

**ORIGINATOR: CHIEF CONSTABLE**

**PAPER NO: AC18/29**

**SUBMITTED TO:                   AUDIT COMMITTEE – 30 NOVEMBER 2018**

**SUBJECT:                            UPDATE ON EMBEDDING OF THE CODE OF ETHICS**

**SUMMARY:**

1. This report provides an update on the work undertaken to implement, and embed the nationally developed Code of Ethics into the Suffolk Constabulary.
2. There are no financial risks associated with this report.
3. There are no other implications or risks associated with this report.

**RECOMMENDATION:**

1. The Committee is asked to note the work undertaken to implement the Code of Ethics within the Suffolk Constabulary.

## **1. INTRODUCTION**

- 1.1. The Code of Ethics was launched by the College of Policing in 2014 to “support each member of the policing profession to deliver the highest professional standards in their service to the public.” The code has nine principles and ten standards of professional behaviour that every member of the police service should abide by and embed into their daily decision making.
- 1.2. Norfolk and Suffolk Constabularies launched the Code of Ethics following the College of Policing release. This involved the dissemination of an Integrity leaflet, communication on both intranet sites and force announcements. It also led to the introduction of a joint Norfolk and Suffolk Ethics Committee in March 2015. The committee has been replaced by the Joint Integrity Board, which has broader terms of reference and does welcome the discussion of topics with an ethical dimension. Topics discussed at the Joint Integrity Board include appropriate use of social media, business interests and politically restricted posts and how the organisations can properly embed learning from misconduct cases and IOPC investigations. There also remains a Suffolk only forum which is described below.
- 1.3. The 2016 Employee Engagement Survey, conducted within Suffolk in conjunction with Durham University, found that Ethical Measures were positive in terms of individual’s Code of Ethics values alignment, ethical leadership and ethical voice behaviour within the Constabulary. The survey is being rerun in Suffolk during November and December 2018, with the results due in early 2019.

## **2. CODE OF ETHICS TRAINING**

- 2.1 Work has continued to embed the Code of Ethics within Suffolk Constabulary over the last 12 months. All new police officers undertaking initial training cover the Code of Ethics in a number of ways, including specific inputs on both the Code of Ethics and the National Decision Making Model, of which, the Code of Ethics is an integral part. The Code of Ethics, and the values within it, also run through other training inputs to student police officers as a “golden thread” such as within personal safety training, where discussions around ethical decisions in this context are held. All new police staff starters to the Constabulary are also provided with a copy of the Code of Ethics with their contract of employment, and this therefore forms part of the induction process.
- 2.2 Within the initial training phase, all police officers in training are visited by a chief officer who emphasises the importance of personal standards and acting within the code. PSD also attend training and provide an input on the consequences of officers not adhering to the values articulated within the code. New police recruits, special constables and new supervisors are all trained in the standards and expectations of the Constabulary and how to report matters should they have concerns that the conduct of a colleague falls below the standards expected. A two way anonymous reporting system is available for officers and staff should then feel more comfortable reporting in this way.
- 2.3 The Operational Training Team have also put in place standards of behaviour for new police officers and trainers, to ensure that there is an atmosphere of mutual respect, and that high standards are maintained. A review of the training provision for the code of ethics has been undertaken, and the results will be provided to a meeting of the Joint Integrity Board in due course.

### **3. THE STRATEGIC EQUALITIES & ETHICS BOARD**

3.1 The Strategic Equalities and Ethics Board, chaired by the Deputy Chief Constable, has responsibility for enhancing the trust and confidence in the ethical governance and actions of Suffolk Constabulary. This board replaces the Joint Ethics Committee, and met for the first time in June 2017. The board meets quarterly, and has been established to undertake the following actions for Suffolk Constabulary:

- Providing advice to those engaged in the development or review of force policy and procedure;
- Ensure policies and procedures reflect the stated values of the force and Police Service;
- Review the decision making of others;
- Provide 'live' support to decision makers;
- Set the ethical standards expected of all leaders;
- Support and if necessary challenge the ethical conduct of leaders;
- Promote the purpose and adoption of value based action and decision making throughout the force;
- Ensure force values support the diverse nature of the Policing environment;
- Support those engaged in or affected by misconduct investigation, especially those who challenge conduct (whistle blower);
- Ensure investigations are conducted ethically and in compliance with relevant processes and force values;
- Consider potential ethical conflict in relation to matters such as procurement, hospitality, allowances/expenses and personal association;
- Staff performance in upholding the values of the force and Police Service;
- Inter-personal relations, for example behaviour that may fall short of the conduct threshold but indicates a failure to afford an individual dignity or equality in treatment.

3.2 The Deputy Chief Constable is responsible for determining the agenda. Individuals can submit agenda items concerning ethical issues via a written submission making reference to the Code of Ethics to be discussed by the group. The confidential reporting system may also be used to raise concerns regarding the ethical conduct of others, and such cases will be referred by the Head of Professional Standards to the Deputy Chief Constable.

### **4. EMPLOYEE ENGAGEMENT SURVEY**

4.1 Suffolk Constabulary took part in the Employee Engagement Survey in partnership with the Durham University Business School in November and December 2016. Durham University Business School now work with 35 police forces as well as the HMICFRS. The measures relating to the Code of Ethics have been shared previously, but were positive and showed that individuals within the constabulary feel that they are led by ethical leaders, that their personal values align with those expressed in the Code of Ethics and that individuals feel prepared to speak with their colleagues about their ethical behaviour.

4.2 The survey is being repeated within Suffolk Constabulary currently, and the results are due in late January/early February. Measures relating to the Code of Ethics have been repeated, allowing comparison from two years ago.

### **5. NEXT STEPS**

To continue to embed the values of the Code of Ethics within Suffolk Constabulary through these established processes, the progress of which will be monitored by the Strategic Equalities and Ethics Board.

**6. FINANCIAL IMPLICATIONS**

6.1 There are no significant financial implications.

**7. OTHER IMPLICATIONS AND RISKS**

7.1 There are no implications or risks identified.

<b>ORIGINATOR CHECKLIST (MUST BE COMPLETED)</b>	<b>PLEASE STATE 'YES' OR 'NO'</b>
Has legal advice been sought on this submission?	Not applicable
Has the PCC's Chief Finance Officer been consulted?	No
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	No
Have human resource implications been considered?	No
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?	Not applicable
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