



**POLICE AND CRIME COMMISSIONER AND
DEPUTY POLICE AND CRIME COMMISSIONER**

CODE OF CONDUCT

Introduction

1. This Code of Conduct applies to me in the office of Police and Crime Commissioner for Lincolnshire when acting or representing to act in that role. It also applies to my deputy when acting or representing to act in that role.
2. This Code does not apply when I am acting in a purely private capacity.
3. The Policing Protocol¹ and Ethical Framework² provides that all parties will abide by the seven principles set out in Standards in Public Life: First Report of the Committee on Standards in Public Life known as — the Nolan Principles.
4. I have adopted this Code and have agreed to abide by its provisions. I have also adopted the Code of Ethics (http://www.college.police.uk/What-we-do/Ethics/Documents/Code_of_Ethics.pdf) produced by the College of Policing, setting out the principles and standards of professional behaviour expected for the policing profession of England and Wales.

The Seven Principles of Public Life

Selflessness

- I will take decisions in the public interest, not for personal gain or that of family and friends.
- I will put local communities (including victims, witnesses and vulnerable people) at the heart of what I do.
- I will stand-up for principles and local people.

“Declarations of gifts and hospitality that are accepted as well as declined by me are published on my website so that the public are fully aware of any gifts and engagements I attend. This makes the process open and transparent and avoids any misrepresentation”

Register of Gifts and Hospitality: <https://lincolnshire-pcc.gov.uk/transparency/lists-and-registers/gifts-and-hospitality/>

¹ The Policing Protocol Order 2011 No. 2744

² APCC Ethical Framework March 2014

Integrity

- I will not place myself under any financial or other obligation to external entities that might seek to influence the performance of my official duties.
- I will not engage in activity which is not demonstrably in the public interest.
- I will maintain appropriate transparency on approaches by lobbyists and ensure a balance of views in decision-making.
- I will put effective ‘whistle-blowing’ procedures in place in the organisation for which I am responsible.

“Upon my appointment as Police and Crime Commissioner I pledged to take all steps within my power to ensure transparency of my decisions so that I may be properly held to account by the public”

Declaration of Acceptance of Office: <https://lincolnshire-pcc.gov.uk/media/1024/marc-jones-declaration-of-acceptance.pdf>

“I have put in place an effective ‘whistle-blowing’ procedure to encourage and enable members of my staff to raise serious concerns rather than overlooking a problem or “blowing the whistle” externally”

Confidential Reporting ‘Whistle-blowing’ Policy: <https://lincolnshire-pcc.gov.uk/transparency/our-policies-and-procedures/confidential-reporting-whistleblowing-policy/>

Objectivity

- I will make choices based on merit and objective criteria in:
 - making public appointments
 - awarding contracts
 - recommending individuals for awards and benefits, or
 - otherwise carrying out public business
- I will promote and monitor ethical standards through the procurement / commissioning process to ensure good standards of behaviour in organisations with which I contract.
- I will ensure appointees’ commitment to ethical standards.
- I will act fairly, irrespective of sexual orientation, age, marital status, race, colour, nationality, ethnic or national origins, creed, religion or disability.

“Details of contracts and tenders which either I or the Chief Constable are a party to are routinely published on the national emergency services e-procurement website ‘Bluelight’, which can be accessed from my website”

Contracts and Tenders: <https://www.blpd.gov.uk/foi/foi.aspx>

Accountability

- I will submit myself to scrutiny by the public, the Police and Crime Panel, Parliament and other appropriate bodies for my decisions and actions.
- I will promote greater accountability in the organisation for which I am responsible, especially the police, by holding them to account effectively on behalf of the public.
- I will improve public trust and confidence through promoting accountability.

“The strategic decisions I make are published in a Register of Decisions on my website. In every decision I make, I consider whether or not I have any personal or prejudicial interest in the matter and take the decision in compliance with the NOLAN principles”

Register of Decisions: <https://lincolnshire-pcc.gov.uk/transparency/how-we-make-decisions/register-of-decisions/>

“I will assess, support and challenge the overall performance of Lincolnshire Police against the priorities agreed within my Policing and Crime Plan 2017 - 2021, holding the police to account on behalf of the people in Lincolnshire”

Police and Crime Plan 2017 - 2021: <https://lincolnshire-pcc.gov.uk/transparency/what-our-priorities-are-and-how-we-are-doing/police-and-crime-plan/>

Openness

- I will be as open as possible about all the decisions and actions that I take, including giving reasons for decisions.
- I will restrict information about my office only when the wider public interest clearly demands it.
- I will be as open as possible about the organisation for which I am responsible, except where information would not be in the public interest.
- I will be as open as possible with the media, without breeching the privacy or confidence of others, or giving them inappropriate access to restricted information.

