





Annexes

Annex A: Police force areas

The map displays the following police force areas and their corresponding colors:

- North:** Northumbria (orange), Durham (orange), Cleveland (orange), North Yorkshire (orange), Lancashire (orange), Merseyside (orange), Greater Manchester (orange), West Yorkshire (orange), South Yorkshire (orange), East Riding of Yorkshire (orange), Humberside (orange), Lincolnshire (orange), Nottinghamshire (orange), Leicestershire (orange), Northamptonshire (orange), Cambridgeshire (orange), Bedfordshire (orange), Hertfordshire (orange), Essex (orange), Kent (orange), Surrey (orange), Hampshire (orange), West Sussex (orange), East Sussex (orange), Devon (orange), Cornwall (orange), Dorset (orange), Somerset (orange), Gloucestershire (orange), Wiltshire (orange), Oxfordshire (orange), Thames Valley (orange), London Metropolitan (orange).
- Midlands:** Derbyshire (yellow), Staffordshire (yellow), West Midlands (yellow), Warwickshire (yellow), Herefordshire (yellow), Worcestershire (yellow), Shropshire (yellow), Cheshire (yellow), North Wales (yellow), Gwynedd (yellow), Conwy (yellow), Denbighshire (yellow), Flintshire (yellow), Merthyr Tydfil (yellow), Rhondda Cynon Taf (yellow), South Wales (yellow), Carmarthenshire (yellow), Pembrokeshire (yellow), Dyfed-Powys (yellow), Powys (yellow), Gwent (yellow), Monmouthshire (yellow).
- East of England:** Norfolk (light orange), Suffolk (light orange), Essex (light orange), Kent (light orange), Surrey (light orange), Hampshire (light orange), West Sussex (light orange), East Sussex (light orange).
- South East:** Kent (light blue), Surrey (light blue), Hampshire (light blue), West Sussex (light blue), East Sussex (light blue).
- South West:** Devon (light green), Cornwall (light green), Dorset (light green), Somerset (light green), Gloucestershire (light green), Wiltshire (light green), Oxfordshire (light green), Thames Valley (light green), London Metropolitan (light green).
- Wales:** North Wales (light green), Gwynedd (light green), Conwy (light green), Denbighshire (light green), Flintshire (light green), Merthyr Tydfil (light green), Rhondda Cynon Taf (light green), South Wales (light green), Carmarthenshire (light green), Pembrokeshire (light green), Dyfed-Powys (light green), Powys (light green), Gwent (light green), Monmouthshire (light green).

Legend:

- 1. Police force area
- 2. Major city or town
- 3. Minor city or town
- 4. District or ward
- 5. Parish or community
- 6. Civil parish or community
- 7. Civil parish or community
- 8. Civil parish or community
- 9. Civil parish or community
- 10. Civil parish or community
- 11. Civil parish or community
- 12. Civil parish or community
- 13. Civil parish or community
- 14. Civil parish or community
- 15. Civil parish or community
- 16. Civil parish or community
- 17. Civil parish or community
- 18. Civil parish or community
- 19. Civil parish or community
- 20. Civil parish or community

Annex B: About us

Our history

Her Majesty's Inspectorate of Constabulary was established in 1856, under the same statute that required every county and borough that hadn't already done so to set up and maintain a permanent salaried police force (the County and Borough Police Act 1856).

Under the 1856 Act, three inspectors of constabulary in England and Wales were appointed. It was their duty to "inquire into the state and efficiency of the police" (section 15). The Act also introduced the concept of annual inspection.

The first Chief Inspector of Constabulary (HMCIC) was appointed in 1962, as part of a major package of reforms to improve police governance and expand the role of the inspectorate.

Our role and influence have evolved over the last century and a half. Most of our current functions are set out in the Police Act 1996 (as amended by the Police Reform and Social Responsibility Act 2011 and the Policing and Crime Act 2017).

We are independent of both the police service and the Government. Both our independence and inspection rights are vested in Her Majesty's Inspectors, who are Crown appointees (section 54(1), Police Act 1996).

HMIC was established in

1856

Police Act

1996



Our statutory responsibilities

Inspecting territorial police forces in England and Wales

We must inspect and report on the efficiency and effectiveness of every police force maintained for a police area (section 54(2), Police Act 1996).

The Secretary of State may at any time direct us to carry out an inspection of a police force in any police area (section 54(2B), Police Act 1996).

From time to time, the Home Secretary may also direct us to carry out other duties to help improve the efficiency and effectiveness of the police (section 54(3), Police Act 1996).

The local policing body for a police area may at any time ask us to carry out an inspection of a police force in that area (section 54(2BA), Police Act 1996).

