

HMIC Report Recommendations

Traffic Light Colour	Definition of target achievement
GREEN	The recommendation is implemented
AMBER	The recommendation is subject to ongoing work and monitoring but is anticipated will be implemented
RED	The recommendation cannot or will not be implemented (rationale required)
WHITE	The recommendation is not CoLP responsibility to deliver or is dependent upon another organisation delivering a product.
CLOSED	CoLP have actioned as far as possible but await other partner action or the issue has simply dropped off the 'national' agenda but CoLP will continue monitoring under 'Business As Usual'.

Delivering Justice in the Digital Age

A national report by HMIC and HMCPSI Published April 2016

Total of 8 actions: 6 are national and outside the remit of City of London Police. 2 are relevant to the City of London Police, 2 are still in progress.

Recommendation	Status	Due Date	Comment
1 The National Criminal Justice Board ensures that the Criminal Justice Exchange is reviewed to ensure that its technical capability is fit for purpose for the needs of the criminal justice system.			This action is for the National Criminal Justice Board
2 Police forces, the Crown Prosecution Service and Her Majesty's Courts and Tribunals Service, undertake a comprehensive national cost and benefits assessment resulting from digitisation implementation. This should be informed by information from a local level.	AMBER	November 2016	A report was submitted to June 2016 Strategic Management Board regarding improvement proposals. Associated benefits work is to be progressed and discussed with Corporate Programmes Office. Although this is a 'national' recommendation the force will feed the results of its work into the national work.
3 The National Police Chiefs' Council, Crown Prosecution Service and Her Majesty's Courts and Tribunals Service ensure jointly that a solution is reached to ensure that all forms of evidence, including hard media, can be accessed by all criminal justice system partners and defence representatives by electronic			This action is for the National Police Chiefs' Council, Crown Prosecution Service and Her Majesty's Courts and Tribunals Service

Recommendation	Status	Due Date	Comment
means. This needs to be a priority to enable criminal justice system partners to fully realise the benefits of the digital programme			
4 All police forces and Crown Prosecution Service Areas should, as a matter of urgency, jointly review arrangements for the provision, transportation and storage of hard media to ensure it is available securely to all appropriate individuals	AMBER	November 2016	The national Digital First Team has distributed a questionnaire which has been completed and returned. Discussions with the CPS have progressed; at a meeting held on the 6 th July 2016 2 encryption methods were discussed which the CPS already utilise. It was agreed that CoLP and CPS work to establish and communicate procedures for the secure sharing of passwords.
5 The police and the Crown Prosecution Service should ensure that a formally agreed common naming convention covering all document types is consistently applied			This action is for a national policing level
6 The Crown Prosecution Service and Her Majesty's Courts and Tribunals Service should immediately review the introduction of hardware for advocates in court to assist in case presentation to ensure it is fit for purpose			This action is for the Crown Prosecution Service and Her Majesty's Courts and Tribunals Service
7 The National Police Chiefs' Council review its current structure of business areas with a view to increasing the co-ordination of digital policing programmes			This action is for the NPCC
8 The Crown Prosecution Service should co-ordinate a national strategy for providing Initial Details of the Prosecution Case and other case material to unrepresented defendants and those remanded in custody			This action is Crown Prosecution Service

The tri-service review of the joint emergency services interoperability principles

A national report by HMIC, published April 2016

Total of 6 actions: 1 are national and outside the remit of City of London Police. 5 are relevant to the City of London Police, 5 are still in progress. The HMIC report contains no deadlines

Recommendation	Status	Due Date	Comment
1 All operational staff across the blue light services likely to attend operational incidents need at the very least to have an awareness of JESIP regardless of rank or grade.	AMBER		
2 The blue light services need to develop a programme for delivering future tri-service training. This should incorporate refresher training, initial training for newly promoted commanders and awareness for new recruits. It should also be extended to Local Resilience Forums and other category 1 and 2 responders.	AMBER		
3 Multi-agency testing and exercising programmes need to be better co-ordinated and risk-based beyond Local Resilience Forum Community Risk Registers and National Risk Assessments. These should be supported by a discrete budget allocation. The benefits for each service and trust need to be made clear at the design stage. The exercising programme should include issues identified through the Joint Organisational Learning process.	AMBER		
4 There needs to be a greater knowledge and understanding of the capabilities of Airwave and the use of the interoperable channels.	AMBER		
5 The blue light services need to have more effective processes in place for learning and embedding lessons locally and, for sharing the learning with staff. The knowledge and understanding of how the Joint Organisational Learning	AMBER		

