



PS 096 Notifiable Associations Policy

July 2018

Version 2.6

Statement of legislative compliance

This document has been drafted to comply with the general and specific duties in the Equality Act 2010; General Data Protection Regulations (GDPR); Data Protection Act 2018; Freedom of Information Act 2000; European Convention of Human Rights (ECHR); Employment Act 2002; Employment Relations Act 1999, and other legislation relevant to policing.

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Aims and objectives of the policy

Nottinghamshire Police expects and demands the highest levels of honesty and integrity from all of our staff. As public servants we are all expected to observe the highest standards of conduct, in both our private lives and our employment. It is essential that the community we police have confidence in our ability to discharge our duties with fairness and impartiality. As such, there is a risk that Notifiable associations could have a seriously detrimental effect not only on the integrity of the individual member of staff, but also on the overall integrity, operational effectiveness and reputation of Nottinghamshire Police.

We recognise that the vast majority of our staff behave honestly and with complete integrity. However, there is a risk of some staff associating with Notifiable persons, groups or organisations and it is important that we all understand the rules to be observed to ensure that no doubt is cast on our integrity or the integrity of Nottinghamshire Police.

We also recognise that there will be associations which are unavoidable e.g. through marriage or family relationships and compliance with this policy will protect the integrity of staff who find themselves in this position.

This document sets out the policy guidelines for implementing the Nottinghamshire Police 'Notifiable Associations' Procedure and all staff should be familiar with it.

The aims of this document are two-fold; firstly to provide guidance to all personnel as to what could be interpreted as a 'notifiable association' for the purposes of this policy. Secondly, to identify the procedures that should be followed by all personnel should they consider themselves the subject of, or suspect another member of staff to have a notifiable association.

Policy statement

POLICE PERSONNEL

For the purposes of this policy and procedure Police personnel includes Police Officers, Police Staff, members of the Special Constabulary, Police Community Support Officers, members of the Police Volunteer Support Team (including Volunteer Cadets) and Agency Staff. Other non Police personnel are subject to the provisions of the Nottinghamshire Police Vetting Policy and Procedures.

It should be generally presumed that associations with persons with criminal convictions and /or in respect of whom intelligence exists relating to current or recent criminal activities, will be considered as notifiable and as having the potential to compromise the individual member of police personnel, operations, activity or reputation of Nottinghamshire Police.

In particular, where an association exists with any person of the following categories, it should always be declared:

- Persons **known** to have criminal convictions.
- Persons **known** to have been charged with a criminal offence where matters remain unresolved.
- Persons **known** to be under investigation for, but not yet charged with, a criminal offence.
- Person's **known** to be subject of criminal intelligence or the subject of an interest marker.
- Persons **known** to have been suspended dismissed or required to resign from a Police Service or other law enforcement role for reasons of serious professional misconduct and/or behaviour identified within this policy.
- Persons employed or engaged in any business or activity where there is a **known** potential conflict of interests with Nottinghamshire Police.

Associations and/or relationships with the following groups:

- Crime Reporters Association
- The general press
- Broadcast media
- Private Investigators

It is recognised that police officers and police staff will have contact with the media in respect of their professional role; however, any communication or contact with the media outside of this professional role, must be reported.