



Her Majesty's Inspectorate of Constabulary
and Fire & Rescue Services



College of
Policing



Concordat between the College of Policing, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services and the Independent Office for Police Conduct

Introduction

1. The College of Policing (the College), Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) and the Independent Office for Police Conduct (IOPC) have complementary statutory purposes and different powers by which those purposes are to be achieved. Our three organisations are collectively engaged in promoting and monitoring best practice and continuous improvement in policing, in order to ensure public confidence.
2. The College of Policing is the statutory body responsible for setting standards for policing. HMICFRS and the IOPC are the two independent statutory bodies charged with oversight of the police in England and Wales.
3. The aim of this concordat is to specify the common understanding and intended approach of each body in its relations with the other in respect of their roles and responsibilities.
4. This concordat will be reviewed regularly and revised as necessary, to ensure it continues to reflect the current position.

College of Policing

5. The College of Policing was established in 2012 as the professional body for everyone who works for the police service in England and Wales.
6. The purpose of the College is to provide those working in policing with the skills and knowledge necessary to prevent crime, protect the public, and secure public trust.
7. The College has three complementary functions:

Knowledge – it develops the research and infrastructure for improving evidence of 'what works'. Over time, this will ensure that policing practice and standards are based on knowledge, rather than custom and convention.

Education – it supports the development of individual members of the profession. The College sets educational requirements to assure the public of the quality and consistency of policing skills and facilitates the academic accreditation and recognition of its members' expertise.

Standards – it draws on the best available evidence of 'what works' to set standards in policing for forces and individuals, for example in Authorised Professional Practice (APP) and peer reviews.

8. The College is treated as being independent of Government.

9. In conjunction with the College Board, it is for the College to determine how it will exercise its responsibilities - in the development and setting of standards, in undertaking commissions and in the development of its members. It does this in accordance with its objectives, consideration of the threats to our communities and having regard to considerations of value for money and affordability.
10. The College will work with police forces and their chief constables to support their implementation of standards across policing. Where there is a need to do so it will engage with the Home Secretary to utilise existing legislative powers to introduce Regulations and Codes of Practice.

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services

11. HMICFRS was established under the *County and Borough Police Act 1856*. The Act established a central Inspectorate of Constabulary to report regularly to the Home Secretary on the efficiency and effectiveness of each police force in England and Wales.
12. HMICFRS's current functions in relation to the police are set out on the *Police Act 1996* and the *Police Reform and Social Responsibility Act 2011*. In summer 2017, the *Policing and Crime Act 2017* enabled it to take on inspections of England's fire and rescue services. The primary statutory responsibility is for HMICFRS to inspect and report on the efficiency and effectiveness of every police force maintained for a police area and fire and rescue services in England.
13. HMICFRS is independent of Government and the police.
14. HMICFRS decides on the depth, frequency and areas to inspect based on judgements about what is in the public interest.
15. In making these judgements, HMICFRS consider the risks to the public, the risks to the integrity of policing, service quality, public concerns, the operating environment, the burden of inspection and the potential benefits to society from the improvements that might arise from the inspection.
16. HMICFRS's annual inspection programme is subject to the approval of the Home Secretary in accordance with the *Police Act 1996*.
17. The College and HMICFRS recognise that by working together, they will more effectively improve policing for the benefit of the public.

The IOPC

18. The IOPC is independent of both police and government. Its primary statutory purpose is to secure public confidence in the police complaints system of England and Wales.

19. The IOPC investigates the most serious complaints and incidents involving the police. It also considers certain appeals from members of the public about how the police have handled their complaints.
20. The IOPC believes that it can have the greatest impact upon public confidence not only by dealing effectively with the cases it handles, but also by working to ensure that its cases bring about real improvement in how the police handle complaints, and provide policing services to the public.
21. The IOPC regularly makes recommendations for the improvement of complaints handling and policing practice generally. The *Anti-social Behaviour, Crime and Policing Act 2014* places a statutory obligation on chief officers to respond formally to these recommendations. The IOPC however does not create standards and guidance for general policing practice, nor does it inspect to ensure that promised actions have been implemented.
22. The IOPC is therefore committed to working with both the College of Policing and HMICFRS to ensure that, through their work, the learning from its cases has the greatest possible impact on the service delivered by the police to the public. The IOPC believes that ultimately this will increase public confidence in the police complaints system, and in policing itself.

Purpose

23. The College, HMICFRS and the IOPC will work constructively and effectively together, in particular through:
 - regular consultation on areas of mutual interest;
 - sharing information and analysis as appropriate to promote timely, well-informed decision-making, to assist the planning and prioritisation of work;
 - ensuring the data collection and inspection regimes for forces minimise unnecessary bureaucracy and are the minimum necessary to meet the objective;
 - promoting clarity over their roles and responsibilities, recognising their separate, discrete and complementary jurisdictions; and
 - developing effective relationships between the three organisations.

