

Committee(s): Strategic Planning and Performance Committee	Dated: February 2025
Subject: Quarterly HMICFRS Inspections Update	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1
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	For Information
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Summary

This report provides an overview of His Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS) related activity over the last quarter.

Since the last report in November 2024 City of London Police now has only (ten) 10 active HMICFRS action plans under review. The force is also in receipt of one (1) national super complaint. As noted in the last update the force is now in a stable operating environment when concerned with the management of HMCIFRS workstreams.

Recommendation

Members are asked to note the report.

Main Report

Background

1. This report provides an overview of activity related to HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) areas for improvement since the last meeting of the Strategic Planning and Performance Committee. This report will outline the current operating position of the force in relation to HMICFRS activity and provide an update on the delivery of the PEEL 2025 inspection process.

Current Position

Inspections since last Committee (November 2024)

2. There have been no thematic inspections since the last committee. The force has now entered the PEEL 2025 inspection process.

HMICFRS reports published since last Committee (November 2024)

3. There are no reports that have been published since the last update.

Status of HMICFRS Workstreams & HMICFRS Action Plans Overview:

4. The position of the force with regards to the historic recommendations remains unchanged. As the force moves into PEEL, the strategy team has prioritised reviewing the recommendations from the PEEL 21 inspections. Out of these sixteen (16) recommendations the force is glad to report that it is in a position to sign off fifteen (15).
5. Upon completion of the PEEL inspection in March 2025 the force will continue to progress the closure of historic recommendations with the aim to reduce these to zero (0) by the end of the calendar year.

Upcoming Inspections

Custody Inspection

6. In previous reports members will note that the force is expecting custody inspection. The force has been given notice that the Metropolitan Police Service (MPS) is now in the process of receiving their custody inspection. This commenced at the beginning of January 2025, this inspection will last for six weeks. The force is prepared to receive this inspection following PEEL 2025 which is due to conclude on 10th of March 2025. This is due to the national inspection team being present in London.
7. The force is also aware that out of the four remaining forces awaiting their custody inspection, one force has been notified that their custody inspection will be integrated into the PEEL 2026-28 inspection cycle. The force is liaising with HMICFRS to establish the position of the City of London Police as this will likely be impacted by the move to the new police estate. The force will provide an update on this position to the May 2025 committee.

Thematic Inspections:

8. The City is aware that forces are now receiving an updated thematic 'Integrity' inspection, drawing together the progress made in the reports 'Vetting recommendations from the thematic: An inspection of vetting, misconduct and misogyny in the police service' and the 'Tackling workforce corruption' 2021 PEEL inspection framework which focused on the delivery of vetting and counter corruption services within a force.
9. Two forces are currently subject to this inspection. The City is actively monitoring this landscape to track any outcomes that will be relevant to the development of our own approach to workforce integrity.
10. The force is not aware of any other thematic inspections scheduled for 2025.

Horizon Scanning

HMICFRS National Landscape:

11. The force is participating in the review of the proposed 2026-28 PEEL inspection framework. It is understood that the PEEL inspection process will move to a directed four (4) week in person inspection fieldwork period supported by a preceding six (6) month review of the progress of the force against their most recent PEEL inspection. The new inspection framework is likely to have significant focus on performance, the use of data and business benefits tracking, in addition to the review of core policing activity.
12. HMICFRS are still progressing to a more formal position as the regulator of policing. A parliamentary update is due in March in line with the national budget update. The force is monitoring this position closely and maintaining a positive relationship with HMICFRS colleagues.

Inspections under development:

13. The City is continuing to work with HMICFRS colleagues in the development of specific Fraud inspection that will be integrated into the PEEL 26-28 framework. The support has been welcomed from HMICFRS and acts as further point to demonstrate the excellent service that the City provides in its capacity as the national lead force for Economic and Cybercrime.

PEEL 2025 Inspection Delivery:

14. An outline of PEEL 2025 inspection activity is set out in the table below:

Date	Inspection activity
July – September 2024	Insight visits HMICFRS Force Liaison officers visit to identify areas of development and frame the operating landscape of the force.

