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Police & Crime Commissioner
for Thames Valley

Thames Valley Police and Crime Commissioner (PCC) Response to HMICFRS Report: “Improving the response to organised immigration crime”

[Improving the response to organised immigration crime - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services](#)

HMICFRS Report Published: 16.05.25

PCC Response: July 2025

Introduction

This report from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) provides a timely and important review of how police forces across the country respond to organised immigration crime.

Thames Valley Police was one of the forces visited during the inspection, and I am pleased that the force's contribution helped inform the national findings. The report recognises that some forces, including those in the South East region, have taken proactive steps to prioritise this area of criminality and strengthen their intelligence and governance arrangements. I welcome the report's findings and the opportunity to reflect on the work already underway in Thames Valley Police (TVP), as well as the steps being taken to build on this progress.

PCC Response:

Recommendation 2

By 30 April 2026, chief constables should make sure that every time a member of their force reports a case to Immigration Enforcement's National Command and Control Unit, the reporting officer completes and submits the required intelligence document.

TVP is working with regional partners to clarify the process around this form, which differs from traditional police intelligence submissions. I understand that discussions are ongoing to determine the most practical and consistent way to complete and share this information. I support this collaborative approach and will continue to monitor progress to ensure that officers are equipped with clear guidance and that reporting is both accurate and timely.

Recommendation 4

By 31 December 2025, chief constables should make sure they have clear plans to collect, analyse and share information related to organised immigration crime.

TVP is adapting a collection plan developed by Sussex Police to suit local needs. This kind of knowledge-sharing is a positive step, and I'm pleased to see TVP taking advantage of regional expertise. I'll be looking for assurance that the finalised plan is not only fit for purpose but also embedded into operational practice.

Recommendation 8

By 30 April 2026, chief constables, working with the Modern Slavery & Organised Immigration Crime Unit, should make sure that relevant personnel in all Home Office police forces complete the Hydra training package on organised immigration crime.

It's good to see that all MSOIC staff within TVP have completed the Hydra training, and that the force is now extending this to other key roles. I appreciate the challenges posed by not having a local Hydra suite, and I support TVP's efforts to work with neighbouring forces to ensure wider access. I'll continue to follow this closely to ensure that the right people receive this training and that it's delivered in a way that's both practical and effective.

Recommendation 9

By 30 April 2026, chief constables, working with the Modern Slavery & Organised Immigration Crime Unit and the College of Policing, should make sure that relevant personnel in all Home Office police forces complete the four modules of the organised immigration crime e-learning package.

TVP has made a strong start here, with over 600 staff already completing the first module. The force is now working to ensure that all four modules are properly coded and rolled out to the right teams. I'm pleased to see that this is being supported by internal communications and intranet content to raise awareness and encourage uptake. I'll be keeping an eye on progress to ensure that the training reaches all relevant staff and is embedded into day-to-day practice.

Conclusion

Organised immigration crime presents real challenges to policing, and I welcome the focus HMICFRS has brought to this issue. Thames Valley Police has made a positive start in responding to the recommendations, and I will continue to hold the Chief Constable to account for delivering on these commitments. I look forward to seeing further progress over the coming months.

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