



## **Leicestershire Police has made improvements to how they identify, monitor and manage integrity issues**

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 key integrity issues, such as how to interact with the media, use of 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 Leicestershire Police, HMIC found:

- Since 2011 Leicestershire Police has conducted an evaluation of its integrity issues, using the Self-Assessment Checklist provided in HMIC's 2011 report, *Without Fear or Favour*.
- Several policies (covering relationships with the media, acceptance of gifts and hospitality, use of social media, and second jobs) are being reviewed to make sure they are up to date.
- The force is seeking to ensure that these changes are communicated effectively to staff – but not everyone interviewed as part of the revisit knew the detail of how they should record contact with the media.
- Since September 2011 the force has investigated two instances of inappropriate disclosures to the media, one of which was continuing at the time of the inspection.
- The force has guidance in place on how police officers and staff should behave on social networking sites, but does not routinely monitor personal accounts of officers and staff to check if these standards are being met.
- HMIC's independently commissioned research identified seven cases of potentially inappropriate behaviour on Facebook or Twitter by officers and staff in Leicestershire Police. These have been referred back to the force to deal with as they see fit.
- The force is updating its policy on second jobs so that in future successful applications will be reviewed every year to make sure they are still appropriate.
- Since September 2011 there have been 84 applications for second jobs, all but one of which have been approved.

- Data provided by the force shows that there has been no change in the number of staff working in the anti-corruption unit since the 2011 inspection.

HM Inspector of Constabulary for the Eastern Region, Zoë Billingham, said:

*“Leicestershire Police has made progress in how it manages integrity issues since HMIC last reviewed this in 2011. There have been improvements in how the force identifies, monitors and manages integrity issues. A number of key policies are being reviewed to bring them up to date and the force has plans to ensure staff are made aware of their responsibilities in these areas.*

*Across the whole of England and Wales we found that the police service is making progress in how it safeguards relationships with the media, contractors and others. However, we are concerned that changes nationally have not been implemented at a quicker pace.*

*HMIC will continue to monitor all forces and inspect progress in order to provide the public with assurance that they are gripping these vital issues.”*

The full report for Leicestershire Police, along with the national thematic review *Revisiting police relationships*, can be found at [www.hmic.gov.uk](http://www.hmic.gov.uk)

#### **Notes to editors**

1. A copy of the national report, *Revisiting Police Relationships*, and individual force reports can be found on the HMIC website [www.hmic.gov.uk](http://www.hmic.gov.uk)
2. 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”. The resulting report, *Without Fear or Favour*, was based on an inspection of all 43 forces in England and Wales, as well as the British Transport Police (BTP), the National Policing Improvement Agency (NPIA) and, at its request, the Police Service of Northern Ireland (PSNI). We also ran telephone surveys to find out if the public thought corruption was a problem for the Service, and looked at police use of social media. The 2011 report can be found on the HMIC website [www.hmic.gov.uk](http://www.hmic.gov.uk)
3. The revisit used the 2011 criteria and was based on self assessments by 44 forces (including the British Transport Police), supported by inspection work in July and August 2012. HMIC also repeated and extended the surveys of public opinion on the range and type of corruption issues in the police service, and of police use of social media.
4. Her Majesty’s Inspectorate of Constabulary (HMIC) is an independent inspectorate, inspecting policing in the public interest, and rigorously examines the efficiency and effectiveness of police forces and authorities to tackle crime and terrorism, improve criminal justice and raise confidence. HMIC inspects and regulates all 43 police forces in England and Wales together with other major policing bodies such as the Serious Organised Crime Agency, the Police Service of Northern Ireland and the British Transport Police.
5. For further information, HMIC’s press office can be contacted during office hours from 8:30am – 5:30pm Monday – Friday on 0203 513 0600.
6. HMIC’s out-of-hours press office line for urgent media enquiries is 07836 217 729.
7. The inquiry into a member of the chief officer team in Leicestershire, which was ongoing at the time of the inspection, is not included in the scope of the revisit because it started before September 2011.

