

<b>Committee(s):</b> Strategic Planning and Performance Committee	<b>Dated:</b> 3rd May 2023
<b>Subject:</b> Quarterly 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/A
<b>If so, how much?</b>	N/A
<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 52-23	<b>For Information</b>
<b>Report author:</b> Brett McKenna, Head of Strategic Development	

### Summary

This report provides the Members with an overview of His Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS), recommendations and areas for improvement (AFI's). This will also outline the new reporting and assessment method from HMICFRS, with how they are being addressed at the newly implemented Operational Improvement Board (OIB).

#### Report Review:

Since the last meeting of this Committee on 6th February 2023, the City of London Police has not been subject to any further inspections from HMICFRS. However, Members will be aware that during the FY 2022-23 there has been an intense period of inspection by HMICFRS in a number of areas and this has contributed to the significant increase in the number of action plans and recommendations now being tracked by CoLP. This intensity of inspection continues through 23-24 with a number of upcoming inspections.

#### HMICFRS Action Plan Overview

This report outlines the current force position concerning the total amount of action plans allocated by HMICFRS, these include dedicated force inspections and national thematic inspections.

For example dedicated force inspections inspect a range of areas concerned with operational policing, these will provide the force with a series of grades. The most recent of which has been reported in the 2022 PEEL report.

Thematic Inspections are dedicated inspections that focus on one aspect of police work nationally, such as the '*Criminal justice journey for individuals with mental health*

(2021)'. These allow inspection teams from HMICFRS to assess forces progress in a particular area of work and allow for opportunities for national best practice to be identified and shared.

As Members will note below- there is currently a significant number of recommendations being progressed owing to the increased activity. As the new OIB process embeds, CoLP has taken the approach in this update of providing a corporate update against each action plan outlining any areas by exception, rather than giving detail against each of the 151 recommendations. Many of the recommendations are from legacy inspections and are undergoing an evidential review to ensure the evidence provided to meet the recommendation is sufficient and robust.

Members may wish to consider an approach for future reporting based around a deep dive into specific inspections or themes rather than an update on all 151 recommendations going forward.

Summary of HMICFRS Workload:

	<b>HMICFRS Total Workload</b>		
	<b>National</b>	<b>CoLP</b>	<b>Total</b>
<b>Action Plans</b>	24	14	38
<b>Recommendations</b>	98	53	151
<b>AFIs</b>	0	48	48

**Recommendation**

Members are asked to note the report.

## **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 February 2023.

### **Current Position**

#### Inspections since last Committee (Feb 2023)

2. There have been no inspections since the last Committee in February.

#### HMICFRS Publication Reports

3. There has been one report published since the last Committee in February as well as three being allocated to the force in April 2023. The SOC report for 2022 is due for publication in May 2023. HMICFRS has also introduced a new assessment and grading structure, as part of this new review structure all previous action plans were subject to re-review.
4. Since the last Committee meeting, the Force has received the results of the PEEL Inspection from 2022. These have been updated in a standalone report provided on this agenda to this Committee and to the 24<sup>th</sup> May Police Authority Board.
5. Whilst the most recent PEEL Report does not reflect the ambition of the City of London Police, CoLP has implemented a dedicated improvement board to meet the new requirements of HMICFRS and to put the CoLP on a positive trajectory toward being graded as Outstanding. The breakdown of the most recent report has been referenced in a separate report on the agenda for this Committee and to the 24<sup>th</sup> May Police Authority Board.

#### Upcoming Inspections

6. There are two confirmed planned upcoming inspections for the City of London Police in the next few months:

- a. Custody

The City of London Police is due to be inspected on the provision of Custody Services, this is likely to be in Q2 of 2023. This inspection will review the care of detainees who have been arrested. The inspection will also focus on the operation of the custody suite at Bishopsgate Police Station and the physicality of the estate. For reference the last inspection to the force was in 2018.

b. Crime Data Integrity (CDI)

The City of London Police is due to be inspected on the ability of the force to accurately recorded and grade all incidents relating to crime, as well as the reclassification of crime found to be incorrectly recorded. The internal audit schedule of the crime recording team will also be reviewed by the HMICFRS inspection team.

Current Status of HMICFRS Governance and the Operational Improvement Board (OIB)

7. The process for reviewing the HMICFRS Action Plans needed to be updated from the previous iteration and brought in line with the 2021 HMICFRS assessment standards. A new tracker which will make it easier to monitor overall progress was developed.
8. The previous reporting mechanism for the internal governance board needed to be updated to meet the dynamic needs of the new HMICFRS assessment standards. The new Operational Improvement Board was implemented at the direction of AC Betts. This will provide senior strategic oversight of the new HMICFRS workstreams as they are embedded into the directorates. Both the HMICFRS Liaison Officer and the Police Authority Board Director are also invited to attend the OIB for reassurance and challenge as appropriate.
  - a. The board will act as a forum to share innovative practice across the directorates, to drive performance to meet the HMICFRS assessment standards. The Strategic Development Team will also now attend regular meeting with HMICFRS to report national best practice.
  - b. The board will use self-directed internal thematic reviews to monitor progress and develop a culture of continuous improvement across the force.
  - c. An updated sign off process for Level 2 (Level 2 requires internal Commissioner's sign off) Reports as 'Green Status' has been implemented; directorate/business leads will no longer be able to sign their actions off as completed. A review will be carried out by Strategic Development when directorates have provided physical evidence for their relevant action plan. On confirmation of the grading standard, a further review will be confirmed by AC Betts who can in turn forward for Commissioner McLaren for final sign off. These will not need to be reported to the HMICFRS Liaison officers; however they will be subject to random inspection.
  - d. An updated sign off process for Level 3 (Requires HMICFRS external sign off) Reports as 'Green Status' has also been implemented; directorate/business leads will no longer be able to sign their actions off as completed. A review will be carried out by Strategic Development when directorates have provided physical evidence for their relevant action plan. On confirmation of the grading standard, a further review will be confirmed

by AC Betts who can in turn forward to the HMICFRS Force Liaison Officers for final review and sign off.

- e. All Level 2 and 3 action plans can only be removed as completed on the HMICFRS monitoring portal by the HMICFRS force liaison officers. They meet quarterly with the Strategic Development team, all updates to them will be actioned at these points. There continues to be a positive relationship with the force liaison officers who have offered to assist the force with this new governance process.
  - f. Confirmation of the completed action plans, shown as signed off by HMICFRS and the force will then be reflected in the next iteration of this report to this Committee.
9. As Members will note - there is currently a significant number of recommendations (151) being progressed owing to the increased activity. As the new OIB process embeds, CoLP has taken the approach in this update of providing a corporate update against each of the existing Action Plans outlining any areas by exception, rather than giving detail against each of the 151 recommendations. Members may wish to consider an approach for future reporting based around a deep dive into specific inspections or themes going forward.

### **Corporate & Strategic Implications**

10. There are no strategic, financial, resource, legal, risk, equalities, climate or security implications and no proposals in the report. The Operational Improvement Board has ensured clear oversight of all workstreams related to HMICFRS, minimising the impact of any unforeseen strategic risk factors.

### **Conclusion**

11. This report sets out details around the HMICFRS activity that have taken place since the last report to your Committee in February 2023, as well as upcoming inspections, publication reports and the current status of HMICFRS recommendations. The implementation of the Operational Improvement Board should provide Members with the reassurance that direction from HMICFRS is at the forefront of the strategic planning for the force.

### **Appendices**

Appendix A – HMICFRS Action Plan Corporate Overview

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