Recommendation		Status	Due Date	Comment
	process is used to identify and record multi-agency lessons which are to be shared and escalated across services, needs to be greatly improved.			
6	Ministerial oversight of JESIP must continue to ensure the focus remains firmly around improving interoperability across the three services beyond major and complex incidents and into business as usual especially given competing priorities. This should be underpinned by a programme of assurance to assess progress against the revised maturity matrix.			This is for Ministerial, Government level

Missing children: who cares? – The Police response to missing and absent children

A national report by HMIC Published March 2016. Total of 10 actions: 9 are national and outside the remit of City of London Police. 1 area is relevant to the City of London Police, 0 are still in progress.

Recommendation		Status	Due Date	Comment
7	By September 2016, chief constables should ensure that information management processes are in place which focus on outcomes for children who go missing, and to provide better analysis to understand the effectiveness of the police and multi-agency responses. Information should include the diversity of the communities the forces serve.	NEW GREEN	September 2016	Missing person reports of children have been analysed in the preparation of the Child Sexual Exploitation (CSE) profile. The Force holds Multi Agency Sexual Exploitation (MASE) meetings that discuss any children that pose a concern in regards to CSE that have gone missing. Current oversight and co-ordination arrangements have been reviewed and a resulting action plan has been created which is reviewed at the Vulnerability working group.

PEEL: Police Effectiveness 2015 – CoLP

A national report by HMIC, published February 2016

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
<p>1 The force should develop a process for managing repeat offenders, and work with the Metropolitan Police Service to ensure that this is implemented consistently across London.</p>	GREEN	13/5/2016	The force has produced a definition for repeat offender; there are currently 3 offenders against this definition.
	NEW GREEN	30/6/2016	City of London Police has aligned its approach to the MPS and Probation Service for London who have issued their joint strategy for Integrated Offender Management.
	AMBER	30/4/2016	<p>The Commander (Ops) and T/Det Supt Admin of Justice (AoJ) are progressing this for the Force, and have met with the MPS during June and July 2016 and documentation has been received from them.</p> <p>The MPS have an HMIC recommendation for this same activity and the forces ability to discharge its recommendation will be dependent upon appropriate MPS lead activity.</p> <p>A report with recommendations is being submitted to the Force Strategic Management Board in September 2016. Following decisions made, force procedures will be reviewed and amended as necessary, at which point this action should be GREEN.</p>

Recommendation		Status	Due Date	Comment
2	The Force should improve the awareness of organised crime groups among neighbourhood teams to ensure that they can reliably identify these groups, collect intelligence and disrupt their activity.	NEW GREEN	31/3/2016	Community policing have undertaken a number of successful operations which have organised crime links e.g Gym thefts. This action is currently met by way of the Force Briefing System as well as being driven out to mobile data devices to officers who are away from police premises. The action is monitored monthly by the Director of Intelligence at the Serious Organised Crime Meeting which will also feed into the Safer City Partnership.
		GREEN	30/4/2016	Terms of reference for Serious and Organised Crime Management meeting have been updated to include the Inspector Community Policing as a full member of the group.

PEEL: Police legitimacy 2015 – National

A national report by HMIC published February 2016. Total of 4 actions: 1 are national and outside the remit of City of London Police. 1 is not applicable to CoLP and 1 closed because it is monitored and linked to a separate HMIC report, 2 were areas relevant to the City of London Police, 1 is still in progress.

Recommendation		Status	Due Date	Comment
2	<p>Within 6 months all Chief Constables should conduct a review of their complaints and misconduct arrangements, analysing data from their records to:</p> <ul style="list-style-type: none"> • assess whether or not there is any bias in the way decisions regarding the management of complaints are made; • and, if there is evidence of bias, to take action to remove it. <p>The reviews and the action taken should be fully documented and made available to the police and crime commissioners of each force and to HMIC.</p>	AMBER	<p>30/4/2016 for TOR</p> <p>31/8/2016 for completed review</p>	Terms of Reference have been drafted and agreed by the Assistant Commissioner. Human Resources have assigned a resource to undertake the review within PSD and agreed timescales have been put in place with outcomes and recommendations due at the end of August 2016. A report will be presented to the Force Strategic Management Board on the 3 rd November and Performance Sub on the 30 th November 2016.

PEEL: Police legitimacy 2015 - CoLP

A force report by HMIC, published February 2016. Total of 5 actions: 0 are national and outside the remit of City of London Police. 5 were areas relevant to the City of London Police, 4 are still in progress.

