

## Committee minutes

### Meeting 3 for the Review of Guidance for Professional Behaviour

|                 |                 |
|-----------------|-----------------|
| <b>Date</b>     | 8 March 2022    |
| <b>Time</b>     | 13:00 – 16:00   |
| <b>Location</b> | Microsoft Teams |
| <b>Chair</b>    | Iain Raphael    |

| <b>Organisations present</b>  |
|---|
| Association of Police and Crime Commissioners (APCC)                            |
| Association of Special Constabulary Officers (ASCO)                             |
| Chief Police Officers Staff Association (CPOSA)                                 |
| Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) |
| Home Office   |
| Independent Office for Police Conduct (IOPC)                                    |
| National Police Chiefs' Council (NPCC)  |
| Police Firearms Officers Association (PFOA)                                     |
| Police Scotland   |
| Police Superintendents' Association (PSA)                                       |
| UNISON  |
| Violence Against Women and Girls (VAWG) team                                    |

## Welcome and update

The committee were welcomed to the meeting. The committee members and the College development team introduced themselves. The chair also welcomed a member of the VAWG team to the meeting.

The chair provided an update on the decision made regarding the structure of the Code of Ethics, which is to be split into three component parts:

- ethical policing principles
- guidance for professional behaviour
- a Code of Practice for ethical and professional policing

It was agreed that the terms of reference would be amended to reflect that the committee will help to develop the content for the guidance for professional behaviour and the Code of Practice. The College development team thanked the committee members who had already volunteered to take part in some of the components of this work.

## Smaller group discussion – session 1

Attendees were divided into two groups to discuss the following question:

What are the **key behavioural issues** that need to be addressed by the guidance?

The committee members suggested that the guidance should address the following:

- social media use
- abuse of position for sexual purposes
- misogyny and sexism
- discrimination
- inappropriate jokes and cultural changes – what was considered acceptable in the past may not be now
- confidentiality
- diversity and inclusion
- abuse of authority
- leadership (traits of)

- 
- legitimate use of powers
  - on-duty and off-duty expectations
  - digital ethics
  - action and inactions – being upstanders rather than bystanders
  - the right of the public to be treated respectfully and impartially
  - challenging inappropriate behaviour
  - suboptimal behaviour and use of reflective practice
  - being ambassadors and representatives of the police service
  - duty of candour – owning up quickly, mistakes providing an opportunity to learn
  - wellbeing and welfare support for officers and staff
  - expectations – the service and the public have higher expectations of people working in policing than they do for members of the public, and expectations of leaders may be different compared to those of officers and staff
  - supervisors and tutors should role model standards of behaviour
  - opportunities for development and performance management should be fair and transparent
  - whistleblowing and call-out culture
  - legal highs
  - business interests and notifiable interests
  - inappropriate associations

Further discussion included that the guidance:

- should include practical examples of behaviour
- should be adaptable to reflect changes in society and the policing landscape, and future-proofed to ensure it is not setting officers and staff up to fail
- should not be seen as a rule book, as not all mistakes have disciplinary outcomes – this is an opportunity to highlight practice requiring improvement at an individual and organisational level
- should use clear language
- could reference and link to other documents and guidance to avoid repetition

The College development team noted that the guidance will need to be managed to ensure it does not cause confusion for staff.

The College development team provided specific references where the existing Home Office guidance makes reference to the current Code of Ethics. The committee representative for the Home Office advised there was scope to retain references to the revised Code of Ethics and that the statutory regulations would need to be changed once the Code had been updated.

In order to highlight that this might be an opportunity to collate the revised guidance under different headings (separate and distinct from the statutory regulations), the College development team presented examples of Codes of Ethics from other sectors for consideration.

## Prioritising key issues

During the group discussion, the committee members suggested a wide range of behavioural issues that the guidance for professional behaviour should address.

The development team identified eight key themes, which were discussed by both groups. Committee members then ranked their top three priorities on which to focus the initial work, which were identified as:

1. upstanding and challenging unacceptable behaviour
2. candour and owning up
3. higher expectations of policing

## Smaller group discussion – session 2

Attendees were divided into two groups to discuss the following question:

What **component parts** should go into a Code of Practice?

The committee members suggested the following could be included.

- A requirement to create consistency for processes, such as annual integrity health checks.
- A requirement for organisational learning and for forces to develop a culture of learning and willingness to learn from mistakes.
- Encouragement to forces to be reflective rather than punitive.

