

Police Integrity Feedback Report

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Background

This study began with a project to compare police ethics and integrity across the world, initiated by an American academic called Carl Klockars in 2004. As a result of his initiative, a survey was conducted by Louise Westmarland in 2005 of one police force in the south of England which fed into the international research. For the purposes of this report that research will be referred to as the 'pilot' study. In 2011, Dr Westmarland, with Professor Mike Rowe, decided to conduct a wider study of UK forces, with the aim of a larger sample of officers and a wider geographical distribution.

The survey was written with the intention of examining the attitudes of officers towards their colleagues' behaviour, what they thought was against the 'rules' and in particular whether officers would report certain misdemeanours. Officers were asked to indicate on a scale (from one to five) how serious they regard particular actions and whether they would tell anyone about it. Some of the scenarios were 'minor' rule breaking, such as accepting a free drink, others were much more serious. The questions were primarily aimed at throwing light on the issue of the 'blue code of silence' or the belief that police culture demands that colleagues do not blow the whistle on others.

Methods

Funding was obtained from The Open University's International Centre for Comparative Criminological Research (ICCCR) in 2010 and 5,000 questionnaires were prepared following clearance for the project from the University's ethics committee (HREC). The survey proved more difficult to distribute than might be first thought, despite the pilot study having been arranged without problem. For the 2011 main study, Dr Westmarland and Professor Rowe used existing contacts, face to face meetings at conferences and events, and personal emails to elicit consent from chief officers to take part in the survey. Although interest was expressed initially by various forces, for reasons that remain uncertain consent was difficult to achieve. Eventually four forces agreed to take part although at the last minute one of these pulled out, despite numerous emails and phone calls, and eventually three forces took part in the survey. Invaluable help was received from Chief Constable Adrian Lee who endorsed the study and also from Elliot Foskett his staff officer, who distributed emails to various forces encouraging participation.

The survey was in the form of a paper questionnaire consisting of 11 'scenarios' that officers had to rate in terms of policy violation, seriousness and whether they would report the behaviour described. Questionnaires were sent to each police force in person or by post and distributed at shift briefings. Each had an individual pre paid envelope in which to place the completed questionnaire which was then returned directly to the University for analysis. Due to this process anonymity was guaranteed to individual officers although it was possible to identify which force they came from due to a mark on the envelopes. Forces are identified as Force 1, 2 and 3 and following the completion of the study senior officers know which they represent, but not the identity of the others.

The total return rate varied from force to force and is slightly misleading at individual force level (see 'Results' below) but in total 520 questionnaires were received from the main study and 275 from the pilot. Officers were also asked about the number of years' service, their gender and rank (either supervisor or non supervisor). Due to the substantial numbers of responses this enabled a computer statistical system (SPSS) to be used to analyse the findings. The pilot study responses were not included in these analyses as they had been completed a number of years previously and may no longer be considered valid.

Results

This section covers basic facts of the survey such as the number of questionnaires that were distributed and returned, the composition of the sample, and a brief description of each force.

Size of sample

Number of surveys:

	Responded	Distributed	Return Rate
Force One	102	750	13.6%
Force Two	110	1,500	7.3%
Force Three	308	750	41.1%

One of the problems for this analysis is that the response rate relies on all of the questionnaires delivered to the force being placed in the hands of officers who could choose whether or not to respond. In the case of Force 2 for example, a large metropolitan force, the rate was very low, but the authors of this report are still investigating the number of questionnaires that were actually distributed.

Composition of sample

At the end of the questionnaire officers were asked to circle a box indicating how long they had served as a police officer and how many years they had been in their current role. The sample had a broad range of officers with varying years' service, adequate for the analysis, and showed that a significant proportion of officers had been in their current location for a fairly short period of time.

