Cumbria Office of Police and Crime Commissioner

**Cumbria Police and Crime Commissioner (PCC) response to inspections of Cumbria Constabulary published by Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS)**

*Section 33 of the Police Act 1996 (as amended by section 37 of the Policing and Crime Act 2017) requires local policing bodies to respond to recommendations in inspectors reports within 56 days.*

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| **Inspection Title:** | #25247 A report into the effectiveness of vetting and counter-corruption arrangements in Cumbria Constabulary |
| **Date Published:** | 17/11/2022 |
| **Type of Inspection:** | National Inspection |
| **Key Findings** | |
| In December 2021, we conducted our inspection of Cumbria Constabulary, examining the effectiveness of the forces vetting, IT monitoring and counter-corruption. | |
| **Recommendations:** | |
| 1. AFI #25248 – The force should improve the way it manages the vetting of its workforce to make sure all personnel have valid vetting clearance for their role. 2. AFI #25249 – The force should introduce a system to monitor and respond to disproportionality in its vetting decisions. 3. AFI #25250 - The force should improve its recording of corruption-related intelligence, using the national corruption categories in line with the Authorised Professional Practice on counter-corruption (intelligence). 4. AFI #25251 – The force also needs to improve its proactive capability and the links between its CCU and organisations that support vulnerable people. Accordingly, the following remains an area for improvement. 5. AFI #25247 – The force should ensure the counter-corruption unit:  * Has sufficient resources to carry out counter-corruption work proactively; and * Establishes effective links organisations that support vulnerable people. | |
| **PCC & Chief Constable Response to Report and Recommendation:** | |
| Cumbria’s Police and Crime Commissioner has welcomed the inspection by His Majesty’s Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS) regarding the effectiveness of the vetting and counter-corruption arrangements in Cumbria Constabulary.  Cumbria’s Police and Crime Commissioner, Peter McCall, said: “I welcome the immediate action that the Constabulary took following the HMICFRS inspection in December 2021 that raised issues into the effectiveness of vetting and counter-corruption arrangements.    “I have been assured by the Chief Constable that the required actions are being addressed robustly with many already been completed with some of the others around resourcing on target to be delivered shortly. Whilst the report in some areas makes difficult reading it is worth being aware that where vetting was outstanding and has been completed that no issues were found.    “As a public, we expect our Constabulary to hold the highest standards and I am pleased that our force does that on a daily basis keeping us all safe.  “I will continue to seek assurance from the Chief Constable around how police systems of vetting and counter-corruption are being developed and improved, taking account of these recommendations.”  The Deputy Chief Constable said:  “His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) has made a number of recommendations to the Constabulary, setting out ways our system of vetting can be improved upon moving forward.  Cumbria Constabulary has prioritised these improvements in advance of the release of the report and, as a result, vetting processes are now far more robust than when the inspection took place last year. However, the Constabulary is committed to making further improvements to these processes.  The HMICFRS report raises significant concerns regarding a culture of behaviour in policing which includes misogyny, sexism and predatory behaviour and the role flaws in vetting processes have played in enabling such a culture.  Cumbria Constabulary’s most recent HMICFRS Peel Inspection, in April 2022, found the force has a “positive, supportive and inclusive culture” and rated the Constabulary as “Good” in both protecting vulnerable people and building, supporting and protecting the workforce.  The report also highlighted how Cumbria Constabulary has the highest proportion of female officers of any police force.  However, Cumbria Constabulary recognises that more can, should and will be done to improve the culture in policing. The force supports the National Police Chiefs’ Council in committing to act on the recommendations in the report to help put things right. The continued support of the public demands nothing less.  This year, the Constabulary entered into a collaboration with the independent charity SafeLives as part of an intensive training drive to promote long-term cultural change in the Constabulary by developing hundreds of officers and staff with specialist training in domestic abuse.  Cumbria Constabulary holds its officers and staff to a high standard of conduct and integrity and, where those standards are found not to be met – whether through vetting, the force’s robust misconduct process or some other means – swift and effective action will be taken, and has been taken.” | |