



Cumbria Office of the Police, Fire and Crime Commissioner

Police & Crime Commissioner's Ethical Framework

Distribution and Consultation Record

| | |
|----------------|--|
| Date | 0 |
| Version | 01 |
| Authors | Joanne Head |
| | 01768 217734 |
| | Joanne.head@cumbria.police.uk |

| Policy Approval | |
|------------------------|---|
| Approved By | Mr Richard Rhodes, Police & Crime Commissioner |
| Date | 22 April 2014 |
| Approved By | Mr Peter McCall, Police & Crime Commissioner |
| Date | November 2017 |
| Approved By | Mr David Allen, Police, Fire & Crime Commissioner |
| Date | May 2024 |

| Name | Position | Version no. consulted on | Date |
|-----------------|-----------------|---------------------------------|---------------|
| Stuart Edwards | Chief Executive | Version No 1 | April 2014 |
| Stuart Edwards | Chief Executive | Version No 2 | November 2015 |
| Vivian Stafford | Chief Executive | Version No 3 | November 2017 |
| Gill Shearer | Chief Executive | Version No 4 | May 2024 |

Version Control

| | |
|--------------------|---|
| Version .01 | |
| Department | Office of the Police & Crime Commissioner |
| Contact | Joanne Head, Governance & Business Services Manager |

| | |
|-------------------|---|
| Version.02 | |
| Department | Office of the Police & Crime Commissioner |
| Contact | Joanne Head, Governance & Business Services Manager |

| | |
|-------------------|---|
| Version.03 | |
| Department | Office of the Police & Crime Commissioner |
| Contact | Joanne Head, Governance Manager |

| | |
|-------------------|---|
| Version.04 | |
| Department | Office of the Police, Fire & Crime Commissioner |
| Contact | Joanne Head, Governance Manager |

Cumbria Police, Fire and Crime Commissioner 's Ethical Framework

As Cumbria's Police, Fire and Crime Commissioner I have agreed to abide by seven standards of conduct recognised as the Nolan Principles. This Ethical Framework allows transparency in all areas of my work as a Police, Fire and Crime Commissioner. These principles encompass my work locally and whilst representing my communities in national forums. The codes are listed below with examples of how these are achieved. I wish to demonstrate how I am working to provide a public voice to Policing in Cumbria.

Selflessness

Police, Fire and Crime Commissioners should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends. It is important that local communities remain at the heart of my work and that I stand up for local people and principles.

Gifts and hospitality that are accepted as well as declined are fully noted on my website in a clear spreadsheet 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. This is continually updated by my office, and scrutinised by the monitoring officer.

[Register of Gifts and Hospitality](#)

Integrity

Police, Fire and Crime Commissioners should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

On my appointment I pledged my oath to represent 'all sections of the public without fear or favour.' In the eventuality where the interests of exercising the functions of my office might conflict with any disclosable or other interest, which has become known to me, I shall as soon as possible declare such conflict and take necessary action.

[Register of Interests](#)

Objectivity

Police, Fire and Crime Commissioners carry out public business, including making public appointments, awarding contracts or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

All appointments to office have been made following an open and transparent process.

The people of Cumbria play a key role as to how my Police and Crime Plan is put into practice. My plan lays out how I and the Chief Constable aim to make the communities of Cumbria Police safer.

My Fire and Rescue Service Plan details how I will hold the Chief Fire Officer to account for policing services in Cumbria.

I hold public surgeries across the county; the surgeries are open to all and ensure I hear from a broad spectrum of communities. The surgeries are routinely advertised online. Arrangements for attending can also be made through the Office of the Police, Fire and Crime Commissioner.

[Cumbria Police and Crime Plan](#)

[Surgeries news](#)

Accountability

Police, Fire and Crime Commissioners are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

The strategic decisions I make are published in the form of decision logs on my website. Decision logs are a concurrent record of the development of policing services and the reasons for those decisions made. In every decision I make, I confirm that I have considered whether or I have any personal or prejudicial interest in the matter and take the decision in compliance with the NOLAN principles for conduct in Public Life.

I have established a Public Accountability Conference which allows myself, the Chief Fire Officer and the Chief Constable to exercise our respective roles in a transparent manner. All meeting minutes are published. This promotes transparency and allows the public to be aware of the developments within the force.

[Commissioner's Decisions](#)

[Public Accountability Conferences](#)

Openness

Police, Fire and Crime Commissioners should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

My website is compliant with the Local Policing Bodies (Specified Information Order) 2011. There is a range of information accessible on the website, including confidential reporting policy and information disclosure.

My office came third nationally for its efforts to share information in accordance with the 2011 Order.

[Transparency](#)

I keep my communities informed through a newsletter, social media as well as through public engagements. My office issues regular proactive press releases about the work I conduct and responds rapidly to other media enquiries.

[Newsletter and Latest News](#)

Honesty

Police, Fire and Crime Commissioners have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

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 a register of disclosable interests and a register of gifts and hospitality. I also publish information regarding resources and assets, contracts and invitations to tender.

[Contracts and Spending](#)

Leadership

Police, Fire and Crime Commissioners should promote leadership and support the Nolan Principles by leadership and example. When entering office, I undertook to abide by a Code of Conduct and recently adopted the Ethical Framework for Police, Fire and Crime Commissioners which has been developed by the Association of Police and Crime Commissioners (APCC).

[Code of Conduct](#)

Complaints Process

Complaints about the behaviour of the Police, Fire and Crime Commissioner are dealt with by local Police and Crime Panels. If the matter is a serious complaint (an allegation of criminal behaviour against the PCC), the Panel will refer it on to the Independent Police Complaints Commission to deal with. If it is a less serious matter, the Panel is responsible for resolving the problem and seeking a satisfactory outcome. For instance, this might be an explanation or apology from the PCC, or an agreement to prevent or improve a problem in the future.

The administration of the complaint is dealt with by the Monitoring Officer for the Police and Crime Panel. The Monitoring Officer handles the paperwork about the complaint and may be asked to provide advice about the law in relation to complaints. Monitoring officers need to ensure the details of the complaint are recorded properly, but they are not involved in making any decision about the outcome of the complaint. They are under a statutory duty to act fairly and objectively when undertaking this role.

Information on how to make a complaint about myself as Police, Fire and Crime Commissioner, a member of my staff, independent custody visitors or an officer or member of staff of the Constabulary is available on the OPFCC website.

[Complaints](#)