Inspecting other police forces and agencies

We also have statutory duties to inspect other police forces and agencies, whose remits are not limited to a particular territorial area. Instead, they police specific areas of infrastructure or particular types of crime. In these cases, we give our report to whichever government body is responsible for what the force or agency does.

We have a duty to inspect:

- Armed Forces Police – Royal Navy, Royal Military and Royal Air Force Police (section 321A, Armed Forces Act 2006);
- British Transport Police (section 63, Railways and Transport Safety Act 2003);
- Civil Nuclear Constabulary (section 62, Energy Act 2004);
- HM Revenue & Customs (section 27, Commissioners for Revenue and Customs Act 2005, and the Revenue and Customs (Inspections) Regulations 2005 (SI 2005/1133));
- Ministry of Defence Police (section 4B, Ministry of Defence Police Act 1987);
- Police Service of Northern Ireland (section 41, Police (Northern Ireland) Act 1998, subject to appointment by the Department of Justice, Northern Ireland);
- National Crime Agency (section 11, Crime and Courts Act 2013); and
- Customs functions (section 29, Borders, Citizenship and Immigration Act 2009, and the Customs (Inspections by Her Majesty's Inspectors of Constabulary and the Scottish Inspectors) Regulations 2012 (SI 2012/2840)).

We also have statutory duties to inspect other police forces and agencies, whose remits are not limited to a particular territorial area.

The long history of collaborative working between the criminal justice inspectorates was enshrined in law through the Police Act 1996.

In summer 2017, we took on inspections of England's fire and rescue services, assessing and reporting on their efficiency, effectiveness and people. To reflect this new role, our name changed to Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

Collaborative working

The long history of collaborative working between the criminal justice inspectorates – of Constabulary, the Crown Prosecution Service (CPS), Prisons and the National Probation Service – was enshrined in law through the Police Act 1996.

Schedule 4A to the 1996 Act says that the inspectors of constabulary:

- must co-operate with other inspectorates, where appropriate, so they can operate efficiently and effectively (paragraph 4);
- must draw up a joint inspection programme with other inspectorates (paragraph 5); and
- may tell certain other inspectorates not to carry out an inspection, or not to do so in a particular way, if HMCIC believes the inspection would impose an unreasonable burden (paragraph 3).



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Publishing reports

We must publish the reports we prepare under section 54 of the Police Act 1996 (section 55(1), Police Act 1996).

We must not publish anything the Inspectors believe would be against the interests of national security or might put anyone in danger (section 55(2), Police Act 1996).

We must send a copy of every published report to the Secretary of State, the local policing body maintaining the police force the report is about, the chief officer for that police force and the police and crime panel for that police area (section 55(3), Police Act 1996).

HMCIC must each year give the Secretary of State a report on our inspections. HMCIC must lay a copy of this report before Parliament (section 54(4), Police Act 1996). The report must include his assessment of the efficiency and effectiveness of policing in England and Wales for that year (section 54(4A), Police Act 1996). This is our *State of Policing* report.

Producing the HMCIFRS inspection programme and framework

HMCIC must prepare, consult on and publish an inspection programme and framework (paragraph 2 of Schedule 4A to the Police Act 1996). He must gain the Home Secretary's approval of the inspection programme and framework. He must then lay the inspection programme and framework before Parliament (paragraphs 2(2A)–(2B) of Schedule 4A to the Police Act 1996).

We must publish the reports we prepare under section 54 of the Police Act 1996 (section 55(1), Police Act 1996).

The Policing and Crime Act 2017 established a new system of police super-complaints.

Complaints and misconduct

HM Inspectors (HMIs) inspecting a police force must make sure they stay informed about all complaints and misconduct matters relating to that force (section 15(1), Police Reform Act 2002).

Super-complaints

The Policing and Crime Act 2017 established a new system of police super-complaints. The system considers complaints that “a feature, or combination of features, of policing in England and Wales by one or more than one police force is, or appears to be, significantly harming the interests of the public”.

Only bodies designated by the Home Secretary can make a super-complaint. In June 2018, 16 bodies were designated.

Super-complaints must be made in writing to HMCIC. They are considered by HMICFRS, the College of Policing and the Independent Office for Police Conduct (IOPC), who together decide what (if anything) needs to happen as a result of the super-complaint.

Participating in misconduct proceedings

In misconduct proceedings for chief constables and other senior officers above the rank of chief superintendent, HMCIC, or an HMI he nominates, will sit on the panel for misconduct meetings and misconduct hearings (Police (Conduct) Regulations 2012 (SI 2012/2632), regulation 26). For all chief officer ranks (including chief constables), HMCIC, or an HMI he nominates, will sit on any police appeals tribunal (Police Act 1996, Schedule 6, paragraph 1).



