

## HMIC Report Recommendations

Traffic Light Colour	Definition of target achievement
<b>GREEN</b>	The recommendation is implemented
<b>AMBER</b>	The recommendation is subject to ongoing work and monitoring
<b>RED</b>	The recommendation should have been implemented but has not been due to resource issues or force capability to complete and remains outstanding
<b>WHITE</b>	The recommendation is no longer required / relevant
<b>PURPLE</b>	The recommendation is implemented but outside the agreed due deadline

### Increasingly everyone's business:

### A progress report on the police response to domestic abuse

A national report by HMIC, published December 2015

Total of 6 actions: 2 are national and outside the remit of City of London Police

4 were areas relevant to the City of London Police, 4 are still in progress.

Recommendation	Status	Due Date	Comment
1 <b><u>National Oversight Group</u></b> The National Oversight Group, chaired by the Home Secretary, has played a vitally important and successful role in improving the police response to domestic abuse through its public scrutiny of progress against each of HMIC's original national recommendations. The National Oversight Group should	<b>WHITE</b>		This action is for The National Oversight Group, chaired by the Home Secretary

Recommendation	Status	Due Date	Comment
<p>continue its work and its membership should be reviewed and updated to reflect the wide-ranging effort that is required beyond policing and across the broader public services to tackle domestic abuse. The current group should be enlarged so as to include membership from the Department of Health and NHS England, the Department for Education, local government and social care organisations.</p> <p>The National Oversight Group should continue to monitor and report on the progress made in implementing this further set of recommendations as well as the original recommendations that are outstanding. There should be a renewed focus on the importance of joint multi-agency working on preventative approaches and early intervention with perpetrators.</p>			
<p>2</p> <p><b>National domestic abuse data monitoring</b></p> <p>The national Rape Monitoring Group has developed a range of statistics that help forces analyse their responses to rape and serious sexual offences. The Home Office, the Ministry of Justice, the National Police Chiefs Council (NPCC), the Association of Police and Crime Commissioners (APCC), the College of Policing, HMIC and domestic abuse organisations should work together to develop a data set relating to domestic abuse which will enable more thorough analysis of how domestic abuse is dealt with in a force area. As for the Rape Monitoring Group, a process should be put in place to publish this data set periodically.</p> <p>Using these data, police and crime commissioners, police, prosecutors and agencies within the criminal justice system will have an enhanced view of how domestic abuse is dealt with in their local area. For chief constables, the data will assist with an improved understanding of force performance on domestic abuse. For police and crime commissioners, the data</p>	<p><b>WHITE</b></p>	<p>The work to establish the data set relating to domestic abuse should be completed by March 2016</p> <p>The new arrangements for collecting this data should be in place by June 2016</p>	<p>This action is for the Home Office, the Ministry of Justice, the National Police Chiefs Council (NPCC), the Association of Police and Crime Commissioners (APCC), the College of Policing, HMIC and domestic abuse organisations</p>

Recommendation	Status	Due Date	Comment
<p>will assist in setting force priorities and holding the force to account in respect of its response to victims of domestic abuse. The work to establish the data set relating to domestic abuse should be completed by March 2016. The new arrangements for collecting this data should be in place by June 2016 and the first publication of the national data set should take place before the end of the 2016/17 financial year.</p>		<p>The first publication of the national data set should take place before the end of the 2016/17 financial year</p>	
<p>3 Update of forces' domestic abuse action plans By March 2016, every police force in England and Wales should update its domestic abuse action plan; determine what more it can do to address the areas for further improvement highlighted in this report and specified below; and publish its revised action plan accordingly:</p> <ul style="list-style-type: none"> <li>• Understanding and identifying risk: Pending completion of the College of Policing's review of the evidence base for risk assessment in cases of domestic abuse (Recommendation 6 in Everyone's business), forces should ensure that their arrangements for assessing and managing risk are well understood and appropriately used by officers and staff across the force, are being put into practice and are supervised effectively. Once the College of Policing research is published in early 2016, forces should further review their guidance to officers and staff.</li> <li>• Prioritising and allocating domestic abuse</li> </ul>	<p><b>AMBER</b></p>	<p>March 2016</p>	<p>This action plan is being reviewed and updated.</p>

