

Cheshire PCCs Response to His Majesty’s Inspectorate of Police and Fire and Rescue Services (HMICFRS) Inspections

Title of Inspection	A report into the effectiveness of vetting and counter-corruption arrangements in Cheshire Constabulary	
Date Inspection Published	16 June 2023	
Type of Inspection	Rolling Programme – Vetting and Counter Corruption	
	Cheshire Specific	Yes
	Cheshire Quoted	
Recommendations	National	
	Local	Yes

Report Summary

The report stated that more needed to be done in Cheshire to improve, concluding that processes and record keeping required improvement. The counter-corruption strategy needed refreshing, and concerns raised around risk management. HMICFRS said that the Constabulary should make better use of IT systems, recommending upgrades to the current arrangements.

The report did not inspect the workforce culture, nor the individuals within it.

Commissioner’s Response

Under Section 55(5) of the Police Act 1996, as Police and Crime Commissioner I am pleased to provide my formal response to the report.

The Chief Constable’s response to the three Areas for Improvement (AFIs) identified in the report are as follows:

- Steps have been taken to improve processes around the vetting of non-police personnel.
- National best practice has been adopted around the documenting of vetting decision-making rationale.
- The vetting unit, Counter Corruption Unit (CCU) and Human Resources have been working together to implement more effective risk mitigation strategies in cases where vetting is granted to applicants with concerning adverse information (such as notifiable associations).
- IT software has been upgraded and capacity increased in CCU to deploy auditing tools more pro-actively.
- The CCU control strategy and implementation plan has been updated.

- There has been a new process introduced to monitor vetting decision making for disparities and disproportionality.

The public rightly expects the highest standards from our officers and the report presented a concerning picture. Monitoring progress against AFIs and recommendations by HMICFRS are an integral part of my holding to account framework, and I will pay close attention to how the Constabulary continues to develop the progress made already.

I continue to remain resolute to my commitment in my Police and Crime Plan that the key to preventing crime is by earning public support which is obtained through high levels of confidence in policing.

A handwritten signature in black ink, appearing to read 'John Dwyer', with a large circular flourish on the left side.

John Dwyer

Police and Crime Commissioner for Cheshire