Area for Improvement	Status	Due Date	Comment
1 The force should ensure that its stop and search records include sufficient reasonable grounds to justify the lawful use of the power, and that officers understand fully the grounds required to stop and search.			<i>Areas for improvement 1 & 2 are closely related and for the purposes of update they are merged.</i>
2 The force should ensure that adequate supervision takes place to ensure that its stop and search records are accurate and contain the required information in respect of reasonable grounds.	GREEN	April 2016	A new Stop and search and Use of Force working group has been established, chaired by Supt. Ops UPD and is both tasking and providing oversight including stop and search reasonableness data.
	GREEN	April 2016	A review of the current process of supervision and checking of stop and search records has been completed – a new 7 day staged process to resolve queries has been introduced following agreement with UPD inspectors, matters are ultimately escalated to the CI Ops. A summary of common issues from stop and search has been communicated to supervisors.
	GREEN	April 2016	A refreshed training package has been produced and delivered including the recording of grounds

Area for Improvement		Status	Due Date	Comment
		AMBER	May 2016	The College of Policing stop and search training package has been approved by Training Improvement Board for delivery late spring early summer 2017. NCALT online training forms part of this package and officers have been instructed to complete this before attending classroom based training. The release of the package to forces was substantially delayed by the College, hence the lateness of the training rollout which has been prioritised behind Counter Terrorism and Child Sexual Exploitation.
		NEW GREEN	May 2016	A revised Stop and Search SOP has been produced and published.
		GREEN	May 2016	A written report on stop and search is being produced for each Stop and Search and Use of Force Working Group.
3	The force should comply with the Best Use of Stop and Search scheme in relation to recording and publishing outcomes; and monitoring the impact of stop and search on young people and black, Asian and minority ethnic groups.	GREEN	May 2016	The new Stop and Search and Use of Force working group has been established to provide oversight and a conduit between the Community Scrutiny Group [and other Community initiatives] and the force.
		GREEN	May 2016	Terms of reference for the new scrutiny group have been presented and agreed to the group on the 26 th July 2016. Meetings have taken place in April and May 2016, and another scheduled for 11 th October 2016.
		AMBER	April 2016	A dashboard has been produced for Stop and Search and Use of Force Working group which breaks down information into groups based on age, ethnicity and gender. Mechanisms to populate the dashboard with stop and search data are in place, similar arrangements are being developed for Use of Force. Information is being scrutinised to ensure the dashboard meets requirements at which point this will be published

Area for Improvement		Status	Due Date	Comment
				and the recommendation will be green.
		AMBER	May 2016	A link to stop and search is now available on the force's external website, which includes documents and information. Minutes from the last Community Scrutiny Group are being added and a process has been agreed for the refreshing of monthly data pending a complete dashboard.
		GREEN	May 2016	A quarterly report from Stop and Search and Use of Force Working Group has been provided to Organisational Learning Forum May 2016.
5	It was clear that non-Taser-trained officers have little understanding of Taser tactics or how they could best assist at the scene of a Taser deployment. More training about Taser should be included in personal safety training, to enhance the protection of public and police.	NEW GREEN	May 2016	Front line officers have received an input and briefings for non operational front line officers has commenced with ECD. In total 240 officers have been briefed to date and briefings continue. Ongoing refresher training for new joiners is to be scheduled as part of the personal safety training.
		AMBER	April 2016	A Taser internal news article is being developed to provide an update on training, increased deployment and basic information. Publication is being prioritised within Corporate Comms. However as above officers have received an input and briefings.

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: 3 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	Status	Due Date	Comment
<p>3</p> <p>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 publish its revised action plan accordingly.</p>	NEW GREEN	March 2016	The force domestic abuse action plan has been reviewed, updated and published
<p>3</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>	AMBER	November 2016	A report will be compiled for Police Committee in 6 months (November 2016) regarding progress against the plan, at which point this will be GREEN. Further updates to Committee will follow periodically as necessary until delivery of the action plan.
<p>4</p> <p>Force progress reviews 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> <ol style="list-style-type: none"> 1) the force's updated action plan on domestic abuse; 2) the force's culture and values; 3) the force's performance management framework; 4) the force's approach to the use of data and evidence of what works in support of the development of a 	AMBER	June 2016	<p>For ease of reference progress is recorded against the numbered elements within the recommendation.</p> <ol style="list-style-type: none"> 1) The action plan has been reviewed, updated and published and is regularly reviewed. 2) Culture and values are to be targeted within Domestic Abuse and Vulnerability training. 3) A dashboard is being developed which will be reviewed at the vulnerability working group 4) Data requirements to support the dashboard and inform learning are being developed.

