



<u>Policy Title</u>	Integrity Testing
<u>CCMT Sponsor</u>	Deputy Chief Constable
<u>Department/Area</u>	Professional Standards
<u>Section/Sector</u>	Headquarters

1.0 Rationale

Recommendation 10 of the HMIC report on Police Integrity (June 1999) states...."All forces should secure the proactive capacity to maintain integrity and high professional standards" This policy sets out the rationale behind integrity testing and defines parameters and conditions for its use.

2.0 Intention

An investigative tool designed to provide the organisation with a robust means to maintain integrity and public confidence.

3.0 General Principles

Integrity testing is a method of robustly dealing with issues of corruption, dishonesty and unacceptable behaviour. It has been recognised as an important tool at national level and this policy has drawn on confidential summaries from both NCIS and the Metropolitan Police Service. Integrity testing is aimed at all levels of the Service and includes both police officers and police staff. It is an important aspect of the overall Thames Valley Police Corruption and Dishonesty Prevention Strategy.

Those who are courteous and honest, act with integrity and professionalism, and uphold the Thames Valley Police values have nothing to fear. Integrity testing is a crucial support mechanism that will evidence the Service's professional integrity. Indeed, it is believed that the overwhelming majority of Thames Valley Police staff consistently provide a professional service with the highest standards of integrity.

4.0 Challenges & Representations

Detective Chief Superintendent
Head of Professional Standards Department
Thames Valley Police Headquarters
Kidlington

Oxford
OX5 2NX

5.0 Guidance, Procedures & Tactics

5.1 The Integrity Test

An Integrity test creates a realistic condition or situation designed to generate a reaction by an individual or individuals so that their conduct, behaviour and professional standards can be assessed.

Targeted Integrity tests will only be deployed as a result of specific intelligence or information.

5.2 Random testing will not take place.

This will preserve the focus of the Professional Standards Department Operations Team, maintain morale and fairness across the Force, and comply with Human Rights legislation. It will also ease problems surrounding the future disclosure of integrity tests in both criminal and misconduct cases (see Appendix A). ACPO have also commented on the importance of avoiding a climate of paranoia and that a key aspect of Integrity testing is proportionality. It would be quite proper to target individuals or groups as a means of targeting a problem. This would be distinct from indiscriminate or blanket testing or random 'fishing expeditions'.

5.3 Results and Records

The results and records of such tests must be kept for they may be disclosable in the future.

A decision whether to disclose the results of an Integrity test to the member of staff subject of that test will be made by the Head of the Professional Standards Department on a case by case basis.

5.4 Policy Book

The investigating officer will keep a policy book which will detail the assessment of information, the liaison and discussion around relevant options, the approval process and policy decisions re the investigation. There will also be an operative instruction policy which will be regularly reviewed by the Oversight Panel.

5.5 Documentation of Decisions and Decision Making Process

- I. Investigating Officer's Policy Book.
- II. Minutes from Professional Standards Department Tasking and Co-ordinating Group (TCG).

6.0 Communication

6.1 Links to Police National Legal Database Other

There will be a link from the Policy and Procedures Intranet site to the Professional Standards and Performance Intranet site. Links will be made to existing ACPO/HMIC/Home Office policies and guidance relating to integrity testing.

6.2 Communications Strategy

By entering it on the Force Intranet

Target audience: All Thames Valley Police Employees

7.0 Compliance and Certification

7.1 Human Rights Certification

(i) Legal Basis

This policy document is not based on any legal basis. It is founded on what is considered to be good working practice.

(ii) Human Rights Articles Engaged

It is acknowledged that this policy has the potential to engage the following Articles:-

* Article 8 - "Right to respect for private and family life, home and correspondence"

In the event that an Article 8 is engaged, then the legitimacy for the engagement is provided within the text of the Article:-

Article 8 - There shall be no interference by a public authority with the exercise of this right except such as is in accordance with the law and is necessary in a democratic society in the interests of national security, public safety or the economic well-being of the country, for the prevention of disorder or crime, for the protection of health or morals, or for the protection of the rights and freedoms of others.

Audited by: - J Keyser
Inspector, Professional Standards

Audited on: - 15 March 2004

NOT PROTECTIVELY MARKED**(iii) Prohibition of Discrimination**

By engaging Article 8 there is a potential to engage Article 14. The enjoyment of the Rights and Freedoms set forth in the European Convention of Human Rights shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

7.2 Diversity Impact Assessment

This policy has had a Diversity Impact Assessment carried out, it has a LOW impact on the six stands of diversity.

7.3 Data Protection

Personal data will be processed in accordance with the Data Protection Act 1998.

7.4 Freedom of Information Act

This policy is available to the general public.

7.5 Protective Markings

This document has been assessed for it's correct level of protective marking i.e. not protectively marked

7.6 Health & Safety at Work

There are no health and safety issues connected with this policy.

8.0 Monitoring and Review**8.1 Links to Best Value/PPAF/Priorities/Performance Indicators**

This policy does not have any direct links with the Best Value 5 Year Review Programme.

8.2 Review Process

This policy document will be reviewed annually, in January 2003, by the Inspector, Professional Standards Department. The review will take account of the following criteria:-

- Changes in legislation
- Court rulings – Domestic, European and Human Rights
- Examples of good practice from other Forces or other organisations
- Changes in Home Office Circulars

NOT PROTECTIVELY MARKED

- Developments with ACPO Policy Unit
- Representations made by individuals and relevant organisations