

January 2017

To: The Home Secretary
Her Majesty's Inspectorate of Constabulary

Dear Home Secretary and HMIC

***Response from David Munro, Police and Crime Commissioner for Surrey to the
HMIC report 'PEEL: Police Leadership 2016'***

I thank HMIC for the inspection into leadership in Surrey Police and their report issued in December.

Whilst there is recognition of the good work of the Chief Constable and his team with regard to communicating objectives, use of surveys and communicating force expectations to senior ranks, there are areas around leadership that have been highlighted as needing improvement. A better understanding of leadership expectations at all levels, personal development and developing diverse leadership teams are all issues which need to be addressed. We need to ensure we are developing our leaders of the future and as best we can that the workforce is fully representative of the diverse communities it polices.

Surrey Police is already striving to address these issues and I will work with the Chief Constable to provide whatever support I can to help achieve these improvements. I will be following up on the area of improvement identified with regard to the development of a comprehensive leadership skills analysis.

Yours sincerely,

David Munro
Police and Crime Commissioner