Recommendation	Status	Due Date	Comment
<p>investigations: Domestic abuse cases should be prioritised and allocated for investigation on the basis of risk and there should be a clear allocation and prioritisation policy for high, medium and standard risk cases. Forces should ensure their arrangements for doing so are effective.</p> <ul style="list-style-type: none"> <li>• Safeguarding victims at medium and standard risk: Recognising the dynamic nature of risk in domestic abuse situations, forces should ensure that there is appropriate safeguarding in place for victims at medium and standard risk throughout their involvement with the police with referral routes to partner organisations and early access to specialised support and advice where appropriate.</li> <li>• Views of victims: Forces should have in place processes to seek regularly the views of victims of domestic abuse and to act on this feedback by incorporating changes into policy, practice and learning and development activities. These approaches should be reconsidered when the Home Office issues its guidance on obtaining the views of victims.</li> <li>• Training: It is important that officers and staff understand the dynamics of domestic abuse and that their attitudes and behaviours reflect their knowledge. Forces should consider how best to ensure that officers and staff are able to identify and understand the wide range of violence, behaviours and different perpetrators that fall under the definition of domestic abuse through training, learning and development activities. They should also ensure that their officers and staff demonstrate understanding and supportive</li> </ul>			

Recommendation	Status	Due Date	Comment
<p>attitudes and behaviours towards victims. In particular, forces should improve understanding and appreciation of the dynamics of domestic abuse, particularly in relation to coercive control. These activities should include the personal experiences of victims and the participation of local specialist domestic abuse organisations wherever possible. Training should be face-to-face (supported by but not substituted by e-learning). The College of Policing is researching approaches to training that support improvement in attitudes and behaviours. Once this research is complete and training developed as a result, forces should specify how it will be given priority and/or incorporated into their existing training programmes.</p> <p>To ensure consistency, the College of Policing and the national policing lead on domestic abuse have agreed to provide further advice on the revisions to the existing action plans as soon as possible. The College of Policing and the national policing lead on domestic abuse should provide feedback on this work to the National Oversight Group.</p> <p>Chief officers in each police force should continue to oversee and ensure full implementation of these action plans and offer regular feedback on progress to their police and crime commissioner. This should be a personal responsibility of the chief constable in each case.</p>			

Recommendation	Status	Due Date	Comment
<p data-bbox="197 268 474 292"><b><u>Force progress reviews</u></b></p> <p data-bbox="197 300 943 512">By June 2016, chief constables should review the progress made by their forces in giving full effect to their forces' stated priorities on domestic abuse. Every force in England and Wales should undertake a clear and specific assessment of its own progress in respect of domestic abuse, potentially through peer review, which should include reference to the following:</p> <ul data-bbox="248 520 943 1129" style="list-style-type: none"> <li data-bbox="248 520 909 544">• the force's updated action plan on domestic abuse;</li> <li data-bbox="248 552 651 576">• the force's culture and values;</li> <li data-bbox="248 584 898 608">• the force's performance management framework;</li> <li data-bbox="248 616 931 730">• the force's approach to the use of data and evidence of what works in support of the development of a learning organisation;</li> <li data-bbox="248 738 943 802">• the reward and recognition policy in the force and the roles and behaviours that this rewards currently;</li> <li data-bbox="248 810 909 834">• the selection and promotion processes in the force;</li> <li data-bbox="248 842 943 948">• the messages and communications sent by the senior leadership team to the rest of the force about tackling domestic abuse;</li> <li data-bbox="248 956 943 1019">• the development opportunities for officers and staff in the force; and</li> <li data-bbox="248 1027 909 1129">• force policy on how perpetrators and victims of domestic abuse who are employed by the force are managed.</li> </ul>	<p data-bbox="994 687 1088 711"><b>AMBER</b></p>	<p data-bbox="1137 687 1263 711">June 2016</p>	<p data-bbox="1301 651 2107 746">Pending advice from College of Policing by March 2016, options are being explored to develop a peer review the results of which will be reported to SMB.</p>

4

Recommendation	Status	Due Date	Comment
<p>To ensure consistency, the College of Policing and the national policing lead on domestic abuse have agreed to provide advice on the form and content of the assessment of progress by March 2016.</p> <p>HMIC will draw on forces' assessment of progress on domestic abuse as part of its annual PEEL inspection in 2016. Chief constables should as soon as practicable take whatever further action is necessary to build on the progress made in giving effect to their forces' stated priorities on domestic abuse. This should include action to raise awareness of domestic abuse to instil a deeper understanding of and commitment to addressing the often complex needs of victims of domestic abuse. Chief constables should also take steps to support, encourage and conspicuously value officers and staff who exemplify this understanding and commitment.</p>			
<p><b><u>Innovation and establishing evidence-based good practice</u></b></p> <ul style="list-style-type: none"> <li>Innovative practice in forces to tackle domestic abuse should be encouraged but it should be informed by robust, independent evaluation which demonstrates the effectiveness of that practice, particularly in terms of safeguarding people at risk of harm. Working in consultation with partners, forces should assess the available evidence that supports innovative practice before it is implemented and ensure that safety planning is built into any new practice from the outset. Where there is little or no available evidence, forces should be clear about the thinking behind the innovative practice and should carry out a thorough evaluation of the practice, ideally supported by the College of Policing, as quickly as possible.</li> </ul>	<p style="text-align: center;"><b>AMBER</b></p>	<p>February 2016</p>	<p>This recommendation has been noted. Any new initiatives will be discussed and reviewed at the bi monthly Safeguarding Working Group, membership of which includes partners.</p>

