

### Ethics and Integrity Framework Action Plan

Priority	Action	Owner	Status	Timescale
The PCC is committed to publishing and abiding by an ethical code of conduct	Develop an Ethics & Integrity Framework for approval by Audit and Ethics Committee	Ian Dickinson	complete	To be presented to Audit & Ethics Committee in August 2016.
	PCC to sign Ethical Code of Conduct	Ian Dickinson	complete	
	PCC to sign Register of Interests	Ian Dickinson	On-going	September 2016
	Develop a transparency process to provide an objective test as to whether there may be 'concerns' about a future situation, event, association, meeting or decision for approval by Audit and Ethics Committee	Ian Dickinson	complete	To be presented to Audit & Ethics Committee in August 2016.
The PCC will hold the Chief Constable to account for embedding the Code of Ethics	Police and Crime Plan to include explicitly holding the Chief Constable to account for embedding the College of Policing's Code of Ethics.	Angela Harrison	On-going	Draft Police and Crime Plan to be presented to Police and Crime Panel in October 2016 before approving by PCC.
	Chief Constable to present progress report to Strategic Scrutiny Meeting	Chief Constable	On-going	Report to be presented twice yearly commencing in October 2016
	Ensure process in place to handle and investigate complaints against the Chief constable.	Police and Crime Commissioner	Complete	
	Monitor and Scrutinise Constabulary Performance of Complaints.	Police and Crime Commissioner	On-going	Monitored through Audit and Ethics Committee and Strategic Scrutiny Meetings
	Representatives from Audit and Ethics Committee involved in Promotion Boards	Steve Freeman	Complete	

	Ethics Training for OPCC	Louise Fairclough	On-going	Scheduled for 25 August and 21 September and 2016
The PCC will ensure an open and transparent process when appointing the Chief Constable	Establish working Group	A Harrison	Complete	
	Advise Police and crime Panel	Police and Crime Commissioner	Complete	16 June 2016
	Develop timetable	A Harrison	Complete	
	Identify Venue	Brett Biscombe	On-going	September 2016
	Develop application pack	Working Group	On-going	September 2016
	Establish Assessment Criteria	Working Group	On-going	September 2016
	Establish Interview Panel	Ian Dickinson	Complete	
The OPCC will publish up to date data on Pay and rewards, gifts and hospitality and business interests in line with the Transparency Agenda	Salary of the PCC	Suzanne Halliwell	complete	Salary set by Home Secretary
	Structure of the OPCC	A Harrison	complete	Information amended as appropriate
	Senior salary and responsibilities	Ian Dickinson	complete	Information amended as appropriate
	Expenses, travel and accommodation	Suzanne Halliwell/ Jane Pearson	complete	Information updated throughout the year
	Gifts and hospitality	Ian Dickinson	complete	Information updated throughout the year
	Business Interests	Ian Dickinson	complete	