- A duty of candour and a requirement for forces to provide appropriate space and support for individuals to report and challenge unacceptable behaviour, without fear of repercussions.
- A requirement on forces to actively promote diversity, equality and inclusion, both internally and externally.
- Encouragement to forces to publicise data regarding equal pay or ethnicity, for example, to create openness and transparency.
- A suggestion that chief officers develop a contract between the force and its workforce, regarding duty of care and welfare. It could cover working hours and rest periods.
- A requirement for forces to provide training and continuous professional development, to equip officers and staff with the relevant skills to perform their role professionally.
- A requirement for forces to have sufficient resourcing, skills and capacity to investigate misconduct and corruption.

The College development team suggested the Code of Practice could include a requirement for chief officers to ensure that staff and officers understand the Code of Ethics and are aware of the guidance that has been developed. The committee's concerns regarding relevance to staff were recognised and the College development team will ensure that the language used is inclusive of everyone in policing: officers, staff and volunteers.

## Close

Committee members were asked to volunteer and support the development of the content for the guidance for professional behaviour or the Code of Practice. This development would start by considering the top three priority areas. The chair thanked the NPCC representative for providing a list of names of volunteers keen to get involved in the drafting and development of the guidance.

The dates for the next meetings were shared.

The committee members were thanked for their attendance and contributions.

## Appendix 1: Presentation



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# Code of Ethics Review

Professional Behaviour Committee Meeting 3  
8<sup>th</sup> March 2022

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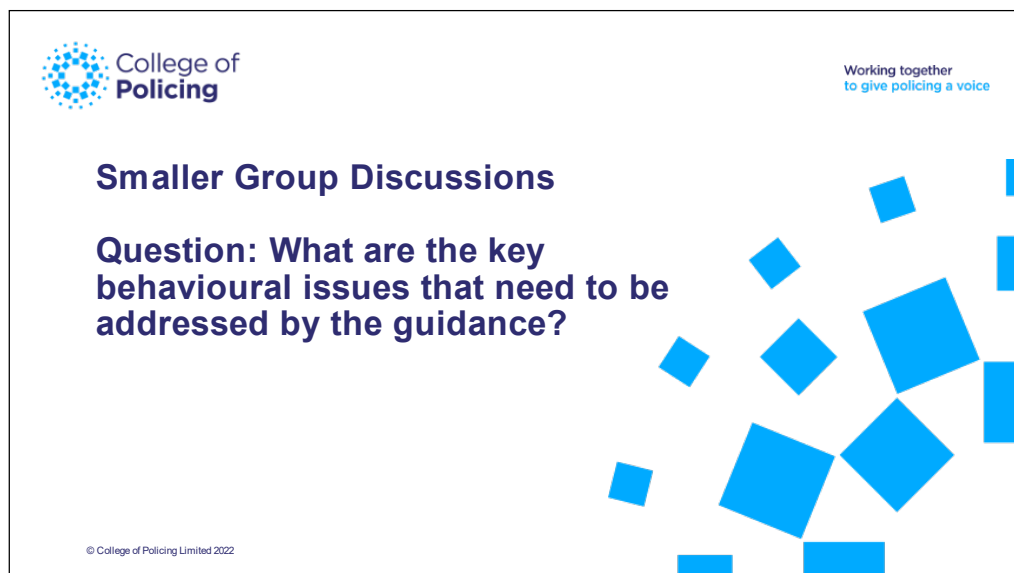


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# Welcome and apologies

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# Smaller Group Discussions

**Question: What are the key behavioural issues that need to be addressed by the guidance?**


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## Group feedback and discussion



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## Home Office guidance

2.1 CoE which underpin the standards

2.3 The standards should be read and applied having regard to the CoE

2.4 The CoE.....sets out in detail the principles and behaviours that underpin the SPB for everyone working in the policing profession.

2.6 The CoE provides a broader framework that underpins the SPB as set out in the Conduct Regulations. It sets out examples to help officers interpret the SPB in a consistent way.....The CoE should inform any assessment or judgement of conduct when deciding if formal action is to taken under the Conduct Regulations.

2.7 The CoE provides general guidance on how behaviour that does not uphold policing principles or meet expected standards should be handled.

