



21 September 2023

Dear HMICFRS

I acknowledge that the His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) team published on the 07 July 2023 – Police performance: Getting a grip Inspection.

I note that Bedfordshire has specifically been mentioned twice regarding our promising practice:

'Promising practice: External scrutiny of stop and search powers

Bedfordshire Police has a community stop search scrutiny panel. This panel is supplied with comprehensive data including volume of searches, percentage where police action results from a search, percentage of drug-related searches, reasons for searches, locations, and ethnicity data and disproportionality ratios. The scrutiny panel has challenged the force on issues such as insufficient recording of reasonable grounds for a search, not following its own policies, and concerns over some body-worn video footage. Actions are recorded and feedback provided to individual officers.

The panel has had an impact on the force training in this area and has referred some incidents to the force professional standards department for further investigation.'

'Promising practice: Reducing the cost of harm using integrated offender Management

Several forces use the national IDIOM system to estimate the cost of crime. This system can be used to track the benefit to society from integrated offender management (IOM) – for example, by identifying the reduction in average offending cost per offender once they have been accepted on to the scheme.

Bedfordshire Police has developed a cost-of-harm model based on IOM data that identified a reduction in the cost of harm from just 43 offenders of £1m in 2019–20'

Bedfordshire Office of the Police and Crime Commissioner notes that HMICFRS have made recommendations, to the police specifically on:

Police and Crime Commissioner for Bedfordshire

Bedfordshire Police Headquarters | Woburn Road | Kempston | Bedford | MK43 9AX

Tel: 01234 842064 | Email: pcc@bedfordshire.pnn.police.uk

Web: bedfordshire.pcc.police.uk | Twitter: [@BedsPCC](https://twitter.com/BedsPCC)

Recommendation 2

By January 2024, forces should review whether they have effective processes in place to reduce the risk of skilled personnel leaving the organisation.

These should include:

- how they conduct exit interviews and use this information to identify patterns and trends in why people leave; and
- how they identify people who are thinking of leaving and the action they take, where appropriate, to encourage them to stay.

Processes should cover police officers, police staff, special constables and volunteers.

Recommendation 3

By January 2024, forces should review their proactive well-being support for officers and staff in high-stress roles and situations. They should make sure it includes targeted support that goes beyond mandatory annual psychological screening

Recommendation 6

By January 4, chief constables should review their force's performance frameworks and governance processes to reassure themselves that the force is:

- collecting and analysing the right data to help it to understand and improve its performance; and
- integrating a culture of evaluation into performance and improvement activity at all levels

Bedfordshire Police have provided a full comprehensive update to the office of the police and crime commissioner and are assured with work being completed in this area of business. Recommendations will continue to be monitored through our governance board meetings.

Yours Sincerely

Festus Akinbusoye

Police and Crime Commissioner

Police and Crime Commissioner for Bedfordshire

Bedfordshire Police Headquarters | Woburn Road | Kempston | Bedford | MK43 9AX

Tel: 01234 842064 | Email: pcc@bedfordshire.pnn.police.uk

Web: bedfordshire.pcc.police.uk | Twitter: [@BedsPCC](https://twitter.com/BedsPCC)