


Cumbria's Office of the Police, Fire & Crime Commissioner

HMICFRS Responses

Cumbria Police Fire and Crime Commissioner (PFCC) response to inspections of Cumbria Constabulary published by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS)

Section 33 of the Police Act 1996 (as amended by section 37 of the Policing and Crime Act 2017) requires local policing bodies to respond to recommendations in inspectors reports within 56 days.

	
Inspection Title:	An inspection into activism and impartiality in policing
Date Published:	10/09/2024
Type of Inspection:	National Thematic
Key Findings	
<p>In September 2023, the then Home Secretary commissioned HMICFRS to inspect the extent to which police involvement in politically contested matters may be having an impact on operational policing, by influencing policing policy, priorities and practice.</p> <p>HMICFRS explored how the police deal with politicised and contested matters. HMICFRS examined whether the police allow politics or activism to unduly influence them.</p> <p>This HMICFRS inspection took place between October 2023 and December 2023. HMICFRS carried out fieldwork in 12 police forces in England and Wales.</p> <p>This report sets out their findings.</p> <p>https://hmicfrs.justiceinspectrates.gov.uk/publications/activism-and-impartiality-in-policing/</p>	

Recommendations:Rec 09: Update policies to reflect engagement and communication APP

Within six months of the College of Policing updating its engagement and communication authorised professional practice, forces should update their policies to reflect the College of Policing advice on communicating about politicised and contentious issues.

Rec 10: Direction on wearing or displaying visible representations

By 31 March 2025, chief constables should give clear direction to their workforce about wearing and displaying visible representations. They should make sure that they clearly communicate such policies to the workforce and that they enforce the policy. Chief constables should regularly review these policies to respond to new causes that arise. The National Police Chiefs' Council should support chief constables in achieving a consistent approach.

Rec 12: Improve Equality Impact Assessment training and governance

By 31 July 2025, chief constables should make sure that those personnel responsible for completing equality impact assessments are appropriately trained to do so. Chief constables should also make sure there are effective governance measures in place to improve the quality of these assessments and make sure they are completed when required.

Rec 13: Ensure effective governance of policies

By 31 March 2025, all chief constables should audit their policies that include or relate to the Equality Act 2010. They should make sure there is an effective process for regularly reviewing and updating policies and have appropriate governance arrangements in place.

Rec 16: Update and implement policies for non-crime Hate Incidents

By 31 March 2025, forces should update and implement their policies and guidance for non-crime hate incidents to provide clear direction to officers and staff for the assessment and recording of, and response to, these incidents.

Rec 17: Ensure recording processes for hate-related incidents are effective

By 31 March 2025, forces should make sure their recording processes for hate related incidents allow them to analyse data relating to hate crimes and non-crime hate incidents.

Rec 18: Effective and efficient process for assessing and reviewing hate incidents

By 31 March 2025, chief constables should make sure their force has an effective and efficient process for assessing and reviewing hate incidents.

Rec 20: Define policies for recording personal data in non-crime hate incidents

By 31 March 2025, forces should make sure they clearly define in policies the requirements for recording personal data for non-crime hate incidents. If the force approach differs from 'Non-

Crime Hate Incidents: Code of Practice on the Recording and Retention of Personal Data', the force should record the rationale for this.

Rec 22: Assessment process for allocating support to networks

By 31 March 2025, all forces should make sure they have a robust assessment process for allocating funding and giving support to their networks. They should prioritise funding and support based on local need.

PFCC & Constabulary Response to Report and Recommendation:

As Police, Fire & Crime Commissioner (PFCC) for Cumbria, I welcome the publication from His Majesty's Inspectorate of Constabulary and Fire and Rescue Services, "an inspection into activism and impartiality in policing."

I note from the report that there are 22 recommendations, 9 of which are for Chief Constables. Although Cumbria Constabulary were not one of the areas inspected as part of this inspection, I nevertheless take this report seriously and will ensure that these recommendations are completed within the reported timeframes.

I have assurance that Cumbria Constabulary have received the recommendations, and that work is already ongoing to address them. I am also assured that once the College of Policing updates their engagement and communication authorised professional practice, the Constabulary will consider any respective changes for inclusion within their policies.

I will continue to monitor the Constabulary's progress and completion of each of the recommendations within this report at my Executive Board Police, where I hold the Chief Constable and his Chief Officer Team to account. My weekly meetings with the Chief Constable will also serve as an opportunity to monitor performance against the recommendations made.

I will also consider how I can potentially utilise the expertise and skills of the Community Scrutiny Panel. This joint Panel between the Constabulary, Cumbria Fire & Rescue Service and my Office provides a forum which challenges, encourages and supports us to monitor and deal with integrity and ethical issues within each organisation. There may be an opportunity to monitor progress against some of the recommendations relating to Equality Impact Assessments and Hate Crime.