

Annexes

Annex A: Police force areas

The 43 territorial police forces of England and Wales are:

- Avon and Somerset
- Bedfordshire
- Cambridgeshire
- Cheshire
- City of London
- Cleveland
- Cumbria
- Derbyshire
- Devon and Cornwall
- Dorset
- Durham
- Dyfed-Powys
- Essex
- Gloucestershire
- Greater Manchester
- Gwent
- Hampshire
- Hertfordshire
- Humberside

- Kent
- Lancashire
- Leicestershire
- Lincolnshire
- Merseyside
- Metropolitan
- Norfolk
- North Wales
- North Yorkshire
- Northamptonshire
- Northumbria
- Nottinghamshire
- South Wales
- South Yorkshire
- Staffordshire
- Suffolk
- Surrey
- Sussex
- Thames Valley
- Warwickshire
- West Mercia
- West Midlands
- West Yorkshire
- Wiltshire.

Annex B: About us

Our history

Her Majesty's Inspectorate of Constabulary was established in 1856, under the same statute that required every county and borough that hadn't already done so to set up and maintain a permanent salaried police force (the County and Borough Police Act 1856).

Under the 1856 Act, three Inspectors of Constabulary in England and Wales were appointed. It was their duty to "inquire into the state and efficiency of the police" (section 15). The Act also introduced the concept of annual inspection.

The first Chief Inspector of Constabulary (HMCIC) was appointed in 1962, as part of a major package of reforms to improve police governance and expand the role of the Inspectorate.

Our role and influence have evolved over the last century and a half. Most of our current functions are set out in the Police Act 1996 (as amended by the Police Reform and Social Responsibility Act 2011 and the Policing and Crime Act 2017).

We are independent of both the police service and the Government. Both our independence and inspection rights are vested in Her Majesty's Inspectors, who are Crown appointees (section 54(1), Police Act 1996).

Our statutory responsibilities

Inspecting territorial police forces in England and Wales

We must inspect and report on the efficiency and effectiveness of every police force maintained for a police area (section 54(2), Police Act 1996).

The Secretary of State may at any time direct us to carry out an inspection of a police force in any police area (section 54(2B), Police Act 1996).

From time to time, the Home Secretary may also direct us to carry out other duties to help improve the efficiency and effectiveness of the police (section 54(3), Police Act 1996).

The local policing body for a police area may at any time ask us to carry out an inspection of a police force in that area (section 54(2BA), Police Act 1996).

Inspecting other police forces and agencies

We also have statutory duties to inspect other police forces and agencies, whose remits are not limited to a particular territorial area. Instead, they police specific areas of infrastructure or particular types of crime. In these cases, we give our report to whichever government body is responsible for what the force or agency does.

We have a duty to inspect:

- Armed Forces Police – Royal Navy, Royal Military and Royal Air Force Police (section 321A, Armed Forces Act 2006);
- British Transport Police (section 63, Railways and Transport Safety Act 2003);
- Civil Nuclear Constabulary (section 62, Energy Act 2004);
- HM Revenue & Customs (section 27, Commissioners for Revenue and Customs Act 2005, and the Revenue and Customs (Inspections) Regulations 2005 (SI 2005/1133));
- Ministry of Defence Police (section 4B, Ministry of Defence Police Act 1987);
- Police Service of Northern Ireland (section 41, Police (Northern Ireland) Act 1998, subject to appointment by the Department of Justice, Northern Ireland);
- National Crime Agency (section 11, Crime and Courts Act 2013); and
- Customs functions (section 29, Borders, Citizenship and Immigration Act 2009, and the Customs (Inspections by Her Majesty's Inspectors of Constabulary and the Scottish Inspectors) Regulations 2012 (SI 2012/2840)).

In summer 2017, we took on inspections of England's fire and rescue services, assessing and reporting on their efficiency, effectiveness and people. To reflect this new role, our name changed to Her Majesty's

Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

Collaborative working

The long history of collaborative working between the criminal justice inspectorates – of Constabulary, the Crown Prosecution Service, Prisons and the National Probation Service – was enshrined in law through the Police Act 1996.

