



# Fraud and Corruption

THE FORCE AND OPCC HAVE DEVELOPED AN ANTI- FRAUD AND CORRUPTION STRATEGY

2024 v2



Protect vulnerable people



Prevent crime



Deal with those who cause most harm



Bring people to justice



Innovate and continuously improve

# What is the **ANTI FRAUD AND CORRUPTION STRATEGY**

- The PCC and the Chief Constable are determined that the culture and tone of their organisations are ones of honesty and opposition to fraud and corruption.
- There is an expectation and requirement that all individuals and organisations associated with the Force will act with integrity, and the Chief Constable and staff at all levels will lead by example in these matters.
- Leicestershire Police employees are important in the stance on fraud and corruption and are positively encouraged to raise any concerns that they may have on these issues.

# Theft and Fraud

Whilst the overwhelming majority of our officers and staff behave honestly and act with integrity, on occasions the high standards we expect are let down by the few individuals who act dishonestly. If you are prepared to steal from the organisation or lie to colleagues, then you could be a risk to yourself, your colleagues and the public we serve.

It is essential that the community we police have confidence in our ability to discharge our duties with fairness and impartiality. Any incidents of theft or dishonesty need to be reported and investigated promptly.

# Theft and Fraud

All Leicestershire employees need to be aware of the necessity for the prompt reporting of any suspicions of theft or dishonesty. The promotion of safe keeping of personal belongings and police issue equipment within police premises is essential to reduce the risk of loss.

The seizure and retention of property either as evidence or otherwise will always be in accordance with recognised proper procedure and secured within areas fit for such purpose.

It should be clearly apparent that theft or dishonesty of any kind involving any employee or Police premises is likely to be treated as a criminal matter in the first instance.

# Whistle-blower Procedure

The word whistleblowing in this policy refers to the disclosure internally or externally by Officers and Staff, of malpractice, as well as illegal acts or omissions at work. For the purpose of this procedure, both Officers and Staff will be referred to as Staff or individuals.

Leicestershire Police has an open and honest culture, where Staff are encouraged to raise concerns at the earliest opportunity. We encourage staff to use internal mechanisms for reporting malpractice or illegal acts or omissions by Staff or ex-Staff. Individuals will be listened to and serious concerns will be investigated and acted on. Confidentiality will be maintained as far as is possible.

[Whistle-blower procedure](#)

Concerns **must** be raised if an individual reasonably suspects that one or more of the following has occurred or they have reasonable suspicion:

- A criminal offence
- A failure to comply with a legal obligation
- Improper unauthorised use of public funds or other funds
- A miscarriage of justice
- A breach of the standards of professional behaviour
- Maladministration, misconduct or malpractice
- Bribery, corruption (including abuse of authority) or other forms of dishonesty
- Endangering of an individual's health and safety or welfare
- Damage to the environment
- Deliberate concealment of any of the above
- Abuse of position for sexual purpose

# Gifts and Gratuities

As a guiding principle, Police Officers and staff should not accept the offer of any gift, gratuity, favour or hospitality, if doing so might compromise their impartiality or give rise to a perception of such compromise.

Police Officers and Police Staff should never solicit the offer of any gift, gratuity, favour or hospitality in any way connected to or arising from their role within the police service, whether on or off duty.

The hard work, commitment and kindness demonstrated daily by the Police Officers and staff of Leicestershire Police is well recognised. It is therefore understandable that individuals or organisations may, on occasion, wish to express their gratitude to departments or individuals by offering a gift or a gratuity.

# Gifts and Gratuities

In many situations it may be difficult , or appear rude, to decline such an offer without causing offence. In other circumstances it may be that the acceptance of the gift or gratuity leaves the individual open to allegations of corruption or leaves them susceptible to undue influence

The Gifts and Gratuities Procedure is designed to protect the staff of Leicestershire Police by providing a register of both accepted and declined offers of gifts and gratuities. The register provides a transparent record and enables a common-sense approach to be applied regarding the retention, approval or disposal of all such offers.

