

<b>Committee(s):</b> Police Performance and Resource Management Sub Committee  Audit and Risk Management Committee	<b>Date(s):</b> 30 <sup>th</sup> May 2013  25 <sup>th</sup> June 2013	<b>Item no.</b>
<b>Subject:</b> HMIC Inspections (Annual Update)	<b>Public</b>	
<b>Report of:</b> Commissioner of Police  POL 22/13	<b>For Information</b>	
<p style="text-align: center;"><b><u>Summary</u></b></p> <p>Members of the Audit and Risk Management Committee have requested an annual update on HMIC inspections of the City of London Police. This report has also been considered by the Police Performance and Resource Management sub-Committee on 30<sup>th</sup> May 2013.</p> <p>During 2012/13, three separate inspections were conducted by HMIC: Anti-Social Behaviour (June 2012); Custody (June 2012), and Integrity (September 2012). Action plans were created as a result of recommendations made by HMIC.</p> <p><b>Anti-Social Behaviour (ASB)</b> - HMIC reported that the Force continues to provide a good service in tackling ASB. The improvement plan had 14 actions to improve procedures and processes in dealing with ASB. At this time, one action relating to adopting a technical solution for recording lower priority ASB remains outstanding.</p> <p><b>Custody</b>-The findings of the HMIC inspection highlighted the progress in custody procedures and commented positively that detainees were held in good conditions; staff are respectful, and detainees treated with dignity. The initial improvement plan contained 37 actions - to date, 9 remain outstanding and one of these- ‘to have an open air facility for exercising prisoners’ - remains logistically impossible within the current estate.</p> <p><b>Integrity</b>-This inspection, which was a follow-up to a national study, highlighted significant progress the force had made in dealing with the issues of police integrity. The recommendations from the report were</p>		

utilised in drafting an improvement plan. This improvement plan contained 71 actions - 6 currently remain outstanding.

All three plans are currently monitored by the Directorate Head who has responsibility for the specific area, and progress on the plans is documented within their Directorate Plans. Strategic governance on progress is provided by ACPO oversight at monthly Performance Management Group meetings. Outstanding actions from the three plans are attached (Appendix A).

### **Recommendations**

- It is recommended that Members note the contents of this report.

## **Main Report**

### **Background**

1. On 8th February 2013, Police Performance and Resource Management Sub Committee requested an update on the progress the City of London Police was making in responding to the recommendations of various HMIC inspection reports.
2. In order to track the progress made and ensure that there was a clear link between this Sub-Committee and the Audit and Risk Management Committee, Members requested a report for the next meeting on all HMIC inspection activity during 2012/13, including an update on progress in implementing HMIC recommendations. The inspections relate to Anti-Social Behaviour (ASB), Custody and Integrity.

### **Current Position**

#### **3. Anti-Social Behaviour**

- 3.1. In spring 2010, Her Majesty's Inspectorate of Constabulary (HMIC) conducted a review to determine how well forces understood and responded to their local ASB problems. HMIC committed to repeat the exercise in 2012, to check on progress. In July 2012, HMIC released a report entitled 'A Step in the Right Direction', which reviews the progress made since the 2010 inspection.
- 3.2. The highlights of the inspection in 2012 reported that the Force continues to provide a good service in tackling ASB. The report outlined that senior

officers were well informed about ASB and ensured that appropriate action was being taken to deal with ASB. It was also recognised that the Force has regular and effective meetings with partners, to discuss ASB and share information.

- 3.3. As a consequence of the HMIC report, a written plan was introduced to monitor improvements and progress. This plan had fourteen actions to improve our procedures and processes in dealing with ASB. At this time, one action relating to adopting a technical solution to recording lower priority ASB remains outstanding. A solution has been developed and should be in place in May 2013. Strategic responsibility for ASB sits with ACPO (Operations), who maintains oversight and governance of the work carried out in this area by the Uniform Policing Directorate, through his chairmanship of the ASB Strategic Meeting.

