



**BY EMAIL ONLY**

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Dear Suella

I write in response to the publication of the HMICFRS Thematic Inspection Report on Vetting, Misconduct and Misogyny in the Police Service in respect of Lancashire.

Following the tragic murder of Sarah Everard, and others, within the Metropolitan Police area this Inspection was commissioned to inspect the police's vetting and counter-corruption arrangements, to include misconduct and assessing forces' abilities to detect and deal with misogynistic and predatory behaviour by police officers and staff. Issues relating to the safety of women were also, rightly, highlighted.

These events have undoubtedly adversely impacted public trust and confidence in the police service which must now be restored and re-built for effective policing relationships going forward. Both the Chief Constable and I are committed to doing this and to making Lancashire a safe place.

As Police and Crime Commissioner for Lancashire I can confirm that we already have work ongoing in force relating to Violence against Women and Girls (VAWG), informed by the national framework and with a dedicated lead and regular reporting mechanisms. I recently hosted a VAWG partnership leaders' summit, which launched my office's commitment to leading on a pan-Lancashire strategy to tackling Violence Against Women and Girls. This will incorporate the creation of an Independent Scrutiny and Advisory Group which will assist me in scrutinising the Constabulary's performance around VAWG, as well as providing valuable public opinion on wider partnership activity, commissioning arrangements and policies.

Through Lancashire Victim Services, I am committed to delivering the best possible support service to those who do fall victim to these crimes, and I am also committed to working with partners to tackle the drivers of VAWG crimes and ensure perpetrators are held to account for their actions.

The Inspection Report details findings relating to performance in the 8 forces that were subject of this inspection in respect of vetting, misconduct and counter corruption arrangements. Having reflected, we also acknowledge there is some work to do to

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improve in some areas, and the force are currently proactively working through all the recommendations and are committed to delivering on them and ensuring compliance with them all by the deadlines set. The Head of Professional Standards Department is heavily involved in this work and provides regular updates to the Chief Constable through the HMIC Governance Board meetings.

I will monitor progress and maintain oversight and scrutiny through my regular meetings with the Chief Constable and through our quarterly Accountability Board meetings where I hold the Chief Constable and the Chief Officer Team to account for Force performance.

My office is also represented at the HMIC Governance Board meetings and progress against the recommendations will be reported to our Joint Audit and Ethics Committee.

I conclude by re-iterating my commitment to supporting the Chief Constable to drive the necessary improvements in this complex and challenging business area.

Yours sincerely

*Andrew Snowden*

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