

Room GC.05
1 Horse Guards Road
London
SW1A 2HQ

Tel: 020 7271 2948/0855

Email: public@public-standards.gov.uk

**Committee on
Standards in
Public Life**

Rt Hon Theresa May MP
Home Secretary
2 Marsham Street
London
SW1P 4DF

27 July 2015

Dear Mrs May

On 29 June the Committee on Standards in Public Life published the report 'Tone from the top - leadership, ethics and accountability in policing'. The report followed an eight month inquiry which considered whether the accountability model for local policing was effective in supporting and promoting high ethical standards.

Within the report the Committee made a number of recommendations. Recommendation 7 and 11 are for the Home Office:

Recommendation 7

The Police and Crime Commissioner Elections Order should be amended so that all candidates for the post of PCC should be required to publish their responses to the Committee's Ethical Checklist. For the May 2016 elections all candidates should be asked to consider and answer the Checklist and the Committee will be encouraging relevant media outlets to play their part in seeking out and publicising their responses.

Recommendation 11

The Home Secretary should conduct an urgent review of whether there are sufficient powers available to take action against a PCC whose conduct falls below the standards expected of public office holders.

The Committee also endorsed within their report recommendations made by the Home Affairs Committee and would like to bring these to the attention of the Home Office:

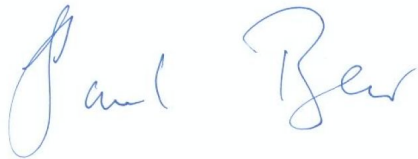
Recommendation 19

The Committee endorses the Home Affairs Committee's recommendations that:

- the Home Office bring forward proposals to amend the powers of commissioners to suspend or remove chief constables under Section 38(2) and 38(3) of the Police Reform and Social Responsibility Act 2011 by stipulating the grounds on which they may do so.
- the Home Office should also provide guidance to commissioners on the use of their powers in both respects. In the case of a suspension there should also be a clear system of safeguards similar to those which guide suspension in respect of conduct.
- the Home Office bring forward proposals to extend the Schedule 8 process to include scrutiny by the police and crime panel where a commissioner chooses not to agree to an extension of the chief constables' contract to bring it in line with the process for the removal of a chief constable

The Committee would be grateful for a full and considered response to be provided to these recommendations by 29 November 2015 at the latest. I would be happy to discuss the report and recommendations in further detail if this is helpful.

Best regards

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Lord Bew
Chair, Committee on Standards in Public Life

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Dear Police and Crime Commissioner

On 29 June the Committee on Standards in Public Life published the report 'Tone from the top - leadership, ethics and accountability in policing'. The report followed an eight month inquiry which considered whether the accountability model for local policing was effective in supporting and promoting high ethical standards.

Within the report the Committee made a number of recommendations. A number of the recommendations are for both Police and Crime Commissioners and Chief Constables:

Recommendation 13

Chief Constables and PCCs should keep the arrangements for gifts, gratuities and hospitality registers and business interests, including notifiable memberships, and other employment under regular review as part of ensuring and evidencing that the Code of Ethics remains embedded in everyday practice.

Recommendation 14

Where a Joint Chief Financial Officer is appointed, an explicit policy and appropriate controls should be put in place to manage any potential conflicts of interest; be made publicly available; and regularly monitored by the Joint Audit Committee.

Recommendation 15

Where a Joint Press/Media Officer is appointed, an explicit policy and appropriate controls should be put in place to manage any potential conflicts of interest, be made publicly available, and regularly monitored by the Joint Audit Committee.

Recommendation 16

6 The Joint Audit Committee should scrutinise the basis of the assurances provided as to the integrity of crime data, including the related performance management systems.

Recommendation 18

All parties with responsibility for complaints should make clear and actively publicise where their responsibilities – especially in relation to actual investigations and their outcomes – begin and end.

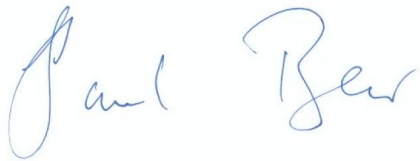
The implementation of the proposed changes to the police complaints and disciplinary systems should be monitored locally by PCCs and nationally by the Home Office, IPCC and HMIC.

Responsibility for handling police complaints through local resolution should not sit with those with appellate responsibility in relation to the same complaints.

The Home Office should consider whether or not complaints about PCCs should continue to be handled by the IPCC.

The Committee would be grateful ask for a full and considered response to be provided to these recommendations by 29 November 2015 at the latest. I would be happy to discuss the report and recommendations in further detail if this is helpful.

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Recommendation 2

PCCs and their Deputies should receive an ethical component as an essential part of their induction. While this should be locally tailored and delivered it should cover the Seven Principles of Public Life, the Association of Police and Crime Commissioners Ethical Framework and the College of Policing's Code of Ethics. This is to provide an understanding of ethics in practice and the role of PCCs as ethical leaders, promoting and modelling the high standards of conduct for which they hold others to account.

