
BEV HUGHES

**DEPUTY MAYOR
OF GREATER
MANCHESTER**

Rt Hon Suella Braverman MP,
Secretary of State for the Home Department
2 Marsham Street
London
SW1P 4DF

6th January 2023

Dear Home Secretary,

SUBJECT: A report into the effectiveness of vetting arrangements in Greater Manchester Police

I write in response to the recent HMICFRS inspection on the effectiveness of vetting arrangements in Greater Manchester Police (GMP).

I welcome this report and the findings in respect of improvements to be made to enhance existing vetting practices. Whilst conducted separately, I note a number of themes and areas for improvement that arose from the recent national thematic report which examined vetting, misconduct and misogyny within the police service. I have already responded separately to that report.

In respect to this latest GMP specific report on the effectiveness of vetting practices, there is one Area for Improvement that has been identified, and having liaised with the Deputy Chief Constable, I can provide the following update:

Area for improvement - The force should improve how it manages the vetting of its workforce to make sure that post holders have valid clearance for the role undertaken.

The vetting of police officers, police staff and volunteers on both the initial application to GMP, and on renewal or application to a higher level of clearance whilst employed by the Force, is undertaken by the Force Vetting Unit (FVU), within the Professional Standards Branch (PSB).

I am aware of a number of improvements that have been made since the HMICFRS inspection of the unit in July 2021. Police staff Vetting Researcher (VR) capacity within the FVU has been recognised as a risk, and as such, GMP's Plan on a Page (POAP) Board approved an uplift in establishment and also conditions for the posts to improve the quality of candidates. This work, along with a number of temporary secondments into the unit have ensured that vetting priorities have continued to be met and overall performance has improved significantly.

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To ensure the FVU prioritises its work as an enabling service and remains strategically aligned to GMP recruitment activities sitting outside the POAP priority areas listed above, the Head of PSB and FVM meet monthly with the Director of Transformation and various POAP programme leads. This allows the FVU to be flexible to the changing recruitment priorities of the Force and any emerging risks.

The report identified a number of existing positions within GMP that were not deemed to have the required level of vetting and acknowledged that work was already underway to make contact with all relevant people. The majority of this work has been completed and I have received assurances that this work will complete within the next 12 months.

The report also highlighted that GMPs vetting data return contained a number of errors and that there would be benefit in implementing an automated electronic solution to manage the link between the HR and vetting IT systems.

I am aware that in 2022, the FVU adopted a new case management system, aligning with other forces nationally. The introduction of that system has provided efficiencies within the unit and also allows for continuous intuitive disproportionality monitoring. Whilst it is currently not possible to establish an electronic link between the FVU and Human Resource Management systems, I understand that in November 2022 GMP initiated enquiries with respective software providers to seek solutions. However, given the need to support this integration across all forces, it is anticipated that a solution will be achieved nationally with the coordination assistance of the National Police Chiefs' Council (NPCC) Vetting portfolio.

I will continue to monitor the progress with this to ensure the vetting unit has the capacity and capability to perform as effectively as possible.

Yours sincerely



Rt. Hon Baroness Beverley Hughes
Deputy Mayor of Greater Manchester