Years as a police officer:

	<1	1-2	3-5	6-10	11-15	16-20	>20
Force One	1%	5.9%	21.6%	30.4%	9.8%	6.9%	23.5%
Force Two	0%	10.9%	17.3%	29.1%	12.7%	9.2%	17.3%
Force Three	0%	.6%	7.1%	24.4%	15.9%	14.3%	37%

Years in current location:

	<1	1-2	3-5	6-10	11-15	16-20	>20
Force One	11.8%	19.6%	37.3%	20.6%	4.9%	1%	4.9%
Force Two	5.5%	21.8%	21.8%	25.5%	10%	4.5%	5.5%
Force Three	11.4%	14.3%	28.6%	28.2%	9.1%	1.6%	6.2%

Officers were asked to indicate their gender and the sample composition was representative of women officers, indeed, a slight over-representation in that the average number of women nationally is 26.2 per cent of the total workforce (Home Office 2011).

Gender:

	Male	Female
Force One	60.8%	29.4%
Force Two	52.7%	34.5%
Force Three	65.6%	27.3%

The survey asked about supervisory roles because one of the scenarios involved the assessment of actions by a supervisor. In terms of whether certain actions would be reported, it might be expected that these officers would be more likely to report rule breaking as part of their role, but perhaps less likely to observe such behaviour.

Supervisory role:

	Non-supervisor	Supervisor
Force One	69.6%	29.4%
Force Two	70.9%	23.6%
Force Three	61.7%	35.7%

Brief description of each force

Force 1 is a large force with major cities and mixed rural areas

Force 2 is a large metropolitan force with significant, largely isolated rural areas.

Force 3 is a small rural force.

One of the forces was located in the mid part of England, one in the west and one in the north of England, but the authors of this report feel it might compromise anonymity to further identify their location.

Summary of findings

This section offers a brief summary of the findings

- The findings of the study reveal that officers seem uncertain of the rules and regulations covering their behaviour, especially at the lower end of the spectrum. In other words, officers were not clear about the bending of rules covering ‘minor’ offences such as working in their spare time or accepting free drinks or small gifts.
- Where officers were certain that behaviour was against force policy or rules, even in cases they thought were ‘serious,’ they were often unwilling or unlikely to report it, although this varied by force area and years of service.

- Officers thought misdemeanours such as brutalising a suspect or covering up for a drink driving colleague who caused an accident were less serious behaviours than stealing property, such as a watch, or cash from a lost wallet.

Analysis

This section offers a more detailed explanation of the findings:

Rural v. Urban

Force 3 characterized themselves as a small, rural police force; Forces 1 and 2 identified themselves as large, metropolitan forces. On the scenarios that were considered ‘serious’ by almost all officers, the officers in Force 3 said they would ‘definitely report’ more than those in Forces 1 and 2.

Q11. Officer takes money from a lost wallet		
	Considered the behaviour serious	<i>Definitely</i> would report
Force 1	99%	84%
Force 2	100%	80%
Force 3	99%	95%

Even the scenarios that were considered not so serious by most officers in the sample, the officers in Force 3 were generally more willing to report when compared to the officers on the other forces. The only exception was Question 4 – an officer receives small gifts at Christmas. In this scenario, the officers in Force 3 were similar to the other forces in their reluctance to definitely report this offence.

Officer accepts small gifts at Christmas	
	<i>Definitely</i> would report¹
Force 1	8%
Force 2	17%
Force 3	15%

Gender

There were no differences in responses by gender on the seriousness of the behaviours. Both men and women were in agreement regarding the seriousness of the scenarios. There was also no difference between men and women on whether they would report the offence.

¹ For purposes of the analysis, ‘definitely would report’ indicates that officers chose option 5 on the survey, ‘would report’ indicates that officers chose either option 4 OR 5.

Role: Supervisor v. Non-Supervisor

Although they were in agreement about which scenarios were considered policy violations, overall there was a significant difference between supervisors and non-supervisors on whether they would report the behaviour on all questions, except number 5 (takes watch) and number 7 (supervisor behaviour). In general, supervisors would report more often than expected, especially on the instances that most considered minor, or not serious, policy violations. This makes sense – a person in a supervisory role would feel obligated to report violations of policy more so than someone who is not in a supervisory role.

