



SUPT Laura Bartley

1. *DIBEN AC ARGYMHELLIAD* | PURPOSE AND RECOMMENDATIONS

1.1 For Chief Officers and PCC to note this paper as an update on the implementation of the Police Codes of Practice for Ethical Policing.

2. *CYFLWYNIAD A CHEFNDIR* | INTRODUCTION AND BACKGROUND

SUMMARY

2.1 The Codes of Practice for Ethical Policing provide a vital framework to ensure that police forces operate with the highest standards of integrity, fairness, and accountability. This strategic report outlines the background to the legislation, methods for ensuring compliance, and an action plan with force owners and the current updates against each action point. The code aims to foster trust and confidence in law enforcement agencies across the jurisdiction through rigorous monitoring, comprehensive training, local engagement, and robust reporting mechanisms and the action plan that has been developed seeks to develop this into business-as-usual activities.

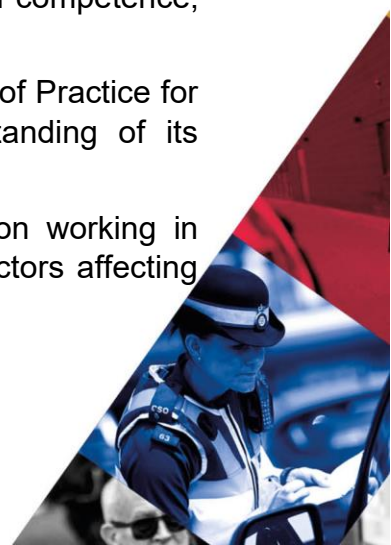
TIMELINE OF KEY DEVELOPMENTS

Year	Key Development
2010	Initial drafting of the Codes of Ethics
2014	Formal adoption and implementation of the Code
2018	Launch of public engagement initiatives
2021	Enhancement of whistleblower protection policies
2021	Public consultation on the new Code of Ethics
2023	Code of Practice for Ethical Policing came into effect 6 th December 2023
2024	New Code of Ethics launched on 24 th January 2024

2.2 The Codes of Ethics were developed in response to growing concerns about police conduct and the need for a standardised approach to ethical behaviour within law enforcement. The legislation was initially drafted in 2010 and formally adopted in 2014, aiming to provide clear guidelines on ethical decision-making, cultural competence, and respect for human rights.

2.3 Because the 2014 Code of Ethics was issued as a statutory Code of Practice for chief officers, there was confusion regarding the strength and standing of its application across policing.

2.4 Its perceived focus was police officers rather than 'every person working in policing' as intended and it only partially addressed organisational factors affecting ethical and professional behaviour.



2.5 The Code of Ethics was intended to be aspirational and guide decision-making, but many perceived it as a guide for responding to allegations of misconduct. This misconception was reinforced by the guidance on behaviour in the Code, which was set out under the headings of the standards of professional behaviour taken from the Police Conduct Regulations and mirrored in the Police Staff Council handbook.

2.6 The 2024 Code of Ethics was designed to be inclusive and provide support for everyone in policing. It is made up of two parts, neither of which are statutory:

- Ethical principles
- Guidance for ethical and professional behaviour in policing

2.7 The 2023 Code of Practice for Ethical Policing is a statutory Code of Practice for chief officers issued under section 39A of the Police Act 1996. The 2023 Code of Practice for Ethical Policing provides chief officers with direction on promoting ethical and professional behaviour within their forces.

2.8 Chief officers have a statutory duty to have due regard to the 2023 Code of Practice for Ethical Policing in discharging any functions to which it relates.

2.9 The College of Policing launched the Code of Practice to complement the non-statutory Code of Ethics. Together, they will support everyone in policing to provide ethical and professional policing services.

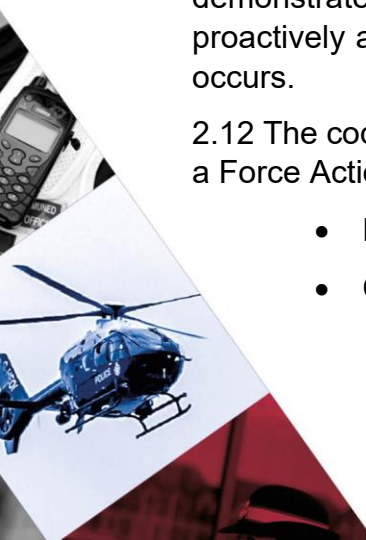
2.10 By 'everyone in policing' the code means:

- police officers
- police staff
- police community support officers (PCSOs)
- those with designated powers
- members of the Special Constabulary
- police support volunteers and cadets
- police officers and staff on secondment or overseas deployment
- designated contract managers, contractors and staff employed by suppliers providing services on behalf of forces

2.11 The purpose of the Code of Practice is to set out the actions that Chief Officers should carry out to ensure that they lead an ethical culture, where staff are supported and directed to use the ethical policing principles in decision making and to demonstrate professional behaviour. It also describes what needs to be done to proactively and positively identify and respond to misconduct and corruption when it occurs.

2.12 The code sets out responsibilities of Chief Officers under the following areas and a Force Action plan has been created which is available at Appendix A.

- Ensuring ethical and professional behaviour
- Challenging unprofessional behaviour



- Staff welfare
- Ensuring openness and candour
- Continuing professional development
- Recognising and responding to misconduct

GOVERNANCE

2.13 Reporting and governance of the action plan will take place through the Force Culture Board. Monitoring through the Culture Board ensures that all activities align with the ethical standards set out in the code, regular audits, and assessments to identify any deviations from the expected behaviour are included in the force action plan.

