

**Gifts and Gratuities Data for Joint Audit & Ethics Committee Meeting**  
**Monday, 12<sup>th</sup> October 2020**

(Business Interests data correct as at 31/03/20)

As of 31/03/2020 there were a total of 918 approved Business Interests (BI's) in place for current employees. Police Staff for the purposes of this data set includes Police Staff, Agency and Contracted Staff subject to the force Business Interest and External Activities Policy.

The force policy was updated in Feb 2020. The main changes related to the inclusion of unpaid work and activities (including official collaborations, partnerships or relationships) that could be deemed or perceived a conflict of interest.

BI's of a similar nature such as a property portfolio that alters in size are counted as one instance but then recorded as a Multi-Property Portfolio. Equally, one member of staff could have more than one BI and each BI could be linked to more than one member of staff. For the purposes of this report the count relates to the number of links between staff and business interests.

During the 12 months to 31/03/2020 there were 251 new BI's approved and does not include BI's that were submitted but withdrawn before a decision was made.

BI's are recorded as per the ACPO National Guidance on the Management of Business Interests and therefore also includes the mandatory recording of officers with relatives who hold alcohol / entertainment / betting licences within the force boundary whether involved or not.

Other than in certain circumstances Special Constables primary occupations are not recorded as BI's. Instead these are assessed as Employment Compatibility matters. However, in accordance with Police Regs and ACPO Guidance there are some circumstances where they are recorded in the same way as a regular member of staff.

In July 2018 PSD conducted a review of all existing approved BI's to establish if they were still relevant and if they had changed since they were originally approved. The review identified over 200 inactive BI's that have subsequently been deregistered.

Please see over for table of **Approved Business Interests Data as at 31/03/2020**

**Approved Business Interests Data as at 31/03/2020**

Business Interest Type	Ch Supt	Supt	Ch Insp	Insp	Sgt	PC	PCSO	Police Staff	Special Insp	Special	Grand Total
Arts and Crafts					11	28		33			72
Building Trades					2	5		3			10
Business Administration	1	2	3	7	18	62	1	111			205
Child Care				1		8		5			14
Driving / Vehicle Related				1	3	5		7			16
IT				1	1	1		5			8
Letting / Renting out Property	1	4	5	16	40	161	1	91	2	3	324
Other				2	8	36		40		1	87
Owning Business Premises / Shareholder					6	11		12			29
Performing Arts			1	2	6	16		8			33
Police Regs Requirement					1	13		1		1	16
Sport Related			1	1	7	16		10			35
Training / Coaching / Teaching	2		1	4	5	29		28			69
<b>Grand Total</b>	<b>4</b>	<b>6</b>	<b>11</b>	<b>35</b>	<b>108</b>	<b>391</b>	<b>2</b>	<b>354</b>	<b>2</b>	<b>5</b>	<b>918</b>