

## **Ethics and Integrity Framework**

## Introduction

The policing profession has a duty to protect the public and prevent crime. The public expect every person within the profession to fulfil this duty by being fair and impartial and giving a selfless service.

While the great majority of people in policing act with honesty and integrity, any unprofessional behaviour detracts from the service provided to the public and harms the profession's reputation. As such, the integrity approaches and resources are diverted by repeated reviews, investigation and disciplinary procedures.

I believe that leadership, management and supervisors should move to a stance of active promotion of integrity, rather than continuing firefighting crisis upon crisis.

To achieve this goal, I have developed and implemented a comprehensive ethics and integrity framework that builds on and consolidates the extensive work already in place in Lancashire. The framework sets out

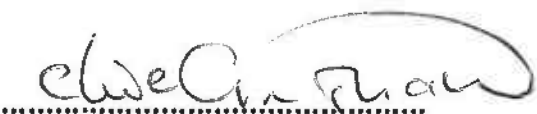
- the standards and behaviours that the public can expect from me and my Office;
- how I am accountable to the public, and how the public can in turn hold me to account; and
- how I hold the Chief Constable of Lancashire to account in the important areas of standards, public life and public service.

## Standards and behaviours that the public can expect from me and my Office

Ethics and integrity lie at the heart of everything I do in my role as Police Crime Commissioner for Lancashire. By ethics, I mean the values and behaviours which underpin all of my work and the work of Lancashire Constabulary.

When entering office I undertook to abide by an Ethical Code of Conduct and adopted the Ethical Framework for Police and Crime Commissioners which has been developed by the Association of Police and Crime Commissioners (APCC) following discussions with the Committee on Standards in Public Life (CSPL).

This Ethical Framework allows transparency in all areas of my work as a Police and Crime Commissioner. These principles encompass my work locally and whilst representing the communities I serve in national forums. The Ethical Code of Conduct is attached at Appendix A with examples of how these are achieved.



Signed

Date 16th May 2024



Signed

Date 16th May 2024

## **How I am accountable to the public, and how the public can in turn hold me to account**

I am elected by the people of Lancashire, and I am directly accountable to the electorate.

The Police and Crime Panel for Lancashire, which comprises representatives from each district and unitary authorities, plus two independent members, is another mechanism by which I am held accountable. The Panel's role includes reviewing the Police and Crime Plan, Annual Report and both scrutinising and supporting me in holding the Chief Constable to account.

The Panel has a number of powers and responsibilities. These include:

- The power to veto (by two-thirds majority) the proposed precept and the proposed candidate for Chief Constable.
- Reviewing the draft Police and Crime Plan and make recommendations to which I (as PCC) must have regard.
- Reviewing my Annual Report and make reports and recommendations at a public meeting, which I must attend.
- Asking Her Majesty's Inspector of Constabulary and Fire and Rescue Service (HMICFRS) for a professional view, should I intend to dismiss the Chief Constable.
- Holding confirmation hearings for my proposed chief executive and chief finance officer appointments.
- The Panel is required to hold a minimum of four public meetings a year. Papers can be accessed [here](#).

### **Allegations and Complaints against the Police and Crime Commissioner**

Any complaints made against me go to the Panel for consideration and investigation.

### **Joint Independent Audit Committee**

The Chief Constable and I have established a Joint Independent Audit Committee which provides independent review and assurance, and advises the Chief Constable and the Police and Crime Commissioner on the adequacy and effectiveness of:

- the risk management framework
- the internal control environment
- the integrity of the financial reporting, and the overall corporate governance arrangements in place within the Office of the Police and Crime Commissioner (OPCC) and Lancashire Constabulary

The Terms of Reference of the Joint Independent Audit Committee are available [here](#) [add link].

## **How I hold the Chief Constable to account in the important areas of standards, public life and public service**

Lancashire Constabulary are guided by the new College of Policing's Code of Ethics.

Holding the Chief Constable to account is a continuous process. Through my Police and Crime Plan and supported by my office and the Joint Independent Ethics Committee, I will

hold the Chief Constable explicitly to account for promoting ethical behaviour and embedding the College of Policing's Code of Ethics into Lancashire Constabulary.

### **Scrutiny Programme**

My office operates a thorough scrutiny programme, which analyses Lancashire Constabulary's service performance and financial performance against a number of areas including:

- My Police and Crime Plan;
- Performance against a number of crime types across Lancashire as a whole.
- Budgetary controls;
- Performance against the medium term financial plan; and
- Reports on areas within corporate support such as HR, IT and Estates.

### **Complaints**

I oversee Lancashire Constabulary and have responsibility for ensuring that the police force is efficient, effective and fair. My office has a process for looking into complaints that are made, and where matters are not within my remit (e.g. those matters that are to do with operational policing or a complaint against a police officer or staff, other than the Chief Constable); my office will pass those complaints to Lancashire Constabulary to respond.

As Police and Crime Commissioner, whilst I am only responsible for dealing with complaints about the conduct of the Chief Constable, not those against rank and file officers, from 1 February 2020, the Policing and Crime Act 2017 placed a mandatory requirement upon Police and Crime Commissioners to carry out reviews of police complaints regarding complaints made after this date.

