

## Police, Fire and Crime Commissioner / Deputy Police, Fire and Crime Commissioner Code of Conduct

### Document Control

<b>Responsible Dept</b>	Performance & Engagement	<b>Author / Reviewer</b>	Independent Review Manager on behalf of the Chief Executive
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### Version Tracking Note: A maximum of the last 3 versions are to be tracked below.

Version No	Approval Date	Review Due Date	Approval Forum	Change(s) Summary
1.0	06/08/2025	06/08/2027	SLT	

## 1. Introduction

- 1.1 This Code applies to the Police, Fire & Crime Commissioner (PFCC) when acting or representing to act in that role. It also applies to the deputy Police, Fire & Crime Commissioner (DPFCC) when acting or representing to act in that role.
- 1.2 This code does not apply when either are acting in a purely private capacity.
- 1.3 This code has been adopted with agreement of the PFCC and DPFCC to abide by its provisions.
- 1.4 The Policing Protocol provides that all parties will abide by the seven principles set out in Standards in Public Life: First Report of the Committee on Standards in Public Life known as — the Nolan Principles.

## 2. The Seven Principles of Public Life

- 2.1 The PFCC and DPFCC agree to abide by the “Nolan Principles which are set out below:
- 2.2 The Seven Principles of Public Life

### Selflessness

Holders of public office should act solely in terms of the public interest. They should not do so

in order to gain financial or other material benefits for themselves, their family, or their friends.

**Integrity**

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

**Objectivity**

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

**Accountability**

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

**Honesty**

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

**Leadership**

Holders of public office should promote and support these principles by leadership and Example.

### 3. General Obligations

- 3.1 To treat others with dignity and respect.  
Not to use bullying behaviour or harass any person.  
Not to conduct themselves in a manner which: (i) is contrary to the Policing Protocol. and/or (ii) could reasonably be regarded as bringing their office into disrepute.
- 3.2 To serve all the people of Staffordshire in the Office of Police, Fire and Crime Commissioner without fear or favour.

### 4. Use of Resources

- 4.1 Not to use the resources of the OPFCC for any personal benefit or for the benefit of themselves, their friends, or any other person in relation to any business interest.
- 4.2 Not to use the resources of the OPFCC improperly for political purposes (including party political purposes).

- 4.3 To claim expenses and allowances only in accordance with the published expenses and allowances scheme of the OPFCC.

## 5. Register of Disclosable Interests (including those arising in relation to gifts and hospitality and those of a pecuniary nature)

- 5.1 To act solely in the public interest and in exercising the functions of the office not act to gain financial or other benefits for themselves, family, friends, or any person in relation to any business or, use or attempt to use the office to confer or secure for any person, including themselves an advantage or a disadvantage.
- 5.2 Within 28 days of taking office to enter in the register of disclosable interests maintained by the monitoring officer of the OPFCC every disclosable interest including gifts and hospitality as set out in the Schedule outlined in point 9.
- 5.3 Within 28 days of any change in circumstances to enter in the register of interests the changes in so far as are related to disclosable interests.
- 5.4 If the nature of the interest is such that the PFCC/DPFCC and the Monitoring Officer consider that disclosure could lead to them or a person connected with them being subject to violence or intimidation, then any entry in the register should not include details of the interest but should indicate that the interest has been disclosed and is withheld by virtue of this section.

## 6. Disclosure of Information

- 6.1. The PFCC/DPFCC will not disclose information given in confidence or information acquired which is of a confidential nature, unless there is consent of a person authorised to give it or if it is required by law to do so or for the lawful purposes of the office, provided that there is prevention from disclosure to a third party for the purpose of obtaining professional legal advice where the third party agrees not to disclose the information to any other person;
- 6.2 Any disclosure made shall be reasonable, be in the public interest and made in good faith.
- 6.3 Not to prevent another person from gaining access to information to which that person is entitled by law.
- 6.4

## 7. Transparency

- 7.1 The register of interests and gifts and hospitality shall be published on the OPFCC's website. <https://staffordshire-pfcc.gov.uk/transparency/finance/register-of-interests/>

## 8. Complaints

- 8.1 Any complaint about the conduct of the Police, Fire and Crime Commissioner or Deputy Police, Fire and Crime Commissioner shall be referred to the Staffordshire Police, Fire and Crime Panel for Staffordshire.

