

Committee(s): Strategic Performance & Planning Committee	Dated: 6 February 2023
Subject: HMICFRS Inspections Update	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1
Does this proposal require extra revenue and/or capital spending?	N
If so, how much?	£-
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Commissioner of Police Pol 25-23	For Information
Report author: Brett McKenna, 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 November 2022.

Members may recall that the HMICFRS were physically in Force from Monday 7 November 2022, 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. This inspection was completed, and the draft report is expected in Force w/c 30th January 2023, which will allow the Force to check for factual accuracy only. Then the final report is expected from the w/c 6th of March 2023.

HMICFRS Inspections

Since the last meeting on 17 November 2022, the Force was subject to inspections, which required an interdepartmental response which the Force completed without issue. As per the last report, Chief Superintendent Steve Heatley was posted to provide support to the Head of Strategic Development and Team on Inspections and Improvement.

Since December 2022 Brett McKenna has joined the Force as Interim Head of Strategic Development to cover support for the HMICFRS inspections and action plans as part of the portfolio. The Force action plans have been continuously reviewed and there has been a thorough handover of the roles.

The City of London Police has been inspected as follows: (Update Valid as of January 2023)

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 th – 12 th and 19 th October	2 days	No
Managing Suspects and Offenders (PEEL, Q7.2)	3 rd & 4 th November	2 days	No
Efficiency (PEEL, Q12)	21 st – 24 th November	Unknown	No
Thematic inspection of police capability and capacity to vet and monitor officers and staff (national inspection)	3 rd 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 proposed HMICFRS publications including:

- City of London Police's Custody Re-Inspection

- Thematic national inspection on vetting, misconduct and misogyny in the police.

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 November 2022.

Current Position

PEEL Inspection, 7 November – 6 December (Review) & Custody Inspection

2. The Force is continuing with delivery of the existing recommendations of the HMICFRS action plans that were subject to the previous PEEL inspection. A meeting with the HMICFRS Force Liaison Lead (FLL) Tom Keaton is to be scheduled at the beginning of February with Chief Superintendent Steve Heatley. An informal meeting with the interim Head of Strategic Development, Brett McKenna has been scheduled for the 30th of January 2023.
3. The Force has been informed that a draft copy of the PEEL Inspection Effectiveness and Legitimacy report will be made available to the Force w/c 30th January 2023, this will allow the Force to check for accuracy and challenge any findings that do not align with evidence and information provided in the inspection process.
4. The expected publication date of the Force's PEEL inspection is due to take place w/c 6th March 2023. A full review will then commence by the Force on the findings and recommendations in the report with a response strategy, which will be made available to this Committee.
5. The Force has been informed that a PEEL inspection of the custody provision of the Force will be subject to an inspection, this is likely to commence in early March 2023. The inspection period of two weeks has been stated in line with standard practice. The inspection will review, leadership, pre-custody, custody safeguarding, custody operations, custody expectations, welfare and release.
6. The Force has been preparing for this inspection with regular directorate meetings led by Superintendent Criminal Justice, with an internal HMICFRS framework developed to meet the requirements of this inspections. This internal framework has not identified any potential 'inadequate' gradings of concern. The strategic development team in addition to providing to support to the custody dept, will also

be reviewing best national practice to identify any areas of crossover and to further troubleshoot any areas of weakness in the City's custody provision.

Current Status of HMICFRS Recommendations

7. A detailed overview of the progress on each of the live (open) HMICFRS recommendations can be found in Appendix A of this report.
8. The process for capturing HMICFRS recommendations has been revised and is now in a digitised format to enable the Force to:
 - 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.
9. A total of 11 HMICFRS reports have been managed by the Force in the last period since November 2022.
10. Current recommendation status as of January 2023
 - 0 red recommendations
 - 17 amber recommendations detailed in the table at Appendix A.
 - 31 green recommendations (pending HMICFRS sign off).

Previous Position:

- 0 red recommendations
- 26 amber recommendations detailed in the table at Appendix A.
- 25 green recommendations (pending HMICFRS sign off).

Corporate & Strategic Implications

11. 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

12. This report sets out details of activity in the last quarter around HMICFRS inspection activity and preparations the Force is making for the upcoming thematic custody inspection.

Appendices

- Appendix A – HMICFRS Report Recommendations

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