

Appendix 1



Strategic Planning and Performance Committee (SPPC)- 21 May 2024

Strategy, Planning & Service Improvement
23rd April 2024



A local service with a national role, trusted by our communities to deliver policing with professionalism, integrity and compassion

CoLP HMICFRS Progress

- All action plans and recommendations
- Historic action plans and recommendations
- PEEL '21-'22
- Prep for PEEL '23-'25



Action Plan Overview

Total number of OPEN actions:
56

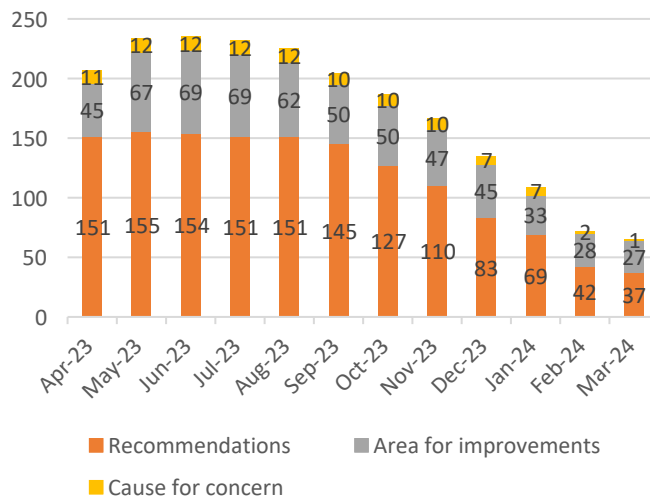
Total number of closed actions:
(since April '23)
197

