



## **Standards of Professional Behaviour for police staff**

The Standards set out below, as approved by the Authority's Staff Committee on 25 November 2008 (Minute 45) reflect the expectations that the police service and the public have of how police staff should behave. They are not intended to describe every situation but rather to set a framework which everyone can easily understand. They enable everybody to know what type of conduct by a member of police staff is acceptable and what is unacceptable.

### **Honesty and Integrity**

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

### **Authority, Respect and Courtesy**

- Police staff act with self-control and tolerance, treating members of the public and colleagues with dignity, respect and courtesy.
- Police staff do not abuse their powers or authority and respect the rights of all individuals.

### **Use of Restraint**

- Police staff only use restraint as part of their roles and responsibilities to the extent that it is necessary, proportionate and reasonable in all the circumstances.

### **Instructions**

- Police staff only give and carry out reasonable instructions.
- Police staff follow all reasonable instructions and abide by force policies.

### **Work and Responsibilities**

- Police staff are diligent in the exercise of their work and responsibilities.

### **Confidentiality**

- Police staff treat information with respect and access or disclose it only in the proper course of their work.

### **Fitness for Work**

- Police staff when at work are fit to carry out their duties

### **Discreditable Conduct**

- Police staff behave in a manner which does not discredit the police service or undermine public confidence in the police service.
- Police staff report any caution or conviction against them for a criminal offence.

### **Challenging and Reporting Improper Conduct**

- Police staff report, challenge or take action against the conduct of colleagues which have fallen below the standards of professional behaviour expected.