



The Code of Ethics – Reading list

Sources of information used in developing the Code of Ethics for the policing profession of England and Wales.

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1 Relevant legislation

Police (Conduct) Regulations 2012 (for all police officers, including special constables)

Schedule 2 – Standards of Professional Behaviour

Honesty and Integrity

Police officers are honest, act with integrity and do not compromise or abuse their position.

Authority, Respect and Courtesy

Police officers act with self-control and tolerance, treating members of the public and colleagues with respect and courtesy.

Police officers do not abuse their powers or authority and respect the rights of all individuals.

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Equality and Diversity

Police officers act with fairness and impartiality. They do not discriminate unlawfully or unfairly.

Use of Force

Police officers only use force to the extent that it is necessary, proportionate and reasonable in all the circumstances.

Orders and Instructions

Police officers only give and carry out lawful orders and instructions.

Police officers abide by police regulations, force policies and lawful orders.

Duties and Responsibilities

Police officers are diligent in the exercise of their duties and responsibilities.

Confidentiality

Police officers treat information with respect and access or disclose it only in the proper course of police duties.

Fitness for Duty

Police officers when on duty or presenting themselves for duty are fit to carry out their responsibilities.

Discreditable Conduct

Police officers behave in a manner which does not discredit the police service or undermine public confidence in it, whether on or off duty.

Police officers report any action taken against them for a criminal offence, any conditions imposed on them by a court or the receipt of any penalty notice.

Challenging and Reporting Improper Conduct

Police officers report, challenge or take action against the conduct of colleagues which has fallen below the Standards of Professional Behaviour.

The most serious allegations amounting to gross misconduct can result in suspension from duty or restriction of duty, and may involve a criminal investigation and criminal proceedings.

Data Protection Act 1998

European Convention on Human Rights (ECHR)

Human Rights Act 1998 (HRA)

The Police (Conduct) Regulations 2012

2 Non-regulatory information

Home Office Guidance (Nov 2012) Police Officer Misconduct, Unsatisfactory Performance and Attendance Management Procedures

Police Staff Council Joint Circular 54 (for police staff)

This applies to all police staff covered by the police staff council terms and conditions handbook that came into effect on 1 December 2008. It is an agreement reached by the Police Staff Council on the Standards of Professional Behaviour. Apart from minor amendments to the wording to differentiate between police staff and police officers, the standards are based almost identically on the original Police (Conduct) Regulations 2008. These standards are complemented by HR policies and procedures.

Policies and procedures for managing behaviour of members of police staff

- The **Civil Service Code**, which sets out the core Civil Service values and the standards of behaviour expected of all civil servants in upholding those values.
- A **Police Staff Handbook provided by the staff association UNISON**. This relates to pay and conditions of service (such as leave, sickness and retirement) but does not address issues of ethics or conduct.
- A **Police Staff Handbook** and various other publications for police staff provided by Local Government Employers (LGE), which deal with pay and conditions.

Oath of Attestation (taken by all warranted police officers)

On joining the police service, every police officer takes the following Oath of Attestation:

I of do solemnly and sincerely declare and affirm that I will well and truly serve the Queen in the office of constable, with fairness, integrity, diligence and impartiality, upholding fundamental human rights and according equal respect to all people; and that I will, to the best of my power, cause the peace to be kept and preserved and prevent all Offences against people and property; and that while I continue to hold the said office I will, to the best of my skill and knowledge, discharge all the duties thereof faithfully according to law.

http://en.wikipedia.org/wiki/Police_oath

Statement of Mission and Values (ACPO 2011)

This statement (SOMAV) was approved by ACPO in January 2011 to help shape the professional judgement and decision-making processes of officers in the application of the law and the exercise of discretion.

The mission of the police is to make communities safer by upholding the law fairly and firmly; preventing crime and antisocial behaviour; keeping the peace; protecting and reassuring communities; investigating crime and bringing offenders to justice.

