

Committee(s): Police Authority Board	Dated: 22 nd March 2023
Subject: HMICFRS Inspections Update- Vetting, misconduct, and misogyny in the police and CoLP Counter Corruption and Vetting Inspection	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1- People are safe and feel safe
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
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 44-23	For Information
Report author: Linda Healy, Professional Standards Dept	

Summary

The Chair of the Board requested an update on His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Inspections relating to the national thematic Inspection on 'vetting, misconduct, and misogyny in the police' and the inspection on the Force Counter Corruption and Vetting Units. This report provides an overview of activity with a more detailed update planned for the Professional Standards and Integrity Committee in May 2023.

City of London Police has produced a combined delivery / action plan in response to recommendations in the publication by HMICFRS 'An inspection of vetting, misconduct, and misogyny in the police.' Incorporated are recommendations from the de-brief of HMICFRS inspection of City of London Police's counter corruption unit (CCU) and vetting unit. City of London Police is confident it will deliver on all recommendations. A member of staff has been seconded to Professionalism and Trust to co-ordinate delivery and implementation of the plan. Internal governance arrangements are detailed within the report. There is a national requirement for monthly reporting to National Police Chiefs Council on behalf of HMICFRS to track progress against the recommendations. The Home Secretary will be provided with a full update by HMICFRS at the end of March 2023, which is before the deadlines set for the majority of the report recommendations.

Recommendation(s)

Members are asked to note the report.

Main Report

Background

1. In November 2022, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) published 'An inspection of vetting, misconduct, and misogyny in the police' report. This was a national thematic inspection and not specific to City of London Police (CoLP). This report made forty-three (43) recommendations and five (5) Areas for Improvement (AFI) which they acknowledged was an unusually high number of recommendations for a HMICFRS report. Of the forty-three (43) recommendations twenty-nine (29) were for Chief Constables as well as the five (5) AFIs.
2. In October 2022 HMICFRS carried out an inspection of City of London Police Counter Corruption Unit (CCU) and Vetting Unit. The inspection covered similar areas to the national report. At the conclusion of the inspection the HMICFRS team delivered a debrief. The aim was to give an overview but not a definitive judgement so CoLP could consider any early action that might be necessary instead of waiting for the publication of the inspection report which is yet to be published.
3. CoLP adopted nine (9) recommendations to take action on immediately. This was reduced to six(6) when the national thematic report was published as three (3) actions adopted from the debrief formed part of the twenty-nine (29) national recommendations for chief constables.

Current Position

Delivery Action Plan

4. A combined delivery / action plan was produced from the national thematic report and CoLP CCU / Vetting inspection de-brief. This has a total of forty (40) separate actions made up of:
 - 5 Areas for Improvement
 - 29 Actions for Chief Constables
 - 6 actions identified from CoLP debrief.

Delivery of the Plan

5. There are forty (40) separate recommendations, and this report is to give a very high-level overview of where CoLP's progress as of today (06/03/2023).
6. Presented below is the current RAG rating for each set of actions.

HMICFRS Devliery Plan	RAG Rating			Outside Agency
	RED	AMBER	GREEN	
Recommendations for Chief Constables		16	10	3
Areas for Improvement		5		
Actions from Hot Debrief		5	1	
Grand Total		26	11	3

KEY: Green – Demonstrably Achieved

Amber – In progress with actions to be completed.

Red – No substantive progress and/or unlikely to be achieved.

Delivery Dates

- One action was due immediately concerning the use of Regulation 13¹.
- Two (2) actions due by 31st March 2023.
- Twenty-nine (29) actions are due by 30th April 2023.
- Remainder due for completion by Oct / Nov / Dec 2023.
- We are confident that we will deliver on all recommendations.
- There are three (3) recommendations we categorised for an outside agency to deliver. Actions are needed by either National Police Chief Council (NPCC) or College of Policing level prior to implementation at CoLP.

Support to Professional Standards Dept Senior Leadership Team (PSD SLT)

7. Due to the high number of recommendations a member of staff was seconded to the Professionalism and Trust team to work with the CCU and Vetting to coordinate delivery and implementation of the HMICFRS action plan. This is to work with the recommendation owners and track progress. In addition, to prepare reports for governance groups both within CoLP and national requests from HMIC / NPCC for progress against recommendations.

Governance

8. The delivery of this plan is overseen at a tactical level by a ' HMICFRS Governance Group' chaired by Head of Professionalism and Trust, T/Chief Superintendent Andersen.
9. The strategic governance is currently through a standing agenda item at the Audit and Assurance Group chaired by AC Betts but will move in April to the new HMICFRS Operational Improvement Board which will encompass all HMICFRS recommendations from Operational business areas.
10. An update on these will also be brought to the Professional Standards and Integrity Committee for detailed oversight.

¹ Regulation 13 Police Regulations 2003 says that if during the period of probation in the force the services of a **constable** may be dispensed with at any time if the chief officer considers that he is not fitted, physically or mentally, to perform the duties of his office, or that he is not likely to become an efficient or well conducted constable." [The Police Regulations 2003 \(legislation.gov.uk\)](https://www.legislation.gov.uk)

11. There is monthly reporting to NPCC, which is co-ordinating the response on behalf of HMICFRS, to track national progress against the recommendations.
12. The Home Secretary will be provided with a full update by HMICFRS at the end of March 2023, which is before the deadline set for the majority of the report recommendations.

Conclusion

13. City of London Police recognise the importance of delivering on the recommendations from these HMICFRS inspections and is confident that through the plans and governance put in place, that these recommendations will be delivered within the specified timeframe. A detailed update is due to go to the Professional Standards and Integrity Committee in May 2023 for oversight.

Contact:

Linda Healy

Professionalism and Trust

E: linda.healy@cityoflondon.police.uk