Whether you refuse or accept such an offer, this should be declared and recorded with the Counter Corruption Unit.



# Gifts and Gratuities – Useful Links

[Gifts, Gratuities and Hospitality Police officer/Police Staff Form of Declaration](#)

[Gifts, Gratuities and Hospitality Procedure](#)

# Business interests

What is the definition of a business interest?

*Regulation 7 of the Police Regulations 2003 (as amended by the Police (Amendment No.3) Regulations 2012) provides that a person has a business interest if:*

- a) Being an employee of a Police Force holds any office or employment for hire or gain (otherwise than an employee of a police force) or carries on any business; or
- b) Being an employee of a Police Force, his/her spouse or civil partner (in each case not being separated from him/her) or any relative included in his/her family living with him holds, or processes a pecuniary interest in, any such licence or permit granted in pursuance of the law relating to liquor licensing, refreshment houses or betting and gaming or regulating places of entertainment in the area of the police force in question.

# Additional Occupation Definition

*An activity whereby:*

- there is an intended element of financial gain either through direct payment for the activity undertaken
- via the reimbursement of expenses incurred as a result of travel to or from any venue
- in providing or purchasing refreshments
- such voluntary work whereby it is considered that there is sufficient risk of an allegation being made against the Officer/staff member
- where the Officer/staff members holds some form of financial responsibility for an organisation
- Additional occupations should not conflict with the work of the police and do not adversely affect the reputation of the individual, the force or the wider police service.

# Business Interest Procedure

- It is essential that the public has confidence in the integrity and impartiality of Leicestershire Police. The recording and authorisation of a business interest or additional occupation allows a consistent approach in only authorising those applications that do not conflict with the role of the police and do not adversely affect the reputation of the individual or the police force.
- All business interests and additional occupations must be authorised and recorded to safeguard the interests of the individual and Leicestershire Police.
- This procedure sets out the process to be followed by police officers and police staff when someone wishes to seek authority to undertake a business interest or additional occupation.
- A failure to notify the force of a business interest or secondary employment or continuing to conduct such an activity when it has been deemed incompatible may result in formal disciplinary action being taken in line with Leicestershire Police's Misconduct Procedures

# Business interests

Additional occupations should not conflict with the work of the police and do not adversely affect the reputation of the individual, the force or the wider police service.

[Business Interests and Additional Occupations Procedure](#)

[Application for Business Interest or Additional Occupation](#)

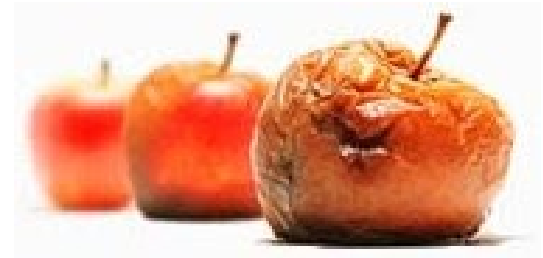
[Application for Business Interest Variation](#)

# Confidential reporting – Bad Apple

Bad Apple is the method of confidentially reporting your concerns or suspicious activity.

The web-based system is user-friendly and offers users the ability to have an anonymous e-conversation directly with the Counter-Corruption Unit (CCU) who look into reports made by officers, staff and volunteers.

[Bad Apple](#) is 100% anonymous



# Confidential reporting – Crimestoppers

Leicestershire Police has signed up to the Crimestoppers Police Integrity Line which is 100% anonymous. You can now make anonymous reports to Crimestoppers.

All Crimestoppers reports that relate to professional standards issues will be received by the Counter Corruption Unit.

[Crimestoppers Integrity Line](#)

**PoliceIntegrityLine**  
**0800 111 4444**

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Powered by  
**CrimeStoppers.**

# Training Feedback

Please use the QR code to register that you have completed this training.

Please select Theft and Corruption training as your Course

[CCU@Leics.police.uk](mailto:CCU@Leics.police.uk)

