



Promoting improvements  
in policing to make  
everyone safer

## HMI Zoë Billingham's assessment of Cambridgeshire Constabulary – Transcript

I am satisfied with most aspects of Cambridgeshire Constabulary's overall performance. Although, there are some areas that the force needs to improve to provide a consistently good service.

I am pleased by the force's response to the concerns I raised last year about its protection of vulnerable people. The chief constable and his team have made a concerted effort to drive improvement across the whole organisation in the way the force protects vulnerable people. The force's support to victims of domestic abuse is generally good.

Cambridgeshire Constabulary is performing well in the way it prevents crime, and it has a good understanding of the threats facing its communities. Although, police community support officers are sometimes taken away from their principal role to support response teams.

Cambridgeshire Constabulary still needs to make improvements to how it investigates some crimes. Although investigations are allocated to appropriately skilled investigators, the force needs to improve the quality and supervision of some investigations but I was very encouraged to find that the force already has plans in place to do so.

The force is part of an integrated offender management scheme that has been successful in reducing re-offending across the counties. However, I would like to see local policing teams improve their knowledge of the identities of registered sex offenders, so they can better keep communities safe.

The force is good at tackling serious and organised crime. It is also working well with schools to identify vulnerable young people who may be at risk of being drawn into serious and organised crime, at an early stage.

The force is developing its wider understanding of additional likely demand. As well as developing better workforce plans for the future, it is aware of the need to better understand and tackle emerging crime types, like modern day slavery and as cyber-crime.

The force faces some future financial uncertainty and I will be interested to see the force complete more work to fully understand future demand from the public and to plan to meet this in as efficient and productive way as possible.

I do commend Cambridgeshire Constabulary for its strong commitment to joint working, which is demonstrated by its mature and well-established collaborative work with Bedfordshire Police and Hertfordshire Constabulary. While the three forces can demonstrate that joint working is improving services to the public they do not yet have a comprehensive understanding of all of the financial benefits. The tri-force 'futures team' has undertaken research to explore options for effective policing in the future, and I look forward to seeing the outcome of this work.

I am concerned about the force's ability to identify, monitor and understand risks to the integrity of the organisation, including staff corruption. This is limited by the capacity and capability in the relevant units, which are shared with Hertfordshire and Bedfordshire.

I am pleased treating people fairly and respectfully is absolutely integral to the Cambridgeshire Constabulary's mission and values, and most officers and staff understand its importance.