

Police and Crime Commissioner - Code of Conduct

Introduction

1. This Code applies to me in the office of Police and Crime Commissioner when acting or representing to act in that role.
2. This code does not apply when I am acting in a purely private capacity.
3. I have adopted this code and have agreed to abide by its provisions.
4. The Policing Protocol provides that all parties will abide by the seven principles set out in Standards in Public Life: First Report of the Committee on Standards in Public Life known as the 'Nolan Principles'.
5. I agree to abide by the Nolan Principles which are set out below:

The Seven Principles of Public Life

Selflessness - Holders of public office should act 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.

All gifts and hospitality offered to me or staff working in my Office (whether accepted or refused) are fully listed on my website, regularly updated and scrutinised by my Monitoring Officer.

Integrity - Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

I am acutely aware of my statutory responsibilities as Police and Crime Commissioner and the damage that can be caused by people in public office who have their duties influenced (or perceived influence). Accordingly, I maintain the highest levels of integrity in this area and have the additional safeguard of a Monitoring Officer whose statutory responsibility is to report on matters they believe are, or are likely to be, illegal or represent misconduct related to my role.

Objectivity - In carrying 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.

On 6 May 2016 I took an oath of integrity and transparency to the people of Kent and fully intend to uphold this. As Police and Crime Commissioner, all decisions I take, whether that be awarding contracts, making appointments, or other responsibilities that come with the role of Commissioner, shall be based on open and transparent criteria and in-line with statutory requirements.

Accountability - Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

I aspire to be an accessible Police and Crime Commissioner so the people of Kent can hold me to account for all my decisions and actions. To achieve this, I will maintain a wide ranging engagement schedule which includes public events, surgeries and responding to correspondence as well as being present on social and print media.

Openness - Holders of public office 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.

All my decisions, minutes of meetings and papers will be accessible on my website. The core purpose of good governance in public services is to ensure public bodies take informed, transparent decisions and manage risk. All decisions and actions I take are underpinned by the following principles:

- Transparency
- Openness
- Proportionality
- Timeliness
- Auditable; and
- Engagement and consultation

Honesty - Holders of public office 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 maintain a statutory Register of Interests which declares personal and business interests with the intention of being open and transparent with the public. In the eventuality where there might be an actual or perceived conflict of interest I shall as soon as possible declare such a conflict and take necessary action.

Leadership - Holders of public office should promote and support these principles by leadership and example.

I lead by example and expect the same qualities from staff working in my Office. I achieve this by empowering, trusting and setting examples in all aspects of my public life. I aspire to lead in the same way I would wish to be led, and provide access to and promote opportunities in my Office to further develop my staff's leadership skills.

General Obligations

6. I agree:-

- To treat others with dignity and respect.
- Not to use bullying behaviour or harass any person.
- Not to conduct myself in a manner which:-

(i) is contrary to the policing protocol; and/or

(ii) could reasonably be regarded as bringing my Office into disrepute.

Use of resources

7. I agree:-

- Not to use the resources of the elected local policing body for my personal benefit or for the benefit of myself, my friends, or any other person in relation to any business interest of mine.
- Not to use the resources of the elected local policing body improperly for political purposes (including party political purposes).
- To claim expenses and allowances in accordance with the published expenses and allowances scheme of the elected local policing body.