



Altogether Better Policing

DURHAM CONSTABULARY POLICY

Durham Constabulary Freedom of Information Act Publication Scheme	
Name of Policy	Confidential Reporting Policy
Registry Reference No.	DCP 020
Policy Owner	Head of Professional Standards & Legal Services
Date Approved	23 July 2013
Governance Board	FLG
Life Span	3 years
Version	2.1
Protective Marking	Official
Publication Scheme Y/N	Y
All Durham Constabulary policies are drafted in accordance with Human Rights and Equality Legislation	

Version Control (The first final version of a document will be version 1.0, subsequent draft versions will increase by 0.1, e.g. 1.1, 1.2. When the revised document is deemed final, and agreed at the relevant Governance Board, this will then become version 2.0)

Date	Version	Reason for Change / Update & Comments	Produced / Amended by	Reviewed / Agreed by
March 2006	1.0	Initial Document, to be agreed in FLG	Inspector Brian Maudling, PSLs	N/A
<i>July 2013</i>	<i>2.0</i>	<i>Policy Reviewed, minor amendments, FLG approval not required</i>	<i>Detective Inspector Mick Kirtley</i>	<i>Supt Ellis Head of PSLs</i>
<i>July 2018</i>	<i>2.1</i>	<i>Policy Reviewed – no changes required therefore FLG approval not required</i>	<i>CI Victoria Martin</i>	<i>CI Victoria Martin</i>

1.0 Name of Policy

Confidential Reporting Policy

2.0 Purpose and Scope

To ensure that:

- A system is in place for all employees to confidentially report matters of concern.
- Throughout the operation of this policy, Durham Constabulary will seek to take the least intrusive action, which fits within the working policy criteria and will act fairly and proportionally to achieve the proposed purpose.

3.0 Motivation or Driving Forces

The integrity of Durham Constabulary is inseparable from the ethics, standards and professionalism of its staff. No single person is more important in this regard than any other. The Force expects the highest standards of professional conduct from all police officers and support staff, regardless of rank or grade. Corruption, malpractice or mismanagement by just one person can damage the integrity of the entire Force; they can also compromise the ethics, standards and professionalism of individual members of staff. The Chief Constables expectations of his staff, however, are balanced by an acknowledgement that he has a duty to protect staff against wrongdoing by others, including other members of staff. In support of this the Counter Corruption & Integrity Unit within the Professional Standards and Legal Services Department exists to protect staff and the integrity of Durham Constabulary.

4.0 The Legal Basis and Legitimate Aims

The legal basis for this policy comes from The Police Act 1996 and The Public Interest Disclosure Act 1998.

5.0 Policy Statement

The Confidential Reporting Policy has been devised to maintain public trust and confidence in the rule of law and to preserve the health, safety and welfare of members of staff. It is intended to encourage staff to expose any wrong-doings of which they become aware in the knowledge and understanding that their concerns will be thoroughly investigated without fear of reprisal. It lays down

procedures for enabling members of staff to disclose their concerns confidentially and promises support for them and any other person who takes part in the process of disclosure. It also sets out the responsibilities of those who receive such information. It is not intended to replace or diminish other opportunities for members of staff to report concerns, for example The Fairness at Work Policy.

6.0 Brief Description of the Attached Appendices

All procedures, tactics and guidance relating to this policy are included on the Procedures, Tactics and Guidance document which is separate document linked to this policy and is protectively marked as RESTRICTED.

7.0 Monitoring and Review

This policy will be reviewed every three years to assess/address

- Its effectiveness in the business area concerned
- Any changes to legislation or common law
- Challenges to the policy
- Any identified inefficiencies in relation to implementation.

8.0 How to Complain

Complaints about the overall policies and procedures of a police force, as well as a number of other issues relating to quality of service or operational decisions should be made to the Chief Constable of Durham Constabulary at the following address:

The Chief Constable
Police Headquarters
Aykley Heads
Durham
DH1 5TT
Tel: 101
Fax: 0191 375 2011
Email: CFR@durham.pnn.police.uk