Recommendation	Status	Due Date	Comment
<ul style="list-style-type: none"> <li>Multi-agency safeguarding hubs and central referral units: In the next six months, the National Oversight</li> </ul>			This recommendation is for the National Oversight Group.
<p>Group should commission a ‘task and finish group’ to evaluate the effectiveness of the various models in place for MASHs and CRUs in terms of the outcomes achieved for victims of domestic abuse. By Spring 2017, this task and finish group should provide forces with guidance and examples of good practice to illustrate how multi-agency arrangements most effectively share information, assess risk and undertake joint safeguarding activities to protect victims of domestic abuse. The group should involve representatives from the Home Office, Department of Health, Department for Education and relevant inspectorates, as well as practitioners within forces and academics.</p>			
<ul style="list-style-type: none"> <li>Perpetrator programmes including integrated offender management: Reducing offending by perpetrators will save potential victims from abuse and help to reduce the demand on forces. As part of updating their action plans, forces should use the soon to be published research carried out by the College of Policing on perpetrator programmes and summary of existing initiatives to inform the development of their own programmes.</li> </ul>	<b>AMBER</b>	Deadline to set once be once College of Police has published its research	To be reviewed by FIB when published by the College of Policing – report to SMB with their response.



Recommendation		Status	Due Date	Comment
	<ul style="list-style-type: none"> <li>Domestic Violence Protection Orders (DVPOs): The National Oversight Group should ensure that, by April 2016, further consideration is given to increasing the use and effectiveness of DVPOs. The Ministry of Justice should provide clear guidance on the DVPO process and sentencing guidelines for breaches of these orders.</li> </ul>			This recommendation is for the National Oversight Group and the Ministry of Justice.
6	<p><b><u>Learning from domestic abuse</u></b> By September 2016, the Home Office should ensure that conclusions from domestic homicide reviews are shared swiftly and effectively with police forces, police and crime commissioners and domestic abuse practitioners. With the assistance of the College of Policing, the national policing lead on domestic abuse and domestic abuse practitioners from the voluntary sector, a system should be developed and implemented to collate learning from domestic homicides and to disseminate this learning on an annual basis to forces. They should also consider how forces can contribute effectively to and access the information held within the Femicide Census.<sup>17</sup></p>		September 2016	This action is for the Home Office.

## PEEL: Police effectiveness 2015 (Vulnerability)

A force report by HMIC, published December 2015

Total of 4 actions: 0 are national and outside the remit of City of London Police. 4 were areas relevant to the City of London Police, 4 are still in progress.

Recommendation		Status	Due Date	Comment
1	The force should improve the consistency and frequency of training delivered to ensure all staff have an awareness and understanding of identification of vulnerability of victims particularly at the initial point of contact.	AMBER	June 2016	A review of training will be completed, including refresher training – recommendations for change will be discussed at the Training improvement Board for decision.

Recommendation		Status	Due Date	Comment
2	The force should improve the identification of the vulnerability of victims during investigations, by ensuring staff complete the necessary processes on the crime reporting system.	AMBER	June 2016	An analysis of failings will be undertaken and steps taken to resolve issues.
3	The force should reassure itself that in relation to the use of victim personal statements it is fully compliant with its duties under the Code of Practice for Victims of Crime.	AMBER	June 2016	Current arrangements will be reviewed and an assessment made of a necessary interventions
4	The force should improve the response to children at risk of sexual exploitation by ensuring its understanding of the scale and nature of the issue is developed which will better inform its preventative and investigative response; and frontline staff have an appropriate level of knowledge of the factors to identify cases and understand how to respond.	AMBER	June 2016	Online child sexual exploitation has been identified as an intelligence gap and further work has been commissioned. This work will further inform the CSE profile.

## The depths of dishonour: Hidden voices and shameful crimes

### An inspection of the police response to honour-based violence, forced marriage and female genital mutilation

A national report by HMIC, published December 2015

Total of 14 actions: 11 are national and outside the remit of City of London Police. 3 were areas relevant to the City of London Police, 3 are still in progress.

