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Rt Hon Priti Patel MP
Home Secretary
2 Marsham Street
London
SW1P 4DF

30th March 2020

Dear *Priti*

Response to HMICFRS PEEL report –

Under Section 55(5) of the Police Act 1996, as Acting Police and Crime Commissioner I am pleased to provide my formal response to HMICFRS's PEEL – Police effectiveness, efficiency and legitimacy 2018/19 inspection report.

Both the Chief Constable and I are delighted with the HMICFRS judgement of 'good' across all three categories in the inspection. The Constabulary's focus on protecting those who are vulnerable from harm and supporting victims has been paramount, and we are pleased HMICFRS have acknowledged this. The Chief Constable and his team have worked incredibly hard to bring about these results and I am pleased to see HMICFRS have recognised the improvements made in keeping communities safe and tackling crime across the county.

As Acting Police and Crime Commissioner, it is important that I do everything I can to make sure the Constabulary has the resources it needs in order to maintain and improve its 'good' grading. While there are always areas for improvement, I am reassured that HMICFRS can see we continue to make good progress and are committed to keeping the people of Cambridgeshire safe.

The constabulary have allocated the Area's for Improvement across the force and 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.

HMICFRS recommendations are attached in Appendix 1

Yours sincerely

A handwritten signature in black ink, appearing to read 'Ray Bisby', with a large, stylized initial 'R'.

Ray Bisby

Acting Police and Crime Commissioner for Cambridgeshire and Peterborough

cc PCC@hmic.gsi.gov.uk

Appendix 1

1. HMICFRS recommendations:

HMICFRS identified 10 areas for improvement (AFIs) where an aspect of the force's practice, policy or performance fell short of the expected standard. All have been allocated to senior leads to address.

- The force should make sure that future recruitment and staff development are supported by a functional and adequately resourced human resources team.
Owner: Director of HR
- The force should develop a comprehensive skills strategy to identify what future capabilities its workforce will need.
Owner: Director of HR
- The force should monitor the effectiveness of its newly launched neighbourhood policing strategy and consistently hold staff to account for delivering effective performance outcomes.
Owner: Head of Partnerships & Operational Support
- The force should evaluate and share problem-solving plans routinely to improve its approach to the prevention of crime and anti-social behaviour. The force should take steps to make information more accessible to staff to improve its use of orders and powers to prevent crime and anti-social behaviour.
Owner: Head of Partnerships & Operational Support
- The force should make better use of neighbourhood policing officers to support the ongoing safeguarding of vulnerable victims and manage the risks that high-harm perpetrators pose within communities.
Owner: Head of Partnerships & Operational Support
- The force should ensure all staff have received at least the lowest level of vetting clearance for their roles and clear any backlogs ensuring it is fully compliant with the national vetting guidelines.
Owner: Head of Professional Standards Department
- The force should improve its workforce's knowledge and understanding of the abuse of position for a sexual purpose.
Owner: Head of Professional Standards Department
- The force should ensure that its counter-corruption unit has enough capability and capacity to counter corruption effectively and proactively.
Owner: Head of Professional Standards Department
- The force should ensure regular and active supervision of the quality and progress of investigations. This supervision should be properly recorded.
Owner: Head of Investigation Standards Department
- The force should ensure that it has sufficient resources available to respond appropriately to prompt (within one hour) calls for service, particularly for incidents of domestic abuse.
Owner: ACC & Local Policing Commander