



**‘VALUES AND CULTURE IN FIRE AND RESCUE SERVICES’  
PUBLISHED BY HMICFRS ON 30TH MARCH 2023  
AVON & SOMERSET PCC RESPONSE DATED 25TH MAY 2023**

Although this report was an inspection of Fire and Rescue Services there was a recommendation for Chief Constables as follows:

*By 1 September 2023, chief constables should make sure they are appropriately using their [Common Law Police Disclosure](#) [CLPD] powers in circumstances involving employees of fire and rescue services.*

While the deadline for completing this recommendation is in September, I have a legal duty to respond to inspection reports within eight weeks of their publication. Below is the initial response to this recommendation.

The general presumption is that the police should maintain the confidentiality of personal information. However, where there is a public protection risk, the CLPD allows the police to pass information to an employer or regulatory body to allow them to act swiftly to mitigate any danger posed by the individual under investigation.

The Constabulary’s central Data Protection Team decide if the high threshold for disclosure has been met before any information is disclosed. However, identifying if the CLPD could apply in the first instance is the responsibility of individual officers and investigators.

The Constabulary are reviewing the training provided to officers, in particular new recruits, to ensure that the CLPD process is sufficiently covered. They will also check and test how well the current process is working in Avon and Somerset; the findings of which will be provided to me as part of my oversight.

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