



Police & Crime Commissioner for Cleveland
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Chief Executive & Monitoring Officer:

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21.1.19

Media statement by Police and Crime Commissioner Barry Coppinger following the resignation of Chief Constable Mike Veale –

Police and Crime Commissioner Barry Coppinger said: "I would like to make an announcement about a change in leadership at Cleveland Police.

"My office has been made aware of allegations about the behaviour of Chief Constable Mike Veale.

"On Friday 18th January Mr Veale resigned with immediate effect.

"Due to the serious nature of the allegations, the matter has been referred to the Independent Office for Police Conduct.

"I am proud to oversee a police force where such allegations are always taken seriously.

"It is important that the appropriate processes are allowed to take effect and as a result, I am unable to comment further on this matter.

"Arrangements to secure an Interim Chief Constable are in the advanced stages and an announcement will be made later today. The current Cleveland Police leadership structure remains unchanged.

"As an organisation, Cleveland Police has undergone a comprehensive programme of transformation and improvement, which has been recognised by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services.

"I am determined to ensure this progress will continue as I look to recruit a permanent replacement.

"I want to reassure our communities that the same dedicated and compassionate officers and staff, who bravely serve the people of Cleveland every day, will continue to work hard to keep you safe."



The Police & Crime Commissioner for Cleveland is an accredited Living Wage Employer with the Living Wage Foundation.

23.1.19

Protected Disclosures

Officers and staff within Cleveland Police need to be aware that lawful orders exist in respect of confidentiality and there is a requirement on the organisation to protect confidentiality.

A Protected Disclosure is explained in our organisational policy but is legally defined, broadly, as relating to the disclosure of information which will relate to potential or actual failure to act in a lawful way, or to concealment of unlawful behaviour.

Our policy Reporting Professional Standards Concerns and Protected Disclosure Policy (version 1.7) was issued in 2017 is attached to this message and sets how we comply with the law and support our staff.

An individual who makes a protected disclosure will include a member of police staff or police officer for the purposes of employment law and police both have the full and same protections as each other under the legislation.

The protections afforded to anyone who makes a protected disclosure is set out in the law. It is important that the person making a disclosure does not suffer a detriment as a consequence of that disclosure.

In order to protect individuals who make protected disclosures anonymity is available to them and should be protected. Anonymity protects the individual from being targeted or subject to any detriments due to their disclosures.

The harassment or victimisation of anyone raising a genuine concern will not be tolerated by Cleveland Police. It is a disciplinary matter to victimise anyone who has raised a genuine concern.

All staff are reminded that you are discouraged from speculation as to the identity of in, and that there is a requirement for confidentiality. The DCC has issued a lawful order to this effect.

Anyone who needs support or further information can make contact with DSE or with People Services colleagues.

Xanthe Tait
Director, People Services and Evolve Legal Services



196 Reporting
Professional Standard:

25.1.19

Message from PCC Barry Coppinger

I appreciate that events of the last week will have come as a shock to many of you and I share in your disappointment about the way Mr Veale's tenure at Cleveland Police has come to an end.

Subsequent media attention has brought the Force into the spotlight. I have consistently reasserted that concerns about the behaviour of one individual - albeit a very senior officer - does not reflect the outstanding work of over 1,500 people across the organisation as a whole, often in difficult circumstances.

I have always supported the Force and will continue to argue on your behalf and against the unfair criticisms we sometimes face. As you all know I work closely with our neighbouring PCCs at North Yorkshire and Durham and whilst we readily collaborate where it is in all of our interests, we have all been very clear we do not support any reform to the structures of policing. Decisions about Cleveland's policing should be - and will be - taken here wherever possible.

We have faced our share of challenges over recent years, which I have not shirked from, and will not shy away from now, and I have worked with the Force to put in place a range of reforms and processes, including reforming approaches to standards and equality, that have changed the organisation for the better and improved the public's confidence in the Force – these changes will stand us in good stead for the future.

My office is in the process of developing this year's budget for policing, which I am confident will give us some scope to invest further in community policing and measures which will support and strengthen the work you do. The Public consultation I have undertaken has confirmed a really striking level of public support for further investment.

You will be aware I have been involved in discussion with colleagues at Humberside earlier this week and I am delighted Chief Constable Lee Freeman has now joined us for 3 months as Interim Chief Constable. Lee is highly regarded across policing, is looking forward to starting work here and I look forward to working with him to make progress.

I know many of you will have questions about whether the organisational transformation started under Mr Veale's leadership will stop under another Chief Constable. My strategy will be to keep the momentum going and to harness the talent and enthusiasm you all have for making Cleveland Police the best organisation it can be, and I will be discussing detailed plans with Chief Constable Freeman at the earliest opportunity.

At the same time I will make it my priority to recruit a new substantive Chief Constable who has the vision to build on this momentum and lead the organisation. We will be preparing to go out to advert in the near future. I am proud to be your PCC and in the coming weeks I will be visiting departments and units across the force, to thank you for the valuable work you are doing, but also to seek your views on what you would like to see in the next Chief Constable, so I can reflect your input in the recruitment process.

With hundreds of community meetings under my belt, I have seen first-hand the respect and gratitude residents have for the work you do. Whilst it may not always feel like it, the people of Cleveland are behind you, and the valuable work you do, and I will continue to support your work and make the case for a better deal for Cleveland at every opportunity.

Barry Coppinger
Police and Crime Commissioner

30.1.19

Message from Interim Chief Constable Lee Freeman

First and foremost, I just want to say hello and introduce myself to you as I take on my new role as Interim Chief Constable.

As the Chief Constable of Humberside, and working with Cleveland regionally, I know that despite some difficult headlines recently, the officers and staff of Cleveland Police have a real pride in their area and the force. This must continue and I would not be here if I did not have every confidence in the professionalism and commitment of you, the officers and staff of the force.

My role is to continue the cultural change that has been a real focus for the force and which has been previously cited as good practice nationally.

As chief, it is important to me to ensure that everyone feels like they have a voice, feel valued and believe that what we do and how we do it is fair.

Although my secondment as Chief is only temporary, until a permanent replacement arrives, you have my commitment that I will work tirelessly to try and provide the force with stability, visible leadership and some clear direction over the coming months.

I also wish to be absolutely clear that Cleveland Police is not broken, and having spoken to the executive team already here, they share my desire to demonstrate to our communities that their police deserve be recognised and trusted for the excellent work that our staff are doing every single day across the force.

Although I don't have a significant amount of time to make lots of strategic changes, nor is that my role at this stage, there will be some tweaks to the daily operational meetings of the force that I hope will assist how we manage some of the daily risk and vulnerability. I will also ensure that all the progress that has been achieved to fully embed the force's values, behaviours (and develop the culture of the organisation) continues to transform Cleveland Police for the better.

As Chief, I don't have all the answers to all the challenges and problems that we currently face. However, by continuing to develop a culture where having a voice is not directly linked to your rank or seniority in the force, my experience from Humberside is that any decisions we make are more likely to be the right ones.

However, my invite would be to judge my leadership on my actions and not my words.

I really look forward to working for you and with you over the next few months and thank you for your support.

Regards

Lee Freeman
Interim Chief Constable