



Altogether Better Policing

DURHAM CONSTABULARY POLICY

Durham Constabulary Freedom of Information Act Publication Scheme	
Name of Policy	Integrity Testing Policy
Registry Reference No.	DCP 022
Policy Owner	Head of Professional Standards & Legal Services
Date Approved	10 March 2011
Governance Board	FLG
Life Span	3 years
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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
January 2006	1.0	Initial Document, to be agreed in FLG	Unknown	N/A
March 2011	2.0	Policy Reviewed, Re-written went to FLG 10/03/2011	Inspector Brian Maudling, PSLs	Supt Ellis Head of PSLs
March 2014	2.1	Policy Reviewed – minor changes no need for FLG	DI Mick Kirtley	Supt Ellis, Head of PSLs
July 2018	2.2	Policy Reviewed – no changes required therefore FLG approval not required	CI Victoria Martin	CI Victoria Martin

1.0 **Name of Policy**

Durham Constabulary Integrity Testing Policy.

2.0 **Purpose and Scope**

Durham Constabulary employs integrity testing as a legitimate method of robustly dealing with issues of corruption, dishonesty and unacceptable behaviour. Integrity testing has been recognised as an important tool at a national level and promotes a healthy organisational culture.

Integrity testing is aimed at all members of Durham Constabulary and includes both all sworn officers and Police Staff (including permanent staff, temporary staff, those on fixed term contracts) and volunteers.

The policy will be available to all Durham Constabulary employees via the Force intranet.

3.0 **Motivation or Driving Forces**

Recommendation 10 of the HMIC Report on Police Integrity (June 1999) stated “all forces should secure the proactive capacity to maintain integrity and high professional standards”. This policy sets out the rationale behind integrity testing and defines parameters and conditions for its use.

4.0 **The Legal Basis and Legitimate Aims**

Corruption may be defined as:

‘The abuse of a role or position held, for personal gain for one’s self or another or perceived organisational gain’.

In addition the IPCC/ACPO Counter Corruption Advisory Group have agreed the following definition of corruption:

‘A law enforcement official commits an unlawful act or deliberately fails to fulfil their role arising out of an abuse of their position, for personal or perceived organisational advantage having a potential to affect a member of the public.

The aim of this policy is to provide the framework to formalise integrity testing, to assist Durham Constabulary demonstrate that such investigative techniques are applied in an ethical, professional, impartial and non-discriminatory manner.

Durham Constabulary recognises that a number of statutes and other procedures will impact upon this policy including:

- The Human Rights Act
- Regulation of Investigatory Powers Act 2000.
- Police and Criminal Evidence Act 1984.
- Durham Constabulary Lawful Business Monitoring Policy.
- Information Commissioners Employment Practices Data Protection Code: Monitoring at work.
- The Data Protection Act 1998
- The Criminal Procedures and Investigations Act 1996
- The Equality Act 2010
- Police (Conduct) Regulations 2008

5.0 Policy Statement

Durham Constabulary relies upon the professionalism, honesty and integrity of its staff. As public servants, staff are expected to strive for excellence in service delivery and to observe the highest standards of conduct both in their private lives and in their employment. The community must have confidence in Durham Constabulary.

There can be no more important qualities for members of the police service than that they are honest and act with integrity. Without these basic attributes the public can never be expected to trust the police and have the confidence in them that is necessary for a system of 'policing by consent'.

Integrity testing is a crucial support mechanism that will evidence the service's professional integrity. Those who are courteous and honest, act with integrity and professionalism, and uphold the Durham Constabulary values have nothing to fear. Indeed, it is believed that the overwhelming majority of Durham Constabulary staff consistently provides a professional service with the highest standards of integrity.

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 accompany this policy and are protectively marked as RESTRICTED.

7.0 **Monitoring and Review**

- This Policy is owned by the Head of Professional Standards and Legal Services and will be reviewed every three years to take into account changes in legislation or common law and encourage best practice.
- The policy will be monitored for its effectiveness in the business area concerned to identify any inefficiency in its implementation.

8.0 **How to Complain**

Durham Constabulary operates a “Achieving Fairness at Work Policy.” The main purpose of which is to ensure that individual members of staff who feel aggrieved about the way they have been treated, either by management or by their colleagues, are given every opportunity to have their grievances resolved in a fair and just manner. It is a flexible means of resolving problems at work and intended to resolve issues as quickly as possible.

Complaints about the overall policy and procedures connected to the policy can be addressed through the:

The Chief Constable

Police Headquarters

Aykley Heads

Durham

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Fax: 0191 375 2011

Email: CFR@durham.pnn.police.uk