

The Police Federation have devised a new set of principles of policing based on the original 'Peelian Principles' of the 19th century, updating the basic tenets to provide our vision of policing in the 21st century. We believe that if chief officers, central government, police authorities and legislators take note of these core principles it will help ensure that policing is delivered professionally, independently, impartially and accountability.

Nine Principles of 21st Century Policing

1. **Define and specify the role of the police** - to re-define and clarify the role of the police in the face of increasing demands and reduced resources, restoring the independence of police forces from central control and recognising the responsibility of others in order to establish the necessary integrated structure, governance arrangements, accountability, performance framework and workforce and rewards systems.
2. **Recognise Office of Constable** - to ensure the Office of Constable remains the foundation of the police service, enabling officers to assume the personal responsibility to act impartially, with discretion and free from political control, recognising the restrictions on their personal lives which this entails; to also ensure that entry for all officers remains at the rank of constable, enabling a thorough grounding in the experiential skills which is imperative for all ranks.
3. **Restore discretion** - to ensure officers, and each police force, have the support and confidence they need to use their integrity, common sense, experience and discretion when enforcing the law and providing reassurance to the public.
4. **Reduce bureaucracy** - to ease the burden of unnecessary bureaucracy, utilising new technology where appropriate to maximise useful and productive contact with the public.
5. **Improve operational resilience through best use of resources** - to provide continuous professional development that remains focused on operational improvements to balance the competing demands on the 24/7 police service: that of a crime-fighting organisation, an emergency response force and reassuring the public.
6. **Establish fair and equitable pay agreements with binding arbitration on all parties** - to establish fair, transparent and equitable pay agreements for all police officers in the UK, and, in the absence of industrial rights, an independent arbitration process that is binding on all parties without exception.
7. **Establish meaningful targets that reflect public priorities and take account of quality of policing delivered** - to ensure meaningful targets are set locally and address local priorities within the wider cross-border context, rather than a national political agenda.
8. **Establish shared accountability for re-offending rates throughout the criminal justice process** - to recognise the impact of re-offending on police resources and society in general, understanding that it is a small number of offenders who commit a significant proportion of the volume crime, and that the bodies that share responsibility for tackling re-offending must be held fully accountable.
9. **Establish a fully-integrated, cohesive criminal justice system** - to ensure a more cohesive, consistent and collaborative criminal justice system, with complementary targets and an IT structure that is secure, fully-integrated and fit for purpose.

order to influence government, opinion formers and key stakeholders and to negotiate with them in order to maintain and improve the conditions of service and pay of our members.