



**OPCC**

Office of the Police &  
Crime Commissioner  
for Gloucestershire

11 September 2023

## **An inspection of how effective police forces are in the deployment of firearms**

I welcome this report from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) into how effective police forces are in the deployment of firearms.

I support the response from the Constabulary via T/ACC Ocone and the detail provided by Superintendent Keasey, Director of Specialist Operations. I also note the comment regarding the exclusion of data. Progress to rectify this and again the recommendations included in the report will be monitored via my usual governance structures.

**Chris Nelson**

Gloucestershire Police and Crime Commissioner

## Gloucestershire Constabulary

Police Headquarters  
No.1 Waterwells, Waterwells Drive  
Quedgeley, Gloucester. GL2 2AN  
Tel: 101 [www.gloucestershire.police.uk](http://www.gloucestershire.police.uk)



To Ruth Greenwood  
Chief Exec to OPCC

Our Ref: T/ACC Rich Ocone

Email:  
[Ruth.Greenwood@gloucestershire.police.uk](mailto:Ruth.Greenwood@gloucestershire.police.uk)

Email: Richard.Ocone@gloucestershire.police.uk

Date: 20 August 2023

Dear Ruth

### Re: HMICFRS Report - An inspection of how effective police forces are in the deployment of firearms

Please find below our response to the above report, aimed at assisting you to meet the requirements of Section 55(1) of the Police Act 1996.

The report contains 12 recommendations, six of which relate to the police service. These have been reviewed by our Director of Specialist Operations, Superintendent Paul Keasey, and he has outlined the Constabulary's current position in relation to them.

The Constabulary is mentioned on page 33 as having been excluded from the data collection in this category due to the incomplete supply of data or data quality issues. The force did submit figures for the HMICFRS Autumn 2022 thematic data return, however, the current configuration of the Chronicle system meant that it was only able to supply the overall total as at the date of submission on 16 December 2022 and not the retrospective figure as at 31 March 2022 requested by HMICFRS. As this did not align perfectly to the data request HMICFRS reported this as a potential data quality issue. The Constabulary is seeking to amend an IT system and process, so that future data sets will be configured as per the HMICFRS requirement but that will require investment to address the present limitation.

The report recommendations relating to other agencies will be monitored for progression and, as with other HMICFRS reports, the Inspection Oversight Meeting offers an opportunity for us to track progress and risks internally.

Yours sincerely,

**Richard Ocone**  
**T/Assistant Chief Constable 252434**  
**Operations**

Gloucestershire Constabulary  
1 Waterwells, Waterwells Drive, Quedgeley, Gloucester, GL2 2AN  
Direct Dial: 01452 752334 Mobile: 07966 517103

[www.gloucestershire.police.uk](http://www.gloucestershire.police.uk) | [Twitter page](#) | [Facebook page](#)

## Gloucestershire Constabulary

Police Headquarters

No.1 Waterwells, Waterwells Drive

Quedgeley, Gloucester. GL2 2AN

Tel: 101 [www.gloucestershire.police.uk](http://www.gloucestershire.police.uk)



### Recommendations:

Recommendations	Due Date	Owner	Constabulary Response
<b>Recommendation 1</b> By 31 July 2024, the College of Policing should introduce new entry criteria for those attending initial training for strategic and tactical firearms commander. The selection process should be similar to the process used to select public order commanders.	31 July 2024	College of Policing	The report recommendations relating to other agencies will be monitored for progression and, as with other HMICFRS reports, the Inspection Oversight Meeting offers an opportunity for us to track progress and risks internally.
<b>Recommendation 2</b> By 31 July 2024, chief constables should make sure there is access to both specialist strategic firearms commanders (SSFCs) and specialist tactical firearms commanders (STFCs), through a 24-hour rota covering their region.	31 July 2024	Chief Constables	<p>There are currently four Police STFCs in our region. And a further one in the NCA.</p> <p>There is one SSFC and two CT commanders. The small numbers makes a regional 24hr ROTA being unrealistic, however there is a national cadre system to provide specialist command.</p> <p>To assist in addressing this recommendation, consideration could be given to a small cadre of TFCs dealing in planned/complex deployments who are developed through CPD/Exercising and exposure to out of force.</p> <p>Officers from the Ops Chief Inspectors, ARV/RHPG/RPU Inspectors would then form a pool of candidates for the STFC course.</p>

We are committed to being an anti-discriminatory organisation. This means not only acting in a non-discriminatory way, but addressing systemic inequalities, disadvantage and discrimination.

			Consideration needs to be given to awarding to a Targeted Variable Payment (TVP) or similar payment as an incentive as the demands of Specialist command are considerable.
--	--	--	--