

To the Secretary of State for the Home Department, HMICFRS and the Chair of the Police and Crime Panel for Hertfordshire

20 November 2019

Dear Colleagues,

**RESPONSE TO THE HMICFRS PEEL INSPECTION REPORT FOR  
HERTFORDSHIRE CONSTABULARY 2019**

This report was published in September 2019. The inspection was the first ‘integrated PEEL’ inspection of Hertfordshire and was a part of the second tranche of such inspections this year. Some of the questions for this inspection were carried over as HMICFRS have taken a risk based approach in identifying some areas of inspection for forces under the new regime.

I am delighted to see that the force is rated as ‘good’ in all areas inspected this time as well as those carried forward. I am particularly pleased to note that the quality of investigations is assessed as improved since the last inspection, as well as other areas identified in that report as needing some work to improve them. The protection of vulnerable people has improved to the extent that the grading in this area is now ‘good’ compared to ‘requires improvement’ 18 months ago. The report reflects great credit on the Chief Constable, his officers and staff for the improvement.

There are no recommendations requiring me to report on actions I propose.

I received a report to my Strategic Executive Board from the Chief Constable on his perception of the PEEL report. There are 6 areas for improvement (AFI) arising from this year’s PEEL inspection. All are recorded and monitored by the Deputy Chief Constable and progress with these as well as others from previous inspections are reported to me approximately quarterly. I am advised that all previous recommendations and areas for improvement from the 2017 round of PEEL inspections have been referred back to HMICFRS so that they are seen to be discharged or suitably updated and fed into this year’s work.

The first AFI with regard to MAPPA offenders has already been addressed after feedback to the force at the time of inspection. The second, to develop a cyber strategy is progressing and reported to an internal force board for discussion.

— David Lloyd —  
**Police and Crime  
Commissioner**  
for Hertfordshire

Those are the 2 effectiveness AFIs. The Efficiency AFIs start with one to develop the HR support and ensure the HR function is adequately resourced. The collaborated HR function is nearing the end of the first phase of its transformation and I monitor progress by attendance by my office at the organisational support board chaired by the DCC for Cambridgeshire. The second, development of a skills strategy is under way with elements of the three forces' Force Management Statements identifying skills needed adopted into a tri-force strategy draft. The fifth AFI also relates to a collaborated function, capability and capacity for the anti-corruption unit. Options for investment were considered on a tri-force basis in September to meet this AFI. The final AFI related to vetting and the need to clear a backlog of lapsed or inadequate vetting for role. Hertfordshire have already approved 4 additional posts in the collaborated vetting unit to address this issue and accelerate the reduction already being achieved. I receive regular reports on progress to ensure this investment is sufficient.

The full report can be found on the HMICFRS website or by following this link:

<https://www.justiceinspectorates.gov.uk/hmicfrs/peel-assessments/peel-2018/hertfordshire/>

Yours sincerely,

