Service Integrity Programme

CCU Service Integrity / DCI Andy Goodwin / 19/01/16

Aim

To provide an overview of

- CCU Service Integrity Programme

- Integrity Matters – Internal Confidential Reporting System

POLICE SCOTLAND

Counter Corruption Unit

- The Counter Corruption Unit's (CCU) goal is to protect the Integrity of Police Scotland.

- Police Scotland Service Integrity Focus: 'Actions or behaviours that are unethical, unacceptable, unprofessional or illegal'

- In October 2014, the CCU moved to a PIER model (Prevention, Intervention, Enforcement, Reintegration)

- Incorporates key elements of education and support in order to mitigate the risks to officers and staff through our commitment our 'Keeping our People Safe'.

POLICE SCOTLAND

Service Integrity Programme

- Work in partnership with Divisions / Departments and staff to identify and mitigate known and emerging risks that can lead to the compromise of individual and organisational integrity

- Improve staff awareness and understanding of organisational and individual vulnerabilities

- Provide a structure to support and maximise the potential of vulnerable / 'at risk' staff

- Enhance public, partners and organisational confidence in the integrity of Police Scotland staff, structures and processes

POLICE SCOTLAND

Delivery of SI Programme

- Interactive preventative workshops bespoke to each Division / Department

- Delivered to address these key areas of vulnerability and staff concerns

- Providing advice on how to identify and reduce potential personal vulnerabilities and organisational risk.

- Designed to proactively raise officer and staff awareness, whilst highlight that the core role of the CCU is to protect officers and staff

POLICE SCOTLAND

Key Priorities

Prevention of Corruption or Opportunities to Corrupt Employees by supporting employees in understanding their responsibilities in respect of

- Data Protection

- Notifiable Associations

- Online Presence

- Abuse of Power / Sexual Predatory Behaviour

- Gifts, Gratuities, Hospitality and Sponsorship

- Secondary Employment or Business Interests

POLICE SCOTLAND

Education and Support Mechanisms

- The development of a mandatory E-Learning Corruption prevention course for officers / staff

- Raise awareness and enhanced the prevention strategy.

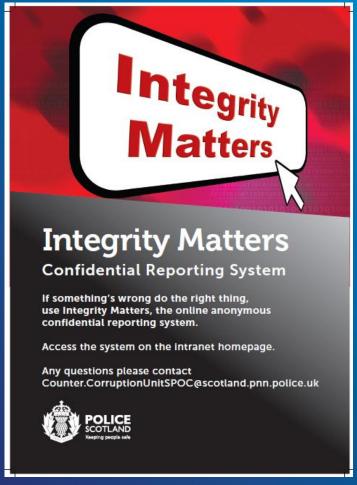- 15,836 officers / staff have completed it achieving the necessary pass mark of 100%.

POLICE SCOTLAND

Education and Support Mechanisms

Police Scotland Intranet CCU Mini Site

- 'Ask Us' interactive online system.

- 60 Second Policies/Briefings

- Scenario-based videos to support officers / staff in understanding risk business areas.

- Social Media Advice & Guidance developed in conjunction with Corporate Communications and adopted by public sector partners.

POLICE SCOTLAND

Integrity Matters

POLICE SCOTLAND

Background

- User-friendly on line system

- Introduced 2 March 2015

- Replaced "Safecall" phone-based system

- Open to officers and members of staff only

- Anonymous and confidential

- Does not replace grievance process or line management

POLICE SCOTLAND

Integrity Matters Guidance

- Police officers and members of police staff can report, both anonymously and confidentially, any criminal, conduct or integrity concern (commonly referred to as 'whistle-blowing').

- Must have reasonable belief that an issue has occurred, is occurring, or is likely to occur in the future.

- Do not need evidence or proof, as long as have an honest belief.

- If something's wrong do the right thing, use Integrity Matters.

POLICE SCOTLAND

Integrity Matters

- Education – Highlighted at Interactive Workshops and National Presentations

- 105 Referrals between 2 March 2015 and 31 December 2015

- This is a significant increase on the previous system of confidential reporting through 'Safecall'

- Referrals lead to appropriate action

- Future development

POLICE SCOTLAND

Questions?

Any Doubts – Ask Us
"Integrity Matters"

POLICE SCOTLAND