



Code of Ethics – summary of differences between the version released to forces (April 2014) and the final version laid as a code of practice (July 2014)

Structure

1. A draft version of the Code of Ethics was released to the police forces of England and Wales in April 2014. The final version was issued by the College in July 2014, following it being laid as a code of practice in Parliament.
2. The basic structure and content of the final version remains very close to that of the April version.

Changes to format

- i. The Code of Ethics no longer has the 'OFFICIAL' protective marking in the header and footer.
Rationale: Under the terms of the Non-Commercial Government Licence, the College is making the Code as widely accessible as possible; therefore the Code does not require any protective marking and the word OFFICIAL has been removed.
- ii. The title page includes the words "Presented to Parliament pursuant to section 39A(5) of the Police Act 1996, as amended by Section 124 of the Anti-social Behaviour, Crime and Policing Act 2014".
Rationale: these words are required on any code of practice laid before Parliament.
- iii. The Code now has both a cover page and a title page, the copyright information has been moved from the inner back cover to the inner title page, and the back cover has a barcode with the ISBN number.
Rationale: this is the required format for any code of practice laid before Parliament.

Changes to content

Final Version (July 2014)	Main Changes
Foreword by the Chair	Minor wordsmithing only.
Introduction by the Chief Executive	Minor wordsmithing only.
THE CODE	
1. Preamble	
1.1 Introduction	

Code of Ethics: Supporting Documents

1.2 Statutory basis of the Code	This section has been updated to recognise the Code's legal status as a code of practice.
1.3 Scope of the Code	This section was previously entitled 'Who the Code applies to'. It has been renamed, reworded and repositioned to make it clear that whilst the legal status as a code of practice places certain obligations on chief officers, the Code applies to every single individual in policing.
1.4 Responsibilities	This section has been repositioned to achieve a logical flow.
2. Policing principles	
2.1 Doing the right thing in the right way	One minor amendment only – changing 'These' to 'The'.
3. Standards of Professional Behaviour	
3.1 Introduction	
1. Honesty and integrity	One minor amendment only – changing the word ID to 'identification'.
2. Authority, respect and courtesy	
3. Equality and diversity	
4. Use of force	
5. Orders and instructions	The words 'police regulations' in the April version were lower case. This has been amended in every instance so they have a capital 'P' and 'R' (ie, Police Regulations).
6. Duties and responsibilities	Para 6.5 has 2 small amendments – 'Police Officers' changed to 'Police officers' and the word 'from' inserted into the following sentence: 'This is intended to prevent you from placing yourself in a position where your impartiality may be questioned'.
7. Confidentiality	
8. Fitness for work	One minor amendment only – HR department changed to Human Resources department.

<p>9. Conduct</p>	<p>A number of small amendments.</p> <ul style="list-style-type: none"> • The words ‘Hence, you must always think about how a member ...’ were changed to ‘You must, therefore, always think about how a member ...’ • The heading ‘For police officers only, including special constables’ was changed to ‘For police officers and special constables.’ • In Para 9.10, the words ‘...or the nature of your particular role ...’ were added to provide extra clarity (ie, ‘For legitimate policing purposes, such as vetting or the nature of your particular role, you may be required to disclose other legal matters affecting you.’
<p>10. Challenging and reporting improper conduct</p>	<p>One minor amendment only. The word ‘over’ was replaced by ‘about’ (ie, ‘...any valid concern about the behaviour of someone working in policing ...’</p>
<p>SUPPLEMENTARY NOTES</p>	
<p>4. National Decision Model</p>	
<p>4.1 Making ethical decisions</p>	
<p>5. When behaviour does not meet expectations</p>	
<p>5.1 Breaches of the Code</p>	<ul style="list-style-type: none"> • The formatting of Box 1 was amended slightly to now read: “The most important management tool is self-regulation. This relates to your own behaviour and that of your immediate peers and teams through: <ul style="list-style-type: none"> - self-awareness and self-challenge ...’ • In Box 2, for consistency we changed ‘... effect of the behaviour on ...’ to ‘effects of the behaviour on ...’
<p>5.2 Guidance for members of the public</p>	

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Any enquiries regarding this publication should be sent to us at:
College of Policing Limited, Leamington Road, Ryton-on-Dunsmore, Coventry, CV8 3EN

All other enquiries about this publication should be sent to contactus@college.pnn.police.uk

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