



**College of  
Policing**



Inspecting policing  
in the public interest

# Concordat between the College of Policing and Her Majesty's Inspectorate of Constabulary

## Introduction

1. The College of Policing (the College) and Her Majesty's Inspectorate of Constabulary (HMIC) have complementary statutory purposes and different powers by which those purposes are to be achieved. The aim of this concordat is to specify the common understanding and intended approach of each body in its relations with the other in respect of their roles and responsibilities.

## College of Policing

2. The College was established in 2012 as a Company Limited by Guarantee, with the Home Secretary as the only member. This is a temporary status whilst the College is put on a different statutory footing.
3. The College of Policing supports the mission of policing, to prevent crime and protect the public.
4. The College will operate in the public interest to achieve this purpose through supporting those who work in policing to do their jobs effectively and efficiently, by:
  - setting standards of professional practice;
  - accrediting training providers and setting learning and development outcomes;
  - identifying, developing and promoting good practice based on evidence;
  - supporting police forces and other organisations to work together to protect the public and prevent crime; and
  - identifying, developing and promoting ethics, values and standards of integrity.
5. The College is treated as being independent of Government.
6. In conjunction with the College board, it is for the College to determine how it will exercise its responsibilities - in the development and setting of standards, in undertaking commissions and in the development of its members. It does this in accordance with its objectives, consideration of the threats to our communities and having regard to considerations of value for money and affordability.
7. The College will work with National Policing Business Areas and Chief Constables' Council to ensure the standards are implemented across policing. Where there is a need to do so it will engage with the Home Secretary to utilise existing legislative powers to introduce Regulations and Codes of Practice.

## Her Majesty's Inspectorate of Constabulary

8. HMIC was established under the County and Borough Police Act 1856. The Act established a central Inspectorate of Constabulary to report regularly to the Home Secretary on the efficiency and effectiveness of each police force in England and Wales.
9. HMIC's current functions are set out on the Police Act 1996 and the Police Reform and Social Responsibility Act 2011. The primary statutory responsibility is for HMIC to inspect and report on the efficiency and effectiveness of every police force maintained for a police area (Section 54(2) Police Act 1996).
10. HMIC is independent of Government and the police.
11. HMIC decides on the depth, frequency and areas to inspect based on judgments about what is in the public interest.
12. In making these judgments, HMIC consider the risks to the public, the risks to the integrity of policing, service quality, public concerns, the operating environment, the burden of inspection and the potential benefits to society from the improvements that might arise from the inspection.
13. HMIC's annual inspection programme is subject to the approval of the Home Secretary in accordance with the Police Act 1996.
14. The College and HMIC recognise that by working together, they will more effectively improve policing for the benefit of the public.

## Purpose

15. The College and HMIC will work constructively and effectively together, in particular through:
  - regular consultation on areas of mutual interest;
  - sharing information and analysis as appropriate to promote timely, well-informed decision-making;
  - ensuring the data collection and inspection regimes for forces minimise unnecessary bureaucracy and are the minimum necessary to meet the objective;
  - promoting clarity over their roles and responsibilities, recognising their separate, discrete and complementary jurisdictions; and
  - developing effective relationships between the two organisations.

## The Improvement Process

16. The role of the College is to set standards in policing. These will be based on the evidence of what works and underpinned by thorough research.
17. In its assessment of the efficiency and effectiveness of police forces, HMIC will have due regard to such standards as the College has established.
18. The College and HMIC will engage at an early stage of an inspection to identify where evidence exists, where there are evidence gaps and the strength of the evidence available.
19. The evidence of effective practice will fall into three categories:
  1. Evidence that is based on robust and challengeable research. There is clear evidence that it works and is set out in standards. Forces should be working in this way.
  2. Promising practice from emerging research. It does not yet pass the tests of robustness but there are strong indications that it is effective. This is practice that forces should consider undertaking.
  3. Practice that is being undertaken in several force areas and there is some evidence that it works. Forces could consider this way of working.

20. Where they exist, HMIC will use the standards and effective practice to develop their inspection processes and criteria and, where appropriate, inspect against them.
21. Where HMIC identify key learning for the service from their inspections this will be given to the College for it to consider as a commission through the relevant National Policing Business Area lead to the Professional Committee.
22. Where HMIC consider making recommendations that would have an appreciable effect on the College, these should, where possible, be consulted on before publication.
23. The College will then build on the service-wide learning to drive up standards in policing.

## Approach

24. The College and HMIC are committed to the principles of good public administration, including good communication and effective consultation with each other and with others throughout policing. They will ensure that statements make clear their respective roles and duties. They undertake to communicate and consult each other fully to appropriate timescales **and** to clear, to the greatest extent reasonably practicable, with each other any statement or publication referring to the roles or functions of the other.
25. They will agree appropriate procedures to ensure effective working including timescales for consultation, points of contact and other liaison arrangements. Where appropriate and practicable, they will ensure that consultation exercises are co-ordinated so as to avoid unnecessary duplication of effort for respondents.
26. In relation to communication with the media, it is important that there is clarity about who is speaking on behalf of the College and who on behalf of HMIC.
27. They will respect the confidentiality of information.
28. Each organisation is subject to the requirements of the Freedom of Information Act 2000 and the Equalities Act 2010.
29. Effective points of contact at a senior level will be established in both bodies.

This concordat is made between the College of Policing and Her Majesty's Inspectorate of Constabulary, and signed on their behalf by:

**Chief Executive Officer  
College of Policing**

**Her Majesty's Chief Inspector of Constabulary  
Her Majesty's Inspectorate of Constabulary**

**Alex Marshall**

**Thomas P. Winsor**

**Date:**

**Date:**