Total number of closed action plans:
(since April '23)
27

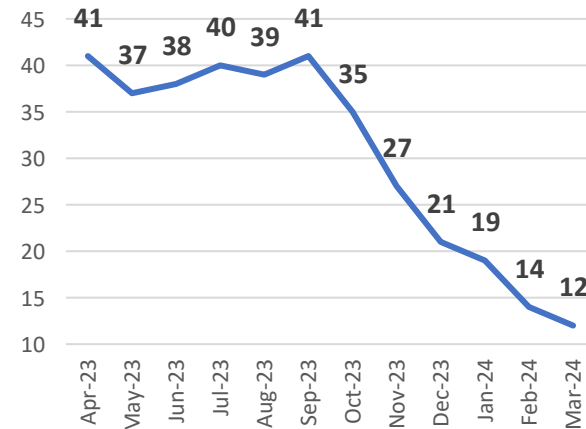
Total number of Superseded actions:
4



All actions

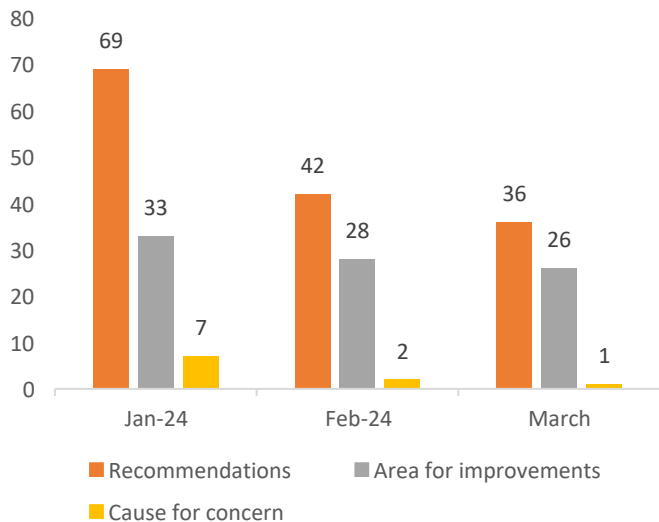


Active action plans

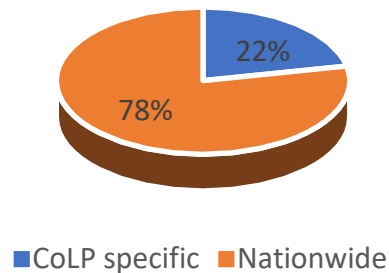


