



RESPONSE BY THE PCC TO HMIC INSPECTIONS OF CLEVELAND POLICE

INSPECTION DETAILS

Title of Inspection

Revisiting Police Relationships: Progress Report

Date Inspection Published

December 2013

Type of Inspection:

- Cleveland Specific
 Follow Up
 Partner Inspection

- National
 Thematic

Is Cleveland Police quoted in the Report?

Yes

No

EXECUTIVE SUMMARY OF REPORT

In 2011, the Home Secretary asked Her Majesty's Inspectorate of Constabulary (HMIC) to look at "instances of undue influence, inappropriate contractual arrangements and other abuses of power in police relationships with the media and other parties". While the resulting report, *Without Fear or Favour*, found no evidence that corruption was endemic in police service relationships, it did not issue a clean bill of health. In particular, HMIC was concerned that few forces provided any policy or guidance in relation to social media, and what second jobs are suitable for officers and staff. The report made several recommendations to help the service address these issues.

In 2012 HMIC revisited all forces to track progress against these recommendations.

In Cleveland Police, HMIC found:

- Cleveland Police has conducted a force-wide integrity 'healthcheck', using the
- Self-Assessment Checklist provided in HMIC's 2011 report, *Without Fear or Favour*.
- Several policies (on relationships with the media, acceptance of gifts and hospitality, social media use and police officers having second jobs) have been updated or are in the process of being reviewed.
- More needs to be done to check staff have read and understood these changes to policies.

- Between September 2011 and May 2012, the force investigated one instance of inappropriate disclosure to the media. This was continuing at the time of the inspection.
- Since the last inspection the force has produced a policy and provided guidance on how police officers and staff should behave on social networking sites.
- HMIC's independently commissioned research identified one case of potentially inappropriate behaviour on Facebook or Twitter by a member of staff at Cleveland Police, which has been referred back to the force.
- Cleveland Police's policy on second jobs ensures all staff requests are scrutinised and managed by the Professional Standards Department.
- Since September 2011 there have been 25 applications for second jobs, all of which have been approved.
- Data provided by the force to HMIC shows that there has been no change in the number of staff working in the anti-corruption unit since our 2011 inspection.

HMIC has monitored the progress of the widely reported investigations into chief officers in Cleveland, although as they began before September 2011 they are not included in the figures given in the report.

RECOMMENDATIONS & FORCE REPONSE

Report Recommendation	Force Response
<p>Several policies (on relationships with the media, acceptance of gifts and hospitality, social media use and police officers having second jobs) have been updated or are in the process of being reviewed.</p> <p>However, more needs to be done to check staff have read and understood these changes to policies.</p>	<p>The force is currently considering its whole approach to policies, procedures and the guidance provided to its staff, this with a view to enabling staff to have easier access and understanding of all policies, procedure and guidance. At the same time the force is considering its approach to internal communications with a view to ensuring that when any policies are updated that staff are quickly aware.</p> <p>Over the coming months the specific policies that relate to media relationships, gifts and hospitality, social media and second jobs will be re-communicated to the force whilst the work described above is progressed. This will be completed by January 2014.</p>

Force Response Provided By: Deputy Chief Constable Iain Spittal

PCC RESPONSE TO INSPECTION

Comment by the PCC:

The Force has refreshed numerous policies and procedures in light of intense public and media scrutiny in recent times to ensure that not only police business is open and transparent but that both officers and staff are fluent in police protocol and are seen as representatives of the Force, when in uniform or not on duty.

I am confident that the Force will ensure that when all integrity related policies are rolled out that any changes are effectively communicated to all staff.

The PCC will monitor the implementation of recommendations via quarterly updates of the Risk, Audit & Inspection Monitoring Board.