

PFCC Decision Report

Report reference number: 106/19
Security Classification: Not protectively marked
Title of report: Ethics and Integrity Framework
Area of county / stakeholders affected: Countywide
Report by: Darren Horsman (AD Communications and Public Engagement) Date of report: 2 July 2019 Enquiries to: Darren Horsman (AD Communications and Public Engagement)

1. Purpose of the report

To agree the revised Ethics and Integrity Framework.

2. Recommendations

That the Commissioner approves the revised Ethics and Integrity Framework attached at Appendix 1.

3. Benefits of the proposal

The revised Ethics and Integrity Frameworks provides a more comprehensive and up-to-date record of how the Commissioner, Deputy Commissioner and staff are expected to apply the values, behaviours and conduct that underpin their work. The revised framework also provides greater transparency to the public, helping to build public trust and confidence in the Commissioner and their team.

4. Background and proposal

Ethics and integrity are at the centre of the role of the Police, Fire and Crime Commissioner. This Ethics and Integrity Framework sets out the values and principles that guide the conduct of the Commissioner, their Deputy and staff. It ensures that integrity is at the heart of how they work, and sets the clear expectation that they will behave openly and honestly, so the public can have confidence and trust in what they do.

The framework is underpinned by the Nolan Principles as set out in the publication *Standards in Public Life: First Report of the Committee on Standards in Public Life*.

It also reflects the Police Code of Ethics, which the Commissioner and the Deputy Commissioner have voluntarily chosen to adopt to guide their own conduct.

5. Alternative options considered and rejected

Whilst adoption of the underpinning principles (the Nolan Principles) is consistent across Police and Crime Commissioners and much of the public sector, the way in which these are presented and the level of information provided to the public vary considerably. A variety of different models was considered and, having considered the different approaches available, it is recommended that – in keeping with the Commissioner’s commitment to transparency - the Commissioner adopts an Ethics and Integrity Framework which provides a more comprehensive level of information on how the values are being used in the work that we do.

The Commissioner could, however, chose not to adopt the updated Framework. This is not recommended as the existing framework is past its review date and a robust Ethics and Integrity Framework is not only an essential part of the Commissioner’s governance framework, but also a key tool through which public perceptions and confidence in the role of the Commissioner and their team can be enhanced.

6. Link to Strategic Objectives

Ethics underpin the work of the Commissioner, so relate to how the strategic objectives should be delivered and how all of the people responsible for delivering the strategic objectives should act.

6. Operational implications

There are no operational implications for either Essex Police or the Essex County Fire and Rescue Service arising from this decision.

7. Financial implications

There are no financial implications arising directly from this report.

8. Legal implications

Whilst there are no legal implications arising directly from this report, the Ethics and Integrity Framework does reflect and build on the legislation and statutory guidance underpinning the work of the Commissioner and their staff team.

9. Staffing implications

There are no staffing implications arising directly from this report.

11. Equality and Diversity implications

While there are no direct equality and diversity implications from this report, the Ethics and Integrity Framework does reflect the considerations given to equality and diversity in a range of areas such as the PFCC’s Engagement Charter. It sets out how the Commissioner, their Deputy and staff will adhere to principles such as

fairness when going about their work, and also considers the accessibility of information published by the Commissioner.

12. Risks

There are no key risks associated with this proposal.

13. Governance Boards

An earlier draft of the Ethics and Integrity Framework was considered and commented on at the PFCC's Senior Management Team (SMT) on 21 May 2019. The document attached for approval at Appendix 1 reflects the feedback received at that meeting.

14. Background papers and appendices

Appendix 1 – Ethics and Integrity Framework

Report Approval

The report will be signed off by the OPFCC Chief Executive and Treasurer prior to review and sign off by the PFCC / DPFCC.

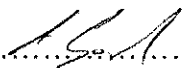
Chief Executive / M.O.

Sign: 

Print: P. Cross

Date: 3 July 2019

Chief Finance Officer / Treasurer

Sign: 

Print: ABBEY

Date: 03/07/19

Publication

Is the report for publication?

YES

NO

If 'NO', please give reasons for non-publication (Where relevant, cite the security classification of the document(s). State 'None' if applicable)

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If the report is not for publication, the Chief Executive will decide if and how the public can be informed of the decision.

Redaction

If the report is for publication, is redaction required:

1. Of Decision Sheet?	YES	<input type="checkbox"/>	2. Of Appendix?	YES	<input type="checkbox"/>
	NO	<input checked="" type="checkbox"/>		NO	<input checked="" type="checkbox"/>

If 'YES', please provide details of required redaction:

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Date redaction carried out:

Treasurer / Chief Executive Sign Off – for Redactions only

If redaction is required, the Treasurer or Chief Executive is to sign off that redaction has been completed.

Sign:

Print:

Chief Executive/Treasurer

Decision and Final Sign Off

I agree the recommendations to this report:

Sign: Jane Gardner

Print: JANE GARDNER

PFCC/Deputy PFCC

Date signed: 3 JULY 2019

I do not agree the recommendations to this report because:

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Sign:

Print:

PFCC/Deputy PFCC

Date signed: