

The Police and Crime Commissioner for Lincolnshire

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Marc Jones

The Police and Crime Commissioner for Lincolnshire

Date: 21st December 2016

Our Ref: MJ/AW/kc/HMIC-2016-041

HMI Michael Cunningham
HM Inspector of Constabulary
HMIC
Waterside House
471 Kirkstall Road
LEEDS LS4 2QB

By email to: michael.cunningham1@hmic.gsi.gov.uk

Dear Michael

Force Reports for the Legitimacy & Leadership Strands of PEEL (Published 8 December 2016)

I should like to present my comments in response to the above Report within the meaning of s55(5) of the Police Act 1996. This letter will be copied to the Home Secretary and published on my website.

I am pleased by the overall grading achieved by the Force of "Good". This demonstrates maintenance of the standard achieved in last year's PEEL Report and reflects the continuing efforts made by the Force across the important area of legitimacy, which is the cornerstone of policing by consent. I welcome the findings relating to the way in which the Force treats people with fairness and respect with clarity on expected standards of behaviour in an ethical culture, and where staff feel able to challenge inappropriate behaviour. The inspection team also identified the clear focus being placed on a preventative approach to the wellbeing of the workforce – all of which are areas of work I value.

The Report confirms that the Force is continuing to work to improve trust and confidence in the police in communities where English is not the first language and particularly where communities may be fearful because of the police's behaviour in their country of origin. I am also pleased to note HMIC's recognition of the investment that has been made in services for victims and witnesses.

I am encouraged by the findings regarding the way in which the Force engages with its workforce to create clearly defined standards that are expected of leaders at all levels across the organisation. I am further encouraged by the Report's assertion that the Force is effective in the way it challenges itself to seek new ideas from across the police service and further afield – including the building of strong links to local academic institutions.

Overall I welcome both Reports and note that they make no recommendations as they do not raise any areas for concern however, they do identify some areas for improvement. I recognise more work needs to be done in these areas and I will therefore be using the Reports and their findings to support my efforts in discharging my duty to hold the Chief Constable to account, particularly in the areas identified.

Yours sincerely

A handwritten signature in black ink, consisting of a large, sweeping oval shape with a smaller, more complex scribble inside it.

Marc Jones
Police and Crime Commissioner for Lincolnshire

cc: Home Secretary - The Rt Hon Amber Rudd MP
Chief Constable Neil Rhodes, Lincolnshire Police