

<p>1 2 (2.00 pm) 3 LORD JUSTICE LEVESON: Yes, Mr Jay. 4 MR JAY: I think we left it at paragraph 3.1.6, which is 5 unregulated conduct or other unregulated conduct. What 6 specifically are you referring to here, Mrs Filkin? 7 <b>A. I wanted to make sure that I had recorded that numbers 8 of people within the Met and indeed some journalists 9 told me about perfectly healthy contact that they didn't 10 at this moment believe to be regulated, where they had 11 trusted relationships and that those were handled 12 professionally and sensibly, but they were relationships 13 which other people didn't know anything about or 14 didn't -- not many other people knew about them.</b> 15 Q. Would this cover, then, off-the-record briefings or just 16 informal exchanges which might never find their way into 17 a newspaper piece? 18 <b>A. Off-the-record briefings -- if you like, formal 19 off-the-record briefings which have been agreed by both 20 sides will be off the record, with it being agreed that 21 the journalists won't print anything at the moment 22 because it might do harm or jeopardise some 23 investigation.</b> 24 <b>No, I don't think they would be referring to those.</b> 25 <b>They would be referring to informal contact or people</b></p> <p style="text-align: center;">Page 1</p>	<p>1 evidence to the Inquiry, would say, "Well, if you do 2 that, it will all dry up and our ability to hold the 3 police to account, which is one of the things we're 4 supposed to do, will be lost because we won't get 5 whistle-blowers." I mean, there's a different side -- 6 <b>A. It is the dilemma, and what I am not saying is that if 7 you have a proper process and you are required to keep 8 a brief note of contact, that that will stop all 9 unregulated contact. I don't think it will. But 10 I think it will go some way to regularising those 11 arrangements in a more professional fashion, and if the 12 Met does, at the same time, improve its internal 13 procedures for people to bring matters which need 14 scrutiny to the attention of people internally, and 15 indeed if the Met increases the amount of information 16 that they provide to the media, I hope it goes some way 17 to deal with that.</b> 18 <b>But I also say that I don't -- I'm not in any way 19 saying that there won't occasionally be proper 20 whistle-blowers who are acting in the public interest, 21 who do feel, rightly or wrongly, that they haven't been 22 heard and are giving proper information out, and I say 23 in relation to those that when the Met becomes aware of 24 them, they should deal with that proportionately too.</b> 25 LORD JUSTICE LEVESON: Yes, that's another problem,</p> <p style="text-align: center;">Page 3</p>
<p>1 <b>that they knew when there was something that they wanted 2 to have reported correctly that they would ring up and 3 give information to, which they weren't -- neither side 4 was describing as unhealthy, not as information which 5 was going to harm anybody, and so I was trying to record 6 that there was lots of perfectly ordinary relationships 7 which were about both sides doing their jobs.</b> 8 LORD JUSTICE LEVESON: But it's rather in the eye of the 9 beholder, isn't it? What one reporter and policeman 10 will say is healthy and worthwhile, albeit informal, 11 somebody else may say, "Well, actually, that looks 12 rather dangerously like the provision of information to 13 the journalist which we don't think is healthy." 14 <b>A. I quite agree, and that is why I say that one of my 15 recommendations is that all contacts should be recorded, 16 that there should be -- people might be given a general 17 authority to be responsible for talking to the press 18 about areas that they're responsible for, but that they 19 should record that they've had that contact, and I think 20 that's very important because I think corporately the 21 organisation has to be able to do some review of that. 22 I also think it protects people, that they have properly 23 recorded it.</b> 24 LORD JUSTICE LEVESON: But Nick Davies, the journalist whom 25 you were speaking to and who, of course, has given</p> <p style="text-align: center;">Page 2</p>	<p>1 according, again, to evidence that I've heard. Yes? 2 MR JAY: Relationships themselves, section 3.2. The first 3 issue is inequality of access. I think you are 4 referring here to certain journalists, wherever they are 5 from, getting too close to certain senior police 6 officers; is that correct? 7 <b>A. Yes, and as we heard this morning, that some journalists 8 felt very much cut out of the club, as it were. Some 9 crime journalists feel that they haven't been allowed 10 into the Crime Reporters Association, and other 11 journalists feel that because they're seen as 12 difficult -- I would say in many instances good at 13 scrutinising -- that they were in the past given short 14 shrift.</b> 15 Q. The quid pro quo here is that the journalist brought 16 into the club would be less likely to write a critical 17 piece of the particular police officer or perhaps the 18 force as a whole; is that right? 19 <b>A. That would be the implication. How often that occurred, 20 I don't know.</b> 21 Q. Excessive hospitality, section 3.2.2. You say: 22 "A culture had developed at some senior levels in 23 the organisation which made it normal, and in some cases 24 expected, that contact with the media would be close. 25 In addition, hospitality, which is now widely considered</p> <p style="text-align: center;">Page 4</p>

<p>1 inappropriate, was accepted."  2 That probably speaks for itself, but in terms of the  3 hospitality you're referring to being inappropriate,  4 you're referring both to it in terms of quantity and  5 quality, presumably?  6 <b>A. Yes, and -- quantity, quality and being skewed towards  7 certain publications.</b>  8 Q. Are you able to identify those certain publications?  9 <b>A. Well, they're only identifiable through the published  10 registers and I think you identified it very clearly in  11 the list you were giving today. There was certainly  12 a lot of hospitality given by News International  13 newspapers.</b>  14 Q. And then the next subsection, "Different rules for  15 some". This is an important point:  16 "... one rule for senior contact with the media and  17 another for the rest of the organisation."  18 The importance of this point, presumably, is if the  19 culture of the organisation is set by those at the top,  20 it's particularly invidious, if not unfortunate, if  21 those at the top are not setting the right standards.  22 It's self-explanatory.  23 <b>A. And as I say, I think that that sullied other  24 relationships of the top through the organisation, or  25 some parts of the top. I think it's very important that</b></p> <p style="text-align: center;">Page 5</p>	<p>1 <b>people who had their pets or who were frightened of  2 certain journalists, and so all of those things were  3 said to me.</b>  4 LORD JUSTICE LEVESON: Does this mean that really what the  5 DPA are doing is acting as a sort of extended newsroom,  6 this time giving out information rather than receiving  7 it, but its members acting in the same way as if they  8 were reporters, rather than as if they were providing  9 a neutral, impartial service?  10 <b>A. Certainly -- and I do underline that, of course, my  11 interviews and my report is very much looking back on  12 how things were.</b>  13 LORD JUSTICE LEVESON: Yes, I understand that.  14 <b>A. I don't wish to -- and I know efforts have been made  15 recently to improve things considerably in the DPA.  16 But certainly what had happened, it appeared, in the  17 past was, as you suggest, that instead of seeing  18 themselves as a public information, public affairs  19 operation, which collected and provided information, and  20 provided access for journalists to people who were  21 responsible for pieces of work, were in some instances,  22 because they had been led to believe that is how they  23 should proceed, were involved in that sort of trading.</b>  24 MR JAY: Friends and family. I think that section is  25 probably self-explanatory. May I move on to</p> <p style="text-align: center;">Page 7</p>
<p>1 <b>I underline "some parts".</b>  2 Q. The next page, six lines down. You say many have told  3 you they would not give confidential information to the  4 DPA because leaks regularly occurred and such leaks have  5 harmed work. Can you give us some sense of the quantity  6 of evidence here? "Many" have told you?  7 <b>A. Yes, it was a very constant refrain from a lot of people  8 at very different levels within the organisation that  9 they were concerned about some of the relationships --  10 and I underline "some" of the relationships -- within  11 the DPA and the media, and that the DPA favoured some  12 journalists and indeed would trade and would indeed, on  13 occasions, because of that, cause harm.</b>  14 <b>I gave an example where harm was obviously caused,  15 but that was, of course, not the only example that I was  16 given.</b>  17 Q. The trade that you are referring to here is the trade of  18 information from the DPA out to the journalists, and  19 whatever comes back in consideration for all that?  20 <b>A. Well, often this -- the trading that I was referring to  21 earlier, which is: "I'll give you this story if you'll  22 keep this story out." That seemed to be the main  23 consideration, but there were quite a number of people  24 who said to me that they thought that it didn't  25 necessarily have to be like that, that it was about</b></p> <p style="text-align: center;">Page 6</p>	<p>1 organisational context. You have obviously considered  2 the policies and standard operation or operating  3 procedures which we have in the bundles prepared for the  4 purposes of the Inquiry. It's your view that:  5 "None of these documents provides clear and  6 straightforward guidance on what is acceptable in  7 dealing with the media."  8 <b>A. None of them did when I began my work. Some of these  9 have been improved since then.</b>  10 Q. Your plea is in terms of providing over-arching  11 principles which help police officers and staff apply  12 sound professional judgment. What would those  13 principles be?  14 <b>A. Well, they're the sorts of principles that I have tried  15 to set out as being core, that people should be very  16 careful in their dealings with the media, that they  17 should think about what they are going to say before  18 they say it, that they should record briefly what it is  19 they have said, that they shouldn't respond to pressure.  20 There's a whole sort of list of things which I would say  21 people who are dealing with the media need to be aware  22 of so that they can operate sound judgment in terms of  23 what they do provide and what they don't provide, and of  24 course they need to be absolutely clear that they don't  25 provide anything that's confidential.</b></p> <p style="text-align: center;">Page 8</p>

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<p>1 Q. Thank you.</p> <p>2 LORD JUSTICE LEVESON: Presumably there should be a good</p> <p>3 reason for them providing what they do provide?</p> <p>4 <b>A. Absolutely.</b></p> <p>5 LORD JUSTICE LEVESON: Not just because this will be a good</p> <p>6 story.</p> <p>7 <b>A. Absolutely. But there's lots of information that the</b></p> <p>8 <b>Metropolitan Police collects which would be of great</b></p> <p>9 <b>interest to the public which isn't confidential and</b></p> <p>10 <b>which is statistical, which is information about their</b></p> <p>11 <b>neighbourhoods and so forth, which I think the</b></p> <p>12 <b>Metropolitan Police ought to do more to disseminate.</b></p> <p>13 LORD JUSTICE LEVESON: Yes, I readily accept that. I'm much</p> <p>14 more concerned, though, not about, if you like, the</p> <p>15 general flow of detail, but how one really stops the</p> <p>16 telephone calls saying, "Celebrity X has just been</p> <p>17 burgled and will be coming into the police station to</p> <p>18 make a statement if you're here at 5 o'clock."</p> <p>19 <b>A. I agree with you, it's difficult, and that -- as I've</b></p> <p>20 <b>said earlier, it seems to me that it is about creating</b></p> <p>21 <b>a culture within the organisation and within small parts</b></p> <p>22 <b>of the organisation that this is not what we do here.</b></p> <p>23 MR JAY: Thank you. Section 3.3.2, relationship between</p> <p>24 corporate and local communications management, is</p> <p>25 probably one we can take as read. It speaks for itself.</p> <p style="text-align: center;">Page 9</p>	<p>1 a quasi-judicial approach, with criminal avenues pursued</p> <p>2 where ordinary discipline and appeal arrangements may be</p> <p>3 more effective. Is it not the case that the difficulty</p> <p>4 in proving leaks, and particularly investigating them,</p> <p>5 applies whether you're looking at criminal contexts,</p> <p>6 where admittedly there's a higher standard of proof, and</p> <p>7 in the disciplinary context as well?</p> <p>8 <b>A. Yes, and I don't belittle the difficulty of doing those</b></p> <p>9 <b>leak investigations, but I think there are some things</b></p> <p>10 <b>that the Met could do more speedily on though things.</b></p> <p>11 <b>If, for example, you know that the information was only</b></p> <p>12 <b>held by three people, you haul the three people in and</b></p> <p>13 <b>you say you're going to take action against all three</b></p> <p>14 <b>until the person tells you who it is.</b></p> <p>15 LORD JUSTICE LEVESON: That's a bit tricky, isn't it? That</p> <p>16 rather reminds me of school. Somebody threw the rubber,</p> <p>17 and unless the person owns up --</p> <p>18 <b>A. No, but I think that there are -- of course you're</b></p> <p>19 <b>right, and of course, any of these methods to deal more</b></p> <p>20 <b>quickly with leaking has those problems and may not lead</b></p> <p>21 <b>to anything sensible, but I think that it's possible</b></p> <p>22 <b>that ordinary discipline arrangements that would operate</b></p> <p>23 <b>in any other business could be more effectively used by</b></p> <p>24 <b>the Met than very lengthy procedures which move towards</b></p> <p>25 <b>criminal outcomes.</b></p> <p style="text-align: center;">Page 11</p>
<p>1 Internal perceptions. This is page 25 of 56, 3.3.3.</p> <p>2 This is dealing with the question of leaks. You make</p> <p>3 the point that everybody has an opinion as to where</p> <p>4 leaks are most likely to occur but there's no consensus.</p> <p>5 <b>A. It's always somewhere else.</b></p> <p>6 <b>LORD JUSTICE LEVESON: Mm.</b></p> <p>7 MR JAY: Did you get a sense at all of scale of this</p> <p>8 problem, its quantity?</p> <p>9 <b>A. Well, it was a big enough scale for a lot of people</b></p> <p>10 <b>with -- inside the Met to be worried about it, but in</b></p> <p>11 <b>terms of numbers, no, I couldn't say anything solid</b></p> <p>12 <b>about that, I don't think, other than almost everybody</b></p> <p>13 <b>I spoke to felt it did the Metropolitan Police Service</b></p> <p>14 <b>harm, that it was thought, sometimes wrongly, to leak.</b></p> <p>15 <b>I make the point that in some instances -- and I saw</b></p> <p>16 <b>instances of other people in other organisations leaking</b></p> <p>17 <b>information about the Metropolitan Police Service. So</b></p> <p>18 <b>that obviously happened too, but certainly people within</b></p> <p>19 <b>the Metropolitan Police Service felt that it did them</b></p> <p>20 <b>harm that that was a reputation or a perception, however</b></p> <p>21 <b>accurate it turned out to be.</b></p> <p>22 Q. You point out, in the middle of page 26, a certain</p> <p>23 amount of leaking is inevitable. Investigations of</p> <p>24 leaks tend to be futile and resource intensive. Then</p> <p>25 you say that in your view there's an overreliance on</p> <p style="text-align: center;">Page 10</p>	<p>1 LORD JUSTICE LEVESON: I understand that, and I'm sure</p> <p>2 that's right, but the problem isn't just confined to the</p> <p>3 Metropolitan Police.</p> <p>4 <b>A. No, of course not.</b></p> <p>5 LORD JUSTICE LEVESON: It's throughout government.</p> <p>6 <b>A. Yes.</b></p> <p>7 LORD JUSTICE LEVESON: And once you have the culture that</p> <p>8 it's all right to do it, then it happens, and trying to</p> <p>9 get to the bottom of it, if only to acquit the innocent</p> <p>10 as well as convict the guilty, is extremely difficulty.</p> <p>11 But the real difficulty is how you address the</p> <p>12 culture of preparedness to do it in the first place.</p> <p>13 That's, to my mind, verging on the holiday grail, but</p> <p>14 which nobody yet seems finally to have solved.</p> <p>15 <b>A. I'm sure you're right, I have no doubt, and I have no</b></p> <p>16 <b>doubt that this it difficult, but I think there are</b></p> <p>17 <b>other things the Met could do. For example, they're</b></p> <p>18 <b>very loath to tell their staff that they're carrying out</b></p> <p>19 <b>some of these enquiries and even more loath to tell them</b></p> <p>20 <b>what the outcome was.</b></p> <p>21 <b>I give an example not in relation to a leak but in</b></p> <p>22 <b>relation to another matter, in which people across the</b></p> <p>23 <b>Met had to get their information from the tabloids about</b></p> <p>24 <b>what had happened to somebody. The information that was</b></p> <p>25 <b>given internally was -- I'm sure somebody tried to be</b></p> <p style="text-align: center;">Page 12</p>