Schedule 4A to the 1996 Act says that the Inspectors of Constabulary:

- must co-operate with other inspectorates, where appropriate, so they can operate efficiently and effectively (paragraph 4);
- must draw up a joint inspection programme with other inspectorates (paragraph 5); and
- may tell certain other inspectorates not to carry out an inspection, or not to do so in a particular way, if HMCIC believes the inspection would impose an unreasonable burden (paragraph 3).

Publishing reports

We must publish the reports we prepare under section 54 of the Police Act 1996 (section 55(1), Police Act 1996).

We must not publish anything the Inspectors believe would be against the interests of national security or might put anyone in danger (section 55(2), Police Act 1996).

We must send a copy of every published report to the Secretary of State, the local policing body maintaining the police force the report is about, the chief officer for that police force and the police and crime panel for that police area (section 55(3), Police Act 1996).

HMCIC must each year give the Secretary of State a report on our inspections. HMCIC must lay a copy of this report before Parliament (section 54(4), Police Act 1996). The report must include his assessment of the efficiency and effectiveness of policing in England and Wales for that year (section 54(4A), Police Act 1996). This is our State of Policing report.

Producing the HMICFRS inspection programme and framework

HMCIC must prepare, consult on and publish an inspection programme and framework (paragraph 2 of Schedule 4A to the Police Act 1996). He must gain the Home Secretary's approval of the inspection programme and framework. He must then lay the inspection programme and framework before Parliament (paragraphs 2(2A)–(2B) of Schedule 4A to the Police Act 1996).

Complaints and misconduct

HM Inspectors (HMIs) inspecting a police force must make sure they stay informed about all complaints and misconduct matters relating to that force (section 15(1), Police Reform Act 2002).

Super-complaints

The Policing and Crime Act 2017 established a new system of police super-complaints. The system considers complaints that “a feature, or combination of features, of policing in England and Wales by one or more than one police force is, or appears to be, significantly harming the interests of the public”.

Only bodies designated by the Home Secretary can make a super-complaint. In June 2018, 16 bodies were designated.

Super-complaints must be made in writing to Her Majesty’s Chief Inspector of Constabulary. They are considered by HMICFRS, the College of Policing and the Independent Office for Police Conduct, who together decide what (if anything) needs to happen as a result of the super-complaint.

Participating in misconduct proceedings

In misconduct proceedings for chief constables and other senior officers above the rank of chief superintendent, HMCIC, or an HMI he nominates, will sit on the panel for misconduct meetings and misconduct hearings (Police (Conduct) Regulations 2012 (SI 2012/2632), regulation 26). For all chief officer ranks (including chief constables), HMCIC, or an HMI he nominates, will sit on any police appeals tribunal (Police Act 1996, Schedule 6, paragraph 1).

Acting as a check on the removal of senior officers

If a police and crime commissioner is proposing to call on a chief constable or other senior officer to retire or resign, they must invite HMCIC to give his written views on the proposed removal. HMCIC must then give his views and the police and crime commissioner must consider them (Police Regulations 2003 (SI 2003/527), regulations 11A and 11B).

The police and crime panel may consult HMCIC before making a recommendation to the police and crime commissioner on dismissing a chief constable (Police Reform and Social Responsibility Act 2011, Schedule 8, paragraph 15).

Our powers

Amendments made by the Police Reform and Social Responsibility Act 2011 to the Police Act 1996 have strengthened our role as a policing body independent of both the Government and the police. This makes us more fully accountable to the public and to Parliament.

Access to documents and premises

The chief officer of police must give Inspectors information, documents, evidence or other things the Inspector needs to carry out the inspection (paragraph 6A of Schedule 4A to the Police Act 1996). The chief officer must also give Inspectors access to the force's premises, and to documents and other things on those

premises that we need to carry out the inspection (paragraph 6B of Schedule 4A to the Police Act 1996).

Power to delegate functions

An Inspector has the power to delegate any of his or her functions to another public authority (paragraph 1 of Schedule 4A to the Police Act 1996).

Power to act jointly with another public body

We can act jointly with another public body where appropriate, to work efficiently and effectively (paragraph 5(1) of Schedule 4A to the Police Act 1996).

Power to provide assistance to any other public authority

HMCIC may, if he thinks it is appropriate, help any other public authority carry out its role. HMCIC can do this on reasonable terms, including payment terms (paragraph 6 of Schedule 4A to the Police Act 1996).