COMMUNICATION

2.14 Corporate Communications led on the wider communication piece. There is still work required to ensure the wider workforce are aware of the Code of Ethics, embedding it into business-as-usual processes. This will be a key focus of the work over the next 12 months.

2.15 The College of Policing had responsibility for Public Engagement with the communities, and they took the lead on the drafting and launch of the new Code of Ethics.

3. MATERION I'W HYSTYRIED | ISSUES FOR CONSIDERATION

3.1 There are no issues for consideration.

4. CYDWEITHIO | COLLABORATION

4.1 Collaboration will continue with the College of Policing to ensure compliance.

5. CAMAU NESAF | NEXT STEPS

5.1 Ensuring the wider workforce are aware of the Code of Ethics with a key focus of this work over the next 12 months with Corporate Communications.

6. YSTYRIAETHAU ARIANNOL | FINANCIAL CONSIDERATIONS

6.1 There are no financial considerations.



7. YSTYRIAETHAU PERSONEL | PERSONNEL CONSIDERATIONS

7.1 Training: Police Code of Practice for Ethical Policing is considered during the design and implementation of training programmes. This training covers ethical decision making, cultural competence and respect for human rights. It ensures that all members of the force are well-versed in the ethical standards and know how to apply them in their daily duties.

7.2 Superintendent Laura Bartley has been Ethics portfolio lead for the past five years. Chief Inspector Jennie Tinsley-Brustad has now taken on this role and will be the author of this report in future years.

8. YSTYRIAETHAU CYFREITHIOL | LEGAL CONSIDERATIONS

8.1 None to note.

9. YSTYRIAETHAU CYDRADDOLDEB A HAWLIAU DYNOL | EQUALITIES & HUMAN RIGHTS CONSIDERATIONS

9.1 This report 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 group.

9.2 In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.

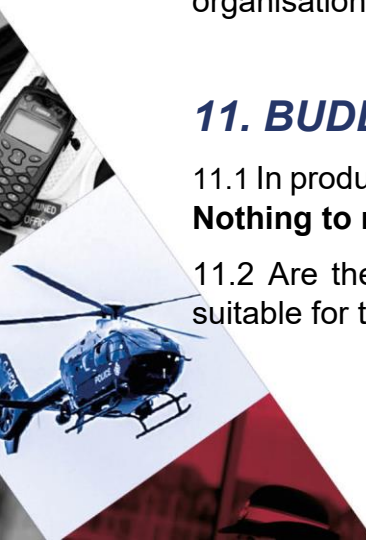
10. RISG | RISK

10.1 No additional risks have been raised because of this report. An organisational risk around culture already exists and is monitored through force governance. The codes of practice for ethical policing action plan is monitored through the force Culture Board to ensure it is considered in the assessment of changes against this organisational culture risk.

11. BUDD Y CYHOEDD | PUBLIC INTEREST

11.1 In producing this report, has consideration been given to 'public confidence'? **Yes. Nothing to note.**

11.2 Are the contents of this report, observations, and appendices necessary and suitable for the public domain? **Yes**



11. 3 If you consider this report to be exempt from the public domain, please state the reasons:

There is no reason as to why this report should be exempt from the public domain.

12. AWDUR YR ADRODDIAD | REPORT AUTHOR

12.1 Laura Bartley, existing Force Lead for Ethics

13. PRIF SWYDDOG ARWEINIOL | LEAD CHIEF OFFICER

13.1 Deputy Chief Constable Brain

14. ATODIADAU | ANNEXES

14.1 Appendix A: Force Action Plan



Compliance Ethics
Code of Practice.xlsx

15. CYMERADWYAETH LLYWODRAETHU A BRIF SWYDDOG | GOVERNANCE BOARD AND CHIEF OFFICER APPROVAL

15.1 This report has been presented to the following oversight board: **Culture Board**

Meeting chaired by: **ACC Nick McLain**

Meeting date: **22/07/2025**

Actions or amendments arising from meeting: **ACC McLain advised for CI Tinsley-Brustad to raise a task and finish group to allow for evidence to be referenced and RAG to be reviewed.**

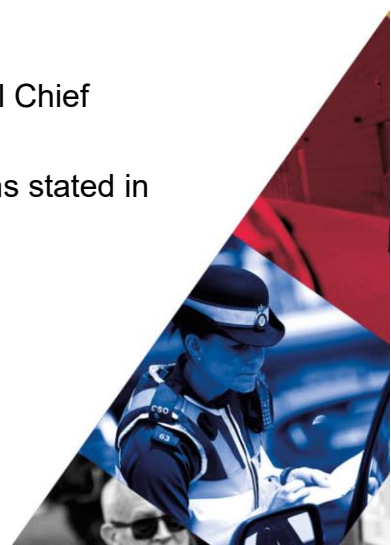
This report has been presented to the **Scrutiny Executive Board.**

Meeting chaired by: **DCC Nicola Brain**

Meeting date: **5 August 2025**

15. 2 I confirm this report has been discussed and approved at a formal Chief Officers' meeting.

15.3 I confirm this report is suitable for the public domain for the reasons stated in 11.3



Signature:

A handwritten signature in black ink, appearing to be 'M. King', written over a light blue horizontal line.

Date: 14 August 2025

