

**GWENT POLICE**  
**SERVICE CONFIDENCE POLICY**



**1.0 Aims of Policy**

**Our aim:**

- To establish an ethical framework for dealing with those situations where management action is necessary without overt criminal or misconduct outcomes and where the motivation is confidential or source sensitive material raising serious concerns about the appropriateness of an individual to occupy a particular post;
- To establish the need to apply fairness, objectivity and proportionality in the application of this policy. Concerns about achieving a balance between the needs of Gwent Police and the rights of the individual have been address by:-
  - \* Adopting an open and transparent system within legal constraints
  - \* Allowing individuals to be represented and the adoption of a review process
  - \* Maintaining a clear position that the use of the policy is about the protection of staff and the organisation by management action and not misconduct procedures or sanction

**PRINTED VERSIONS SHOULD NOT BE RELIED UPON. THE MOST UP TO DATE VERSION CAN BE FOUND ON THE INTRANET POLICIES SITE.**

## **2.0 The Legal Basis**

The legal basis for this document is derived from:-

- Police Reform Act 2002
- Police (Conduct) Regulations 2004
- Police (Conduct) Regulations 2008
- The Police Regulations 2003
- **The Police (Complaints and Misconduct) Regulations 2012 (effective 22/11/12)**
- Police and Criminal Evidence Act 1994
- Support Staff Disciplinary Procedures
- Unsatisfactory Performance Procedures (Police Efficiency) Regulations 1999
- ACPO Corruption Prevention Strategy
- ACPO Counter-Corruption Advisory Group
- HMIC Raising the Standard – A Thematic Inspection of Professional Standards
- Public Interest Disclosure Act 1998
- Criminal Procedure and Investigations Act 1996
- Police (Amendment) Regulations 2005
- Police Act 1996
- Prevention of Corruption Act 1906
- Prevention of Corruption Act 1916
- Data Protection Act 1998
- Crime and Disorder Act 1998
- Common Law
- Regulation of Investigatory Powers Act 2000

## **3.0 Human Rights Certificate of Compliance**

The policy has been checked for compliance with the Human Rights Act; with particular reference to the legal basis of its precepts: the legitimacy of its aims; the justification and proportionality of the actions intended by it; that it is the least intrusive and damaging option necessary to achieve the aims; and that it defines the need to document the relevant decision making process's and outcomes of actions.

## **4.0 Compliance with The Welsh Language Scheme**

This policy should aims to comply with the organisations Welsh language Scheme in terms of dealing with the Welsh speaking public, impact upon the public image of the organisation and the implementation of the language scheme.

## **5.0 Risk Assessment and health and safety Considerations**

The Gwent Police Service Dynamic Assessment should be applied as necessary. A training package in the use of risk assessment will be provided to all police personnel if requested or required.

## **6.0 Identification Section**

**Policy Title: Service Confidence Policy**

**Reference: 101/14 a issue 3**

**ACPO LEAD: DCC**

**Service Area Owner:** Detective Superintendent Professional Standards Department

**Department Responsible:** Professional Standards Department

### **Links to other Policies/Procedure:**

- Force Crime Strategy
- Confidential Advisors policy
- Suspension of Police Officers policy
- Police Staff Disciplinary Procedure
- Organisational Change procedure
- UNISON Local Agreement
- Professional Standards Reporting policy
- Crime Recording procedure
- Fairness at Work procedure
- Equal Opportunities policy
- Disciplinary procedure for Police Staff
- Unsatisfactory Performance Procedure(Police)
- ACPO Corruption Prevention Strategy: Professional Standards in Policing
- ACPO Policy for Professional Standards Reporting: "Doing the Right Thing"
- HMIC Raising the Standard: A Thematic Inspection of Professional Standards
- Code of Conduct Police Officers
- Contract of Employment – Police Staff
- Direction and Control policy
- Drugs, Alcohol and Substance Misuse or Abuse Policy
- Anti Corruption Unit Policy
- Anti Corruption Unit – Terms of Reference

**File classification: OFFICIAL**

**Policy Implementation Date:** STCG 27<sup>th</sup> Feb 07: Reviewed Feb 10:  
Reviewed June 12: REVIEWED June 2014 no change.

**Policy Review Date: June 2016**

**File classification: OFFICIAL**