Who we are

[Biographies for each of the Inspectors of Constabulary are on our website.](#)

Her Majesty's Chief Inspector of Constabulary

Sir Thomas Winsor

In October 2012, Sir Thomas was appointed as Her Majesty's Chief Inspector of Constabulary. He is the first holder of that office to come from a non-policing background.

Her Majesty's Inspectors of Constabulary

Zoë Billingham

Zoë Billingham is Her Majesty's Inspector for the Eastern Region.

Phil Gormley

Phil Gormley QPM is Her Majesty's Inspector for the Northern Region.

Matt Parr

Matt Parr CB is Her Majesty's Inspector for the National and London Regions. He is also Her Majesty's Inspector for Bedfordshire Police.

Dru Sharpling

Dru Sharpling CBE is Her Majesty's Inspector and also sits on the panel of the Independent Inquiry into Child Sexual Abuse.

Wendy Williams

Wendy Williams is Her Majesty's Inspector for the Wales and Western Region.

How we are accountable

The first Inspectors of Constabulary were appointed under the County and Borough Police Act 1856. The Act required them to inspect and report on the efficiency and effectiveness of most of the police forces in England and Wales.

Our main role hasn't changed materially since then, except that our remit now covers the 43 forces in England and Wales, and several other forces and agencies. Our main empowering statute is now the Police Act 1996.

There are six Inspectors of Constabulary. They are neither civil servants nor police officers, and are appointed by the Crown for a fixed term of up to five years. That means we are independent of the police, Government, police and crime commissioners (and their equivalents), other agencies in the criminal justice system and all outside parties.

However, independence doesn't mean a lack of accountability. We are accountable in these ways:

- our statutory duties, enforceable through judicial review or by action for breach of statutory duty;
- our obligation to submit an annual report to the Home Secretary under section 54 of the Police Act 1996; each report must be published and laid before Parliament: section 54(4), Police Act 1996;
- our obligation to lay before Parliament a copy of each inspection programme and inspection framework: Police Act 1996, schedule 4A, paragraph 2(2A)(a);
- written Parliamentary questions;
- our obligation to give written and oral evidence to Committees of Parliament, including the Home Affairs Select Committee, the Public Accounts Committee

and any other select committee which may call on us to give evidence;

- our obligation to carry out other duties the Home Secretary directs us to: section 54(3), Police Act 1996; and
- our obligation to comply with the rules of administrative law and the rules of good public administration, enforceable in the High Court by judicial review.

As a public body, we are also subject to the legal obligations imposed on public authorities, including:

- Official Secrets Acts 1911 and 1989;
- Health and Safety at Work etc. Act 1974;
- Data Protection Act 2018 and the General Data Protection Regulation (2016/679/EU);
- Human Rights Act 1998;
- Freedom of Information Act 2000; and
- Equality Act 2010.

How we work with other organisations

We are mostly funded by the Home Office and are accountable to the Home Office for our spending, even though we are neither a subsidiary nor a part of the Home Office.

We have three concordats with others which set out the relationship or working arrangements between us.

These are:

- a concordat with the Home Office which explains the material parts of the relationship between our two organisations. The concordat sets out our respective roles, and the responsibilities of the main people involved in running, sponsoring and overseeing our affairs. The concordat is published on our website;
- a concordat with the College of Policing. As we have complementary purposes and different powers by which we aim to achieve those purposes, the concordat sets out our respective roles and responsibilities, and how we work with each other;
- a concordat with the College of Policing and the Independent Office for Police Conduct. The concordat sets out our respective roles and responsibilities, and how we work with each other.

We also have a statutory duty to co-operate with the other criminal justice inspectorates, namely those concerned with the Crown Prosecution Service and the probation and prisons services, and the other named inspectorates set out in paragraph 4, Schedule 4A, Police Act 1996. Our obligations relating to joint inspections are set out in paragraphs 2–5 of that Schedule and we cover those inspections in this report.

Our regions

Our four geographic regions are the Northern, Eastern, National and London, and Wales and Western regions.