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<p>1 absolutely proper and not in any way undermine an 2 individual more than they were undermined already 3 because they were being sacked, but I think it doesn't 4 help to create a culture that we don't approve of this 5 and we do take it seriously and we do take action on it 6 if you don't tell people that you're taking action on 7 it.</p> <p>8 LORD JUSTICE LEVESON: How much of it would be addressed by 9 being much more open, by recognising that, of course, if 10 you say, "We're looking at this", then whoever is doing 11 it will close down -- now that's, of course, a risk and 12 number inevitable, but how much do you improve if you 13 are much, much more open? "This is what went out. 14 There are 15 people who could have done it. Now we're 15 looking to see, we're not sure what we're going to find, 16 but the more this happens, the more we're going to have 17 to perhaps rejig the team, perhaps do this, that and the 18 other, and let's have some ideas, please." Engage with 19 people.</p> <p>20 <b>A. Yes, I think you're absolutely right, and: "We'd like 21 some information, please, and it's your duty to protect 22 this organisation through giving us that information." 23 So I think there's a number of those sorts of 24 approaches which would help somewhat, but I share your 25 view that it won't solve the problem totally, I'm sure.</b></p> <p style="text-align: center;">Page 13</p>	<p>1 careful about trying to respond with their own views to 2 political statements in sort of the media because 3 I don't think, in my view, that that's their role, but 4 I understand if they feel that they have this hard 5 operational information, that they might feel that they 6 want to get that out in the public domain. I'm not 7 arguing against that.</p> <p>8 <b>But I think that the fact that six management board 9 members have left the Metropolitan Police in recent 10 years, where the media coverage of what was happening to 11 them or the arguments that they were having with other 12 people, does make their situation even more difficult 13 than in some -- many other organisations.</b></p> <p>14 <b>So I was trying to acknowledge those sorts of things 15 that they have to contend with, but they do also have to 16 contend with the fact that there are several other 17 organisations who have an absolutely legitimate role in 18 relation to the police and who may have very different 19 views about what it is proper to provide to the public.</b></p> <p>20 Q. Yes. In section 3.4.2, you refer to sort of an inherent 21 conflict of interest. A journalist may, on occasion, 22 need to consider breaking the law in the public interest 23 and then the police may have a correlative obligation to 24 investigate that subsequently.</p> <p>25 <b>A. Yes.</b></p> <p style="text-align: center;">Page 15</p>
<p>1 MR JAY: Thank you. I move on to the section, page 28 of 2 56, 3.3.5, "Scrutiny and monitoring of propriety issues 3 and corporate culture". We're back to the point here 4 which you developed at an earlier stage, namely the 5 culture emanating from the top and the lack of 6 consistency in how some of the senior team conduct their 7 relationships with the media and how they view gifts and 8 hospitality. I think you said earlier in some areas, 9 amongst some people, there are -- or at least there 10 were -- inappropriate relationships. 11 "External environment", section 3.4. In a nutshell, 12 what is the issue you are addressing here, Mrs Filkin?</p> <p>13 <b>A. I hope I'm giving due regard to the very difficult and 14 complex job that the Metropolitan Police have to 15 provide, and the way in which they are often the eye of 16 a media frenzy, which I think does make all the things 17 that it's easy for somebody like me to say often very 18 difficult to carry out. So I'm trying to acknowledge 19 that.</b></p> <p>20 <b>I'm also trying to say that they're in a -- the Met 21 are in a particularly difficult situation because there 22 is politicisation. Some of that, there's nothing wrong 23 with it. It's politicians saying what their views are 24 and different politicians from different parties saying 25 what their views are. I think the Met should be very</b></p> <p style="text-align: center;">Page 14</p>	<p>1 Q. May I address the issue of the term "police source", 2 which is page 32 of 56. Its use, as you say, tends to 3 imply a leak, but it may be used properly to indicate 4 that the source is an institution or someone which is 5 different but related, such as the MPA, or indeed it may 6 be as a mask to try and protect the real provenance of 7 a source.</p> <p>8 <b>A. Absolutely.</b></p> <p>9 Q. Were those differences explained to you by journalists 10 or by police officers or are those inferences you've 11 made?</p> <p>12 <b>A. I was in one other organisation when a person who had 13 a relationship, a proper relationship, towards policing 14 gave information to a journalist, so I saw that 15 happening, and I was in another organisation where 16 a person said they had given information in the past and 17 had described themselves as a police source. So I saw 18 those sort of things happening. I don't know that 19 anybody explained those things to me, other than seeing 20 what was actually occurring.</b></p> <p>21 Q. Thank you. Section 3.4.3, former employees. This is 22 the revolving door point and it's a concern which you're 23 expressing in line with the Home Affairs Select 24 Committee.</p> <p>25 <b>A. Yes. There are two bits to it. There's the bit of</b></p> <p style="text-align: center;">Page 16</p>

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<p>1 former employees very quickly taking up jobs in the                  2 media, but perhaps even more concerning than that is                  3 former employees who become investigators and who either                  4 have favours to call in from colleagues that they used                  5 to have, or indeed they haven't got favours to call in                  6 but they have good contacts inside, and those people                  7 trust them and give them information because they think                  8 they're all trying to do the same thing. So I think                  9 there need to be very clear guidelines for people within                  10 the Met about how they relate to former employees.                  11 And the Met, as you will have seen from my report,                  12 also employs quite a lot of former employees in                  13 a variety of roles, and all I'm advising is that the                  14 rules that should apply to the staff ought to apply to                  15 anybody who is working for them temporarily or on                  16 short-term contracts, having left the Met.                  17 LORD JUSTICE LEVESON: Or, indeed, on any contract.                  18 <b>A. Of course.</b>                  19 LORD JUSTICE LEVESON: It's not a question of the basis upon                  20 which they're employed.                  21 <b>A. Absolutely.</b>                  22 LORD JUSTICE LEVESON: So that's three roles for retired                  23 police officers: in the media, or commenting about the                  24 media; within the area of investigation where they might                  25 exploit their contacts with the press; or back in the</p> <p style="text-align: center;">Page 17</p>	<p>1 Chapter 4 was your findings and recommendations,                  2 page 38 of 56. Your first point, the way the MPS                  3 communicated with the public, second paragraph there:                  4 "The way that relationships with the media have                  5 developed has resulted in the perception that some have                  6 better access to MPS information than others. I am                  7 convinced that some information has been given                  8 inappropriately."                  9 And you say towards the bottom of the page:                  10 "For these reasons, I consider that more, not less,                  11 contact with the media as a whole is essential,                  12 providing it is open and recorded. However, it is                  13 important that the public are informed through all media                  14 outlets, not just the national print press, because                  15 different sections of the public use media in different                  16 ways."                  17 So in order to address this access problem, there                  18 are two sort of competing -- well, not competing but                  19 complementary strands. One, more access, but the                  20 access -- this is the second point -- should be open and                  21 recorded, rather than subterranean.                  22 <b>A. Mm.</b>                  23 Q. That's your key finding one and recommendation one in                  24 the middle of the next page, and the supporting advice                  25 which locks in with recommendation one is at page 49 of</p> <p style="text-align: center;">Page 19</p>
<p>1 police, where they might continue practices which might                  2 have been acceptable once but which are no longer                  3 acceptable.                  4 <b>A. Yes, and then the other bit, which is going to work for                  5 security firms, which I think sometimes leads to, again,                  6 people coming back to their colleagues for information                  7 and --</b>                  8 LORD JUSTICE LEVESON: Yes, I'm putting that into the second                  9 point.                  10 <b>A. Yes, I think you're right.</b>                  11 MR JAY: Section 3.4.4, shared responsibilities and the                  12 importance of collaboration. There you're dealing with                  13 possible confusions which might arise between the IPCC                  14 and the MPS, and you provide a case study, the shooting                  15 of Mark Duggan.                  16 <b>A. Yes, and I understand that a new protocol between them                  17 has now been agreed.</b>                  18 Q. You summarise these problems, section 3.5, page 37 and                  19 56. You pick up on the themes we've been discussing:                  20 the issue of perception, how damaging it is, the                  21 difficulty of proving it, the close relationship that's                  22 developed between parts of the MPS and the media has                  23 caused harm, lack of hard evidence about improper                  24 disclosure but boundaries need to be established and                  25 perceptions corrected.</p> <p style="text-align: center;">Page 18</p>	<p>1 56.                  2 <b>A. Mm-hm.</b>                  3 Q. It probably speaks for itself, so I'm not going to take                  4 you to that unless there are any particular points you                  5 wish to highlight.                  6 <b>A. No, I hope that's clear.</b>                  7 Q. Then the next point is 4.2, "Leadership and trust within                  8 the MPS". This is the senior officers not following the                  9 rules, a wide variation in how the senior team                  10 interpreted policy, et cetera.                  11 Maybe I should pick up a point most of the way down                  12 page 40, where you say:                  13 "Many police officers and staff would welcome a less                  14 defensive stance and greater willingness to inform the                  15 public about the difficulties and challenges faced by                  16 those working in policing."                  17 That, again, is a point we've already discussed, and                  18 I think your turn of phrase was "a challenging                  19 environment" as opposed to a defensive one, and the                  20 recommendation you make at page 41 of 56 -- the                  21 supporting advice is at page 50:                  22 "The MPS senior team must signal a change in culture                  23 and set a consistent example for all staff on the                  24 ethical standards they expect."                  25 Then 4.3, corporate management of ethical issues:</p> <p style="text-align: center;">Page 20</p>

