



## **RESPONSE OF THE POLICE AND CRIME COMMISSIONER OF WILTSHIRE AND SWINDON TO THE HMICFRS REPORT**

### **An inspection of vetting, misconduct, and misogyny in the police service**

#### **Police and Crime Commissioner's comments**

Rooting out misogyny where it exists is underway with a significant culture change shift being implemented across forces nationally. Earlier this year, a national survey of female police officers across the UK, carried out by The Police Federation of England and Wales, revealed misogyny was 'rife' throughout the country's police forces.

I have always been clear that for police forces to realistically, and effectively, start to beat rising violence against women and girls' crimes and to increase the public's confidence in the police service's ability to tackle it, policing leaders would need to tackle these issues within their own workplaces first. Those many reports where police officers have not lived up to the high standards and behaviours we expect of our public servants, ensured the telescope lens was firmly pointed on the change needed within. Both the Chief Constable and I are determined that Wiltshire's force will not provide a breeding ground for misogynistic behaviour.

I am delighted the Chief Constable has enhanced the capability and capacity of the force's professional standards teams. I also welcome the improved governance framework enabling improved investigative oversight, refined processes, new performance data and analytical solutions.

For too long, these behaviours have been explained away and female officers have been expected to accept it as 'banter.' It is not acceptable, and we now need to ensure everyone, both female and male, feels empowered and has the personal responsibility to challenge it where it exists and report it.

Rooting this behaviour out starts with leadership, values, and culture change within the organisation – and I am pleased we have already started that work within Wiltshire Police. Work to ensure culture change will not happen overnight but if female officers feel empowered to challenge and have the support of their male colleagues to call out misogyny and sexism, then the force is succeeding.