

## **Ethical Framework and Code of Conduct**

### **Introduction**

1. This Code applies to me in the office of Police and Crime Commissioner (PCC) when acting in that role. [It also applies to my Deputy Police and Crime Commissioner DPCC when acting or representing to act in that role.]
2. This Code does not apply when I am acting in a purely private capacity.
3. I [and my Deputy PCC] have adopted this Code and have agreed to abide by its provisions.
4. The Policing Protocol provides that all parties will abide by the seven principles set out in Standards in Public Life: First Report of the Committee on Standards in Public Life known as the Nolan Principles.
5. I [and my Deputy PCC] agree to abide by the Nolan Principles which are set out below.

In addition to these principles, I [and my Deputy PCC] 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 the core principles of Public Service, Courage and Respect and Empathy of the College of Policing's Code of Ethics and the Association of Police and Crime Commissioners' (APCC's) Ethical Good Framework. These are recognised as the principles of public life.

This Ethical Good Framework supports transparency in all areas of my work as Police and Crime Commissioner [and Deputy Police & 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 supporting links attached. I wish to demonstrate how I am working to provide a public voice to Policing in the Avon and Somerset Police area.

### **Selflessness**

Holders of public office should take decisions solely in terms of the public interest. They should not do so 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 the PCC website in a clear spreadsheet so that the public are fully aware of any gifts received 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 [Register of Gifts and Hospitality | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/register-of-gifts-and-hospitality)

## Integrity

Holders of public office 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.

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

In 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 role of the Police and Crime Commissioner (PCC) is to be the voice of local people in policing and to hold the Chief Constable to account. The aim of all PCCs is to ensure the delivery of an effective and efficient police service within their force area.

I hold engagement days across the Police area and ensure I hear from a broad spectrum of communities.

- Police and Crime Plan [Police and Crime Plan 2021 - 2025 | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/pcc/pcc-plan)
- News [News | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/pcc/news)
- Engagement Days [Category: Engagement Days | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/pcc/engagement-days)

## Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

I am committed to delivering an open and transparent service, which means I publish reports of all significant decisions agreed by the Office of the Police and Crime Commissioner (OPCC) on the PCC website. 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 minutes of Oversight Board meetings are published. This promotes transparency and allows the public to be aware of the developments within the force.

- PCC decisions [Decisions log | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/pcc/decisions-log)
- Meetings and reports [Reports and Publications | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/pcc/reports-and-publications)
- Oversight Boards [Oversight Boards | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/pcc/oversight-boards)

## Openness

Holders of public office 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.

The PCC website is compliant with the Local Policing Bodies (Specified Information Order) 2011. There is a range of information accessible on the website, including reports and information disclosure. My office shares information in accordance with the 2011 Order.

I [and my DPCC] keep our communities informed through social media as well as through engagements. The office of the PCC (OPCC) issues regular proactive press releases about the work I conduct and responds rapidly to other media enquiries.

- Our policies and procedures [Policies and procedures | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/policies-and-procedures)
- Latest News [News | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/news)

## **Honesty**

Holders of public office 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 [and the Deputy PCC] act solely in the public interest whilst exercising the functions of office. The PCC website is accessible to members of the public and I openly publish a register of disclosable interests.

- Notification of disclosable interests [Disclosable interests | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/disclosable-interests)

## **Leadership**

Holders of public office should promote leadership and support the Nolan Principles by leadership and example.

I [and my DPCC] ensure full public accountability, so people can check on my progress and that of the OPCC.

- Role of the OPCC: [Role of the OPCC | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/role-of-the-opcc)
- Staff structure [PCC-Staff-Structure-Chart-External-08MAY24.pdf \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/pcc-staff-structure-chart-external-08MAY24.pdf)

## **Fairness**

Holders of public office 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 PCC [and Deputy PCC] 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 the 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 [and the Deputy PCC] will endeavour to make fair and consistent decisions and show compassion and empathy, as appropriate, to people with whom I come into contact.

- PCC decisions [Decisions log | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/decisions-log)
- PCC engagement [Category: Engagement Days | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/category/engagement-days)

## **Respect**

Holders of public office should show respect to people in all aspects of their work to secure and maintain public respect. Our diverse community should be listened to, and their opinions respected. All feedback is welcome and feeds in to organisational as well as personal learning, to maintain and where appropriate 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 [and Deputy PCC] for Avon and Somerset, as well as with colleagues and partner agencies. I will respect the rights of individuals and I will keep an open mind and not prejudice situations or individuals.

## **Use of resources**

Holders of public office agree:

- 1 Not to use the resources of the elected local policing body for personal benefit or for the benefit of friends, or any other person in relation to any business interest of ours.
- 2 Not to use the resources of the elected local policing body improperly for political purposes (including party political purposes).
- 3 To claim expenses and allowances only in accordance with the published expenses and allowances scheme of the elected local policing body.

## **Disclosure of Information**

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

Holders of public office:

- 1 Agree not to disclose information given to me in confidence or information acquired by me which is of a confidential nature, unless I have the consent of a person authorised to give it or I am required by law to do so or for the lawful purposes of my office provided that I shall not be prevented from disclosure to a third party for the purpose of obtaining professional legal advice where the third party agrees not to disclose the information to any other person.
- 2 Any disclosure made by me shall be reasonable, be in the public interest and made in good faith.

- 3 Agree not to prevent another person from gaining access to information to which that person is entitled by law.

General Data Protection Regulation (GDPR) laws are to be always followed.

- PCC's Data Protection Act, Fair Processing Notice [Privacy Notice | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/privacy-notice)
- PCC Website Terms and Conditions [Terms and conditions | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/terms-and-conditions)

## **Complaints**

If a member of the public, employee or partner organisation wishes to raise a concern/complaint about the conduct of the PCC [or Deputy PCC], this should be reported to the Chief of Staff/Monitoring Officer who will send it to the Avon and Somerset Police and Crime Panel for consideration.

Complaints: [Complaints | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/complaints)