

ETHICAL FRAMEWORK

As Avon and Somerset Police and Crime Commissioner I have agreed to abide by seven standards of conduct recognised as the Nolan Principles. This Ethical Framework allows transparency in all areas of my work as a Police and Crime Commissioner. These principles encompass my work locally and whilst representing my communities in national forums. The codes are listed below with relevant case studies attached. I wish to demonstrate how I am working to provide a public voice to Policing in the Avon and Somerset Police area.

Selflessness

Police and Crime Commissioners should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Gifts and hospitality that are accepted as well as declined are fully noted on my website in a clear spreadsheet so that the public are fully aware of any gifts and engagements I attend. This makes the process open and transparent and avoids any misrepresentation.

This is continually updated by my office, and scrutinised by the monitoring officer.

- Gifts and Hospitality: <http://www.avonandsomerset-pcc.gov.uk/Openness/Register-of-Gifts--Hospitality-for-the-PCC-and-OPCC.aspx>

Integrity

Police and Crime Commissioners should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

On my appointment 20 November 2012 I pledged my oath to represent 'all sections of the public without fear or favour.'

In the eventuality where the interests of exercising the functions of my office might conflict with any disclosable or other interest, which has become known to me, I shall as soon as possible declare such conflict and take necessary action.

- Commissioner's oath: <http://www.avonandsomerset-pcc.gov.uk/Your-PCC/Oath-of-Impartiality.aspx>

Objectivity

Police and Crime Commissioners carrying out public business, including making public appointments, awarding contracts or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

All appointments to office have been made following an open and transparent process. The people within the Avon and Somerset Policing area play a key role as to how my

2014-2018 Police and Crime Plan is put into practice. My plan lays out how I and the Chief Constable aim to make the communities in the Avon and Somerset Police area safer and feel safer.

I hold public out and about days across the Police area; public events are open to all and ensure I hear from a broad spectrum of communities. My diary and events are advertised online and arrangements for attending can also be made through the Office of the Police and Crime Commissioner.

- Police and Crime Plan: <http://www.avonandsomerset-pcc.gov.uk/Your-PCC/Police-Crime-Plan-2014.aspx>
- Events: <http://www.avonandsomerset-pcc.gov.uk/News-and-Events/Events-Calendar.aspx>

Accountability

Police and Crime Commissioners are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

The strategic decisions I make are published in the form of decision logs on my website. Decision logs are a concurrent record of the development of policing services and the reasons for those decisions made. In every decision I make, I confirm that I have considered whether or I have any personal or prejudicial interest in the matter and take the decision in compliance with the NOLAN principles for conduct in Public Life.

I have established a Governance approach which allows both the Chief Constable and I to exercise our respective roles in a transparent manner. All meeting minutes are published. This promotes transparency and allows the public to be aware of the developments within the force.

- PCC's decisions: <http://www.avonandsomerset-pcc.gov.uk/Openness/Decisions.aspx>
- Meetings and reports: <http://www.avonandsomerset-pcc.gov.uk/Openness/Reports-meetings.aspx>
- Governance and Scrutiny Principles and Process: <http://www.avonandsomerset-pcc.gov.uk/Openness/Our-policies-and-procedures.aspx>

Openness

Police and Crime Commissioners should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

My website is compliant with the Local Policing Bodies (Specified Information Order) 2011. There is a range of information accessible on the website, including confidential reporting policy and information disclosure.

My office shares information in accordance with the 2011 Order.

I keep my communities informed through social media as well as through public engagements. My office issues regular proactive press releases about the work I conduct and responds rapidly to other media enquiries.

- Our policies and procedures: <http://www.avonandsomerset-pcc.gov.uk/Openness/Our-policies-and-procedures.aspx>
- Latest News: <http://www.avonandsomerset-pcc.gov.uk/News-and-Events/Latest-News.aspx>

Honesty

Police and Crime Commissioners have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

I act solely in the public interest whilst exercising the functions of my office. My website is accessible to members of the public and I openly publish a register of disclosable interests. I have no outside interests as shown in that document.

- Notification of disclosable interests: <http://www.avonandsomerset-pcc.gov.uk/Openness/Disclosable-Interests.aspx>

Leadership

Police and Crime Commissioners should promote leadership and support the Nolan Principles by leadership and example.

I ensure full public accountability, so people can check on my progress and that of my office.

- Staff structure: <http://www.avonandsomerset-pcc.gov.uk/Your-PCC/PCC-team.aspx>