

C I D U P S K U I B

# Internal Investigations Unit

Telephone (

Confidential Reporting Line

- Informal input – ask questions as we go
- Alert you to the threat of corruption
- Allow you to protect yourself
- Enable you to identify suspicious activity
- Make sure you know how you can report suspicions

# WHAT IS THE IIU?

- Pro-active Covert Unit with CID experience
- Working within the Professional Standards Department at Headquarters.
- Dealing with 'Corruption & Integrity' issues within the Police Service

# BBC NEWS

You are in: UK  
Monday, 10 July, 2000, 15:08 GMT 16:08 UK

- Front Page
- World
- UK**
- England
- Northern
- Ireland
- Scotland
- Wales
- UK Politics
- Business
- Sci/Tech
- Health
- Education
- Entertainment
- Talking Point
- In Depth
- AudioVideo

## Detectives 'sold drugs for cash'



The jury will hear from an officer who confessed  
 A special team of detectives sold £7,500 worth of drugs seized in a police raid, the Old Bailey has heard.

 **BBC News 24**

Last Updated: Tuesday, 25 May, 2004, 13:00 GMT 14:00 UK

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## **Four held over police corruption**

**Four police officers have been arrested on suspicion of corruption, according to Scotland Yard.**

One woman and three men are being held after two separate investigations following tip-offs from colleagues.

Three are attached to CID units in Tower Hamlets, east London, and the fourth was working away from the units.

The allegations range from a "corrupt relationship" with a suspected criminal, to misconduct and conspiracy to pervert the course of justice.

A 44-year-old man from Dagenham, east London, has also been arrested.

[Home](#) [News Front Page](#)

[World](#)

**UK**

[England](#)

[Northern Ireland](#)

[Scotland](#)

[Wales](#)

[Business](#)

[Politics](#)

[Health](#)

[Education](#)

[Science/Nature](#)

[Technology](#)

[Entertainment](#)

[So in the news](#)

[Video and Audio](#)

Last Updated: Wednesday, 26 July 2006, 08:58 GMT 09:58 UK

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## Lawrence case 'corruption' probe

An investigation is being launched over claims that police corruption helped shield the killers of black teenager Stephen Lawrence from conviction.

A BBC investigation alleges that the murder inquiry's Det Sgt John Davidson was paid by drug smuggler Clifford Norris, father of suspect David Norris.



Stephen Lawrence was attacked at a bus stop in 1993

**VIDEO** Programme extracts

● ●

Corruption is the abuse of a role or position held, for personal gain or gain for others

# Criminal Offence

Misconduct in Public Office – Indictable only,  
maximum sentence of life imprisonment

- Misfeasance – doing a legal act for an improper reason (e.g. check friends on police computer)
- Malfeasance – person in a public office doing an illegal act (e.g. sell intelligence to criminals, sexually abuse vulnerable victims)



## Vision

The communities of Avon and Somerset will have the highest levels of confidence in our delivery of policing services

## Aims and Objectives

To increase trust and confidence in policing, especially among our minority communities

# “Abuse of Role or Position”

Corruption is the abuse of a role or position held,  
for personal gain or gain for others

Clear connection to your being a  
member of Avon and Somerset  
Constabulary

# “Gain” Can Include:

Corruption is the abuse of a role or position held,  
for personal gain or gain for others

- Gifts
  - Why? How does it look?
  - District Gifts and Hospitality Register
- Use of ID card
- Favours – free Meals, cheap goods, lending money, etc
- Sex – entrapment & abuse of position  
..\Examples\Lewis article.doc
- Promotion/career development
- Social status
- Payments – “brown envelope”

## Corruptors will seek:

- Information
- Obstruction of Justice

## The Corrupted will be motivated by:

- Material gain
- Family/social pressures

# MAIN AREAS THAT CAN CAUSE YOU PROBLEMS:

## ■ Inappropriate Associations

- You can choose your friends – not your family
- You must manage your associations
- Associations that make you vulnerable:
  - Active criminals
  - Sex workers
  - Private investigators
  - Journalists
  - Gyms – steroid users

