



## **West Midlands Police has made some improvements to how it identifies, monitors and manages 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 West Midlands Police, HMIC found:

- Since 2011 West Midlands Police has carried out an integrity 'healthcheck', using the Self-Assessment Checklist provided in HMIC's 2011 report, *Without Fear or Favour*.
- Several policies (covering relationships with the media, acceptance of gifts and hospitality, social media use and police officers having second jobs) have either been updated or are in the process of being reviewed.
- As each policy is formally signed off and adopted, the force runs a communications campaign to raise staff awareness of the new requirements.
- The force has updated its media policy. This outlines how relationships with the press should work and stipulates that any engagement between staff and a representative of the media must be recorded by the individual, and flagged up to the Corporate Communications Department.
- Between September 2011 and May 2012 the force investigated two instances of inappropriate disclosure to the media, one of which was still ongoing at the time of our inspection.
- The force has produced a policy on how police officers and staff should behave on social networking sites.
- HMIC's independently commissioned research identified 10 cases of potentially inappropriate behaviour on Facebook or Twitter by members of staff at West Midlands Police. These have been referred to the force.
- Since September 2011 there have been 100 applications for second jobs, 96 of which have been approved.

- Data provided by the force to HMIC shows that there has been an increase in the number of staff working in the anti-corruption unit since the 2011 inspection.

HMIC has monitored the progress of the widely reported investigation into a chief officer in West Midlands Police (although the issues being investigated do not fall within the scope of the inspection).

HM Inspector of Constabulary for the Wales and Western Region, Dru Sharpling CBE, said:

*“West Midlands Police has made some improvements to how it identifies, monitors and manages integrity issues since HMIC last reviewed this in 2011.*

*This reflects our findings across the whole of England and Wales. We found that the police service is making progress in how it monitors and safeguards relationships with the media, contractors and others; but we are concerned that overall, changes have not been implemented at a quicker pace.*

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

The full report for West Midlands Police, 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.