<p>1 "In the past, the MPS did not identify as a risk the 2 close relationship of some senior officers and staff to 3 certain sections of its media. During my inquiry, 4 members of the senior team acknowledged that there were 5 significant differences of opinion about the need to 6 develop close relationships with the media and the 7 appropriateness of receiving extensive hospitality as 8 part of it." 9 And your recommendation there, page 42 of 56, says: 10 "The Commissioner delegates responsibility and 11 resources to a member of his senior team to initiate 12 change in the way the MPS approaches integrity and 13 ethics issues at all levels." 14 And the supporting advice is at page 51. 15 Transparency. This is the back-door briefings point 16 through informal and unofficial channels, which you've 17 already covered in the body of your report. 18 What about the strength of the fear you recognise 19 halfway down page 43, that acquiring a greater degree of 20 transparency -- I think this is probably Mr Davies' 21 point -- may stifle good investigative journalism in the 22 public interest? I mean, how much weight do you give to 23 that fear? 24 <b>A. Well, it's a real fear, and certainly journalists have</b> 25 <b>expressed it very forcefully to me. So they're anxious</b> Page 21</p>	<p>1 earlier. You're not in favour of creating another set 2 of SOPs or media policy. You've pointed out already 3 that the guidance has, in your view, changed and 4 improved. It's the identification of core principles. 5 Perhaps the key principle is the one you've 6 italicised in recommendation 5: 7 "Permissible but not unconditional. This should be 8 the over-arching principle." 9 So in your own words, what are you seeking to convey 10 by that? 11 <b>A. Well, I'm seeking to convey that there will be some</b> 12 <b>information -- and the Met must make it absolutely clear</b> 13 <b>what that is -- that everybody who works for the Met can</b> 14 <b>and should pass on to members of the public, to local</b> 15 <b>media outlets and to anybody else who talks to them, and</b> 16 <b>that there should be a general view that this 54,000</b> 17 <b>people who are working for London and working for the</b> 18 <b>public are responsible people and that they can -- as</b> 19 <b>long as they stick to what it's being said can be given</b> 20 <b>out, they can give it out, and that people with</b> 21 <b>particular responsibilities at certain levels -- and</b> 22 <b>I've set out the levels -- will tell their line manager</b> 23 <b>that they're going to be investigating X or doing Y, and</b> 24 <b>the assumption will be that part of that job is that</b> 25 <b>their job is to keep the media informed and not</b> Page 23</p>
<p>1 about it. I think if all the things that I'm saying are 2 adopted by the Met, particularly the openness and more 3 contact with the media, this should not happen. Yes, it 4 will be more controlled, I hope, and less harmful, 5 I hope, but I'm not in any way wishing to undermine 6 proper scrutiny. The opposite. I mean, I think there's 7 quite a lot more scrutiny that needs to happen. So I'm 8 trying to encourage more scrutiny, and I think the Met 9 should be about encouraging more scrutiny. 10 So, yes, there may be problems which people may have 11 to work through. If they find that everything's dried 12 up, this is a very proper thing to discuss and set 13 right. So I -- but I don't at the moment see that that 14 will be a problem or a particular problem. 15 Q. So is this right: the general rule should be maximum 16 transparency but if you can find public interest 17 exceptions, which are narrowly defined and properly 18 applied, then fair enough. 19 <b>A. And deal with those properly and proportionately.</b> 20 Q. Yes. Your recommendation, page 44 of 56 -- the evidence 21 in support of it is page 52: 22 "All police officers and staff who provide 23 information to the media should make a brief personal 24 record of the information they provide." 25 Then 4.5, these are the core principles you spoke of Page 22</p>	<p>1 informed, as is appropriate, and that it will be their 2 responsibility. 3 So I'm saying that numbers of those things will be, 4 if you like, agreed -- they might be agreed now -- and 5 it will be in six months' time that a chief inspector 6 doing something will be -- because that's his or her 7 area of work and they'll be able to provide information 8 on it. 9 Q. Yes. 10 <b>A. So I'm saying there should be clarity about who is</b> 11 <b>providing what, but the assumption should be that a lot</b> 12 <b>more people will be providing information, and I hope</b> 13 <b>that will go some way to do what so many people within</b> 14 <b>the Met wished, that the public was better informed</b> 15 <b>about the difficult job they have to do.</b> 16 Q. Thank you. Then item 6, "Communications 17 infrastructure". This, of course, is the directorate of 18 public affairs point: 19 "There are two perceptions which are in play here. 20 First, the DPA is unwilling, in some instances, to 21 provide information to the public. Secondly, that 22 information is sometimes misused." 23 Then you say: 24 "I am also concerned by the perception that the 25 access provided to the media by the DPA has not been Page 24</p>

<p>1 impartial, a view that's been expressed internally and 2 externally." 3 You've told us about that. 4 "This perception appears to have grown as a result 5 of a particular style of leadership." 6 May I ask you, please, to develop that sentence? 7 <b>A. Well, I can only develop it by saying that the person 8 who was the senior person in that department was said by 9 a considerable number of people who spoke to me to have 10 set that tone and that style within that department, and 11 that -- made it clear that certain newspapers were 12 favoured over others. So all I was doing with that was 13 recording what really a very large number of people had 14 said to me.</b> 15 LORD JUSTICE LEVESON: That, of course, is a fertile 16 breeding ground for people to try and get information 17 around the back door. 18 <b>A. Of course, and that was said to me by numbers of 19 journalists.</b> 20 MR JAY: So we're clear, the "certain newspapers" are those 21 in the News International stable; is that what you were 22 being told? 23 <b>A. Yes, I think mainly, but it may have been wider than 24 that.</b> 25 Q. Thank you. Recommendation six, which flows from that,</p> <p style="text-align: center;">Page 25</p>	<p>1 <b>money, because what I was told was that some people 2 accepted money for giving information to the press such 3 as "Celebrity X is going to be at the police station 4 today", felt that they were just being treated like any 5 member of the public would be who rang up the tabloid. 6 So I think there were a few people who thought like 7 that. But the point I was trying to make was that most 8 people didn't think like that.</b> 9 LORD JUSTICE LEVESON: Yes, well, I'm gratified to hear it, 10 but I'm rather concerned that anybody should think that 11 phoning up the press to give them some information, such 12 as the presence of celebrity X or the fact that famous 13 person Y has been burgled, or has called the police, all 14 of which examples we've seen -- 15 <b>A. Yes.</b> 16 LORD JUSTICE LEVESON: -- (a) is ever acceptable, a fortiori 17 that it should justify the receipt of money. 18 <b>A. I couldn't agree with you more.</b> 19 MR JAY: Maybe some felt because certain tabloids offer 20 money if you phone a particular number with a tip -- 21 <b>A. That's right.</b> 22 Q. -- that if they're phoning in -- 23 <b>A. Off duty.</b> 24 Q. -- at one minute past 5 in the afternoon, then it's 25 okay.</p> <p style="text-align: center;">Page 27</p>
<p>1 is clear. 2 Finally, prevention. This is the leaking issue. 3 You say: 4 "Until recently, leaking has not been recognised as 5 an organisational risk, nor have clear messages of 6 deterrence been sent. The MPS should publicise 7 misconduct findings or prosecutions in enough detail to 8 inform staff and provide more management information." 9 Then at the bottom of page 47: 10 "Agreeing a set of core principles which leave staff 11 in no doubt about what is appropriate will enable the 12 organisation to identify breaches more readily." 13 And your recommendations -- 14 LORD JUSTICE LEVESON: Just before you do, you say on 15 page 47: 16 "Most agree that whether money is involved or not, 17 providing information for personal reward of any kind 18 amounts to corrupt conduct." 19 Does that mean that some people did not consider it 20 inappropriate to accept money or other consideration? 21 <b>A. I assume that some people, who -- I, by this time, knew 22 that there was some evidence that some people had 23 accepted excessive hospitality, for example -- did not 24 regard that as improper, and I made the assumption that 25 that must also be true of some people who accepted</b></p> <p style="text-align: center;">Page 26</p>	<p>1 LORD JUSTICE LEVESON: They're off duty! 2 MR JAY: I think that's the possible argument which you have 3 been treated to. 4 <b>A. Yes, I think you're right.</b> 5 Q. In relation to leaks and prevention strategy, it's the 6 creation of the right environment, clear messages of 7 deterrence, and -- I think you made this clear 8 earlier -- not pursuing overlong technical 9 investigations which might lead to a criminal 10 prosecution but being more pragmatic within 11 a disciplinary context. Have I correctly understood it? 12 <b>A. Yes.</b> 13 Q. Thank you. Now, the ideas for practical guidance, which 14 is after the first 56 pages, these are helpful and 15 probably self-explanatory. You apply, obviously, some 16 common sense here, that the offer of a pint of beer may 17 not be objectionable. It's a question of fact and 18 degree, but there comes a point when -- maybe it's 19 a bottle of champagne or whatever -- you're on 20 impermissible terrain. 21 Just one issue, because we may be picking it up with 22 the next witness. Perhaps it's one of terminology, 23 because there can be confusion about it: the on or off 24 the record point, which is page 510. 25 <b>A. Yes.</b></p> <p style="text-align: center;">Page 28</p>

7 (Pages 25 to 28)

<p>1 Q. What's your feeling here? "On the record" obviously is 2 self-explanatory, but "on the record" can mean different 3 things to different people in different contexts. 4 <b>A. Yes.</b> 5 Q. It might mean "Don't use it at all", which is its rare 6 meaning, in fact, in the United Kingdom, or it might 7 mean, more frequently: "You can use it but don't quote 8 me." What is your practical advice in this domain? 9 <b>A. I think the practical advice -- and with all this, my -- 10 what I hope was little bits of practical help were not 11 making an assumption that many police officers didn't 12 know these things. Of course they do. But I was trying 13 to provide them with what they asked for, particularly 14 for new recruits and more junior ranks particularly. 15 But in relation to on or off the record, my key 16 recommendation to people would be: talk to the 17 journalist and find out what this actually means before 18 you start. To exercise some judgment about it. Many 19 journalists are absolutely proper about it, tell you 20 exactly what they will do or won't do with an 21 off-the-record briefing, and if you explain to them that 22 you can give them information but they can't use it at 23 the moment, will respect that. There's no issue. Some 24 won't. Some are untrustworthy, and like any other walk 25 of life, one has to weigh up people very carefully in</b> Page 29</p>	<p>1 present Commissioner and how it's going to be monitored 2 will doubtless be the subject of the evidence of the 3 next witness. 4 Thank you very much indeed. 5 <b>A. Thank you.</b> 6 MR JAY: Shall we move straight on to Mr Baker? Mr Baker, 7 please. 8 MR ROGER BAKER (sworn) 9 Questions by MR JAY 10 MR JAY: Your full name, please? 11 <b>A. It's Roger Baker.</b> 12 Q. You provided the Inquiry with a witness statement which 13 bears the number 8252. The date of the statement is 14 21 February 2012. You've signed and dated it under 15 a standard statement of truth, so is this your formal 16 evidence to the Inquiry? 17 <b>A. It is, sir, yes.</b> 18 Q. There are various annexes to the statement and there is 19 also, of course, the report of HMIC published 20 in December 2011, "Without fear or favour: a review of 21 police relationships", which is the fourth tab in the 22 MPS master bundle section on reports. 23 First of all, Mr Baker, could you tell us, please, 24 about yourself? You had a 32-year career in the Police 25 Service; is that correct? Page 31</p>
<p>1 terms of what they're saying. 2 <b>I have no doubt that the police will have to 3 occasionally do off-the-record briefing, because 4 otherwise they would jeopardise an investigation, and 5 a reporter may have got a bit of a story which, if they 6 ran it, would be very harmful, and the only way to 7 prevent that being run, in a sensible fashion, would be 8 to give them an off-the-record briefing and to tell them 9 that you would inform them as soon as you could when it 10 was possible to let that get out onto the public 11 airwaves.</b> 12 Q. Then you list ten tactics to watch out for, which I'm 13 sure is salutary advice not just to police officers but 14 more generally. 15 <b>A. I hope so.</b> 16 MR JAY: Whether or not they're often deployed is obviously 17 a matter for debate. 18 Well, those are all the questions I have for you, 19 Mrs Filkin. It's possible there may be some more. 20 LORD JUSTICE LEVESON: I repeat what I've said before: I'm 21 very grateful to you for this, which makes a great part 22 of what I'm doing much easier, if not redundant. 23 <b>A. Thank you.</b> 24 LORD JUSTICE LEVESON: But how it's been taken forward will 25 doubtless be the subject of some questions of the Page 30</p>	<p>1 <b>A. That's correct.</b> 2 Q. Starting in Derbyshire, moving to Staffordshire and then 3 North Yorkshire, but you were appointed Chief Constable 4 of Essex police in July 2005; is that correct? 5 <b>A. That's right, yes.</b> 6 Q. You retired from the Police Service in July 2009 and 7 in September of that year, you were appointed one of Her 8 Majesty's Inspectors of Constabulary; is that correct? 9 <b>A. That's correct.</b> 10 Q. Can you tell us a little bit about HMIC. It is 11 a statutory regulatory body set up under the Police Act 12 1996; is that correct? 13 <b>A. That's correct, yes.</b> 14 Q. Very briefly, what are its functions? 15 <b>A. I think it's a police watchdog, in that it assesses 16 policing and police forces in the public interest. So 17 that can range from looking at local efficiency and 18 effectiveness of a police force to broader policing 19 issues such as the riots of last summer. And we do that 20 in -- hopefully in a way that the -- we ask questions 21 that the public would want us to ask and we report it 22 back to the public in hopefully straightforward terms.</b> 23 LORD JUSTICE LEVESON: So the whole point about HMIC is that 24 in the main you are ex-chief constables. So you've all 25 held senior police rank? Page 32</p>

8 (Pages 29 to 32)



