

Response by the Police and Crime Commissioner to HMICFRS Inspections of Hampshire Constabulary

Inspection Details

Title of Inspection: PEEL: Police Legitimacy 2017- Hampshire Constabulary

Type of Inspection:

- | | |
|---|---|
| <input checked="" type="checkbox"/> Hampshire Constabulary Specific | <input type="checkbox"/> Thematic |
| <input type="checkbox"/> National | <input type="checkbox"/> Partner Inspection |
| <input type="checkbox"/> Follow up | |

Is Hampshire Constabulary quoted?

- Yes
 No

Are there any recommendations / areas for improvement?

- National
 Local

FORCE RESPONSE:

As part of the 2017 annual PEEL inspection process, HMICFRS (Her Majesty's Inspectorate of Constabulary, Fire & Rescue Services) has examined the extent to which Hampshire Constabulary treats people with fairness and respect, the extent to which it ensures the workforce acts ethically and lawfully, and the extent to which the Constabulary workforce itself feels it has been treated with fairness and respect by the force.

In response, DCC Sara Glen noted that: "The overall judgement of HMICFRS was that Hampshire's approach to legitimacy is good. Its findings in 2017 are consistent with those of 2016, in which Hampshire Constabulary was judged to be good.

HMIC recognised that Hampshire Constabulary is good at treating the people it serves with fairness and respect and that this is a central part of the force's values. Its senior officers act as role models and ensure that the workforce understand the importance of treating people with fairness and respect in all aspects of their work.

HMICFRS commented positively that Hampshire Constabulary was improving its internal scrutiny of the use of force so that it can use its data to identify trends and lessons to be learned."

Another area of note was the way the force makes good use of external groups to scrutinise activities such as stop and search and also seeks feedback from members of the public through its website and social media. However, the force has identified that it could provide more structured training for members of independent advisory groups so that they can undertake their role effectively. HMIC has not identified any causes of concern and has therefore made no specific recommendations for the force. It has however identified the following four areas for improvement:

- 1) The force should identify and put in place training provision for IAG members designed to ensure that they have all the relevant knowledge required to perform their role. This was implemented in October 2017 and a review of IAG functions and members is currently underway.
- 2) The force should ensure that it complies with IPCC statutory guidance by providing each complainant with a copy of the recorded complaint and that all communications with the complainant that provide the result of the investigation are clear, unambiguous and timely in respect of what the findings are in respect of each particular complaint. This was implemented in October 2017.
- 3) The force should ensure that it has effective systems in place and monitors these as to how well and consistently its PDR system is used across the force. An implementation plan was developed in October 2017 and is governed by the HR Portfolio Board.
- 4) The force should review how high potential members of the workforce are selected to ensure it is consistently fair and objective. This is part of the Talent Management Strategy Implementation developed in November 2017.

These issues have been recognised in the Constabulary and action plans have been established. Ongoing governance by the DCC and the `Insight' visits paid by HMIC to the Constabulary, established dialogues will ensure that progress against these plans are monitored and acted upon.

PCC RESPONSE TO THE REPORT:

“We are pleased that Hampshire Constabulary ‘Legitimacy’ has been rated as good; and glad that HMICFRS recognise that the force takes the issues of misconduct seriously, and continues to be good at treating the public it serves fairly and with respect.

Questions raised by HMICFRS ahead of publication has led to a proactive change by the force and this is strongly welcomed.

The Police and Crime Commissioner continuously works with the Chief Constable to ensure transparency. Communication with our residents is key, reacting to a change where required; and vital especially following any correspondence.

We continue to monitor force performance, alongside listening to what our residence are saying about policing, and welcome the additional value from the inspection reports. These inspections act as a tool for reinforcing approached to public safety.

James Payne, Chief Executive