



REPORTING OF INAPPROPRIATE AND COMPROMISING ASSOCIATIONS

1. POLICY STATEMENT

- 1.1 This policy is part of the British Transport Police (BTP) strategy to minimise the risk of, and prevent corruption in order to protect the integrity of BTP and its employees. This policy and the associated SOP (reporting of inappropriate and compromising associations SOP- SOP/231/10), seeks to reduce vulnerability to corrupting activity, including information leakage; prevent damage to the reputation of BTP; and maintain public confidence in the service BTP provides.
- 1.2 This policy relates to associations with members of the public and/or other agencies and organisations both inside and outside of work with BTP.
- 1.3 This policy provides guidance to all BTP employees with regards to meeting with and/or associating with persons who may have the potential to compromise the integrity and operational effectiveness, or damage the reputation of BTP.
- 1.4 This policy does not relate to associations made and retained for policing purposes only, including undercover and covert operations and the use of informants. Employees are referred to BTP policies and guidance in these areas and the Home Office Code of Practice for the use of Covert Human Intelligence Sources (CHIS).
- 1.5 This policy applies to all BTP employees in England, Wales and Scotland. Within the policy, except where categories are specifically excluded, the term employee, or employees will include all members of BTP, namely police officers, Police Community Support Officers (PCSOs), police staff, special constables and contractors. This will not apply to community volunteers.

2. OVERVIEW

- 2.1 BTP employees are required to notify BTP of any association that has the potential, or is likely to:
- Compromise the individual employee
 - Compromise the operations or activity of BTP



- Compromise the reputation of BTP.
- 2.2 Based on a risk assessment of the association action may be taken to enable monitoring of the association or to reduce the risk of the association. This may include but is not limited to:
- Management action plan
 - Review of the vetting status and role restrictions
 - Redeployment.
- 2.3 Failure to adhere to PSD instructions may result in disciplinary action.
- 2.4 Employees will have the right to appeal any decision and/or management plan made regarding their associations. The appeal will be made to the Deputy Chief Constable (DCC) who will be able to rescind, alter or confirm the decision and action plan set out by PSD. The DCC's decision will be final.
- 2.5 PSD will maintain a record of reported associations and they will be reviewed regularly to ensure there is no change to the level or nature of the risk.

3 Legal Basis

- 3.1 This policy acknowledges:
- The rights of its staff to respect for private and family life afforded by the Human Rights Act 1998, Article 8
 - The rights of its staff to Freedom of Expression afforded by the Human Rights Act 1998, Article 10
 - The rights of its staff to freedom of peaceful assembly and to freedom of association afforded by Article 11 of that Act
 - The rights of its staff to marry afforded by Article 12 of that Act.
- 3.2 The existence of these articles does not prevent BTP from imposing lawful conditions, restrictions and penalties on the exercise of these rights by its employees in cases where to exercise such rights would undermine the ability of



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BTP to fulfil its duty to prevent and detect crime and/or damage public confidence in BTP or the police service.

- 3.3 Employees are referred to the Misconduct and Unsatisfactory Performance or Attendance policy and the Standards of Professional Behaviour. An association and/or failure to report an association that may damage the reputation or integrity of the BTP will amount to a breach of the Standards of Professional Behaviour under discreditable conduct and honesty integrity.

4 MONITORING AND REVIEW

- 4.1 PSD will monitor this policy for compliance and effectiveness. This policy document will be reviewed annually and will take account of the following criteria:

- Changes in legislation
- Human Rights challenges and rulings in domestic and European Human Rights Courts
- Changes to ACPO guidance/policy
- Examples of good practice from other Forces or other organisations
- Changes in Home Office Circulars
- Representations made by individuals and relevant organisations.

5 OWNERSHIP

- 5.1 This policy is owned by the Head of PSD.

6 ASSOCIATED DOCUMENTS

- Movement of Officers Policy
- Force Information Security Policy
- Force Vetting Policy
- Business Interests, Secondary Employment and Voluntary Work SOP
- Confidential Reporting SOP
- Misconduct and Unsatisfactory Performance or Attendance Policy