<p>1 <b>A. No, it's a broad church, sir. There should be four</b>  2 <b>inspectors and one chief inspector. Of the four, two of</b>  3 <b>us are ex-chief constables. One is now the Commissioner</b>  4 <b>of the Metropolitan Police. Bernard went across. He</b>  5 <b>was an inspector. He's now the Commissioner of the</b>  6 <b>Metropolitan, and the other two inspectors currently</b>  7 <b>don't have a police background. One was a chief crown</b>  8 <b>prosecutor in London and one worked for the Audit</b>  9 <b>Commission. So there's a mixed range of skills.</b></p> <p>10 LORD JUSTICE LEVESON: And are you looking at operational  11 issues?</p> <p>12 <b>A. The whole breadth of -- through operational, strategic.</b>  13 <b>That includes police authorities. That's the governing</b>  14 <b>body for policing at the moment as well.</b></p> <p>15 MR JAY: In July of 2011, you were asked by the chief  16 inspector, who is Sir Dennis O'Connor, to conduct  17 a review of police integrity, which included police  18 relationships with the media, and having conducted that  19 review over a five-month period, the report I referred  20 to was published in December of last year; is that  21 right?</p> <p>22 <b>A. That's correct. The Home Secretary asked Sir Dennis on</b>  23 <b>20 July on carry out a review into not just media issues</b>  24 <b>but into broader issues of integrity and policing and</b>  25 <b>Sir Dennis asked me then to carry out that review,</b></p> <p style="text-align: center;">Page 33</p>	<p>1 <b>few months I would have some interaction with them based</b>  2 <b>on either my national work or the bigger issues within</b>  3 <b>the county of Essex. More locally, that would be based</b>  4 <b>primarily around either initiatives that the force were</b>  5 <b>launching or the meeting structure of the police</b>  6 <b>authority, in truth, drove a lot of this, so if there</b>  7 <b>was a police authority meeting, there would always be</b>  8 <b>a discussion with the press after it because these</b>  9 <b>things were in the public domain and I thought that was</b>  10 <b>quite proper.</b></p> <p>11 <b>Like any of these jobs, there was a honeymoon period</b>  12 <b>when you first start, where you would have slightly more</b>  13 <b>interaction with the media because they wanted to know</b>  14 <b>what your plan would be as the incoming Chief Constable.</b></p> <p>15 Q. Thank you. In terms of what the media were seeking from  16 you in your personal dealings with them, you deal with  17 what you were seeking to gain for the police through  18 your personal contacts with the media in paragraph 3.  19 You say that the media was seeking information and/or  20 your views on high profile events or issues affecting  21 the force and the communities of Essex. Did you ever  22 get the feeling that they were hoping, if not expecting,  23 you to be indiscreet?</p> <p>24 <b>A. Not in the main, no. I think they wanted a view from</b>  25 <b>the leader of the organisation. If I were indiscreet,</b></p> <p style="text-align: center;">Page 35</p>
<p>1 <b>which -- we'd completed most of the work by the end</b>  2 <b>of September, in truth, so it was a matter of, yeah,</b>  3 <b>eight to 12 weeks we took.</b></p> <p>4 Q. We'll address that in due course, but your witness  5 statement also deals with your interactions with the  6 media in your capacity as Chief Constable of Essex.  7 It might be said that there are two schools of  8 thought here, or certainly a spectrum. There's the  9 austere wing and there's the more expansive wing when it  10 comes to relations with the media, and if I may say so,  11 you're certainly firmly to be found in the austere wing,  12 not that that's a criticism, or indeed praise; it's just  13 an observation that's going to be borne out when we see  14 the evidence --</p> <p>15 <b>A. Thanks for the observation. I see where you're coming</b>  16 <b>from. I think you did oscillate, depending on the</b>  17 <b>circumstances, between the two, but I've never objected</b>  18 <b>between to being called austere, not in these times.</b></p> <p>19 Q. We'll see to what extent there have been oscillations.  20 You deal with the media and public relations departments  21 which all chief constables have, and the electronic  22 diary. The diary is no longer available, but we've had  23 a picture looking at other people's diaries. What would  24 it show in your case, if it were available?</p> <p>25 <b>A. It would show, in relation to the national media, every</b></p> <p style="text-align: center;">Page 34</p>	<p>1 <b>I'm pretty sure that would be played back to me, so I'm</b>  2 <b>not that naive.</b></p> <p>3 <b>In fairness to them, I had a balanced press,</b>  4 <b>I thought -- not all of it great, but a fairly balanced</b>  5 <b>press over the time I was Chief Constable in Essex.</b>  6 <b>They would publish criticisms when we'd got it wrong,</b>  7 <b>but also when we did things right, there was a balance</b>  8 <b>of reporting, I thought, from most of the media. There</b>  9 <b>was one occasion which I've covered in this statement</b>  10 <b>where there was a slight issue.</b></p> <p>11 LORD JUSTICE LEVESON: Do you distinguish there between the  12 local press, the Essex press, and the national press, or  13 do you just say generally?</p> <p>14 <b>A. I'd include all of it, in truth. So national, regional</b>  15 <b>and local was a balanced coverage, in the main, and it</b>  16 <b>would change from one minute that you were quite popular</b>  17 <b>on what you may be saying or doing to other times you</b>  18 <b>would be held to account quite properly and robustly by</b>  19 <b>the media for what they perceived you'd got it wrong.</b>  20 <b>But that was across the whole. That included as well</b>  21 <b>some of the social media sites, certainly in 2006, were</b>  22 <b>fairly vitriolic about some of the change of management</b>  23 <b>that I was employing in Essex.</b></p> <p>24 LORD JUSTICE LEVESON: But all that's probably fair enough,  25 isn't it? That's holding power to account and providing</p> <p style="text-align: center;">Page 36</p>

<p>1 an alternative view for you to think about.</p> <p>2 <b>A. Absolutely, sir, yes. Hurtful at times, but</b></p> <p>3 <b>appropriate.</b></p> <p>4 MR JAY: Off-the-record conversations, page 8254. You say</p> <p>5 you didn't have any with the media whilst you were</p> <p>6 Chief Constable. To be clear, what do you mean by</p> <p>7 off-the-record conversations?</p> <p>8 <b>A. It's more to the extreme of what you described to</b></p> <p>9 <b>Elizabeth Filkin, that this was going to go no further</b></p> <p>10 <b>any stage. I think a lot of it is in definition</b></p> <p>11 <b>actually. Some of it is if -- "not yet for publication"</b></p> <p>12 <b>would be more to the point, and in my -- previous to</b></p> <p>13 <b>being the Chief Constable -- because the question the</b></p> <p>14 <b>Inquiry asked me was "as a chief constable" -- there</b></p> <p>15 <b>have been times when I've been leading major inquiries</b></p> <p>16 <b>where I've had "not yet for publication" conversations.</b></p> <p>17 <b>I'm not a huge fan of what people term "off the record",</b></p> <p>18 <b>although they do mean different things by it, I've</b></p> <p>19 <b>found, but there is a place for it. If that is in</b></p> <p>20 <b>extremis, if life is going to be endangered, as you put</b></p> <p>21 <b>to the previous witness, if an inquiry is going to be</b></p> <p>22 <b>prejudiced, then there is a place for it, but it should</b></p> <p>23 <b>be limited, in my view.</b></p> <p>24 Q. So by the term "off-the-record conversation", are you</p> <p>25 intending to cover conversations which are not going to</p> <p style="text-align: center;">Page 37</p>	<p>1 hospitality from the media other than a drink of tea,</p> <p>2 coffee or water. So no meals, no alcohol. This is it?</p> <p>3 <b>A. Makes me sound extremely dull, but that was the case in</b></p> <p>4 <b>my time as Chief Constable. And in truth, there was</b></p> <p>5 <b>never occasion to do that. We were polite with each</b></p> <p>6 <b>other, and courteous, but I always found tea and coffee</b></p> <p>7 <b>or water -- a bit like here -- suffices.</b></p> <p>8 LORD JUSTICE LEVESON: I'm not sure how the Inquiry would go</p> <p>9 if there was --</p> <p>10 <b>A. A bottle of fine champagne.</b></p> <p>11 MR JAY: It might go more quickly.</p> <p>12 But this was in line with the gifts and hospitality</p> <p>13 policy in place in Essex?</p> <p>14 <b>A. That's right.</b></p> <p>15 Q. But apart from perhaps you feeling that this was the</p> <p>16 right thing for you to do, do you have a view more</p> <p>17 widely as to whether hospitality only in this very</p> <p>18 limited sense -- namely you were going to accept tea,</p> <p>19 coffee or water but nothing more -- that that is a good</p> <p>20 idea or maybe it's a bad idea. What do you feel about</p> <p>21 it?</p> <p>22 <b>A. I think the thrust, so when we get to the report, is</b></p> <p>23 <b>there needs to be clarity on what the thresholds are for</b></p> <p>24 <b>all people. Not only chief officers, but for those</b></p> <p>25 <b>people that leaked, because most of them want to do</b></p> <p style="text-align: center;">Page 39</p>
<p>1 be used by the media or are you covering conversations</p> <p>2 which are going to be used by the media but not</p> <p>3 attributed to a particular individual?</p> <p>4 <b>A. In the -- from my statement, every conversation I had in</b></p> <p>5 <b>the four years, there was none of it that I wouldn't</b></p> <p>6 <b>attribute with the media. None of it, as I can</b></p> <p>7 <b>recollect, during that period of time.</b></p> <p>8 Q. So the media, if they were going to use what you said,</p> <p>9 would always attribute it to you as Chief Constable, but</p> <p>10 there were occasions when it wasn't yet for publication,</p> <p>11 so they would be expected to wait until the appropriate</p> <p>12 time. Have I correctly understood it?</p> <p>13 <b>A. That would be the price of me being a chief constable.</b></p> <p>14 <b>Certainly when I was a deputy chief constable, as an</b></p> <p>15 <b>example, I led a manhunt where a man had killed a number</b></p> <p>16 <b>of people, murdered them, and was going to murder</b></p> <p>17 <b>others, and the media were about to get in the way. So</b></p> <p>18 <b>I told them things that I didn't want them to publish</b></p> <p>19 <b>for a couple of days whilst we could get on and catch</b></p> <p>20 <b>this man and that, for me, was off the record. But they</b></p> <p>21 <b>could publish it later down the line.</b></p> <p>22 Q. I understand. The issue of hospitality -- this is</p> <p>23 perhaps why, amongst other reasons, I said you were at</p> <p>24 the austere school, because apart from the Sun bravery</p> <p>25 award, you say that you don't accept or didn't accept</p> <p style="text-align: center;">Page 38</p>	<p>1 <b>a good job but there needs to clarity and if you don't</b></p> <p>2 <b>have clarity, then you can't govern or control or have</b></p> <p>3 <b>oversight on these things because it's too loose.</b></p> <p>4 <b>I personally have a view -- I do drink alcohol, by</b></p> <p>5 <b>the way; I don't abstain -- that there is an issue,</b></p> <p>6 <b>I think, with whether you're on duty or off, as a police</b></p> <p>7 <b>officer, should you be drinking alcohol? My view --</b></p> <p>8 <b>it's a personal view -- is not on the public purse,</b></p> <p>9 <b>should you be doing that. But that's not police policy;</b></p> <p>10 <b>that's my own view.</b></p> <p>11 Q. If you're accepting alcohol from a media organisation,</p> <p>12 it wouldn't be on the public purse, of course, would it?</p> <p>13 <b>A. No, but if I'm seeing a media organisation, I am</b></p> <p>14 <b>working. It wouldn't be my -- I was not offered alcohol</b></p> <p>15 <b>by the media, by the way, certainly in the terms of this</b></p> <p>16 <b>statement, for the four years. But if I had have been,</b></p> <p>17 <b>I wouldn't have taken it anyway because why would I be</b></p> <p>18 <b>having that conversation? This is not something I'd do</b></p> <p>19 <b>in my spare time. In my private life, would I be</b></p> <p>20 <b>meeting with the media? No, I wouldn't. That would, by</b></p> <p>21 <b>my definition, be work.</b></p> <p>22 LORD JUSTICE LEVESON: But you did have some meetings with</p> <p>23 the national media?</p> <p>24 <b>A. I did, yes.</b></p> <p>25 LORD JUSTICE LEVESON: And you didn't find that those</p> <p style="text-align: center;">Page 40</p>

10 (Pages 37 to 40)