[Complaints process]

The Joint Independent Ethics Committee undertakes dip sampling of complaints made against police officers and staff of Lancashire Constabulary.

### **Monitoring of the Professional Standards Department, and of high professional standards**

I am committed to ensuring that the highest possible professional standards are embedded across Lancashire Constabulary. Where misconduct or errors of judgement do occur, I will ensure a fair and rigorous disciplinary process.

I publish a 6 month performance report on matters pertaining to police professional standards.

**ETHICAL CODE OF CONDUCT FOR THE POLICE AND CRIME COMMISSIONER FOR  
LANCASHIRE**

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**1. INTRODUCTION**

- 1.1. This Ethical Code of Conduct (Code) applies to me in the office of Police and Crime Commissioner when acting in that role.
- 1.2. This Code does not apply when I am acting in a purely private capacity.
- 1.3. I have adopted this Code and have agreed to abide by its provisions.
- 1.4. The Policing Protocol<sup>1</sup> provides that *"All parties will abide by the seven principles set out in Standards in Public Life: First Report of the Committee on Standards in Public Life" (known as the Nolan Principles).* "
- 1.5. I agree to abide by the Nolan Principles which are set out below.

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<sup>1</sup> The Policing Protocol Order 2011 No. 2744

## **THE SEVEN PRINCIPLES OF PUBLIC LIFE**

### **SELFLESSNESS**

*Police and Crime Commissioners should act solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.*

It is important that local communities remain at the heart of my work and that I stand up for local people and principles.

Gifts and hospitality that are accepted as well as declined are recorded and available for inspection on my website. This provides that the public are fully aware of any gifts and or hospitality that I have been offered. This makes the process open and transparent and avoids any misrepresentation. The Register of Gifts and Hospitality will be continually updated by my office, and scrutinised by the Monitoring Officer.

[link to Gifts and hospitality register]

### **INTEGRITY**

*Police and Crime Commissioners should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.*

Following my election to office, on 2 May 2024 I pledged my oath to represent 'all sections of the public without fear or favour.' Where I have a disclosable interest (or other interest) in any business of my office I shall declare that interest. If I consider that interest to be substantial I will not take part in the business to be transacted.

[link to register of disclosable interests]

I have put in place a 'whistle-blowing' procedure policy to encourage and enable members of my staff to raise serious concerns within my office.

[link to Whistle blowing policy]

### **OBJECTIVITY**

*In carrying out public business, including making public appointments, awarding contracts or recommending individuals for rewards and benefits, Police and Crime Commissioners should make choices on merit.*

The people of Lancashire play a key role as to how my Police and Crime Plan is put into practice.

My Plan lays out how I and the Chief Constable aim to make the communities of Lancashire Police safer.

### **ACCOUNTABILITY**

*Police and Crime Commissioners are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.*

The strategic decisions I make are published in the form of decision logs on my website. Decision logs are a concurrent record of the development of policing services and the reasons for those decisions made. Before taking a decision I consider whether I have a disclosable interest in the matter and take the decision in compliance with the Nolan Principles.

[Commissioner's Decisions]

## **OPENNESS**

*Police and Crime Commissioners should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.*

My website is compliant with The Elected Local Policing Bodies (Specified Information) (Amendment) Order) 2021. There is a range of information accessible on the website, including confidential reporting policy and information disclosure.

[Transparency]

I keep Lancashire communities informed through my website, social media as well as through public engagements.

My office issues regular proactive press releases about the work I conduct and responds rapidly to other media enquiries.

[Latest news]

In order for me to discharge my functions effectively there is a requirement for information in the possession of Lancashire Constabulary to be shared with me. A reciprocal sharing of information from myself to Lancashire Constabulary will also be required to assist in the discharge of our respective functions or for policing purposes.

[Information Sharing Agreement]

## **HONESTY**

*Police and Crime Commissioners have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.*

I act solely in the public interest whilst exercising the functions of my office.

My website is accessible to members of the public and I openly publish a Register of Disclosable Interests and a Register of Gifts and Hospitality. I also publish information regarding resources and assets, contracts and invitations to tender.

My anti-fraud and corruption strategy highlights the importance of honesty for me, in my office, and in working practices.

[link to Anti-Fraud and corruption strategy]

## **LEADERSHIP**

*Police and Crime Commissioners should promote leadership and support the Nolan Principles by leadership and example.*

When entering office I undertook to abide by a Code of Conduct and the Ethical Framework for Police and Crime Commissioners which has been developed by the Association of Police and Crime Commissioners (APCC) following discussions with the Committee on Standards in Public Life (CSPL).

[Code of Conduct]

In addition, to the Nolan Principles, I also adopt the following principles from the College of Policing's Code of Ethics:

## **FAIRNESS**

All people should be treated fairly. Where people are unhappy with the way their complaint has been handled by the Constabulary, I shall ensure that it was handled in a reasonable and proportionate manner.

[link to complaints procedure]

## **RESPECT**

All people should be treated with respect. Independent Custody Visiting is a statutory requirement of Police & Crime Commissioners, providing independent oversight of the detention of people in police custody.

[link to volunteers page]