

Committee(s): Professional Standards and Integrity Committee City of London Police Authority Board	Dated: 15 September 2023 20 September 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 98-23	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 and overview of activity for the Professional Standards and Integrity Committee.

City of London Police has produced a combined delivery / action plan for these inspections in response to recommendations in the publication by HMICFRS 'An inspection of vetting, misconduct, and misogyny in the police.' Incorporated are recommendations from the HMICFRS inspection of City of London Police's Counter Corruption Unit (CCU) and Vetting Unit published in June 2023.

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 was provided with a full update by HMICFRS at the end of March 2023.

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 43 recommendations 29 were for Chief Constables as well as the five 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. CoLP adopted the nine recommendations to act on immediately. This was reduced to six when the national thematic report was published as three actions adopted from the debrief formed part of the twenty-nine national recommendations for chief constables.
3. In June 2023, the HMICFRS inspection report of City of London Police was published. HMICFRS assessed the vetting and counter corruption capability as 'Requires Improvement' and contained 9 areas for improvement /recommendations.
4. The 9 areas for improvement/recommendations made in the CoLP specific report were mapped against the vetting and counter corruption action plan which tracks progress against the 43 recommendations and 5 AFI's contained in the HMICFRS thematic report produced in November 2022.
5. The review highlighted that progress has been made across all of the CoLP areas for improvement/recommendations with 6 currently self-assessed as Green, 2 as Amber (due date of end of October 2023) and 1 as unassessed.
6. The unassessed action related to a recommendation that the vetting unit have sufficient staff to meet the demand it faces. This has now been assessed as amber and an action is in progress to deliver. A recruitment process is currently in place.
7. The CoLP areas for improvement/recommendations are mapped and tracked as part of the overall vetting and counter corruption action plan managed by Professionalism & Trust.

Current Position

Delivery Action Plan

8. A combined delivery / action plan was produced from the national thematic report and CoLP CCU / Vetting inspection report. This has a total of thirty-five separate actions made up of:
 - 5 Areas for Improvement
 - 29 Actions for Chief Constables
 - 1 action from CoLP specific inspection report

Delivery of the Plan

9. There are forty separate recommendations, and this report is to give an overview of CoLP's current position.

Delivery Dates

- CoLP has delivered on all 24 actions due by 30th April.
- We are confident that we will deliver on the remainder of the recommendations. An action plan is in place and being tracked. These are due by October and December 2023.
- There are three additional recommendations categorised for delivery by an outside agency to deliver. These require either National Police Chief Council (NPCC) or College of Policing actions prior to implementation at CoLP.

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

10. 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 co-ordinate 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

11. Head of Professionalism and Trust Directorate has fortnightly oversight at a tactical level.
12. With the establishment of the HMICFRS Operational Improvement Board, chaired by AC Operations and Security, strategic governance, and scrutiny for all of CoLP's HMICFRS recommendations now sit in this Board.
13. An update on these will also be brought to the Professional Standards and Integrity Committee for detailed oversight.
14. There is monthly reporting to NPCC, which is co-ordinating the response on behalf of HMICFRS, to track national progress against the recommendations. The August data return is a milestone for the programme, as they need to report in detail against the work that has been done around all of the recommendations with a deadline that has already passed, as we move

towards a final HMICFRS assessment and sign off against these recommendations.

15. The Home Secretary was provided with a full update by HMICFRS at the end of March 2023, which was before the deadline set for the majority of the report recommendations.

Conclusion

16. City of London Police recognise the importance of delivering on the recommendations from these HMICFRS inspections and has through the plans and governance put in place. CoLP is confident the remainder of the recommendations will be delivered by the specified dates.

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