

Document 26

Investigation Terms of Reference
set by Police Crime Commissioner
of Dorset

The office of the Police and Crime Commissioner of Dorset

Complaint Against Police

Complainant – Mr [REDACTED]

**Officer subject of Complaint – (Retired) Chief Constable
Martin Baker**

Investigation Terms of Reference

The terms of reference for the investigation are as follows:

- To investigate the allegation made by Mr [REDACTED] against retired Chief Constable Martin Baker contained within his appeal submitted to the IPCC on 11 October 2012.
- To obtain a witness statement from the complainant to determine the specific evidence that supports the complaint and thereby inform the investigation plan.
- To inform the Police and Crime Commissioner for Dorset of the considered content of this statement to allow for these terms of reference to be reviewed accordingly.
- Notwithstanding that the above statement will inform the investigation the Investigating Officer will focus on the following allegation made by Mr [REDACTED] in his appeal to the IPCC.

That 'Despite the numerous and serious problems [Mr [REDACTED] had detailed in [his] complaint Martin Baker [has done his] best to ignore / cover up the issues and allow the completely unacceptable practices that [Mr [REDACTED] has proven to continue.

- To consider whether retired Chief Constable Baker has failed to meet any of the Standards of Professional Behaviour as laid out in the Police (Conduct) Regulations 2008.
- To prepare a written report on the findings of the investigation and recommended outcomes for the attention of, and consideration by, the Office of the Police and Crime Commissioner (OPCC) of Dorset.

The report will fully and objectively summarise the relevant evidence gathered and will recommend any outcomes based on the conclusions drawn from the evidence. It will be a comprehensive document that will ensure all users may confidently base their decisions on.

- Should the investigation identify conduct matters relevant to other senior officers, the Investigating Officer is required to draw these to the immediate attention of the current Chief Constable of Dorset Police.
- Any matters relating to the conduct of junior officers should be directly referred to the Dorset Police Professional Standards Department.
- The investigation will be undertaken in an open, transparent, thorough and timely manner having due regard to the broader impact on all parties. If the investigation is to exceed 90 days, this should be notified to all parties at the earliest time possible. (The investigation is deemed to have started on *DTBF*, when *TBC* agreed to perform the role of investigating Officer.)
- The IO will keep the OPCC informed and briefed, as required, throughout the course of the investigation.
- This matter has been recorded by the OPCC as a 'Complaint Against Police' within the provisions of Part 2 of the Police Reform Act 2002. The Investigating Officer will therefore conduct their investigation in accordance with that legislation and the IPCC Statutory Guidance of 2010 issued in pursuance of it.
- The IO will keep the interested parties updated on the progress of the investigation in accordance with the guidelines contained within the aforementioned IPCC Statutory Guidance.