

The Rt Hon Sajid Javid MP - Home Secretary
2 Marsham Street
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Sir Thomas P Winsor – Her Majesty’s Chief Inspector of Constabulary
Her Majesty’s Inspectorate of Constabulary
6th Floor Globe House
89 Eccleston Square
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20 June 2019

Dear Home Secretary and Sir Thomas,

HM Inspectorate of Constabulary and Fire & Rescue Services: Humberside Police – Integrated PEEL Assessments 2018/19

I am writing to you with my comments on the above report, as required by Section 55 of the Police Act 1996. I welcome the report, which was published on 2 May 2019.

I have already congratulated Humberside Police on the content of this latest report. It illustrates the huge amount of effort the staff and officers have put into transforming the performance of the force over the last couple of years. This really is a landmark accomplishment, never before in the history of the force has a grading of ‘good’ been received in every area and sub-area in which they have been inspected. This should be welcomed by all our communities as a signal that their voices have been heard and their taxes are being well used to provide an improving service properly focussed on meeting local concerns as well as national threats.

The leadership shown by Chief Constable Lee Freeman and his team in achieving this turnaround in a relatively short time frame has rightly been recognised nationally. The recent attachment of Lee to Cleveland Police to assist them in their hour of need was a very visible vote of confidence in his skills and leadership but also in the strength in depth we now have here in the Humberside Police area.

It is worth reflecting where Humberside Police was just over three years ago when I was elected. Community policing decimated, a failing 101 system, the lowest staff morale in the country and communities feeling abandoned by a shrinking force failing to utilise its resources efficiently or effectively. A lot of tough decisions were needed and have been taken. Just 12 months ago I commented on a previous HMICFRS report and that there were areas where the force needed to improve to receive a higher overall grade in future. I said then that I would be addressing these directly with Lee, but that as a whole the public should be reassured the force was on the road to sustained improvement. It was grasping the challenge to improve and was clearly on a journey, but I was witnessing a new growing confidence and belief within the force and in those that interacted with it.



What I have witnessed in the last 12 months is a huge amount of effort by staff and officers into transforming the performance of the force. It now has a completely new leadership team and over 400 more officers. They have bucked the trend nationally, by getting officers back into unused police stations. Not one existing operational base has closed since 2016 without being replaced. Their 101 service is now recognised as one of the best, if not the best, in the country, neighbourhood policing is back as the core of policing delivery and morale is improving hugely.

As part of my statutory role holding the force to account, I regularly discussed the Areas for Improvement (AFIs) contained within the HMICFRS report through both direct conversations and challenge to chief officers and also seeking assurances through the force HMICFRS Governance Board as to the work being undertaken to address them. I have provided some detail in the attached appendices and will continue to hold the force to account, monitoring progress over the coming year.

I'm proud of the journey the force has undertaken so far to improve its performance so substantially, but I've also made it very clear that I will never be satisfied it is as good as it can be. My ambition for this area remains high, and on behalf of the communities here that deserve the best, I will work with Lee to ensure the improvements made are sustainable and that we move forward together towards outstanding.

I will post this response onto my web-site for public access.

Yours sincerely



Keith Hunter
Police and Crime Commissioner for Humberside

cc:

Rt Hon Nick Hurd MP

Mark Burns-Williamson OBE, Chair of the Association of Police and Crime Commissioners

Lee Freeman, Chief Constable, Humberside Police

Phil Gormley QPM, HM Inspector of Constabulary, Northern Region

Councillor Evison, Chair of the Humberside Police and Crime Panel



PROGRESS WITH AREAS FOR IMPROVEMENT (MAY 2019)

The areas are as follows:

- **Investigating Crime:**
 - The force now has regular and active supervision in place with good levels of compliance, assessed through a monthly audit process.
- **Protecting Vulnerable People:**
 - The force is developing and piloting a process to improve the consistency of safeguarding assessments. It is also planning to launch, this month, the use of mobile data terminals for submission of vulnerable adult and child referrals, making best use of technology. As per Investigating Crime, the force has also introduced audits of review quality and identify areas where improvements can be made. All staff and officers will have completed the College of Policing Vulnerability and Risk course by the end of this financial year.
 - The force is in the process of installing and testing a new contact management system that will provide enhanced functionality including for example showing call takers any vulnerabilities and markers relating to the caller.
 - An external peer review was carried out following concerns raised by HMICFRS around resilience for sex offender management. This led to the suggestion of increasing the establishment. All of the review recommendations are being actively progressed by the force and additional staff are being put into the team, bringing it in line with the recommended ratio of staff to offenders for those at liberty to offend.
- **Treating the public fairly:**
 - Issues have been raised in the report about stop and search. Whilst I accept the findings, there remains an element of subjectivity, with the College of Policing review taking a slightly different perspective to that of HMICFRS.
 - Much work is being undertaken by the force following concerns around what constitutes reasonable grounds, monitoring and understanding of the data, and the need for effective external scrutiny.
 - The force is now undertaking patrol attachments to the Proactive team covering the use of stop and search powers, as well as working on a survey for frontline staff to better identify perceptions about stop and search and blockages to use of the powers.
 - The audit team mentioned earlier is also now in place, including suitable feedback mechanisms and a focus on specific areas such as the use of body worn video.
 - The force is looking at better ways to get the message across and technological solutions are being looked at around connectivity between the force mobile and crime systems.
 - Up-to-date data is now available on the force web-site and the strategy has been updated.
 - Complaints relating to stop and search are now being used to improve force processes.
 - There was concern raised around the independence of the chair for the stop and search and use of force boards – the use of the Office of the Police and Crime Commissioner (OPCC) to chair such boards is in my view independent.
- **Ethical and lawful workforce behaviour:**
 - HMICFRS stated that the force needed to ensure its Anti-Corruption Unit had sufficient capacity and capability. I am pleased to see that the force has put additional staff into the unit and has also put in place additional licences for information technology monitoring.
 - The Unit conducts much proactive work such as random drug and alcohol testing, lawful business monitoring of systems use and engagement with partner agencies to identify any abuse of position for sexual gain.
 - HMICFRS wanted to ensure that the force referred all applicable cases of corruption to the Independent Office for Police Conduct (IOPC). I understand the suggestion around mandatory referrals, but the force follows the IOPC referral criteria for ‘serious corruption’ and has open conversations on referral of cases which may not reach this criteria.