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Acting as a check on the removal of senior officers

If a police and crime commissioner is proposing to call on a chief constable or other senior officer to retire or resign, they must invite HMCIC to give his written views on the proposed removal. HMCIC must then give his views and the police and crime commissioner must consider them (Police Regulations 2003 (SI 2003/527), regulations 11A and 11B).

The police and crime panel may consult HMCIC before making a recommendation to the police and crime commissioner on dismissing a chief constable (Police Reform and Social Responsibility Act 2011, Schedule 8, paragraph 15).

We can act jointly with another public body, where appropriate, to work efficiently and effectively.

Our powers

Amendments made by the Police Reform and Social Responsibility Act 2011 to the Police Act 1996 have strengthened our role as a policing body independent of both the Government and the police. This makes us more accountable to the public and to Parliament.

Access to documents and premises

The chief officer of police must give inspectors information, documents, evidence or other things the inspectors needs to carry out the inspection (paragraph 6A of Schedule 4A to the Police Act 1996). The chief officer must also give inspectors access to the force's premises, and to documents and other things on those premises that we need to carry out the inspection (paragraph 6B of Schedule 4A to the Police Act 1996).

Power to delegate functions

An inspectors has the power to delegate any of his or her functions to another public authority (paragraph 1 of Schedule 4A to the Police Act 1996).

Power to act jointly with another public body

We can act jointly with another public body, where appropriate, to work efficiently and effectively (paragraph 5(1) of Schedule 4A to the Police Act 1996).

Power to provide assistance to any other public authority

HMCIC may, if he thinks it is appropriate, help any other public authority carry out its role. HMCIC can do this on reasonable terms, including payment terms (paragraph 6 of Schedule 4A to the Police Act 1996).

Who we are

Her Majesty's Chief Inspector of Constabulary



Sir Thomas Winsor

In October 2012, Sir Thomas was appointed as Her Majesty's Chief Inspector of Constabulary. He is the first holder of that office to come from a non-policing background.

Biographies for each of the Inspectors of Constabulary are on our website:

justiceinspectorates.gov.uk/hmicfrs/about-us/who-we-are

Her Majesty's Inspectors of Constabulary



Andy Cooke

Andy Cooke QPM DL is Her Majesty's Inspector for the Northern region.



Matt Parr

Matt Parr CB is Her Majesty's Inspector for the National and London regions. He is also Her Majesty's Inspector for Bedfordshire Police and Merseyside Police.



Wendy Williams

Wendy Williams CBE is Her Majesty's Inspector for the Wales and Western region.



Roy Wilsher

Roy Wilsher OBE QFSM is Her Majesty's Inspector for the Eastern region.

Zoë Billingham held the role of Her Majesty's Inspector for the Eastern region during the inspected period. She left office in September 2021.

Our remit covers the 43 forces in England and Wales, and several other forces and agencies.

How we are accountable

The first inspectors of constabulary were appointed under the County and Borough Police Act 1856. The Act required them to inspect and report on the efficiency and effectiveness of most of the police forces in England and Wales.

Our main role hasn't changed materially since then, except that our remit now covers the 43 forces in England and Wales, and several other forces and agencies. Our main empowering statute is now the Police Act 1996.

There are five inspectors of constabulary. They are neither civil servants nor police officers, and are appointed by the Crown for fixed terms of up to five years. That means we are independent of the police, Government, police and crime commissioners (and their equivalents), other agencies in the criminal justice system and all outside parties.



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However, independence doesn't mean a lack of accountability. We are accountable in these ways:

- our statutory duties, enforceable through judicial review or by action for breach of statutory duty;
- our obligation to submit an annual report to the Home Secretary under section 54 of the Police Act 1996; each report must be published and laid before Parliament: section 54(4), Police Act 1996;
- our obligation to lay before Parliament a copy of each inspection programme and inspection framework: Police Act 1996, Schedule 4A, paragraph 2(2A)(a);
- written Parliamentary questions;
- our obligation to give written and oral evidence to Committees of Parliament, including the Home Affairs Select Committee, the Public Accounts Committee and any other select committee which may call on us to give evidence;
- our obligation to carry out other duties the Home Secretary directs us to: section 54(3), Police Act 1996; and
- our obligation to comply with the rules of administrative law and the rules of good public administration, enforceable in the High Court by judicial review.

As a public body, we are also subject to the legal obligations imposed on public authorities, including:

- Official Secrets Acts 1911 and 1989;
- Health and Safety at Work etc. Act 1974;
- Data Protection Act 2018 and the General Data Protection Regulation (2016/679/EU);
- Human Rights Act 1998;
- Freedom of Information Act 2000; and
- Equality Act 2010.

