



JASC Presentation

Detective Superintendent Jill Fowler
Head of Professional Standards Department



PSD – What do we do?

Investigate:

- **Complaints** – 1 complaints manager
2 investigators, 2 triage officers
- **Misconduct** – 1 DS
4 PC investigators
- **Anti-Corruption** (including criminality)– 1 DS 3 DC's
- All overseen by a DI and DCI acting on behalf of the Chief Constable as an Appropriate Authority

Procedure & Administration:

- **Business Interests**
- **Gifts & Hospitality**
- **Notifiable Associations**

Vetting:

- Vet staff and officers
- Vet contractors
- Police National Vetting Service



Business Interests

What is a business interest?

Regulation 7 of the Police Regulations 2003 provides that a person has a business interest if:

- Being a member of a police force, the person holds any office or employment for hire or gain (otherwise than as a member of the force) or carries on any business, **OR**;
- Being a member of a police force, or a relative included in a members family, the person holds or possesses a pecuniary interest in a licence or permit granted in the pursuance of the law relating to liquor licensing, refreshment houses or betting and gaming or regulating places of entertainment in the area of Warwickshire Police.

How is this managed?

The Head of Professional Standards is responsible for considering any request for a business interest and documents decision making - including any reason for refusal.

Each case is considered on its own merits, a number of factors covering the following areas must be taken into account in determining whether to approve an application for a business interest or additional occupation (this list is not exhaustive)

- Impartiality – predicted, expected or evidenced;
- Impact on the force - potential and perceptions;
- The applicant's current performance;
- Proportionality – in relation to seniority and role;
- Equality and Diversity;
- Health, Safety and Wellbeing.

Gifts and Hospitality

- The Code of Ethics provides the framework for this policy with an emphasis on Selflessness, Honesty & Integrity and Openness.
- This policy exists to ensure a demonstration of integrity, impartiality and transparency that is expected of any member of Warwickshire Police by the public.
- In order to maintain public confidence in our service, the instances of being offered, receiving and/or declining gifts should be accurately and properly documented and controlled.

Notifiable Association

It is the responsibility of **every** member of the organisation to notify the Professional Standards Department of any known association with any person, group, or organisation that may place them in a potentially vulnerable/compromised position or call into question their professional judgement.

A Notifiable Association (“association” is not restricted to physical contact – it can cover instances such as associating via online social networking or purely membership or subscription to a group) will be considered to require notification where it has the potential to or is likely to:

- Compromise a member of Warwickshire Police
- Compromise the operations, or activity of Warwickshire Police
- Compromise the reputation of the Warwickshire Police

Professional Standards Reporting

Professional Standards Reporting (sometimes known as whistleblowing)

There are a number of different ways to report to PSD

- Report direct to line management
- Crimestoppers: 0800 555111 & Integrity Line: 0800 111 4444
- Concerns brought through the Police Federation and Staff Associations
- Concerns brought to the direct attention of Professional Standards Department
Verbally, in writing by Nominal Intelligence Report (NIR) on-line or by personal face to face meeting.
- Concerns raised through the Independent Office for Police Conduct (IOPC)
- Concerns raised through independent charities eg [Protect - Speak up stop harm \(protect-advice.org.uk\)](https://protect-advice.org.uk)
- Criminal Case Review Commission (CCRC)

Continuous Integrity Screening

All police staff records to be checked for allegations and intelligence by March

- All police officers and staff in England and Wales will be checked against the Police National Database (PND) to identify any intelligence or allegations that need further investigation.
- Configure force HR data so that it can be washed through PND
- Manual trawl through PND returns to remove false positives
- Identify staff where checks indicate potential concerns and investigate

Operation Amethyst

What is Operation Amethyst?



- Op Amethyst is our initiative at Warwickshire to eradicate inappropriate behaviours from our force, encouraging all members of the force to challenge and report behaviours that make them feel uncomfortable, embarrassed, intimidated, degraded or humiliated.

Why do we need this?

- It is vital that the public have trust and confidence in the police service, particularly following events reported in the national or international media and HMICFRCS inspection reports which detail areas for improvement.

Op Amethyst Objectives



- Encourage a 'deter and learn culture'
- Reporting Line for internal reports and peer support
- Opportunities for training and delivery to the workforce including senior officer misconduct training
- Working in partnership with external agencies to encourage reporting
- HMICFRCS 'Vetting and Misogyny' recommendations
- Vetting reviews
- FOI management

reporting concerns



SPEAK TO YOUR LINE MANAGER

In the first instance, consider making a report to your line manager. This enables an immediate response, and feedback can be given directly, especially if the matter is something your line manager can deal with themselves.



CONTACT PSD DIRECTLY

Report in person, by email or by phone:
ACU -
AntiCorruptionH@warwickshire.police.uk
ext 4648
Misconducts and Complaints -
professionalstandards@warwickshire.
police.uk ext 4606 / 4705



INTEGRITY LINE

You can make an anonymous report 24/7 by contacting the Integrity Line on:

0800 111 4444 or online at
<https://forms.theilne.co.uk/the-police-integrity-line>



TRADE UNION / STAFF ASSOCIATIONS

Other ways to report include speaking to your trade union or staff and associations such as UNISON, the Police Federation and Police Superintendents' Association

visit the Op Amethyst intranet pages or email
opamethyst@warwickshire.police.uk for more information



Warwickshire
POLICE

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