

Sent by email:

Andy Cooke QPM, DL

HM Chief Inspector of Constabulary

HM Chief Inspector of Fire and Rescue Services

9th October 2024

Dear Andy

HUMBERSIDE POLICE – RESPONSE TO YOUR LETTER DATED 2nd OCTOBER

I write in response to your letter dated 2nd October 2024, regarding the outcome of our PEEL inspection, the concerns you have regarding Humberside Police and the actions I have taken accordingly.

I am delighted with the outcome of the report which demonstrates a sustainable journey of excellence by Humberside Police. It really is a force that the people of Humberside should be proud of. No other force in the country has yet achieved more than one outstanding grading and in Humberside we have three. I want to put on record my thanks to those officers, police staff and volunteers whose hard work and efforts in keeping the public safe this report reflects. However, as with all inspections there is always learning identified and part of my role is to ensure that the force continues to improve. There is already much in progress since this inspection concluded and I will always keep a focus on ensuring that culture of improvement is maintained.

Since the short notice retirement of the former Chief Constable and the launch of the IOPC investigation into alleged misconduct, which continues, we successfully secured the services of Judi Heaton who joined us on the day of Paul Anderson's retirement meaning the force did not have to endure any headcount loss in leadership at the highest level.

I accept that we have further changes to come in the chief officer team however these do not give me cause for concern. The force is currently recruiting to the post of Assistant Chief Constable following early notice of an intention to retire which will not be material until next year. The absences in other senior roles to which you refer have been appropriately backfilled with no material impact on service due to the excellent pipeline of talent available in this force. Importantly there have been no concerns raised locally with me or with the force from our partners over any impact of these changes on the service offered to the public. I have however reflected on your feedback regarding stability and as such I have requested that CC Judi Heaton remains in post beyond her original six-month contract to provide continued leadership, I will postpone my recruitment for the future Chief Constable of Humberside Police providing sufficient time for me to complete the work on my Police and Crime Plan which will provide clarity of my vision for any future candidates. When the time is right to begin the recruitment, I will of course inform you.

As you are aware it is my duty as Police and Crime Commissioner to hold the Chief Constable to account and I have a strong governance framework to monitor delivery which allows me to oversee the strong performance of the force. Delivery to the public remains my and the force's priority. I am pleased to report that since the beginning of July (after the conclusion of your inspection, and the arrival of our new Chief Constable) the performance of the force has improved on a wide range of measures demonstrating the resilience of what is an outstanding force with effective processes embedded.



I can assure you that the policing system has been of upmost support to our office throughout this time. We have utilised the excellent services of the College of Policing in our recruitment for the next Chief Constable and have liaised with the APCC and yourselves in the Inspectorate. As part of our ongoing oversight arrangements, we are informed of the actions taken by our Chief Constable and how she has accessed support. Our Chief Constable has prior experience of being a NPCC lead and understands the support available having appropriately used the network as required. I have absolute faith and confidence in the current leadership team for Humberside Police and I am assured that their efforts are reflected in the performance of the force.

I wish to invite you to meet with me personally and my team who support me in holding the force to account so you can see that we already have an effective reporting and oversight process in place. I am happy to share our findings with you. I have also copied this letter to the system leaders you invited into this correspondence and will publish as response to your proposed accompanying letter to the PEEL report when published for transparency.

Maintaining the confidence of the public is at the forefront of all of our motivations.

Yours sincerely



Jonathan Evison
Humberside Police and Crime Commissioner