Recommendation	Status	Due Date	Comment
<p>learning organisation;</p> <p>5) the reward and recognition policy in the force and the roles and behaviours that this rewards currently;</p> <p>6) the selection and promotion processes in the force;</p> <p>7) the messages and communications sent by the senior leadership team to the rest of the force about tackling domestic abuse;</p> <p>8) the development opportunities for officers and staff in the force; and</p> <p>9) force policy on how perpetrators and victims of domestic abuse who are employed by the force are managed.</p>			<p>5) to 9) The force has established a Vulnerability Steering group, chaired by Commander Ops. The first meeting was held on the 18th August 2016, where Terms of Reference were agreed and which will progress these issues with partners.</p>

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, 3 are still in progress.

Recommendation	Status	Due Date	Comment
<p>1</p> <p>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.</p>	AMBER	<p>June 2016</p>	<p>A review of training has informed a report to Training Improvement Board on the 9th June 2016. This meeting agreed three training packages to be delivered within the 12 months to June 2017. The 'Domestic Violence Matters' College of Policing package has been prioritised 2nd behind Counter Terrorism.</p> <p>The College of Policing training will be rolled out to all front line responders, call takers and control room staff.</p> <p>Progress will be regularly reviewed at meetings chaired by DCI Priority</p>

Recommendation	Status	Due Date	Comment
			of Volume Crime.
		June 2016	<p>The MPS vulnerability definition will be adopted until the College of Policing publish one. Training has commenced for CSE and is ongoing. Crime Policy Team have organised briefing input to muster meetings on:</p> <ul style="list-style-type: none"> Safeguarding Adults Children 377s Adult Concern notifications Child concern notifications Coercive Control Short awareness input Claires Law & Domestic Violence Protection Victim Personal Statements Needs assessment/Victims Code Care and Neglect Flags and Crime recording. <p>The MPS are currently on standby to train force trainers in the area of disability at no cost to ourselves. CoLP trainers will train our own officers.</p> <p>Training being considered by L&D with all Directorates and decision taken as to priorities. Costs for vulnerability training scoped by Learning and Development, currently £45K to be delivered over a number of months in 2016/17.</p>
		April 2016	<p>This was discussed June 2016 TIB – agreed other Vulnerability training including further domestic abuse training will be delivered after CT training which concludes around November 2016. CT and Vulnerability are both competing priorities. The order was agreed at TIB.</p>

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	Crime Policy Team has established how vulnerability is captured on UNIFI, the current Crime and Intelligence recording system. The capture of this information on CCCI, the new crime and intelligence system will need to be built into the user specification; the Crime Policy Team has input into what areas needs to be covered and will ensure this is fed into the user spec. Vulnerability is not currently captured on Pronto which is and interim work around until CCCI is fully implemented - Pronto is going to second stage of updates later this year and Crime Policy Team has also inputted into this.
		AMBER		Crime Policy Team has liaised with Control and Signals, Markers and Flags check lists have been reviewed and a revised ASB Command and Control SOP published. Crime Policy Team to liaise with Front Offices and 101 Contact Centre to review/ update/ create scripts to ensure vulnerability of correctly identified. Appropriate measures are in place to ensure proper flagging.
		AMBER		The Form 377 vulnerable person process has been modified to separate adults from children – this will facilitate future monitoring and analysis at safeguarding meetings.
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	The CSEA (Child Sexual Exploitation and Abuse profile) has been produced and circulated for consultation with approval due at the end of August 2016.

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, 1 are still in progress.

Recommendation	Status	Due Date	Comment
<p>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.</p>	<p>NEW GREEN</p>	<p>June 2016</p>	<p>The City of London Public Health team undertook a brief Female Genital Mutilation (FGM) needs assessment to determine the risk to City – the outcome of which is nil. However, this does not mean there won't be isolated cases or people affected who are travelling to the City. This is encompassed in the "Tackling and Preventing FGM – City and Hackney Strategy". The Domestic Co-ordinator CoL is developing a City Honour Based Violence(HBV)/Forced Marriage (FM) policy. Research and engagement continues but has not produced any data suggesting this is an issue for the City of London. Further awareness delivery to staff and engagements with the community are planned.</p> <p>CoLP has established contact with the MPS attended their HBV/FM & FGM strategy group meeting on the 13th April 2016. MPS DCS Campbell is the deputy national lead for Honour Based Abuse (HBA). He is working to introduce this meeting as a London Regional strategic meeting for HBA, FGM, FM and other harmful cultural practices. The PPU DI or DCI will continue to attend the MPS HBA strategy group and any actions / updates will be fed back into force via the monthly internal safeguarding meeting. Any material shared will also be brought back to force via this route.</p> <p>This is being taken to the Independent Advisory Group to establish their knowledge of these issues and how best to raise community awareness. 2 IAG members have expressed interest, 1 in terms of understand the issues whilst the other has been involved in training on this topic.</p>