The Improvement Process

The IOPC and HMICFRS

24. The IOPC will have regard in its handling of cases to findings and recommendations made by HMICFRS.

25. The IOPC will share with HMICFRS information on themes and trends from across its cases. HMICFRS will take this into consideration when identifying potential themes for inspection. HMICFRS will share with the IOPC information that it collects, where this can inform the IOPC's work within the complaints system.
26. The IOPC will also share with HMICFRS recommendations that it makes to individual forces or nationally. HMICFRS will have regard to these when conducting its regular all-force inspections, insofar as these are relevant to the parameters of that work.
27. HMICFRS will engage with and involve the IOPC early when planning for any inspection, in order to ascertain whether the IOPC can provide information or other assistance which will enhance HMICFRS's inspection work.

The College of Policing and the IOPC

28. The IOPC will have regard in its handling of cases to the standards that have been set by the College and how they have been applied by the police.
29. The IOPC will share with the College information on themes and trends from across its cases, in order for the College to consider this in its identification and prioritisation of areas on which to review the evidence base, or to create or revise standards, guidance or training.
30. The College will engage with the IOPC early in the scoping of requirements, and subsequent development of any new or revised standards, guidance or training, in order to ascertain whether the IOPC can signpost recommendations or provide other insight from its cases to add to the College's evidence base for its work.
31. If cases arise which indicate the need for specific changes to standards, guidance or training, the IOPC will engage promptly with the College in order to bring the issues to the College's attention. The College will give appropriate consideration to whether and how any such issues should give rise to new or revised standards, guidance or training.
32. If the IOPC considers making a recommendation directly to the College, this will, where possible, be consulted on before publication.

HMICFRS and the College of Policing

33. The role of the College is to set standards in policing. These will be based on the evidence of what works and underpinned by thorough research.
34. In its assessment of the efficiency and effectiveness of police forces, HMICFRS will have due regard to such standards as the College has established.

35. The College and HMICFRS will engage at an early stage of an inspection to identify where evidence exists, where there are evidence gaps and the strength of the evidence available.
36. The evidence of effective practice will fall into three categories:
 1. Evidence that is based on robust and challengeable research. There is clear evidence that it works and is set out in standards. Forces should be working in this way.
 2. Promising practice from emerging research. It does not yet pass the tests of robustness but there are strong indications that it is effective. This is practice that forces should consider undertaking.
 3. Practice that is being undertaken in several force areas and there is some evidence that it works. Forces could consider this way of working.
37. Where they exist, HMICFRS will use the standards and effective practice to develop their inspection processes and criteria and, where appropriate, inspect against them.
38. Where HMICFRS identify key learning for the service from their inspections this will be given to the College for it to consider as a commission through the relevant National Policing Business Area lead to the Professional Committee.
39. Where HMICFRS consider making recommendations that would have an appreciable effect on the College, these should, where possible, be consulted on before publication.
40. The College will then build on the service-wide learning to drive up standards in policing.

Complaints and apparent misconduct

41. Any complaints or other apparent misconduct which comes to the attention of any signatory to this agreement will be dealt with in line with legislation.

Communication

42. The College, HMICFRS and the IOPC are committed to the principles of good public administration, including good communication and effective consultation with each other and with others throughout policing. They will ensure that statements make clear their respective roles and duties. They undertake to communicate and consult each other fully to appropriate timescales and to clear in advance, to the greatest extent reasonably practicable, with each other any statement or publication referring to the roles or functions of the other.
43. They will agree appropriate procedures to ensure effective working including timescales for consultation, points of contact and other liaison arrangements.

Where appropriate and practicable, they will ensure that consultation exercises are co-ordinated so as to avoid unnecessary duplication of effort for respondents.

44. In relation to communication with the media, it is important that there is clarity about who is speaking on behalf of the College, who on behalf of the IOPC and who on behalf of HMICFRS.
45. They will respect the confidentiality of information.
46. Each organisation is subject to the requirements of the *Freedom of Information Act 2000* and the *Equalities Act 2010*.
47. Effective points of contact at a senior level will be established in all three bodies.

This concordat is made between the College of Policing, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services and the Independent Office for Police Conduct and signed on their behalf by:



Thomas P. Winsor

Her Majesty's Chief Inspector of Constabulary and Her Majesty's Chief Inspector of Fire & Rescue Services

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services

Date:



Mike Cunningham
Chief Executive Officer
College of Policing

Date: 25.4.18



Michael Lockwood
Director General
Independent Office for Police Conduct

Date: