



Promoting improvements
in policing to make
everyone safer

HMI Zoë Billingham's assessment of Northamptonshire Police – Transcript

I am satisfied with most aspects of Northamptonshire Police's overall performance. However, there are some areas where the force recognises that it needs to improve.

Northamptonshire Police requires improvement in its approach to preventing crime and reducing anti-social behaviour. Neighbourhood teams are often required to perform reactive duties, which reduces their capacity to undertake that important preventative work.

The quality of investigations carried out in the force is too often inconsistent. We found that investigations were not always allocated to appropriately trained staff, and that there is frequently a lack of supervision.

Northamptonshire Police is responding well to those at risk of child sexual exploitation, working closely with partners to keep victims and potential victims safe. Encouragingly the force has made progress in how it protects vulnerable victims, but it recognises that it still has a long way to go. Despite the workforce having a better awareness of vulnerability and how to identify it, the standards of investigation and safeguarding for domestic abuse victims remain inconsistent.

The force does not currently have a comprehensive understanding of the threats posed by serious and organised crime, and its ability to respond effectively is hampered by a recent increase in gang violence.

Northamptonshire Police has a good understanding of the current demands for its services, including so-called hidden demands such as modern-day slavery. In particular, we found that the force is good at using its resources to meet current demand, reducing unnecessary tasks and allowing officers and staff more time for frontline services.

The force's financial plans are based on reasonable assumptions and I will be interested to see how the force continues to meet emerging demands in the future.

The force clearly understands the importance of treating the people of Northamptonshire with fairness and respect, but it does need to go that extra mile in communicating with the public

I am pleased that the force ensures that its workforce operates ethically and lawfully, providing effective channels for reporting corruption. It is encouraging to find that the force sees the abuse of power for sexual gain as a priority for its counter-corruption unit.

Northamptonshire Police is committed to improving the wellbeing of its workforce, conducting regular staff surveys and exit interviews to identify issues of concern.

I am very encouraged that the force acknowledges the problems we have identified and is working hard to ensure that the vision set by the relatively new chief constable and his police and crime commissioner, translate into consistently good operational policing.