



Policy Title: Police Officer Unsatisfactory Performance and Attendance

Date Reviewed: August 2021

Thames Valley Police ensures that all policies have been assessed and comply with MoPI Guidance and the Data Protection Act 2018. In addition, this policy has been reviewed by the Force Head of Health, Safety and Environment and has undergone an Equality Impact Assessment.

1.0 About this Policy

1.1 Rationale

Thames Valley Police (TVP) is committed to providing an environment for officers where they are valued and able to fulfil their potential free from unfair and discriminatory practices.

1.2 Legislation/National Standards

- Managing the Performance of Student Officers Policy (Regulation 13)
- Police (Performance) Regulations 2020
- Home Office Guidance - Statutory Guidance on Professional Standards, Performance and Integrity in Policing
- IOPC Statutory Guidance 2020
- Home Office Guidance Conduct, Efficiency and Effectiveness 2020
- Police Complaints and Misconduct Regulations 2020

1.3 Intention

1.3.1 The intention of this policy is to ensure that TVP achieves a consistent and fair approach to address any lapses in performance and/or attendance and encourage individual police officers to achieve and maintain an acceptable standard.

1.3.2 The policy is intended to encourage a culture of learning and development for individuals and TVP.

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1.4 General Principles

1.4.1 This policy informs all police officers of TVP's fair and effective approach for dealing with police officer's poor performance, ill-health and absence.

1.4.2 This policy applies to police officers, up to and including the rank of Chief Superintendent, including Special Constables. The policy does not apply to student officers during their probationary period nor does not apply to police staff, who are governed by the Unsatisfactory Performance and Attendance Policy for Police Staff.

2.0 Statement of Policy

2.1 TVP shall comply with the Police (Performance) Regulations 2020 and the Statutory Guidance on Professional Standards, Performance and Integrity in Policing (as per section 1.2).

2.2 Police officers involved in the poor performance/attendance and/or appeal process shall be dealt with in accordance of the regulations and guidance stated in section 1.2.

2.3 All police officers have a responsibility to ensure that their actions support the intention and requirements set out in this policy. All police officers should be aware of the policy and how to access it.

2.4 Further information regarding managing Officers performance and attendance can be found on the People Portal.

2.5 For a more complex cases, People Directorate Specialists are available to advise managers on the application and use of the policy.

2.6 This policy and related procedure has been created for practical use by line managers and People Directorate across the force and is not intended to replace the Police Performance Regulations 2020.

3.0 Human Rights Articles Engaged

No impact has been identified.

4.0 Health and Safety at Work

This policy does not specifically contain Health and Safety implications. However, it is recognised that a breach of the provisions relating to the Health and Safety requirements could result in action under this policy or in disciplinary action.

5.0 Communication, Challenges and Representations

5.1 Communication

The policy shall be made available electronically through the TVP intranet, the Staff Portal and the TVP public website.

5.2 Challenges and representation

Challenges and representations to this policy should be made to:

Director of People
People Directorate
Thames Valley Police
Oxford Spires Business Park
Langford Lane
Kidlington
Oxfordshire
OX5 1NZ

6.0 Review Date

This policy shall next be reviewed and revised as necessary by August 2022.

7.0 Related Guidance

- [The Police \(Performance\) Regulations 2020](#)
- [Home Office guidance - Police Officer Misconduct](#)
- [Policing professional standards, performance and integrity](#)
- IOPC Statutory Guidance 2020

8.0 Freedom of information

Suitable for publication.

9.0 Government Security Classification

This policy document shall be marked as Official.