



## NORTHUMBRIA PCC RESPONSE TO HMICFRS INSPECTIONS OF NORTHUMBRIA POLICE

<b>Inspection title</b>	<b>A report into the effectiveness of vetting arrangements in Northumbria Police</b>
<b>Type of inspection</b>	<input checked="" type="checkbox"/> Northumbria-specific <input type="checkbox"/> National Thematic
<b>Date inspection published</b>	21 <sup>st</sup> September 2023
<b>Deadline for PCC response (56 days)</b>	16 <sup>th</sup> November 2023
<b>Recommendations</b>	<input type="checkbox"/> National <input checked="" type="checkbox"/> Local

### NORTHUMBRIA PCC RESPONSE TO HMICFRS

I welcome the report into the effectiveness of vetting arrangements in Northumbria Police. Northumbria Police's vetting arrangements were graded as adequate, with one area highlighted for improvement. Confidence in the integrity of policing is a strong focus in my scrutiny programme, with a specific focus on the work to deliver against the recommendations, and in particular, Northumbria Police's progress against the 29 recommendations allocated to the Chief Constable from the inspection of vetting, misconduct, and misogyny in the police service.

The Chief Constable has provided me with a position statement in respect of Northumbria Police (NP) regarding the four points identified within the area for improvement.

*'All personnel have been vetted to a high enough level for the posts they hold':*

- NP currently have 27 persons who have been moved into a designated post without Management Vetting (MV) clearance, work is ongoing to reduce this figure to zero.

*'All non-police personnel are vetted to the required level for the role they are contracted for':*

- Non-police personnel vetting (NPPV) applications are being progressed, and whilst delays are still in place, numbers are being managed. It should be noted that no contractors are admitted to Police buildings without a vetting clearance.
- Immediate business needs often result in appointment without full clearance. A level of vetting clearance is always in place, and mitigations e.g., restrictions to IT systems, double crewed or non-public facing, are implemented where necessary. This practice will cease with the introduction of the revised APP early 2024.

*'The force vetting unit has sufficient resources to meet the demand it faces':*

- The FVU has recently lost two staff members to external roles – these posts have been advertised. It has been recognised that the legacy of Uplift and its maintenance will continue to impact vetting volumes into the coming year. It has been agreed that an additional three fixed term Vetting Analysts will be employed to cover this period and these posts have also been advertised.

*'It has a robust process to research and assess all notifications of changes of circumstances in a timely manner':*



- At the time of inspection, there were 288 change of circumstance notifications which were yet to be researched and assessed. I was pleased to hear that this has reduced to 49.
- The force has a clear process when exiting persons, which includes the removal of IDs, building and IT access. The FVU could not however guarantee that the process was being implemented across the force. An additional process has therefore been put in place to remind managers/sponsors of their responsibilities once vetting is removed.
- The FVU now carries out Vetting Renewal forecasts and are better able to understand and adapt to future demand.

I will monitor progress where further action is required to ensure that NP are compliant through my regular HMICFRS Scrutiny process.

Yours sincerely,

**Kim McGuinness**  
PCC for Northumbria