

## Staffordshire Police judged as 'good' at how legitimately it keeps people safe and reduces crime - HMIC

Her Majesty's Inspectorate of Constabulary (HMIC) has assessed how legitimate Staffordshire Police 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 Staffordshire Police:

- treats the people it serves with fairness and respect, which could be further improved through a more structured approach;
- is effective at identifying threats to integrity and has the necessary processes in place to intervene early; and
- has a clear and authentic focus on wellbeing, and is due to be awarded Wellbeing Charter accreditation. It is the first force in England and Wales to do so.

**HM Inspector of Constabulary Wendy Williams said:**

"I have judged Staffordshire Police as 'good' following our inspection into its legitimacy. Last year we also judged it as 'good'.

"We found that the force is responsive to its diverse community and adjusts its approach to engage with groups who are difficult to reach. It would further benefit from a more structured approach to analysing public feedback, which would allow it to focus on addressing the issues which are more important to the people it serves.

"I was pleased to see that the force is effective at identifying threats to integrity and has the necessary processes in place to intervene early. It is clearly committed to preventing integrity issues, as opposed to merely responding to them. This is apparent in its vetting, regular random drug testing, use of an internal confidential reporting system and monitoring of IT systems. The force could use the strong links it has forged with its community to publicise the outcomes of misconduct cases, which would further improve public trust and confidence. The force recognises the abuse of authority for sexual gain as serious corruption and the issue is identified as one of the main threats to the force's integrity within its strategic assessment of corruption.

"We also found the force had a clear and authentic focus on wellbeing. As a result, the force is due to be awarded Wellbeing Charter accreditation. This in itself is impressive, but even more so as the force is the first police force in England and Wales to achieve such accreditation. This is to be commended."

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.