



Rt Hon Theresa May MP
Home Secretary
Home Office
2 Marsham Street
London
SW1P 4DF

4 August 2011

Dear Home Secretary

HMIC Integrity Review

In light of a conversation I had with Stephen Rimmer last week, I am responding to your letter to Chief Constables, of 22 July, which was copied to both the APA and police authority Chairs.

The APA very much welcomes the announcement of the measures that have been taken by Government in response to the phone hacking scandal, including both the establishment of a Public Inquiry, the report which has been commissioned from the IPCC, and the review which HMIC has been asked to undertake.

I would, however, urge you to take note of the very serious concerns expressed in Parliament and elsewhere that the Police Reform and Social Responsibility Bill, as currently drafted, may add to the public concerns and disquiet around the handling of police complaints – and particularly the perception that, from May next year, senior police officers will be largely responsible for investigating themselves.

Having said this, I would like to stress the commitment of police authorities to ensuring we address public concerns about police behaviour and conduct. The governing body has a duty to set the values of an organisation, including a lead role in ensuring that ethical standards are embedded in both the force and governing body. We feel, as the national representatives of the governing body, that we should be engaged in this work, to ensure that lessons learnt from it are understood by whatever bodies succeed us.

The APA is therefore keen to support the work on integrity in any way we can, because it is essential that policing as a whole has the confidence and respect of all the communities it serves. To this end, I met HMI Roger Baker this week to determine how the APA can contribute to the review.

I understand his work will also include reviewing both the police and police authorities. The APA fully supports this approach and agrees that it is entirely right and proper to ensure the

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public has confidence in the police family as a whole and that concerns are resolved as quickly as possible.

We also agree it is important to consider the ethical dimension in designing the new leadership arrangements. Work on these new arrangements will become increasingly important as the year progresses and the APA remains keen to ensure that we have a balanced approach to developing future police leaders, which must include high standards of integrity and performance, as well as greater transparency in progression, selection and appointment.

I note that you intend to hold a meeting with Chief Constables about progressing the proposals set out in your letter, and my thoughts were that you may also find it helpful to meet with police authority Chairs, or at least some of the key Chairs that have a national role in police conduct, or in developing police leaders. If you think this would assist in better driving this work forwards, do please let me know, and I would be happy to facilitate this.

A copy of this letter has also been sent to Sir Denis O'Connor and Mr Roger Baker at HMIC.

Yours sincerely



Rob Garnham
Chairman

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