



OPCC

Office of the Police &
Crime Commissioner
for Gloucestershire

Rt Hon Sajid Javid MP
Home Secretary
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Please ask for: Mr. Martin Surl
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Date: 28 June 2019

Dear Home Secretary,

**RESPONSE TO HMICFRS INTEGRATED PEEL INSPECTION 2018/19
- Gloucestershire Constabulary**

I write in respect of the HMICFRS report in relation to the above inspection. I have carefully studied its findings published on 2 May 2019 and take this opportunity to comment on them. I was particularly pleased to note the many areas of good progress identified by the inspectorate during their review. I was especially pleased to note HMI Wendy Williams' conclusion that the Constabulary is good at preventing and investigating most types of crime and works effectively with partners to identify and protect vulnerable people and that it also understands the demands facing it and is making appropriate plans for the future. It is also reassuring that the efforts made by the Constabulary's senior leaders to support the workforce and encourage a culture of continuous learning and ethical behaviour have been recognised.

I have accordingly considered the latest report and its findings. I have also formally sought the Chief Constable's comments on the report and in particular the one weakness identified in relation to Serious and Organised Crime and the other areas for improvement highlighted and these are now to be found on my website at www.gloucestershire-pcc.gov.uk. I will continue to monitor the Constabulary's progress in delivering its plans and will hold the Chief Constable to account for their successful implementation.

I note that the Constabulary has put in place an improvement plan in respect of its approach to Serious and Organised Crime and I shall continue to monitor its performance in this area. I also note the weaknesses identified in relation to the work of the MASH. I understand that since the relocation of this team to the County Council's premises, more staff, funded from the increase in the 2018-19 Council Tax precept, were recruited to support this important work and address the backlogs that had developed. I am concerned however to read of the backlog in dealing with the applications under Clare's Law and I will continue to monitor performance in this regard following the recruitment of additional staff to this team.

I can appreciate the inspectors' concerns in relation to the former Tri-Force collaboration, especially with regard to the Constabulary's armed officers. I am reassured by the reports I have received following the return of the specialist policing services to the Constabulary and have no reason to believe that the effectiveness of the armed response teams has been reduced. I shall however be giving greater attention to the training provided to such officers by the regional Blackrock Firearms Training Centre which will have the primary responsibility for ensuring officers from all three forces continue to train together to the highest standards to ensure that when the need arises they will be able to work together in this critical area of business.

I have also noted the inspectors' comments in relation the Anti-Corruption and Vetting Units. While I have been concerned about the productivity of the Vetting Unit I am assured that the additional resources that have been invested in that area in recent months is helping to address some long standing problems. I shall continue to monitor this area. I do not however share the HMI's concerns in relation to the ACU. I have no reason to suspect that they are not effective in carrying out the sensitive duties that they are required to undertake and I believe preventing corruption within the Constabulary is as much about the culture and leadership of the organisation as it is about monitoring and enforcement, although I accept that both are important.

That said, I share the inspectors' view that consistency across the Constabulary could be better and that the key to that is effective and conscientious supervision at all levels. I know that the Constabulary has fewer officers of rank than in former times and this has resulted in less day to day supervision not only of front-line officers but also throughout the organisation. The Chief Constable is aware of my concern and knows that managers and supervisors need to use the tools at their disposal to exercise greater supervision of the officers and staff for whom they are responsible to ensure that the organisation's strategic priorities are consistently and effectively delivered across the county.

In summary, I remain grateful to the inspectors for their work in highlighting the issues in this county and for their constructive recommendations. I am re-assured by the Chief Constable's response and the plans he has developed and will continue to monitor the force's progress accordingly.

Yours faithfully,



Martin Surl
Police and Crime Commissioner

cc. Wendy Williams, HMICFRS