2.26 The CoE provides greater detail about the expectations underlying each of these standards [SPB].

3.2 ...Challenge and report improper conduct.....this responsibility is set out and applied in the CoE

9.6 Those making the judgment on the level of seriousness of the breach of the standards can be partly guided by the CoE

11.135 Senior offices have additional responsibilities under the CoE over and above other non -leadership roles.

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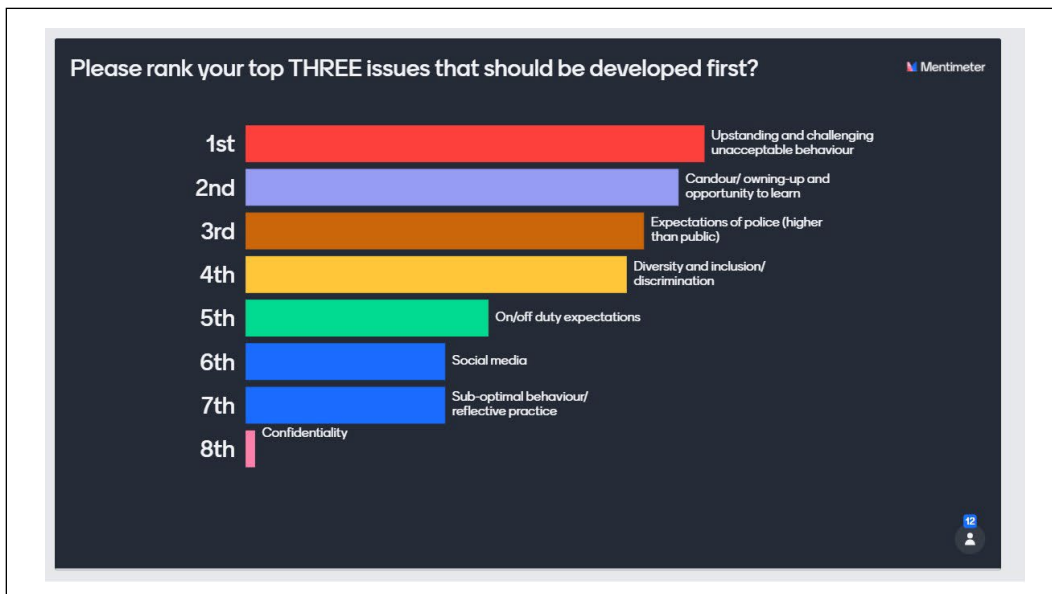


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## Key issues

|   |  |  |
|---|--|--|
| ▪ Whistleblowing                                | ▪ Impartiality (politically charged statements)    | ▪ On/off duty expectations                               |
| ▪ Business interests/ notifiable interests      | ▪ Upstanding + challenging inappropriate behaviour | ▪ Expectations of leaders                                |
| ▪ Inappropriate associations                    | ▪ Misogyny and sexism                              | ▪ Role modelling standards                               |
| ▪ Legal highs                                   | ▪ Sub-optimal behaviour/ reflective practice       | ▪ Digital ethics   |
| ▪ Performance culture                           | ▪ Abuse of authority                               | ▪ Candour / owning up and opportunity to learn           |
| ▪ Social media use                              | ▪ Traits of leadership                             | ▪ Legitimate use of powers                               |
| ▪ Abuse of position for a sexual purpose        | ▪ Setting standards of support/ welfare            | ▪ Right of public to be treated respectfully             |
| ▪ Confidentiality                               | ▪ Diversity and inclusion/ discrimination*         | ▪ Ambassadorialship                                      |
| ▪ Expectations of officers (higher than public) |  | ▪ Culture– how society moves, what was ok then isn't now |

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## Smaller Group Discussions

### Question 2: What component parts should go into a Code of Practice?

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## Group feedback and discussion

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## Next steps

### Volunteers

### Work packages

- 1) Upstanding and challenging unacceptable behaviour
- 2) Candour/ owning -up
- 3) Expectations of police (higher than public)
- 4) Diversity and inclusion/ discrimination



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## Dates for next meetings

- **Meeting 4:** April 5<sup>th</sup> 2022 – virtual event (13:00-16:00)
- **Meeting 5:** May 11<sup>th</sup> 2022 – London (10:30-15:30)
- **Meeting 6:** June 14<sup>th</sup> 2022 – virtual event (13:00-16:00)

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