Recommendation		Status	Due Date	Comment
9	By June 2016, chief constables in consultation with partner agencies should undertake research and analysis using diverse sources to understand better the nature and scale of HBV, FM and FGM in their force areas, and use this information to raise awareness and understanding of HBV, FM and FGM on the parts of their police officers and staff.	AMBER	June 2016	City and Hackney safeguarding team has been contacted to establish what work may already have been undertaken. The regional co-ordinator is also being contacted. A problem profile is to be requested from FIB to establish any intelligence gaps.

Recommendation		Status	Due Date	Comment
10	By June 2016, chief constables should ensure that information management processes are in place to record and flag HBV, FM and FGM information in an efficient, effective and systematic way so that the risk to individual victims is identified at an early stage and properly assessed and managed throughout the progression of victim's case.	AMBER	June 2016	Current flagging on the crime recording system to be confirmed – shortcomings to be fed into the CCCI project. Flags to be monitored at the daily crime meeting. DASH risk assessment review arrangements to be reviewed, updating SOP as necessary.
11	By June 2016, chief constables together with partner agencies should ensure they have clear policies and joint working structures in place to ensure an integrated approach to HBV, FM and FGM between police forces and other agencies.	AMBER	June 2016	PPU DI to review relevant protocols with partner agencies. The 'Bristol Model' cited in the report to be investigated from possible use by CoLP. Current information sharing arrangements to be reviewed by the June 2016 deadline.

## Regional Organised Crime Units

### A review of capability and effectiveness

A national report by HMIC, published November 2015

Total of 11 actions: 8 are national and outside the remit of City of London Police. 3 were areas relevant to the City of London Police, 2 are still in progress. Recommendation 1 does not apply to CoLP.

Recommendation		Status	Due Date	Comment
1	By 1 April 2016, all regional organised crime units (ROCU) - except London - should have in place the '13 capabilities' identified within the ROCU development programme [see Annex A for full list of capabilities].	WHITE	April 2016	This recommendation does not apply to the London ROCU.

Recommendation		Status	Due Date	Comment
2	By 30 June 2016, the constituent forces of the London ROCU should ensure that they have reliable access to the '13 capabilities' identified within the ROCU development programme [see Annex A for full list of capabilities].	AMBER	June 2016	Liaison between the BTP, MPS and CoLP has commenced. By the nature of the ROCU a single action plan is to be developed by the 3 forces; once agreed the status of progress will be reported. The MPS are the larger partner in this arrangement and are key to the action plans success.
3	By 30 June 2016, every police force in England and Wales should publish an action plan that sets out in detail what steps it will take to make maximum use of the ROCU capabilities, minimise duplication at force level, and ensure that the use of shared ROCU resources are prioritised between regional forces. This action plan should be developed: <ul style="list-style-type: none"> <li>• in consultation with police and crime commissioners, ROCUs and the ROCU executive board;</li> <li>• with regard to both local force priorities (in particular, as specified in the relevant police and crime plan) and National Crime Agency (NCA) priorities; and</li> <li>• with regard to the other recommendations contained in this report.</li> </ul>	AMBER	June 2016	
4	By 30 June 2016, the ROCU executive board – working with forces, the NCA and the Home Office – should produce a plan for the development of ROCUs, which includes a clear statement of shared purpose, and ROCUs should thereafter implement it.	WHITE	June 2016	This action is for the ROCU Executive board
5	By 30 June 2016, the national police lead for serious and organised crime should work with the Assistant Commissioner with national counter-terrorist responsibilities to produce a plan for introducing joint regional management arrangements where this is appropriate and applicable, with the designated assistant or deputy chief constable for each ROCU taking management responsibility for both serious and organised crime and counter-terrorist policing.	WHITE	June 2016	This action is for the national lead for serious and organised crime

Recommendation		Status	Due Date	Comment
6	By 30 June 2016, ROCUs, counter-terrorist units (CTUs), counter-terrorist intelligence units (CTIUs) and the NCA should produce a long term plan for ensuring they are co-located wherever possible, and thereafter implement it.	WHITE	June 2016	This action is for ROCUs, counter-terrorist units (CTUs), counter-terrorist intelligence units (CTIUs) and the NCA
7	By 31 March 2016, the Home Office – working with the ROCU executive board – should have assessed the benefits and viability of providing ROCUs with a three to five-year funding settlement that puts them in a position to make long-term investment decisions which support the development of efficient and effective regional capabilities.	WHITE	March 2016	This action is for the Home Office working with the ROCU executive board
8	By 30 June 2016, all ROCUs, forces and the NCA should adopt a common approach to the assessment of serious and organised criminal threats.	AMBER	June 2016	Liaison between the BTP, MPS and CoLP has commenced. By the nature of the ROCU a single action plan is to be developed by the 3 forces; once agreed the status of progress will be reported.
9	By 30 June 2016, the ROCU executive board should produce a plan for improving the Government Agency Intelligence Network (GAIN) operating model to enable large scale intelligence-sharing between government departments, agencies and the private sector, and this plan should thereafter be implemented.	WHITE	June 2016	This action is for the ROCU executive board
10	Beginning immediately, ROCUs, the NCA, National Offender Management Service and the national counter-terrorism network should exchange information routinely about all organised crime group members serving prison sentences to ensure the risks they pose are properly managed.	WHITE	Immediate	This action is for ROCUs, the NCA, National Offender Management Service and the national counter-terrorism network
11	By 30 June 2016, ROCUs should assume responsibility for organised crime group mapping on behalf of their constituent forces, working closely with their constituent forces to ensure that this process is informed by local intelligence.	WHITE	June 2016	This action is for ROCUs