Recommendation		Status	Due Date	Comment
		AMBER	June 2016	To complement the above, a problem profile has been requested from FIB and research is underway due for completion by Autumn having been prioritised 2 nd behind the CSE profile.

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		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.	NEW GREEN	June 2016	The Home Office has reduced funding of the London ROCU by 68% in the current financial year without prior warning or consultation. MPS, as the larger partner, has written to the Home Office highlighting the resultant issues. CoLP retains access to the '13 capabilities' either via its own resources or by collaboration with the MPS.
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"> in consultation with police and crime commissioners, ROCUs and the ROCU executive board; 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 	AMBER	June 2016	HMIC are aware of the current position in London as described above, which will influence any follow-up inspection they undertake.

Recommendation		Status	Due Date	Comment
	<ul style="list-style-type: none"> with regard to the other recommendations contained in this report. 			
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	The position regarding the London ROCU is as detailed above and HMIC are aware of this position.

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, 0 are still in progress.

Recommendation		Status	Due Date	Comment
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.	NEW GREEN	February 2016	Student training: This area is already covered in depth within the Initial Police Learning and Development Programme (IPLDP) training material and CoLP follow this material. Prior to each new IPLDP course the CoLP training material is reviewed against the latest COP material and adjusted to meet the latest changes in learning outcomes. Specials Training: material is matched against the latest COP training for Special Constables. The Crime policy Team and AoJ have devised training material and input for all officers covering: Victim Codes of Practice & VPS, Needs /Risk Assessment, Codes of Practice, Safeguarding, 377, Claire's Law, Care Act & Neglect, DA- Coercive & Control, Stalking & Harassment. The first training was delivered on the 25th May 2016. This was discussed at June 2016 Training Improvement Broad and it was agreed that the College of Policing package 'Domestic violence matters' will be developed and rolled out to all front line officers and call takers and control staff as mandatory training.

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	A workforce plan was submitted to HMIC during the June 2016 PEEL Inspection. Work is continuing to populate the full plan, the latest iteration is presented to this Performance Sub Committee.
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	This is being reviewed and will in part be informed by the requirements of the workforce plan.

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 and is still in progress.

Recommendation		Status	Due Date	Comment
1	<p>As a priority, the Criminal Justice Board establishes an operating framework that enables local criminal justice agencies to work together more effectively, with the freedom to organise in ways that reflect local circumstances and local and national priorities.</p> <p>As a minimum, the framework should:</p> <ul style="list-style-type: none"> • define the scope for local areas to adapt nationally-determined plans and programmes to meet local need; • promote innovation, through the offer of greater local freedoms and flexibility for the most promising approaches; 	WHITE		This action is for the Criminal Justice Board. It is retained here for information as recommendation 3 is dependent on it.

Recommendation	Status	Due Date	Comment
<ul style="list-style-type: none"> • establish a forum for local areas collectively to highlight barriers and tensions in the system which inhibit the provision of services; • provide for the identification and dissemination of good practice; • enable access to a national suite of core data against which all local areas can monitor progress and measure success. This should relate to the desired outcomes for the CJS as a whole and be readily understood and accessible to the public; and • provide information and advice to local areas on trends, risks and emerging threats relating to particular crimes requiring an enhanced response. This might be set out in a strategic criminal justice requirement (akin to the Strategic Policing Requirement) to which all LCJPs must have regard in setting their local priorities. 			
<p>2</p> <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"> • 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; • 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; 	AMBER	Within 6 months of the completion of Rec. 1	The NPCC Criminal Justice Coordination Committee (CJCC) Business Plan 2016-17 has not been circulated and the Head of Administration of Justice maintains a watching brief. A local due date cannot be shown until that Committees work is complete.

Recommendation	Status	Due Date	Comment
<ul style="list-style-type: none"> the business and analytical support required for effective partnership planning, commissioning and co-ordination; and identification and clarification of links with related partnerships so that work is co-ordinated and mutually reinforcing. 			

