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STATUTORY INSTRUMENTS

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**2020 No. 4**

**POLICE, ENGLAND AND WALES**

**The Police (Conduct) Regulations 2020**

*Made* - - - - *6th January 2020*  
*Laid before Parliament* *10th January 2020*  
*Coming into force* *1st February 2020*

**THE POLICE (CONDUCT) REGULATIONS 2020**

PART 1

Preliminary

1. Citation and commencement
2. Interpretation and delegation
3. Revocations and transitional provisions
4. Application

PART 2

General

5. Standards of Professional Behaviour
6. The harm test
7. Police friend
8. Legal and other representation
9. Provision of notices or documents
10. Outstanding or possible criminal proceedings
11. Suspension
12. Record of disciplinary proceedings

PART 3

Investigations

13. Application of this Part
14. Severity assessment
15. Appointment of investigator
16. Investigation
17. Written notices

*Status: This is the original version (as it was originally made).*

18. Representations to the investigator
19. Timeliness of investigation
20. Interviews during investigation
21. Report of investigation

#### PART 4

##### Misconduct proceedings

22. General
23. Referral of case to misconduct proceedings
24. Presenting of case by the Director General
25. Joint misconduct proceedings
26. Delegation of functions
27. Withdrawal of misconduct proceedings
28. Persons conducting misconduct proceedings
29. Role of chair of misconduct hearing
30. Notice of referral to misconduct proceedings
31. Procedure on receipt of notice
32. Witnesses and documents to be supplied
33. Misconduct pre-hearing
34. Timing of misconduct meeting
35. Notice of misconduct proceedings and panel
36. Public notification of misconduct hearings
37. Attendance of officer concerned at misconduct proceedings
38. Participation of the Director General and investigator at misconduct proceedings
39. Reporting restrictions, participation and exclusions from proceedings
40. Attendance of complainant, interested persons and others at misconduct proceedings
41. Procedure at misconduct proceedings
42. Outcome of misconduct proceedings
43. Notification of outcome
44. Record of misconduct proceedings
45. Appeal from misconduct meeting: officers other than senior officers
46. Appeal meeting
47. Finding of the appeal

#### PART 5

##### Accelerated Misconduct Hearings

48. General
49. Referral of case to accelerated misconduct hearing
50. Remission of case
51. Notice of referral to accelerated misconduct hearing
52. Notice of accelerated misconduct hearing
53. Public notification of accelerated misconduct hearing
54. Procedure on receipt of notice
55. Persons conducting accelerated misconduct hearing
56. Documents to be supplied
57. Attendance of officer concerned at accelerated misconduct hearing
58. Participation of Director General and investigator at accelerated misconduct hearing
59. Reporting restrictions and participation at accelerated misconduct hearing

60. Notice to complainant and interested persons of accelerated misconduct hearing
61. Procedure at accelerated misconduct hearing
62. Outcome of accelerated misconduct hearing
63. Notification of outcome
64. Record of accelerated misconduct hearing

#### PART 6

##### Reflective practice review process

65. Interpretation and application
66. General
67. Referral to reflective practice review process
68. Fact-finding stage
69. Discussion stage
70. Reflective review development report
71. Failure to engage with the reflective practice review process

#### Part 7

##### Amendment of the Special Constables Regulations 1965 and the Police Barred List and Police Advisory List Regulations 2017

72. Amendment of the Special Constables Regulations 1965
  73. Amendment of the Police Barred List and Police Advisory List Regulations 2017
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#### SCHEDULE 1 — Modifications to these Regulations in their application to former officers

1. Modification to regulation 2 (interpretation and delegation)
2. Modification: insertion of Part 1A
3. Modification to regulation 7 (police friend)
4. Modification to regulation 8 (legal and other representation)
5. Modification to regulation 9 (provision of notices or documents)
6. Modification: omission of regulation 11 (suspension)
7. Modification to regulation 12 (record of disciplinary proceedings)
8. Modification to regulation 14 (severity assessment)
9. Modification to regulation 15 (appointment of investigator)
10. Modification to regulation 16 (investigation)
11. Modification to regulation 17 (written notices)
12. Modification to regulation 20 (interviews during investigation)
13. Modification: insertion of regulation 20A
14. Modification to regulation 21 (report of investigation)
15. Modification to regulation 22 (general)
16. Modification to regulation 23 (referral of case to misconduct proceedings)
17. Modification to regulation 25 (joint misconduct proceedings)
18. Modification to regulation 26 (delegation of functions)
19. Modification to regulation 27 (withdrawal of misconduct proceedings)
20. Modification to regulation 28 (persons conducting misconduct proceedings)
21. Modification to regulation 30 (notice of referral to misconduct proceedings)
22. Modification to regulation 31 (procedure on receipt of notice)

*Status: This is the original version (as it was originally made).*

23. Modification to regulation 32 (witnesses and documents to be supplied)
24. Modification: omission of regulation 34 (timing of misconduct meeting)
25. Modification to regulation 35 (notice of misconduct proceedings and panel)
26. Modification to regulation 36 (public notification of misconduct hearings)
27. Modification to regulation 37 (attendance of officer concerned at misconduct proceedings)
28. Modification to regulation 38 (participation of the Director General and investigator at misconduct proceedings)
29. Modification to regulation 39 (reporting restrictions, participation and exclusions from proceedings)
30. Modification to regulation 40 (attendance of complainant, interested persons and others at misconduct proceedings)
31. Modification to regulation 41 (procedure at misconduct proceedings)
32. Modification to regulation 42 (outcome of misconduct proceedings)
33. Modification to regulation 43 (notification of outcome)
34. Modification to regulation 44 (record of misconduct proceedings)
35. Modification: omission of regulations 45 to 47 (appeals)
36. Modification to regulation 49 (referral of case to accelerated misconduct hearing)
37. Modification to regulation 55 (persons conducting accelerated misconduct hearing)
38. Modification to regulation 61 (procedure at accelerated misconduct hearing)
39. Modification to regulation 62 (outcome of accelerated misconduct hearing)
40. Modification to regulation 63 (notification of outcome)
41. Modification: omission of Part 6 (reflective practice review process)

## SCHEDULE 2 — Standards of professional behaviour

- Honesty and Integrity
- Authority, Respect and Courtesy
- Equality and Diversity
- Use of Force
- Orders and Instructions
- Duties and Responsibilities
- Confidentiality
- Fitness for Duty
- Discreditable Conduct
- Challenging and Reporting Improper Conduct

Explanatory Note