

HMIC `Integrity Matters` Recommendations

1. The Home Office, when considering the responses to its consultation “Improving Police Integrity”, should work with the College of Policing and the relevant national policing leads to establish whether the regulatory and legislative framework allows forces to understand clearly the distinction between those activities that should be treated as misconduct and those that should be treated as police corruption.
2. Within three months of the Home Office announcing its proposals in response to its consultation “Improving Police Integrity”, the relevant national policing leads should issue clear guidance to police forces and the National Crime Agency on:
 - the regulations that should be used by professional standards departments to deal with any issue of police misconduct; and
 - the legislation that should be used by anti-corruption units to deal with any cases of corruption.
3. With immediate effect, all forces should ensure that the initial assessment of all public complaints is conducted by a chief inspector or police staff equivalent in accordance with:
 - Police (Complaints and Misconduct) Regulations 2012, Regulations 30 and 33 – in respect of public complaints, and
 - Police (Conduct) Regulations 2012, Regulation 3(5) – in respect of internal misconduct reports.
4. By 31 August 2015, chief constables should review the number of officers and staff with protected characteristics who have formal allegations made against them, to ensure that force processes are operating without bias or discrimination.
5. By 31 August 2015, the Home Office should ensure that all forces record reported misconduct in a consistent manner.
6. By 31 August 2015, all forces should have systems in place to publish the outcomes of all misconduct cases including those involving criminal and corrupt behaviour.
7. By 31 August 2015, all forces should have in place a confidential means of reporting wrongdoing, in which officers and staff have confidence.
8. By 31 August 2015, the College of Policing and the relevant national policing lead should issue guidance to all forces about the support that forces should provide to those officers and staff who report wrongdoing.
9. By 31 August 2015, all forces should ensure that their policies on the acceptance of gifts and hospitality comply with the national guidelines. By the same date, all officers and staff should be reminded of the policies.
10. By 31 August 2015, all forces should comply with national vetting policies.

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11. By 31 August 2015, in order to identify potential corruption, all forces should have systems in place to assess annually:

- whether information on approved business interests remains up to date, and is appropriate;
- where business interests have not been approved, that this decision has been complied with;
- whether information in respect of notifiable associations remains up to date and is appropriate; and
- registers concerning procurement of services.

12. By 31 August 2015, all forces should ensure they have the necessary capability and capacity to develop and assess corruption-related intelligence in accordance with the authorised professional practice.

13. By 31 August 2015, all chief constables should satisfy themselves that they have processes in place to ensure that investigations into misconduct by officers and staff resulting in “no further action” are fair and free of any form of discrimination.

14. By 31 August 2015, all forces should ensure that there is sufficient analytical capability to analyse threats, risks, harms and trends in respect of misconduct, criminality and corruption in support of professional standards departments and anti-corruption units.