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Comisiynydd Heddlu a Throseddau Gwent | Police and Crime Commissioner for Gwent:  
**Jeff Cuthbert B.Sc., MCIPD**



The Rt Hon Amber Rudd MP  
Home Secretary  
Home Office  
2 Marsham Street  
LONDON  
SW1P 4DF

2<sup>nd</sup> January 2018

Dear Home Secretary,

### **HMICFRS Inspection - PEEL: Police Legitimacy (Including Leadership) 2017**

As required by statute, I am writing to you with my comments on the HMICFRS report on PEEL: Police Legitimacy (including leadership) 2017.

I would like to take this opportunity to welcome this report which reflects the progress made by Gwent Police in addressing the following key areas:

- To what extent does the force treat all of the people it serves with fairness and respect?
- How well does the force ensure that its workforce behaves ethically and lawfully?
- To what extent does the force treat its workforce with fairness and respect?

I am pleased to see that HMICFRS has once again praised the efforts of Gwent Police, giving Gwent Police an overall rating of 'Good' in respect of how legitimate the force is at keeping people safe and reducing crime. I am especially satisfied to see that the report highlights that Gwent Police:

- Is good at keeping people updated on the progress of their complaints;
- Has effective knowledge and processes in place to identify, respond to and investigate allegations of discrimination;
- Leaders provide a range of channels to seek feedback and challenges from its workforce; and the service takes action in response to issues raised, informing the workforce accordingly;

*Rydym yn croesawu gohebiaeth yn y Gymraeg, a phan ddaw i law, byddwn yn ateb yn y Gymraeg – ni fydd hyn yn gohirio ein hymateb. Os hoffech dderbyn gohebiaeth yn y Gymraeg o hyn ymlaen, neu os ydych wedi cael eich gwahodd i gyfweiliad neu gyfarfod ac yr hoffech ddefnyddio'r Gymraeg, anfonwch e-bost at: [Commissioner@gwent.pnn.police.uk](mailto:Commissioner@gwent.pnn.police.uk). Darperir gwasanaethau cyfieithu.*

We welcome correspondence in Welsh and where received, we will reply in Welsh - this will not delay our response. If you wish to receive correspondence in Welsh hereafter or if you have been invited to an interview or meeting and you wish to use Welsh, send email to: [Commissioner@gwent.pnn.police.uk](mailto:Commissioner@gwent.pnn.police.uk). Translation services will be provided.

- The service has a well-established and effective health and wellbeing strategy that is supported by a range of practical measures to promote physical and psychological wellbeing, and to take preventative and early action to address wellbeing concerns; and
- The service has an established process for identifying high-potential candidates, based on line manager support, application forms and interviews. It also recognises that Gwent Police is in the early stages of identifying high-potential members of the workforce.

I acknowledge that the Inspectors also highlighted some areas for improvement within their report and can confirm that I will actively look to address these areas with the Chief Constable going forward. Some of these areas are:

- Gwent Police should regularly and frequently review Body Worn Video footage as part of its scrutiny process for improving the way it uses stop and search;
- The service should put in place independent external scrutiny of its use of stop and search and ensure reviews are conducted more frequently;
- Gwent Police needs to comply fully with the national recording standard on the use of force; and
- The service should ensure it has specific literature in police stations and other public places on how to make a complaint in line with the Independent Police Complaints Commission (IPCC) statutory guidance. In particular this should focus on communities with less confidence in the police.

We are already addressing some of these issues via the Legitimacy Scrutiny Panel; for instance I have arrangements in place with the Chief Constable for members of the public to review stop and search records. This allows independent scrutiny of the way the police use their powers and helps to provide public assurance that the powers are being used effectively and legitimately. The Office of the Police and Crime Commissioner (OPCC) have undertaken this process for a number of years through the Stop and Search Dip Sample group, which is comprised of members of the Independent Advisory Group.

The remit of the Group has expanded to look at all use of force and I can confirm that they first met in their new format during November 2017. A report of the findings from the exercise the members undertook is currently being prepared and will be published on the OPCC website once I have reviewed it in January 2018. Recommendations from the report and key observations will subsequently be fed into Gwent Police's Use of Force meeting, in order to help drive improvements where required.

Whilst I fully recognise the areas of improvement that HMICFRS have highlighted, I am positively encouraged by the performance of Gwent Police overall. I am especially pleased to see that Gwent Police have maintained its good grading overall despite the well-known challenges around budgeted cuts that we have faced over the last seven years.

I am confident that Gwent Police are in a good position with regards to the areas covered by this report. I am also reassured that Gwent Police will continue to build further on this in the future; as in the last three years Gwent Police have gone from requiring improvement across the board to being one of the most improved police services in England and Wales. I will continue to work with the Chief Constable and our partners to ensure that people who live in, work in or visit Gwent are safe and that policing and crime services are delivered demonstrating value for money, whilst also ensuring that my office and Gwent Police are employers that people want to work for.

Yours sincerely

A handwritten signature in black ink, appearing to read "Jeff Cuthbert". The signature is written in a cursive, flowing style.

**Jeff Cuthbert B.Sc., MCIPD**  
**Police and Crime Commissioner for Gwent**

Cc: Wendy Williams, HMI  
Julian Williams, Chief Constable