In our published strategy, we have made public commitments to explain our decisions in clear, comprehensible and reasoned terms. We are also committed to a strictly evidence-based approach, with an unbroken bright line through the design of inspections, fieldwork and the gathering of evidence, its analysis, and our final conclusions with our reasons for them. We take seriously our public law duties, including the duty to act fairly and ensure consistency.

**Independence
doesn't mean a lack
of accountability.**

We have a statutory duty to co-operate with the other criminal justice inspectorates.

How we work with other organisations

We are mostly funded by the Home Office and are accountable to the Home Office for our spending, even though we are neither a subsidiary nor a part of the Home Office.

We have three concordats with others which set out the relationship or working arrangements between us. These are:

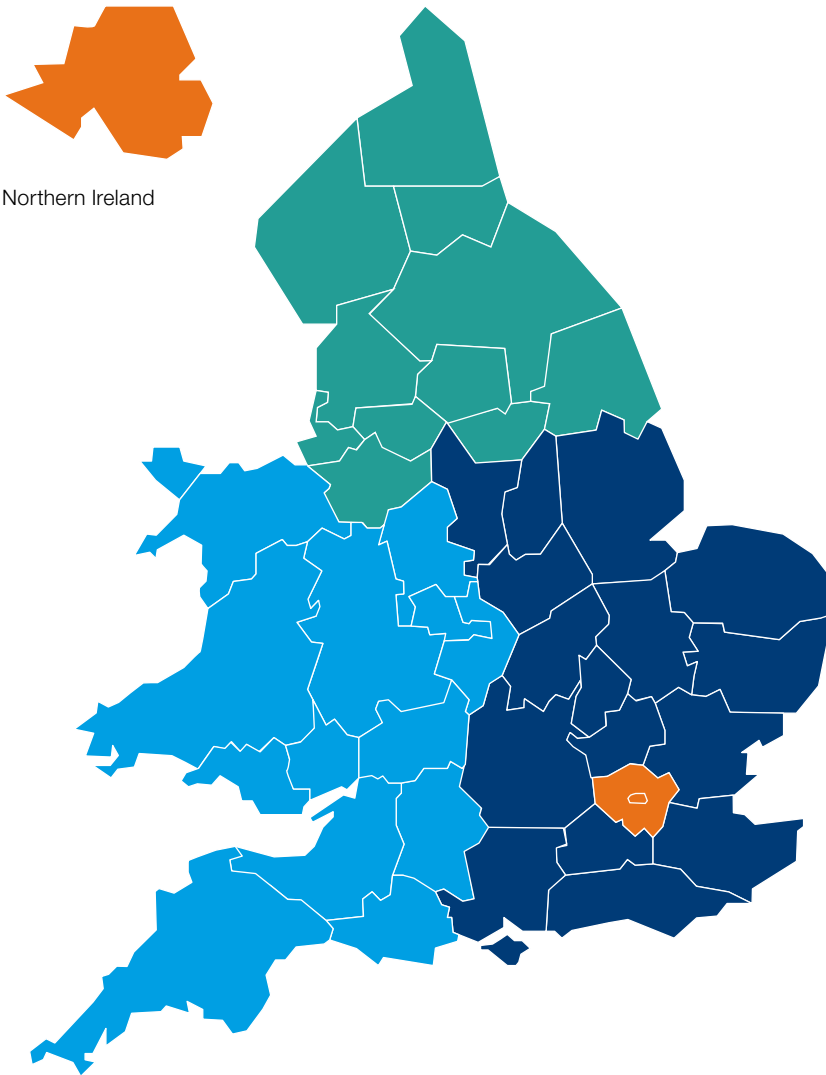
- a concordat with the Home Office which explains the material parts of the relationship between our two organisations. The concordat sets out our respective roles, and the responsibilities of the main people involved in running, sponsoring and overseeing our affairs. The concordat is published on our website;
- a concordat with the College of Policing. As we have complementary purposes and different powers by which we aim to achieve those purposes, the concordat sets out our respective roles and responsibilities, and how we work with each other; and
- a concordat with the College of Policing and the IOPC in relation to super-complaints. The concordat sets out our respective roles and responsibilities, and how we work with each other.

We also have a statutory duty to co-operate with the other criminal justice inspectorates, namely those concerned with the CPS and the probation and prisons services, and the other named inspectorates set out in paragraph 4, Schedule 4A, Police Act 1996. Our obligations relating to joint inspections are set out in paragraphs 2–5 of that Schedule and we cover those inspections in this report.