## Witness for the prosecution: Identifying victim and witness vulnerability in criminal case files

A national report by HMIC, published November 2015

Total of 10 actions: 8 are national and outside the remit of City of London Police. 2 were areas relevant to the City of London Police, 1 is still in progress.

Recommendation	Status	Due Date	Comment
<p>9 The College of Policing should evaluate the police training that is provided to student officers to ensure that case file preparation training emphasises and promotes an understanding of the police role in the criminal justice process, and the importance of identifying the support required by vulnerable and intimidated victims and witnesses. Similarly chief constables should undertake an evaluation of their local training arrangements.</p>	<p>AMBER</p>	<p>February 2016</p>	<p>Student training: This area is already covered in depth within the IPLDP training material and the CoLP follows this material. Prior to each new IPLDP course the CoLP training material is reviewed against the latest COP material and adjusted accordingly to meet the latest changes in learning outcomes.</p> <p>Specials Training: Material is matched against the latest College of Policing training for Special Constables.</p> <p>Refresher training has been identified as a gap. A refresher training package will be design by end of February 2016 and a request for authorisation to proceed will be submitted to the April Training Improvement Board.</p>

## PEEL: Police efficiency 2015

An inspection of the City of London Police by HMIC, published October 2015

Total of 2 actions: 0 are national and outside the remit of City of London Police. 2 were areas relevant to the City of London Police, 2 are still in progress.

Recommendation		Status	Due Date	Comment
1	The force should develop a future workforce plan that is aligned to its overall demand and budget. The plans should include future resource allocations, the mix of skills required by the workforce and behaviours expected of them.	AMBER	March 2016	Strategic Development has contacted forces which were graded 'outstanding' in these areas to produce a gap analysis – only Lancaster has responded. The NPCC Performance Management Co-ordination Committee (PMCC) has recently considered sharing learning and peer support between forces. Contact details have been forwarded to the HR Director.
2	To support the workforce plan, the force should improve how it records and retains information concerning the skills and knowledge of the workforce to identify future training needs.	AMBER	March 2016	

## Working in Step

A joint inspection of local criminal justice partnerships by HMIC, HMCPSI and HMI Probation, published October 2015

Total of 2 actions: 1 is national and outside the remit of City of London Police. 1 was relevant to the City of London Police, 1 is still in progress.

Recommendation		Status	Due Date	Comment
2	<p>Within six months of the Criminal Justice Board establishing the operating framework, leaders of local criminal justice agencies acting together, and in co-operation with the PCC, should undertake a fundamental review of local partnership arrangements to assess whether they are fit for purpose to lead improvements to the efficiency and effectiveness of the CJS at local level.</p> <p>As a minimum, the review should include:</p> <ul style="list-style-type: none"> <li>• an assessment of the health of the CJS locally, including its impact on victims and witnesses, especially the most vulnerable, and the extent to which perpetrators can expect swift justice;</li> </ul>	AMBER	Within 6 months of the completion of Rec. 1	<p>This will be completed upon the Criminal Justice Board establishing an operating framework. The due date cannot be shown until that work is complete.</p> <p>Currently awaiting a response from the new staff officer for CC Simon Byrne – lead for the NPPC CJ coordination committee to establish progress.</p>

Recommendation	Status	Due Date	Comment
<ul style="list-style-type: none"> <li>• a local assessment of risk (informed by national threats, risks and harm) and the views and experiences of the public to inform local priority setting;</li> <li>• the business and analytical support required for effective partnership planning, commissioning and co-ordination; and</li> <li>• identification and clarification of links with related partnerships so that work is co-ordinated and mutually reinforcing.</li> </ul>			

## Targeting the Risk

A national report on the efficiency and effectiveness of firearms licensing in the police forces in England and Wales, published September 2015

Total of 18 actions: 9 are national and outside the remit of City of London Police. 9 were areas relevant to the City of London Police, 1 is still in progress.