**Postal:** Staffordshire Police, Fire and Crime Panel Monitoring Officer  
c/o Mandy Pattinson  
Member and Democratic Services Unit,  
Staffordshire Place 2  
Staffordshire County Council,  
Stafford,  
ST16 2LP

**Email:** [Mandy.pattinson@staffordshire.gov.uk](mailto:Mandy.pattinson@staffordshire.gov.uk)

## 9. Schedule – Disclosable interests (including those relating to Gifts and Hospitality)

- 9.1 In this Schedule:

“body in which the relevant person has a beneficial interest” means a firm in which the relevant person is a partner or a body corporate of which the relevant person is a director, or in the securities of which the relevant person has a beneficial interest;

“director” includes a member of the committee of management of an industrial and provident society;

“land” includes an easement, servitude, interest or right in or over land which does not carry with it a right for the relevant person (alone or jointly with another) to occupy the land or to receive income;

“elected local policing body” means the elected Local Policing Body to which the relevant person has been elected.

“relevant period” means the period of 12 months ending with the day on which the relevant person makes an entry amendment or deletion to the register of disclosable

interests.

“relevant person” means the person(s) who is/are elected/appointed Police, Fire and Crime Commissioner and Deputy Police, Fire and Crime Commissioner.

“securities” means shares, debentures, debenture stock, loan stock, bonds, units of a collective investment scheme within the meaning of the Financial Services and Markets Act 2000(b) and other securities of any description, other than money deposited with a building society

**Subject:** Employment office, trade, profession or vacation

**Disclosable Interest:** Any employment, office, trade, profession or vocation carried on for profit or gain.

**Subject:** Sponsorship

**Disclosable Interest:** Any payment or provision of any other financial benefit (other than from the elected local policing body) made or provided within the relevant period in respect of any expenses incurred in carrying out duties and responsibilities, as of a Police or Deputy Police and Crime Commissioner, or towards the election expenses of the PCC or Deputy PCC. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992(a).

**Subject:** Contracts

**Disclosable Interest:** Any contract which is made between the relevant person (or a body in which the relevant person has a beneficial interest) and the elected local policing body –

(a) under which goods or services are to be provided or works are to be executed; and

(b) which has not been fully discharged.

**Subject:** Land

**Disclosable Interest:** Any beneficial interest in land which is within the area of the elected local policing body

**Subject:** Licences

**Disclosable Interest:** Any licence (alone or jointly with others) to occupy land in the area of the elected local policing body.

**Subject:** Corporate tenancies

**Disclosable Interest:** Any tenancy where (to the knowledge of the relevant person)  
(a) the landlord is the elected local policing body; and  
(b) the tenant is a body in which the relevant person has a beneficial interest

**Subject:** Securities

**Disclosable Interest:** Any beneficial interest in securities of a body where –

(a) that body (to the relevant person's knowledge) has a place of business or land in the area of the elected local policing body; and

(b) either –

(i) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body, or

(ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the relevant person has a beneficial interest exceeds one hundredth of the total issued share capital of that class.

**Subject:** Gifts and Hospitality

**Disclosable Interest:** The interests of any person from whom the relevant person has received a gift or hospitality with an estimated value of at least £25.

## 13. Monitoring

13.1 Compliance with this Policy will be monitored by the Chief Executive in their role as Monitoring Officer and the Deputy Monitoring Officer in consultation with the Independent Review Manager. Independent reviews and dip samples may be considered for external scrutiny by the Ethics, Transparency, and Audit Panel (ETAP).

13.2 The Independent Review Manager on behalf of the Chief Executive is responsible for the revision and updating of this document.