

Swyddfa Comisiynydd yr Heddlu a Throseddu, Gwent
Office of Police and Crime Commissioner, Gwent

Pencadlys Heddlu Gwent | Gwent Police Headquarters,
Croesyceiliog, Cwmbrân, NP44 2XJ

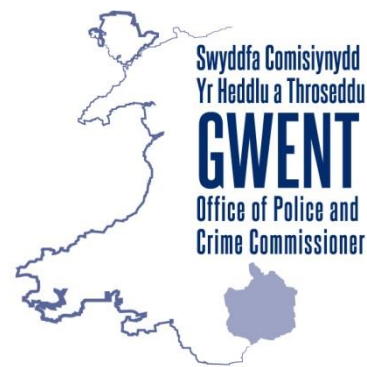
Ffôn | Tel: 01633 642 200

Ebost | Email: commissioner@gwent.pnn.police.uk

We | Web: www.gwent.pcc.police.uk

Comisiynydd yr Heddlu a Throseddu ar gyfer 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

19th December 2016

Dear Home Secretary,

HMIC Inspection - PEEL: Police Legitimacy 2016

As required by statute, I am writing to you with my comments on the HMIC report on PEEL: Police Legitimacy 2016.

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 HMIC 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 the 'statistically significant' increase in the satisfaction of victims of crime with regards to the service they receive from Gwent Police. I strongly believe that this is partly due to the introduction of the multi-agency victims hub, Connect Gwent and the Gwent Police CARES programme which monitors service to victims. Both initiatives have focused attention on victims and support provided to them.

Both the Office of the Police and Crime Commissioner and Gwent Police actively engage with the public and local communities using a variety of methods and continue to explore ways to improve public trust and confidence. This report highlights that Gwent Police have a clear and well-articulated 'vision and values' and that they are also good at acting on learning.

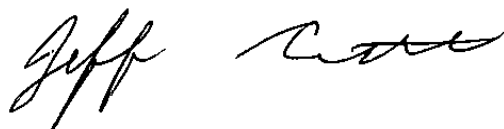
HMIC has identified that Gwent Police is effective in how they make sure the workforce understands acceptable and unacceptable behaviour so that an ethical

culture exists. The Chief Constable is very clear on sending messages to all staff on expected behaviour, one of the ways that this is successfully conveyed is via the Chief's blog. Gwent Police are keen to ensure that public confidence is not negatively impacted, as such regular workforce briefings are provided to learn from recent cases in which Police Officers have abused their position. The Professional Standards Department of Gwent Police also keep staff informed of any misconduct investigation outcomes.

Gwent Police fully recognises the importance of treating its workforce with fairness and respect, HMIC have acknowledged that one of the main goals of Gwent Police's values and vision is to be an employer of choice, it therefore responds positively to feedback from the workforce, taking action to address any concerns. One of the ways that this is reviewed on an annual basis is via the staff survey which all members of the workforce are actively encouraged to complete with their honest views. The results of the survey are subsequently reviewed by the Strategic Management Board who identify any actions that need to be addressed in response to the results. This is then fed back to all staff via the force website. This is a well developed survey that actively asks staff to comment on matters of fairness and respect, Gwent Police encourage the whole workforce to complete the survey so that any concerns are picked up and acted upon where necessary. Gwent Police also regularly promote health and wellbeing to its workforce with an established health and wellbeing strategy, which has been acknowledged by the HMI to have great value.

I am therefore confident that Gwent Police is in a good position with regards to the areas covered by this report but reassured that they will continue to build further on this in the future. I have been positively encouraged by the performance of Gwent Police since I was elected as Commissioner and whilst there are still areas for improvement, this report is a clear indication that the force is heading in the right direction.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Jeff Cuthbert', written in a cursive style.

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

Cc: Wendy Williams, HMI
Jeff Farrar, Chief Constable

