



Lincolnshire
POLICE & CRIME COMMISSIONER

SAFER TOGETHER

Deepdale Lane, Nettleham, Lincoln LN2 2LT
Telephone (01522) 947192 Fax (01522) 558739
E-Mail: lincolnshire-pcc@lincs.pnn.police.uk Website: www.lincolnshire-pcc.gov.uk

Date: 5th July 2018
Our Ref: MJ/mb/HMIC-2018-028

Bill Skelly
Chief Constable
Lincolnshire Police
Police Headquarters
Deepdale Lane
NETTLEHAM
Lincolnshire LN2 2LT

HMICFRS Crime Data Integrity Inspection

After reading the draft copy of Her Majesty's Inspectorate of Constabulary Fire Rescue Service (HMICFRS) Crime Data Integrity Inspection, I find myself shocked and disappointed at the contents. In many ways the criticism is more comprehensive and widespread around officer awareness, training and supervision than previous briefings had led me to believe.

The language used by HMI is highly critical and could, I believe, seriously undermine public confidence in policing in Lincolnshire (not just in crime recording).

That said, I am also concerned that a report of this kind could result in a perverse change from a victim focus to a slavish compliance-first culture and I would seek your views and assurance as to how that challenge will be approached.

To move forward, there are a number of actions I see as vital to restoring the confidence in Lincolnshire Police's crime recording capability and the wider implications to the reputation of the Force:-

- 1) I request that I receive, with expediency, your views on the content of the report and explanations for the failings identified.
- 2) That I receive your action plan to address the failings identified and details of progress made so far against that plan, along with timescales for the completion of the outstanding elements.
- 3) I am concerned at the way the findings come as a surprise to the Chief Officer Group (COG). The inadequacy of audit activity and systems is especially troubling. My office raised specific concerns with you earlier in the year on the basis of briefings received from

Not Protectively Marked

the Force. In addition the 'HMI Tracker' which my office asked to be developed following previous failures to address HMI recommendations appears, despite reassurances to the contrary, to have been incomplete as it did not contain the 2014 thematic on crime recording. The absence of a comprehensive and accurate flow of information that facilitates and supports my role in holding you to account is now a critical issue. The regular briefings (including that on crime recording) have ceased pending Force action to refresh the process. Please take action to address this as a matter of urgency. Given this report and the 'narrowing' of available information in a range of areas it seems clear that my level of assurance is now much reduced.

- 4) Can you set out for me your media strategy for dealing with this report in terms of messaging and timing? I need to assess your views on this before setting out my public position.
- 5) It is my intention to set up a panel to deliver transparent oversight of the implementation of the changes required and to independently assess the progress made. I hope that you will fully embrace the opportunity that this panel presents to the Force to add assurance both to me as the Police and Crime Commissioner, but also to the wider public.

I remain fully supportive of you as Chief Constable and of the Deputy Chief Constable as operational lead in this area and understand your personal dismay and frustration at the findings in this report.

Challenges to us in our professional and personal lives come in many forms and how we respond is the true test of us as leaders.

For my part, the key issue is restoring and sustaining the public confidence in Lincolnshire Police and I remain confident that under your leadership this will be achieved.

Yours sincerely

A handwritten signature in black ink, consisting of a series of loops and curves, enclosed within a horizontal oval shape.

Marc Jones

Police and Crime Commissioner for Lincolnshire