

## Service Confidence Policy

### 1 POLICY STATEMENT

- 1.1 There may be occasions when British Transport Police (BTP) loses confidence in the integrity of an officer or member of staff, raising questions about whether they can continue in their role, perform a particular function or operate from a particular location. Wherever appropriate, these will be dealt with by criminal or misconduct proceedings. However, instances may arise where such proceedings are neither possible nor appropriate but where there is high quality intelligence available which causes concern. Where this is the case, the Service Confidence Policy and supporting Standard Operating Procedure (SOP) will be used. Designed to ensure that professional policing standards are upheld at all times, the Policy and SOP ensure that any actions taken which affect officers and police staff are proportionate, objective and fair.

### 2 OVERVIEW

- 2.1 Police corruption, and the perception of police corruption, is damaging. To quote from Her Majesty's Chief Inspector of Constabulary (HMIC):

'There can be no more important qualities for members of the Police Service than that they are honest and act with integrity. Without these basic attributes, the public can never be expected to trust the police and have the confidence in them that is necessary for a system of policing by consent.'<sup>1</sup>

As well as undermining trust, investigations and prosecution may be compromised, wasting resources and eroding confidence in the Police Service and the wider criminal justice system.

When, therefore, verifiable source sensitive information comes to the notice of investigators that questions the suitability of members of staff to continue their current

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<sup>1</sup> Quoted in *Raising the Standard - A thematic inspection of professional standards* HMIC 2006, page 2.

work, it is important this is carefully considered and, where appropriate, acted on. This policy and SOP have been prepared to ensure that action taken:

- Maintains policing standards and protects officers and staff from being subject to unnecessary or unwarranted pressures from organised groups or individuals to compromise their professionalism;
- Ensures BTP is seen to exercise its duty of care to the public and officers and its responsibility to the wider criminal justice system;
- Leads to outcomes that are proportionate, timely and fair to those officers and staff who may be affected.

Wherever possible, concerns will be addressed by instigating criminal or misconduct proceedings: this procedure will only be invoked when this is not possible.

## **2.2 Aims**

The aims may therefore be summarised as follows:

- To establish an ethical framework for dealing with those situations where prompt management action is required – without overt criminal or misconduct outcomes – where the motivation is source sensitive or confidential material which raises concerns about whether it is appropriate for an individual to continue in post.
- To achieve a balance between the needs of BTP and rights of the individual officer or police staff. It is designed to ensure fairness, proportionality and objectivity in the treatment of those individuals who may be subject to the SOP. This will be done by providing rights to representation throughout; review and appeal; and by confirmation that the use of this SOP is about protecting individuals and BTP by appropriate management action.

### **3 APPLICATION, MONITORING AND REVIEW**

This policy and SOP applies to all BTP officers, PCSOs, Special Constables and staff in England, Wales and Scotland. It applies with effect from 1 January 2007. It will be reviewed on 1 January 2008. Monitoring of the policy will be undertaken by the Professional Standards Department (PSD) on a case by case basis.

### **4 OWNERSHIP**

Responsibility for the application of this policy and SOP is the Head of Professional Standards at Force Headquarters (FHQ).

### **5 ASSOCIATED DOCUMENTS**

5.1 ACPO's Guidance on Service Confidence (2001)

5.2 Related Policies and Procedures:

This policy statement and SOP complements and should be read in conjunction with [BTP Wrongdoing Policy \(PNLD ref. D59996\)](#).

The Service Confidence SOP addresses different issues and is separate from the following procedures:

[BTP Conduct Regulations \(PNLD ref. D59540\)](#)

BTP Efficiency Regulations, Police Staff Disciplinary Procedure, and Grievance Procedure can be found under the [Employee Relations section of the HR policies web page](#).

### **6 FURTHER INFORMATION**

Any enquiries regarding this policy should be directed to the Professional Standards Departments, BTP Force Headquarters.