

ETHICAL FRAMEWORK

As Avon and Somerset Police and Crime Commissioner I have agreed to abide by the seven standards of conduct. In addition to these principles I wish to show my support for the Code of Ethics adopted by Avon and Somerset Police Officers and Staff and I have therefore agreed to abide by two additional aspects, of Fairness and Respect, as in the College of Policing's code of ethics and the Association of Police and Crime Commissioners' (APCC's) ethical framework. These are recognised as the principles of public life.

This Ethical Framework allows transparency in all areas of my work as a Police and Crime Commissioner. These nine principles encompass my work locally and whilst representing my communities in national forums. The ethical principles 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](#)

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 7 May 2021 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.

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](#)

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 not I have any personal or prejudicial interest in the matter and take the decision in compliance with the 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](#)
- ✓ [Meetings and reports](#)
- ✓ [Governance and Scrutiny Principles and Process](#)

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](#)
- ✓ [Latest News](#)

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](#)

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](#)

Fairness

Police and Crime Commissioners have a duty to promote fairness and equality in the workplace. That is, to treat all people fairly and with impartiality and to uphold the law regarding Human Rights and Equality.

As a public authority, the Police and Crime Commissioner must also, in the exercise of its functions, have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Protected characteristics include age, race, religion and belief, disability, gender (including gender reassignment), sexual orientation, pregnancy and maternity, marriage and civil partnership.

This includes a duty to tackle prejudice and to promote understanding. The duty applies to public bodies when they exercise any of their functions. 'Functions' include decisions about policies, procedures, budgets, procurement, commissioning or de-commissioning services, allocating resources, service provision, employment of staff, management of premises and facilities. The duty applies to public bodies, organisations and individuals providing services on the behalf, e.g. voluntary groups and private contractors.

I will endeavour to make fair and consistent decisions and show compassion and empathy, as appropriate, to people that I come into contact.

- ✓ [PCC's decisions](#)
- ✓ PCC's engagement and correspondence with the public and police staff/officers.

Respect

Police and Crime Commissioners should show respect to people in all aspects of their work in order to secure and maintain public respect. Our diverse community, including the quiet voices should be listened to and their opinions respected. All feedback is welcome and when it is negative, organisational as well as personal learning can take place, to improve the quality of service and personal conduct going forward.

I wish to demonstrate that I will act with self-control and tolerance, treating all people with respect and courtesy. This will be demonstrated in public meetings and events that I attend, in the capacity of Police and Crime Commissioner for Avon and Somerset, as well as with colleagues and partners agencies. I will respect the rights of individuals and I will keep an open mind and not prejudge situations or individuals

I will treat information in confidence and with respect, and access or disclose it only in the proper course of my duties.

- ✓ [PCC's Data Protection Act, Fair Processing Notice](#)
- ✓ [PCC Website Terms and Conditions](#)