Our regions



Northern Ireland



- Northern region
- Eastern region
- National and London regions
- Wales and Western region

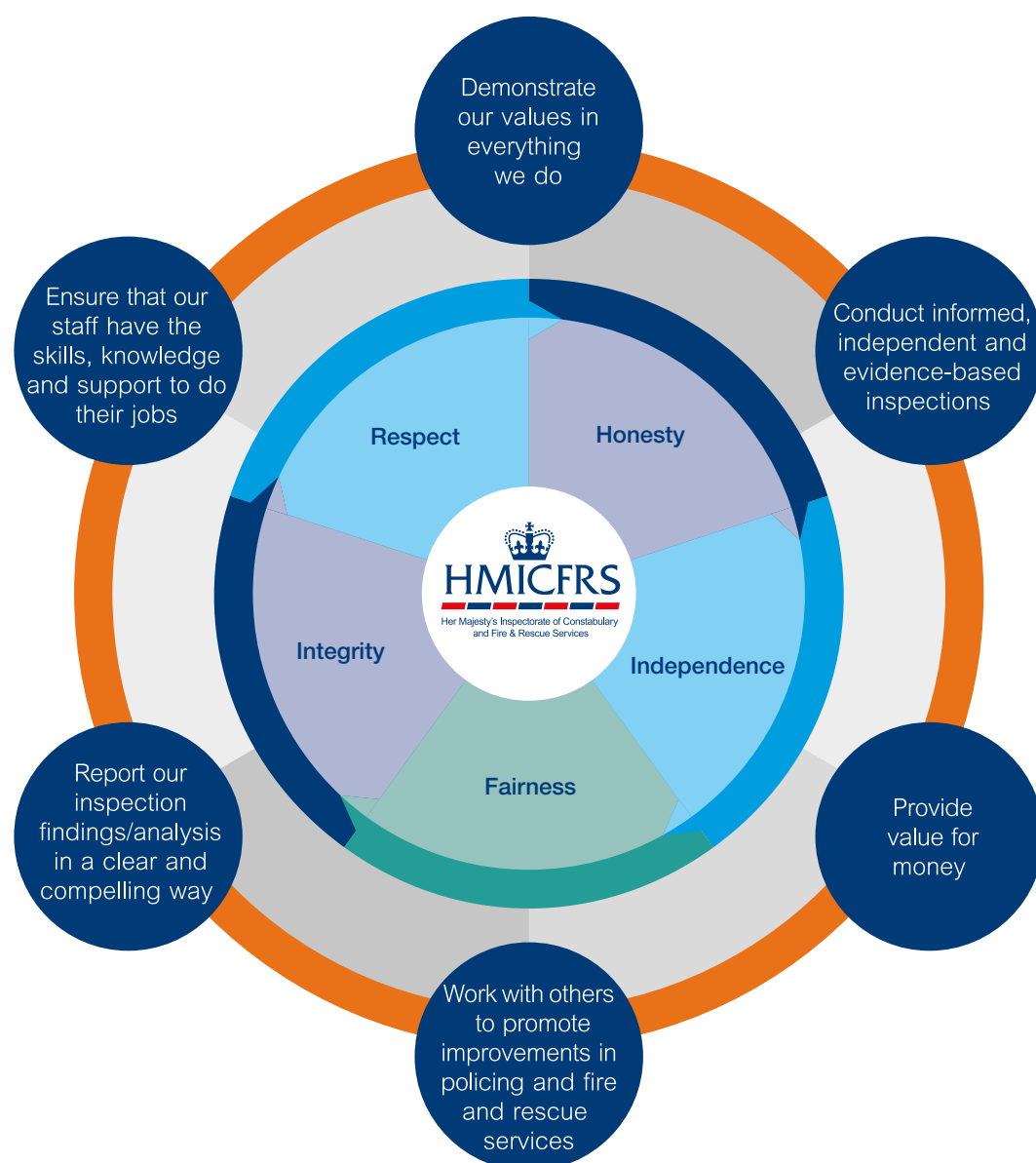
The National and London regions' responsibilities include:

- Metropolitan Police Service
- City of London Police
- National Crime Agency
- British Transport Police
- Civil Nuclear Constabulary
- Ministry of Defence Police
- Armed Forces Police
- Guernsey Police
- Royal Gibraltar Police
- States of Jersey Police
- Isle of Man Constabulary
- HM Revenue & Customs
- Police Service of Northern Ireland
- others by invitation.

Our purpose, values and objectives

Our purpose is to promote improvements in policing and fire and rescue services to make everyone safer.

Our values of respect, honesty, independence, integrity and fairness are at the heart of how we work. They act as a touchstone to help us make decisions – both as individuals and as an organisation.