Recommendation	Status	Due Date	Comment
<p>12</p> <p>Within six months, all Chief Constables should either satisfy him or herself that they have completed, or complete, a retrospective review of the certificate holders' continued suitability to have access to or possession of firearms in the case of section 1 firearms and shotgun certificates issued before the Home Office guidance was updated in relation to the on-going monitoring of the activity of a certificate holder or associates. This review should extend to all such activity which may give rise to concern for public safety.</p>	<b>AMBER</b>	15 <sup>th</sup> March 2016	<p>CoLP conducted a review in response to a request from the national policing lead for firearms licensing, who wrote to all police forces in March 2014 to prompt retrospective reviews of current certificate holders' suitability, based on the redrafted guidance, and in regard to certificate holders' involvement in domestic abuse incidents.</p> <p>A 100% review of certificates has been undertaken. Results were satisfactory with follow up undertaken with one certificate holder only. An in depth review of certificate holders will be undertaken by March 2016 which will also correspond and coincide with the move from paper to electronic media for firearms licensing activity in Force.</p>



## Online and on the edge: Real risks in a virtual world

A national report, published July 2015, a joint inspection by HMIC

Total of 13 actions: 1 is national and outside the remit of City of London Police. 12 were areas relevant to the City of London Police, 2 are still in progress.

Recommendation		Status	Due Date	Comment
12	We recommend, that within 12 months, forces, working with the national policing lead, consider ways to ensure that a good practice regime is introduced, supervised and monitored in forces so that children are protected.	AMBER	July 2016	APP continues to be monitored and followed. Robust processes are in place with opportunities for learning via arrangements with Hackney. Insp PPU has also emailed London Regional Lead to see if they have any more information.
13	We recommend, that within six months, forces consider and implement ways to improve communications with children by making better use of social media channels, so that children are better able to protect themselves online.	AMBER	January 2016	The joint safeguarding board is leading on this. A video for social media is planned; a film company is being engaged. This work is being supported by a booklet for children and training for school teachers and staff.  CSE Awareness Event (co-ordinated by City and Hackney Safeguarding Board) scheduled for 18 <sup>th</sup> March 2016. The action will be delivered, albeit, slightly late.

## In harm's way: The role of the police in keeping children safe

A national report, published July 2015, a joint inspection by HMIC and HMCPSi

The report highlights areas for attention and does not make specific recommendations

Total of 4 areas for attention [Strategic Development has subdivided for ease of assessment] of these 1 is national and outside the remit of City of London Police.

3 were areas relevant to the City of London Police, 2 are still in progress.

Area for Attention		Status	Due Date	Comment
1	At present senior officers do not know the outcomes for children following on from police activity. Nor do they know enough about the experiences and views of children who have been in contact with the police in order to inform service development.	AMBER	February 2016	A monthly report regarding the outcomes of juveniles who have been in police custody has been developed and distributed to UPD and Crime SMTs. No specific mechanism exists to obtain views of children. Surveys have been conducted with children in social care via Action for Children but this does not relate to police contact and would not cover those children that come in to contact via custody. The Public Protection Unit are progressing with City Youth Services (City Gateway) to establish if they could be utilised to gain an understanding of the experiences of City children of the police.
	Information systems are poorly integrated and inputting data takes up considerable time that might be more usefully spent on investigations and enquiries. In failing to record basic data accurately such as the age, gender and ethnicity of children, police forces are unable to demonstrate they operate without discrimination.	GREEN	NA	Age, gender and ethnicity are recorded on custody records. Age/Gender/ethnicity should be recorded on crime and intelligence reports as with all victims/suspects and subject to supervisory review. The child coming to notice system has migrated onto the intelligence system saving officer time, improving records and linking. The force has plans to purchase new IT systems which should provide opportunity for further integration.
2	The second area relates to increased police use of data and information in the management of crime and offenders. For example, inter-agency approaches which use police data to identify and target for intervention the most serious and prolific offenders are relevant to child protection, especially in cases of repeat domestic violence.	GREEN	NA	A number of regular multi agency arrangements are in place including MARAC, MASE, MAPPA & a planned virtual MASH to ensure timely information sharing and joint decision making
	Similarly, the data analysis approaches that can identify those most at risk of repeat vulnerability (as currently used in domestic burglary) may be useful in child protection work. Better crime mapping could target police preventive efforts by identifying localities or communities of greatest risk.	AMBER	April 2016	FIB are working with the Safer City Partnership to develop existing understanding of threat, risk and harm of vulnerable victims.

# Building the picture: An inspection of police information management

A national report, published July 2015

Total of 10 actions: 4 are national and outside the remit of City of London Police. 6 were actions relevant to the City of London Police, 3 are still in progress.

