



To: Business Coordination Board

From: Chief Executive and Chief Constable

Date: 12 June 2014

INTEGRITY ARRANGEMENTS

1. Purpose

1.1 The purpose of this paper is to inform the Business Co-ordination Board (the "Board") of the integrity arrangements that the Police and Crime Commissioner (the "Commissioner") and Cambridgeshire Constabulary have in place.

2. Recommendation

2.1 The Board is recommended to note the contents of this paper and to recognise that integrity is an evolving area and one which sensibly requires time to embed to ensure that we are 'doing the right thing in the right way'.

3. Background

3.1 Integrity cuts across all areas of policing in respect of the decisions that are made and how people are treated. In practice this is about officers and staff upholding the values of the service in everything they do and that the public can have confidence that this happens. Public trust or otherwise in the police is based upon how police behaviour is seen and experienced.

3.2 A number of recent high profile national cases involving the conduct and the integrity of the police service have meant that the focus on the actions of the policing profession has come under greater scrutiny. The public's trust and confidence in the police service to act ethically, competently and professionally is paramount.

3.3 Part of retaining public trust and confidence is demonstrating what measures the Commissioner and the Constabulary have in place to both uphold and drive integrity throughout both organisations. Both the Commissioner and the Chief Constable are committed to the need for governance, oversight and the delivery of professional behaviour within the Constabulary and the Commissioner's own office, the Office of

the Police and Crime Commissioner (OPCC). Equally this applies to the wider integrity agenda, such as the handling of complaints and the embedding of the Code of Ethics, across both the Constabulary and the work that the OPCC carries out.

- 3.4 Both the Constabulary and the Commissioner have a number of governance groups in place across the integrity landscape to ensure issues relating to integrity are dealt with appropriately and transparently.

4. Code of Ethics

- 4.1 A number of professional bodies have a code of conduct or ethics which lays out the expectations placed on every member of their profession. For policing, the Code of Ethics¹ fulfills this requirement. The Code enables the public to assess what they should expect from the police. The Code is currently draft and will be laid before Parliament later this year to put it on a statutory footing.
- 4.2 The Code of Ethics is the written guide to the principles that every member of the policing profession is expected to uphold and the standards of professional behaviour they are expected to meet. It is intended to be used on a day-to-day basis to guide behaviour and decision-making. The Code applies to police officers, police staff, Police Community Support Officers and those with designated police powers, members of the Special Constabulary and other police volunteers.
- 4.3 Everyone in policing is expected to take ownership of the Code of Ethics. The Chief Constables will decide how the Code will be embedded within the Constabulary. Police and Crime Commissioners can choose to adopt the Code for themselves and their officers. The Commissioner's Declaration of Acceptance of Office acts as his Code of Conduct.

5. Integrity

5.1 Integrity Advisory Group

- 5.1.1 The Commissioner has his own independent Integrity Advisory Group consisting of three lay members who will meet twice a year. The purpose of the Group is to support the Commissioner in ensuring that the public have confidence in the integrity of the Constabulary and the OPCC. The Group's role will include advising, scrutinising and supporting the Commissioner on matters relating to integrity to enable the Commissioner to address these within the Constabulary and the OPCC.

5.2 Ethics Committee

- 5.2.1 Cambridgeshire Constabulary has its own internal Ethics Committee which meets every two months. Membership consists of senior management from across the Constabulary, along with an independent advisor from the University of Cambridge. The Committee's specific purpose is to promote the highest standards of conduct in line with the Code of Ethics, with one of its key objectives being learning from best practice. The Ethics Committee feeds into the Joint Strategic Alliance PSD Sub-Group.

¹ <http://www.college.police.uk/en/20989.htm>

5.3 Professional Standards and Anti-corruption

5.3.1 All Police forces have Professional Standards Departments (PSD) and anti-corruption units to handle complaints and monitor standards, and there are confidential avenues for people to report integrity. The Joint Strategic Alliance PSD Sub-Group and the PSD Tri-Force Management Board provide the governance to deliver across the Joint Strategic Alliance and the three individual Forces.

