



Greater Manchester Police Professional Standards Branch

Purpose, Values, Services Provided and Goals

March 2016

Our Purpose and the Values which direct and inform our work The primary functions of PSB and underlying principles in the discharges of its responsibilities.	Services provided to the Public, Greater Manchester Police and our colleagues Core services - those that are statutory, mandatory or are critical to the effective functioning of GMP.	Key Goals and Objectives for 2016/17 Activities ongoing or planned for completion in 2016/17 in addition to the core services.	The Risks we address and mitigate Risks to GMP by either not undertaking or failing to deliver any of our core services.
<p>Purpose</p> <p>The primary purpose of GMP's PSB is to:</p> <ul style="list-style-type: none"> develop, maintain and promote the highest possible professional standards of conduct throughout GMP reduce and eliminate instances of risks to the integrity of the GMP identify and promote learning to achieve the highest possible standards of service <p>Values</p> <p>GMP's PSB is committed to the values set out in the College of Policing's <i>Code of Ethics</i> which provides the framework for all the delivery of our services</p> <p>We place particular importance on the values of:</p> <ul style="list-style-type: none"> instilling and promoting a culture of integrity, fairness, transparency and impartiality engaging meaningfully and constructively with all our stakeholders 	<ul style="list-style-type: none"> Public complaint receipt, recording, investigation and resolution compliant with relevant legislation and IPCC's statutory guidance Assessment, recording and investigation of allegations of misconduct to establish the most appropriate and proportionate response and outcome Assessment, recording, review and investigation of incidents involving death & serious injury following recording police contact to establish an appropriate and proportionate response, including any lessons learnt Reducing and mitigating the risk of corruption and improper practice in all its forms Training, development and organisational learning provision to improve understanding of the Code of Ethics and required standards of professional behaviour 	<ul style="list-style-type: none"> Embed the Scheme of Delegation (January 2016) to ensure accountability and responsibility at every level of decision making within PSB. Introduce and implement schemes of internal and external governance Work with senior colleagues across GMP to redefine responsibility for policing standards and conduct Increase the transparency of integrity and accountability across all PSB operational policing and organisational governance Revise the investigative function and supervisory structures to empower investigators and ensure consistency, quality, timeliness and proportionality in investigations and outcomes Agree and document a <i>Stakeholder Charter</i> describing what outcomes and behaviours stakeholders can expect from PSB Improve complaint management procedures to reduce the number of appeals through increased transparency and more effective communication and correspondence with complainants 	<ul style="list-style-type: none"> Risk of falling levels of public confidence and trust in the integrity of the GMP and the wider police service by ineffective investigations into public complaints and matters of misconduct and lack of commitment to public accountability. Risk of increased levels of dissatisfaction with the service provided by GMP. Risk of a loss of confidence of GMP staff in their PSB and thereby decreasing willingness to challenge or report improper conduct. Risk of reduction in confidence of the IPCC in GMP's willingness to meet exacting commitments to public complaints and police misconduct. Risk of public censure from failing to meet the exacting requirements identified in established in HMIC PEEL assessments and HMIC Thematic Reports on Police Integrity and Corruption Risk to the integrity and reputation of the GMP by failing to prevent the unauthorised disclosure of police information and intelligence; infiltration by organised crime groups; harm to GMP assets; and inappropriate associations and relationships with individuals outside of the police service.