



# POLICE AND CRIME PANEL MEETING

<b>REPORT TITLE</b>	<b>VETTING REPORT</b>
<b>REPORT OF</b>	<b>POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE</b>
<b>DATE</b>	<b>16<sup>th</sup> MARCH 2023</b>

## **PUPOSE OF REPORT**

This report was requested by members of the Police and Crime Panel's business committee instead of progress on the police and crime plan. The Commissioner was asked to provide a report on the Vetting processes within Derbyshire Constabulary.

## **VETTING REPORT**

### **Background:**

Following the Sarah Everard Murder by a serving Police Officer, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), was commissioned to inspect how Vetting, Misconduct and Misogyny were being dealt with

across all 43 police forces, this included the ability to detect and deal with predatory behaviour, by its officers and staff. This inspection made a number of recommendations.

Baroness Casey's interim report into the culture and standards at the Metropolitan Police Service, published last year, raised concerns about the low number of police officers being dismissed and that those with multiple allegations of misconduct against them are still serving the public - [The Baroness Casey Review | Metropolitan Police](#)

On Friday the 20<sup>th</sup> of January 2023, all police forces in England and Wales were informed there would be a requirement to update the progress against each of the recommendations identified by HMICFRS by Wednesday the 25<sup>th</sup> of January 2023, some of which were relating to vetting.

The Commissioner role is to make sure that the Force are providing a high standard of service to residents and considers that this includes ensuring that officers and staff that have not passed the vetting standards, or that have additional adverse information against them, are dealt with swiftly and in the appropriate manner.

The Commissioner has regular meetings with the Chief Constable and her team to monitor progress on recruitment and vetting and has received reassurance that the above request by HMICFRS has been complied with. Derbyshire Constabulary has responded identifying that at the time that the Constabulary were compliant with all the recommendations including those relating to vetting, either having already been implemented or would be, within the recommended timescales for implementation.

On receipt of the request by the panel for a report, the Commissioner has asked the force to summarise their operational activities on this matter as attached at appendix 2 below. Any further queries might be noted and passed on to the force.

**CONTACT FOR ENQUIRIES**

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## **APPENDIX 2**

### **Vetting undertaken in 2023/2024:**

During 2023/2024 there will be approximately 590 new applicants being processed through the Constabulary's vetting unit. Each applicant is thoroughly checked through a multitude of methods, including the Police National Computer (PNC), the Police National Database (PND), local and national intelligence systems, previous working references and financial institutions. Any decision to support or refuse vetting will be supported by a detailed rationale and where applicants have convictions, cautions or other disposals (such as reprimands, warnings, fixed penalty notices for disorder and arrests) and vetting is granted, a full detailed rationale will be included and may result in limited or conditional vetting being granted.

There has been an increase in the establishment within the Vetting Unit during the Uplift programme to ensure that all applications could be processed to meet tight deadlines and to ensure that the unit could be fully APP compliant (Authorised Professional Practice).

Derbyshire Constabulary are fully APP compliant, which ensures a consistent application of the Minimum National Standards relating to vetting across the national police service.

### **Health Checks for vetting that has previously been granted:**

Health checks are checks on officers/staff members vetting at regular intervals during their service in the Constabulary. Health Checks are a requirement under the APP and the Constabulary undertake checks on all vetting clearances.

The below table highlights the type of vetting clearances available and the frequency that the APP determines the vetting clearance should be re-vetted, against how often Derbyshire Constabulary actually undertake the vetting clearance health checks.

Type of Vetting	APP Determination	Derbyshire Health Check Period
Recruit Vetting (RV)	10 years	3 years
Security Cleared (SC)	10 years	Bi - Annual
Management Vetting (MV)	7 years	Bi - Annual
Developed Vetting (DV)	7 years	Yearly
NPPV1 up to 3 years	3 Years	1 Year
NPPV2 (abbreviated) 3 years	3 Years	3 Years
NPPV2 (full) 3 years	3 Years	3 Years
NPPV3 7 years	7 Years	3 Years

- **Recruitment Vetting (RV)** provides the requirements to meet recruitment standards. These checks include qualifications, nationality, finances, credit reference check, criminal convictions and references.
- **Security Cleared (SC)** provides the required for individuals who are to be appointed to posts which require frequent and uncontrolled access to government assets marked SECRET.
- **Management Vetting (MV)** provides a means of ensuring that persons serving in designated posts are assessed as to their reliability and integrity.
- **Developed Vetting (DV vetting)** is a high level of Security Clearance and is required for people with substantial unsupervised access to *TOP SECRET* assets or for those working in the Intelligence or Security agencies.
- **Non-Police Personnel Vetting (NPPV)** assesses the honesty, integrity and reliability, and the overall suitability for clearance of anyone other than police

officers, police staff and members of the special constabulary, who have physical or remote access to any of the following:

*Police premises*

*Information*

*Intelligence*

*Financial or operational assets*

*Corporate databases*

*Data networks or hard copy material.*

The different levels of NPPV broadly follows that of police vetting, for example –

**NPPV Level 1** – normally relates to limited access to premises only, for instance contractors for building repairs.

**NPPV Level 2 Abbreviated** – Similar to RV but likely has access to certain systems, such as partnership programmes or where data is being shared.

