

## **Derbyshire Constabulary has made improvements to how they identify, monitor and manage integrity issues**

In 2011, the Home Secretary asked Her Majesty's Inspectorate of Constabulary (HMIC) to look at "instances of undue influence, inappropriate contractual arrangements and other abuses of power in police relationships with the media and other parties".

While the resulting report, *Without Fear or Favour*, found no evidence that corruption was endemic in police service relationships, it did not issue a clean bill of health. In particular, HMIC was concerned that few forces provided any policy or guidance in relation to social media, and what second jobs are suitable for officers and staff. The report made several recommendations to help the service address these issues.

In 2012 HMIC revisited all forces to track progress against these recommendations.

In Derbyshire Constabulary, HMIC found:

- Since 2011 Derbyshire Constabulary has carried out an integrity 'health check', using the Self-Assessment Checklist provided in HMIC's 2011 report, *Without Fear or Favour*
- Several policies covering relationships with the media and others, gifts and hospitality, and social media use have been updated or are in the process of being reviewed.
- Between September 2011 and May 2012 the force has investigated one instance of inappropriate disclosure to the media. That investigation was ongoing at the time of the inspection.
- The force has produced a policy on how police officers and staff should behave on social networking sites (such as Facebook and Twitter).
- HMIC's independently commissioned research did not identify any cases of inappropriate behaviour on Facebook or Twitter by members of staff at Derbyshire Constabulary.
- Derbyshire Constabulary's policy for seeking approval to have a second job requires that all applications are reviewed by line managers and the head of Human Resources who can each comment on the suitability of the request.
- Since September 2011 there have been 62 applications for second jobs, 59 of which have been approved.
- Data provided by the force to HMIC shows that there has been no change in the number of staff working in the anti-corruption unit since our 2011 inspection.
- All new officers and staff and newly promoted sergeants receive training on professional standards, including anti-corruption, drug trends and integrity matters.

HM Inspector of Constabulary for the Eastern Region, Zoë Billingham, said:

*“Derbyshire Constabulary has made progress in how it manages integrity issues since HMIC last reviewed this in 2011. There have been improvements in how the force identifies, monitors and manages integrity issues. Alongside changes to relevant policies the constabulary has a set of values which includes an expectation that officers and staff will work with integrity.*

*Across the whole of England and Wales we found that the police service is making progress in how it safeguards relationships with the media, contractors and others. However, we are concerned that changes nationally have not been implemented at a quicker pace.*

*HMIC will continue to monitor all forces and inspect progress in order to provide the public with assurance that they are gripping these vital issues.”*

The full report for Derbyshire Constabulary, along with the national thematic review ‘Revisiting police relationships’, can be found at [www.hmic.gov.uk](http://www.hmic.gov.uk)

### **Notes to editors**

1. A copy of the national report, *Revisiting Police Relationships*, and individual force reports can be found on the HMIC website [www.hmic.gov.uk](http://www.hmic.gov.uk)
2. In 2011, the Home Secretary asked Her Majesty’s Inspectorate of Constabulary (HMIC) to look at “instances of undue influence, inappropriate contractual arrangements and other abuses of power in police relationships with the media and other parties”. The resulting report, *Without Fear or Favour*, was based on an inspection of all 43 forces in England and Wales, as well as the British Transport Police (BTP), the National Policing Improvement Agency (NPIA) and, at its request, the Police Service of Northern Ireland (PSNI). We also ran telephone surveys to find out if the public thought corruption was a problem for the Service, and looked at police use of social media. The 2011 report can be found on the HMIC website [www.hmic.gov.uk](http://www.hmic.gov.uk)
3. The revisit used the 2011 criteria and was based on self assessments by 44 forces (including the British Transport Police), supported by inspection work in July and August 2012. HMIC also repeated and extended the surveys of public opinion on the range and type of corruption issues in the police service, and of police use of social media.
4. Her Majesty’s Inspectorate of Constabulary (HMIC) is an independent inspectorate, inspecting policing in the public interest, and rigorously examines the efficiency and effectiveness of police forces and authorities to tackle crime and terrorism, improve criminal justice and raise confidence. HMIC inspects and regulates all 43 police forces in England and Wales together with other major policing bodies such as the Serious Organised Crime Agency, the Police Service of Northern Ireland and the British Transport Police.
5. For further information, HMIC’s press office can be contacted during office hours from 8:30am – 5:30pm Monday – Friday on 0203 513 0600.
6. HMIC’s out-of-hours press office line for urgent media enquiries is 07836 217 729.