

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

PEEL (Police Efficiency, Effectiveness and Legitimacy) Spotlight Report – Getting a Grip '23

Police and Crime Commissioner's comments

The HMICFRS PEEL Spotlight Report will provide assurances Wiltshire Police can maintain an approach that attracts and retains high calibre candidates, whilst safeguarding the wellbeing of its frontline officers.

The 2022 Bi-annual force employee engagement survey highlighted an overall engagement score of 62%. Since this time, I am pleased to see exit interviews have been conducted and analysis introduced to drive force improvements. My office will continue to scrutinise exit interview and the expected retention interview outcomes, challenging declining performance.

The new Chief Constable has introduced performance governance structures with a strategic performance framework to measure engagement delivery, and service quality will be evaluated by my office to ensure its effectiveness and efficiencies

I welcome changes to the Initial Police Learning programme, developed to include field experience following officer safety training. This will allow students insight into the role, enabling them build up relationships with colleagues and join the teams most suited. To drive further improvements, I have channelled investment into the learning and development department. New officers will be trained in well-designed facilities, suited to enhanced learning.

The force has shared Police Care UK findings which indicate the rates of accumulative trauma are too high. I expect to see psychoeducational and trauma impact prevention technique training rolled out to combat this. Alongside support such as compassion fatigue assessments for Child Internet Exploitation teams. Officers face many dangerous situations in the line of duty. Some obvious, affecting their safety, and others hidden affecting their wellbeing and health. Training and early identification for support are required.

Excellence in policing needs to be viewed as indispensable, with force improvements driven and successful outcomes for Wiltshire residents.