



To: Business Coordination Board

From: Chief Constable

Date: 17 December 2014

HMIC Report – Police Integrity and Corruption

1. Background

1.1 Her Majesty's Inspectorate of Constabulary (HMIC) undertook their Police Integrity and Corruption inspection of Cambridgeshire Constabulary ("the Constabulary") in June 2014. HMIC's report '*Police Integrity and Corruption – Cambridgeshire Constabulary*' was published on the 25th November 2014. The report made recommendations to the Constabulary about the next steps which may be taken to improve further its policies and practices around integrity.

2. Cambridgeshire Constabulary Findings

2.1 HMIC found that *"there is clear leadership from the Chief Constable, and individuals have a good awareness of the boundaries of professional and unprofessional behaviour. Police officers and staff are aware of their responsibilities to challenge unprofessional behaviour, and have confidence that supervisors, managers and the PSD would respond appropriately to issues."*

2.2 HMIC also reported that *"the Constabulary has introduced the Code of Ethics and has an associated implementation plan. The Constabulary incorporates ethical and professional behaviour guidance into policies and procedures. In particular, the constabulary has worked with Bedfordshire Police and Hertfordshire Constabulary in a strategic alliance to agree and put in place common policies and procedures that apply to integrity, professional behaviour and standards."*

2.3 The joint Professional Standards governance structure for all three forces in the strategic alliance was described by HMIC as *"sound"*, and HMIC reported that Cambridgeshire Constabulary has a positive working relationship with the Independent Police Complaints Commission when referrals are appropriate.

3. HMIC Recommendations

- 3.1 HMIC made five recommendations that within six months of the report being published the Constabulary should ensure that it has:
- 3.1.1 Communicated to all staff the requirements to comply with policies relating to notifiable associations, secondary employment, business interests, and gifts and hospitality.
 - 3.1.2 The proactive capability to effectively gather, respond to, and act on, information that identifies patterns of unprofessional behaviour and corruption.
 - 3.1.3 Sufficient capability and capacity to enable the recording and conducting of timely and proportionate investigations into public complaints.
 - 3.1.4 A tasking and co-ordination process that considers, prioritises and records corruption-related intelligence.
 - 3.1.5 Complied, as far as practicable, with the current national vetting policy and develops plans to fully comply with the new College of Policing Code of Practice for Vetting when it is published in 2015.

4. Response to the HMIC Report

- 4.1 The HMIC report and recommendations have been assessed, alongside those for Bedfordshire Police and Hertfordshire Constabulary by Detective Superintendent Mark Hodgson, Head of the Tri-Force Professional Standards Department (PSD).
- 4.2 Detective Superintendent Hodgson has recommended that the recommendations given above 3.1.1 – 3.1.4 detailed above are accepted in full and the recommendation given at 3.1.5 is not fully accepted until the specific details of the new Code of Practice for Vetting is known. These recommendations have been accepted by Deputy Chief Constable Alec Wood.
- 4.3 Recommendations from the inspection have now been incorporated in the PSD Business Improvement Plan, which will be progressed by the Head of Tri-Force Professional Standards, reporting to the Deputy Chief Constable, as Chair of the Tri-Force PSD Governance Board and the Constabulary's Organisational Development Board.

BIBLIOGRAPHY

Source Document(s)	HMIC Report ' <i>Cambridgeshire Policing Integrity and Corruption</i> ' http://www.justiceinspectorates.gov.uk/hmic/publication/police-integrity-corruption-force/
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