



OFFICIAL

Subject Title	Wider implications of the David Carrick case
Report Date	24/01/2023
Report Author	Chief Constable Amanda Blakeman
Report is provided for	<input type="checkbox"/> Decision <input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Assurance <input type="checkbox"/> Information

Background to the Report

Introduction:

Policing has been brought under significant scrutiny following high profile incidents where the integrity of those who serve in UK Police forces have been brought into question. High standards are expected of police officers and it's imperative that they adhere to the same personal standards that they enforce.

Policing has once again been thrown into the national media spotlight for all the wrong reasons. I'm sure I speak for all when I say that the crimes of David Carrick were despicable and appalling, made worse by the position of trust he held whilst perpetrating these awful acts. Indeed, my thoughts remain with the brave victims who exhibited the utmost strength in both reporting these offences as well as subjecting themselves to the prospect of a high-profile trial.

I also feel that it's important to remember that it was the skill and professionalism of our colleagues in Hertfordshire who ensured that Carrick was brought to justice. I would like to emphasise that I believe the majority of our officers and staff are honest, hardworking, and completely trustworthy. I know they carry out their duties with the utmost professionalism.

The devastating effect of Carrick's offences will extend far beyond the Metropolitan Police Service. Discussions have already taken place between all police chiefs and the home office around his abhorrent offending and proposed actions.

As NPCC lead for the Police National Database I will be at the forefront, utilising all tools at my disposal to ensure that robust action is taken to remove officers from our service who simply aren't fit to wear the uniform.

North Wales Police response:

North Wales Police recognises the negative impact on, not just public confidence, but internal confidence when matters of conduct and standards are not dealt with correctly.

I understand that North Wales Police is not immune to misconduct. There have been court cases and misconduct hearings involving employees from this force already this year, and there will be more in the coming months, as we ensure that we rid ourselves of any misogynistic and predatory behaviour that exists in police culture.



OFFICIAL

To support the Force's work on trust, confidence, and legitimacy I have commissioned a cultural audit. This work will be undertaken by an independent external provider to ensure that they are able to look 'without fear or favour' at the culture of the organisation at an individual, team and organisational level.

In collaboration with Durham University Business School the Force has developed a four-day Inclusive Leadership Programme (ILP) which is being delivered to all our first and second-line supervisors. Using an evidenced-based approach, it focusses on the importance of inclusive and supportive leadership, which is a critical factor in officers and staff having the confidence to report and challenge inappropriate behaviour by colleagues and supervisors. This is the biggest investment and leadership programme run by the force in over 15 years. The Programme will be subject to a formal evaluation to ensure that it is delivering the desired outcomes.

Integral to upholding the Force's standards is our own Professional Standards Department (PSD). All staff within our Professional Standards Department undergo higher levels of vetting than normally expected and are equally suitably qualified to undertake the role. I would like to provide reassurance that there are stringent processes in place to deal with officers who fall below the standards expected.

In criminal investigations charging decisions will be made by the Crown Prosecution Service. Cases that do not meet the criminal threshold will be reviewed by an Appropriate Authority. The Appropriate Authority must determine, based on an initial report, whether the standards of professional behaviour have been breached. Breaches are categorised as Misconduct and Gross Misconduct.

At the conclusion of an investigation the Appropriate Authority will determine the route for resolution. Some investigations will result in the necessity of a hearing. A hearing is presided over by a Legally Qualified Chair with an independent panel member and member of police (at Superintendent level). The outcome is determined by the panel and not North Wales Police.

To provide appropriate scrutiny there is a quarterly PSD Scrutiny Panel which provides the PCC Office with updates.

Violence Against Women and Girls (VAWG)

Here in Wales, we have a clear strategy for tackling violence against women and girls, domestic abuse, and sexual violence. Our unique blueprint approach takes a cross sector view and has a bespoke workstream for the workplace. This allows us to develop across organisations and the governance of this reports into the Deputy First Minister, the Policing Partnership for Wales Board and into the national VAWDASV workstreams. We have been at the forefront of this work and as Chief Constable I am the 'all Wales' lead on this work.

- In North Wales a VAWG Gold group has been setup to understand our own culture and response to reports of misconduct but also with a focus on improving external responses.
- The Safer Street campaign is a tool that we are using which identifies hot spot areas. With this data set we can focus our resources efficiently on problematic areas.
- Professional Standards Department have reviewed all cases where VAWG was a factor. This was to ensure that those cases had been investigated appropriately.
- Improvements have been made in the way VAWG cases are flagged internally. This allows us as an organisation to better understand behavioural patterns and monitor demand moving forwards.



OFFICIAL

Police Perpetrated Domestic Abuse (PPDA)

In previous years concerns have been noted that too many cases were resulting in no further action being taken and that no consideration was given to officer's conduct. To combat this a standing operating procedure now exists which mandates the course of action that will be taken. This process includes the following response:

- Allegations of PPDA are overseen by a Detective Chief Inspector and allocated to a detective for investigation.
- There is also wraparound support provided to victims from independent advocates and support from Domestic Abuse Officers.
- PPDA cases are scrutinised in a monthly meeting to ensure investigations are progressed in a timely manner.

HMICFRS Vetting and Misogyny report:

North Wales Police vetting department was inspected by HMIC in September 2022. Within that report positive changes had been made to ensure continued compliance with Approved Professional Practice (APP) and improve on current working practises. Of note the department had recognised areas for improvement which were also reflected within the national recommendations. These include:

- A working group of internal departments regularly meet to ensure progress is made against the HMIC recommendations.
- North Wales Police have launched a Force wide campaign called "Know where the line is". This campaign includes the roll out of a force wide video showing examples of misogyny, sexual harassment, and racism within North Wales Police. The campaign has received positive response with referrals made as a result.
- Regular briefings using "Reflect to Perfect" on recent cases will be rolled out identifying best practise nationally, setting standards of behaviour, promoting the confidence to report, and emphasising on prevention.
- NPCC / PCC have supported an increase in growth within the vetting department within the last 12 months.
- Additional officers have also been seconded to the department to support the investigations into misconduct and complaints.
- An additional Supervisor has been seconded to the department to support the strategic work required with the HMIC recommendations.
- A restructure has also enhanced the department's analytical capability again supporting the prevent agenda.



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

OFFICIAL

Our numbers in train for hearing.

I want to be completely open, honest, and transparent around the current misconduct cases within North Wales Police, an organisation that employs 1662 Police Officers, 186 Police Community Support Officers, 1201 Civilian Staff and has 100 Special Constables.

There are currently 27 conduct investigations ongoing relating to 24 individuals.

Dismissal is only available as sanction if a Gross Misconduct Panel makes a finding for Gross Misconduct. It is important to note that Gross Misconduct Panels are chaired by an independent legally qualified chair (LQC), who are recruited by the Office for the Police and Crime Commissioner. This is in accordance with the prescribed regulatory framework and provides important legal knowledge and independence from the organisation for important dismissal decisions.

At this time 21 cases are assessed as Gross Misconduct, 6 are assessed as Misconduct. It is important to recognise that cases are assessed at the outset, but that this assessment often changes throughout the course of in-depth investigations – e.g, a case initially assessed as gross misconduct may result in the case being dealt with as misconduct or vice versa, or it may be assessed that there is no case to answer once the matter has been investigated.

13 cases relate to violence against women and girls, including sexual misconduct and PPDA.

Conclusion:

There is considerable work that is being undertaken by the force to ensure that North Wales Police hold their employees to the highest standards. Public trust in policing is vital and I will continue to ensure that any individuals that fall below the standards expected are rooted out from the organisation.

Amanda Blakeman
Chief Constable