For Information	
Public	
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**25th May 2017**
Report of:	**Chief Constable Guilfdford**
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Agenda Item:	**4**

Code of Ethics – Update

1. Purpose of the Report

1.1 To update PCC of progress in embedding the Policing Code of Ethics within Nottinghamshire Police.

2. Recommendations

2.1 That the meeting notes the update and progress made.

3. Reasons for Recommendations

3.1 To update PCC of progress made.

4. Summary of Key Points

4.1 The Policing Code of Ethics was introduced by the College of Policing and approved by Parliament on 15th July 2014.

4.2 It was for each force to undertake action to effectively embed the Code within activity locally. In Nottinghamshire the lead Command Officer is DCC Rachel Barber, Operational lead is Supt Matthew McFarlane, supported in the work by T/Insp Claire Rukas

4.3 An implementation plan to introduce the Code of Ethics into Nottinghamshire Police was delivered.

4.4 The strategic direction for the work of embedding the Code within Nottinghamshire included:
- Clear personal leadership from Command regarding the importance of the Code;
- The Code would be recognised as an expansion to detail within the Professional element of our existing PROUD values. It does not replace those values;
- The Code would be applied to decision making – in whatever context those decisions are made. It would not be approached in a 'tick box/audit' manner.

4.5 Key work within the implementation plan included:
- Communicating the Code individually to all members of Nottinghamshire Police staff;
- An ongoing communication plan to raise awareness of the Code, including items such as 'ethical dilemmas' on the force intranet. Further communication has been conducted on the first anniversary of the Code;
- Briefing senior managers on the Code;
- Incorporating the Code explicitly within relevant training;
- Incorporating the Code explicitly within management development, also within promotion processes;
- Including the Code within recruitment and also induction processes;
- Identifying business area leads across all business areas of Nottinghamshire Police, to embed the Code within the activity of each area;
- Developing the Force Professional Standards, Integrity & Ethics Board to explicitly include and consider ethical issues;
- Ensuring the Code is at the heart of decision making within Nottinghamshire Police, (recognising the position of the Code at the centre of the National Decision Making Model). This includes action such as explicitly including the Code within Policy logs;
- Maintaining contact with the College of Policing and regional forces to share best practice;
- Interactive sessions with management teams on the Code, including how to practically apply it to decision making within situations.

4.6 During the HMIC fieldwork for the PEEL programme inspection on efficiency, legitimacy and leadership in May 2015, the debrief from HMIC reported *"Staff have a good understanding of the vision of the Chief officers in respect of PROUD and can articulate what is expected of them. They understood that the code of ethics and PROUD were the same thing within the force. In addition they considered it essential that they displayed the ethos and values of PROUD at all times".*

4.7 Since 2015, we moved to the next phase of embedding the Code. This included a review of work from other forces suggested by College of Policing for best practice. A programme of communications, involving ethical dilemmas on the force intranet was undertaken in 2015. This included a weekly dilemma to encourage staff to consider and apply the Code of Ethics to.

4.8 The HMIC PEEL inspection on Police legitimacy in 2016 assessed Nottinghamshire Police as good overall. In overview, the report states *'The force continues to reinforce the importance of treating people with fairness and respect and to ensure that its workforce behaves ethically and lawfully'.* On the area of ensuring that its workforce behaves ethically and lawfully, Nottinghamshire was assessed as good. The report states *'Nottinghamshire Police continues to ensure that its workforce behaves ethically and lawful'.*

There is an ethical culture and the workforce understands what serious corruption is and how to report it'. The report also states *'Nottinghamshire Police continues to reinforce the importance of treating people with fairness and respect through its PROUD values'.*

4.8 Continuing work includes a rolling programme of communication for 2017, with scheduled activity throughout the year included in the communications plan. Links with College of Policing and NPCC are maintained for best practice. Updates from the other four regional forces have been requested in May 17. The focus of the continuing work is on reinforcing the position of the Code at the heart of the NDM. The Code will be explicitly included in training for the force uplift of Taser, with 150 officers to be trained in 2017. It is already included in the IPLDP programme for student officers and on the transferee courses.

