

Swyddfa Comisiynydd yr Heddlu a Throseddu, Gwent
Office of Police and Crime Commissioner, Gwent

Pencadlys Heddlu Gwent | Gwent Police Headquarters,
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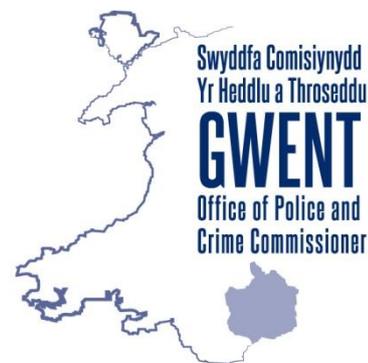
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Comisiynydd yr Heddlu a Throseddu ar gyfer Gwent | Police and Crime Commissioner for Gwent:

Jeff Cuthbert B.Sc., MCIPD



The Rt Hon Amber Rudd MP
Home Secretary
Home Office
2 Marsham Street
LONDON
SW1P 4DF

19th December 2016

Dear Home Secretary,

HMIC Inspection - PEEL: Police Leadership 2016

As required by statute, I am writing to you with my comments on the HMIC report on PEEL: Police Leadership 2016.

I would like to take this opportunity to welcome the report which reflects the progress made by Gwent Police in addressing the following key areas:

- How well does the force understand leadership?
- How well does the force develop leadership?
- How well does the force display leadership?

I am pleased to receive the report findings from HMIC who have acknowledged that the chief officer team for Gwent Police has set out its expectations of leaders at all ranks and grades and that there is a clear, well understood understanding of these expectations by the workforce. It is also reassuring to see the comments that Gwent Police react quickly and effectively when there are any identified leadership problems in order to resolve matters swiftly.

I am satisfied to see that the report highlights how Gwent Police value new ideas from across the police service and other sources, working well with other forces in Wales. It also acknowledges that Gwent Police have looked at the top performing forces nationally to understand ways in how improvements can be made in performance, which clearly evidences the commitment by Gwent Police for continuous improvement.

I would like to praise the Chief Constable and his team for the strong leadership they have shown and for their efforts in developing a strong culture of innovation within the workforce. I am confident that Gwent Police are in a good position with clear expectations of leaders at all ranks and with opportunities to develop the leadership capability of staff of various ranks, grades, roles and teams. This fits well with my focus on people and their development. I am confident that the Gwent Police People

Plan will deliver further improvements once implemented. I am encouraged that Gwent Police will continue to build on their efforts, looking for innovative ideas and options in order to develop the leadership capability of its staff in the future.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Jeff Cuthbert', written in a cursive style.

Jeff Cuthbert B.Sc., MCIPD
Police and Crime Commissioner for Gwent

Cc: Wendy Williams, HMI
Jeff Farrar, Chief Constable