## ■ Social Networking

- Facebook, Bebo, Friends Reunited
- Social Networking.ppt

# MAIN AREAS THAT CAN CAUSE YOU PROBLEMS

## ■ Drugs

- It is illegal – you are part of the police service
- It makes you vulnerable to corruption and compromise

## ■ Financial Difficulties

- Criminals have cash, may seem legitimate and will want to “help”

## ■ Disclosure of Information

- Family, friends, intimate relationships

WATCH LIVE | BBC News 24

Last Updated: Thursday, 14 February 2008, 19:54 GMT

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## Police chief criticises 'leak' Pc

Derbyshire Police's Assistant Chief Constable said she was "incredibly disappointed" one of her staff leaked details in a case where a man died.



Bernard Gilbert, 79, died minutes after a brick was thrown into his home.

The brick went through a bedroom window in the bungalow

Pc Steven Smith illegally passed on Mr Gilbert's address to the men who planned and carried out the attack.

Mark Forbes, 40, of Kedleston Close, Ripley, and younger brother Steven, 22, of Gladstone Street, South Normanton, were found guilty of manslaughter.

Pc Smith found the address by looking up Mr Gilbert's registration number on the Police National Computer.

He was fined £1,200 under the Data Protection Act and resigned from the force.

# MAIN AREAS THAT CAN CAUSE YOU PROBLEMS

## Computer Misuse

- Offensive emails
- Inappropriate internet use
  
- Can browse the Internet for personal use before and after a shift and during a designated rest/lunch break, up to a maximum of 30 minutes per day.
- 10 personal email messages during any working day.
- Managers discretion
- Personal use of social networking sites at work (Facebook, MySpace etc) is prohibited for security reasons.
- Access to any Webmail (googlemail, hotmail, Yahoo, AOL, etc) is prohibited due to the serious security implications.
- Close the browser don't minimise it – impacts on performance and presents a significant security risk

## Work Carried out

- **Intelligence led Criminal Investigations into police employee's** (PACE, RIPA, etc all apply)
- **Intelligence Led Integrity Testing**  
No random integrity tests in A & S; different to "Mystery shopper"
- **Monitor & Trace Use of Internal Telephone System**

## Work Carried Out (cont)

- **Drug Tests:** Can test police officers with cause and all police officers in certain posts at random
- **Audit the Force Computer Systems, PNC, Guardian, Outlook, Internet, Assist**  
criminal offence - Computer Misuse Act, Data Protection Act, Rehabilitation of Offenders Act, Malicious Communications Act
- **Reduce opportunities for Corruption:**  
Policy & Procedures; vulnerable computer systems; vetting

# We Don't Do

- Unsatisfactory Performance Issues
- Bullying and Fairness at Work (but we do take anonymous referrals on the confidential hotline)
- Public Complaints.

# HOW MANY REFERRALS?

1999 – 49 investigations

2007 – 100 investigations (240 intel reports)

2010 – 122 investigations (350 intel reports)

# Examples of cases

- Unlawful Sexual Intercourse
- Theft/Obtain Property by Deception
- Information disclosure to criminals
- Racist language/behaviour
- Child abuse images
- Drug use (heroin, cocaine, cannabis)
- Misconduct in Public Office
- Murder

# Sources

- Referrals from staff
- Referrals from supervisors
- Source sensitive intelligence
- Other agencies
- Referrals from the public
- Anonymous referrals

# How To Make a Referral

- In person to the Unit
- Telephone direct to IIU
- Written Report
- PSD Anonymous Email System

[Anonymous Email Reporting.ppt](#)

- Confidential Reporting Line :
- Crimestoppers

# Internal Investigations Unit

Force Headquarters

Ext: