



**Lancashire
Constabulary**
police and communities together

REPORT TO: JOINT AUDIT COMMITTEE

DATE: 21 September 2015

REPORT AUTHOR: DCI Stuart Dixon

SUBJECT: LANCASHIRE CONSTABULARY - INTEGRITY AND STANDARDS UPDATE

1 Issue for Consideration

National and Local Developments around the 'Ethics and Integrity' agenda.

2 Information

National

Wednesday 15th July marked the first anniversary of the College of Policing's Code of Ethics. The code which sets out nine policing principles and ten standards of professional behaviour, was laid before Parliament as part of the Anti-Social Behaviour, Crime and Policing Act 2014.

Local

The Constabulary continues to embed the Code of Ethics, via its Ethics Communication Plan. This aims to maintain focus on the code across the Constabulary and promote and support an ethical culture. Its objectives are to:-

- Engage and encourage staff to think about ethics in everything they do.
- Encourage staff to routinely consider the impact of their actions on those who they come into contact with and to feel confident to challenge unethical behaviour.
- Raise staff awareness in relation to unethical behaviour but also highlight and recognise staff that have gone the extra mile or exercised professionalism.
- Enhance public trust and confidence in the Police.

The plan is structured around six themes which have been identified to ensure that ethics and values are a consideration in all aspects of our employees' daily lives. The campaign,

which will run for six months will focus around “real life and relevant” situations and use examples to ensure staff are clear on the ethical standards expected of them and ensure the campaign is effective in producing changes in thought and behaviour. To make sure the campaign is relevant to the workforce, all aspects of its development have been quality assured by the Internal Ethics Group.

The six themes are:-

- Leadership
- Lifestyle/Well-being
- 24/7 on and off duty
- Public Trust
- Workplace Conduct
- Reward and Recognition

A variety of media tools will be used throughout the campaign including the Buzz, Blogs, Sherlock, videos with all staff also undergoing awareness training.

Audit

In July, the Information Governance Board (IGB) agreed the content of the 2015/16 Audit Plan for the Constabulary. To date audits of PVP and Pentip have already been completed. The findings and recommendations are due to be presented to IGB when it next meets in late September.

As with the previous audit plan, the content and order of priority will be governed by the IGB but will remain an aspirational target which can be reassessed at any point to take into account emerging vulnerabilities. This was the case during the 2014/15 Audit Plan which saw the insertion of an audit of the Multi-Agency Sharing Hub (MASH) and similar demands for audit resources are expected for 2015/16.

The board also considered the `HMIC` report `Building the Picture` .

HMIC published this report on the 2nd July 2015, in respect of Information Management within the Police Service, which followed a fieldwork inspection of a number of forces in 2014. The report highlighted that Chief Constables are obliged to have regard to the statutory Code of Practice on the Management of Police Information (MoPI) and the Authorised Professional Practice (APP). However, the inspection found that forces had moved away from National Guidance on compliance with the code and highlighted the importance of police information and the need to comply with the Code of Practice and APP from an operational perspective. The report identified 6 recommendations for police forces to conduct by the end of November 2015.

It has been recognised that any response to these recommendations would need to be informed by the findings emerging from a local audit against the APP which is required to be undertaken in accordance with the recommendations set out within the HMIC Report. This audit will help identify any gaps or weaknesses and an action plan will be produced for the Information Governance Board; taking account of findings emerging from the national MoPI action plan.

The Board acknowledged that the requirement to undertake the recommendations to audit compliance against the MoPI Code and Guidance could not be achieved without a significant and detrimental impact on the Audit/Monitoring team who presently undertaken the IM audit programme. Therefore, it was agreed that to undertake the work required; additional resource would be required.

The Force Information Assurance Manager is currently in the process of establishing two temporary MOPI auditor posts to undertake the initial work required on a six month appointment.

Decision Required

The Committee is asked to note the update.

Background Papers

Report Author

Name: Detective Chief Inspector Stuart Dixon
Organisation: Lancashire Constabulary ☎ 01772 412921