

Why do we exist?

1. To protect life and property
2. To prevent and detect crime
3. To keep the Queen's peace

Why do we Aim for Excellence?

To be a service citizens value and earn their lifelong confidence.

Why is public confidence in the Police important?

We police by consent i.e. the citizen's deferral to the Police and Crime Commissioner. With this comes a willingness to report crimes and provide witness testimony and obey the law themselves. When confidence is low, the opposite effect is felt.

What is expected of us?

As police officers and staff within Durham Constabulary, we are public servants who have powerful responsibilities. These responsibilities require the highest standards of professionalism, behaviour and integrity. Each and every person who discharges their duties in the name of Durham Constabulary, even when under pressure, must do so under these high standards.

The people we lead deserve good leadership, which is competent, compassionate and principled so that they can deliver the best policing service they can.

It is **NOT** just the duty of the Professional Standards department to ensure these expectations are met, it is everyone's responsibility. We should all uphold these principles and we need to challenge those who do not.

The attached policies and guidance are pivotal in respect of how we carry out our duties with the utmost integrity.

Code of Ethics

The Code of Ethics is a first for everyone who works in policing in England and Wales. It sets out the principles and standards of behaviour we expect to see from police professionals. It applies to every individual who works in policing, whether a warranted officer, police staff, volunteer or someone contracted to work in a police force.

You are responsible for your own professional behaviour and, to ensure that you are able to deliver the highest standards possible, you must have a good understanding of the contents of this Code. You are expected to use the Code to guide your behaviour at all times – whether at work or away from work, online or offline.

Policing principles

Accountability

You are answerable for your decisions, actions and omissions.

Fairness

You treat people fairly.

Honesty

You are truthful and trustworthy.

Integrity

You always do the right thing.

Leadership

You lead by good example.

Objectivity

You make choices on evidence and your best professional judgement.

Openness

You are open and transparent in your actions and decisions.

Respect

You treat everyone with respect.

Selflessness

You act in the public interest.