

# Professional Standards and Legal Services Department

## Counter Corruption and Integrity Unit

Inspector Brian Maudling



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# Honesty integrity

*‘Police Officers act with integrity and are open and truthful in their dealings with the public and their colleagues, so that confidence in the Police Service is secured and maintained’.*

Home Office Guidance, Misconduct Regulations, December 2008



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- **Corruption** – ‘rotten’, ‘depraved’, ‘influenced by or using bribery’
- **Integrity** – ‘wholeness’, ‘soundness’, ‘honesty’
- **Ethos of department** – Discretion, ‘right thing to do’, support of Senior Managers
- **HMIC review** – ‘Without fear or favour’



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## ‘Without fear or favour’

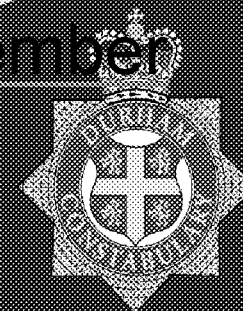
- 34% of the public think corruption is fairly or very common in the police,
- 36% think it is a **big problem**,
- 21% of the public think police would not tell the truth.
- 89% of public think the police should have higher standards of integrity than ‘normal people’



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*‘Those holding the office of Constable, which carries with it not only significant responsibilities but also enormous powers, are expected to have the personal strength of character to make sound judgements under pressure and in the face of ethical dilemmas. The behaviour of Police Officers when they are not under direct supervision or scrutiny is just as important as when they are’.*

Mr Justice Burnett, Misconduct Judgement 22 November 2011



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# Opportunities for corruption

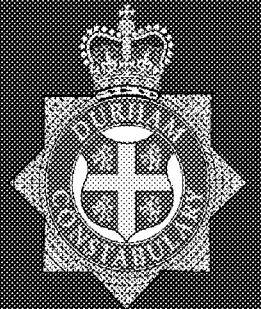
- Access to information
- Inadequate supervision
- Relationships with informants
- Other relationships with criminals / victims / witnesses
- Targeting by OCGs – staff working in same area they were born and raised
- ‘Noble cause corruption’



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# Information Compromise

- Preserve integrity of all police information
  - Data Protection Act, Computer Misuse Act, Internal policies.
- Danger of compromise of investigations or operations by disclosure of tactics or information.
- Be aware of your audience.
- **Notifiable association policy**



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# Notifiable associations

- Individuals who have convictions,
- Are known or strongly suspected to be engaged in criminal activity,
- Dismissed or required to resign from a police service / other law enforcement role,
- Work in any kind of investigative or legal capacity (e.g. private investigators and legal firm),
- Because of that association or relationship, are likely to compromise themselves or to cast doubt on one's integrity or that of the police service
- Report to Professional Standards via Line Manager
- Amendment to include media



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# Professional vulnerability through unmanageable debt.

- A growing area of concern for the Police Service (Review of Pay and conditions). A general social acceptance of debt, increased credit and poor financial management within the current economic climate will no doubt compound the problems.
- Debt problems can leave staff vulnerable to corruption and unethical behaviour.
- May lead to other problems incompatible with role of a police officer e.g. gambling.



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# E-Mail or Internet Misuse.

- Durham Constabulary telecommunications and information systems are to be used for policing purposes only.
- Potential for compromise IT systems by access to external sites.
- Ensure appropriate content of e-mail correspondence
- Lawful business monitoring audit.



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# Business Interests

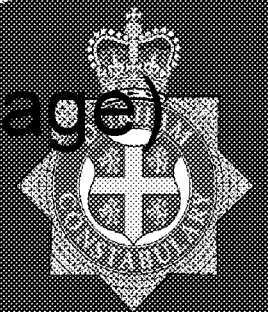
- New policy and process
- Any business interest is to be disclosed by written report via relevant SMT for attention of Head of Personnel/Professional Standards.
- Must not interfere or conflict with role of applicant within Durham Constabulary.



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# Social Networking Sites

- Know who your friends are.
- Do not post inappropriate messages or photos (consider implications for future career i.e. TP officer).
- Do not post comments or information which will compromise yourself or Durham Constabulary.
- Do not get involved with controversial discussions or groups.
- Do not access such sites from Durham Constabulary computer systems (unless authorised i.e. Neighbourhood Beat team page)



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# Drug testing policy

- External contractor to carry out drug testing (and breath tests)
- Safety critical roles +
- ‘With cause testing’
- Self referral



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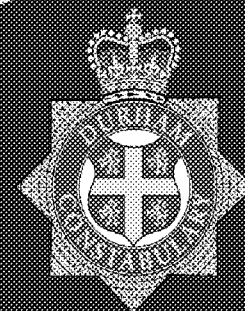
*‘The reputation of the profession is more important than the fortunes of any individual member. Membership of the profession brings many benefits but that is a part of the price’.*

Mr Justice Burnett, Misconduct Judgement 22 November  
2011



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# Questions?



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