We will act with integrity, compassion, courtesy and patience, showing neither fear nor favour in what we do. We will be sensitive to the needs and dignity of victims and demonstrate respect for the human rights of all.

We will use discretion, professional judgement and common sense to guide us and will be accountable for our decisions and actions. We will respond to well-founded criticism with a willingness to learn and change.

We will work with communities and partners, listening to their views, building their trust and confidence, making every effort to understand and meet their needs.

We will not be distracted from our mission through fear of being criticised. In identifying and managing risk, we will seek to achieve successful outcomes and to reduce the risk of harm to individuals and communities.

In the face of violence we will be professional, calm and restrained and will apply only that force which is necessary to accomplish our lawful duty.

Our commitment is to deliver a service that we and those we serve can be proud of and which keeps our communities safe.

<http://www.acpo.police.uk/About/missionandvalues.aspx>

Peel Principles

These principles describe the philosophy that Sir Robert Peel and others developed around 1829 to define an ethical police force. This philosophy is commonly known as policing by consent in the UK and other countries such as Canada, Australia and New Zealand.

1. The basic mission for which the police exist is to prevent crime and disorder.
2. The ability of the police to perform their duties is dependent upon public approval of police actions.
3. Police must secure the willing co-operation of the public in voluntary observance of the law to be able to secure and maintain the respect of the public.
4. The degree of co-operation of the public that can be secured diminishes proportionately to the necessity of the use of physical force.
5. Police seek and preserve public favour not by catering to public opinion but by constantly demonstrating absolute impartial service to the law.
6. Police use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of persuasion, advice and warning is found to be insufficient.
7. Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.
8. Police should always direct their action strictly towards their functions and never appear to usurp the powers of the judiciary.
9. The test of police efficiency is the absence of crime and disorder, not the visible evidence of police action in dealing with it.

<http://independentpolicecommission.org.uk/peelian-principles>

Risk Principles (ACPO 2010)

Principle 1: The willingness to make decisions in conditions of uncertainty (ie, take risks) is a core professional requirement of all members of the police service.

Principle 2: Maintaining or achieving the safety and wellbeing of individuals and communities is the primary consideration in risk decision making.

Principle 3: Risk taking involves judgement and balance, where decision makers are required to consider the value and likelihood of the possible benefits of a particular decision against the seriousness and likelihood of the possible harms.

Principle 4: Harm can never be totally prevented. Risk decisions should, therefore, be judged by the quality of the decision making, not by the outcome.

Principle 5: Taking risk decisions, and reviewing others' risk decisions, is difficult so account should be taken of whether they involved dilemmas or emergencies, were part of a sequence of decisions or might appropriately have been taken by other agencies.

Principle 6: The standard expected and required of members of the police is that their risk decisions should be consistent with those a body of officers of similar rank, specialism and experience would have made in the same circumstances.

Principle 7: Whether to record a decision is a risk decision in itself which should, to a large extent, be left to professional judgement. Deciding whether or not to make a record, however, and the extent of that record, should be made after considering the likelihood of harm occurring and its seriousness.

Principle 8: To reduce risk aversion and improve decision making, policing needs a culture that learns from successes as well as failures. Good risk taking should be identified, celebrated and shared.

Principle 9: Since good risk taking depends upon quality information, the police service will work with partner agencies to share relevant information about those who pose risk or those who are vulnerable to the risk of harm.

Principle 10: Members of the police service who make decisions consistent with these principles should receive the encouragement, approval and support of their organisation.

<https://www.app.college.police.uk/app-content/risk-2/risk/>

http://knowsleychildcare.proceduresonline.com/pdfs/acpo_statement_risk.pdf

The Standards for Public Life (1995) Committee for Standards in Public Life

Selflessness: Holders of public office should act 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.

Integrity: Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

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.

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.

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.

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.

Leadership: Holders of public office should promote and support these principles by leadership and example.