Q1. Officer runs a side business		
Force 1	% Would Not Report	% Would Report
Non- Supervisor	62%	17% ²
Supervisor	23%	57%

Q2. Officer accepts gifts of small value		
Force 1	% Would Not Report	% Would Report
Non-Supervisor	66%	23%
Supervisor	37%	57%

Q1. Officer runs a side business		
Force 2	% Would Not Report	% Would Report
Non-Supervisor	50%	31%
Supervisor	39%	39%

Q2. Officer accepts gifts of small value		
Force 2	% Would Not Report	% Would Report
Non-Supervisor	45%	33%
Supervisor	27%	39%

Q1. Officer runs a side business		
Force 3	% Would Not Report	% Would Report
Non- Supervisor	47%	31% ³
Supervisor	18%	60%

Q2. Officer accepts gifts of small value		
Force 3	% Would Not Report	% Would Report
Non-Supervisor	39%	40%
Supervisor	22%	59%

² Percentages do not add to 100% due to missing data and officers who circled option 3, which was effectively a neutral option.

³ Percentages do not add to 100% due to missing data and officers who circled option 3, which was effectively a neutral option.

Years service

An analysis of Part 1 for all questions – whether the behaviour was considered serious – revealed that it did not matter how many years an officer had been on the force; all officers answered each of those questions in a similar way. However, whether the officer would report the behaviour did depend on years on the force. Officers who had been on the force 5 years or less would report the behaviours less often than expected, while officers who had been on the force 15 years or more would report the behaviour more often than expected. This analysis was based on all forces combined. When separated, Force 3 did not reveal the same pattern.

Q10. Officer uses excessive force on fleeing suspect		
	Years as officer	% Would report
Force 1:	5 or less	59%
	6 – 15	65%
	>15	81%
Force 2:	5 or less	48%
	6 – 15	62%
	>15	79%
Force 3:	5 or less	88%
	6 – 15	86%
	>15	82%

The following table shows the way all officers who responded ranked the seriousness of the actions described in the scenarios.

Case	Average Seriousness	Rank
1 – Off duty security business	3.023	2
2 – Gifts from shopkeepers	3.463	3
3 – Speeding motorist	4.944	9
4 – Christmas gifts	2.829	1
5 – Watch theft	4.994	11
6 – Kickback from garage	4.627	7
7 – Supervisor	4.070	4
8 – Cover up DUI	4.741	8
9 – Free drinks at bar open late	4.551	6
10 – Excessive force	4.474	5
11 – Wallet	4.981	10

Average seriousness and the rank of the scenario – 1 being least serious, to 11 being most serious.

Policy Implications – force wide and nationally

This section offers some suggestions as to how to take the findings forward in terms of the main issues identified by the research

Issue 1 Officers not certain about the 'rules'

It seems that there are training needs for police officers at all levels in the organisation. One of the areas that needs to be focussed upon is a working knowledge of the code of conduct, organisational rules, or whistle blowing procedures. From the evidence in the survey it seems that what seems to exist at present which is a cursory knowledge leading to uncertainty. This report is not suggesting however that rote learning of the code of conduct would serve any purpose. Rather, officers should have the chance to debate and consider the issues away from the 'heat of battle'. In other words, in some training environment where the issues of integrity and service could be emphasised as being of practical use.

Issue 2 Officers not willing to report misdemeanours

Even where officers were certain that behaviours were against the rules and thought them quite serious, officers were not willing to report colleagues' actions. One of the ways this could be progressed is by way of further investigations into the differences between the forces, where the officers from the rurally located force were more likely to report colleagues' behaviour when compared to their urban counterparts. Some surprising differences were also found in the reporting levels of newly appointed officers, those of middle service levels and those with long standing police careers.

It is surprising for example to see that officers fairly new in service were less likely to report their colleagues offences, and that experienced officers were more likely to report than would be expected. This suggests that unlike previous studies that have suggested police culture eventually turns officers into 'uniform carrying cynics' in fact the need or want to be accepted and not be a whistle blower for a newer officer is a stronger determinant. These differences, possibly with cultural origins, should also be investigated so that good and bad practice identified.

