



<b>Our purpose</b>	<b>Our values</b>	<b>Our service</b>	<b>Our objectives</b>	<b>Our challenges</b>
<p><b>We will...</b></p> <p>Develop, maintain and promote the highest possible professional standards of conduct throughout Cleveland Police</p> <p>Reduce and eliminate instances of risks to the integrity of the Cleveland Police</p> <p>Through education and preventive strategies, promote, instil and embed high standards of ethical behaviour</p>	<p><b>We are committed to...</b></p> <p>The values set out in the College of Policing's Code of Ethics which provides the framework for all the delivery of our services</p> <p>The Cleveland Police values of integrity, benevolence and service</p> <p>Instilling and promoting a culture of integrity, fairness, transparency and impartiality</p> <p>Engaging meaningfully and constructively with all our stakeholders</p>	<p><b>What we provide...</b></p> <p>Public complaint receipt, recording, investigation and resolution compliant with relevant legislation and IPCC's statutory guidance</p> <p>Assessment, recording and investigation of allegations of misconduct to establish the most appropriate and proportionate response and outcome</p> <p>Assessment, recording, review and investigation of incidents involving death and serious injury following recording police contact to establish an appropriate and proportionate response, including any lessons learnt</p> <p>Reducing and mitigating the risk of corruption and improper practice in all its forms</p> <p>Training, development and organisational learning provision to improve understanding of the Code of Ethics and required standards of professional behaviour</p>	<p><b>We will...</b></p> <p>Embed the Scheme of Delegation to ensure accountability at every level of decision making within PSD</p> <p>Introduce and implement schemes of internal and external governance</p> <p>Work with colleagues to ensure collective responsibility for standards and conduct</p> <p>Increase the transparency of integrity and accountability across all PSD operational policing and organisational governance</p> <p>Revise the investigative function to empower investigators and ensure consistency, quality and proportionality in investigations and outcomes</p> <p>Improve complaint management procedures to deal effectively with dissatisfaction, use local resolution wherever permissible, and reduce the number of appeals through increased transparency and more effective communication with complainants</p> <p>Embed national reforms to the complaint and conduct framework brought about by the Policing and Crime Act 2017</p>	<p><b>The risks we mitigate for the force...</b></p> <p>The risk of falling levels of public confidence and trust in the integrity of the Cleveland Police by ineffective investigations into public complaints and matters of misconduct and lack of commitment to public accountability</p> <p>The risk of increased levels of dissatisfaction with the service provided by Cleveland Police</p> <p>The risk of loss of confidence of Cleveland Police staff in their PSD and thereby decreasing willingness to challenge or report improper conduct</p> <p>The risk to the integrity and reputation of Cleveland Police through –</p> <ul style="list-style-type: none"> <li>• failing to prevent the unauthorised disclosure of police information and intelligence;</li> <li>• infiltration by organised crime groups;</li> <li>• harm to Cleveland Police assets;</li> <li>• abuse of police powers and privileges;</li> <li>• inappropriate associations and relationships with individuals outside of the police service</li> </ul>