

**NORTHUMBRIA PCC RESPONSE TO HMICFRS INSPECTIONS OF
NORTHUMBRIA POLICE**

Inspection title	An inspection of vetting, misconduct, and misogyny in the police service
Type of inspection	<input type="checkbox"/> Northumbria-specific <input checked="" type="checkbox"/> National Thematic
Date inspection published	2 November 2022
Deadline for PCC response (56 days)	28 December 2022
Recommendations	<input checked="" type="checkbox"/> National <input type="checkbox"/> Local

NORTHUMBRIA PCC RESPONSE TO HMICFRS

I welcome this important report examining vetting, misconduct and misogyny in the police service. This is perhaps the most important issue facing policing today, given the huge impact on the public's trust and confidence in our officers.

I was disappointed to read the inspectorates' conclusion that a culture of misogyny, sexism and predatory behaviour towards female police officers and staff and members of the public still exists and is even prevalent in many forces. There is clearly a lot of work to be done nationally and I will work with my force to ensure that the right level of priority is given to this at a local level.

Northumbria Police have updated me on their current position with regards to the recommendations made, as well as their plans for future improvement which are considerable and were provided to me in detail. For example, with regard to improving the way police assess and investigate allegations of misconduct (recommendation 18), the force has in place existing relevant policies and procedures to deal with allegations between employees, this ensures appropriately trained, skilled, and independent investigators are identified. However, they acknowledge that there is additional work required to ensure independent scrutiny and assessment is undertaken. PSD do retain oversight of any investigation conducted outside the department; however, this needs to be done in a more consistent and timely manner.

I will monitor progress through my Scrutiny process with the first update provided to me in April 2023 to ensure compliance and progress against the many recommendations due by March 2023.

Yours sincerely



Kim McGuinness



PCC for Northumbria