



Inspecting policing
in the public interest

**Revisiting police
relationships:
progress report**

**West Yorkshire Police
December 2012**

About this review

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*, published in December 2011, found no evidence of endemic corruption in the Police Service. However, we did not issue a clean bill of health:

- Few forces provided any policy or guidance around appropriate relationships between the police and the media and others;
- There was a general lack of clarity around acceptance of gifts and hospitality; use of corporate credit cards; and second jobs for officers and staff, which could leave forces vulnerable to (at least the perception of) corruption; and
- Few forces and authorities had proactive and effective systems in place to identify, monitor and manage these issues.

We made several recommendations to help the service address these issues, and committed to revisiting forces in 2012 to track progress.

The revisit found that while forces have made some progress, particularly around putting in place processes and policies to manage threats to integrity, more needs to be done. The pace of change also needs to increase, not least to demonstrate to the public that the service is serious about managing integrity issues, which have retained a high media profile over the last year.

A thematic report, *Revisiting Police Relationships: A progress report* is available from www.hmic.gov.uk, and gives more information about what we found across England and Wales. The rest of this report focuses on what we found in West Yorkshire.

This time HMIC is publishing force-level reports. This is so the public and the new Police and Crime Commissioners (PCCs) can see how their force has progressed since 2011.

A note on the scope of our review: Since our 2011 inspection, questions around police integrity and corruption have continued to be asked. For instance, the Leveson Inquiry has looked at relationships between officers and journalists (among other things), while investigations into senior officers and into the handling of historic investigations (such as the Hillsborough disaster) have received widespread media coverage. The findings in this report relate only to police relationships with the media and others, rather than broader issues of police integrity.

Findings for West Yorkshire

Since 2011 West Yorkshire Police has conducted a force-wide 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 been updated or are in the process of being reviewed – although more needs to be done to let staff know about this.

■ How are press relations handled, and information leaks investigated?

The force has updated its media policy, which outlines how relationships with the press should work, and stipulates that staff and officers must record all contact with journalists. This is in line with the national guidance on relationships with the media produced by the Association of Chief Police Officers (ACPO). The next stage is for the policy to be publicised across the force.

Between September 2011 and May 2012, the force did not investigate any instances of inappropriate disclosure to the media.

The force has recently produced a policy on how police officers and staff should behave on social networking sites (such as Twitter and Facebook). This covers the behaviour expected when staff are both at work and off duty, and the force monitors sites to make sure these standards are being met. HMIC's independently commissioned research identified three cases of potentially inappropriate behaviour on Facebook or Twitter by members of staff at West Yorkshire Police, which have been referred back to the force.

■ Is there more clarity around acceptance of gifts and hospitality, procurement, and second jobs?

In 2011 we found that West Yorkshire Police was keeping a record of the **gifts and hospitality** received by officers and staff – but this was on multiple registers, held in different police stations, which made it more difficult to monitor and identify any problems. The force is working to merge these into a single electronic register, overseen by the head of the Quality and Standards Department.

The contract and **procurement** registers were not cross-referenced with the gifts and hospitality register to ensure the integrity of the procurement process (for example, by looking for cases where a company provides hospitality, and is then awarded a contract). There is a business code of conduct for those tendering to supply goods and services which requires them to sign a declaration of impartiality, and the tender and contract documentation stresses the rules on these matters to bidders and contractors.

West Yorkshire Police's policy for **second jobs** routes requests through the head of the division or department. A new policy has been prepared and was out for consultation. The force intends to introduce a Quality Standards Department and Human Resources panel to consider all secondary employment applications. Since September 2011 there have been 190 applications for second jobs, 175 of which have been approved.

■ How does the force identify, monitor and manage potential integrity issues?

We found that the police authority had arrangements in place to monitor and govern integrity issues, although further work was needed. The recently elected PCC will need to be satisfied with the governance and reporting mechanisms for these issues.

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. Between September 2011 and May 2012 the force instigated 31 investigations into the conduct of its officers and staff in relation to the areas covered by this report. HMIC has monitored the progress of the widely reported investigations into the former chief constable – although because these started after May 2012 they are not included in these figures.

The force has prepared a training programme which covers various integrity issues, including data protection, unauthorised disclosures of information, data leakages, legitimate police purpose, and use of internet and social networking. This has been approved by the chief officer team as a mandatory 30 minute e-learning package, which was scheduled to start after the 2012 Olympics and Paralympic Games had finished. In addition, the assistant chief constable (workforce and development standards) has introduced questions about integrity into the promotion boards for sergeants who want to move up to inspector level.

Next steps

HMIC will continue to inspect on integrity issues as part of our existing programme of force inspections.

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