The National and London regions' responsibilities include:

- Metropolitan Police Service
- City of London Police
- National Crime Agency
- British Transport Police
- Civil Nuclear Constabulary
- Ministry of Defence Police
- Armed Forces Police
- Guernsey Police
- Royal Gibraltar Police
- States of Jersey Police
- Isle of Man Constabulary
- HM Revenue & Customs
- others by invitation.

Our purpose, values and objectives

Our purpose is to promote improvements in policing and fire and rescue services to make everyone safer.

Our values of respect, honesty, independence, integrity and fairness are at the heart of how we work. They act as a touchstone to help us make decisions – both as individuals and as an organisation.

Our objectives are to:

- demonstrate our values in everything we do;
- conduct informed, independent and evidence-based inspections;
- provide value for money;
- work with others to promote improvements in policing and fire and rescue services;
- report our inspection findings/analysis in a clear and compelling way; and
- ensure that our staff have the skills, knowledge and support to do their jobs.

Annex C: Peelian principles

Sir Robert Peel became Home Secretary in 1822. In 1829, he established the first full-time, professional and centrally-organised police force in England and Wales, for the Greater London area.

His police reforms were based on a philosophy that the power of the police comes from the common consent of the public, as opposed to the power of the state. This philosophy is underpinned by nine principles which have shaped our approach when assessing forces.

1. The basic mission for which the police exist is to prevent crime and disorder.
2. The ability of the police to perform their duties is dependent upon public approval of police actions.
3. Police must secure the willing co-operation of the public in voluntary observance of the law to be able to secure and maintain the respect of the public.
4. The degree of co-operation of the public that can be secured diminishes proportionately to the necessity of the use of physical force.
5. Police seek and preserve public favour not by pandering to public opinion but by constantly demonstrating absolute impartial service to the law.
6. Police use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of persuasion, advice and warning is found to be insufficient.

7. Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.
8. Police should always direct their action strictly towards their functions and never appear to usurp the powers of the judiciary.
9. The test of police efficiency is the absence of crime and disorder, not the visible evidence of police action in dealing with it.

Annex D: Our finances and our workforce

Our finances

We are funded mainly by the Home Office. We also receive funding for inspections commissioned by others (such as the National Crime Agency).

We spend just over 80 percent of our funding on our workforce, with the rest spent on travel, subsistence, accommodation and other expenses.

Expenditure breakdown 2018/19 (£)

20.8 million (83% of our funding) on staffing costs including associates

2.4 million (10%) on travel and subsistence

0.7 million (3%) on IT and telephony

0.6 million (2%) on office expenditure and other costs

0.5 million (2%) on surveys and inspection services

0.2 million (1%) on accommodation

Note: numbers may not add up to 100% due to rounding

Our workforce

Our workforce comprises the Inspectors of Constabulary, civil servants, seconded police officers and staff, and secondees from fire and rescue services. We also have a register of associate inspectors.

Staffing breakdown 2018/19

181 permanent staff (67% of our workforce)

44 police secondees (16% of our workforce)

19 fire and rescue secondees (7% of our workforce)

15 fixed-term appointments (6% of our workforce)

5 people from other government departments or on loan (2% of our workforce)

4 fast streamers, agency staff and sandwich students (1% of our workforce)

3 fire staff (1% of our workforce)

1 police staff (0.4% of our workforce)

Note: numbers may not add up to 100% due to rounding

Annex E: Our inspections by force

1 April 2018 to 2 May 2019

The 43 territorial police forces of England and Wales are:

- Avon and Somerset
- Bedfordshire
- Cambridgeshire
- Cheshire
- City of London
- Cleveland
- Cumbria
- Derbyshire
- Devon and Cornwall
- Dorset
- Durham
- Dyfed-Powys
- Essex
- Gloucestershire
- Greater Manchester
- Gwent
- Hampshire
- Hertfordshire
- Humberside
- Kent

- Lancashire
- Leicestershire
- Lincolnshire
- Merseyside
- Metropolitan
- Norfolk
- North Wales
- North Yorkshire
- Northamptonshire
- Northumbria
- Nottinghamshire
- South Wales
- South Yorkshire
- Staffordshire
- Suffolk
- Surrey
- Sussex
- Thames Valley
- Warwickshire
- West Mercia
- West Midlands
- West Yorkshire
- Wiltshire.