4.9 This is part of the wider activity to create and maintain an ethical culture with Nottinghamshire Police, which includes:

- **PROUD values** – launched in June 2012, well embedded and understood by staff. These have been affirmed by Chief Constable Craig Guildford;
- **Stonewall Workplace Equality Index –** Force has made great progress in this, moving from rank 167 (2015) to 64 (2016) to 35 (2017). That places us as 5 out of 33 in our sector. This is an independent assessment of fairness issues within the organisation.
- **Delivering the Future & Ongoing Change Programme.** Extensive consultation and involvement of staff at all stages of the work, including design champions, focus groups, research, tabletop exercises, business cases and feedback, briefings and communications;
- **Management training & development.** QUEST programme, Shaping conversations training, use of 360 feedback (mirror, mirror), promotion processes based upon PROUD values;
- **PSD engagement & prevention strategies.** Very clear messages to staff on the issue of abuse of authority for sexual conduct. Standards, Integrity & Ethics board, communication re hearing & meeting outcomes, welfare support, annual integrity health check, early intervention programme, counter corruption plan, divisional & department SPOCs, force wide focus groups, on line chats, organisational learning, rapid resolution, reduced use of formal notices, internal integrity digest, training events for senior managers, supporters scheme, substance misuse & alcohol screening, 'It started with a kiss' programme;
- **Integrity Matters.** Newsletter and use of force intranet covering a range of issues – drink & drugs testing, avoiding complaints, dealing with risk, misuse of identity cards, hearing & meeting outcomes, message from deputy PCC, etc.;

- **Chief Officer Selection –** involvement of staff panels and also community members in selection processes for ACC, CC, DCC and next ACC post.
- **Ncalt corruption training.**
- **People Survey.** In 2014 re PSD perceptions. 900 officers and staff participated with key recommendations developed from the results and actioned. In 2015 & 2016 was widened out to People survey.
- **People Board.** A whole range of activity that contributes to staff wellbeing:
  - <u>Emotional:</u> CIC (Employee Assistance Programme provider), Professional support (mandatory counselling), Notifiable Associations, Working in partnership with Trade Unions and Staff Associations, Mediation, Support Networks, Outplacement support service, Debt Counselling, Federation, GMB, UNISON

  - <u>Physical:</u> Gymnasiums, OHU, Health checks, Sports and Social club, Health & Safety Reporting System, Website '*Working well for East Midlands Forces*', Reasonable adjustments, Police treatment centre, Eye check-ups, Publicising and support for *Movember,* Physiotherapy, Stress guidance, Hearing tests , First Aid suites, Dedicated Health & Safety team, Trained display screen equipment assessors, Trained First Aid at Work individuals, Prayer Rooms

  - <u>Culture:</u> People Board, Annual Leave, Coaching and mentoring opportunities, Meet the Chief events, Recognition awards and commendations, Departmental meetings, Intranet, Internet access for all, Gender Agenda, Grievance Policy

  - <u>Financial:</u> Sick pay, Sick pay appeal panel, Police Mutual, Police Officer/Staff discount schemes, Group Insurance Scheme, LGPS pension scheme /AVCs, Cycle to work scheme, Debt management – vetting review
  Child Care Benefit Scheme, Approach to business interests

  - <u>Surveys:</u> Staff survey (Durham University Business School), Work and wellbeing survey (University of Nottingham), Supts Association survey

  - <u>Line Management Support:</u> 1 to 1 meetings, Approach to PDRs, Return to work meetings, Written Improvement Notices, Shaping Conversations programme, Family friendly policies and procedures, Welfare visits

4.10 The national situation regarding Ethics Committees is varied – with several different approaches being taken across the country. Supt McFarlane and Insp Rukas have both attended national events organised through the College of Policing, to keep up to date regarding the national picture. Many

forces do not have an external Ethics Committee. Where they do exist, external Ethics Committees are advisory. Some issues with them are:

- identifying sufficient matters for them to consider;
- a lack of clarity regarding the value they add by discussing matters; and
- the costs and administration required to support them.

Within Nottinghamshire, consideration of specific ethical issues is now included within the force Professional Standards, Integrity & Ethics Board. The first ethical issue considered at the Board was the offer of free transport for officers and uniformed staff by Nottingham transport companies. The issues involved were considered against the nine elements of the Code. The view of the Board is that the arrangement is ethical.

5. Financial Implications and Budget Provision

5.1 Not applicable – work conducted within mainstream activity.

6. Human Resources Implications

6.1 The Code applies to all staff, and is applicable to all HR decisions.

7. Equality Implications

7.1 The Code is an essential element in continuing to demonstrate legitimacy to all communities.

8. Risk Management

8.1 No risks identified within this report

9. Policy Implications and links to the Police and Crime Plan Priorities

9.1 The activity updated on is consistent with existing priorities.

10. Changes in Legislation or other Legal Considerations

10.1 The Code of Ethics applies to all England & Wales Police forces.

11. Details of outcome of consultation

11.1 Not applicable to this update

12. Appendices

12.1 None attached