<p>1 meetings were more preferably conducted over dinner?                  2 <b>A. No. There was never an invitation, whether it was just</b>                  3 <b>me --</b>                  4 LORD JUSTICE LEVESON: Or vice versa.                  5 <b>A. -- my veritable character. There was never a slip to</b>                  6 <b>the Ivy and we'll treat you --</b>                  7 LORD JUSTICE LEVESON: No, no, forget the Ivy. There was                  8 never a suggestion that actually your relationship would                  9 be easier to maintain and develop in a more social                  10 setting, whether it's because they take you or because                  11 you invite them to the headquarters of the Essex police?                  12 <b>A. It was never an issue for me that we -- we had contact</b>                  13 <b>that included the national media. We did speak to each</b>                  14 <b>other, we didn't always agree with each other, but that</b>                  15 <b>was always for me business time and I never had any</b>                  16 <b>feedback from them that they wanted to do it any other</b>                  17 <b>way. So I didn't need to be in a more convivial</b>                  18 <b>environment or atmosphere. We got on and we did</b>                  19 <b>business. I stress we didn't all see eye to eye on</b>                  20 <b>matters, but that was always done in what I saw as work</b>                  21 <b>time.</b>                  22 <b>I think in some places it may be a bit more intense,</b>                  23 <b>particularly in the City of London here, but I was only</b>                  24 <b>just down the road in Essex anyway. It's not a billion</b>                  25 <b>miles.</b></p> <p style="text-align: center;">Page 41</p>	<p>1 <b>for here." I don't accept that bit. I think it's</b>                  2 <b>a problem for the whole of England and Wales, but</b>                  3 <b>I think there is a different level of intensity on some</b>                  4 <b>of those relationships, and I know I'm generalising,</b>                  5 <b>here in London.</b>                  6 MR JAY: So you felt that the problem went outside the                  7 Metropolitan area but are you saying that the problem                  8 was, in quantitative terms, greater in the London area                  9 or do you think it was prevalent in an equal way                  10 throughout the United Kingdom?                  11 <b>A. Well, there's a scale issue, forgive me, on the size of</b>                  12 <b>the Metropolitan Police and the nature of policing in</b>                  13 <b>the Metropolitan Police, that they do some top-end</b>                  14 <b>business which is going to be interesting to the public</b>                  15 <b>and therefore very interesting to the media. They have</b>                  16 <b>responsibility for counter-terrorism and things like.</b>                  17 <b>And to be blunt, crime and everything that goes with it,</b>                  18 <b>policing, is of an interest. It will sell newspapers or</b>                  19 <b>cover space. But that is not to suggest that the media</b>                  20 <b>will not be interested in other parts of the country,</b>                  21 <b>and the point for me was: a lot of this you can still</b>                  22 <b>cover it by not leaving London if you wanted to, if you</b>                  23 <b>took social networking. If I were a journalist, which</b>                  24 <b>I'm not, you could cover most of these things virtually,</b>                  25 <b>if you so wished. And when we go on to the report,</b></p> <p style="text-align: center;">Page 43</p>
<p>1 <b>I don't seem to have answered your question, I see.</b>                  2 LORD JUSTICE LEVESON: No, you have answered my question,                  3 but it might lead to a follow-up question, which is                  4 whether, in the course of your work for this Inquiry                  5 that you've just conducted, you saw or understood any                  6 reason why it might be different for the Metropolitan                  7 Police than it had been for you in Essex.                  8 <b>A. I have some observations. I mean, to be clear, my</b>                  9 <b>review was not about the Metropolitan Police; it was</b>                  10 <b>more broadly.</b>                  11 LORD JUSTICE LEVESON: I know, I know, but you did look at                  12 the Metropolitan Police.                  13 <b>A. We did look at the Metropolitan Police and I got a sense</b>                  14 <b>that there was an intensity about the environment, that</b>                  15 <b>you have a lot of people physically located here, so</b>                  16 <b>having those relationships -- and there can be something</b>                  17 <b>seductive, I guess, about the environment whereby you</b>                  18 <b>are working here so it's -- you know, let's pop into</b>                  19 <b>a -- let's socialise, almost, together, and do business</b>                  20 <b>at the same time.</b>                  21 <b>That doesn't always apply outside of London, would</b>                  22 <b>be my take on it -- this wasn't a particular strand of</b>                  23 <b>the Inquiry, I have to stress -- but I did make the</b>                  24 <b>point -- because lots of chief officers and the police</b>                  25 <b>were saying to me: "This is a London problem, Roger, not</b></p> <p style="text-align: center;">Page 42</p>	<p>1 <b>a lot of the gaps and the lack of threshold and what's</b>                  2 <b>appropriate and what isn't applies equally outside of</b>                  3 <b>London than it does within the Metropolitan Police.</b>                  4 Q. Thank you. I may move on to paragraph 27, if I can take                  5 the intervening paragraphs as read. That's at the                  6 bottom of page 8257. You're still dealing with Essex                  7 here. You say:                  8 "A record of all my meetings and contacts with the                  9 media was recorded in my electronic diary. I was always                  10 accompanied by a member of the media and public                  11 relations department who would have recorded the contact                  12 and key aspects of the interview discussion."                  13 So those are two important safeguards, which you                  14 underline:                  15 "The Essex Police media policy, talking to the                  16 media, reflected the ACPO guidance and required a record                  17 to be made of all information provided to the media by                  18 any member of staff. This policy also stated that                  19 off-the-record contact with the media should not be                  20 undertaken. All media releases by the media and public                  21 relations department and divisional media co-ordinators                  22 were recorded. The Essex media policy is an                  23 intranet-based system."                  24 And we've had a look at that.                  25 I've been asked to put to you this point in relation</p> <p style="text-align: center;">Page 44</p>

<p>1 to off-the-record briefings by another core participant,                  2 that page 29 of the report "Without fear or favour"                  3 recorded that different forces had different approaches                  4 to off-the-record briefings. So far so good?                  5 <b>A. Yes.</b>                  6 Q. Would you therefore accept that in some circumstances,                  7 with appropriate safeguards, it can be appropriate for                  8 a police officer or member of police staff to engage in                  9 off-the-record contact, for example about an operation                  10 or to correct inaccuracies in previous reporting?                  11 <b>A. I would accept there will be circumstances where -- once</b>                  12 <b>there's clarity of definition, I think, is important for</b>                  13 <b>the future of what "off the record" means and what it</b>                  14 <b>doesn't mean. There will be circumstances at the top</b>                  15 <b>end of the business where lives are at threat, there's</b>                  16 <b>a national security issue or an inquiry is about to be</b>                  17 <b>completely scuppered by certain behaviour, then that</b>                  18 <b>would be appropriate to have a conversation that was not</b>                  19 <b>yet at that moment to be published. I think there is</b>                  20 <b>a difference.</b>                  21 I think a more broad-brush approach, where people                  22 are making up their own rules and definitions of what                  23 this looks like, for the best intentions, is what I've                  24 found is a major gap in this -- when we carried out this                  25 piece of work, ie there's no clarity about the rules,</p> <p style="text-align: center;">Page 45</p>	<p>1 <b>of clarity of what is meant, otherwise people start</b>                  2 <b>making up their own rules of engagement, and what there</b>                  3 <b>isn't in the police-media strategies and policies at the</b>                  4 <b>moment is anything around relationships other than in</b>                  5 <b>one case. So that does, in my view -- and the</b>                  6 <b>Association of Chief Police Officers are going to come</b>                  7 <b>back to me in the next few weeks with a response to the</b>                  8 <b>recommendations on how do you close some of these gaps.</b>                  9 Q. If the purpose in the mind of the journalist is to hold                  10 the police to account and questions are therefore asked                  11 by the journalist, for which, by definition, I suppose,                  12 it would be appropriate for the police to answer, if                  13 they are to be held to account, why is there anything                  14 inherently undesirable in the answer coming back from                  15 the police officer: "X, Y and Z, but it's off the                  16 record; in other words, you can't quote me, but you can                  17 report what I've said"? Is that objectionable in                  18 itself?                  19 <b>A. No, I think if it's a case of, let's say,</b>                  20 <b>whistle-blowing, where you want to bring something to</b>                  21 <b>attention but you don't want your name on it, that, for</b>                  22 <b>me, is a different issue. Where you need to flag:</b>                  23 <b>there's a problem here for the public, nobody is doing</b>                  24 <b>anything about it, I want to draw it to your attention,</b>                  25 <b>there are many ways you can do that, including speaking</b></p> <p style="text-align: center;">Page 47</p>
<p>1 <b>the policies are very different, albeit well intended,</b>                  2 <b>and so that leaves lots of the staff with nowhere to go,</b>                  3 <b>in my view.</b>                  4 Q. The person who gave me the question might say: well,                  5 "off the record" means, in this context, you can quote                  6 it but you can't attribute the source. Why is that                  7 objectionable, it might be said, if the purpose is to                  8 correct inaccuracies in previous reporting?                  9 <b>A. Well, on the latter bit, if you're going to put some</b>                  10 <b>inaccuracies right, then why not say so? I could make</b>                  11 <b>my own scenarios of where you think, in very extreme</b>                  12 <b>cases, you might want to keep that out of the public</b>                  13 <b>view, but if your purpose is simply to say, "You've got</b>                  14 <b>that wrong, here's what it looks like", then say so.</b>                  15 <b>For me, that is more on the record than off the record.</b>                  16 <b>I don't mean to be pedantic, but that it is more on the</b>                  17 <b>record.</b>                  18 <b>Nor do I wish imply by this that there isn't a major</b>                  19 <b>role for investigative journalism because I think it's</b>                  20 <b>very healthy in holding the police to account, but there</b>                  21 <b>are ways of doing that by asking questions.</b>                  22 <b>Now, it should be in extremis. I know not many</b>                  23 <b>people agree with this, by the way, but you've asked me</b>                  24 <b>for a view. My view is this should be used in extremis,</b>                  25 <b>but when you are using it, there has to be a good deal</b></p> <p style="text-align: center;">Page 46</p>	<p>1 <b>to the media.</b>                  2 <b>So on that bit of it, I have no objection. Where we</b>                  3 <b>did the public survey work for the "Without fear or</b>                  4 <b>favour" report, they raised the issue, in my view quite</b>                  5 <b>properly, around transparency. Now, I think you need</b>                  6 <b>both ends. You can have these on and off-the-record</b>                  7 <b>conversations as long as, for the public, there is</b>                  8 <b>a degree of transparencies which -- like Elizabeth</b>                  9 <b>Filkin, one of the recommendations in this piece of work</b>                  10 <b>is there should be a record of what the contact was,</b>                  11 <b>what was discussed, and it's logged so there can be some</b>                  12 <b>governance arrangements put around it to safeguard the</b>                  13 <b>public.</b>                  14 Q. But if it's going to be logged, then in due course it                  15 might enter the public domain and it is therefore --                  16 although it was originally off the record, the public,                  17 in due course, will see which police officer it was who                  18 spoke to the press on a particular occasion, even if the                  19 newspaper piece had not identified the officer. Isn't                  20 that the problem, that the officer then would be less                  21 willing, perhaps, to give the information to the                  22 journalist which it might be in the public interest to                  23 give? Would you agree with that?                  24 <b>A. The thrust of it, yes. The detail of it, not entirely.</b>                  25 <b>So, for example, the police already have systems</b></p> <p style="text-align: center;">Page 48</p>

1 where they deal with very sensitive information. Covert  
 2 human intelligence sources, for example, where that  
 3 really would be dangerous for people's identities to be  
 4 leaked into the public domain. So the police are  
 5 accustomed to dealing with information and intelligence,  
 6 and I don't see why -- the fallback for me on this is  
 7 where do the public sit, including all of those within  
 8 this? And the feedback has been loud and clear, that  
 9 whilst their confidence in the police is high, they want  
 10 it to be a transparent relationship wherever possible,  
 11 and I think you can do both things. You can, in  
 12 extremis, have these off-the-record conversations, once  
 13 you've defined them, and you can have a system which  
 14 allows governance and oversight. If you can't do the  
 15 latter, you're left with making your own rules up again.

16 Q. Paragraph 31, Mr Baker, deals with your experience of  
 17 leak inquiries. Five investigations in all during your  
 18 four-year tenure. None of the investigations resulted  
 19 in disciplinary action being taken, which I suppose is  
 20 an indication of how difficult it is to prove this sort  
 21 of disciplinary infraction; is that correct?

22 A. Well, they are difficult to deal with, but it's been  
 23 made more difficult by the fact that there is  
 24 a sloppiness of rules around what is permissible and  
 25 what isn't, if that makes sense.

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1 Now, on these five cases -- I wouldn't have been  
 2 told about these five cases while I was Chief Constable  
 3 because I was the discipline authority, if that makes  
 4 sense. So if these had come to fruition from a  
 5 misconduct point of view, I would have been the person  
 6 in judgment ultimately. So it was only after I got the  
 7 request to provide a statement that I found out there  
 8 had been these five cases. That's perfectly normal.

9 LORD JUSTICE LEVESON: I understand that, because if you're  
 10 the judge, you can't have been part of the prosecution  
 11 team.

12 A. Exactly, sir.

13 LORD JUSTICE LEVESON: And it's a rather interesting  
 14 position that chief constables hold. But have you found  
 15 out now the detail about these five operations or do you  
 16 just know there were five?

17 A. I just know there were five.

18 LORD JUSTICE LEVESON: So you don't know, for example,  
 19 whether the investigators knew who had done it, but  
 20 because of the looseness of the rules, didn't feel it  
 21 was disciplinary, or just never found out who had done  
 22 it?

23 A. That's correct.

24 LORD JUSTICE LEVESON: That actually ruins a whole series of  
 25 questions I wanted to ask you.

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1 A. I do apologise.

2 MR JAY: You mentioned that part of the difficulty in  
 3 certain instances, at least, surround a lack of clarity  
 4 in the rules themselves. Are you including Essex within  
 5 that criticism or not?

6 A. Oh absolutely, yes. This wasn't -- these issues  
 7 contained within the report were not top of my agenda  
 8 when I was a chief constable. So for example, secondary  
 9 employment, you know, what your cops and your staff may  
 10 do outside of work. It was actually the Sun newspaper  
 11 that exposed me with a -- that actually superimposed  
 12 a wizard's hat on my head with a rabbit sat on my desk,  
 13 that we'd got two magicians and a wizard -- I'm not sure  
 14 what the differential is -- employed in second jobs. So  
 15 was it the top of my agenda? No, it wasn't. I don't  
 16 say that with any pride but it wasn't. Most of these  
 17 issues, I have to say, weren't.