Issue 3 Officers assessment of what is 'serious'

There was fairly widespread agreement as to what sort of behaviour is regarded as 'serious' by the respondents. The two scenarios concerning outright 'theft' (stealing a watch and cash from a found wallet) were seen as the worst offences universally, and officers said they would report these actions. Other actions, such as brutality and covering up for a drink driving colleague seemed less 'serious' the respondents, but this is debateable. One of the reasons this seems to be important is that the outcomes caused by officers covering up for a drunk driver could be much more harmful to society at large than an officer stealing property such as a watch, even though that is also a serious offence.

Conclusions

We recognise that there have been difficulties with the questionnaire that has led to this report. Some of the scenarios are seen as 'unlikely' and behaviours considered outlandish. As stated at the beginning of this report, the philosophy behind the study was to throw light on attitudes towards reporting behaviour, rather than the actions themselves. As such the findings, albeit limited to three forces, show that the 'blue wall of silence' still exists, and that work needs to be done to reassure officers who feel unable to so do.

Some positive aspects of the research show that police officers have a strong and unfailing 'moral compass' when it comes to actions and beliefs; that many officers would report colleagues' misdemeanours, and that they are willing to take part in a survey to examine these issues. The authors of this report would like to thank sincerely the officers who took the time to fill out the questionnaires and to the senior officers in the three forces, who, some might argue, bravely, agreed to take part in this research. We hope this will be the beginning of a research relationship between the Open University, Northumbria University and the forces involved.

Appendix

Question 1. A police officer runs a private security business.

1.1 How serious do you consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	13.7%	23.5%	26.5%	29.4%	6.9%
Force Two	12.7%	20.9%	27.3%	25.5%	12.7%
Force Three	8.8%	23.7%	31.2%	25.3%	10.4%

1.2 How serious do other officers in your force consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	12.7%	25.5%	38.2%	14.7%	2.9%
Force Two	12.7%	20.9%	31.8%	21.8%	7.3%
Force Three	7.5%	29.5%	36%	18.5%	4.9%

1.3 Would this behaviour be a violation of official policy in your force?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	2.9%	7.8%	8.8%	20.6%	59.8%
Force Two	2.8%	4.6%	23.9%	16.5%	52.3%
Force Three	1%	2.3%	8.8%	18.2%	69.8%

1.6 Do you think you would report a fellow officer who engaged in this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	28.4%	22.5%	20.6%	8.8%	19.6%
Force Two	23.6%	22.7%	19.1%	19.1%	14.5%
Force Three	14.3%	21.1%	22.7%	17.2%	24.7%

1.7 Do you think most police officers in your force would report this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	18.6%	36.3%	25.5%	9.8%	7.8%
Force Two	13.6%	31.8%	31.8%	15.5%	5.5%
Force Three	7.1%	29.5%	38.3%	17.5%	5.8%

Question 2. An officer accepts unsolicited items of small value whilst on duty.

2.1 How serious do you consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	14.7%	20.6%	18.6%	23.5%	22.5%
Force Two	6.4%	15.5%	20.9%	35.5%	21.8%
Force Three	4.2%	13.6%	26.9%	34.4%	20.8%

2.2 How serious do other officers in your force consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	17.6%	21.6%	26.5%	19.6%	11.8%
Force Two	8.2%	20%	22.7%	31.8%	15.5%
Force Three	4.2%	20.8%	34.4%	28.9%	9.4%

2.3 Would this behaviour be a violation of official policy in your force?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	5.9%	7.8%	14.7%	16.7%	54.9%
Force Two	1.8%	7.3%	11.8%	28.2%	50.9%
Force Three	0%	.3%	5.2%	25%	68.8%

2.6 Do you think you would report a fellow officer who engaged in this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	37.3%	20.6%	9.8%	16.7%	15.7%
Force Two	20%	20%	25.5%	18.2%	16.4%
Force Three	9.7%	22.7%	20.8%	21.8%	25%

2.7 Do you think most police officers in your force would report this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	30.4%	24.5%	26.5%	11.8%	4.9%
Force Two	12.7%	30.9%	31.8%	15.5%	9.1%
Force Three	6.8%	33.4%	26.9%	22.1%	9.4%

Question 3. An officer accepts a gift in exchange for not issuing a summons.

