

## Wiltshire 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 Wiltshire 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 Wiltshire Police:

- is good at treating the people it serves with fairness and respect;
- is good at ensuring that its workforce behaves ethically and lawfully; and
- is outstanding in the way it treats its workforce with fairness and respect.

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

"For the second year running, I have judged Wiltshire Police as 'good' in the way it legitimately keeps people safe and reduces crime. In general the force is good at treating the people it serves with fairness and respect.

"We found that the force is also good at ensuring that its workforce behaves ethically and lawfully. I was encouraged to find that officers and staff understood the behaviours expected of them. However, the force could improve however how it identifies future risks to the organisation and how it manages demand within the counter-corruption unit.

"The force is really excelling in the way it treats its workforce. Every person we spoke to as part of our inspection commented on the way that the culture has been improved and stated that they feel they are treated with fairness and respect. It is clear that the force understands and values staff wellbeing and has in place a range of processes to ensure that staff have access to appropriate support and assistance. For example, the force has introduced a confidential care line and individuals can receive counselling and advice on a number of issues."

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.