<http://www.public-standards.gov.uk/>

3 International material relating to police ethics

- **Council of Europe Code of Police Ethics**
- **Council of Europe Declaration on the Police**
- **European Code of Police Ethics 2001**
- **International Association of Chiefs of Police (IACP) Law Enforcement Code of Conduct**
- **United Nations Code of Conduct for Law Enforcement Officials and here.**

4 Other key references

- **Committee on Standards in Public Life (January 2013) Standards matter: a review of best practice in promoting good behaviour in public life**
- **HMIC/CPS/IPCC (2007) Justice in Policing: A joint thematic review of the handling of cases involving an allegation of a criminal offence by a person serving with the police – Executive Summary**
- **HMIC (1999) Police Integrity: securing and maintaining public confidence**
- **HMIC (2011) Without fear or favour – A review of police relationships**
- **HMIC (2012) Revisiting Police Relationships – A progress report**
- **Home Affairs Select Committee (July 2013) Leadership and standards in the police, third report of session 2013-14, HC67-1**
- **IPCC (2009) Public Annoyance and Complaints about the Police: findings from the 2006/07 British Crime Survey. IPCC Research and Statistics Series: Paper 16**
- **IPCC (2011) Corruption in the Police Service in England and Wales – Part 1**
- **IPCC (2012) Corruption in the Police Service in England and Wales – 2nd report**
- **IPCC Learning-the-Lesson bulletins (and contributing feedback to the specific bulletin on police corruption cases)**
- **Miller, J. Police Corruption in England and Wales: An assessment of the current evidence Home Office Online Report 11/03**
- **Newburn, T (1999). Understanding and preventing police corruption: lessons from the literature Police Research Series Paper 110**
- **Research Solutions Ltd (2011) Public views on police corruption: A qualitative research study. IPCC Research and Statistics Series, paper 23.**

5 Material from other policing jurisdictions

Codes of Ethics, Conduct and Practice from other policing jurisdictions (and their public sector codes where applicable) including:

- **Government of Canada – Values and Ethics Code for the Public Sector**
- **Hong Kong Police Force – Ethics and Integrity in the Hong Kong Police Force**
- **New Zealand Police – Code of Conduct**
- **NSW (St James Ethics Centre) – Public Sector Ethics Stocktake**
- **NSW Government – Health Code of Conduct**
- **NSW Police Force – Standards of Professional Conduct**
- **NSW Public Sector – Code of Conduct and Ethics for Public Sector Executives**
- **Police Service of Northern Ireland – Code of Ethics 2008**
- **Police Scotland – Draft Code of Ethics**
- **Queensland Police Service – Standard of Practice**
- **Queensland Public Service – Code of Conduct**
- **Royal Canadian Mounted Police – Values and Ethics**
- **Victoria Police – Code of Conduct**
- **Western Australia – Western Australia Public Sector Code of Ethics**
- **Western Australia Police – Code of Conduct.**

6 Non-policing codes

- **BASW (largest professional association for social work in the UK) – The Code of Ethics for Social Work, Statement of Principles**
- **British Army – Values and Standards of the British Army**
- **Cabinet Office – Ministerial Code**
- **CIPHE: Chartered Institute of Plumbing and Heating Engineering – Code of Professional Standards**
- **Committee on Standards in Public Life – The Seven Principles of Public Life (the ‘Nolan Principles’ of selflessness, integrity, objectivity, accountability, openness, honesty and leadership)**
- **Department of Education – Teachers’ Standards**
- **GMC (General Medical Council: mandatory regulatory body for all UK doctors) – Good Medical Practice**
- **GSCC Code of Practice for Social Care Workers and Code of Practice for Employers of Social Care Workers (the General Social Care Council was abolished in July 2012 and the GSCC Code of Practice has been placed with Skills for Care)**
- **HABIA (Hair and Beauty Industry Authority) – Code of Practice: Nail Services**
- **ICAEW (Institute of Chartered Accountants of England and Wales) Code of Ethics**
- **Nursing and Midwifery Council – The Code: Standards of conduct, performance and ethics for nurses and midwives**
- **Standards for members of NHS Boards and Clinical Commissioning Group governing bodies in England**
- **The Football Association (The FA) – Respect Codes of Conduct**
- **The Guild of Builders and Contractors – Code of Conduct**
- **The House of Lords – Code of Conduct for Members of the House of Lords and Guide to the Code of Conduct**
- **The Press Complaints Commission – Editors’ Code of Practice**
- **UK BHC (UK Board of Healthcare Chaplains) – Code of Conduct for Healthcare Chaplaincy.**

