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Rt Hon Priti Patel MP
Home Secretary
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15th November 2019

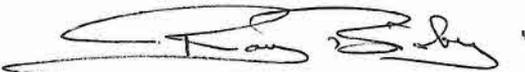
Dear 

Response to HMICFRS national thematic report – “Shining a light on betrayal”

Under Section 55(5) of the Police Act 1996, as Deputy Police and Crime Commissioner I am pleased to provide my formal response to HMICFRS’s PEEL spotlight report entitled ‘shining a light on betrayal: Abuse of position for a sexual purpose.

Both the Chief Constable and I welcome the report and are supportive of the focus of the HMICFRS’ recommendations. I will take further reassurance from the Chief Constable via my Board meeting in due course once the recommendations are in place given that it is for police forces themselves to implement the changes.

Yours sincerely



Ray Bisby
Deputy Police and Crime Commissioner for Cambridgeshire and Peterborough
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- **Recommendation 1:** All forces that are not yet doing so should immediately comply with all elements of the national guidance on vetting. By July 2020, all forces that haven't yet done so should vet all personnel to the appropriate standard. Forces should also have a clear understanding of the level of vetting required for all posts, and the level of vetting held by all their officers and staff. Forces should make sure all personnel have been vetted to a high enough level for the posts they hold.

Response: The Constabulary is committed to ensuring that all officers and staff have the suitable vetting status for their role. The Professional Standards Department, a collaborated Bedfordshire, Cambridgeshire and Hertfordshire unit, is responsible for the vetting service. Work is in progress to ensure that we fully comply with all elements of the national vetting standards.

- **Recommendation 2:** By April 2020, the NPCC lead for vetting and the College of Policing should devise a standardised list of information that should be shared between forces when someone transfers from one force to another. As a minimum, we would expect this to include information on performance, sickness, complaints, business interests, notifiable associations and any other corruption intelligence. All forces should then adopt this as soon as reasonably practicable.

Response: This recommendation is addressed to the NPCC Lead for Vetting. The Constabulary will await further information.

- **Recommendation 3:** By September 2020, the NPCC lead for counter corruption and the Home Office should work together with software suppliers to provide a solution to enable all forces to implement proactive ICT monitoring. By September 2020, the NPCC should also work with forces to establish a standardised approach to using the information that ICT monitoring software provides.

Response: This recommendation is addressed to the NPCC Lead for Counter Corruption and the Home Office. The Constabulary will await further information.

- **Recommendation 4:** By April 2020, all forces that haven't yet done so should: 1) Record corruption using the national corruption categories; 2) Produce a comprehensive annual counter-corruption strategic threat assessment, in line with the authorised professional practice; and 3) Establish regular links between their counter-corruption units and those agencies and organisations who support vulnerable people.

Where forces are yet to implement an effective ICT monitoring system that allows them to monitor desktop and handheld devices, they should do as soon as reasonably practicable.

By September 2020, all forces should have completed a review of their use of encrypted apps on police ICT systems to understand the risk they pose and to take any necessary steps to mitigate that risk.

Response: The Professional Standards Department Anti-Corruption Unit (ACU) is responsible for preventing and investigating suspected corrupt, dishonest and unethical behaviour involving police officers and staff within Bedfordshire, Cambridgeshire and Hertfordshire forces. It is committed to ensuring that it has the appropriate tools to do so. Intelligence is recorded and categorised using the national corruption strategies; a counter-corruption control strategy has been developed; and links with partner agencies and organisations who support vulnerable people are maintained by an ACU prevention officer. Protective monitoring software has been implemented and work is ongoing to improve methods of monitoring the use of devices.

- **Recommendation 5:** By April 2020, all forces that haven't yet done so should make sure they have enough people with the right skills to look proactively for intelligence about those abusing their position for a sexual purpose, and to successfully complete their investigations into those identified.

Response: The Professional Standards Department is in the process of applying for a growth bid to increase resource within the Anti-Corruption Unit to improve its ability to proactively look for signs of officers and staff abusing their position for a sexual purpose across the three forces.