18 Was the relationship with the media and all the  
 19 nuances of it top of my agenda as Chief Constable? No.

20 LORD JUSTICE LEVESON: Is it convenient to take a break,  
 21 Mr Jay?

22 MR JAY: Yes.

23 LORD JUSTICE LEVESON: We'll give the shorthand writer a few  
 24 minutes. Thank you.

25 (3.22 pm)

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1 (A short break)

2 (3.28 pm)

3 MR JAY: Mr Baker, paragraph 55 of your statement, 8263.  
 4 You're asked for your impression of the culture within  
 5 the Essex police in relation to its dealings with the  
 6 press and you say you believe that "Essex police, as an  
 7 organisation, tried to be as open as possible with the  
 8 press to provide the best information to ensure the  
 9 public were well-informed and confident in our service".  
 10 Then you say:  
 11 "As individuals, my impression was that many of my  
 12 staff, particularly the more junior staff, were  
 13 apprehensive of dealing with the media and deferred that  
 14 role to those more senior and/or with the relevant  
 15 training."  
 16 We heard the adjective "defensive" used in relation  
 17 to the Metropolitan Police this morning. Is that an  
 18 adjective which could be fairly applied to Essex police  
 19 between 2005 and 2009 in your opinion?

20 A. No, not defensive. There were times, I guess, we'd be  
 21 annoyed, where we thought the coverage was inaccurate,  
 22 and it may have appeared to the media we were being  
 23 defensive because of how we had structurally approached  
 24 our dealings with the media. That is to say that not  
 25 everybody within Essex police would deal with the media,

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<p>1 so we'd rely on training and what the issue is and                  2 whether it was divisionally based or corporate. So                  3 there were a range of options which didn't include all                  4 members of staff.                  5 Now, that may have come across, if you worked for                  6 the media, as being defensive, but it certainly wasn't                  7 the intention to be defensive. Put it that way.                  8 Q. Thank you. Question 56. On reflection, that was a bit                  9 of a wide-ranging question, to set out the most                  10 important findings to emerge from your report. You                  11 might have just said, "Please read the report", rather                  12 than expect you to summarise them.                  13 One point you make -- it's an important one, on the                  14 next page four lines down:                  15 "From the public's perspective, the Police Service                  16 needs not only to act fairly, but be seen to be acting                  17 fairly."                  18 So you place perception almost on the same level as                  19 importance as reality; is that right?                  20 A. Absolutely, yes. I think it was particularly important                  21 that -- not only as a regulator but all of us, that we                  22 take the public's view, particularly if you're talking                  23 about the public interest, and that's what, on this                  24 occasion, 3,500-plus members of the public who were                  25 surveyed said, "That's what we think."                  Page 53</p>	<p>1 work ought to be considered in the context of mine, or                  2 vice versa, because if I also report in or                  3 about October, there is a risk that we will be ships                  4 that pass in the night, and I don't know whether you                  5 will have a time, after you the receive the responses                  6 but before you do a reinspection, where you publish                  7 anything on what I'm going to call emerging findings, so                  8 that I can take into account your views before I make                  9 any recommendations which might impact upon the                  10 relationship between the press and the police, which are                  11 certainly within my terms of reference. Do you                  12 understand?                  13 A. Exactly, sir, yes. I don't believe for a moment we'll                  14 be ships that pass in the night, and why I say that is                  15 we have met -- and I know you've met with Sir Dennis, to                  16 ensure that there's not duplication and that we don't                  17 interfere in any way, shape or form with the Inquiry,                  18 and we intend to do that for the next phase. And also                  19 forces have said to me that clearly you have primacy                  20 around this, so when you talk about the new media                  21 policies that will come out, they will all reflect what                  22 this Inquiry's findings are, which is understandable.                  23 LORD JUSTICE LEVESON: I wasn't thinking about primacy or                  24 you treading on my toes. I wanted to make sure that                  25 I could use the expertise that you bring to bear from                  Page 55</p>
<p>1 Q. In terms of what's happening with your report, published                  2 in December 2011, I think you've given the end of this                  3 month as the cut-off date for the police services to                  4 respond to it; is that right?                  5 A. That's right. For the Police Service, which is the                  6 Association of Chief Police Officers and currently the                  7 Association of Police Authorities, to come back to me                  8 with their views on the report. I have to say, they                  9 seem to have received it very well. The proof of the                  10 pudding will be in the eating, but having done a number                  11 of these reports before, there's been a difference with                  12 this one, that they were very open to engage the service                  13 across the piece, responded to quite a burdensome                  14 request from the inspectorate to provide lots of                  15 information in a very short period of time, which they                  16 did, in my view, the best to do, and there have been no                  17 naysayers to this point. But I will know at the end of                  18 the month what the initial thrust is.                  19 I then intend to reinspect this piece of work prior                  20 to the Police and Crime Commissioner's taking up post in                  21 November of this year. So by October of this year not                  22 only will we have what the solutions are to this -- this                  23 piece of work, that is -- but how they're progressing,                  24 how they're being implemented.                  25 LORD JUSTICE LEVESON: I'm very keen to understand how your                  Page 54</p>	<p>1 your experience as a police officer and as an                  2 inspectorate so that whatever I recommend fits with what                  3 you think will work. You may have heard that I've said                  4 to editors throughout that I am very keen that what                  5 I suggest, whatever it might be, doesn't immediately get                  6 the riposte: "Well, that shows how little clue he has",                  7 and so it just sits on a shelf gathering dust. And in                  8 the same way I say about the regulation, if that's what                  9 there is to be, of the press, so I say it in relation to                  10 the police, where there isn't likely to be a statutory                  11 solution to anything. It is much more going to be                  12 around the culture and the positioning of the Police                  13 Service so as it to be able to address the issues that                  14 have emerged both through the report commissioned by the                  15 Commissioner and by the report commissioned by the Home                  16 Secretary have spoken about.                  17 I see the bits of work as complementary. You've                  18 come at it from the inspectorate's perspective,                  19 Elizabeth Filkin's come at it from the internal police                  20 perspective, albeit only the Metropolitan Police.                  21 I have to sort of try and grip the whole piece, and so                  22 it's not that you will tread on my toes; it's that                  23 I will want to make sure that what I can do, what                  24 I recommend, if that's where I go, fits with what you                  25 think will work. Do you follow me?                  Page 56</p>

<p>1 <b>A. I follow you entirely, sir. I think I'm confident, as</b>  2 <b>you describe, that the work will be complementary, and</b>  3 <b>clearly we will be talking to your Inquiry team as this</b>  4 <b>work progresses, and where we have been very clear with</b>  5 <b>the Police Service is they are best placed for the</b>  6 <b>police bit to come up with their recommendations for</b>  7 <b>this, but we, as a regulator, will be testing that, as</b>  8 <b>the public would expect us to, because it's --</b>  9 LORD JUSTICE LEVESON: That's exactly what I want to happen,  10 and I hope that ACPO are doing just that, and if my hope  11 and expression of hope is passed to the relevant people  12 in ACPO, that will not disappoint me.  13 <b>A. I'm sure they're watching this as we speak, sir.</b>  14 MR JAY: In relation to evidence-gathering for your report,  15 first of all, your witness statement makes it clear that  16 you gathered evidence from members of the public. You  17 refer to qualitative and quantitative research which was  18 conducted by an independent organisation.  19 <b>A. Yes.</b>  20 Q. Obviously the quantitative research was going to be much  21 greater. Presumably that was providing multiple choice  22 questions, as it were, was it?  23 <b>A. That's right.</b>  24 Q. And ticking boxes. Can I ask you, though, how you  25 obtained evidence from within the Police Service itself?</p> <p style="text-align: center;">Page 57</p>	<p>1 Q. I appreciate that the media weren't the centre of your  2 report, that they were just one aspect of it, but were  3 you able to gather evidence from any organs of the  4 media?  5 <b>A. Yes, quite a few. They were seen as being very key to</b>  6 <b>this because part of the genesis was the phone hacking</b>  7 <b>issues. So we spoke to lots of people from the media,</b>  8 <b>from the Crime Reporters Association to representatives</b>  9 <b>of Hacked Off, to people who have written academic</b>  10 <b>pieces on the media and the police, to try and get</b>  11 <b>a view on what were the most suitable recommendations</b>  12 <b>and where the evidence was around this.</b>  13 LORD JUSTICE LEVESON: But you've not been to Scotland?  14 <b>A. Not Scotland, sir, no. We don't -- just to be clear,</b>  15 <b>there is a separate --</b>  16 LORD JUSTICE LEVESON: No, I'm sure. I mean, you explained  17 that you went to Northern Ireland, and that's separate  18 as well, isn't it?  19 <b>A. But it's covered by us as an inspectorate.</b>  20 LORD JUSTICE LEVESON: Oh, I see.  21 <b>A. Scotland has a separate inspectorate. That's not</b>  22 <b>a reason for not going there, but that --</b>  23 LORD JUSTICE LEVESON: Do you know whether they've conducted  24 any parallel exercise?  25 <b>A. We have been talking to them. I don't think they have</b></p> <p style="text-align: center;">Page 59</p>
<p>1 <b>A. We carried out -- having developed the methodology which</b>  2 <b>was agreed with the Home Secretary, the terms of</b>  3 <b>reference, we did share that with other people who were</b>  4 <b>carrying out reviews at the time, including this</b>  5 <b>Inquiry.</b>  6 <b>Having developed that methodology in terms of</b>  7 <b>reference, one of the things we did was we checked all</b>  8 <b>of the databases to try and find out what the scale of</b>  9 <b>the problem was, what -- the quantum of the issues we</b>  10 <b>were dealing with. We then carried out a two-day</b>  11 <b>inspection, if you like, a review in each force and</b>  12 <b>authority, where members of staff and secondees who were</b>  13 <b>working for HMIC at the time went along and spoke to</b>  14 <b>stakeholders and gathered evidence from all forces in</b>  15 <b>England and Wales, including the police authorities.</b>  16 <b>Beyond that, we included the National Policing</b>  17 <b>Improvement Agency, the British Transport Police and the</b>  18 <b>Police Service of Northern Ireland that weren't part of</b>  19 <b>the Home Secretary's terms of reference. They contacted</b>  20 <b>us and asked if they could be included.</b>  21 <b>So we went to every force and authority, interviewed</b>  22 <b>the stakeholders, got the policy documents, got the</b>  23 <b>evidence, if you like, from them, which we were sharing</b>  24 <b>with them as we went through it, and then started</b>  25 <b>forming a view that is now captured within this report.</b></p> <p style="text-align: center;">Page 58</p>	<p>1 <b>at this moment in time, but that's an assumption on my</b>  2 <b>part.</b>  3 MR JAY: The one message which came through your  4 questionnaires of the public -- this is 8265, still part  5 of your answer to question 58:  6 "The public associate integrity with being treated  7 fairly by the police. The public association of  8 integrity with fairness suggests that they see  9 inappropriate relationships and the conflicts of  10 interest that might arise as a consequence to be one  11 dimension of police integrity, but not the only one, and  12 this has implications for the police if they're seeking  13 to tackle corruption and inappropriate relationships  14 from the perception of the service users or the public  15 more generally."  16 That's an important point. It's a point which came  17 through Elizabeth Filkin's evidence as well.  18 Can I ask you about the point you make at the bottom  19 of the page about governance, oversight and control? In  20 a nutshell, what is the point that you are making there?  21 I appreciate it's developed in the report.  22 <b>A. My view is that what the report is trying to say, or</b>  23 <b>hopefully communicates, is that you need to be very</b>  24 <b>clear on what your values and standards are as an</b>  25 <b>organisation. Some of that is in place through officers</b></p> <p style="text-align: center;">Page 60</p>

