

Politically restricted posts police staff

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Policy statement

Summary	<p>West Yorkshire Police needs to protect local democracy and the integrity of the organisation by ensuring that the occupants of posts with particular responsibilities abstain from controversial or politically sensitive activities.</p> <p>The purpose of this policy is to clarify the extent to which police staff may or may not engage in political activity during elections whilst off duty and list those posts affected.</p>
Scope	<p>This policy applies to all police staff under the direction and control of the Chief Constable.</p>

Principles

Principles	<ul style="list-style-type: none"> • Staff will have no restrictions on their involvement in political activity while off duty unless they are employed in a politically-restricted post as defined by legislation as 'specified' or 'sensitive' and listed in this policy. • Role profiles, recruitment adverts and offers of employment will state if a post is politically-restricted. Staff being recruited to politically-restricted posts will be informed how this policy affects them before they are appointed. • Staff already occupying posts that become politically-restricted will be informed of how this policy affects them before the change in classification.
Specified posts	<p>Specified posts are Assistant Chief Officers and posts reporting directly to the Deputy Chief Constable, Assistant Chief Constables and Assistant Chief Officer.</p> <p>The specified posts are as follows:</p> <ul style="list-style-type: none"> • Assistant Chief Officer (Finance and Business Services); • Director of Finance and Commercial Services; • Director of Assets and Logistics; • Digital Policing Director; • Director of People; • Director of Operations (NPAS); • Head of Ground Infrastructure (NPAS); and • Head of Compliance (NPAS).
Sensitive posts	<p>Sensitive posts are those with responsibility for:</p>

- Giving advice on a regular basis to the Police and Crime Commissioner (PCC) or to any committee or sub-committee or joint committee on which the PCC is represented; and/or
- Speaking on behalf of the PCC on a regular basis to the media.

The sensitive posts are as follows:

- Head of Strategy and Force Performance;
- Strategy Manager;
- Head of Corporate Communications;
- Communications Manager;
- Creative Services Manager;
- Communications Officer;
- Corporate Information Officer; and
- Head of Marketing & Communications (NPAS)

Responsibilities

Police staff

Police staff are responsible for:

- Complying with the requirements of this policy if occupying a politically-restricted post.

Line managers

Line managers are responsible for:

- Identifying, in conjunction with the Employee Relations Adviser, whether any new or changed post meets the above definition of a specified or sensitive post; and
- Informing staff recruited to politically-restricted posts and staff already occupying posts that become politically-restricted how this policy affects them before appointment or change in classification.

People Team

The People Team are responsible for:

- Identifying, in conjunction with the line manager, whether any new or changed post meets the above definition of a specified or sensitive post; and
- Ensuring that role profiles, recruitment adverts and offers of employment state if a post is politically-restricted.

Restrictions

Post holder's activities

The occupants of posts which are regarded as politically restricted may not:

- Stand for election or become a member of:
 - A County Council;

- A Borough/District Council;
 - A Fire and Rescue Authority;
 - A similar authority as defined by law (except that Town and Parish Councils are permitted);
 - The House of Commons;
 - The Scottish Parliament;
 - The Welsh Assembly; or
 - The European Parliament;
 - Stand for election as a Police and Crime Commissioner;
 - Act as an election agent or sub-agent for a candidate for election as a member of one of the above;
 - Hold office in a political party or any branch of a party;
 - Personally solicit votes before an election and ascertain the amount of their support on behalf of a political party or on behalf of an individual who proposes to stand for election to any of the aforementioned bodies; or
 - Speak or write publicly on matters with the apparent intention of affecting public support for a political party.
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Appeals

Grounds

Appeals can be submitted on the basis that the post holder feels that:

- They cannot influence policy; or
 - The definition for sensitive post has been incorrectly applied.
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Adjudicator

The Deputy Chief Constable:

- Must consider an application from the holder of a sensitive post for exemption from political restriction; and
 - May direct that such a post should not be politically restricted if satisfied that the post does not fall within the sensitive posts definition above.
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Additional information

Compliance

This Policy and Procedure complies with the following legislation, policy and guidance:

- Police Reform and Social Responsibility Act 2011
 - Local Democracy, Economic Development and Construction Act 2009
 - Local Government and Housing Act 1989
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