



Rt Hon Amber Rudd MP  
House of Commons  
London  
SW1A 0AA

Cc: HMIC

Our Ref: JC/jpi

2 February 2017

Dear Home Secretary,

### **HMIC PEEL Inspection Reports: Legitimacy and Leadership 2016**

I am writing to you in response to the HMIC PEEL Legitimacy and Leadership assessments for West Mercia which were released together in December 2016.

The overall judgement of the legitimacy inspection is that West Mercia Police is 'good' in respect of the legitimacy with which it keeps people safe and reduces crime. This is an improvement on HMIC's inspection findings of 2015 which required the force to make improvements in this area. The latest report reflects a force that cares about the communities it serves as well as caring about the commitment, professionalism and hard work of its officers, staff and volunteers.

The leadership report does not give a grading but a narrative assessment based on findings taken from reports throughout the year. Overall the findings were positive and found that leadership expectations form an integral part of the force's vision and values, and are widely understood by officers and staff.

It is pleasing that no specific recommendations have been made in either report however a small number of areas for improvement are highlighted in both. These areas for improvement were a recent focus of my monthly holding to account meeting with the Chief Constable. I am reassured that there are proportionate plans in place to address these improvements and I will be asking the Chief Constable for updates to ensure that that the planned activity takes place.

Whilst the force has made some good progress, I want to continue to build on this strong foundation. I will continue to back the force with the investment and resources it needs to become more effective and efficient. In return I will hold the Chief Constable to account to ensure our communities are safe and feel safe.

Yours sincerely

A handwritten signature in black ink that reads "John Campion". The signature is written in a cursive style with a long horizontal stroke at the end.

John Campion  
**Police & Crime Commissioner**  
**West Mercia**