#### **4. Custody**

- 4.1. Between 18<sup>th</sup> and 20<sup>th</sup> June 2012, HM Inspectorate of Prisons and HM Inspectorate of Constabulary conducted an unannounced inspection of the Force's custody suites at Snow Hill and Bishopsgate Police Stations. In addition to the site visit, the inspection team also conducted a Police Custody Survey with 17 prisoners at HMP Wandsworth, who had formerly been detained at City of London custody suites. The survey compared results from the City of London with those of surveys conducted with prisoners in 56 other police areas.
- 4.2. The report highlighted a good structure of staff and custody user meetings; a healthy interaction between the Force, Police Committee and the independent custody visitors; the report commented positively that detainees were held in reasonably good conditions; staff were respectful and treated detainees with dignity.
- 4.3. Among the areas identified for improvement were: management oversight of safety checks, quality assurance of custody records, staff handovers, complaints not being dealt with in accordance with policy and better organisation of section 136 mental health (place of safety) procedures.
- 4.4. As reported to your Police Committee in December 2012 and January 2013, an improvement plan based on the report's recommendations was immediately developed to address areas for improvement and contained thirty seven actions. To date, nine actions remain outstanding. The majority of these actions concern the structural arrangement of the facility and healthcare issues. One of the recommendations – "to have an open air facility for exercising prisoners" - is not logistically possible

within the current estate, whilst still maintaining the security of the detainee. However, this along with all other outstanding structural matters, is to be addressed within the plans for Custody within the new accommodation strategy.

- 4.5. Responsibility for Custody sits with ACPO (Operations), who maintains oversight and governance of the work carried out in this area by the Uniform Policing Directorate. Head of Uniform Operations is the chair of the Custody User Group and has responsibility for progressing recommendations and regularly reporting progress through Performance Management Group and Uniform Policing Directorate Business Plan.

## **5. Integrity**

- 5.1. In 2011, HMIC published a national thematic report entitled ‘Without Fear or Favour – A review of police relationships’, which looked at the system of controls that seek to prevent and tackle relationships that create a conflict of interest and, therefore, a risk to police impartiality. In other words, police relationships that could lead to the public not being treated fairly by the police. The review included relations with the media, disclosure of information, hospitality, gratuities, procurement, contracts and business interests. HMIC examined data (where available), systems proactively to seek out wrong doing, the work of governing bodies, corporate governance and oversight, training, intelligence and enforcement.
- 5.2. The report ‘Without Fear of Favour’ gave feedback on a national basis without individual forces being identified. The review did not find evidence to support the notion of endemic corruption amongst police service relationships, with the majority of police officers and staff striving to act with integrity.
- 5.3. In September 2012, HMIC revisited the City of London to track progress against their original national recommendations. In their re-inspection, they found that:
  - Since 2011, the City of London Police has conducted an integrity “health check”, using the self-assessment checklist provided in HMIC 2011 report, and introduced an Integrity Action Plan to address the issues raised.
  - Several policies (including on the acceptance of gifts and hospitality, relationships with the media, and second jobs) have been updated and circulated throughout the force via email and the intranet.

- The force removed access to social media sites from work computers and has recently produced a policy on how police officers and staff should behave on social networking sites.
- The Finance Department manages the use of all corporate credit and procurement cards and refers regular management information and any suspicious spending to the PSD.
- City of London Police has a small Counter Corruption Unit which takes a more proactive approach to tackling corruption.

5.4 Since the inspection, Members may wish to note that the number of Corporate Credit Cards that were issued to CoLP staff has been reduced by 30%. In addition, the Commissioner has recently made a commitment to produce an overarching Integrity statement and strategy to be developed, which will bring together a number of existing policies that deal with issues of counter corruption, procurement and hospitality. This will be brought back to Police Committee later in the year for their information.

5.5 Responsibility for Integrity sits with the Assistant Commissioner, who is the Force lead for Professional Standards and maintains oversight and governance of the work carried out in this area. The Chief Inspector from Professional Standards chairs the Professional Standards Directorate Working Group, which has responsibility for progressing HMIC recommendations. The PSD Working Group reports regularly to Organisational Learning Forum, chaired by the Assistant Commissioner, and the PSD Police Sub-Committee. The Integrity Action Plan had seventy one actions, 6 currently remain outstanding. The outstanding recommendations have target dates and will be completed in the near future.

## **Conclusion**

6.0. Clear progress has been made in implementing the recommendations arising from the three HMIC inspections conducted during this reporting period (2012/13). The outstanding actions are currently monitored by the Directorate Head who has responsibility for the specific area, and progress on the plans is documented within their Directorate Plans. Strategic governance on progress is provided by ACPO oversight at monthly Performance Management Group meetings.

## **Appendix:**

A: Outstanding actions from HMIC inspections

**Background Papers:**

HMIC- A Step in the Right Direction [ABS] POL 46/12 (Police Committee: 11<sup>th</sup> July 2012)

HMIC-Integrity Re-Inspection POL 66/12 (Police Committee: 14<sup>th</sup> September 2012)

HMIC- Custody POL 79/12 (Police Committee: 7<sup>th</sup> December 2012)

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