



Angelique Foster
Derbyshire
Police and Crime
Commissioner

Protecting Communities,
Fighting Crime



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Roy Wilsher OBE QFSM
HMI, Eastern Region
HMICFRS
First Floor
70 Petty France
LONDON
SW1H 9EX

Dear Roy,

Vetting, Misconduct and Misogyny

I am writing to you to formally respond to the inspection of vetting, misconduct, and misogyny in the police service published in November 2022.

In its summary, the report nationally explores the police's vetting and counter-corruption arrangements. This was to include assessing forces' abilities to detect and deal with misogynistic and predatory behaviour by police officers and staff.

In the report 5 areas for improvement and 43 recommendations were identified. I can confirm that in Derbyshire, a programme of work regarding addressing standards and setting the expected behaviours for police officers and staff, was commenced in October 2022. This programme focussed on several touch points, including recruiting standards, initial learning, leadership training, bespoke briefing programme regarding the Standards of Professional Behaviour (SPB) and a communications campaign, amongst other initiatives. The programme was put in place after Derbyshire Constabulary recognised that the national reporting on police conduct had the potential to undermine public confidence in policing and there was a need for the organisation to have its standards re-enforced.

I have formally raised the report and the recommendations with the Chief Constable, and I am assured that Derbyshire Constabulary actively engaged in responding to the report within the timescale required. This outcome has provided a significant level of national scrutiny and internal reassurance, confirming that the Constabulary's vetting department are robustly adhering and are fully compliant with the principles contained in the Authorised Professional Practice (APP).

Please be assured that I will continue to monitor progress in this area of police work as part of my regular scheduled governance of the operations of the Constabulary.

I would like to extend my thanks to all those involved in this inspection and look forward to further updates on this important piece of work in due course.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Angelique Foster', with a horizontal line underneath.

Angelique Foster
Derbyshire Police and Crime Commissioner