



**POLICE & CRIME  
COMMISSIONER**  
for Leicester,  
**Leicestershire & Rutland**  
Your Communities - Your Commissioner

Our ref: RM/OPCC

28 November 2022

Roy Wilsher OBE QFSM  
Her Majesty's Inspector of Constabulary  
Her Majesty's Inspector of Fire & Rescue Services  
6th Floor Globe House  
89 Eccleston Square  
London  
SW1V 1PN

Dear Mr Wilsher,

As you know, HMICFRS have completed an investigation of vetting, misconduct and misogyny in the police service. The investigation was part of a response to the tragic murder of Sarah Everard by a serving police officer which prompted a review into police recruitment, failures in the vetting process and standards of behaviour in the workplace.

I, like many others, found the contents of this report shocking. I recognise the urgency to address the many failures which have been outlined in this damning report with the Chief Constable, in line with the Accountability Strategy – a strategy which has been agreed and scrupulously followed since conception and serves its purpose with the utmost importance on this occasion. While I am confident that the majority of officers and staff employed by Leicestershire Police serve with admirable integrity and professionalism, I assure you that there is no place in Leicestershire Police for individuals who do not uphold these values to the highest possible standard.

While no recommendations have been made directly to Police and Crime Commissioners, I assure you and the residents of Leicester, Leicestershire and Rutland that I am closely monitoring the recommendations made to Chief Constables and will be rigorously holding the Force to account on how these are implemented within the given deadlines outlined in the report. As Police and Crime Commissioner, I share the urgency to eliminate Violence Against Women and Girls – I have secured numerous rounds of funding and supported campaigns such as "You're Right, That's Wrong" which has been successfully rolled out throughout the City and County and encourages men to challenge their peer's behaviour when it is unacceptable. However, it is vital that the public are being policed by individuals who hold the same values and promote confidence in the area for which they serve, and therefore the five learning areas and 43 recommendations made will be closely monitored in our Corporate Governance Board in which I will request detailed updates of the Chief's progress.

I also acknowledge that there is always learning to be taken, and I will continue to promote a healthy working environment within my own office where female members of staff are able to



work in an environment free of misogyny and misconduct, and have the full knowledge, confidence and support to report workplace misogyny and misconduct should they need to.

I will also develop a People Strategy to create a strong strategic approach in which colleagues have a voice, providing me with an accurate oversight of the wellbeing of my staff and enabling me to address any issues with immediate effect, ensuring a safe and positive working environment.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Rupert Matthews".

**Rupert Matthews**  
Police and Crime Commissioner