Annex C: Peelian principles

- ① The basic mission for which the police exist is to **prevent crime and disorder**.
- ② The ability of the police to perform their duties is **dependent upon public approval** of police actions.
- ③ Police must **secure the willing co-operation of the public** in voluntary observance of the law to be able to secure and maintain the respect of the public.
- ④ The degree of **co-operation of the public** that can be secured diminishes proportionately to the necessity of the use of physical force.
- ⑤ Police seek and preserve public favour not by pandering to public opinion but by constantly demonstrating absolute **impartial service to the law**.
- ⑥ Police **use physical force to the extent necessary** to secure observance of the law or to restore order only when the exercise of persuasion, advice and warning is found to be insufficient.
- ⑦ Police, at all times, should **maintain a relationship with the public** that gives reality to the historic tradition that the police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.
- ⑧ Police should always direct their action strictly towards their functions and **never appear to usurp the powers of the judiciary**.
- ⑨ The test of **police efficiency is the absence of crime and disorder**, not the visible evidence of police action in dealing with it.



Sir Robert Peel became Home Secretary in 1822. In 1829, he established the first full-time, professional and centrally organised police force in England and Wales, for the Greater London area.

His police reforms were based on a philosophy that the power of the police comes from the common consent of the public, as opposed to the power of the state. This philosophy is underpinned by nine principles which have shaped our approach when assessing forces.

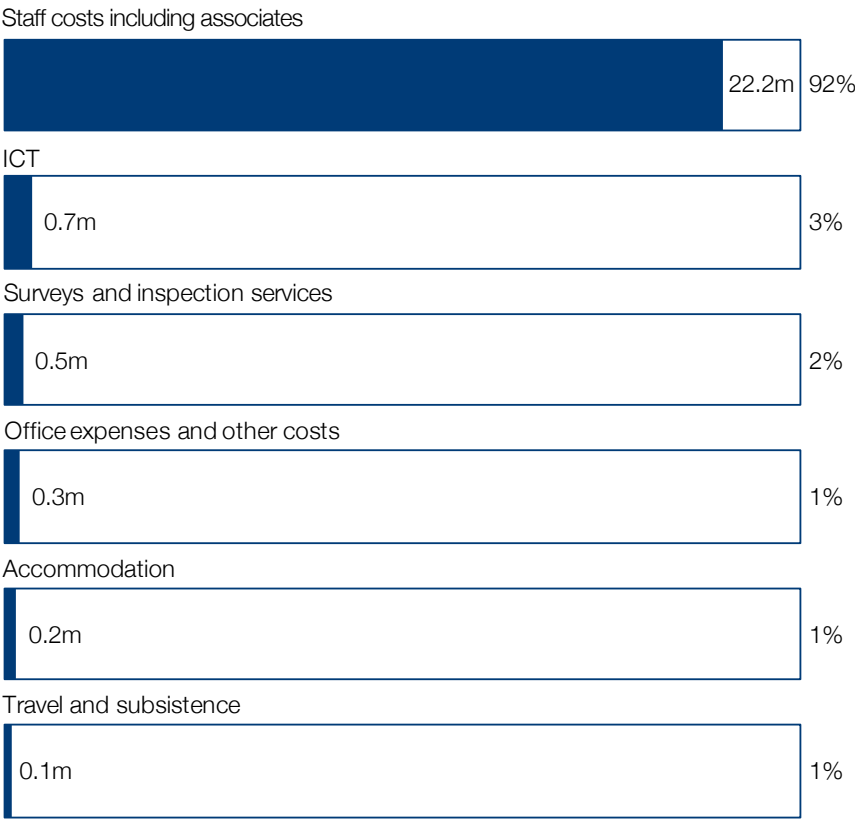
We spend 92 percent of our funding on our workforce.

Annex D: Our finances

We are funded mainly by the Home Office. We also receive funding for inspections commissioned by others (such as the National Crime Agency).

We spend 92 percent of our funding on our workforce, with the rest spent on ICT, surveys, accommodation, and other expenses.

Expenditure breakdown 2020/21 (£m)



