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**Police, Crime and Victims' Commissioner:**  
**Chief Executive:**

**Ron Hogg**  
**Stephen White**

**18<sup>th</sup> June 2019**

Dear Home Secretary,

### **HMICFRS Integrated PEEL Assessment**

This letter constitutes my reply to HMICFRS which I will be publishing on my website in order to fulfil my responsibilities with regard to Section 55 of the Police Act 1996.

It is, of course, very pleasing that Durham Constabulary has once again received 'outstanding' ratings for effectiveness and efficiency in this PEEL assessment, and I have congratulated everyone in the force for achieving this. We take the comments of the inspectors very seriously, and will pay particular attention to the areas for improvement in the legitimacy section. A 'good' rating for legitimacy, without specific recommendations, is the source of some satisfaction, but also indicates there is work to do.

In turn, I address the Areas for Improvement in this report:

#### **Area for Improvement 1**

*The constabulary has achieved the 2016 HMIC recommendation when it comes to up-to-date vetting of the workforce. At the time of inspection, only 11 outstanding vetting issues were being progressed in a workforce of approximately 2,400. But it also found that the constabulary does not monitor its vetting decisions to identify any disproportionality in decision making, concerning black and minority ethnic (BME) groups, for example.*

Update: This is now in place and the data will be published on the internally within the next month. BME data is discussed as a standing agenda item at the Force Ethics and Legitimacy board.

#### Area for Improvement 2

*The constabulary should ensure it has a counter corruption Strategic Threat Assessment and Control Strategy which meets the constabulary's needs to help them understand and manage the risk corruption poses to the organisation.*

Update: The Counter Corruption Strategic Threat Assessment & Control Strategy now in place.

#### Area for Improvement 3

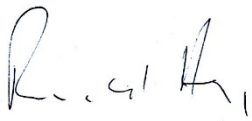
*The constabulary should ensure it has sufficient capability and capacity in their counter corruption unit to be effective in their proactive approach to counter corruption.*

Update: The team can now evidence the use of covert proactive tactics in counter corruption cases within existing resources and supported by Major Crime Team assets when required for specific lines of enquiry.

A visit to Kent Police is also being planned - as the only 'Outstanding' force under the Legitimacy pillar - to scope opportunities for best practice.

I am also copying this letter to Sir Thomas Winsor, Her Majesty's Chief Inspector of Constabulary and Fire and Rescue Services.

Yours sincerely,



**Ron Hogg**  
**Police, Crime and Victims' Commissioner for Durham**