

North Yorkshire Police judged as 'good' at legitimately keeping people safe and reducing crime – HMIC

Her Majesty's Inspectorate of Constabulary (HMIC) has assessed how legitimate North Yorkshire Police is at keeping people safe and reducing crime. This is the second year running HMIC has carried out inspections of this kind, which makes up part of HMIC's annual PEEL inspections.

HMIC considers a police force to be legitimate if it has the consent of the public, and if those working in the force consistently behave in a way that is fair, ethical, and within the law.

To assess this, HMIC has inspected how well forces treat the people they serve; ensure their workforce acts ethically and lawfully; and treat their workforces with fairness and respect. The findings of this inspection are included in a report, published today.

This inspection also included, for the first time, an assessment of how well forces tackle the problem of abuse of authority for sexual gain by members of its workforce. This serious form of corruption betrays the trust of the public and, while we identified some examples of good practice, there remain significant areas where forces must improve. The service needs to be more proactive in seeking out and preventing this form of corruption, and referring cases of abuse of authority to the IPCC.

HMIC found that North Yorkshire Police:

- is good at treating all of the people it serves with fairness and respect;
- is good at ensuring that its workforce behaves ethically and lawfully; and
- treats its officers and staff with fairness and respect.

HM Inspector of Constabulary Mike Cunningham said:

"North Yorkshire Police has been judged as 'good' in how it keeps people safe and reduces crime. In particular, the force is good at treating the people it serves with fairness and respect. Its values are underpinned by the Code of Ethics and are widely understood across the force. Importantly, it seeks and acts on feedback from the public.

"The force is also good at treating its workforce with fairness and respect. The force monitors and analyses complaints, compliments, misconduct, grievances and diversity. Officers and staff across the force recognise that the abuse of authority for sexual gain is completely unacceptable and seriously undermines the confidence of the public.

"The force recognises the value of workforce wellbeing and commissioned an independent wellbeing survey in 2014. The force has responded well to the findings of the survey, although we found that some staff were unaware of these efforts. The force monitors levels of overtime, sickness, injuries on duty and other personnel data and focus groups have been held with staff to identify wellbeing problems."

HMIC has also published individual assessments of the leadership within each police force in England and Wales. These, along with individual reports on the legitimacy of all forces in England and Wales, are available on HMIC's website.