

## Norfolk Constabulary is 'good' at legitimately keeping people safe and reducing crime - HMIC

Her Majesty's Inspectorate of Constabulary (HMIC) has assessed how legitimate Norfolk Constabulary is at keeping people safe and reducing crime. This is the second year running HMIC has carried out inspections of this kind, which makes up part of HMIC's annual PEEL inspections.

HMIC considers a police force to be legitimate if it has the consent of the public, and if those working in the force consistently behave in a way that is fair, ethical, and within the law.

To assess this, HMIC has inspected how well forces treat the people they serve; ensure their workforce acts ethically and lawfully; and treat their workforces with fairness and respect. The findings of this inspection are included in a report, published today.

This inspection also included, for the first time, an assessment of how well forces tackle the problem of abuse of authority for sexual gain by members of its workforce. This serious form of corruption betrays the trust of the public and, while we identified some examples of good practice, there remain significant areas where forces must improve. The service needs to be more proactive in seeking out and preventing this form of corruption, and referring cases of abuse of authority to the IPCC.

HMIC found that Norfolk Constabulary:

- has a good understanding of the issues that have the greatest effect on public perceptions of fair and respectful treatment;
- is good at ensuring that its workforce behaves ethically and lawfully and has made good progress in responding to the issues we identified in the 2014 Police Integrity and Corruption inspection; and
- listens to concerns raised by its staff and takes action to address them, with plans to conduct a staff survey.

**HM Inspector of Constabulary Zoë Billingham said:**

"I have judged that Norfolk Constabulary as 'good' at legitimately keeping people safe and reducing crime. In 2015, when we last reported on police legitimacy, the force was also judged as 'good'.

"We found that the force has a strong culture of 'doing the right thing', and that the workforce understands and has recently revised its vision and values to further support its approach. The force maintains an ethical culture among its workforce and routinely reinforces acceptable standards of behaviour.

"I am pleased that Norfolk Constabulary has demonstrated that it listens to feedback provided by the public and responds by addressing the areas identified for improvements.

"The force recognises abuse of authority for sexual gain (taking advantage of a position of power to exploit vulnerable victims of crime) as serious corruption. It is preparing its workforce, and partner organisations which support vulnerable victims, to recognise the signs of inappropriate relationships or behaviour.

"Workforce wellbeing is important to the force and it provides a range of services to support its staff. Staff told us that they felt proud to work for Norfolk Constabulary and were complimentary of the services provided by the organisation. In order to improve further, I would like the force to do more to fully understand and take appropriate action to address the high levels of short and medium-term sickness among officers and staff.

"Although there are some areas we would like to see Norfolk Constabulary improve upon, it should be commended for how it currently approaches legitimacy. I will monitor how the force continues to improve."

HMIC has also published individual assessments of the leadership within each police force in England and Wales. These, along with individual reports on the legitimacy of all forces in England and Wales, are available on HMIC's website.