



**Lancashire
Constabulary**
police and communities together

REPORT TO: JOINT AUDIT AND ETHICS COMMITTEE

DATE: 11th September 2017

SUBJECT: Lancashire Constabulary - Update on Business Interests

Appendix A refers

1. Issue for consideration

1.1. Publication data – Lancashire Constabulary Business Interests

2. Information

2.1. Lancashire Constabulary's Business Interest Policy has been written in accordance with and is compliant with:

- Police Regulations 2003
- Police (Amendment No. 3) Regulations 2012
- ACPO Guidelines on the Management of Business Interests & Additional Occupations for Police Officers & Police Staff (2012)
- NPIA Circular 01/2011 Special Constables: Eligibility for Recruitment
- HMIC Review of Police Integrity – “Without fear or favour”
- Lancashire Constabulary – Counter Corruption Strategy
- Special Constables (Amendment) Regulations 2012

2.2. This policy was reviewed and updated in July 2016 and is next due for review in July 2019.

2.3. The policy (see attached appendix 1) outlines the aim which is to provide clarity, consistency, openness, fairness and timeliness to staff who are seeking secondary employment or business interest approval. The Policy has been approved via the BMM process and in consultation with staff associations. It is accessible to all staff via the PSD pages of the Constabulary intranet site. In addition to this the policy is discussed and explained at all PSD inputs on training courses and there is a plan to add an annual review to the online PDR system currently being developed by Learning and Development. This would encourage more first line management scrutiny and will ensure all interests are up to date and assessed according to risk, in a timely manner.

2.4. The policy gives clear guidance to staff in respect of the definition of a business interest and the structured application and decision making process which enables the Constabulary to assess the compatibility of the proposed interest.

2.5. All business interest applications are reviewed by the Policy co-ordinator within the Integrity and Anti-corruption Team of PSD and are considered for approval either by the Head of IACT or the Risk Management Panel, chaired by the Head of PSD, who meet every two weeks. In consideration of Article 8 ECHR all business interests are considered with a view to support an application unless it is deemed that the interest is incompatible with the role or it is considered that the interest will have a significant and negative impact on the individual or their ability to perform their role within the Constabulary.

2.6. There are currently 924 live business interest ventures linked to 981 staff.

Business Interest Type	Total
Arts and Crafts	81
Building Trade	15
Business Administration	156
Child Care	14
Driving	21
IT	9
Letting / Renting Property	379
Other	102
Owning Shares	19
Performing Arts	25
Police Regs Requirement	13
Sports	34
Training / Teaching / Coaching	56
Total	924

2.7. During Q1 of 2017 there were 71 business interest submissions of which 1 was declined. In Q2 of 2017 there were 74 business submissions of which 1 was declined. All those granted approval were approved with conditions / restrictions.

3. Decision required

3.1. The committee is asked to note the report

4. Background papers

4.1. None

5. Report author

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