



REPORT TO: JOINT AUDIT & ETHICS COMMITTEE
DATE: 26th June 2017
REPORT AUTHOR: Det Supt Mackenzie

SUBJECT: Ethics Report
Appendices A to C refer
Appendix B is a Part 2 item

1 Issue for Consideration

This is an update report detailing the activity and actions being undertaken on behalf of the tactical ethics group.

2 Information

Under normal circumstances this would come with a specific update from the group meeting that takes place normally 3-4 weeks in advance of this committee, however that group meeting was cancelled due to the strain on resources caused to the Constabulary as a result of the tragic events that took place in Manchester.

Notwithstanding the lack of a formal meeting a number of documents have been attached in the appendices to give the committee oversight of the key strands of activity being promoted by the group.

The marketing and promotion of the Code of Ethics has been developed over the last 12-18 months. Initially to force held a “conversation” with all staff members about the Code via a series of group meetings held in departments and divisions. This was an engaging and inclusive approach recognising that ethical questions are best brought into the open and discussed in order for staff and officers to judge what the ethical thing to do would be in any given situation. This conversational theme has continued, however the style and emphasis has been adapted.

During last year’s HMIC Peel inspection the HMIC reported that it did not appear that officers and staff were clear on the standards of professional behaviour, these standards are not exactly the same as the standards in the Code of Ethics but are by and large they cover the same issues and areas of concern. Following this the decision was made to link the promotion of the Code with the promotion of the standards. This was done to simplify the message but also make it clear where demarked standards existed as opposed to more nuanced ethical grey areas. These grey areas could then be viewed in the context of where the standards boundaries lay.

The documents appended to these report summaries the culmination of steps taken throughout this year.

Between December 2016 and April 2017 staff from the professional standards departments conducted a series of CPD events to discuss the Code of Ethics and Standards of Professional Behaviour with front line supervisors. Previously once a year a CPD event was held at Police HQ, this year a HQ event launched the exercise but was then followed by 12 events taking place in the divisional operating bases and across HQ departments. This allowed for supervisors to interact and discuss the issues with the PSD staff rather than just considering a frontloaded input.

Following the conclusion of these events the annual lessons learnt summary and briefing note was shared with all supervisors in the force (appendix 1 and 2). This was timed to prepare supervisors for a task that is still on-going within the force (appendix 3), an order was made by the DCC for all supervisors to conduct specific standards briefings with their teams and this was to be followed up with a one to one conversation with each member of staff to discuss the standards of professional behaviour. Upon having the conversation the supervisor is required to provide the staff member with a pocket guide and document within the officer PDR that the "conversation" has taken place. This conversation is within the specification for the new annual appraisal (PDR Solution) and will therefore take place each year from 2017.

3 Implications

Financial:	Nil
Legal:	Nil
Equality Impact Assessment:	N/A
Risks and Impact:	Nil
Link to Police and Crime Plan:	N/A

Background Papers:

Appendix A - Briefing note on Lessons Learnt
Appendix B - Lessons Learnt Summary
Appendix C - Order from DCC and Associated Documents

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