Action Plan Deep Dive

Quarterly update – Action type



Actions signed off

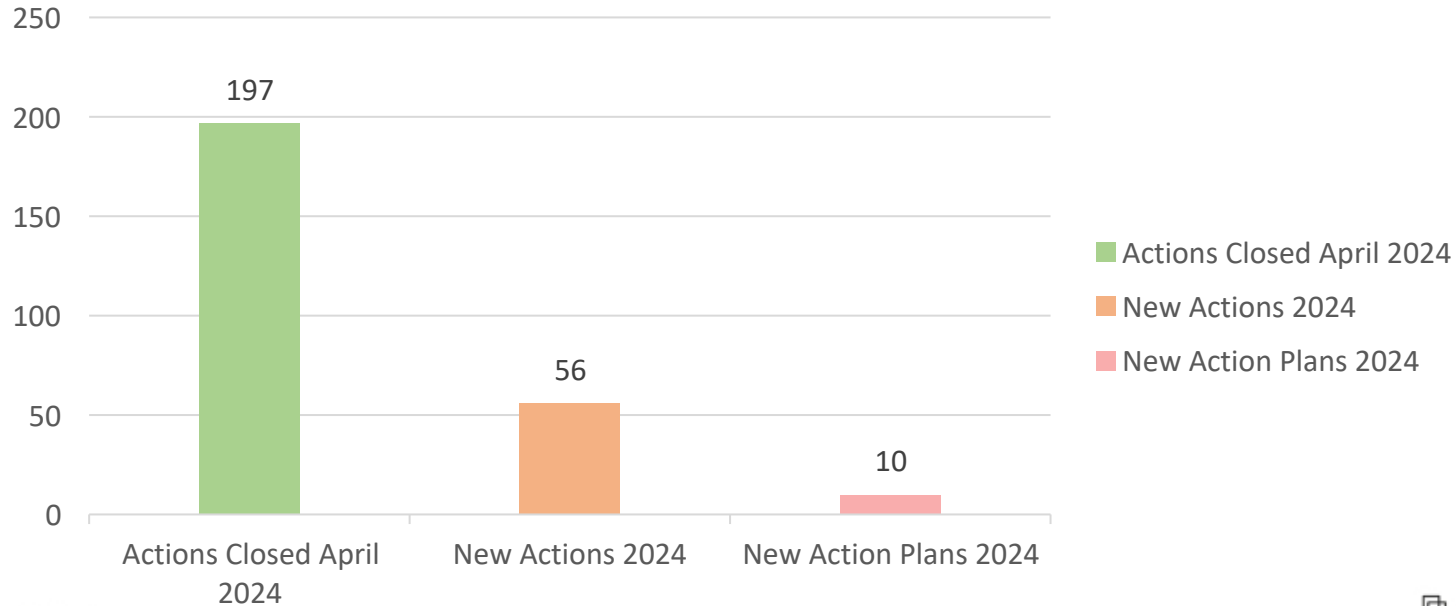


Cause of concern reduction

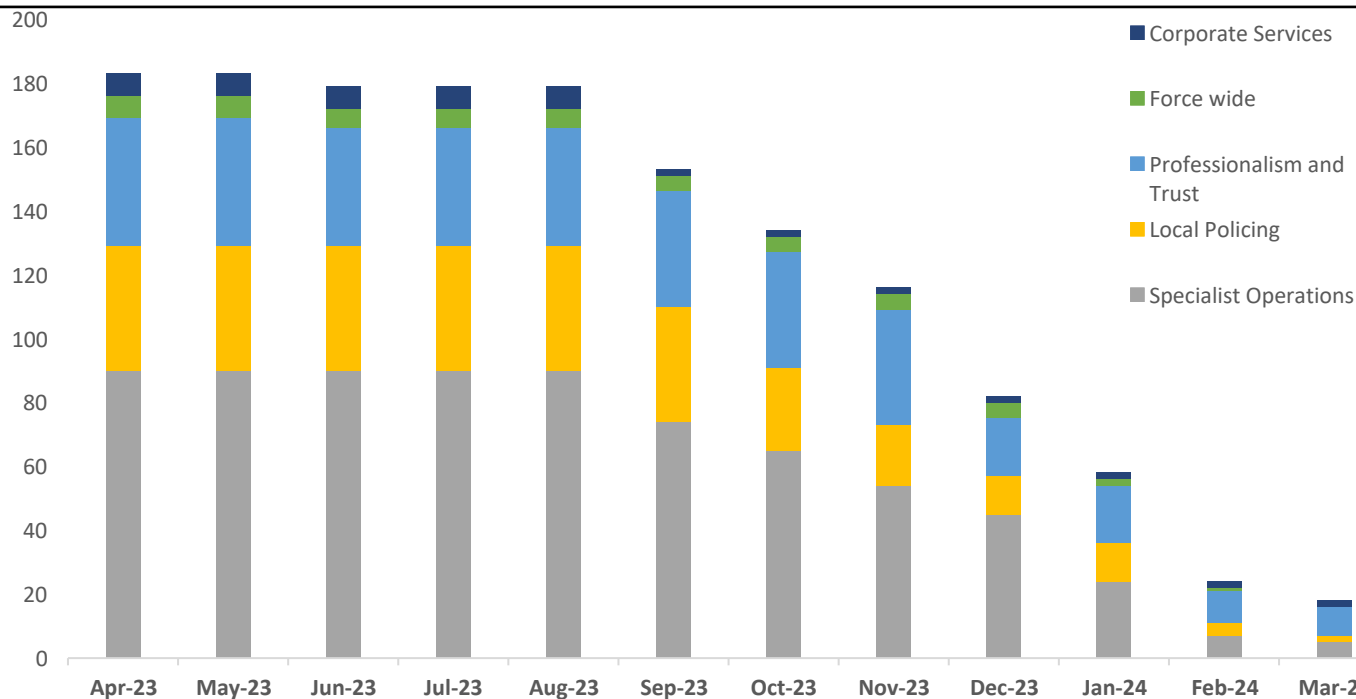


Action Plan Deep Dive

Action Closure vs New Actions since April 2023.

