

WILTSHIRE POLICE POLICY

Form 536
August 2006

POLICE STAFF CONDUCT

STATEMENT OF POLICY

It is the Policy of Wiltshire Police to have a fair and systematic approach that deals with, and takes corrective action in circumstances where our expected standards of conduct and behaviour are believed to be below the required standard, or a breach of conduct is alleged to have occurred.

Aims of the Policy

- (1) The aim of this Policy is to demonstrate to staff, and all other stakeholders that we are committed to dealing with any matters that arise relating to a conduct issue.
 - (2) It provides a framework within which individuals are treated fairly and consistently and thereby contributes to good employee relations
 - (3) The policy applies to all Police Staff including staff on temporary contracts. For Police staff within the Probationary Period please refer to the Police Staff Probationary procedure
 - (4) The policy enables the organisation to help and encourage all employees to maintain high standards of conduct consistent with a professional police service. Except in the cases of gross misconduct it is not primarily intended to be a punitive process.
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Glossary of Terms

Term	Meaning
WPA	Wiltshire Police Authority
ACAS	Advisory, Conciliation and Arbitration Service
HR	Human Resources Department
PSD	Professional Standards Department
IO	Investigating Officer

Strategic Aims

The Force Priorities linked to this document are set out below.

Force Priorities Linked to this Policy
Deliver a quality service which is accessible, visible and reassures.

Compliance – Impact Assessment in progress

European Convention on Human Rights (ECHR) Compliance

The table below lists the ECHR Compliance Guide paragraphs that specifically relate to this Policy.

ECHR Compliance Guide paragraphs relating to this document
(Delete those not applicable and this text in red)
1. Statement of Compatibility
2. Public Access
4. Use Of Force
5. The Impact of The European Convention on Human Rights
6. Article 2 - Right to Life
7. Article 3 - Prohibition of Torture
9. Article 5 - Right to Liberty and Security
10. Article 6 - Right to a Fair Trial
11. Article 7 - No Punishment without Law
12. Article 8 - Right to Respect for Private and Family Life
13. Article 9 - Freedom of Thought, Conscience and Religion
14. Article 10 - Freedom of Expression
15. Article 11 - Freedom of Assembly and Association
17. Article 14 - Prohibition of Discrimination
18. The First Protocol - Article 1 - Protection of Property
19. Positive Obligation
20. Duty of Staff

Legal Basis & Driving Force
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- The ACAS Code of Practice 2009
- Employment Rights Act 1996
- Employment Relations Act 1999
- Employment Act 2002
- Sex Discrimination (Amendment 2008) Act 1975
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Police Reform Act 2002
- Employment Equality (Age) Regulations 2006
- Race Relations (Amendment) Act 2000.
- Disability Discrimination Act (Amendment 2006) Regulations 2000
- Single Equality Act 2006
- Data Protection Act 2018

All the above have been taken into account during the development of the police staff discipline Policy & Procedure.

Strategic Aims

Wiltshire Police Force Five Challenges

Listen Principles

Freedom of Information Act

This policy is for public access

Data Protection

Any information relating to an identified or identifiable living individual recorded as a consequence of this policy will be processed in accordance with the Data Protection Act 2018, General Data Protection Regulations and the [Force Data Protection Policy](#).

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