

1st March 2023

## **An inspection of vetting, misconduct, and misogyny in the police service**

His Majesty's Inspectorate of Constabulary and Fire and Rescue Services carried out an inspection of vetting, misconduct and misogyny in the police service on the 2nd November 2022. This was further to the tragic murder of Sarah Everard in March 2021 by a serving Metropolitan Police Service (MPS) officer. Wayne Couzens abused his position of authority to kidnap, rape and murder. How this was able to happen raised questions about police recruitment and vetting processes.

The report concluded there was a failure to learn lessons, and it was necessary for forces to improve vetting systems by introducing more thorough pre-employment checks and improve the quality and consistency of vetting decision-making.

Work needs to be done in strengthening guidance for forces in respect of vetting processes, relationships, and behaviours in the workplace and understanding and defining what constitutes misogynistic and predatory behaviour in a policing context.

I have discussed the report conclusions with the Chief Constable, and the Constabulary accepts the recommendations. A comprehensive action plan has been established and a number of system changes and process improvements since the report was published in November 2022.

A series of weekly meetings with unit heads has been put in place to ensure that progress is being made where required and at the appropriate pace. Presentations have been held internally to raise awareness and to increase confidence in reporting of corruption-related threats. To that effect there has been engagement with external partner agencies such as Social Services, Independent Domestic Violence Advocates, Mental Health Services, NHS, and Schools to make sure they understand the warning signs and to encourage the disclosure of corruption-related intelligence.

I will continue to monitor the implementation of these recommendations through my scrutiny mechanisms.



**John Dwyer**

**Police and Crime Commissioner for Cheshire**