



**Lancashire  
Constabulary**

police and communities together

**Professional Standards  
Department**  
Confidence Through Standards

## **The Code of Ethics and Standards Commitment**

### **Action for Supervisors**

It is mandatory that the 'Code of Ethics and Standards Commitment' is discussed as part of Lancashire Constabulary's Commitment to maintaining Standards of Professional Behaviour and the Code of Ethics. Every supervisor is expected to have a conversation with their staff members regarding this and to sign this Commitment document to certify this has taken place.

**Public confidence in the police depends on police officers and staff demonstrating the highest level of personal and professional behaviour, underpinned by the Code of Ethics and the Standards of Professional Behaviour.**

**As a police leader you must take personal responsibility for promoting and reinforcing the principles and standards set out in the Code of Ethics. You should use the Code, alongside the Standards, to support the individuals for whom you are responsible.** These principles should underpin every decision and action across policing, they must be embedded with all staff in how they think and behave in every aspect of their work.

**Please discuss the below with the staff member.** You should seek to gain understanding that they are responsible for their own professional behaviour and have a good understanding of the Code of Ethics and Standards of Professional Behaviour, or Police Staff equivalent.

**As a Supervisor you are expected to tick the relevant box and sign the document to certify the Commitment has been discussed and explained.**

**Standards of Professional Behaviour** (and police staff equivalent) reflect the expectations that the police service and the public have of how police officers and staff should behave and includes a duty to challenge and report improper conduct. Please discuss this with your staff member and seek their understanding



**Code of Ethics**

Ethical behaviour comes from the values, beliefs, attitudes and knowledge that guide the judgements of each individual. The nine principles of the code of ethics are;

**Accountability, Fairness, Honesty, Integrity, Leadership, Objectivity, Openness, Respect, Selflessness**



**Maintaining Professional Boundaries**

Supervisors must discuss with their staff the need to maintain professional boundaries at all times. This is an opportunity to confirm that officers and staff have a clear understanding of the professional boundaries guidance and to ensure that they are not using their position to start sexual or improper emotional relationships with members of the public they have met through police related work.



Other integrity issues that supervisors may wish to raise at this time / PDR review may include:

- Business Interests**
- Reportable Associations**

**I confirm that I have discussed and completed the Code of Ethics and Standards of Professional Behaviour Commitment with .....(name of staff member)**

**Signed ..... (Supervisor)**

**Date .....**