

Briefing for the Home Secretary's bilateral with HMIC's Sir Denis O'Connor

13 October 2011

Sir Denis's office has requested the following agenda for this meeting:

[Redacted]

2. Police Integrity Review – interim report was submitted to you on 5 October;

[Redacted]

[Redacted]

[Redacted]

2. POLICE INTEGRITY REVIEW

Lines to take

- Thank you for your interim update. This is a critical issue, and I am grateful for all your efforts to ensure that HMIC remains on track to deliver the final report by the end of this month, particularly given the events over the summer and the follow-up work. I envisage that your final report will be a key resource for setting the agenda on how we address police integrity issues going forward.
- I welcome your approach to now move on to benchmark against other organisations (for example SOCA) and to dig deeper into the values and standards that foster the right ethics and culture. I am keen to see an assessment of the culture and practices in police services that inhibit or promote behaviours that could erode the integrity of officers. A comparative analysis of integrity issues between officers and staff might also be revealing in this regards.
- I am particularly interested to note that leadership plays a key role in ensuring integrity. I would, therefore, like to see a deeper analysis of where strong and clear leadership in the service works and where it doesn't, with clear recommendations around how to strengthen leadership of forces to improve police officers' integrity
- Professional Standards Departments and Policing and Crime Commissioners clearly have an important role to play in ensuring greater integrity in police forces. I would be keen to see recommendations on how each could take on a more proactive role, whilst ensuring that there isn't a disproportionate or unnecessary increase in bureaucracy. This could be in relation to:
 - setting, promoting and scrutinising standards to improve forces' integrity;
 - identifying inappropriate behaviour (eg. in relations with the press);
 - ensuring greater consistency and more transparent procurement, particularly for purchases involving low value high volumes or force collaborations; and
 - addressing identified vulnerabilities in relation to unacceptable additional employment.
- I would also like to see clear recommendations in particular around:
 - what more can be done to ensure consistency and transparency of relations, between all police officers and staff and the media;
 - what role more consistent training and awareness raising can play to prevent inadvertent (e.g. blagging), deliberate (e.g. in exchange for reward) or ill-judged (e.g. over social media) information disclosure, for all ranks of officers and staff;
 - what more can be done to ensure consistency, transparency and compliance in relation to gifts and hospitality.

Background

- In your statement to Parliament on 18th July on the MPS, you announced that you were asking HMIC to consider instances of undue influence, inappropriate contractual arrangements and other abuses of power in police relationships with the media and other parties and to make recommendations about what needs to be done. This work was formally commissioned on 20 July. Dennis O'Connor subsequently wrote to you, indicating that HMIC would provide an interim report in September, and a final report by the end of October. Dennis O'Connor's letter of 5 October provides an interim update on this work is intended as the interim report.
- This update is in line with the terms of reference for this work that we have seen as it covers:
 - governance;
 - procurement;
 - media relations and information disclosure (including through social networking)
 - gifts and hospitality
 - additional employment
 - anti-corruption capability