3.1 How serious do you consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	0%	0%	1%	7.8%	91.2%
Force Two	0%	0%	0%	8.2%	91.8%
Force Three	0%	0%	0%	3.2%	96.4%

3.2 How serious do other officers in your force consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	0%	0%	3.9%	14.7%	79.4%
Force Two	0%	0%	.9%	13.6%	85.5%
Force Three	0%	0%	1%	7.1%	89.3%

3.3 Would this behaviour be a violation of official policy in your force?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	0%	0%	0%	2.9%	97.1%
Force Two	0%	0%	0%	2.7%	97.3%
Force Three	0%	0%	0%	.3%	98.7%

3.6 Do you think you would report a fellow officer who engaged in this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	1%	4.9%	5.9%	11.8%	76.5%
Force Two	.9%	3.6%	7.3%	11.8%	75.5%
Force Three	1%	.3%	1%	7.1%	89.9%

3.7 Do you think most police officers in your force would report this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	1%	2.9%	12.7%	23.5%	57.8%
Force Two	1.8%	1.8%	14.5%	29.1%	51.8%
Force Three	.3%	1.3%	3.6%	23.4%	68.8%

Question 4. An officer receives gifts such as food and alcohol on occasions such as Christmas.

4.1 How serious do you consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	21.6%	30.4%	22.5%	16.7%	8.8%
Force Two	15.5%	21.8%	27.3%	20%	15.5%
Force Three	16.2%	21.4%	30.5%	20.8%	9.1%

4.2 How serious do other officers in your force consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	21.6%	39.2%	23.5%	6.9%	6.9%
Force Two	17.3%	21.8%	26.4%	20.9%	13.6%
Force Three	15.3%	27.6%	30.5%	16.6%	5.8%

4.3 Would this behaviour be a violation of official policy in your force?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	6.9%	16.7%	12.7%	25.5%	37.3%
Force Two	3.6%	14.5%	25.5%	26.4%	30%
Force Three	3.2%	8.1%	13.6%	26.3%	45.8%

4.6 Do you think you would report a fellow officer who engaged in this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	36.3%	23.5%	20.6%	10.8%	7.8%
Force Two	25.5%	22.7%	19.1%	14.5%	17.3%
Force Three	24%	23.1%	18.5%	16.2%	15.3%

4.7 Do you think most police officers in your force would report this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	32.4%	30.4%	22.5%	5.9%	5.9%
Force Two	19.3%	32.7%	23.6%	11.8%	11.8%
Force Three	15.6%	31.5%	27.3%	13.6%	7.5%

Question 5. An officer takes a watch from a burgled jewellery shop.

5.1 How serious do you consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	0%	0%	0%	0%	100%
Force Two	0%	0%	0%	.9%	99.1%
Force Three	0%	0%	0%	.6%	97.4%

5.2 How serious do other officers in your force consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	0%	0%	0%	0%	98%
Force Two	0%	0%	0%	1.8%	98.2%
Force Three	0%	0%	0%	1.3%	94.8%

5.3 Would this behaviour be a violation of official policy in your force?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	0%	0%	0%	0%	100%
Force Two	0%	0%	0%	.9%	98.2%
Force Three	0%	0%	0%	.3%	97.4%

5.6 Do you think you would report a fellow officer who engaged in this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	1%	0%	1%	3.9%	94.1%
Force Two	.9	.9%	3.6%	2.7%	90.9%
Force Three	0%	0%	0%	2.6%	96.1%

5.7 Do you think most police officers in your force would report this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	0%	1%	4.9%	17.6%	74.5%
Force Two	0%	0%	6.4%	10%	82.7%
Force Three	0%	0%	.6%	11%	85%

Question 6. An officer refers people to a body shop and receives 5% of the repair bill.