November 2024 – March 2025	Strategic interviews Department leads and tactical leads interviewed by HMICFRS to confirm the strategic approach of the force.
Thursday 13 February 2025	Strategic Briefing Force presentation delivered by the Commissioner to PEEL inspection team and HMI Lee Freeman – outlining progress since last inspection, current position and plans for the future (in line with PEEL assessment framework)
Monday 24 February 2025 – Monday 10 March 2025	PEEL fieldwork Full inspection team ‘in force’ undertaking a range of activity including final interviews, focus groups and ‘reality testing’ to address remaining lines of enquiry.
May 2025	Draft PEEL report Draft report shared for factual accuracy to ensure the correct information relating to force business is published.
July 2025	PEEL report published

Fig. 1 PEEL 2025 Key milestones.



- 1) PEEL 25 Insights - This is the first stage in the PEEL process begins with informal insight work which is carried out by the forces dedicated HMICFS inspection liaison officers. They will review the forces progress against the PEEL 21 inspection as well as carrying out a general review of the forces operating structure. This will allow the inspection team to gain a more accurate understanding of the forces operating landscape as they progress towards the PEEL 2025 fieldwork. It will also serve as point to triangulate areas of focus for the inspection to ensure that the force has a clear direction of improvement from the PEEL 25 process. The insights process does not inform or impact on the PEEL 2025 gradings.

1.a) PEEL Document Request – In addition to the insights work completed by HMICFRS, the force will be required to provide a selection of strategic documents and data samples which will help inform the PEEL inspection. These will range from samples of police body worn video to governance organigrams and data samples used to inform crime outcomes.

- 2) PEEL 25 Strategic Interviews – These interviews are conducted by the forces’ dedicated HMICFRS liaison officers and HMICFRS national thematic leads. These allow the HMICFRS officers to confirm the current strategic operating landscape of the force, directorate heads and mid-level managers are interviewed only as part of this process. Interviews will focus on the core delivery of daily business and will seek to understand how officers measure performance in their requisite areas of business, in line with the PEEL inspection framework. This process is also allows for inspection teams to

assess the progress of the force and also provides an opportunity for officer and staff to present examples of good practice which can be used to support national best practice.

The strategy team, at the end of the interviews, receives informal feedback to inform improvement.

- 3) PEEL 25 Strategic Presentation – This is the formal presentation delivered by the Commissioner to HMI Lee Freeman and members of the PEEL 25 inspection fieldwork team. Other members of the Chief Officer team and the Strategy team will also be present. A brief Q&A session will be held after the briefing for the Commissioner to answer questions from HMI Freeman. The force is also using this as opportunity to provide case studies outlining the positive work that the City is delivering, with a view to be considered for promising practice.
- 4) PEEL 25 Fieldwork – The fieldwork period is the ‘traditional’ onsite inspection work carried out by the HMICFRS inspectors. This will involve speaking to frontline officers and staff to understand how they operate in their core areas of business and attending internal meetings, training or events. Staff will be either be interviewed as part of a focus group made up of three (3) to five (5) members or observed as they carry out their core duties, followed by an informal discussion of their understanding of process and delivery. The fieldwork period also enables the inspection team to address any outstanding lines of enquiry by requesting information from the force.
- 5) PEEL 25 Draft report - The PEEL draft report will be shared with the force in mid-May 2025, this report is not for publication or dissemination. This allows the chief officer team to review the findings of the PEEL inspection and check the data and narrative points for accuracy. Due to the fact that there are usually several inspectors reporting on different data sets, it is not uncommon to find small discrepancies in data.
- 6) PEEL 25 report published - The full PEEL report is expected to be published in July 2025, full media and public scrutiny. This also serves as a point for the force to formally report the improvement plan for addressing areas of improvement identified through the PEEL 26-28 inspection.

Conclusion

15. The force is now moving at pace towards the February PEEL inspection fieldwork, with strategic interviews and focus groups already underway. The force is continuing to progress the good work established under the operational improvement board reducing the number of HMICFRS historic recommendations and ensuring that all directed HMICFRS activity has a dedicated, governed response driving improvement.

Appendices

None.

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