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**POLICE
SCOTLAND**

Keeping people safe

Professional Standards

Policy

Owning Department:	Professional Standards
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Compliance Record

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Health & Safety Compliant:	Yes	
Publishable Externally in Current Format:	Yes	

Version Control Table

Version Number:	History of Amendments:	Date:
V1.01	Authorised Version	07/02/2014
V1.02	Transfer to New Template	25/03/2015
V2.00	Grammatical amendment made during Policy Review	26/04/2016

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Professional Standards Policy

The Police Service of Scotland, (hereafter referred to as Police Scotland) recognises the need to maintain public trust and confidence in the integrity and impartiality of the service. This will be done by developing and upholding a culture where professional and ethical standards are afforded the highest priority.

In order to retain and develop this trust and confidence, Police Scotland will put in place procedures which ensure that:

- the integrity and reputation of Police Scotland is protected and enhanced;
- the complaints system is clear, open, fair and compatible with the European Convention on Human Rights;
- complaint investigations will be thorough, proportionate and impartial;
- where the standard of service drops below that which can reasonably be expected, resolution will be effective, consistent and balanced; and
- organisational and individual learning will be identified and shared.

Police Scotland is committed to creating a culture that values, respects and promotes diversity, and operates in a fair and equitable manner. Decisions will be based on evidence and individuals will be treated with fairness, dignity and respect. Police Scotland aims to promote equality and diversity and ensure that the service provided meets the diverse needs of the public.

Police Scotland will provide clear guidance to the public about service standards, adopt procedures setting out the standards expected from members of Police Scotland and provide clear direction on those areas where limitations and restrictions on personal life may exist.