PEEL inspections

**PEEL: Police Efficiency and Effectiveness 2018 –
Police Service of Northern Ireland**

Inspected force: Police Service of Northern Ireland

Police Effectiveness, Efficiency and Legitimacy 2018/19

Inspected forces: Avon and Somerset, Bedfordshire, Cambridgeshire, Cheshire, Cleveland, Derbyshire, Devon and Cornwall, Dorset, Gwent, Hampshire, Hertfordshire, Lancashire, Lincolnshire, Merseyside, Metropolitan, North Wales, North Yorkshire, Northamptonshire, Northumbria, South Wales, South Yorkshire, Suffolk, Staffordshire, Surrey, Sussex, Thames Valley, Warwickshire, West Mercia and West Yorkshire

**Shining a Light on Betrayal: Abuse of Position for a
Sexual Purpose**

Inspected forces: All 43 territorial police forces of
England and Wales

Child protection inspections

Joint Targeted Area Inspection of the Multi-Agency Response to Abuse and Neglect in Derby City

Inspected force: Derbyshire

Inspections of Youth Offending Services

Inspected forces: Lancashire, Merseyside, Metropolitan, Nottinghamshire and West Yorkshire

National Child Protection Inspections

Inspected forces: Durham, Gwent, Hertfordshire, Kent, Lincolnshire, Merseyside, North Wales, Northamptonshire and Sussex

Joint Targeted Area Inspections of the Multi-Agency Response to Child Exploitation

Inspected forces: Cheshire and Northumbria

Joint Targeted Area Inspections of the Multi-Agency Response to Children's Mental Health

Inspected forces: Devon and Cornwall, Hampshire, Merseyside, Metropolitan, Sussex and Thames Valley

The Multi-Agency Response to Child Sexual Abuse in the Family Environment: Prevention, Identification, Protection and Support

Inspected forces: Derbyshire, Devon and Cornwall, Metropolitan, North Yorkshire, Thames Valley and West Mercia

National Child Protection Inspections: 2019 Thematic Report

Inspected forces: All 43 territorial police forces of England and Wales

Specialist inspections

Crime Data Integrity Inspections

Inspected forces: City of London, Cumbria, Derbyshire, Essex, Gloucestershire, Lancashire, Lincolnshire, Norfolk, North Yorkshire, Suffolk, Thames Valley, Warwickshire, West Mercia and West Yorkshire

The Poor Relation: the Police and Crown Prosecution Service's Response to Crimes Against Older People

Inspected forces: All 43 territorial police forces of England and Wales

Announced Inspection Visit to TACT Custody Suites in England and Wales

Inspected forces: All 43 territorial police forces of England and Wales

Leading Lights: the Police Service's Arrangements for the Selection and Development of Chief Officers

Inspected forces: All 43 territorial police forces of England and Wales

Unannounced Inspections of Police Custody Suites

Inspected forces: Bedfordshire, Devon and Cornwall, Durham, Northumbria, South Yorkshire, Sussex and British Transport Police

An Inspection of the States of Jersey Police

Inspected force: States of Jersey Police

Keep the Light on – an Inspection of the Police Response to Cyber-Dependent Crime

Inspected forces: All 43 territorial police forces of England and Wales and the National Crime Agency

Both Sides of the Coin: an Inspection of How the Police and NCA Consider Vulnerable People Who Are Both Victims and Offenders in ‘County Lines’ Drug Offending

Inspected forces: All 43 territorial police forces of England and Wales and the National Crime Agency

Evidence-Led Domestic Abuse Prosecutions

Inspected forces: All 43 territorial police forces of England and Wales

A Joint Thematic Inspection of Integrated Offender Management

Inspected forces: All 43 territorial police forces of England and Wales

Greater Manchester Police Integrated Operational Policing System (iOPS)

Inspected force: Greater Manchester

Counter-Terrorism Policing: an Inspection of the Police's Contribution to the Government's Prevent Programme

Inspected forces: All 43 territorial police forces of England and Wales, British Transport Police, Civil Nuclear Constabulary and the Ministry of Defence Police

An Inspection of the Metropolitan Police Service's Response to a Review of its Investigations into Allegations of Non-Recent Sexual Abuse by Prominent People (the Henriques Report)

Inspected force: Metropolitan