<p>1 being attested, new members of staff joining the  2 organisation. Underpinning those values needs to be  3 a clarity of what is appropriate and not appropriate  4 within the component parts of this report. So we  5 discussed hospitality earlier. There needs to be a real  6 clarity on what is appropriate behaviour and what isn't,  7 and if there's something that falls between, what course  8 of action do you take.</p> <p>9 It's only then, in my view, can you apply proper  10 governance and oversight to this. Otherwise you're  11 putting the cart before the horse. If you've not got  12 clarity of rules on what a good job looks like, you  13 can't come along and regulate it. So whether I'm a new  14 Police and Crime Commissioner, whether I'm the  15 Inspectorate, whether I'm the Chief Constable, then I'm  16 operating almost in a vacuum.</p> <p>17 The point also in the report is I do not believe  18 there should be geographic differences to this. There  19 are 40-odd different ways of doing this at this moment  20 in time that I find odd, I think the police find odd, in  21 truth, and certainly the public think that is unusual.</p> <p>22 Q. So there has to be one nation-wide policy, the policy  23 has to be clearly expressed, it's understood that there  24 may be grey areas in the middle, but subject to that,  25 the need for clear rules and clear guidance is well</p> <p style="text-align: center;">Page 61</p>	<p>1 cases that could be classified as leaks to the police.  2 I'm sure there were far more that hadn't been recorded  3 in this way, but 314, which broke down to relationship  4 issues, which had to be fairly specific within this,  5 which there were 12 of across England and Wales, and 302  6 which were around information disclosure to the media,  7 most of which couldn't be traced through sources. So  8 there could have been a relationship but it wasn't  9 clear.</p> <p>10 Beyond that, there's clearly a lot more going on, is  11 my view, and part of that is because this is not the  12 top -- or hasn't been the top of people's agendas. Your  13 systems and processes have not been focused on finding  14 these things out. They've had to be fairly major issues  15 for them to become recorded at that moment in time.</p> <p>16 Q. So is this right: the recorded or recordable leaks are  17 perhaps the tip of an iceberg, or is that putting it too  18 high?</p> <p>19 A. It's an assumption on my part, but it would be an  20 assumption there are -- on inappropriate disclosure of  21 information to the media and others, my sense is there  22 would be -- from my experience, there would be more than  23 this around -- if you make organisational changes,  24 you're quite likely to be reading about it in the media  25 quite quickly. Most of those will not be recorded as</p> <p style="text-align: center;">Page 63</p>
<p>1 established, and it's only then that governance, as it  2 were, can take over, because one knows what one is  3 governing, a set of rules which are clear?</p> <p>4 A. Exactly. It's only then that governance can work.  5 I think it's particularly important in relation to the  6 question you've pointed out, because the governance of  7 policing is changing quite seismically at the end of  8 this year -- ie. police authorities go, with the Act,  9 and one individual, ie a Police and Crime Commissioner,  10 comes along -- it's very important that these matters  11 start to be nailed down.</p> <p>12 Q. Can I ask you three general questions before we start to  13 look at parts of the report. Did you get any sense,  14 Mr Baker, as to how extensive a problem leaks are within  15 not just the Metropolitan Police but more generally  16 within the Police Service, in quantitative terms?</p> <p>17 A. Well, on the -- on those that were reported -- we  18 checked, as I said, the databases to find out what was  19 being reported, not just within the police, but we took  20 the Police Complaints Commission, the various  21 commissioners who keep data on the police. So we  22 searched the databases to find out what was the scale of  23 the ill that everyone seemed to want to cure.</p> <p>24 What we did find out, over a five-year period -- we  25 went back to April 2006 in the main -- we found 314</p> <p style="text-align: center;">Page 62</p>	<p>1 leaks to the media historically. They may be now, but  2 they wouldn't have been in the past, would be my  3 submission.</p> <p>4 LORD JUSTICE LEVESON: So those are the things that you know  5 about that you don't know the number of them. There is  6 also stuff that appears in the press which you don't  7 know has come about by a leak, but if you really did the  8 work on it, you would find it would have to be a leak.</p> <p>9 A. It would certainly have to be a leak, sir. One of the  10 other dimensions to that is: where did the leak come  11 from? Because within this, quite a few people assume  12 it's the police, and I'm sure in part they'd be right,  13 but because of the nature of the way the police do  14 business, ie lots of growth and partnership work, lots  15 of other people have access to that information and  16 intelligence in very real time. I'm not saying that, by  17 the way, to deflect it from the Police Service, but lots  18 of people will have their hands on that information.  19 But you're right; this is only what is recorded and that  20 we found during this research.</p> <p>21 MR JAY: I turn now to the specific issue of social media.  22 To what extent is that becoming an issue or a problem  23 and in what way?</p> <p>24 A. Well, there's clearly been a communications revolution  25 around how not only the media but the public communicate</p> <p style="text-align: center;">Page 64</p>



1 with each other, and not unlike other organisations, the  
 2 police in my view have been struggling to keep in front  
 3 of that or apace with it. So very few have what I would  
 4 call robust policies around what you can and cannot do  
 5 on social media sites such as Facebook, Twitter,  
 6 et cetera. Please don't misunderstand that, I'm not  
 7 against any of these sites, there are lots of positive  
 8 aspects from the Police Service communicating with the  
 9 public on these social networking sites to inform the  
 10 public of issues in their areas that they would want  
 11 legitimately to know about.

12 But the controls around it and, again, what a good  
 13 job looks like has become very blurred and the blurring  
 14 I found, doing this piece of work, was the differential  
 15 between what is public in your professional life, what  
 16 should be in the public domain. There will be bits of  
 17 your private life, I guess, which it's okay to expose in  
 18 the public domain anyway, because it has some relevance,  
 19 but there will also be other bits about you that are, in  
 20 my view, best kept private, because it's nothing to do  
 21 with anyone else and it can taint people's judgment on  
 22 the professionalism of, in this case, the Police  
 23 Service.

24 So we found examples of people -- we got an  
 25 organisation that knows far better than I do in these

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1 cases to do as a piece of research with eight forces to  
 2 find out the people who were using a social networking  
 3 site, Facebook in this case, to find out whether they  
 4 were engaged in any inappropriate behaviour, and whilst  
 5 the numbers were small, ie on the inappropriate  
 6 behaviour, it was clear there are no great checks and  
 7 balances around how people should be using this media.

8 LORD JUSTICE LEVESON: Could you give me an example, just so  
 9 that I can understand?

10 A. An extreme is somebody who had identified themselves as  
 11 working for a police force, were exposing themselves  
 12 on -- taking photographs of themselves minus appropriate  
 13 clothing, and it had appeared on Facebook.

14 Lots of this seemed to be silliness, in truth, not  
 15 organised criminality, and it was generally holiday  
 16 snaps that had probably been taken many years previously  
 17 when you were far younger, that in some bizarre moment,  
 18 generally under the influence of alcohol, I suspect,  
 19 that you've decided to share with the rest of the world  
 20 in the tweetsphere or whatever it's called, so that  
 21 would be an extreme case, to other cases of "I don't  
 22 really like working for X police because they don't know  
 23 what they're doing", so that would again impact on  
 24 public confidence.

25 To stress, these cases were small in nature and my

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1 guess, and it is a guess, is that these people weren't  
 2 doing it from malice aforethought, it was just an act of  
 3 stupidity, but the impact on public confidence can be  
 4 quite high, if you're following this on the network.

5 LORD JUSTICE LEVESON: Is this a question of education?

6 A. It's -- as what's, I think, written through the report,  
 7 sir, is a clarity on what you can do and what you can't  
 8 do that doesn't impact on your rights as an individual,  
 9 and says, "Look, whilst you work for us, this is okay,  
 10 this isn't okay", so exposing your genitalia, having  
 11 identified yourself as a member of X-shire police might  
 12 not be the corporate image that you're trying to get  
 13 across.

14 MR JAY: Yes.

15 LORD JUSTICE LEVESON: How carefully phrased.

16 MR JAY: (inaudible) the vices of lavish or overlavish  
 17 hospitality, and you explain the principal objections to  
 18 that, but in the course of your work, did you find any  
 19 examples of, sort of, frank corruption, or was it always  
 20 the quid pro quo for hospitality was either an  
 21 expectation that a story might not be written in  
 22 a certain way, was more diffuse rather than blatant?  
 23 Can you assist us on that?

24 A. Well, hopefully. In relation to broader hospitality, so  
 25 that would be not just hospitality with the media, there

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1 were some isolated cases which are alleged to be  
 2 corrupt, which are being investigated, and part of that  
 3 was the genesis of the Home Secretary's commission to  
 4 Sir Dennis and then to me to carry out this review, ie  
 5 it wasn't just about media relationships. Some of that  
 6 was relationships with contractors who wanted to do  
 7 business with police. So some of that, it is alleged,  
 8 is corrupt in criminal terms, ie that it's being  
 9 investigated.

10 In relation to the entries we found relating to the  
 11 media, hospitality entries -- and there is an amendment,  
 12 if I may refer to it in a moment -- none of those  
 13 overtly you could say were corrupt or otherwise because  
 14 our piece of work wasn't an investigation to that  
 15 degree. All I can tell you is there were a number of  
 16 entries, and on page 41 of the report --

17 Q. Yes?

18 A. -- it does give a figure on the number of entries that  
 19 excludes the bulk of the entries from the Metropolitan  
 20 Police, I was told today, which there are an additional  
 21 230.

22 LORD JUSTICE LEVESON: Sorry, page 41 of the report?

23 A. Page 41, sir, fifth paragraph, which says:  
 24 "Over the last five years we found 9,600 entries, of  
 25 which less than 1 per cent, ie 68, related to gifts and

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<p>1 <b>hospitalities or gratuities and hospitality received</b>  2 <b>from the media. That involved 23 forces."</b>  3 <b>The 23 forces bit is right. What I found out this</b>  4 <b>lunchtime was that it had only included a certain amount</b>  5 <b>of time from the Metropolitan Police and not the whole</b>  6 <b>of the five years. The whole of the five years for the</b>  7 <b>Metropolitan Police includes another 230 of those.</b>  8 <b>That's not a reflection on the Metropolitan Police, by</b>  9 <b>the way. It's our error, not theirs.</b>  10 LORD JUSTICE LEVESON: So, to get the picture, if you  11 include all Metropolitan Police, that number of 68 --  12 <b>A. Goes to 298.</b>  13 LORD JUSTICE LEVESON: We have to be a bit careful about  14 that figure as well, because although it's four times  15 the size, the Met is by far and away the largest  16 employer --  17 <b>A. Exactly, sir.</b>  18 LORD JUSTICE LEVESON: -- of staff and by far and away the  19 most likely to have any of these sorts of contacts.  20 <b>A. Exactly that. I think it's back to the earlier</b>  21 <b>discussion around --</b>  22 LORD JUSTICE LEVESON: Yes. I just wanted to make the point  23 before it was described in some other way.  24 <b>A. Thank you.</b>  25 MR JAY: Mr Baker, we're going to go through the detail of</p> <p style="text-align: center;">Page 69</p>	<p>1 interests which may conflict or be perceived to conflict  2 with the integrity of the police force."  3 The review methodology -- you've covered this quite  4 generally in answer to earlier questions, but here we  5 have the detail -- around 500 interviews with  6 stakeholders within the Police Service, as well as  7 approximately 100 focus groups. Did you conduct any  8 interviews with stakeholders on the basis that what they  9 said wouldn't be attributed to them in your report?  10 <b>A. There were, I understand, a couple of senior</b>  11 <b>stakeholders that we'd call the external reference group</b>  12 <b>of clear opinion formers who didn't want the comments</b>  13 <b>attributing within the report. I think there were two</b>  14 <b>of those, by recollection.</b>  15 Q. Yes.  16 <b>A. The focus group mentioned at the first bullet point was</b>  17 <b>within each force and authority that we visited, we held</b>  18 <b>a couple of meetings with staff, because a lot of this</b>  19 <b>is focused on very senior people, but we wanted to get</b>  20 <b>a view from the workforce on how they saw these issues,</b>  21 <b>and I think it's right to say here that their moral</b>  22 <b>compass was very strong on these things. They were very</b>  23 <b>clear that lots of these things, in their view, were not</b>  24 <b>acceptable.</b>  25 LORD JUSTICE LEVESON: So the staff were tougher on their</p> <p style="text-align: center;">Page 71</p>
<p>1 the report with Sir Dennis O'Connor next week, but may  2 I go through the overview with you and pick up some  3 highlight points and the methodology insofar as we  4 haven't covered it? On the internal numbering of the  5 report, it's page 7, the "Overview". That, in our  6 bundle, is going to be about 4383. I say "about"  7 because my bundle doesn't contain the URN numbers, but  8 I know what the front page number is.  9 LORD JUSTICE LEVESON: What's the internal number?  10 MR JAY: 7.  11 <b>A. Right, "Overview".</b>  12 MR JAY: And the essence of the issue -- you really strike  13 at the heart of the matter here five lines down:  14 "A conflict of interest arises where police officers  15 or staff give or appear to give preferential treatment  16 to one interest over others. At best, this behaviour  17 may be regarded as inappropriate; at worst, as corrupt.  18 Potential conflict of interest include the access and  19 influence accorded to individuals and organisations;  20 inappropriate disclosure of information to the media and  21 others, whether for financial gain or otherwise;  22 excessive or inappropriate hospitality, especially when  23 offered to senior officers and other decision-makers;  24 question marks over contractual arrangements and  25 police/supplier relationships; and secondary business</p> <p style="text-align: center;">Page 70</p>	<p>1 forces than the public?  2 <b>A. The staff were clear in two parts, sir. One, where</b>  3 <b>there was clear leadership from the top, they understood</b>  4 <b>what the rules were and were happy to go along with</b>  5 <b>that. And secondly, where it was less clear and when</b>  6 <b>they were talking about what gratuities and</b>  7 <b>hospitalities it was right to receive, in my words their</b>  8 <b>moral compass was very strong. There was a clarity of,</b>  9 <b>you know, most things were not acceptable. Teas and</b>  10 <b>coffees were; beyond that then the Police Service</b>  11 <b>shouldn't be engaging in it.</b>  12 MR JAY: Can you explain the benchmarking exercise, which is  13 the fourth bullet point, just elaborate on that? What  14 is that?  15 <b>A. We did another two. One was we contacted not only</b>  16 <b>police forces, nationally and internationally, but other</b>  17 <b>organisations to take a view on all of the component</b>  18 <b>parts of this report. So what were their relationships</b>  19 <b>with the media and how did they manage it, some of which</b>  20 <b>is cited in the report. So the New South Wales Police</b>  21 <b>media policy, how New York Police Department dealt with</b>  22 <b>integrity testing, because they have a 650-strong team</b>  23 <b>on internal affairs that are separate from the police,</b>  24 <b>if you like. I don't necessarily advocate that model.</b>  25 <b>But also other organisations such as banks, charity</b></p> <p style="text-align: center;">Page 72</p>

