

Ethics and Integrity Framework Action Plan

Priority	Action	Owner	Status	Timescale
The PCC is committed to publishing and abiding by an ethical code of conduct	PCC to sign Ethical Code of Conduct	Ian Dickinson	Complete	Each term of office
	PCC to sign Register of Interests	Ian Dickinson	Annual	Annual
The PCC will hold the Chief Constable to account for embedding the Code of Ethics	Police and Crime Plan to include explicitly holding the Chief Constable to account for embedding the College of Policing’s Code of Ethics.	Angela Harrison	On-going	On-going
	Monitor and Scrutinise Constabulary Performance of public complaints/ grievances / misconduct	Police and Crime Commissioner	On-going	Monitored through Audit and Ethics Committee and Strategic Scrutiny Meetings
	PCC is the responsible body for the consideration of appeals against complaint decisions made by the Constabulary	Police and Crime Commissioner	On-going	PCC responsible for conducting appeals from 1 st February 2020
	Ethics Training for OPCC	Louise Fairclough	On-going	All new members of staff to receive training as part of the induction process. All existing staff have received refresher training
The OPCC will publish up to date data on Pay and rewards, gifts and hospitality and business interests in line with the Transparency Agenda	Salary of the PCC	Steve Freeman	Annual	Salary set by Home Secretary
	Structure of the OPCC	A Harrison	Annual	Information amended as appropriate
	Senior salary and responsibilities	Ian Dickinson	Annual	Information amended as appropriate
	Expenses, travel and accommodation	Jane Pearson	Annual	Information updated throughout the year
	Gifts and hospitality	Ian Dickinson	Annual	Information updated throughout the year
	Business Interests	Ian Dickinson	Annual	Information updated throughout the year
	Register of interest	Steve Freeman	Annual	All senior officers to complete register of interest disclosure as part of annual accounts process