

LEVEL 4 ASSESSMENT SPECIFICATION

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Introduction:

This assignment will cover how the Police maintain Professional Standards and how they consider this as an impact on the Code of Ethics, and the Standards of Professional Behaviour.

Main body:

The code of Ethics- The Code of Ethics is a first for everyone who works in policing in England and Wales. The Code of Ethics requires everyone in policing to prevent unprofessional conduct by questioning behaviour that falls below expected standards and by reporting or acting against such behaviour. You are responsible for your own professional behaviour and must always use this Code, whether at work or away from work.

This Code of Ethics was based on the 'Principles of Public Life' published in 1995. It includes the principles of fairness and respect. The Police Code of Conduct has adapted the wording from the Police (Conduct) Regulations 2012 and the Police Staff Council Joint Circular 54 so that it applies to everyone. According to this standard, you must carry out your role and responsibilities in an efficient, diligent, and professional manner, and avoid any behaviour that might impair your effectiveness. Police staff, volunteers and contractors may be required to use force in the course of their duties. They must use only the minimum amount of force necessary. For police officers, meeting this standard means giving orders that you reasonably believe to be lawful, following lawful orders, and supporting your colleagues in the execution of their lawful duty.

The standards of this standard are being aware of unconscious biases, supporting colleagues, demonstrating efficient and effective use of policing resources, keeping

accurate records of actions, and considering the expectations, changing needs and concerns of different communities. (College of Policing Limited (2014)

Public confidence in the Police Service is paramount. All staff will act with honesty and integrity, in line with the Standards of Professional Behaviour. (*Legal and Professional Standards Department - Standards of professional behaviour policy (P02)*, no date, p. 02)

The standards of professional behaviour set out below apply to all police staff and those subject to suspension. They do not restrict discretion but define the parameters of conduct within which it should be exercised. The public expects the police service to protect them and provide a professional service. The service will proactively support a harassment-free working environment. (*Police Staff Standards of Professional Behaviour | Local Government Association*, no date)

The Code of Professional Standards sets out 10 principles for how police officers should behave. They are: responsible and accountable, honest, act with integrity, obey lawful orders, use force only when necessary, respect the rights of all individuals, and abide by the law. Police officers act with self-control and tolerance, treating members of the public and colleagues with respect and courtesy, act with fairness and impartiality, treat information with respect, and are fit to carry out their duties. Police officers behave in a way that doesn't bring discredit to the police service, and they report any improper conduct by colleagues. ('Police Professional | New Code of Professional Standards for police officers', no date)

The significance of the Code of Ethics in the work of the UK police is understood, and anyone who feels they have been subject to improper conduct by a police officer may refer to the Code of Ethics and make an analysis of which standards of professional behaviour have fallen short of.

Performance issues, discipline issues and gross misconduct are all possible levels of misconduct that can be addressed by managerial action. Criminal conduct is the highest level of misconduct and justifies criminal proceedings against the officer. A member of the public should understand the legal basis of an improper conduct allegation against a police officer, which is the expected professional standards as set out in the Code of Ethics and regulations of the Home Office. ('The Code of Ethics of the UK Police: explained – AAAPPP – Association Against Abuse of Police Powers and Privileges', no date)

The public expects the police service to protect them and to provide a professional service. The police service will help staff attain acceptable levels of behaviour. The standards are not intended to describe every situation, but rather to set a framework for police staff. A breach of these standards may result in dismissal.

Police officers are the source of safety for the public, and they have the necessary training to carry out their jobs. However, there are still issues within the police force, and changes need to be made within the criminal justice system. In policing, one must have good morale and a sense of ethics, which can be balanced with the law. (University, 2022)

The standards of professional behaviour apply to all police officers, including those subjects to suspension, and reflect relevant principles enshrined in the European Convention on Human Rights and the Council of Europe Code of Police Ethics. Managers, supervisors, professional standards departments, and appropriate authorities are expected to exercise sound professional judgement and comply with any requirements placed on them by legislation.

Police officers may have to prioritise their time and resources when deciding if they have neglected their duties. When giving a private reference, a police officer must make it clear that no police information has been accessed or disclosed.

Discredit can be brought on the police by the actual underlying conduct of the police officer, or by the public confidence in the police being undermined.

Values are deeply rooted motivations that guide and explain attitudes, standards, and behaviours. They can influence how individuals evaluate various events and how they are motivated to undertake activities in different circumstances. Work values determine what is important for employees and what they want to achieve in their work. This study focused on the work value theory of career development by Super (1957, 1980), which emphasizes the concept of "role" (e.g. child, student, worker, or police officer). Work values are important for most people in any culture. Knowing which work values are given priority is invaluable for organizations. In some professions, organizational effectiveness depends on respect of work values. For example, in the policing profession, the work values preferred by police officers can be important for organizational success.

The hierarchy of work values in police officers was examined, and the relationships between work values and both aspects of job-related well-being, job burnout and work engagement, were investigated in a group of experienced police officers.

Work values are positively associated with job satisfaction and work performance, and work values given a high priority are more critical for decision-making. Police officers value work values other than effectiveness and productivity, and the correct balance between extrinsic and intrinsic work values is particularly desirable.

Police officers are exposed to high work-related stress, and only one study has investigated the relationships between work values and job-related well-being. Work engagement is an important construct of positive well-being at work, and of the adult's happiness. It is positively correlated with intrinsic motivation and differs from an unengaged one in personal resources such as autonomy, optimism, self-esteem, and self-efficacy. (Basinska and Dåderman, 2019)

Conclusion

In summary, the Code of Ethics, and the Professional Standards, are important and vital steps and policies that the police must follow in order to maintain a safe, equal

and protected environment for everybody. The code of ethics is really important to follow for the police, to keep everybody safe and treat them equally.

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