



19 March 2025

Dear Home Secretary

I have received and welcome the report of the Inspection that has been completed by His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) - [PEEL 2023–2025: An inspection of Bedfordshire Police](#)

Bedfordshire Police was assessed as 'good' in recording crime, adequate across seven areas and 'requiring improvement' in investigating crime. It was assessed as 'good' for disrupting serious organised crime in a separate inspection.

There is positive practise identified, which can be built upon, but also areas I require Bedfordshire Police to focus on in particular. I am expecting and will be requiring improvement in all the areas (AFIs) identified as requiring improvement.

I note that 'investigating crime' is something that a number of forces have scored low on nationally, but I would require Bedfordshire Police to put a particular focus on improving this area. Increasing the number of qualified detectives and those in supervisory roles is core to this and must be a priority. This investment should lead to improved solved rates and case file quality.

There has been some improvement in response time, but I am holding the Chief Constable to account for improving response times, the quality of initial response, and effective handover to specialist teams

Community policing is core to my police and crime plan. A local policing strategy is being developed to take full advantage of the government's Neighbour Police Guarantee. This strategy will ensure that prevention and problem solving are embedded into community policing.

The 'use of force' in Bedfordshire is inconsistent in both its application and administration thereafter. I am expecting the same levels of improvement in these areas as have been achieved in the use of "stop and search" There needs to be more robust scrutiny from supervisors and the use of both internal and external scrutiny panels will help identify themes and trends so the service can make improvement. As PCC I am strengthening the external public scrutiny of both "use of force" and "stop and search".

**Police and Crime Commissioner for Bedfordshire**

Bedfordshire Police Headquarters | Woburn Road | Kempston | Bedford | MK43 9AX  
Tel: 01234 842064 | Email: [pcc@beds.police.uk](mailto:pcc@beds.police.uk)



I have committed to putting victims at the heart of the system and will bring together criminal justice partners to support the victim journey, which starts with policing and the requirement to do more to fully understand and respond to victims' needs.

I was pleased with the process of the inspection, in as much as I was able to be involved in strategic briefings, the HMICFRS hot debrief, and I also met with the inspectors. I am aware this doesn't happen in other police services; however, it provided me with both a deeper understanding and the reassurance I was seeking that Bedfordshire Police were working collaboratively with HMICFRS. I have met the HMICFRS lead force liaison officer to discuss the report and also spoken with the Chief HMI.

HMICFRS has found nothing that is a surprise to either me or the Chief Constable. The issues where there is a need for improvement had been identified and action is underway to address them.

The relationship built up between the Chief Constable and I since my election in May 2024 has set a strong foundation upon which to drive forward improvements against the report. I receive regular updates in my one to ones with the Chief Constable, in which honest conversation and debate is had, and I receive briefings through the monthly Performance and Governance Boards.

I concur with the HMICFRS report that Bedfordshire Police is well led, and senior leaders have the support of officers and staff. These conditions are central for the improvements which are now required.

I have agreed governance arrangements for improvements against the specified areas within the report with the Chief Constable, and the format for an improvement plan that sets out a strategy for making the required improvements with key days, milestones and resourcing plans. I am keen to see risk sensitivity analysis and some opportunity costs in terms of impact on other areas of business.

The HMICFRS PEEL Assessment 2023 - 2025 areas for improvement have been assigned lead action owners within Bedfordshire Police.

With the Chief Constable, I have agreed the internal police governance and leadership arrangements for the above without getting into operational detail. I am introducing governance arrangements to ensure that I can hold the Chief Constable to account for delivering an improvement plan to address all the findings in the HMICFRS report

I will expect to receive at Performance and Governance Board a quarterly report which:

### **Police and Crime Commissioner for Bedfordshire**

Bedfordshire Police Headquarters | Woburn Road | Kempston | Bedford | MK43 9AX  
Tel: 01234 842064 | Email: [pcc@beds.police.uk](mailto:pcc@beds.police.uk)



- addresses all the pillars of within the inspection regime
- identifies the order in which AFIs will be addressed and some rationale for this
- reports on process against the improvement plan with a RAG assessment including
  - targets with dates, milestones and metrics
  - risk sensitivity analysis
  - opportunity costs in terms of impact on other areas of business
- identifies action required from public sector partners and others to address AFIs where appropriate
- identifies where the PCC can support and intervene with partners and the use of his grant and commissioning funds, OPCC staff such as VERU and his Office team

At Performance and Governance Board there will be deep dives into those action assessed as red and some dip sampling of those which are amber.

We have identified action required from public sector partners and others to address AFIs, where appropriate, and have offered support through the use of grant and commissioning funds, OPCC and VERU staff and partnership engagement.

The HMICFRS report is reflected in the Strategic Direction I have set for 2025 – 2028. I will discuss progress with key stakeholders, including HMICFRS as appropriate, whilst always being transparent about such discussions with the Chief Constable.

Since publication of the report, I have had conversations with the inspectorate on the expectations set on the role of PCC.

Yours Sincerely

A handwritten signature in blue ink, appearing to read "John Tizard".

**John Tizard**  
Police and Crime Commissioner

**Police and Crime Commissioner for Bedfordshire**

Bedfordshire Police Headquarters | Woburn Road | Kempston | Bedford | MK43 9AX  
Tel: 01234 842064 | Email: [pcc@beds.police.uk](mailto:pcc@beds.police.uk)