwent Guardian, allows for reminders and updates on the Code to be communicated force-wide.

The Code is also at the centre of the National Decision Model – the primary decision-making model for police in England and Wales.



Placing the Code at the heart of the model helps to embed ethical reasoning in accordance with policing principles and expected standards of behaviour. It also acts as a reminder that the principles and expected standards of behaviour set out in the Code should be considered at every stage of making decisions.

**4. NEXT STEPS**

The OPCC will continue to support the Commissioner in monitoring the Chief Constable's approach to the Code of Ethics.

**5. FINANCIAL CONSIDERATIONS**

Failure to successfully embed and apply the Code of Ethics may result in costs associated with disciplinary actions.

6.	<p><b><u>PERSONNEL CONSIDERATIONS</u></b></p> <p>Personnel considerations are set out within the report.</p>
7.	<p><b><u>LEGAL IMPLICATIONS</u></b></p> <p>The College of Policing has issued the Code of Ethics as a code of practice under section 39A of the Police Act 1996 (as amended by section 124 of the Anti-Social, Crime and Policing Act 2014).</p> <p>As a code of practice, the legal status of the Code:</p> <ul style="list-style-type: none"> <li>a. applied to police forces maintained for the police areas of England and Wales as defined in section 1 of the Police Act 1996 (or as defined in any subsequent legislation)</li> <li>b. relates specifically to chief officers in the discharge of their functions.</li> </ul>
8.	<p><b><u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u></b></p> <p>This project/proposal has been considered against the general duty to promote equality, as stipulated under the Strategic Equality Plan and has been assessed not to discriminate against any particular group.</p> <p>The Code of Ethics supports the general duty through the policing principles of 'Fairness' and 'Respect' and the responsibility placed on every person working for the police service to work honestly and effectively and without bias. Equality and diversity is also contained within the Code's standards of professional behaviour, requiring individuals to 'act with fairness and impartiality' and 'not discriminate unlawfully or unfairly'.</p> <p>Consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998 in preparing this report.</p> <p>In upholding the standard on equality and diversity, individuals must also uphold the law regarding human rights.</p>
9.	<p><b><u>RISK</u></b></p> <p>Failure to successfully embed and apply the Code of Ethics may result in risk to organisational reputation and public confidence.</p>
10.	<p><b><u>PUBLIC INTEREST</u></b></p> <p>This report has been produced as a briefing document for the Police and Crime Commissioner and does not contain anything of a confidential or restricted nature.</p>
11.	<p><b><u>CONTACT OFFICER</u></b></p> <p>Caroline Hawkins, Information Officer</p>
12.	<p><b><u>ANNEXES</u></b></p> <p>None</p>

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Consultation:	Tick to confirm (if applicable)
<b>Financial</b> The Chief Finance Officer has been consulted on this proposal.	✓
<b>OPCC</b> The Chief of Staff has reviewed the request and is satisfied that it is correct and consistent with the PCC's plans and priorities.	✓
<b>Legal</b> The legal team have been consulted on this proposal.	N/A
<b>Equalities</b> The Equalities Officer has been consulted on this proposal.	N/A

<p><b>Chief of Staff:</b></p> <p>I have been consulted about the proposal and can confirm that financial, legal, equalities etc... advice has been taken into account in the preparation of this report.</p> <p>I am satisfied that this is an appropriate report to be submitted to the Police and Crime Commissioner for Gwent.</p>
<p><b>Signature:</b> </p>
<p><b>Date:</b> 12.07.16</p>
<p><b>Police and Crime Commissioner for Gwent</b></p> <p>I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct.</p> <p>The above request has my approval.</p>
<p><b>Signature:</b></p>
<p><b>Date:</b></p>