

Ethical Principles Policy.

2025

Version 1.

Policy written by Phil Matthews-Dawson and
Abbie Osborne.

Wiltshire Police Federation.

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Policy Rationale.

As is the role of Wiltshire Police Federation. This policy is created to assist Federation Representatives, and Federated members in understanding the roles of reps in assisting all members, whether they be reporting parties, victims, witnesses, or whatever call to service we may have. The policy aims to assist when the Federation finds itself assisting both victim and suspect of a matter.

A paper was presented to the Branch council and the motions carried, which were then ratified by the Branch board on the 18th December 2024., It is from this paper that the policy is produced.

Policy Statement

Wiltshire Police Federation believe it is right that, any paying member of the Federation should be entitled to support. There is often discussion, both in the media and within the service, about discreditable or criminal behaviour by a small percentage of our members and the impact on victims, however without minimising the impact of serious offenders, we in our Federation, know that other police officers can too often be the ones subject to inappropriate behaviour by colleagues.

Wiltshire police Federation has a key role in enabling our members to raise issues with their force, receive appropriate support, and where necessary bring claims against their force. Where the force fails to deliver the correct support then it is for the Federation to represent, influence and negotiate on behalf of that member.

It is noted that the Federation in Wiltshire have assisted victims of Sexual impropriety and other matters. It is however a hopefully timely reminder of what we do, and suggestions for how we might do more.

Wiltshire Police Federation is a paid for service and we need to evolve with policing to offer support to our members in all ways possible.

Background

The Federation both locally and nationally, are very well known for supporting members through matters of conduct and performance. It is the perception of our members that this is an area in which we excel.

The representatives producing the paper to the branch council had noticed from recent experiences that the support given to officer that may be reporting wrongdoing was extremely lacking, both by the force and by the Federation. The Federation has become known, certainly to many officers, as an insurance policy for when one is in trouble. This is a dangerous reputation to have and is not one that can continue.

Policing is evolving, with the high publicity on VAWG, and police conduct in that field it was thought right and proper that we, the Federation, create a place our members can come to report being victims of, victimisation, bullying and harassment, including sexual harassment, and be supported and advised by the professionals in that field, our conduct trained reps.

Responsibility

It is the responsibility of Wiltshire Police Federation for all policy information.

All data in this policy is checked against the relevant legislation and is accurate.

It is the responsibility of the Chair and Secretary to ensure adherence to this policy.

Scope of the Policy

The policy applies to all workplace representatives, area leads, and all full-time staff including the Secretary and Chair.

The Policy

- Wiltshire Police Federation establish primary nominated Representatives to support members who are subject to misconduct by a colleague. At least one of those nominated should have an enhanced profile amongst the membership or willing to be provided with a higher profile through comms. ([Motion 1 of the paper presented to council](#)).
- The representative with enhanced profile must be conduct trained.

- Wiltshire Police Federation hereby formally adopt a policy position that they we aim to offer a parity of service to all members. It should be the position that whenever a member of ours is subject to misconduct proceedings and the complainant is another member, then that member is offered a named Representative. ([Motion 2 of the paper presented to council](#)).
- Wiltshire Police Federation have a policy in place that is communicated to all Representatives about how we erect an “ethical wall” in relation to information flow, when we are dealing with cases where we are both supporting a member to raise an issue, and the member they raise the issue about. ([Motion 3 of the paper presented to council](#)).
- The extent of the ethical walls should be established with the relevant representatives and agreed with the members at the beginning of the Federation involvement.
- There will be some discussion amongst the representatives, but these discussions must be kept noted and recorded by whatever means is appropriate at the time. A daybook entry is sufficient. These notes will be protected by the same confidentiality as any representative matter. Please do not record on Police Systems.
- The Branch Chair or Conduct lead must maintain dialogue with Professional Standards and Counter Corruption Units to ensure the reporting parties or victims that are our members, are offered the support of the Federation.
- The support that is offered should include, but is not limited to: -
 - A discussion on all possible outcomes to a report or improper conduct
 - A demonstration of what those outcomes will look like. i.e. what happens at a hearing etc.
 - The offer and follow through, of in person support when giving statements, attending appointments in relation to the matter at hand, or attendance at meetings and hearings.
 - An explanation of the fund rules in relation to conduct matters.
 - Access to Federation services and Federation funds where appropriate.
 - The regular checking on the welfare of the reporting party.
 - The seeking of 28-day updates from the representative of the other party of direct from CCU/PSD.
 - A clear agreement of contact with the member
 - Notify the conduct lead or chair, that you are assisting the member so that you can be informed of the representative assisting the other party.

Summary

This policy aims to change the direction of the Federation and create a culture where Federation representation is available to all those that may wish it. That representation must be available in equal importance to those that may report improper conduct by colleagues or managers. Our representatives are trained and best placed to assist members in understanding the processes that they are about to enter. We are best placed to understand and empathise with the stresses a pressure that comes from following the obligations in the code of ethics, reporting wrongdoing. To take the leap and report that one is victim of victimisation, bullying or harassment is very difficult for an officer to do. Recent experiences show that this becomes a lonely place. It is the place for the Federation to support that person through the entire process.

It should be understood by our members that those officers subject to the VAWG types of complaints have no recourse to Federation funds it can create an impression that we do not care about victims. We should not back away from clearly stating that we have a statutory duty to support all officers accused of misconduct to the best of our ability, and we are not in any way ashamed of this, whatever the circumstances. We must consider that the officer who has been a victim of sexual misconduct or bullying or victimisation in the workplace may have a better chance of access to Federation funds than an offender.

This policy will be published and will demonstrate our commitment to our members, it will better advertise the services we can offer and seek to change the culture of the Federation being an insurance policy.

This policy has come about from some learning from recent cases within our own force. This policy aims to correct the gaps in service. It also aims to demonstrate that members can come and speak to us, they can reach out for support in all matters. *No member should ever be turned away.*

Supporting legislation and documentation.

- The Equality act 2010
- (Amendment of Equality Act 2010), employers have been accountable to the new obligation to take reasonable steps to prevent the sexual harassment of their employees, including sexual harassment by third parties. In force, 29 Oct 2024
- Toolkit for Branch boards, created by PFEW national lead Ian Saunders.
- The police regulations 2003
- The Police conduct and performance regulations 2020 (amended 2024)
- College of policing Code of Ethics and Standards of professional behaviour.
- Wiltshire Police Federation constitution (most recent update 2022)
- An equality impact assessment has been completed to accompany this policy.