Recommendation		Status	Due Date	Comment
1	By 30 November 2015, chief constables should ensure that a review is undertaken of the way in which their forces' information management policies and practice comply with the APP on information management so that they give effect to the national approach and minimise any divergence from that APP.	AMBER	30th November 2015	The information management policies have been reviewed in the last 12 months and comply with APP. The information asset register forms the basis of internal audits and reviews which are included within the scope of the audit plan. An audit has taken place across all key systems to ensure MoPI compliance, except for UNIFI which is currently in progress and will be completed by the November deadline.
5	By November 2015, chief constables should ensure that their local information management processes adequately identify and prioritise the records of those who pose the greatest risk, in order that they are properly monitored, and appropriate, timely action is taken.	AMBER	November 2015	Re-linking and re-classification of nominal's is undertaken by Force Intelligence Bureau and dedicated 24/7 RIO officers as part of the robust checks which are undertaken for all investigative enquiries. A meeting took place with CAPITA on the 12 <sup>th</sup> October 2015 regarding the deployment of a MOPI advisory tool to the existing version of UNIFI. A solution was found, timescales for upgrading the system are to be agreed with CAPITA. Permission has been granted to bid for a MoPI task force to review high risk cases across, Crime, Case, Custody, Intelligence systems to further enhance compliance in this area.
8	Immediately, chief constables should make sure that their force information records are reviewed at the end of the review period set for each information grouping, and records created when decisions are made to retain information beyond the applicable period of retention.	AMBER	Immediate	This practice is in place across the historical archive and information is MoPI classified and records reviewed and where appropriate deleted in accordance with MoPI. However records on NSPIS systems cannot be deleted because of system constraints and backlogs exist with the MoPI review, retention and disposal process. The CCCI project will address the current MoPI issues - a supplier is due to be appointed in March 2016. In the meantime an audit of MoPI compliance across core systems has taken place and all clerical records are subject to MoPI review.

## Stop and Search Powers 2

This was a national inspection, published March 2015.

Total of 11 actions: 8 are national and outside the remit of City of London Police. 3 were actions relevant to the City of London Police, 1 is still in progress.

Recommendation	Status	Due Date	Comment
<p>10 Within three months, chief constables should put in place a process to report, at least once a year, the information they get from recording searches that involve the removal of more than an outer coat, jacket or gloves to their respective police and crime commissioners<sup>105</sup> and to any community representatives who are engaged in the scrutiny of the use of stop and search powers to help them assess whether these searches are lawful, necessary and appropriate.</p> <p><sup>105</sup> The term “police and crime commissioners” is used as shorthand so as to make reference to police and crime commissioners, the Mayor’s Office for Policing and Crime in the Metropolitan Police District and the Common Council of the City of London.</p>	<b>AMBER</b>	June 2015	<p>The implementation of the mobile data solution, which commenced mid November 2015 [Uniform Group January 2016] will allow for this information to be extracted and reported. However, there remains a technical issue with searching and creating reports on BOBS system, which is unlikely to be rectified before the introduction of a new crime recording system.</p> <p>A report will be presented to Police Committee by UPD in July 2016.</p>

# Welfare of Vulnerable People in Custody

A national report, published March 2015

Total of 18 actions: 11 are national and outside the remit of City of London Police. 7 were actions relevant to the City of London Police, 1 is still progress.

Recommendation	Status	Due Date	Comment
<p>7 The police service, with the support and guidance of the College of Policing and the appropriate national policing leads, must establish a definition and a monitoring framework on the use of force by police officers and staff, linked to forces' risk registers. At a minimum this should ensure that:</p> <ul style="list-style-type: none"> <li>• more frontline officers and staff are trained in de-escalation skills;</li> <li>• there is a common understanding, informed by College of Policing Authorised Professional Practice on definitions of restraint and thresholds for the purposes of record-keeping;</li> <li>• the use of force in custody is recorded on CCTV and/or body worn cameras, and the recordings are monitored by senior managers, and made available to National Preventative Mechanism-visiting bodies as required; and</li> <li>• data collected on the use of force is monitored routinely, examined for trends, reported to police and crime commissioners and published on force websites to promote transparency and accountability to community groups and the wider population.</li> </ul>	<p>AMBER</p>	<p>December 2015</p>	<p>Personal safety training was to be enhanced and delivered between July – December 2015. However, the new PAVA spray was the focus of training for this period. It has been rescheduled for the next phase of training which starts in February 16.</p> <p>The required data is now being collated and will be reported to Police Committee in July 2016.</p>

## Core Business, previously known as Making Best Use of Police Time

This was a national report, published September 2014

Total of 40 actions: 3 are national and outside the remit of City of London Police. 37 were actions relevant to the City of London Police, 5 are still in progress.

