

**The Code of Ethics state that officers and staff will:**

- Ensure that any relationship at work does not create an actual or apparent conflict of interest
- Not engage in sexual conduct or other inappropriate behaviour when on duty
- Not establish or pursue an improper sexual or emotional relationship with a person with whom they come into contact in the course of their work who may be vulnerable to an abuse of trust or power

**Reportable Associations**

Changes to the reportable association policy now include a duty to report personal relationships with members of the public that Constabulary employees have met during the course of their duties.

All officers and staff are required to declare if they enter into a relationship with someone after providing a service to them in their capacity as an employee of the Constabulary.

If you are in a personal relationship with a member of the public you met in the course of your duties, we want to make sure there is no abuse of authority, firstly by ensuring that officers or staff are not inadvertently breaching standards and also by ensuring vulnerable victims are not being exploited.

If you have an association with a person who you think may have a criminal conviction, be subject of an investigation, be a former officer who has been dismissed, is a member of the press or has another occupation that may bring you into conflict with the organisation, you need to submit a Reportable Association form to PSD, available on Sherlock.

It is rare for a reportable association to be deemed incompatible with your role but they must be declared.



The Integrity Line enables officers and staff to speak out with confidence and anonymously, if preferred, to report any concerns of wrongdoing, unethical behaviour, or suspected corrupt activity by those who work for the Constabulary.

**Whether you want to report a concern or seek confidential advice, you can contact the Integrity Line in the strictest of confidence on 413666 or by completing an anonymous online reporting form on Sherlock.**

**Professional Standards**

For general help, advice enquires or updates from the Professional Standards Department please contact 413777 or email HQ-Professionalstandards@pnn.police.uk

# Standards of Professional Behaviour



**LANCASHIRE VICTIM SERVICES**



**Lancashire Constabulary**

police and communities together

All employees of Lancashire Constabulary must comply with the following **standards of professional behaviour**:

1. Honesty and integrity
2. Authority, respect and courtesy
3. Equality and diversity
4. Use of force
5. Orders and instructions
6. Duties and responsibilities
7. Confidentiality
8. Fitness to work
9. Conduct
10. Challenging and reporting improper behaviour

These standards reflect the expectations that the Constabulary and the public have of the behaviour of those working in policing. They originate from the Police (Conduct) Regulations 2012 (for police officers) and the Police Staff Council Joint Circular 54 (for police staff).

The Code of Ethics has adapted the wording in the Regulations and Circular 54 so that it applies to everyone. However, in misconduct proceedings against police officers, the formal wording of the Police (Conduct) Regulations 2012 will be used.

Everyone has a responsibility to ensure they are working in line with the Code of Ethics, the Standards of Professional Behaviour and the organisational values of the Constabulary; **fairness, integrity and respect**.

**1. Honesty and integrity**  
I will be honest and act with integrity at all times, and will not compromise or abuse my position.

**2. Authority, respect and courtesy**  
I will act with self-control and tolerance, treating members of the public and colleagues with respect and courtesy.

I will use my powers and authority lawfully and proportionately, and will respect the rights of all individuals.

**3. Equality and diversity**  
I will act with fairness and impartiality. I will not discriminate unlawfully or unfairly.

**4. Use of force**  
I will only use force as part of my role and responsibilities, and only to the extent that it is necessary, proportionate and reasonable in all the circumstances.

**5. Orders and instructions**  
I will, as a police officer, give and carry out lawful orders only, and will abide by Police Regulations. I will give reasonable instructions only, and will follow all reasonable instructions.

**6. Duties and responsibilities**  
I will be diligent in the exercise of my duties and responsibilities.

**7. Confidentiality**  
I will treat information with respect, and access or disclose it only in the proper course of my duties.

**8. Fitness for work**  
I will ensure, when on duty or at work, that I am fit to carry out my responsibilities.

**9. Conduct**  
I will behave in a manner, whether on or off duty, which does not bring discredit on the police service or undermine public confidence in policing.

**10. Challenging and reporting improper behaviour**  
I will report, challenge or take action against the conduct of colleagues which has fallen below the standards of professional behaviour.

## Abuse of Position for Sexual Purpose

The Standards of Professional Behaviour state that:

We do not use our professional position to establish or pursue a sexual or improper emotional relationship with anyone with whom we come into contact with in the course of our work, who is vulnerable to an abuse of trust or power.