7 Fairness and respect as crucial policing principles

- Bradford, B. and Quinton, P. (accepted for publication) *Self-legitimacy, police culture and support for democratic policing in an English Constabulary*. *British Journal of Criminology*
- Bradford, B., Quinton, P., Myhill, A. and Porter, G. (2013) *Why do 'the law' comply? Procedural justice, group identification and officer motivation in police organizations'*. *European Journal of Criminology* 11(1) pp 110-131
- Hough, M., Jackson, J., Bradford, B., Myhill, A. and Quinton, P. (2010) *Procedural justice, trust and institutional legitimacy*. *Policing: A Journal of Policy and Practice* 4 (3) pp 203-210
- Jackson J., Bradford B., Hough M., Myhill A., Quinton P., Tyler T.R. (2012) *Why do people comply with the law? Legitimacy and the influence of legal institutions*, *British Journal of Criminology*, 52 (6) pp 1051–1071
- Myhill, A. & Quinton, P. (2010) *It's a fair cop? Police legitimacy, public cooperation, and crime reduction*
- Mazerolle, L., Bennett, S., David, J., Sargeant, E. and Manning, M. (2013) *Legitimacy in Policing: A systematic review*
- Tyler, T.R. (2006) *Why people obey the law*.

See also national surveys of public satisfaction with policing, and the British Crime Surveys.

8 Material on developing a code of ethics

- Driscoll, D-M. and Hoffman, W.M. (2000) *Ethics Matters: How to Implement Values-Driven Management*
- *Dublin City University Code of Ethics Design and Implementation*
- *Ethics Resource Centre (2009) Code Construction and Content*
- *Formulating and Implementing an Effective Code of Ethics: Comprehensive Guidance Manual for Public Institutions*
- *NSW Government (1997) Guidelines for Developing and Implementing a Code of Conduct*
- Webley, S. (Oct 2003) *Developing a code of business ethics: A guide to best practice including the IBE illustrative code of business ethics*.

9 Sundry other references

- Afful, Irene (January 2013) *A critical examination of how the values of equality and diversity are embedded within the organisational culture of X Police Service to tackle ethnic minority under-representation: A case study of a Specialist Investigative Operational Unit*. A dissertation submitted for the degree of Master of Science in Police Leadership at Liverpool Hope University in partial fulfilment of the regulations
- **Boon, A. (2013) Good Medical Practice: latest guidance, The Bulletin of The Royal College of Pathologists. Number 163, July**
- **Czimbala, R and Brooks, M. The Difference Between Ethics and Integrity**
- **Friedman, A. (2008) Ethical Competence and Professional Associations, Professional Associations Research Network (PARN)**
- Grieve, J., Harfield, C. and MacVean, A. (2012) *Policing*. London: Sage
- **Hardwick, A. Leadership, standards and ethics in the police service: the view of the Police and Crime Commissioner for Lincolnshire**
- MacVean, A., Spindler, P. and Solf, C. (2012) *Handbook of Policing, Ethics, and Professional Standards*. Abingdon Oxon: Routledge
- Neyroud, P. and Beckley, A. (2001) *Policing Ethics and Human Rights*. Cullompton Devon: Willan
- **Rayment, J. and Smith, J. (2010) MisLeadership. Prevalence, Causes and Consequences**
- **Smith, J. (2013) Leadership Resilience. Lessons for Leaders from the Policing Frontline**
- **The Civil Service competencies framework (2012)**
- **Thomas, J.C., Sage, M., Dillenberg, J. & Guillory, V.J. (2002) A Code of Ethics for Public Health, American Journal of Public Health, July 2002, 92(7), pp 1057–1059.**

10 Research into the mission of policing

Web-based research into statements of mission by policing organisations

British organisations

ACPO

The mission of the police is to make communities safer by upholding the law fairly and firmly; preventing crime and antisocial behaviour; keeping the peace; protecting and reassuring communities; investigating crime and bringing offenders to justice.