Recommendation		Status	Due Date	Comment
16	By 1 September 2015, all forces should work with the College of Policing to carry out research to understand the relationship between the proportion of crimes attended and the corresponding detection rates and levels of victim satisfaction.	WHITE	September 2015	College of Policing engagement with forces has not commenced, however the force is progressing work internally.
26	All forces should work with the College of Policing to support its work to establish a full and sound understanding of the demand which the police service faces. Forces should understand what proportion of demand is generated internally and externally, and the amounts of time taken in the performance of different tasks. All forces should be in a position to respond to this work by 31 December 2015.	WHITE	December 2015	CoLP has commenced its own programme of work around demand. The College of Policing is progressing this work, however, there has been considerable slippage nationally. A toolkit is due to be published [March 2016] which will help forces develop their demand capability. A conference to consider progression has been scheduled by the College of Policing on 15 <sup>th</sup> March 2016.
27	All forces should progress work to gain a better understanding of the demands they face locally, and be prepared to provide this to the College of Policing to establish good practice in this respect. All forces should inform HMIC of their progress on this matter through their annual force management statements.	AMBER	December 2015	Annual Force Management Statements (FMS) have not been released to forces at this time. A HMIC template for forces' use was supposed to be circulated in the Autumn of 2015, however, as at January 2016 no template has been published. The Force has been conducting preparatory work to explore how best it can record and maintain an accurate picture of all types of demand, including latent and non-crime related demand. Meetings have taken place with Deloitte and a further meeting took place in early February 2016 with PWC to draw on best practice in this area. HMIC held a demand workshop in early December 2015 where it was accepted that CoLP does not fit the national profile which is likely to apply to all other forces.  Indications are now that the first FMS will not be required until 2017.

Recommendation		Status	Due Date	Comment
29	All forces should work with the College of Policing to continue with its work to establish a full and sound understanding of the nature and extent of the workload and activities of the police service. All forces should be in a position to respond to this work by 31 December 2015.	WHITE	December 2015	This is linked to the demand work detailed in 26 and 27 above.
33	All forces should work with the College of Policing to progress the work it has taken over from the Reducing Bureaucracy Programme Board to establish opportunities where savings can be made. All forces should be in a position to respond to this work by 31 December 2015.	WHITE	December 2015	College of Policing engagement with forces has not commenced. The staff suggestion scheme and the force change board both contribute to reducing bureaucracy.

## Stop & Search

This was a primarily a national report, but specific force recommendations were made separately. The report was published July 2013

This action plan incorporates new recommendations to comply with the principles of the Home Office “Best Use of Stop & Search” which the Force signed up to on the 26<sup>th</sup> August 2014.

National Report

**Total of 10 actions: 2 are national and outside the remit of City of London Police.**

**8 were actions relevant to the City of London Police, 2 are still in progress.**

Recommendation		Status	Due Date	Comment
5	Chief Constables should ensure that officers and supervisors who need this training are required to complete it, and that their understanding of what they learn is tested.	AMBER	Will be determined following College of Policing rollout	The College of Policing are currently evaluating the trial for the new Stop and Search training package and indicating a go live date of April 2016. When L&D have sight of the training package an agreement will be sort from TIB on: who receives the training, will a test of knowledge and understanding be used, what remedial procedures will be taken if individuals do not meet the standards and how often will refresher training be introduced.

Recommendation		Status	Due Date	Comment
9	Chief Constables should introduce a nationally agreed form (paper or electronic) for the recording of stop and search encounters, in accordance with the code of practice.	AMBER	Will be determined following Chief Constables Council input	No national form exists. The Force awaits recommendations from the Chief Constables Council. However, local CoLP forms have been updated in line with BUSS requirements.

#### City of London Police Recommendations

**Total of 15 actions: 0 are national and outside the remit of City of London Police. 15 were actions to the City of London Police, 1 has been superseded by Stop and Search 2 and 4 are still in progress.**

Recommendation		Status	Due Date	Comment
2	Publish a force definition of an effective outcome from the use of stop and search powers.	WHITE	NA	This recommendation has been superseded by the Stop and Search Powers 2 report – responsibility moved to the College of Policing who have discharged this action.
10	Ensure Officers respond to the new National Training Standard for Stop & Search.	WHITE	January 2016	The College of Policing is reviewing national training and is expected to rollout training to forces in April 2016.
11	Ensure Officers are fit to exert Stop and Search powers.	WHITE		The College of Policing will be introducing an assessment for officers. CoLP is awaiting its release.
15	Stop and search data added to force crime maps	AMBER	October 2015	Rollout of the tablet devices commenced in November 2015, with Uniform Group January 2016 which will enable the mapping and analysis of Stop and Search.