

ETHICS

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Ethics Embedded within Policing

1. Clear leadership from Command;
2. Ability at every level of supervision;
3. Integral to our **PROUD** values; and
4. Central to police decision making;



Continuous Learning

- Delivered to all officers, staff & volunteers since 2014;
- Ethics tested in recruitment processes;
- Delivered in core training / induction to new starters;
- Strategic liaison with key stakeholders:
 - College of Policing;
 - NPCC UKPEGG;
 - HMICFRS
- Development of a force ethics forum;
- Fine-tuning the workforce's appreciation of ethics



Code of Ethics

A Code of Practice for the Principles and Standards of Professional Behaviour for the Policing Profession of England and Wales

HMICFRS Inspection

- **Inspection question:** *How legitimately does the force treat the public and its workforce?*
- Assessed as **GOOD.**
- Officers and staff understood the standards of behaviour expected by the force.
- Leaders were judged to be positive role models.
- Suggestion that a forum be established where the workforce could refer ethical dilemmas.

Demystifying Ethics in Force

Forthcoming '*Lets talk ethics*' internal campaign

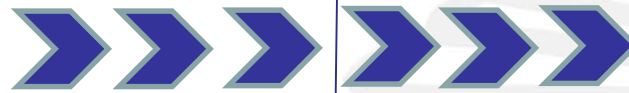
Standards of Professional Behaviour

1. Honesty and Integrity
2. Authority Respect & Courtesy
3. Equality and Diversity
4. Use of Force
5. Orders and Instructions
6. Duties and Responsibilities
7. Confidentiality
8. Fitness for Duty
9. Discreditable Conduct
10. Challenging and reporting improper behaviour.

Policing Principals

1. Accountability
2. Integrity
3. Openness
4. Fairness
5. Leadership
6. Respect
7. Honesty
8. Objectivity
9. Selflessness

Binary



Diverse

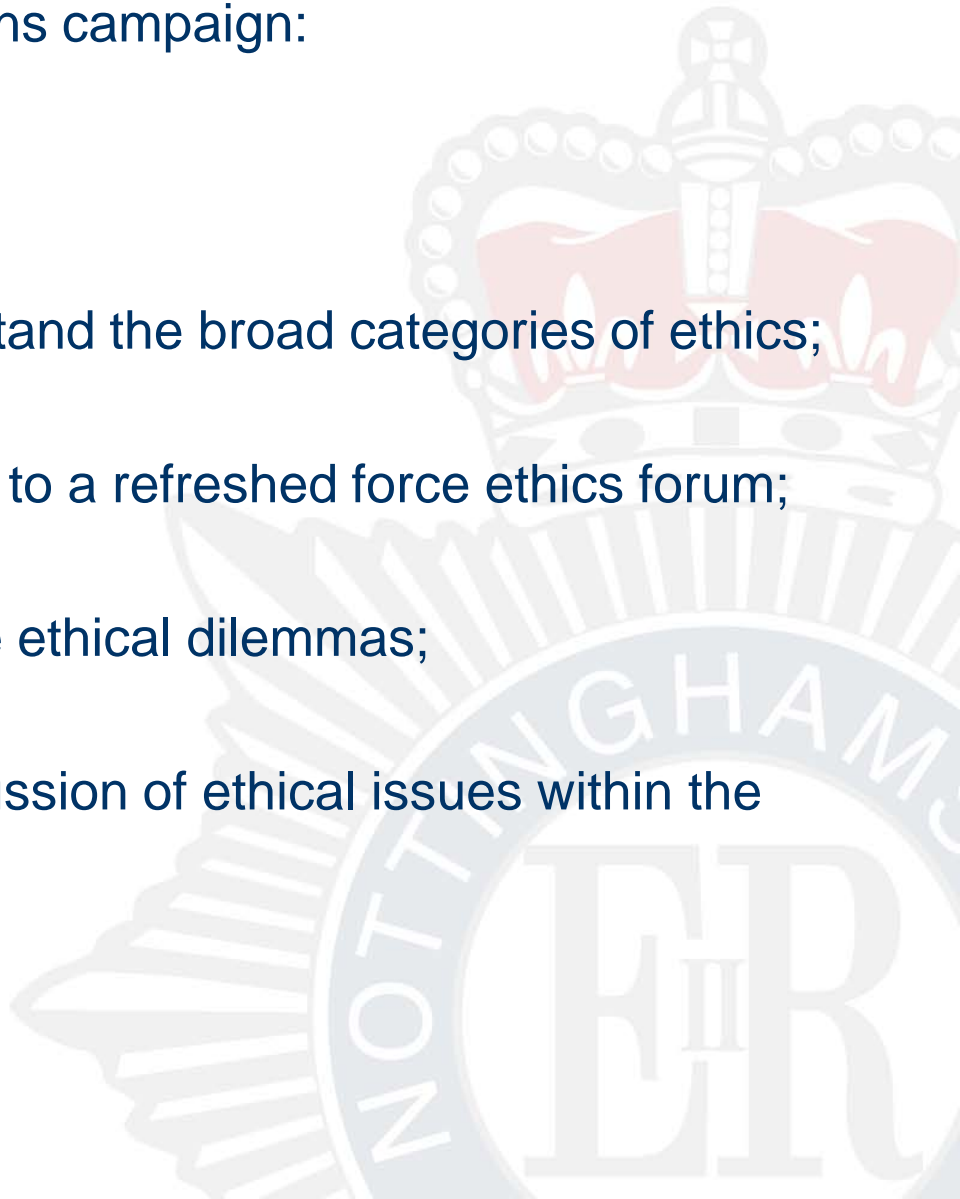


Lets Talk Ethics Campaign

- Internal corporate communications campaign:

Objectives:

1. Enable the workforce to understand the broad categories of ethics;
2. Recruit grassroots membership to a refreshed force ethics forum;
3. Empower the workforce to raise ethical dilemmas;
4. Encourage open and safe discussion of ethical issues within the workplace environment and



Ethics Forum

Officers, Staff &
Volunteers

Confidential Referral

Represented Referral

Ethics Forum

Force
Organisational
Risk &
Learning
Board

Regional
Ethics
Groups

UKPEGG

