

01 INTRO

In 1829 Sir Robert Peel's Principles of Law Enforcement stated, "The ability of the police to perform their duties is dependent upon public approval of police existence, actions, behaviour and the ability of the police to secure and maintain public respect."

Everyone in policing has to make difficult decisions and complex choices every day of the week. These range from how to talk to a distressed member of the public through to how to allocate scarce resources. This briefing is a reminder to police officers and staff of the obligations on all of us to behave in a manner that best reflects the expected standards of behaviour, and also to acknowledge the responsibility to challenge or report such behaviour.

02 PUBLIC RESPECT

The public expect police officers and police staff to protect them; that is their role. When this role is compromised by officers or staff then public confidence and respect towards the service is eroded. British Policing is founded on public co-operation resulting from approval and respect for officer behaviour. The legitimacy of the service is strengthened when the public have faith in the professionalism of officers and staff; conversely it is undermined by behaviour that erodes trust and confidence.

03 CODE OF ETHICS

Devised by the College of Policing 2014, it sets out the principles and standards of behaviour that will promote, reinforce and support the highest standards from everyone who works in policing in England and Wales. The strands of expected 'standards of professional behaviour' are:

- 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 for Work**
- 9 – **Conduct**
- 10 – **Challenging and reporting improper behaviour**

04 CHALLENGE and REPORTING

According to this standard you must never ignore unethical or unprofessional behaviour by a policing colleague, irrespective of the person's rank, grade or role. You have a positive obligation to question the conduct of colleagues that you believe falls below the expected standards and, if necessary, challenge, report or take action against such conduct. If you feel you cannot question or challenge a colleague directly, you should report your concerns through a line manager or using the 'Integrity Line', online reporting, or ring 413666.

07 GUIDANCE

The vast majority of our officers and staff consistently conduct themselves in accordance with our high standards. All officers, no matter what rank or role are expected to behave ethically and with integrity, in line with this expectations outlines in the Code of Ethics. All police personnel are regarded as leaders and important role models with a key role to play within the Lancashire Police 'organisation' in promoting and creating an ethical, trusted working environment for each other and for the public we serve.

06 RESPONSIBILITY

You are responsible for your own professional behaviour and, to ensure that you are able to deliver the highest standards possible, you must have a good understanding of the contents of the Code of Ethics. You are expected to use the Code to guide your behaviour at all times – whether at work or away from work, online or offline. As stated earlier, you have a responsibility to challenge and report behaviour that falls below the high standards expected of a Lancashire Constabulary employee.

05 STATS

Having assessed PSD conduct allegations from 2016, the following trends have been noted:

- 30% of cases centred around 'Discreditable Conduct'
- Almost 30% of cases relate to a breach of 'Duties and Responsibilities'
- 17% of cases were based around a failure to act with 'Honesty and Integrity'.
- 10% of the conduct allegations showed a failure to follow 'Orders and Instructions'.

The cases involved many varying situations but the figures illustrate the most common strands of the 'Code of Ethics standards of behaviour' that are likely to receive PSD action.

FURTHER INFORMATION

If you have any queries regarding anything within this briefing, or concerns in relation to colleagues, report to supervision or use the 'Integrity Line' on 413666 or via Sherlock/Integrityline, which is the secure reporting mechanism offering complete anonymity.

INTEGRITY LINE
SPEAK OUT WITH CONFIDENCE 413666
% Sherlock/Integrityline