5.4 Joint Strategic Alliance

5.4.1 Bedfordshire, Cambridgeshire and Hertfordshire Chief Constables and Police and Crime Commissioners for those Forces have entered into a Joint Strategic Alliance. As a consequence of this Strategic Alliance, a collaborated PSD has been formed across the three forces. Cambridgeshire Constabulary is the lead Force responsible for the oversight of PSD on behalf of the Strategic Alliance. Consequently, the Commissioner holds the Chief Constable of Cambridgeshire Constabulary to account for this. As such, the management of ethics, integrity and standards across the alliance is in line with the principle of 'one organisation, three forces'.

5.5 Joint Strategic Alliance PSD Sub-Group

5.5.1 This Group serves a dual purpose in enabling the Commissioner to fulfil his responsibility on behalf of the Strategic Alliance to have overall oversight of the PSD on behalf of Bedfordshire and Hertfordshire Police and Crime Commissioners. In addition, the Group enables the Commissioner to carry out his statutory function to monitor all complaints made against Cambridgeshire Constabulary officers and staff. This Group, which meets four times a year, is chaired by the Deputy Police and Crime Commissioner for Cambridgeshire, with membership from across the three Forces, PSD senior management and the three OPCC offices.

5.6 PSD Tri-Force Management Board

5.6.1 This Board meets every two months and is Chaired by the Deputy Chief Constable of Cambridgeshire Constabulary with senior level membership from Cambridgeshire, Bedfordshire and Hertfordshire Forces, along with the Cambridgeshire OPCC representing the two other OPCCs. The Board has four key areas that it is responsible for governing and steering. These include seeking assurance and promoting the highest standards of professional behaviour and conduct of all staff and officers, actively supporting and promoting the Code of Ethics and ensuring that lessons are learned with all necessary actions seen through to completion. This Board reports to the Joint Strategic Alliance PSD Sub-Group.

5.7 Crime Data Integrity Working Group

5.7.1 In January 2014, the UK Statistics Authority withdrew the "national statistics" classification of police crime recording due to significant concerns that forces were under-representing figures. Her Majesty's Inspectorate of Constabulary is conducting a national assessment, with an interim report published in May 2014. Here, there

was confirmation that crime was not being recorded consistently in line with the Home Office Counting Rules and National Crime Recording Standards. Cambridgeshire Constabulary sees accurate information as crucial in promoting an ethical and transparent service. The Crime Data Integrity Working Group was established in November 2013 to ensure recording is accurate and victim focussed. The Group meets monthly and will embed the recommendations that come out of the national report as well as any Cambridgeshire specific findings.

5.8 Out of Court Disposals

5.8.1 The purpose of the Scrutiny Panel is to independently review a selection of anonymised cases that have been resolved by use of an out of court disposal within Cambridgeshire. Its aim is to determine whether the method of disposal, such as a cannabis warning or a simple caution, is considered appropriate based on a review of the information available to the decision maker at the time. The Panel meets three times a year and has an independent Chair and membership, made up from representatives of the judiciary, Crown Prosecution Service and Youth Offending Teams. The Constabulary takes the Panel’s recommendations and actively translate these into learning and development at both individual feedback level and across the Constabulary.

5.9 Joint Audit Committee

5.9.1 The Joint Audit Committee comprises five members who are independent of the Commissioner and the Constabulary. The Committee, which meets quarterly, provides an independent assurance on the adequacy of the corporate governance and risk management arrangements in place.

6. Recommendation

6.1 The Board is recommended to note the contents of this paper and to recognise that integrity is an evolving area and one which sensibly requires time to embed to ensure that we are ‘doing the right thing in the right way’.

BIBLIOGRAPHY

Source Document(s)	Draft Code of Ethics, College of Policing
Contact Officer	Superintendent Jon Hutchinson, Cambridgeshire Constabulary Aly Flowers, Senior Policy Officer, OPCC