“I keep local communities informed through social media such as Twitter as well as through public engagements. My office issues proactive press releases about the work I conduct and responds promptly to other media enquiries”

Latest News and Events: <https://lincolnshire-pcc.gov.uk/news/>

News Archive: <https://lincolnshire-pcc.gov.uk/news-archive/>

Honesty

- I will declare any private interests in relation to public duties and decisions in a regular and easily accessible format.
- I will take steps to resolve any conflicts and mitigate risks arising in a way that protects the public interest, particularly in relation to:
 - personal/prejudicial or financial interests
 - use of resources
 - my expenses, gifts and hospitality
 - procurement / commissioning process
- I will be honest in my dealings with the public and promote greater trust in the office of the Police and Crime Commissioner.

"I act solely in the public interest whilst exercising the functions of my office. My website is accessible to members of the public and I openly publish my expense claims and a register of my disclosable interests and declarations of gifts/hospitality"

Expense Claims: <https://lincolnshire-pcc.gov.uk/transparency/what-we-spend-and-how-we-spend-it/expenses/>

Register of Disclosable Interests: <https://lincolnshire-pcc.gov.uk/transparency/lists-and-registers/register-of-disclosable-interests/>

Declarations of Gifts/Hospitality: <https://lincolnshire-pcc.gov.uk/transparency/lists-and-registers/gifts-and-hospitality/>

Leadership

- I will promote and support these principles by leadership and example, since as leaders of local policing bodies Police and Crime Commissioners are critical to setting the culture of transparency and ethical behaviour in which the public can have trust across the criminal justice system in their area.
- I will:
 - treat others with dignity and respect
 - not use bullying behaviour or harass any person
 - not conduct myself in a manner which could reasonably be regarded as bringing my office into disrepute
- I will treat the public with dignity, respect and fairness to increase their confidence in the criminal justice system.

"I have agreed to abide by the seven principles of public life known as the Nolan Principles. This Code of Conduct allows transparency in all areas of my work as a Police and Crime Commissioner. These principles encompass my work locally and whilst representing my communities both regionally and nationally"

Written undertaking to observe the Code of Conduct: <https://lincolnshire-pcc.gov.uk/media/1025/marc-jones-declaration-of-code-of-conduct.pdf>

Use of Resources

I agree:-

5. Not to use the resources of the elected local policing body for my personal benefit or for the benefit of myself, my friends, or any other person in relation to any business interest of mine.
6. Not to use the resources of the elected local policing body improperly for political purposes (including party political purposes).
7. To claim expenses and allowances in accordance with the published expenses and allowances scheme of the elected local policing body.

Register of Disclosable Interests and Declarations of Gifts/Hospitality

I agree:-

8. To act solely in the public interest and in exercising the functions of my office not act to gain financial or other benefits for myself, my family, my friends, or any person in relation to any business of mine or use or attempt to use my office to confer or secure for any person, including myself, an advantage or a disadvantage.
9. Within 28 days of taking office to enter in the Register of Disclosable Interests maintained by the Monitoring Officer of the elected local policing body every disclosable interest as set out in the Schedule at Appendix A.
10. Within 28 days of any change in circumstances to enter in the register of interests the changes in so far as are related to disclosable interests.
11. Within 28 days of any gift or hospitality being accepted or declined to make a declaration in the Register of Gifts and Hospitality maintained by the Monitoring Officer of the elected local policing body.
12. If the nature of the interest is such that I and the Monitoring Officer consider that disclosure could lead to me or a person connected with me being subject to violence or intimidation, then any entry in the register should not include details of the interest but should indicate that the interest has been disclosed and is withheld by virtue of this section.

Conflicts of interests

13. In any case where the interests of exercising the functions of my office may conflict with any disclosable or other interest, which has become known to me, I shall as soon as possible declare such conflict as is required in accordance with the policy issued under Para 3 of the Elected Local Policing Body (Specified Information) Order 2011 and determine whether the conflict of interest is so substantial that the function should not be exercised personally but should be

delegated or dealt with in some other manner to ensure the conflict of interest does not arise.

Disclosure of information

14. I agree not to disclose information given to me in confidence or information acquired by me which is of a confidential nature, unless I have the consent of a person authorised to give it or I am required by law to do so or for the lawful purposes of my office provided that I shall not be prevented from disclosure to a third party for the purpose of obtaining professional legal advice where the third party agrees not to disclose the information to any other person.
15. Any disclosure made by me shall be reasonable, be in the public interest and made in good faith.
16. I agree not to prevent another person from gaining access to information to which that person is entitled by law.

Making a Complaint

17. Any complaint about the conduct and behaviour of the Police and Crime Commissioner or Deputy Police and Crime Commissioner shall be referred to the Chief Executive and Monitoring Officer in accordance with the powers and duties delegated to the post holder by the Police and Crime Panel for Lincolnshire.

Procedure for making a complaint against the Police and Crime Commissioner: <https://lincolnshire-pcc.gov.uk/contact-us/make-a-complaint/>

Explanatory Note

The Police and Crime Panel (PCP) is responsible for handling non-criminal complaints against the Police and Crime Commissioner (PCC) and criminal complaints and conduct matters that are referred back to the PCP by the Independent Office for Police Conduct. The PCP has delegated responsibility for the initial handling and recording of complaints to the PCC's Chief Executive under Regulation 7 of the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.