

**ORIGINATOR: CHIEF CONSTABLE**

**PAPER NO: AP14/**

**SUBMITTED TO: ACCOUNTABILITY AND PERFORMANCE PANEL –  
18 JUNE 2014**

**SUBJECT: CODE OF ETHICS**

**SUMMARY:**

1. This report relates to a request for a commitment by the Police and Crime Commissioner for Suffolk Constabulary to the Code of Ethics, and support to its implementation through the Joint Force Integrity Strategy.

**RECOMMENDATION:**

1. The Accountability and Performance Panel is asked to note the content of this report.

## 1. KEY ISSUES FOR CONSIDERATION:

- 1.1 National scrutiny over Police ethics and integrity has recently been significant. The development of the Code of Ethics by the College of Policing has provided additional focus to this area of business. In order to ensure that both Constabularies are able to provide a consistent and robust approach to these issues a Joint Integrity Working Group, chaired by Deputy Chief Constable Paul Marshall, has been established, with agreed Terms of Reference, to deliver a Joint Integrity Strategy.
- 1.2 The Joint Integrity Strategy (Appendix A) sets out the priorities to deliver a fair, honest and transparent organisation, building on the established sound ethical cultures within both Constabularies. It will encompass the implementation of the Code of Ethics which provides guidance for all staff in respect of the values to which individuals should aspire and promoting a culture where all staff feel able to appropriately challenge and report inappropriate behaviour. The Integrity Strategy supports the local Mission, Vision and Philosophy.
- 1.3 The primary objective of the Joint Integrity Strategy is to *'ensure that the values contained within the Code of Ethics are embedded within both organisations, supporting the shared Mission, Vision and Philosophy of Norfolk and Suffolk Constabularies in order to promote staff and public confidence'*. This will be delivered by –
1. Adoption of the Code of Ethics;
  2. Establishment of an Integrity Working Group;
  3. Utilising and developing best practice obtained through the College of Policing, HMIC Inspections and the ACPO Integrity Model;
  4. Engagement with the Offices of the Police and Crime Commissioners;
  5. Developing a clear Communication Strategy;
  6. Developing a culture of transparency;
  7. Integration of the National Decision Model;
  8. Consultation including a cultural audit of both Constabularies;
  9. Chief Officer oversight;
  10. Consideration of the development of an Ethics Committee.
- 1.4 An Action Plan will support delivery of the Joint Integrity Strategy and will conform to the planning cycle contained within the College of Policing guidance on implementation of the Code of Ethics (Commit, Assess, Plan, Act, Monitor, Report) with the following work streams –
- Ethics and Transparency;
  - Guidance and Benchmarking;
  - People;
  - Leadership;
  - Performance;
  - Confidence;
  - Complaints;
  - Communication;
  - Anti-Corruption;
  - Ethical Oversight.

1.5 This paper supports the 'Commit' phase of the planning cycle.

**2. FINANCIAL IMPLICATIONS:**

2.1 The implementation of the Code of Ethics is primarily in the assessment and planning stage. There are no significant financial implications in the short term. Any financial implications in the medium to long term will be considered by the Integrity Working Group and where necessary further reports to this panel will be submitted.

**3. OTHER IMPLICATIONS AND RISKS:**

3.1 No other implications or other risks identified which will not be managed through the Integrity Strategy

<b>ORIGINATOR CHECKLIST (MUST BE COMPLETED)</b>	<b>PLEASE STATE 'YES' OR 'NO'</b>
Has legal advice been sought on this submission?	No
Has the PCC's Chief Finance Officer been consulted?	No
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes
Have human resource implications been considered?	Yes
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes
Has communications advice been sought on areas of likely media interest and how they might be managed?	Yes
Have all relevant ethical factors been taken into consideration in developing this submission?	Yes