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# DURHAM CONSTABULARY POLICY

Durham Constabulary Freedom of Information Act Publication Scheme	
Name of Policy	Notifiable Association Policy
Registry Reference No.	DCP 141
Policy Owner	Head of PSLS
Date approved at FMG	9/02/2010
Life Span	3 years
Version	1
Protective Marking	Not protectively marked
Publication Scheme Y/N	Yes
All Durham Constabulary policies are drafted in accordance with Human Rights and Equality Legislation	

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## Version Control

Version	Date	Reason for Change	Produced / Amended by
1.0	Feb 2010	Initial document	Review in 3 years

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Notifiable Association Policy

## **2.0 Purpose and Scope**

The policy is intended to complement the objectives of the Counter-Corruption and Integrity Strategy of reducing corruption, vulnerability of staff and roles, avoiding compromise, thereby increasing internal security of staff and organisational assets.

In practice the vast majority of officers and staff behave with complete integrity. However, it is recognised that there is a risk of some staff having an inappropriate association with a particular persons, groups or organisation.

It is important that individuals understand the requirement to avoid this and to ensure that no doubt is cast on the integrity of the police service.

It is clearly desirable that staff understand the expectations to be observed to ensure that no doubt is cast on them or Durham Constabulary. The focus of this document, in the first instant, will be on guidance and prevention, rather than on the implementation of sanctions.

A copy of the policy will be available on the force internet site. A copy of the procedure guidance is available on the force intranet site for members of Durham Constabulary.

## **3.0 Motivation or Driving Forces**

Durham Constabulary and the police service in general are reliant on the honesty and integrity of its entire staff. Officers and staff are, therefore, expected to observe the highest standards of conduct, in both their private lives and their employment. The community must have confidence in the honesty and integrity of the police.

## **4.0 The Legal Basis and Legitimate Aims**

Durham Constabulary 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

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- The rights of its staff to marry afforded by Article 12 of that Act.

## 5.0 Policy Statement

This policy does not seek to govern or unnecessarily restrict every aspect of an individual's private life, nor does it attempt to prescribe what the determination or outcome should be in every case which comes under consideration. Each set of circumstances will need to be considered in its own right so that the action taken is appropriate and proportionate to the need to protect the integrity of individuals and Durham Constabulary.

This procedure applies to police officers, police staff and members of the special constabulary. It is recognised, however, that different conditions of employment apply to police staff than to police officers and current procedures for dealing with discipline and misconduct are slightly different.

All members of Durham Constabulary have a duty to see that the good name of the Force and the police service in general does not fall into disrepute, and that the community it serves can be satisfied that the Force, its Police Officers, Special Constables and Police Staff are managed in the correct manner to ensure that their duty is discharged without compromise.

Where advice has been given that an association is Notifiable and must cease, but the individual continues that association or fails to comply with limitations placed upon it, then the Notifiable association will be further considered ;

- under the Police (Conduct) Regulations in respect of police officers or the Police Staff Code of Conduct Code and Disciplinary Procedures.

No officer or member of police staff should subordinate their responsibility or duty as members of Durham Constabulary to their private interests or put themselves in a position where private interests conflict their responsibilities as police officers or employees. (E.g. Associations, Business interests or associates that may compromise their role).

Police officers and police staff working in sensitive areas or with access to highly confidential information will be subject to a higher level of vetting and more intrusive management. If there are concerns about the vulnerability of a person or to the role, it may be necessary to invoke compulsory redeployment where doubt over their impartiality can be justified, or where it is considered that the risk to the organisation is too great to be left to doubt (as defined in the service confidence policy).

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**6.0 Brief Description of the Attached Appendices**

All procedures, tactics and guidance relating to this policy are included on the Procedures, Tactics and Guidance document which accompanies this policy and is protectively marked as RESTRICTED.

**7.0 Monitoring and Review**

The policy will be reviewed every three years. However this will be brought forward should any of the following occur:

- Concern re its effectiveness in the business area concerned
- Any changes to legislation or common law
- Any changes to the police conduct regulations
- Challenges to the policy

**8.0 How to Complain**

Durham Constabulary operates a 'Fairness at Work Policy'. The main purpose of which is to ensure that individual members of staff who feel aggrieved about the way they have been treated, either by management or by their colleagues, are given every opportunity to have their grievances resolved in a fair and just manner. It is a flexible means of resolving problems at work and intended to resolve issues as quickly as possible.

Complaints about the overall policies and procedures of a police force, as well as a number of other issues relating to quality of service or operational decisions should be made to the Chief Constable of Durham Constabulary at the following address:

**The Chief Constable**  
Police Headquarters  
Aykley Heads  
Durham  
DH1 5TT



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