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Michael Cunningham, QPM
HM Inspector of Constabulary

Mr Matthew Grove
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The Lawns
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18 December 2015

Dear Matthew

Humberside Police – Progress

Thank you for your letter dated 17 November 2015.

As you are aware, I have inspected Humberside Police on three occasions this year as part of our annual PEEL assessments. Whilst the efficiency and vulnerability force reports have been published the effectiveness report and legitimacy reports have yet to be finalised and will be published in February.

As your letter mentions, HMIC had inspected the force whilst it was planning to change its operating model. The Responding to Austerity inspection report, published in July 2014, recorded the force plans to restructure its operating model, the plans were in the early stages of development at the time of the inspection. The report acknowledged that the force was expected to make a decision on the new operating model and structure during July and August 2014. The effectiveness inspection in 2014 reported that the proposed introduction of the new policing model, 'One Force', would present an opportunity for the force to address areas for improvement highlighted during the crime inspection report.

Moving to this year's inspection, as you know I judged Humberside Police to be inadequate during our efficiency inspection which took place in June when the force had just introduced its new operating model. This judgement was based on how the force was using its resources at that time and how it planned to do so in the future. It was clearly apparent that the introduction of the new operating model had brought about significant resource and demand issues, as you are aware.

As I said at the time and during media interviews, despite having a workforce model that was not sustainable, Humberside was working to provide a quality and timely service to the public. However that quality and timely service had been compromised by problems with the introduction of the new operating model. I also commented that our inspection was a snapshot in time for Humberside Police. However the evidence from the inspection clearly supported the resultant judgement.

Since that time my inspectors have been regularly in the force, observing staff and attending force meetings along with reviewing the force performance. This has included a further two PEEL inspections; one to inspect how the force deals with vulnerability and more recently to inspect how the force understands and improves its legitimacy along with how effective the force is at reducing and investigating crime and anti-social behaviour.

I have found that there is evidence of improvements and that the chief officer team are continuing to make considered changes to the resourcing model and the way the force manages its demand in order to better provide quality services and to keep the public safe. The staff associations and trade unions have also told me they are working with the force to support these changes and they tell me that they feel very involved and well consulted on the direction of the force. There is clear evidence of the determination of the Chief Constable and the other senior officers in the force to improve the service to communities. The plans are being carefully prepared and I am satisfied that there is evidence that the plans are beginning to result in the expected improvements. Clearly, there are elements of the current PEEL inspection which have not yet been concluded and HMIC will publish further results in February 2016.

To conclude, my inspectors will continue to review and monitor the force. There have been changes made by the force which have improved the way the force is managing its demand and there are signs of progress being made in this area.

I hope this letter suitably answers the queries you have raised and provides some reassurance. I look forward to our continued relationship, in working for the common purpose of supporting Humberside Police to provide the best possible police service to the public of Humberside.

Yours sincerely



HM Inspector of Constabulary