



## **Metropolitan Black Police Association**

### **Membership Code of Conduct**

You are responsible for your own professional behaviour and, to ensure that you are able to deliver the highest standards possible, you must have a good understanding of the contents of this Code.

#### **1. Introduction**

- 1.1 This Code applies to you as a Member of the Metropolitan Black Police Association.
- 1.2 'Member' includes co-opted member, full member, associate member and friend's member of the Metropolitan Black Police Association.
- 1.3 It is your responsibility as a member of the Metropolitan Black Police Association to be aware of the code of conduct and comply with the provisions of this code.
- 1.4 Members must comply with this code of conduct whenever you act in your official capacity as a member or co-opted member of the Association.
- 1.5 The Association expects that all members shall uphold the aims, ethos and policies of the Association, whether this is in any internal forum or elsewhere in any representation role.
- 1.6 The Code of Conduct as determined from time to time by the Executive Committee shall provide standards of conduct for members of the MetBPA in the pursuance of the aims, ethos and policies of the MetBPA.

#### **2. General Obligations**

- 2.1 Members are expected at all times to represent a high standard of personal integrity and conduct which will not reflect adversely upon the Association or its aims and objectives.
- 2.2 All members are entitled to be heard provided that they do not conflict with this code of conduct.

- 2.3 Members shall behave courteously and respectfully towards each other at all times.
- 2.4 Members should actively seek or use opportunities to promote equality and diversity.
- 2.5 Members must uphold the law regarding human rights and equality, treat all people fairly and with respect and treat people impartially.
- 2.6 No member shall be subjected to any form of aggressive behaviour whether physical, verbal or emotional.
- 2.7 Members should ensure their behaviour could not reasonably be perceived to be abusive, oppressive, harassing, bullying, victimising or offensive by the public or colleagues.
- 2.8 Members shall discharge their duty with integrity, politeness, tolerance, courtesy, respect, openness and truthfulness.
- 2.9 Every member shall avoid all forms of harassment, victimisation, unreasonable discrimination, abusive or derisive attitude, or behaviour towards other individuals or groups.
- 2.10 Members must not place themselves under a financial or other obligation to outside individuals or organisations that might seek to influence in the performance of your official duties.
- 2.11 Members should never improperly confer an advantage or disadvantage on any person, this includes gaining financial or other material benefits for yourself, your family, a friend or close associate.
- 2.12 Members will use their position within the MetBPA for MetBPA purposes and not to gain a personal advantage that could give the impression you are abusing your position.
- 2.13 Members must, when using or authorising the use by others of the resources of the Association, ensure that such resources are not used improperly for personal purposes.
- 2.14 Every member shall behave in a manner that does not bring discredit to their own reputation or that of the MetBPA.
- 2.15 Members should avoid favouritism to any particular group or individual.
- 2.16 Members must ensure that any relationship at work does not create an actual or apparent conflict of interest, nor engage in inappropriate behaviour or relationship with others.
- 2.17 Members should take a proactive approach to opposing discrimination and consider the needs of the protected characteristic groupings – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

- 2.18 Members must promote and support high standards of conduct, in particular as characterised by the above requirements.
- 2.19 Treat any information that comes into their possession during the course of their duty as confidential and shall not use it for personal benefit, nor shall they divulge that information to other parties except in the proper course of the MetBPA.
- 2.20 Members should never ignore unethical or unprofessional behaviour by MetBPA members, irrespective of the person's rank, grade or role. There is an obligation that MetBPA members should question any such conduct and if they cannot question this directly then these concerns should be reported via an appropriate channel.

### **3. Compliance**

- 3.1 Any alleged failure on the part of any member shall be investigated by the Executive Committee.
- 3.2 The member shall be notified, by recorded mail as to the charge(s) against them, and be provided with a copy of the charge(s).
- 3.3 The member shall reply within fourteen (14) days of the receipt of the said charge(s), admitting or denying the charge(s).
- 3.4 The fourteen (14) day period shall commence on the date of service of the charge(s) by recorded mail upon the member.
- 3.5 The member has the right to a hearing before the Executive, unless waived by failure to respond within the fourteen-day period or waived by admitting the charge(s).
- 3.6 The decision of the Executive Committee can be made by a majority vote where a unanimous decision has not been agreed.
- 3.7 Any decision made by the Executive Committee is to be relayed to the member within 28 days of the commencement of any investigation.
- 3.8 Any complaint made against the Executive Committee shall be investigated by the Scrutiny Committee.
- 3.9 Any failure on the part of any members may result in:
  - (i) Membership withdrawal and exclusion indefinitely from the Metropolitan Black Police Association
  - (ii) Suspension from the Metropolitan Black Police Association for a term agreed by the Executive Committee
  - (iii) Exclusion from the Executive Committee but to remain as a Metropolitan Black Police Association member

- (iv) Suspension from the Executive Committee but to remain as a Metropolitan Black Police Association member for a term agreed by the Executive Committee
- (v) Written warning as to future conduct

#### **4. Appeals**

- 4.1 The member (Non-Executive) will have 14 days to submit in writing, a right of appeal against the decision of the Executive, to the Scrutiny Committee.
- 4.2 Where the Executive Committee deems a complaint not suitable for the Executive to investigate the Executive may delegate the Scrutiny Committee to investigate on the Executive's behalf.
- 4.3 The Scrutiny Committee will report their findings to the Executive Committee within 10 days of the conclusion of the investigation.
- 4.4 The Executive Committee will choose by majority decision to ratify any recommendations of the Scrutiny Committee.
- 4.5 During any review period the member's membership of the MetBPA shall be suspended.