British Transport Police

Our vision

To deliver a first class, specialist policing service for the railway and to be recognised by our customers as providing excellent value for money.

Our mission

Our mission is to protect and serve the railway environment and its community, keeping levels of disruption, crime and the fear of crime as low as possible.

Cheshire Police

Mission and values

Our core purpose: to make people safe and feel safe

Operational policing is the core business for Cheshire Constabulary. We are here to preserve life and property, uphold the law, prevent crime, bring offenders to justice, keep the peace, help and reassure our communities.

College of Policing

The mission of policing is to prevent crime and protect the public.

Devon and Cornwall Police

Our mission: Building safer communities together

We cannot police effectively without the support of local people and partner agencies. Our mission reflects the importance of us all working together to build safe and thriving communities.

We will make communities safer by:

- Upholding the law fairly and firmly
- Preventing crime and anti-social behaviour
- Keeping the peace
- Protecting and reassuring communities
- Investigating crime
- Bringing offenders to justice.

Kent Police

Kent Police mission

‘provide a first class service protecting and serving the people of Kent’

Metropolitan Police Service

Making London safe for all the people we serve.

We make places safer.

We cut crime and the fear of crime.

We uphold the law.

Robert Peel (quoted in Ramsay, Sir Robert Peel (1829) pp 88–89) ‘The basic mission of the police is to prevent crime and disorder. Our duties are dependent on public approval. This diminishes with our use of physical force and increases with our impartial service to the law.’

Staffordshire

Staffordshire Police’s mission is: Keeping our communities safe and reassured.

South Yorkshire Police

Force mission

- The protection of life and property
- The maintenance of order
- The prevention and detection of crime
- The prosecution of offenders against the peace.

11 Police mission statements from overseas

Australian Federal Police

Our mission in ACT Policing is to keep the peace and preserve public safety within the Australian Capital Territory (ACT). We work to achieve this by providing quality police services in partnership with the community.

Houston Police Service USA

The mission of the Houston Police Department is to enhance the quality of life in the City of Houston by working cooperatively with the public and within the framework of the U.S. Constitution to enforce the laws, preserve the peace, reduce fear and provide for a safe environment.

INTERPOL

Preventing and fighting crime through enhanced cooperation and innovation on police and security matters.

Los Angeles Police Department

It is the mission of the Los Angeles Police Department to safeguard the lives and property of the people we serve, to reduce the incidence and fear of crime, and to enhance public safety while working with the diverse communities to improve their quality of life.

New Jersey State Police

The New Jersey State Police is committed to protect, preserve, and safeguard the constitutional and civil rights of all citizens through impartial and courteous law enforcement with integrity and professionalism. We shall ensure public safety and provide quality service in partnership with our communities.

New York Police Department

The MISSION of the New York City Police Department is to enhance the quality of life in our City by working in partnership with the community and in accordance with constitutional rights to enforce the laws, preserve the peace, reduce fear, and provide for a safe environment.

New Zealand Police

To work in partnership with communities to prevent crime and road trauma, enhance public safety and maintain public order.

South African Police

The Mission of the South African Police Service is to:

- prevent and combat anything that may threaten the safety and security of any community
- investigate any crimes that threaten the safety and security of any community
- ensure offenders are brought to justice
- participate in efforts to address the causes of crime.

Swedish Police Service

The mission of the Swedish Police is to reduce crime and increase public safety. Crime prevention is an important part of this.

Tanzania Police

The mission of the Tanzania Police Force is to ensure the public security, safety and protection of both life and property of all inhabitants of our community.

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