



POLICY	Issue: 3.0
REPORTING OF SERIOUS CONCERNS POLICY	Date:01/06/2009

POLICY STATEMENT

This Policy covers the reporting of possible wrongdoing, either openly or confidentially. 'Wrongdoing' could include criminal activity, unethical behaviour, breaches of force policy or the 'Standards of Professional Behaviour', malpractice and dishonesty. It should be read in conjunction with the policy on fraud.

Civil Nuclear Police Authority (the Authority) is committed to developing and maintaining a culture where integrity and ethical standards are afforded the highest priority. Our ability to function effectively relies upon the implicit trust and confidence of the public and their belief that we carry out our business in a fair and impartial manner.

The Authority recognises that the overwhelming majority of its staff are entirely honest, professional and trustworthy, and carry out their duties with integrity and to the best of their ability. There is no doubt that our efforts and achievements can be seriously undermined by a small number who act in a fashion that is unethical, unprofessional and on rare occasions, criminal.

Employees will often be the first to realise that there may be something seriously wrong within the Civil Nuclear Constabulary (the Constabulary), but find it difficult to tell someone. Given the unique nature of the police service, in terms of the close bond between staff, they may feel speaking up would be disloyal or they may be worried about reporting a suspicion of wrongdoing in case it is not justified. There may also be a fear of harassment or victimisation as a result. In these circumstances it may be easier to ignore the concerns rather than to report what may be a suspicion of malpractice.

In line with the Constabulary's commitment to integrity it wishes staff with concerns about possible wrongdoing to come forward and voice those concerns. It is recognised that certain cases will have to proceed on a confidential basis. This policy is based on those provisions within the Public Interest Disclosure Act 1998 (PIDA) for dealing with possible wrong doing in a safe and constructive way. Although this policy is intended to encourage and enable staff to raise serious concerns within the Constabulary it also seeks to protect those staff whom complaints are made about from malicious allegations.

The procedure supporting this policy explains how members of staff of the Constabulary can report concerns about wrongdoing and details the support that will be provided to those who make such reports.

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POLICY AIMS

The aims of this policy are to:

- Establish and maintain a climate where staff feel a genuine obligation to report corruption, dishonesty or malpractice;
- Establish clear and effective mechanisms for 'open' and 'confidential' reporting, and to provide arrangements for supporting staff who make such a report in good faith;
- To improve the trust and confidence among employees by creating a culture of honesty and openness. In turn this should increase morale giving officers/staff the confidence to come forward with their concerns thus maintaining police integrity.

This policy is enacted by the following management system documents:

CNC/PP/0495 Reporting of serious concerns procedure

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