

Supporting ethics and integrity in policing



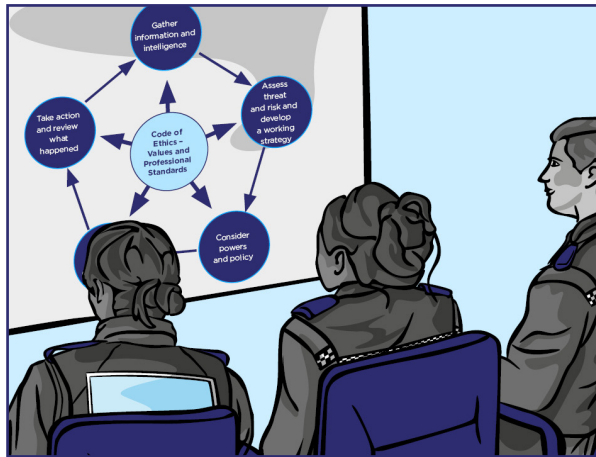
Vetting is an integral part of a police force's framework of ethics and professional standards. It assists with identifying people who are unsuitable to work in the service. The **Vetting Code of Practice** sets out vetting standards for police forces in England and Wales. **Authorised Professional Practice (APP) on Vetting** supports the consistent application of the minimum national standards relating to vetting across the police service.



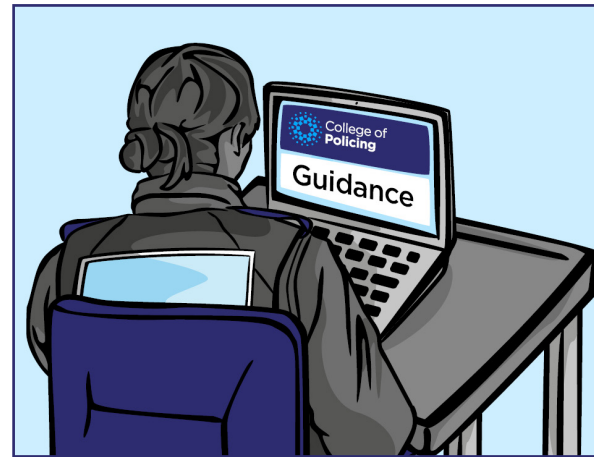
The **Code of Ethics** sets out policing principles and standards of professional behaviour for all members of the service in England and Wales. The code empowers police officers and staff to do the right thing and obliges them to challenge unprofessional behaviour. Everyone in policing has to follow the principles laid out in the Code of Ethics, including accountability, honesty, integrity and openness.



The **Competency and Values Framework** (CVF) defines nationally recognised values and behaviours for policing. It provides a consistent foundation for local and national recruitment and promotion processes. All competencies are underpinned by four values that should support everything the police service does: integrity, impartiality, public service and transparency.



The **Code of Ethics** is woven into the **policing education qualifications framework** (PEQF), which sets the core curriculum and standards for initial recruit training and, increasingly, for all professional training. The curriculum contains a significant focus on off-duty conduct and avoiding corruption and abuse of authority. All new entrants into the service learn how to apply professional approaches to policing, demonstrating fairness, ethics and integrity.



Guidance is available that outlines the broad principles that support decision making for **maintaining professional boundaries** between police and members of the public and to advise on **appropriate personal relationships and behaviours in the workplace**. Guidance on **outcomes in police misconduct proceedings** is also available to inform the approach taken by panels and chairpersons in determining outcomes in police misconduct proceedings.



The **barred and advisory lists** were introduced as part of the government's commitment to improving police integrity. The lists ensure that those working in policing who are dismissed, or remain under investigation for gross misconduct following their resignation or retirement, cannot be reemployed in policing. They further the transparency of the police discipline system by publishing details of these individuals, where appropriate, in order to raise public confidence in the police.