<p>1 organisations -- so third sector -- on how they were                  2 dealing with inappropriate disclosures of information                  3 and relationships. So not just about policing, but                  4 added the Police Service benchmark, and we didn't find                  5 the cure for this in any other organisation. In fact,                  6 in many parts, the Police Service in England and Wales                  7 was a lot stronger than many much the organisations,                  8 nationally and internationally, that we spoke to. So if                  9 you took in appropriate disclosure of information                  10 recorded by the Information Commissioner, there are far                  11 more complaints about other organisations than there are                  12 about policing, for example.</p> <p>13 So the police came out of that strongly. I know                  14 it's easy to put them in the spotlight with this, but                  15 whilst they have a way to go, whilst you'd find on                  16 policies and procedures 70 or 80 per cent of forces                  17 would have some sort of policy, if you applied that to                  18 most of the sectors, you were down to 20 and 30 per cent                  19 had got policies around it.</p> <p>20 In some cases, the Police Service were outshone by                  21 other organisations, but generally in just one component                  22 part of what we looked at.</p> <p>23 Q. And the review findings, on the internal numbering                  24 page 9, the first bullet:                  25 "We did not find evidence to support any contention</p> <p style="text-align: center;">Page 73</p>	<p>1 saying it isn't correct, but how do we know it's                  2 correct?</p> <p>3 A. The cases where we went into forces and found that,                  4 particularly from the very top, where the chief officer                  5 and the chief officer team were very clear on what was                  6 right and what was wrong and that was being articulated                  7 in not only bits of paper but the way they behaved, you                  8 would get that feedback from the staff, but you'd also                  9 see it when you tested some of those areas of business.                  10 Where they would bring in that clarity to it, we found                  11 a difference.</p> <p>12 Q. Thank you. On the next page, a point you've already                  13 touched on:                  14 "A hugely inconsistent approach [second bullet                  15 point] across the service and a lack of clarity about                  16 where the boundaries lie."                  17 And you're contending for a country-wide approach,                  18 on my understanding, and a clear approach?</p> <p>19 A. That's the recommendation, or one of the recommendations                  20 is there needs to be an agreement of what the thresholds                  21 are and a framework that's to a nationally agreed                  22 standard, is my view, because I don't see, when it comes                  23 to integrity, how you could argue geographical                  24 differences on some of these things.</p> <p>25 Q. Then the sixth point:</p> <p style="text-align: center;">Page 75</p>
<p>1 of endemic corruption in Police Service relationships,                  2 either in relation to the media or more generally, with                  3 the majority of police officers and staff striving to                  4 act with integrity."</p> <p>5 By definition, you weren't intending to duplicate                  6 the work of Operation Elveden there, were you?</p> <p>7 A. No, to be very clear, in relation to Weeting, Elveden                  8 and the Surrey inquiry around Milly Dowler, we did speak                  9 to those inquiries, but at that time, bearing in mind                  10 this was September when we closed the data gathering,                  11 they had no data recorded because their inquiries were                  12 ongoing. Similar to a point made earlier, it was not                  13 our intention to get in the way of those inquiries. So                  14 it wasn't an investigation into the Metropolitan Police                  15 Service, the Milly Dowler inquiry or any of that. This                  16 was around the terms of reference as shown in the                  17 inquiry and what we found with the 43 forces and others                  18 in England and Wales.</p> <p>19 Q. The fourth point:                  20 "Visible consistent leadership is a key contributor                  21 to promoting integrity and raising awareness of or focus                  22 on these issues."                  23 If I were to ask you to substantiate that with                  24 evidence, how would you do that? Obviously this is                  25 a very important point, if it's correct. I am not</p> <p style="text-align: center;">Page 74</p>	<p>1 "Governance and oversight is generally weak and                  2 limited proactive checks and balances take place."                  3 Clearly the strength of governance and oversight                  4 would be indicated by a more proactive approach; is that                  5 correct?</p> <p>6 A. Exactly more proactive, but you need to put the first                  7 component parts in place first. You need to be very                  8 clear what you're actually governing.</p> <p>9 Q. Understood.                  10 Then page 11, information disclosure. That probably                  11 speaks for itself. These are leak investigations.                  12 Hospitalities and gratuities -- this is the lack of                  13 consistent approach point, and also a lack of                  14 proactivity, page 12. Procurement and contracts,                  15 page 13.                  16 Can I just ask you to develop the point on secondary                  17 business interests and risks? Again, there is an                  18 inconsistent approach countrywide.</p> <p>19 A. Yes.</p> <p>20 Q. You're referring here to what, more specifically,                  21 Mr Baker?</p> <p>22 A. There is an ACPO policy on what second occupations                  23 police offers -- because there is a differential between                  24 police officers and police staff, although some have                  25 tried to renegotiate contracts with police staff.</p> <p style="text-align: center;">Page 76</p>

<p>1 <b>Police officers are guided by regulations where they</b>                  2 <b>need a chief officer authority to take up a secondary</b>                  3 <b>employment. The current guidance are there are four</b>                  4 <b>areas whereby that shouldn't take place. Two are around</b>                  5 <b>driving, ie being a taxi driver or giving driving</b>                  6 <b>instruction. One is about giving financial advice,</b>                  7 <b>being a financial adviser, and the other one is giving</b>                  8 <b>professional training around things like taser or</b>                  9 <b>self-defence.</b></p> <p>10 <b>We found examples in a good number of forces that</b>                  11 <b>people were employed -- ie police officers and staff</b>                  12 <b>were employed in those functions, so the existing policy</b>                  13 <b>wasn't being adhered to. But we also found examples of</b>                  14 <b>things that need clarity, in my view. So there weren't</b>                  15 <b>legions of them, but you'd find examples of cage</b>                  16 <b>fighters, door security, those types of occupations,</b>                  17 <b>whereby what I'm saying here the Police Service needs to</b>                  18 <b>be clear with what you can and cannot do, what is</b>                  19 <b>compatible and isn't.</b></p> <p>20 <b>To balance that, when we ask the public, they seem</b>                  21 <b>to be more relaxed about some of these other things</b>                  22 <b>because people do understand the age of austerity, and</b>                  23 <b>their view was, in a general term, as long as there were</b>                  24 <b>no conflicts of interest, they thought that most</b>                  25 <b>secondary employments were okay, as long as there wasn't</b></p> <p style="text-align: center;">Page 77</p>	<p>1 were going to have you on the same day but for reasons                  2 which I can't now recall, that didn't prove possible.                  3 So that's why you're here one day and Sir Dennis next                  4 week, but specific matters on the detail we will take up                  5 with him as we go through the report.                  6 I think those are all the matters I was going to                  7 raise with you.                  8 LORD JUSTICE LEVESON: There's one thing I would like to                  9 raise with you. I readily understand the difference                  10 that there might be between Essex and the Met, but do                  11 I gather from what you're saying that although they had                  12 yet another set of rules and approaches, there was                  13 a similar difference between a large force like Greater                  14 Manchester and the Met as well?                  15 <b>A. That's correct, but there are also large differences</b>                  16 <b>between --</b>                  17 LORD JUSTICE LEVESON: Essex and Greater Manchester?                  18 <b>A. Exactly. If you're trying to find a commonality of the</b>                  19 <b>differences, I don't think you will, sir, or good luck</b>                  20 <b>to you.</b>                  21 LORD JUSTICE LEVESON: I'm not necessarily going to look,                  22 because actually all that's a run-in to what I am going                  23 to ask about, which is Northern Ireland, because                  24 Northern Ireland is a separate Police Service where they                  25 have their own issues with the press and their national</p> <p style="text-align: center;">Page 79</p>
<p>1 <b>an obvious conflict of interest.</b></p> <p>2 <b>So again, a lack of cooperacy, if you like, within</b>                  3 <b>the Police Service I think would benefit from being</b>                  4 <b>tightened.</b></p> <p>5 Q. Thank you. The governance and oversight issue and the                  6 lack of consistency across the country we see again at                  7 pages 15 and 18. You're developing there points you've                  8 already made orally. Your recommendations -- and there                  9 are seven of them, I think --</p> <p>10 <b>A. Six.</b></p> <p>11 Q. Pardon me. Six core recommendations, pages 19 and 20.                  12 Those are recommendations which have been generally well                  13 received amongst your 40-plus police services throughout                  14 the country; is that right?</p> <p>15 <b>A. That's right. I mean I was, I have to say, having done</b>                  16 <b>a number of other pieces of work, extremely impressed</b>                  17 <b>with the energy that the Police Service put around.</b>                  18 <b>They took it very seriously. They appeared to be taking</b>                  19 <b>the recommendations very seriously. We will know at the</b>                  20 <b>end of this month what some of those products will look</b>                  21 <b>like.</b></p> <p>22 MR JAY: Well, the main narrative section of the report I'm                  23 going to take up with Sir Dennis O'Connor next Monday.                  24 The original intention, for the avoidance of doubt -- it                  25 might appear to be a bit bitty to the public -- is we</p> <p style="text-align: center;">Page 78</p>	<p>1 press, the Northern Irish press, is based in Northern                  2 Ireland along with them. I just wanted to know whether                  3 you found that the Northern Ireland Police Service was                  4 nearer to the Met or to one of our other regional                  5 forces. Do you see the point I'm trying to get to?                  6 <b>A. Yes, I see the point entirely, which of that information</b>                  7 <b>I don't have with me to give you, but the sense I got</b>                  8 <b>from looking at the Police Service of Northern Ireland</b>                  9 <b>response was, yeah, there are some scale similarities,</b>                  10 <b>but the intensity that one experienced with the</b>                  11 <b>Metropolitan Police and the media around London wasn't</b>                  12 <b>the same as what we experienced on this piece of work</b>                  13 <b>with the Police Service of Northern Ireland.</b>                  14 LORD JUSTICE LEVESON: That's interesting, because the                  15 police may say, "Actually, you can't compare us to                  16 anywhere else in England and Wales. We are the centre,                  17 we are doing the highest profile operations that the                  18 national press are going to be the most interested in.                  19 Therefore we have to be considered a special case."                  20 Nobody's quite articulated it in that way, but the                  21 argument is there.                  22 But a similar argument might be deployed in Northern                  23 Ireland, where the Police Service in Northern Ireland                  24 are responsible for the core Northern Irish policing                  25 issues, and there's a national press, if you like, in</p> <p style="text-align: center;">Page 80</p>

<p>1 Northern Ireland, which would be focused on what the                  2 Police Service in Northern Ireland are doing. So one                  3 might expect the same sort of issues.                  4 I don't know whether you've done the comparison --                  5 <b>A. I see the point entirely, sir. I think the difference                  6 for me is, because those similarities may exist, a lot                  7 of the turning the stone over in relation to the                  8 Metropolitan Police Service in this case wasn't the HMIC                  9 piece of work. The phone hacking with the Home Affairs                  10 Select Committee and all of that was pre-existing, and                  11 so Operation Weeting and Elveden and all these things                  12 were ongoing prior to HMIC being commissioned.                  13 So the bit that's missing from the point you're                  14 making, from my perspective, is we didn't have that                  15 richness of data with the Police Service of Northern                  16 Ireland, ie they got a two-day light touch, along with                  17 other police forces in England and Wales. So it may                  18 exist and we may be able to do some further work on it                  19 to come back to you on what that looks like.                  20 The bit that's missing from the Police Service of                  21 Northern Ireland is a level of exposure and scrutiny                  22 that the Metropolitan Police have enjoyed since the                  23 summer of last year.</b>                  24 LORD JUSTICE LEVESON: Yes. I'm not sure they would agree                  25 with the verb you used, but if there is something in</p>	<p>1 (4.15 pm)                  2 (The hearing adjourned until 10 o'clock the following day)                  3                  4                  5                  6                  7                  8                  9                  10                  11                  12                  13                  14                  15                  16                  17                  18                  19                  20                  21                  22                  23                  24                  25</p>
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<p>1 relation to Northern Ireland which you think would be of                  2 value from what you've learnt, I'd be quite interested                  3 to learn about it, because that's the nearest I'm going                  4 to get, I think. I appreciate they've not received the                  5 exposure that the Met have received, and therefore the                  6 comparison may not be helpful, but if there is anything                  7 there, I'd be very interested to see it.                  8 <b>A. I understand.</b>                  9 LORD JUSTICE LEVESON: Thank you very much indeed.                  10 Mr Baker, thank you very much.                  11 I said in relation to Elizabeth Filkin's work, and                  12 I say equally in relation to the HMIC's work, that                  13 I appreciate that you did this for the Home Secretary                  14 and that's what you do, but it is tremendously valuable                  15 to have got this report and to be able to fit it in to                  16 the parameters within which I'm working, and I'm very                  17 grateful to you and to Sir Dennis for ensuring that the                  18 way in which you did the job and its structure would fit                  19 with what I am doing rather than create a conflict with                  20 it. So thank you very much indeed.                  21 <b>A. Yes, sir. Thank you.</b>                  22 LORD JUSTICE LEVESON: Right. So?                  23 MR JAY: That concludes the evidence for today.                  24 LORD JUSTICE LEVESON: I thought you were going to say that.                  25 Thank you very much. 10 o'clock tomorrow.</p>	<p>1                  2                  3                  4                  5                  6                  7                  8                  9                  10                  11                  12                  13                  14                  15                  16                  17                  18                  19                  20                  21                  22                  23                  24                  25</p>
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