**Reporting Inappropriate Behaviour in the Workplace**



**Bryar, Nicola**

**Chief Superintendent**

Published 05/10/2022

Not a week goes by when there isn’t a news article about improper behaviour by a police employee nationally. For the vast majority of us, it is unfathomable that someone who has chosen to work or volunteer with the police would behave in such a way. But please don’t think that this is just a problem elsewhere in policing, it is happening here in West Yorkshire.

While it might make for difficult reading, we have a commitment to be open and transparent with the public and the action taken in response to serious misconduct demonstrates that there is no place for it in policing. To rebuild public trust and confidence in the police, we all need to play our part in challenging and reporting inappropriate behaviour.

Earlier this year we started a pilot of the Crimestoppers Integrity Line – a dedicated phone line and online reporting service for police employees to report concerns about colleagues. If you have information about wrongdoing within the organisation you can contact Crimestoppers anonymously by filling in the [**Integrity Line Form**](https://forms.theiline.co.uk/integrity-line-form) or calling 0800 111 444.

The Crimestoppers Integrity Line is in addition to the other mechanisms already in place for reporting information to PSD. You can always report concerns directly to PSD by calling x22114 or emailing PSD General Enquiries. You can also provide anonymous information directly to PSD by using Anonymous Messenger.

If you haven’t done so already, then you should complete the mandatory Workplace Culture and Behaviours iLearn. This gives a good oversight of what is inappropriate behaviour and what can and should be done about it.

This is not just about serious corruption. I’m sure you will have seen the headlines that Wayne Couzens had the nickname ‘The Rapist’. Is there someone on your team with an inappropriate nickname? If there is anything that makes you feel uneasy then you should report it.

Reporting potential inappropriate behaviour does not mean that the person concerned will necessarily be dismissed, they may be given words of advice or may not face any sanction at all. It does mean though that we can investigate it and decide if any action does need to be taken.