


# PCC and CC Force Inspection response record

Version Dec 2024

<b>Force</b>	Staffordshire
<b>Police and Crime Commissioner</b>	Ben Adams
<b>Chief Constable</b>	Chris Noble
<b>Title of inspection</b>	<a href="#">An inspection of the police response to the public disorder in July and August 2024: Tranche 1</a>
<b>Published Date</b>	18/12/2024
<b>Inspectorate</b>	 <p><b>HMICFRS</b> Making communities safer</p>
<b>Summary of inspection</b>	<p>On 6 September 2024, the Home Secretary commissioned us to carry out a rapid review into the policing response to the disorder, to identify lessons for the future. The commission divided the work into two tranches (parts). The terms of reference for Tranche 1 required us to examine:</p> <ul style="list-style-type: none"> <li>the police service’s public order public safety (POPS) capacity and capabilities;</li> <li>the police service’s ability to mobilise officers across police force areas to respond to the disorder; and</li> <li>how the well-being and resilience of officers might be affected by repeated exposure to incidents of disorder.</li> </ul> <p>This first report sets out our findings on these areas.</p>
<b>Grade</b>	
<b>Recommendations</b>	<p><b>Recommendation 1</b></p> <p>With immediate effect, the National Police Chiefs’ Council and chief constables, working with the College of Policing and the Home Office, should create a plan and begin work to improve the police service’s capacity and capability to respond to widespread violent disorder. They should plan to:</p> <ul style="list-style-type: none"> <li>in consultation with the Home Office, review the public order public safety (POPS)-related elements of the Strategic Policing Requirement and add relevant specialist capabilities, beginning with investigators and intelligence resources;</li> <li>complete a full assessment of the suitability and availability of personal protective equipment for all POPS trained officers, including mounted branches and dog units;</li> <li>make sure that every police force or region can rapidly deploy drones during POPS incidents;</li> <li>develop and provide guidance on the use of drones within the College of Policing’s POPS authorised professional practice;</li> <li>review the range of available tactical options, equipment and technology to make sure officers can quickly and safely disperse people who take part in disorder; and</li> <li>review POPS training at all levels, including an assessment of the adequacy of the current fitness test for level 2 officers.</li> </ul>

**Recommendation 2**

With immediate effect, the National Police Chiefs’ Council and chief constables, working with the College of Policing, should create a plan and begin work to improve how the police service mobilises public order public safety (POPS) resources. They should plan to:

- give the National Police Chiefs’ Council POPS lead (national co-ordinating gold commander) explicit authority to set the national strategy for POPS mobilisation, and full command and control of the deployment of tier 3 resources;
- improve the capacity and capability of all regional information and co-ordination centres, including providing better guidance and a common operating framework;
- improve the technology available to the National Police Coordination Centre, so that it can deploy and manage mutual aid more effectively and efficiently – the police service should be able to access information on the identity, number, location and nature of resources; skills available; length of deployments; and operational status of vehicles;
- prioritise a national structured debriefing process about the police response to disorder that supports rapid learning and improvement; and
- increase the police service’s POPS mobilisation testing regime and take decisive action on its results.

**Recommendation 3**

With immediate effect, the National Police Chiefs’ Council and chief constables, working with the College of Policing and the Home Office should create a plan and begin work to improve the well-being support the police service gives to its officers and staff. They should plan to:

- create formal protocols with ambulance services and hospital trusts for the treatment of police officers who are injured on duty;
- assess how public order public safety planning and mobilisation, at force, regional and national levels, considers and prioritises the well-being of officers and staff, such as making sure they have access to food and drink, rest and rotation, personal protective equipment and toilet facilities;
- consider whether public order public safety roles should be defined as ‘high risk’, particularly in police forces that face frequent, extensive and severe disorder;
- review whether officers deployed in hostile incidents need additional support on a case-by-case basis; and
- examine the level of contribution that each police force, and the Home Office, makes to police treatment and well-being centres, so that all officers and staff who need treatment can access it.

**Areas for improvement**

## Police, Fire and Crime Commissioner's initial response

The Commissioner welcomes the findings of this report into the police response to violent disorder which amongst other areas blighted Stoke on Trent and Tamworth in the summer of 2024. A dedicated investigation team has worked tirelessly to review all the footage to bring those responsible to justice and continues with the latest 200th arrest. National reflections and Staffordshire's input into the recent Home Office Select Committee reflects the importance of proportionality and community cohesion approaches such as in Tamworth and Stoke-on-Trent alongside a strategic approach to wider mobilisation of public order public safety resources.

## Chief Constable's response

The force acknowledges and accept all three national recommendations from the Tranche 1 report on the inspection of the police response to the public disorder in July and August 2024.

Staffordshire is actively addressing the recommendations from the HMICFRS Tranche 1 report. With structured debriefs, continuous review, and governance, Staffordshire is well-positioned to enhance its response to public disorder, improve resource mobilisation, and support officer well-being. These efforts ensure the force remains responsive, efficient, and supportive of its personnel in managing public order incidents.

### **Recommendation 1:**

Staffordshire's POPS Commanders Board regularly reviews PPE. Recent initiatives include trialling new pads for suitability and cost-effectiveness. Discussions on dog PPE were held during the Staffordshire structured debrief, exploring options such as protective boots for dogs and tactical training for handlers. These considerations are to be fed back into the national group for policy ratification. Staffordshire maintained drone surveillance throughout the disorder incidents, capturing excellent footage. The force currently has 24/7 drone coverage and plans to expand this capability further with a new software system for ensuring CAA compliance. This system will facilitate easier monitoring of flight hours, allowing for more pilots to be trained. The POPS Commanders Board is able to review and facilitate discussions on the range of tactical options, equipment, and technology to ensure officers can safely and efficiently disperse disorderly crowds.

### **Recommendation 2:**

Staffordshire conducted a comprehensive debriefing process following the disorder incidents, even before receiving the formal template. This proactive approach ensured thorough preparation for the post-disorder HMICFRS process.

### **Recommendation 3:**

Staffordshire has established strong links with the West Midlands Ambulance Service (WMAS) and local hospitals. These connections proved beneficial in quickly countering misinformation during incidents.

Currently, Staffordshire is supported by a Federation welfare bus, which is deployed by an on-call representative. Plans are in progress to establish a 24/7 welfare bus facility managed by the Tactical Policing Unit (TPU), ensuring officers have access to essential facilities during deployments.

Discussions are ongoing with Occupational Health to install QR codes in all carriers, enabling officers to directly access support services. Staffordshire has demonstrated proactive well-being support by following up with officers involved in the disorders, sending letters to ensure they know where to find support, and providing ongoing care. Each officer receives individualised support as needed.

### **Police, Fire and Crime Commissioner's overall comments**

I am confident the force is well positioned to enhance its response to public disorder, improve resource mobilisation, and support officer well-being. I will monitor progress against these actions through existing governance processes ensuring that the force remains responsive, efficient, and supportive of its personnel in managing public order incidents.