**NPPV Level 2 Full** – Alike to full RV.

**NPPV Level 3** – Similar to MV/SC, unrestricted access to systems and buildings.

The type/s of vetting the Constabulary carry out on an individual is dependent on the role the individual is undertaking. Some individuals need just the basic levels of vetting however, individuals who have access to *TOP SECRET* information will have to be vetted to a higher level, due to exposure of more confidential areas of police work.

## **Rolling Programme of Vetting:**

Vetting individuals is an ongoing and rolling programme, which may instigate a health check or indeed a full repeated vetting process multiple times throughout any vetting clearance. This includes where staff have disclosed changes in circumstances, such as marital status, change of address, any alternative business interests or any notifiable associations (relatives or acquaintances that may have been arrested or sentenced for criminal behaviour).

In addition to self-reported change in circumstances, the Constabulary's vetting unit is part of a wider Professional Standards Department and upon receipt of any adverse information, complaint or conduct investigation the circumstances will be thoroughly reviewed and may result in a repeated vetting process being undertaken.

## **PND Re-Check instructed by the Government**

The Police National Database (PND) contains intelligence and information including reports of domestic abuse, child abuse or neglect, crimes and police custody details. The National Police Chiefs Council (NPCC) said that all police staff records will be checked against the database by the end of March 2023 to identify anything that needs further investigation.

This comes against a background of rising concerns about the failure of some police forces to ensure they are not appointing or retaining officers who could cause harm or indulge in inappropriate behaviour. There have been particular anxieties over recent cases that have come to light of sexual abuse and misconduct of serving police officers in other police forces.

Derbyshire Constabulary have already submitted the circa 4000 Derbyshire officers and staff, to the Home Office for review and the Home Office intend to communicate the results back to the Constabulary by the end of April 2023. Dependent on the outcome of the checks, the Constabulary will then need to determine what actions are needed, if

there are any officers or staff on the PND which are found to have adverse information against them.

To give some assurance, Derbyshire Constabulary have always been fully compliant with PND and routinely check PND during their vetting processes, regardless of the level of vetting the individual is being checked against. The PND database is used by police forces nationally as a way to check and update information regarding individuals. Therefore, it is worth noting that if additional information updates come to light during the Home Office review this could then prompt the need for Derbyshire Constabulary to take further action against serving officers and staff accordingly. Depending on the information gained from the check, this could mean individuals may need to be re-vetted, have conditions placed on their vetting status whilst an investigation is completed, or dismissed from the police service altogether.

### **Bad Apple/Adverse Information:**

Adverse information is any information received by any of the Professional Standards Department, from any source, which is either corroborated or uncorroborated. Where the information gives rise to concerns about the general fitness of the individual to work in, or with, the police service, this may result in a conduct investigation and or a vetting review.

Some examples of adverse information that Derbyshire Constabulary would investigate further are:

- ***Inappropriate nicknames.***
- ***Predatory/ Misogynistic/Sexist behaviour.***
- ***Breaches of integrity that falls short of criminal behaviour.***



- ***A build-up of complaints and misconduct allegations that have not been proven.***
- ***Improper behaviour.***
- ***Officers/staff notoriety amongst other colleagues.***

## **Conclusion:**

Derbyshire Constabulary's Vetting Unit ensures that all individuals within, working alongside or delivering service on behalf of the police service maintain high ethical and professional standards, and acts with the utmost integrity. The Constabulary offer a thorough and effective vetting regime, which is a key component in assessing an individual's integrity. It helps to reassure the public that appropriate checks are conducted on individuals in positions of trust. Vetting also identifies areas of vulnerability that could damage public confidence in Derbyshire Constabulary, or the wider national police service.

Derbyshire Constabulary are thorough and proactive with their vetting processes. This can be identified by them consistently adhering to the service level agreement between vetting and the force (Currently 8 weeks), to complete vetting checks, and additionally the Constabulary conduct vetting health checks at more regular intervals than the APP currently determines. Therefore, protecting the public and ensuring that officers and staff that have not passed the vetting standards, or that have additional adverse information against them, are dealt with swiftly and in the appropriate manner.