

POLICY IDENTIFICATION PAGE

This policy has been drafted in accordance with the principles of the Human Rights (Jersey) Law 2000.

Is Public disclosure approved? Yes No

Policy title: Conflict of Interest

Policy reference number:

Issue number:

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Last review date:

Underlying procedures: Conflict of Interest Procedure

Chief Officer: Robin Smith

Policy written by: D.I. 396 Huw Williams

Department responsible: Professional Standards

Policy Lead: Detective Inspector Professional Standards

Links to other policies: Notifiable Association, Business Interest, Code of Ethics, Behavioural Standards, Enhancing High Professional Standards & Integrity, Gifts & Hospitality, and Professional Standards 'Do the right thing'.

POLICY STATEMENT, PRINCIPLES AND AIM

This policy applies to all police officers serving at the States of Jersey Police (SoJP), including those seconded, deployed on mutual aid or contracted to work at SoJP. Civil Servants / SoJP Staff are bound by the Government of Jersey Conflict of Interest Policy.

The purpose of this Policy is to ensure that all officers act with integrity, impartiality, and transparency in the performance of their duties. This policy aims to promote trust and confidence in the Force and prevent bias or corruption.

SoJP recognises that officers may have a range of interests and associations outside of their employment. It is acknowledged that links between officers and members of the public or outside bodies can sometimes be in the public and SoJP's interest. However, it is possible that such links or associations may cause a conflict of interest, or the perception or potential for a conflict of interest.

The impartiality of officers is fundamental to the discharge of SoJP's statutory functions and as such, it is imperative that the Force manages all actual, perceived and potential conflicts of interest in a clear and consistent manner.

Every officer has a duty to declare a conflict, whether it be their own or another's. It is expected that officers will recognise situations in which there are actual, perceived or

potential conflicts of interest. Officers must report them and work to address them satisfactorily. The existence of an actual, perceived or potential conflict of interest does not by itself imply wrongdoing.

This policy establishes a procedure which provides staff with definitions, instructions on how to recognise their or others' conflicts of interest, how to declare / report and manage them, and sets a tone within the Force to promote public and colleague trust and confidence. The procedure also highlights the reporting route for members of the public.

SoJP seek to balance the rights and interests of officers, to this end SoJP accepts that it has no right to interfere in the private concerns of officers where these have no bearing on the discharge of their duties as a police officer. Furthermore, this policy aims to protect staff from malicious or misinformed allegations and complaints.

This procedure does not replace the Notifiable Association, Grievance, Bullying or Whistleblowing policies and procedures, or any standards relating to appropriate personal relationships and behaviours in the workplace.

ORIGINS/BACKGROUND INFORMATION

Prior to the implementation of this policy and procedure, SoJP have had a common-sense approach to managing conflicts of interest, relying on guidance provided when joining the Force and the existence and application of the Code of Ethics, Professional Behavioural Standards, Code of Conduct and Contractual Agreements.

The prompt for introducing this policy and procedure came from SoJP's participation in the Violence Against Women and Girls (VAWG) Taskforce and subsequent Police VAWG Strategy and Action Plan 2023.

Clearer instructions and guidance will enhance the Force's approach to living up to its Code of Ethics and maintaining public trust and confidence, therefore this policy and linked procedure has been established.