

Police and Crime Commissioner for Gwent Decision	
PCCG-2025-023	Police and Crime Commissioner for Gwent Decision
Subject	Annual Review of Gwent Police's Gifts and Hospitality and Business Interests 2024/25.
Summary	To record the decision of the Police and Crime Commissioner regarding Gwent Police's gifts and hospitality and business interests for 2024/25.

DECISION

1. The Office of the Police and Crime Commissioner (OPCC) has undertaken a review of Gwent Police's gifts and hospitality, and business interests registers, along with compliance against policy for 2024/25.
2. The registers are maintained as normal business practice by the Professional Standards Department and are subject to audit by His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).
3. Undertaking this review provides assurance that Gwent Police comply with its policies for both gifts and hospitality and business interests and allows the OPCC to query and request clarity on approved or denied requests.
4. Any business interests declared by the Chief Constable are approved by the Police and Crime Commissioner (PCC). They are held on the OPCC business interests register and are reviewed on an annual basis.
5. Any gift or hospitality accepted or declined by the Chief Constable is recorded on the force gifts and hospitality register held by the Professional Standards Department (PSD). All gifts and hospitality forms are approved by the PCC or Chief Executive.
6. Whilst undertaking the review of both registers a number of queries were raised, examples of the areas raised and the response from PSD are included below.

We noted that nationally, there had been an increase in the number of officers taking second jobs to pay their bills. We queried if there had been an increase in the number of officers with secondary employment and if this was a concern in Gwent. We were advised that there had been an increase in secondary employment amongst officers for a variety of reasons and that this was monitored by the Counter Corruption Unit (CCU). Work had been undertaken

with the wellbeing team to ensure messages relating to financial vulnerability are delivered and awareness is raised.

The gifts and hospitality policy states that '*A record will be retained by the Counter Corruption Unit (within PSD) documenting any refusals, approvals, appeals, changes, and reviews in relation to the officer and where applicable their relative*'. It was queried if CCU were aware, via the Personal Development Review (PDR) process, how many business interests supervisors in force had reviewed in line with policy. We also asked that as a result of these supervisor reviews, what changes had been fed back to CCU. It was also queried if this was an area that could be dip sampled by CCU to determine if there were any issues with the reviews being completed.

We were advised that the majority of staff and police officers had discussed their business interests with their supervisors during the September 2025 check in. The main feedback from supervisors to CCU related to the business interest no longer being required. CCU also advised that it was an area that could be dip sampled to ensure compliance.

We also noted that there had been two instances where approval for hospitality had been provided by an officer who should not have done so. Due to a period of absence, an officer had been required to make a decision and regarding the other occasion, the officer should not have provided approval and has been advised of the correct procedure.

It was also noted that there continued to be minimal entries on the gift and hospitality register for chief officers. This has been a recurring theme when undertaking this review process. Feedback will be provided to the Chief Officer Executive Support Team (COEST) to ensure frequent reviews were undertaken of calendars to ensure all gifts and hospitality were being reported to PSD. A reminder will also be provided that all gifts and/or hospitality that is declined by chief officers should also be recorded.

7. As a result of the review, I am satisfied that all declarations by officers and staff have been made within the boundaries of acceptability in accordance with the relevant policies and procedures. Any comments or queries arising from the OPCC review have been provided to the PSD and a response received.

Jane Mudd, Police and Crime Commissioner for Gwent

I confirm I have considered whether or not 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 log has my approval.

Signed



04.08.2026

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Background papers	Gwent Police Gifts and Hospitality and Business Interests Registers 2024/25