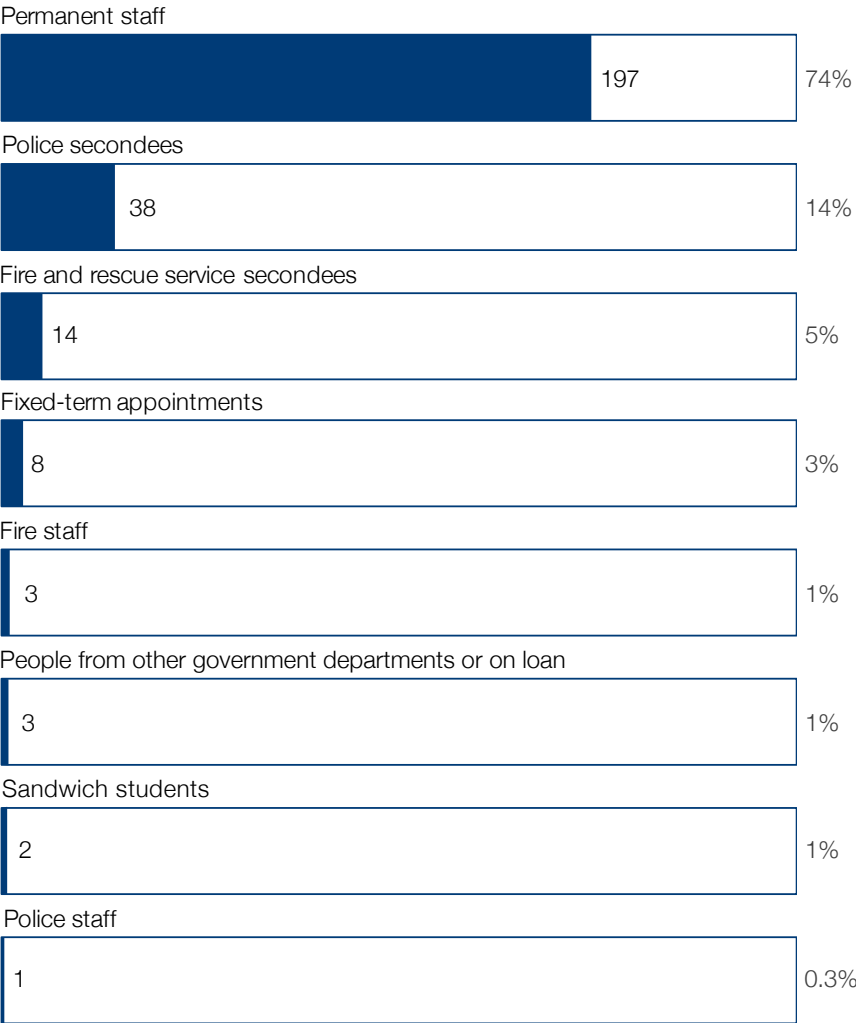
Note: numbers may not add up to 100% due to rounding.

Our workforce

Our workforce comprises the inspectors of constabulary, civil servants, seconded police officers and staff, and secondees from fire and rescue services. We also have a register of associates who provide specialist resource and skills.

