



Rt. Hon. Nick Hurd MP  
Minister of State for Policing and Fire Services  
Home Office  
2 Marsham Street  
London  
SW1P 4DF

20<sup>th</sup> April 2018

### **Re HMICFRS Effectiveness Inspection 2017**

Dear Nick,

I am writing in relation to the 2017 HMICFRS Effectiveness Inspection of Northamptonshire Police, in accordance with the requirements of S55 Police Act 1996 (as amended by S37 of the Policing and Crime Act 2017).

As you will be aware. HMICFRS graded the Force as requiring improvement for the second successive year.

As Police and Crime Commissioner for Northamptonshire I value the contribution that HMICFRS make to Forces through their regime of inspections. They play an important role in providing some independence and comment, which is of use of supporting Police and Crime Commissioners in the discharge of their duties to hold Chief Constables to account.

I am disappointed with the grading of requires improvement and on behalf of the public of Northamptonshire do not find this acceptable. I have already made this comment as a public statement locally.

I have discussed this at some length with the Chief Constable, since the receipt of the inspection findings and have made it very clear in these discussions and in my public statements that my expectation is for rapid progress to be made by the Force under his leadership to move the Force from this position. Given the recent resignation of the current Chief Constable this expectation will be a key component of the selection process for his successor. The primary reason for this is to ensure that we maintain and improve the service to the people of Northamptonshire.

I have instructed my office and the Chief Constable that I will require regular and detailed reports in on progress of the trajectory to move Northamptonshire Police from its current position to one of good or outstanding by the time of the full PEEL inspection due in the Force in early 2019.

In addition to this, partly as a result the decision by HM Government to provide Police and Crime Commissioners with increased flexibility to raise additional funding through local precept increases, I have ensured the provision of additional resources to the Chief Constable to assist in the remedy and mitigation of some of the comments and areas for improvement that HMICFRS identified, notably relating to public protection and serious and organised crime.

The Force have, in the past 6 months implemented a new operating model, that was not in place at the time of this inspection, based on detailed research and demand analysis.

As well as providing funds for additional resources I have, through my office and with the Chief Constable been driving ambitious investment in technology, in order to deliver greater efficiency and effectiveness. Examples of this include investment in business intelligence to increase the range and depth of live time data available to both managers and frontline officers and staff to better inform decisions. Also a refresh of mobile data provision to frontline staff across the Force to improve effectiveness, allow access to a much wider range of operational and intelligence tools and improve visibility and accessibility.

Whilst at the point of the Effectiveness inspection the new operating had not been implemented I am encouraged by HMICFRS feedback, notably from HMI Zoe Billingham on the analysis that shaped the model stating that the building blocks have been put in place through the operating model and additional resources I have made available since 2016, to provide an effective platform for improvement. Despite these encouraging comments I remain committed to seek my own personal reassurance on this matter.

It is my clear intention to ensure that these foundations are now effectively built upon, to swiftly move the Force from its current assessment position.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Stephen Mold', with a stylized flourish underneath.

**Stephen Mold**  
Police and Crime Commissioner