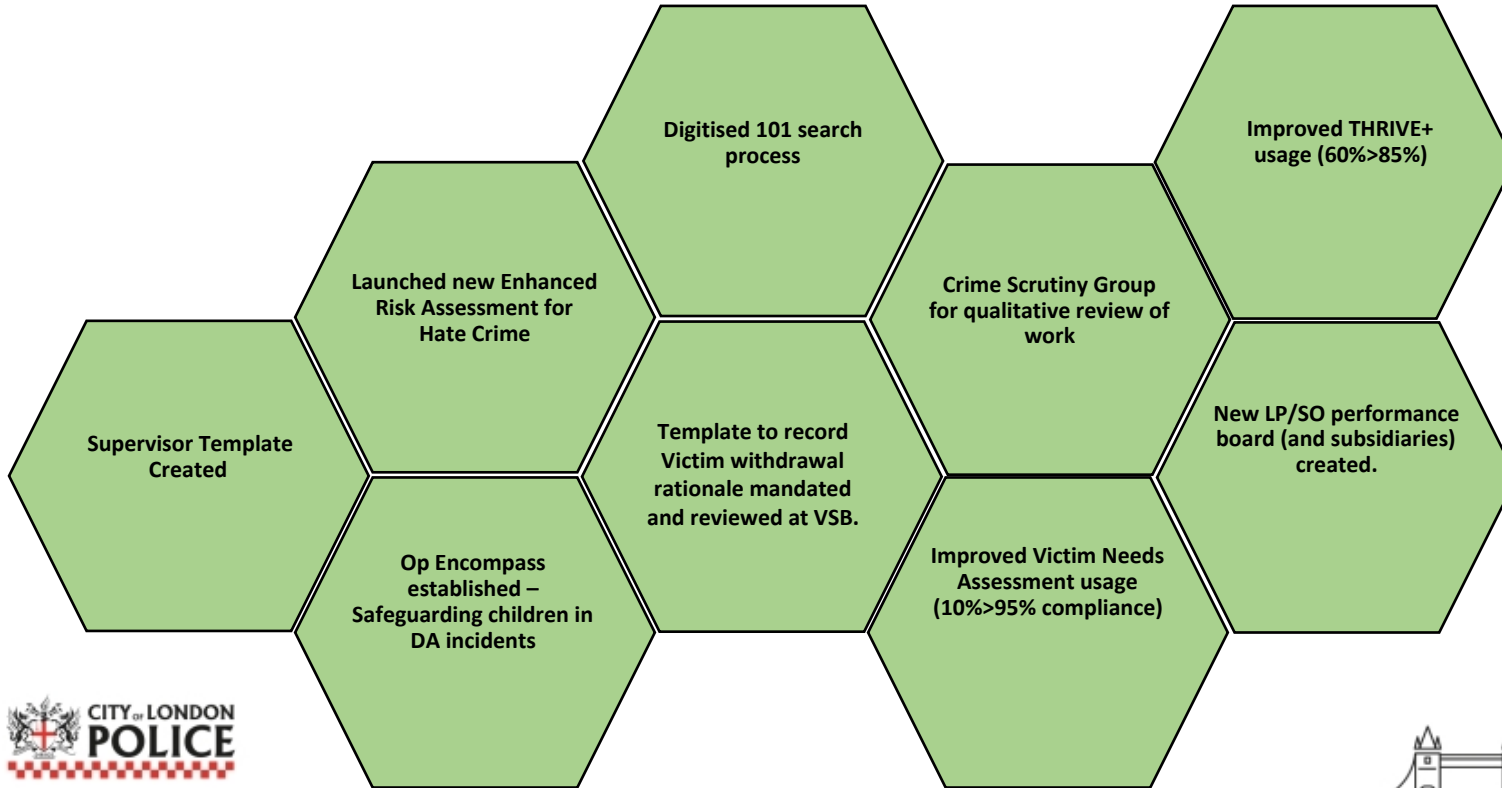


HMICFRS Historic Progress & Action Plan by Directorate Type



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HMICFRS Historic Progress Additional Delivery (Pre-April 2024)



PEEL 2021-22 Response to Areas for Improvement

Neighbourhood Policing – New operating model & uplift, problem solving training delivered & investment into P&P.

Supervision of crime – New supervisory template, Refreshed Suspect Management Board, Performance Focus areas. Victims' decision to withdraw support for investigation.

Public Protection resources – New TOM designed to provide better safeguarding for vulnerable people, with full implementation (7-day dedicated PPU coverage) completed in May. Review to be completed in mid-July '24.

Management of RSO's – Training delivered – internal governance review delivered – governed through SVB.

Training for the grading and management of Child Abuse images – Delivered and operational.

Enough capable and confident Sgts and equivalent staff – Sgts ratio review & Ongoing development of the workforce plan.

Improve understanding of demand – Business Planning Improvements – FMS HMICFRS recognition .

Reduce vacancies – CSR Recruitment of Police Staff roles & PUP Uplift & Transferee & Recruitment Plan.

Corporate Services Review to improve service delivery - CSR project completed - PIR to be undertaken in March 2025



PEEL 2023-25 Delivery Timeline

Mar. 2024

- Workstreams consolidation carried out by OI Superintendent and Head of Strategy ✓
- Resource Confirmed for the PEEL Delivery Team ✓
- Force COT engagement comms plan – initial direction set. ✓
- Force Self-assessment – Profile Created ✓

May 2024

- Evidential review and pre-PEEL submission.
- Action Plans outlined against self-assessment.
- Strategic PEEL leads identified.
- Administration delivery confirmed.
- PEEL Engagement Confirmed.

- Tactical self assessment form – Sent to Inspecting Rank ✓
- Recruitment of Inspectors ✓

Apr. 2024