6.1 How serious do you consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	0%	2%	2.9%	27.5%	67.6%
Force Two	0%	1.8%	8.2%	26.4%	63.6%
Force Three	0%	.6%	3.6%	23.4%	71.8%

6.2 How serious do other officers in your force consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	0%	2%	8.8%	30.4%	56.9%
Force Two	0%	3.6%	14.5%	26.4%	55.5%
Force Three	0%	1.3%	7.1%	33.8%	54.2%

6.3 Would this behaviour be a violation of official policy in your force?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	0%	1%	2%	12.7%	84.3%
Force Two	0%	0%	6.4%	17.3%	76.4%
Force Three	0%	0%	1.9%	5.5%	91.2%

6.6 Do you think you would report a fellow officer who engaged in this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	1%	3.9%	12.7%	21.6%	60.8%
Force Two	.9%	8.2%	14.5%	19.1%	56.4%
Force Three	.6%	1.9%	5.2%	16.6%	74.7%

6.7 Do you think most police officers in your force would report this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	1%	7.8%	21.6%	22.5%	45.1%
Force Two	.9%	9.1%	22.7%	20%	46.4%
Force Three	.3%	2.6%	12.3%	32.5%	49.4%

Question 7. A supervisor authorises a day off in exchange for body work on his personal car.

7.1 How serious do you consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	2%	2%	26.5%	32.4%	37.3%
Force Two	5.5%	4.5%	19.1%	33.6%	37.3%
Force Three	1.9%	2.9%	12.7%	43.5%	38.3%

7.2 How serious do other officers in your force consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	2.9%	4.9%	33.3%	27.5%	29.4%
Force Two	5.5%	10%	21.8%	30%	32.7%
Force Three	1.6%	7.1%	20.8%	38.6%	28.6%

7.3 Would this behaviour be a violation of official policy in your force?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	1%	2.9%	13.7%	23.5%	58.8%
Force Two	4.5%	4.5%	11.8%	30.9%	48.2%
Force Three	1%	1.9%	7.8%	23.1%	65.3%

7.6 Do you think you would report a supervisor who engaged in this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	9.8%	15.7%	16.7%	18.6%	39.2%
Force Two	11.8%	18.2%	12.7%	24.5%	31.8%
Force Three	4.5%	9.1%	14.3%	24.7%	46.8%

7.7 Do you think most police officers in your force would report this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	10.8%	11.8%	29.4%	20.6%	25.5%
Force Two	10%	23.6%	20%	20%	24.5%
Force Three	3.2%	15.6%	26%	27.6%	24.7%

Question 8. An officer transfers an intoxicated driver home instead of reporting an accident after discovering the driver is an off duty police officer instead of reporting the accident.

8.1 How serious do you consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	0%	0%	7.8%	16.7%	74.5%
Force Two	0%	.9%	4.5%	20%	74.5%
Force Three	0%	.6%	4.2%	11%	83.8%

8.2 How serious do other officers in your force consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	0%	1%	6.9%	21.6%	67.6%
Force Two	0%	2.7%	9.1%	22.7%	63.6%
Force Three	0%	1%	6.5%	23.4%	66.2%

8.3 Would this behaviour be a violation of official policy in your force?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	0%	0%	2%	5.9%	91.2%
Force Two	0%	0%	3.6%	4.5%	91.8%
Force Three	0%	0%	0%	1.9%	97.7%

8.6 Do you think you would report a fellow officer who engaged in this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	5.9%	9.8%	9.8%	13.7%	59.8%
Force Two	2.7%	7.3%	11.8%	18.2%	59.1%
Force Three	1.3%	1.6%	7.5%	13.3%	75.6%

8.7 Do you think most police officers in your force would report this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	2%	14.7%	18.6%	20.6%	41.2%
Force Two	3.6%	10%	16.4%	20%	48.2%
Force Three	.6%	4.2%	14.9%	28.6%	49%

Question 9. An officer accepts a couple of free drinks at a bar open after hours rather than report the offence.

