

## AGENDA NO: 11



### INDEPENDENT AUDIT COMMITTEE – 02 APRIL 2019

### DRAFT ALLIANCE PROTECTED DISCLOSURE POLICY – PSD 17

### REPORT BY SUPT PETE WINDLE, HEAD OF ALLIANCE PSD

### PURPOSE OF THE REPORT

*The purpose of this report is to present the draft policy to the Committee and seek any comment or feedback prior to implementation.*

#### 1. INTRODUCTION

- 1.1 As part of the ongoing harmonisation of Policies across the Alliance Professional Standards Department the existing Protected Disclosure Policies have been drawn together into one document.
- 1.2 In addition, following the last Integrated Peel Assessment conducted by Her Majesties Inspectorate of Constabulary, Fire and Rescue Service, Dorset was subject of an area for improvement (AFI) recommendation. This was to improve the support provided to officers and staff who are complainants or witness to alleged misconduct/wrongdoing.
- 1.3 The draft policy seeks to reflect changes already introduced in the working practices of both the Alliance PSD and HR operations.
- 1.4 These changes in working practise include a greater recognition of the potential impact on individuals of such matters and seek to provide an appropriate level of support throughout and after an investigation.
- 1.5 To complement the policy a comprehensive alliance welfare support log and guidance document will be introduced to ensure a consistent level of service and approach is provided to officers and staff.
- 1.6 In addition explanatory guides are being introduced to ensure potential witnesses are aware of the support available to them and the various conduct processes that may take place.

**2. RECOMMENDATIONS**

2.1 The committee are asked to note the draft policy and provide any feedback.

[Supt Pete Windle]  
[Head of the Alliance PSD]