

<b>Committee(s):</b> Strategic Performance & Planning Committee	<b>Dated:</b> 17 November 2022
<b>Subject:</b> HMICFRS Inspections Update	<b>Public</b>
<b>Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?</b>	1
<b>Does this proposal require extra revenue and/or capital spending?</b>	N
<b>If so, how much?</b>	£-
<b>What is the source of Funding?</b>	N/A
<b>Has this Funding Source been agreed with the Chamberlain's Department?</b>	N/A
<b>Report of:</b> Commissioner of Police Pol 100-22	<b>For Information</b>
<b>Report author:</b> Emma Cunnington, Head of Strategic Development	

## Summary

This report provides Members with an overview of activity related to HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) undertaken since the last meeting of the Strategic Planning and Performance Committee in May 2022. The September meeting of this Committee was cancelled owing to the national period of mourning for HM Queen Elizabeth.

Members may like to be aware that the HMICFRS are physically in Force from Monday 7 November, interviewing a cross-section of officers and staff over the course of a month (up until 6 December), as part of the inspectorate's routine police efficiency, effectiveness and legitimacy (PEEL) programme, which assesses all 43 police forces against these national standards.

### HMICFRS Inspections

Since the last meeting in May 2022, there has been an intense period of inspections. During this period, Chief Superintendent Steve Heatley was appointed as Lead on Inspections and Improvement on 19 September, reporting into AC Betts, to provide additional capacity to manage the strategic workload in this area. The City of London Police has been inspected as follows:

Name	Date	Duration	Re-inspection?
Serious & Organised Crime	25 July – 29 July (with a final interview with Cdr Khan scheduled for 25 August)	1 week	No
Stop & Search-Remote – Body Worn Video Review	Commenced 25 July (ongoing)	Ongoing	No

Name	Date	Duration	Re-inspection?
Victim Services Assessment	5 – 9 September	1 week	No
Prevention and Deterrence, Responding to the Public & Investigations (PEEL Q3, Q4, Q5)	5 – 9 September	1 week	No
Managing Offenders (PEEL, Q7)	10 <sup>th</sup> – 12 <sup>th</sup> and 19 <sup>th</sup> October	2 days	No
Managing Suspects and Offenders (PEEL, Q7.2)	3 <sup>rd</sup> & 4 <sup>th</sup> November	2 days	No
Efficiency (PEEL, Q12)	21 <sup>st</sup> – 24 <sup>th</sup> November	Unknown	No
Thematic inspection of police capability and capacity to vet and monitor officers and staff (national inspection)	3 <sup>rd</sup> October	1 week	No
The Police Efficiency, Effectiveness and Legitimacy (PEEL) Inspection	7 November – 6 December	Up to 4 weeks	Yes (PEEL 2018/19)

### HMICFRS Recommendations Overview

This report's appendix details progress against the recommendations from all live inspection action plans.

### HMICFRS Publications

In addition, this report sets out an overview of recent HMICFRS publications including:

- City of London Police's Child Protection Re-Inspection
- Thematic national inspection on vetting, misconduct and misogyny in the police service

### **Recommendation**

Members are asked to:

- Note the report and appendix.

## Main Report

### Background

1. This report provides Members with an overview of activity related to HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) undertaken since the last meeting of the Strategic Planning and Performance Committee in May 2022. Members will recall that the September meeting of this Committee was cancelled owing to the national mourning period for HM Queen Elizabeth.

### Current Position

#### PEEL Inspection, 7 November – 6 December

2. The HMICFRS are physically in Force from Monday 7 November, interviewing a cross-section of officers and staff over the course of a month (up until 6 December), as part of the inspectorate's routine police efficiency, effectiveness and legitimacy (PEEL) programme, which assesses all 43 police forces against these national standards.
3. Prior to the inspection formally starting, the Chief Officer Team were required to give HMI Matt Parr and his colleagues a Strategic Briefing of the City of London Police covering the 12 questions in the [PEEL Assessment Framework](#). This took place on Tuesday 1<sup>st</sup> November. Further pre-inspection activity for PEEL has also taken place by HMICFRS since the May Committee which can be found in paragraph 6 of this report.
4. In the first week (w/c 7<sup>th</sup> November), three inspection teams will focus on stop and search, response, volume crime, force resolution centre and command and control. In the second week (w/c 14<sup>th</sup> November), five inspection teams will focus on public protection, sector policing, vulnerability, offender management and custody. In the third week (w/c 21<sup>st</sup> November), the focus will be on efficiency and business planning of the Force. There is no scheduled activity taking place in the 4<sup>th</sup> week, but this might change if the inspectors require further follow up interviews, focus groups or reality testing sessions.
5. The expected publication date of the Force's PEEL inspection is due to take place on w/c 6<sup>th</sup> March 2023.

