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OPCC Gloucestershire

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Dear

I write in response to the letter from Rt Hon Nick Hurd dated 18 April 2018 regarding the grading of the Effectiveness Inspection for Gloucestershire Constabulary.

HMICF&RS do not indicate a direction of travel in their reports, however feedback received in conversations with HMI Williams and our Force Lead Liaison Mr Gittins make it apparent that our direction of travel has taken us towards the to the top range of the 'Requires Improvement' grading. Therefore, I would encourage taking cognisance of the many positive statements within the inspection findings on the progress seen in the Force during the past 12 months and which are favourably noted in the report.

You will recall that our 2016 report contained a 'Causes of Concern' (CoC) for Serious and Organised Crime. Noticeably, this year's report contained no CoC or 'Recommendations' and only 12 'Areas for Improvement', all of which are being addressed through significant work streams such as the Crime Management Investigation Standards, the Crime Command Phase Two Review or through the stabilisation and progression of our recently introduced Neighbourhood Offer. The work is strengthened with operational structures focussing their efforts on improvement, for example the establishment of the Community Harm Reduction Team. It is pleasing that HMICF&RS have noted that our approach to vulnerability is a strength.

The introduction of our Neighbourhood Offer has already seen improvement in the time that our officers are able to donate to problem solving within their communities – using the SARA methodology and a new approach we have introduced called 'time based tasking'. This has previously been an area the HMICF&RS have identified as being an area for development.

You will recall that one CoC in the 2016 Inspection related to the way in which we approached Serious and Organised Crime. A significant programme of work to improve this has been undertaken with a resulting increase in grading from 'Inadequate' to 'Requires Improvement', with HMICF&RS noting that we have improved the way we respond to serious and organised crime since the 2016 inspection. In particular we have a better understanding of organised crime threats, disrupting organised criminals and recognition that we are good at identifying those who may be vulnerable to being drawn into serious organised crime or gang activity.



Therefore the CoC and associated Recommendations have been addressed and replaced with four AFIs, which are contained and will be addressed within our existing Improvement Plan.

HMIC have also noted our improvement in the way in which crime is investigated, with most crimes being investigated to a satisfactory standard. This continues to be a priority for us and is being further addressed with the stabilisation of the Neighbourhood Offer and Crime Command Reviews.

I recognise that we have more to do and are putting our best efforts (when set against the totality of what we need to do to offer first class policing services to the communities of Gloucestershire) into addressing the areas where improvement is necessary. With 'Good' gradings in both the latest Efficiency and Legitimacy inspection reports and an improvement in our grading for Effectiveness, coupled with reassurance from HMICF&RS that we are on a positive trajectory I am confident that progress not only has been made, but continues to be made.

If you require more detail or commentary from me please do not hesitate to ask.

Yours sincerely

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Chief Constable