9.1 How serious do you consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	1%	2.9%	5.9%	24.5%	64.7%
Force Two	.9%	0%	9.1%	23.6%	66.4%
Force Three	.3%	.3%	6.2%	28.2%	64.3%

9.2 How serious do other officers in your force consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	0%	4.9%	15.7%	28.4%	48%
Force Two	2.7%	.9%	9.1%	22.7%	63.6%
Force Three	.6%	1.9%	10.7%	31.2%	52.3%

9.3 Would this behaviour be a violation of official policy in your force?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	0%	0%	2.9%	13.7%	82.4%
Force Two	0%	0%	1.8%	11.8%	85.5%
Force Three	.3%	0%	1%	7.8%	90.3%

9.6 Do you think you would report a fellow officer who engaged in this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	8.8%	7.8%	21.6%	14.7%	46.1%
Force Two	2.7%	6.4%	20%	18.2%	51.8%
Force Three	1.6%	3.6%	13.3%	20.8%	60.1%

9.7 Do you think most police officers in your force would report this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	4.9%	14.7%	26.5%	22.5%	28.4%
Force Two	3.6%	9.1%	22.7%	20%	42.7%
Force Three	1.3%	6.8%	21.1%	30.5%	38%

Question 10. Officers punch a suspect a couple times as a punishment for fleeing and resisting.

10.1 How serious do you consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	0%	4.9%	9.8%	20.6%	63.7%
Force Two	1.8%	5.5%	18.2%	23.6%	50.9%
Force Three	.6%	1.6%	5.5%	21.8%	69.8%

10.2 How serious do other officers in your force consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	1%	6.9%	16.7%	20.6%	51%
Force Two	2.7%	10%	14.5%	30.9%	40.9%
Force Three	.6%	2.6%	12%	31.5%	49.4%

10.3 Would this behaviour be a violation of official policy in your force?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	0%	1%	3.9%	7.8%	86.3%
Force Two	0%	1.8%	3.6%	17.3%	76.4%
Force Three	0%	.3%	.6%	7.1%	91.2%

10.6 Do you think you would report a fellow officer who engaged in this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	6.9%	6.9%	17.6%	16.7%	51%
Force Two	8.2%	12.7%	18.2%	20.9%	39.3%
Force Three	1.9%	4.2%	9.7%	22.7%	61%

10.7 Do you think most police officers in your force would report this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	5.9%	17.6%	26.5%	13.7%	33.3%
Force Two	6.4%	15.5%	26.4%	19.1%	30.9%
Force Three	1.3%	10.7%	19.8%	30.5%	35.1%

Question 11. An officer finds a lost wallet that contains a full day's pay. The officer turns in the wallet, but takes the money.

11.1 How serious do you consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	0%	0%	0%	2%	97%
Force Two	0%	0%	0%	1.8%	98.2%
Force Three	0%	.3%	0%	1%	97.7%

11.2 How serious do other officers in your force consider the behaviour to be?

	Not at all serious	Not serious	Neutral	Serious	Very serious
Force One	0%	0%	2%	2%	92.2%
Force Two	0%	0%	1.8%	4.5%	93.6%
Force Three	0%	0%	.6%	4.2%	91.9%

11.3 Would this behaviour be a violation of official policy in your force?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	0%	0%	0%	1%	98%
Force Two	0%	0%	0%	1.8%	98.2%
Force Three	0%	0%	0%	.3%	99%

11.6 Do you think you would report a fellow officer who engaged in this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	2%	0%	2%	10.8%	84.3%
Force Two	.9%	.9%	2.7%	13.6%	80%
Force Three	.6%	0%	1%	2.9%	95.1%

11.7 Do you think most police officers in your force would report this behaviour?

	Definitely not	Maybe not	Neutral	Maybe yes	Definitely yes
Force One	0%	2%	6.9%	16.7%	71.6%
Force Two	0%	1.8%	7.3%	20%	70%
Force Three	.3%	.6%	2.9%	15.6%	78.2%