Recommendation 3

A Deputy PCC should be subject to the same mandatory national minimum code of conduct as PCCs and publicly available protocols should be in place for their relationships with other employees of the PCC.

Recommendation 5

Joint Audit Committees should publish an Annual Report in a form that is easily accessible to the public.

Recommendation 6

PCCs' responsibility for holding Chief Constables to account on behalf of the public should explicitly include holding the Chief Constable to account for promoting ethical behaviour and embedding the College of Policing's Code of Ethics. Each PCC's Police and Crime Plan should set out how they intend to do this, and their Annual Report should show delivery against the objectives set out in the plan.

Recommendation 10

As a matter of good practice:

- PCCs should publish a forward plan of decisions identifying the subject matter of the decision, why it is key, the meeting at which the decision is due to be taken, who will be consulted before the decision is taken and what reports/papers will be available for inspection; and
- Police and Crime Panels should produce a forward plan of work specifying, as appropriate, the information required from PCCs in order for them to carry out that work.

Recommendation 17

PCCs and their Deputies should publish a register of meetings with external stakeholders and routinely publish information about all significant meetings involving external attempts to influence a public policy decision. The published information should include dates of meetings, details of attendances and meaningful descriptors of subject matter. It should normally be published within one month on their website in an easily accessible format.

Recommendation 20

PCCs' appointment procedures should comply with open and transparent appointment processes including:

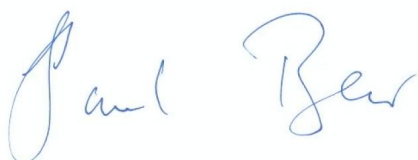
- a requirement for there to be an independent member on the appointment panel set up to oversee the appointments process for Chief Constables and senior Office of PCC staff; and
- a requirement that a criterion for selection be that the panel is satisfied that the candidates can meet the standards of the Seven Principles of Public Life.
- details of the independent panel member should be published.

Where a PCC intends to appoint a deputy PCC the PCC should disclose that fact and the intended Deputy (if known) at the time of the election.

A decision to suspend or accept a resignation of a Chief Constable or to appoint a Deputy PCC should be regarded as a decision of 'significant public interest'

The Committee would be grateful ask for a full and considered response to be provided to these recommendations by 29 November 2015 at the latest. I would be happy to discuss the report and recommendations in further detail if this is helpful.

Best regards



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**Committee on
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Dear Chief Constable

On 29 June the Committee on Standards in Public Life published the report 'Tone from the top - leadership, ethics and accountability in policing'. The report followed an eight month inquiry which considered whether the accountability model for local policing was effective in supporting and promoting high ethical standards.

Within the report the Committee made a number of recommendations. A number of the recommendations are for both Police and Crime Commissioners and Chief Constables:

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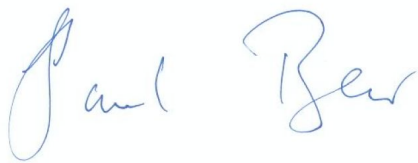
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Chair
Police and Crime Panel

27 July 2015

Dear Panel Chair

On 29 June the Committee on Standards in Public Life published the report 'Tone from the top - leadership, ethics and accountability in policing'. The report followed an eight month inquiry which considered whether the accountability model for local policing was effective in supporting and promoting high ethical standards.

Within the report the Committee made a number of recommendations. Recommendation 9 and 10 are for Police and Crime Panels:

Recommendation 9

Police and Crime Panels should review the PCC's Annual Report in public session attended by the PCC as part of their annual scrutiny programme and make any recommendations as appropriate.

Recommendation 10

As a matter of good practice:

- PCCs should publish a forward plan of decisions identifying the subject matter of the decision, why it is key, the meeting at which the decision is due to be taken, who will be consulted before the decision is taken and what reports/papers will be available for inspection; and
- Police and Crime Panels should produce a forward plan of work specifying, as appropriate, the information required from PCCs in order for them to carry out that work.

The Committee also endorsed within their report recommendations made by the Home Affairs Committee and would like to bring this to the attention of Police and Crime Panels:

Selflessness | Integrity | Objectivity | Accountability | Openness | Honesty | Leadership

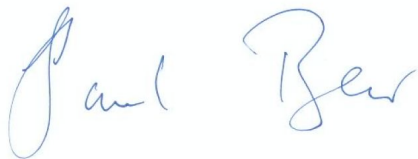
Recommendation 19

The Committee endorses the Home Affairs Committee's recommendations that:

- Police and Crime Panels inquire and report into the circumstances whenever a chief constable's service is brought to an end irrespective of whether the Schedule 8 scrutiny process is formally engaged.

The Committee would be grateful ask for a full and considered response to be provided to these recommendations by 29 November 2015 at the latest. I would be happy to discuss the report and recommendations in further detail if this is helpful.

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