266
members of staff

Staffing breakdown 2020/21

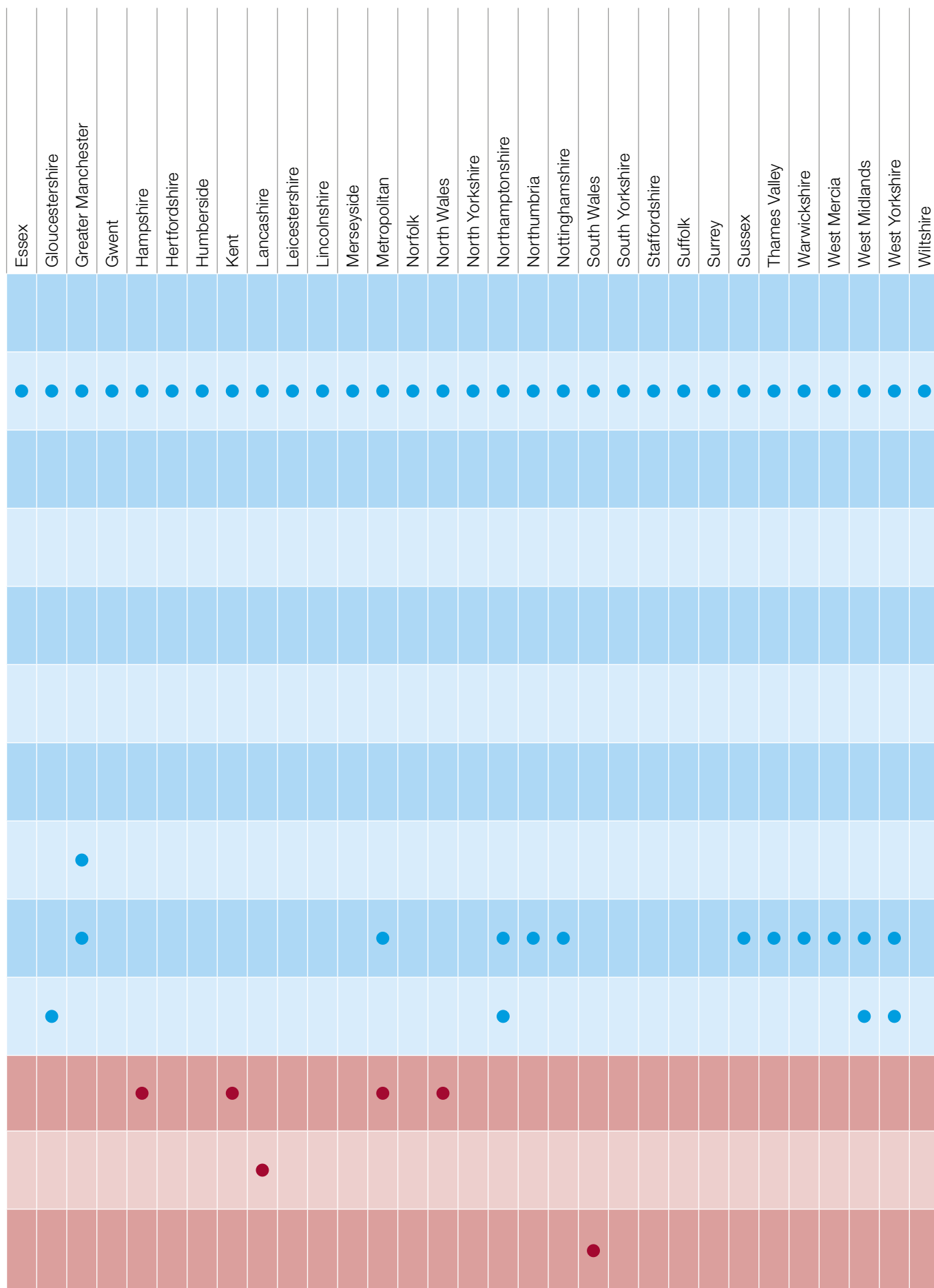


Note: numbers may not add up to 100% due to rounding.

Annex E:

Our inspections by force
1 April 2021 to 30 November 2021

		Territorial police forces of England and Wales											
		Avon and Somerset	Bedfordshire	Cambridgeshire	Cheshire	City of London	Cleveland	Cumbria	Derbyshire	Devon and Cornwall	Dorset	Durham	Dyfed-Powys
PEEL inspections	Dyfed-Powys Police cause of concern – crime data integrity												●
	Policing of domestic abuse during the pandemic	●	●	●	●	●	●	●	●	●	●	●	●
	Cleveland Police cause of concern revisit – workforce, communication and fair treatment						●						
	Cleveland Police cause of concern revisit – ethics and culture						●						
	Cleveland Police cause of concern revisit – preventing crime and tackling anti-social behaviour						●						
	Cleveland Police cause of concern revisit – public engagement and scrutiny						●						
	Cleveland Police cause of concern revisit – understanding demand and strategic planning						●						
	Greater Manchester Police cause of concern – responding to vulnerable people												
	Recommendations progress update						●						●
	Police efficiency, effectiveness and legitimacy											●	
Child protection inspections	National child protection inspections								●		●		
	Blackpool youth offending services												
	Joint inspectorate review of child protection arrangements in Neath Port Talbot												



Our inspections by force

1 April 2021 to 30 November 2021

continued

	Territorial police forces of England and Wales	Avon and Somerset	Bedfordshire	Cambridgeshire	Cheshire	City of London	Cleveland	Cumbria	Derbyshire	Devon and Cornwall	Dorset	Durham	Dyfed-Powys	Essex	Gloucestershire	Greater Manchester	Gwent
Specialist inspections	Custody services in a COVID-19 environment	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Policing in the pandemic – The police response to the coronavirus pandemic during 2020	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	An inspection into the Police Service of Northern Ireland's handling of the Bobby Storey funeral on 30 June 2020																
	How effectively the police engage with women and girls – interim report	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	National Crime Agency crime reduction function																
	Neurodiversity in the criminal justice system	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	The police and Crown Prosecution Service's response to rape – Phase one: From report to police or CPS decision to take no further action	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	A review of <i>Fraud: Time to choose</i>	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Unannounced inspection of police custody suites – Cleveland Police						●										
	Police response to violence against women and girls – Final inspection report	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Mental health of defendants	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Super-complaints	The hidden victims: Report on Hestia's super-complaint on the victims of modern slavery	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	A duty to protect: Police use of protective measures in cases involving violence against women and girls	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●

Promoting improvements in policing and fire and rescue services to make everyone safer

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) independently assesses the effectiveness and efficiency of police forces and fire and rescue services – in the public interest.

In preparing our reports, we ask the questions that citizens would ask, and publish the answers in accessible form, using our expertise to interpret the evidence and make recommendations for improvement.

We provide authoritative information to allow the public to compare the performance of their police force or fire and rescue service against others. Our evidence is used to bring about improvements in the services they provide to the public.