

Committee(s): Professional Standards and Integrity Committee (PSIC)	Dated: 27 February 2024
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 35-24	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.

City of London Police 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 were recommendations from the HMICFRS inspection of City of London Police's Counter Corruption Unit (CCU) and Vetting Unit published in June 2023.

City of London Police has delivered on all 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). The 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 'hot' debrief. The aim of which was to give an overview but not a definitive judgement on CoLP's performance to allow CoLP to consider any early action that might be necessary instead of waiting for the publication of the inspection report.
3. From this de-brief CoLP adopted nine recommendations to take action 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.
4. In June 2023 HMICFRS published its report and CoLP was assessed as 'requires improvement'.

Current Position

5. The recommendations have been all been delivered on with no actions outstanding. They will now be incorporated into business-as-usual processes and monitored through local governance. Additionally, progress is scrutinised and monitored at a strategic level through the HMICFRS Operational Improvement Board chaired by the Assistant Commissioner.

Delivery of the Action Plan

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

HMICFRS Delivery Plan	RAG Rating		
	RED	AMBER	GREEN
National Thematic Report - Recommendations for Chief Constables			29
National Thematic Report -Areas for Improvement		1*	4
CoLP Specific Inspection Report			1
Grand Total		0	34

*AFI 3 – Cultural Audit – in progress

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 Professional and Trust to work with the Counter Corruption Unit (CCU) and Vetting to co-ordinate delivery and implementation of the HMIC action plan. This is to work with the recommendation owners and track progress. To prepare reports for governance groups both within CoLP and national requests from HMIC / NPCC for progress against recommendations. This secondment ended at the end of January 2024.

HMICFRS Rolling Programme

8. HMICFRS graded the recommendations nationally as requiring a Level 3 sign off for completion which would normally require an inspection. It was recognised this process could take a number of years nationally with the current inspection rolling programme. It was agreed with the HMIC portfolio director to consider remote, or paper evidence review where possible.
9. Police forces were invited to submit supplementary evidence for recommendations specified by HMICFRS to demonstrate achievement. The submission of supplementary evidence was voluntary. CoLP submitted evidence for the initial six recommendations selected by HMICFRS which they subsequently verified as satisfactorily completed. This enabled CoLP to submit a closure on the HMICFRS inspection portal with an accompanying verification letter from the Chief Officer Team.
10. The rolling programme verification process by HMICFRS has now moved onto the next six nominated recommendations to be completed through submission of supplementary evidence to demonstrate the recommendation has been met. CoLP has submitted supplementary evidence which is being accessed by HMICFRS.

Governance

11. The strategic governance is through the HMICFRS Operational Improvement Board chaired by the Operations and Security Assistant Commissioner which encompasses all HMICFRS recommendations from operational business areas.
12. An update on these will also be brought to the Professional Standards and Integrity Committee for detailed oversight.
13. There was monthly reporting to NPCC, who were co-ordinating the response on behalf of HMICFRS, to track national progress against the recommendations. This requirement has now ceased as final delivery dates have passed.
14. The Home Secretary was provided with a full update by HMICFRS.

Conclusion

15. 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 delivered on all the recommendations due for delivery by 31 December 2023. CoLP is confident the recommendations will become business as usual processes.

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