#### Inspections since last Committee (May 2022)

6. There have been eight inspections since the last committee meeting in May 2022.
  - a. Serious and Organised Crime  
The City of London Police was inspected in the business area of Serious and Organised Crime (SOC) from 25 – 29 July 2022. Whilst this is a regional inspection, the individual Force graded judgements will remain in PEEL reports. A final interview with Commander Khan, as Chief Officer of SOC, took place on 25 August followed by a 'warm' de-brief (the debrief had not

taken place at the time of report submission). The aim of the inspection was to determine whether:

- Forces and Regional Organised Crime Units (ROCUs) make good use of all available intelligence to identify, understand and prioritise SOC and inform effective decision making.
- The force/ROCU has the right systems, processes, people and skills to tackle SOC and keep the public safe.
- Disruptive activity reduces the threat from SOC (Pursue).
- The force/ROCU prevents people from engaging or re-engaging in organised crime (Prevent); and
- Communities, organisations and individuals are resistant and resilient to the impact from SOC (Protect and Prepare)

b. Stop and Search (Body Worn Video Review)

The City of London Police was inspected in the business area of Stop and Search, which commenced on 25 July 2022. Specifically, this remote inspection concentrated on reviewing body worn video footage to assess how the Force treat the public. Specifically, this inspection requested:

- To review approximately five recordings from the last 31 days
- To review five recordings from 31-180 days

c. Victim Services Assessment

The City of London Police was inspected in the business area of Victim Services, from 5 to 9 September 2022. The inspection was framed around 6 areas:

- The force manages incoming calls, assesses risk and prioritises the police response well.
- The force deploys its resources to respond to victims and incidents in an appropriate manner.
- The force's crime recording can be trusted.
- The force has effective arrangements for the screening and allocation of crimes for further investigation and these consider vulnerability and risk.
- The force conducts a proportionate, thorough and timely investigation into reported crimes, with senior level governance providing robust scrutiny; and
- The force makes sure it follows national guidance / rules for deciding the outcome it gives for each report of crime.

d. PEEL Q3, Q4, Q5

Prevention and Deterrence, Responding to the Public & Investigations (PEEL Q3, Q4, Q5) 5-9 September 2022.

e. PEEL Q7

The City of London Police is being inspected on its management of suspects and offenders (Q7.2 of PEEL) on 3<sup>rd</sup> and 4<sup>th</sup> November 2022.

f. Thematic inspection of police capability and capacity to vet and monitor officers and staff (national inspection)

As part of a national inspection, the City of London Police was inspected in the area of police capability and capacity to vet and monitor officers and staff. This took place on the 3<sup>rd</sup> October for one week.

#### HMICFRS Publication Reports: Child Protection Re-Inspection

7. Since the last Committee meeting, the Force has now received the HMICFRS publication following the Child Protection Re-Inspection which took place in December 2021, following the initial inspection in December 2019. The full report can be found [here](#).
8. Whilst the re-inspection found that the City of London Police had acted to address some of the concerns raised in 2019, it also found that action was still required to:
  - Make sure all our staff are trained to recognise vulnerability and protect children.
  - Improve control room systems so frontline responders get the information and support they need to deal with risk and reduce vulnerability.
  - Make sure officers have the capability to respond to all forms of online child abuse and reduce the risk to children.
  - Improve the quality of its MOSOVO<sup>1</sup> risk management plans; and
  - Make sure appropriate adults arrive in time to support detained children.
9. Work is progressing in a number of key areas for the above. The actions detailed in the appendix following the recommendations from HMICFRS are being managed by Specialist Ops and are regularly reported into monthly HMICFRS meetings and Audit and Assurance meetings both chaired by AC Betts.

#### HMICFRS Publication Reports: Thematic Inspection on vetting, misconduct and misogyny in the police service

10. Members will be aware of the [thematic report](#) that was published on 1 November concerning vetting, misconduct and misogyny in the police service.
11. Whilst the City of London Police were not one of the Forces inspected as part of this report, the Force have set up an internal working group to look carefully at the findings in this report and review our own work in light of the recommendations. Once this review has been carried out, we will provide an update to the Professional Standards and Integrity Committee and the Police Authority Board.

#### Current Status of HMICFRS Recommendations

12. A detailed overview of the progress on each of the live (open) HMICFRS recommendations can be found in Appendix A of this report.
13. The process for capturing HMICFRS recommendations has been revised and is now in a digitalised format to enable the Force to:

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<sup>1</sup> [Sexual or Violent Offender Manager \(MOSOVO\) - College of Policing](#)

- a. create shared awareness and collaboration between business leads across all business areas and, where applicable, to work in collaboration with external partners.
  - b. enhance the previous process for monitoring and reviewing progress against deadlines in a more proactive manner to ensure these are completed; and
  - c. through internal governance and scrutiny, provide regular updates and prioritise action against recommendations based on risk for, for example through the Audit and Assurance meetings, dip sampling activities, etc.
14. Members were informed at the last meeting of new iterative process to report on the Force's green status recommendation to HMICFRS:
15. A total of 11 HMICFRS reports have been managed by the Force in the last period since May 2022.
16. Current recommendation status:
- 0 red recommendations
  - 26 amber recommendations detailed in the table at Appendix A.
  - 25 green recommendations (pending HMICFRS sign off).

### **Corporate & Strategic Implications**

17. There are no strategic, financial, resource, legal, risk, equalities, climate or security implications and no proposals in the report. This report is just intended to update Members on recent and upcoming activity.

### **Conclusion**

18. This report sets out details around the HMICFRS inspections that have taken place since May 2022, and the current status of HMICFRS recommendations, and highlights the current PEEL inspection.

### **Appendices**

- Appendix A – HMICFRS Report Recommendations

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