



Creating a safer
Cambridgeshire

To: Business Coordination Board

From: Chief Constable

Date: 16 January 2018

An update on the publication of the PEEL Legitimacy report by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services

1. Purpose

1.1 The purpose of this report is to inform the Business Coordination Board ("the Board") of Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS)'s publication of the PEEL Legitimacy report for Cambridgeshire Constabulary.

2. Recommendation

2.1 The Board is recommended to note the contents of the report.

3 Background

3.1 HMICFRS independently inspects, assesses, and then publishes reports on the legitimacy of police forces and policing in England and Wales as part of the PEEL inspection programme. Each force is judged against a series of set questions and graded either as outstanding, good, requiring improvement or inadequate for each area. The 2017 Legitimacy report was published on 12 December 2017.

4. Findings

4.1 As part of the PEEL inspection, HMICFRS considered how legitimate the force is at keeping people safe and reducing crime and gave **an overall judgment of "good"**, with

the following comments *“Cambridgeshire Constabulary is judged to be good at how legitimately it keeps people safe and reduces crime. For the areas of legitimacy we looked at this year, our overall judgment is the same as last year. The force is judged to be good at treating the people it serves with fairness and respect. It is judged to be good at ensuring its workforce behaves ethically and lawfully and good at treating its workforce with fairness and respect.”*

4.2 The overall judgment was reached by assessing three sub-questions:

To what extent does the force treat all of the people it serves with fairness and respect? Assessed as **good** (no change from 2016).

How well does the force ensure that its workforce behaves ethically and lawfully? Assessed as **good** (an improvement on 2016).

To what extent does the force treat its workforce with fairness and respect? Assessed as **good** (no change from 2016).

4.3 The force also received positive mention in relation to monitoring of use of force in the national Legitimacy report.

4.4 HMICFRS identified a number of “areas for improvement” (AFIs) where an aspect of the force’s practice, policy or performance fell short of the expected standard. These were:

- I. The force needs to ensure that its data for use of force (including body-worn video footage) is monitored by both an internal and an external group to provide oversight.
- II. The force should ensure that it has a credible plan to comply with all aspects of the national vetting standards by December 2018, in line with HMICFRS’ nationwide recommendation in 2016.
- III. The force should ensure that all allegations which meet the mandatory criteria for referral to the IPCC are so referred, and that it updates witnesses and subjects regularly.
- IV. The force should improve the quality and distribution of its printed information about how to make a complaint, in line with IPCC statutory guidance.
- V. The force should ensure that the grievance process complies with the Advisory, Conciliation and Arbitration Service codes of practice and guidance, particularly relating to timescales, records, audit trails, and updates and support to witnesses and workforce members who have raised a grievance.
- VI. The force should ensure it develops and supports its supervisors and managers to conduct fair, effective and consistent assessments that support continuous professional development and manage poor performance, including establishing an effective quality assurance process.

4.5 HMICFRS did not identify any “causes of concern” (a serious or critical shortcoming in practice, policy or performance) during the inspection, and thus no recommendations were made for the force.

4.6 The force has considered all the AFIs, allocated owners and commenced action to address them appropriately. Progress is monitored monthly at the force’s Organisational Improvement Group, chaired by the Head of Corporate Development

with strategic oversight provided by the Deputy Chief Constable through the HMICFRS Gold Group.

5. Recommendation

5.1 The Board is recommended to note the contents of the report.

BIBLIOGRAPHY

Source Documents	Legitimacy report: https://www.justiceinspectors.gov.uk/hmicfrs/publications/peel-police-legitimacy-2017-cambridgeshire/
Contact Officer(s)	C/Insp Chris Savage, HMICFRS Liaison Officer