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. 13 were areas relevant to the City of London Police, 0 are still in progress.

Recommendation	Status	Due Date	Comment
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.	GREEN	January 2016	The joint safeguarding board is leading on this, chaired by City and Hackney Safeguarding project. A video for social media has been produced and was launched online 18/3. 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 th March 2016. The action has been delivered, albeit, slightly late.
	NEW GREEN	New task in April 2016 assigned	In April 2016, a new task was assigned to the Head of PPU to review the external website and consider how 'child friendly' it is. PPU has worked with Corporate Communications to update the CoLP external facing website to incorporate links make it more 'child friendly' and links to useful sites have been added.

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, 1 is still in progress.

Area for Attention	Status	Due Date	Comment
<p>1</p> <p>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.</p>	<p>AMBER</p>	<p>February 2016</p>	<p>A monthly report regarding the outcomes of juveniles who have been in police custody has been developed and is distributed monthly to UPD and Crime Senior Management Teams.</p> <p>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. PPU staff met with City Gateway and prepared questions these have been agreed and fed into sessions with young people, results still pending. This has now passed to the Young Lord Mayor to take forward as part of her year long project with the police and a youth Independent advisory group is being established which will focus on the City's residential youth population.</p> <p>To identify other methods of gaining youth engagement DI PPU has had discussion with Insp Custody Manager about methods for surveying juveniles who have been dealt with by CoLP with a view to producing a questionnaire that could be given to juveniles when they leave custody as a way of receiving their feedback. The questionnaire is being explored including options for its format (letter /social media etc).</p>

Area for Attention		Status	Due Date	Comment
	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 to ensure timely information sharing and joint decision making. Safer City Partnership attend the Force Tactical Tasking and Coordination Group. Intelligence management priorities are shared at this group.
	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.	NEW GREEN	April 2016	FIB are working with the Safer City Partnership to develop existing understanding of threat, risk and harm of vulnerable victims. The Force identified an area for improvement that its mapping software was not fit for purpose. The Force is now able to map incident in order to analyse repeat vulnerabilities in any category of crime or incident. A specialist post has been established to focus on high harm areas such as CSE and mapping is a fundamental part of the Force's Problem profile approach

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, all of which have now been delivered.

Recommendation		Status	Due Date	Comment
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 ¹⁰⁵ 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.	NEW GREEN	June 2015	A process has been established and a report will be presented to Police Committee in September 2016.

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, all of which have now been delivered.

Recommendation		Status	Due Date	Comment
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. This should ensure that: <ul style="list-style-type: none"> • more frontline officers and staff are trained in de-escalation skills; • 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; • 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 • data collected on the use of force is monitored 	NEW GREEN	December 2015	510 officers have completed Personal Safety Training [includes de-escalation] so far. The 5 Step appeal National Decision Making is part of the current phase of training. The required data has been collated and will be reported to Police Committee in September 2016.

Recommendation	Status	Due Date	Comment
<p>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.</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, 0 remain in progress.

Recommendation	Status	Due Date	Comment
<p>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.</p>	CLOSED	December 2015	<p>A HMIC template for forces' use was planned for circulation in the Autumn of 2015, however, as at May 2016 no template has been published. CoLP has now been allocated areas of the Force Management statement to pilot although exact requirements are still awaited from HMIC - there remains no national progress in this area. Indications are now that the first Force Management Statements will not be required until 2017.</p> <p>Locally, CoLP is continuing to expand its understanding of demand. The first iteration of the demand templates has been completed and directorates have been tasked with thinking about a 'zero-build' of resources based on current and expected future demand. That work is expected to continue through September 2016. The force is now in a position however to respond to HMIC and the CoP re Force management statements when required to do so.</p>

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 26th 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 closed and 0 are outstanding

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.	CLOSED	Will be determined following College of Policing rollout	The College of Policing has evaluated their trial for the new Stop and Search training package and the force has sent 5 officers on a train the trainer course. Completion of NCALT training must be completed prior to officers attending the CoP designed course – Supt Isaac has instructed all relevant officers to complete this training. CI UPD closed this action and will continue monitoring under PEEL Legitimacy 2015 actions.
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.	CLOSED	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 Best Use of Stop and Search requirements. Proposal to close.

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, 0 are still in progress

Recommendation		Status	Due Date	Comment
15	Stop and search data added to force crime maps	NEW GREEN	October 2015	The Force GIS implementation team report that Stop Search data has now successfully been mapped onto the Force system. This data and the GIS tool have been rolled out to officers and to specialist users.