

APPENDIX A - HMIC Report Recommendations

Position as at 03/03/2015

Traffic Light Colour	Definition
AMBER	The recommendation is subject to additional work and monitoring
RED	The recommendation should have been implemented but has not been and is overdue
WHITE	The recommendation is currently being considered or is dependent on external input from the College of Policing or Home Office

This schedule excludes completed and closed recommendations. Closed recommendation predominately relate to actions for Home Office, College of Policing or National Leads.

An Unannounced Inspection Visit to Police Custody Suites

A joint inspection by HM inspectorate of Prisons and HM inspectorate of Constabulary

This was a City of London Police inspection

The report was published November 2012

Total of 37 actions

Of these none are national and outside the remit of City of London Police.

37 were actions to the City of London Police, of which 32 have been completed

3 closed to be considered as part of any new Custody facility and 2 are still in progress. Details below:

Recommendation		Accepted	Governance	Status	Due Date	Comment
21	Custody Manager to monitor progress of NHS Commissioning. Improvement action plan to be discussed with General Services Director	Yes	Joint Inspection of Custody Action Plan	AMBER	March 2015	The Custody Manager continues to monitor progress of the NHS Commissioning. Discussions with the General Services Director have resulted in agreed building works for Snow Hill [now complete] & Bishopsgate -works commence March 2015 finishing early April 2015.
24	There should be a mental health liaison and/or diversion scheme to enable detainees with mental health problems to be identified and diverted in to appropriate mental health services as required.	Yes	Joint Inspection of Custody Action Plan	AMBER	Mid April 2015	Liaison and Diversion Health Care professionals will initially be based at Bishopsgate upon the completion of building works, finishing early April 2015, for a 2 week 'bedding in' period and will thereafter be available on a callout basis. Vetting continues as more professionals are added to the callout schedule.

NOT PROTECTIVELY MARKED

Stop & Search

This was a primarily a national report, but specific force recommendations were made separately.

The report was published July 2013

This action plan incorporates recommendations to comply with the principles of the Home Office “Best Use of Stop & Search” which the Force signed up to on the 26th August 2014.

National Report

Total of 10 actions

Of these 2 are national and outside the remit of City of London Police.

8 were actions to the City of London Police, of which 6 have been completed,

2 are still in progress. Details below:

Recommendation	Accepted	Governance	Status	Due Date	Comment
5 Chief Constables should ensure that officers and supervisors who need this training are required to complete it, and that their understanding of what they learn is tested.	Yes	Stop and Search Working Group	AMBER	Dependent on the College of Policing and the release of their training package – expected January 2016	This is being developed, but will need input from the College of Policing, who are at a consultation stage and expect to make their training package available to all Force in January 2016 following completion of a pilot.

NOT PROTECTIVELY MARKED

Recommendation		Accepted	Governance	Status	Due Date	Comment
9	Chief Constables should introduce a nationally agreed form (paper or electronic) for the recording of stop and search encounters, in accordance with the code of practice.	Yes	Stop and Search Working Group	AMBER	Will be determined following Police Public Encounters Board input	At a national level this action has been taken by the Police Public Encounters Board who have agreed, in principle, with HMIC that a set of minimum standards of recording be published as opposed to the introduction of a national form. There is no national deadline for this work to be completed and CoLP continues to monitor progress.

NOT PROTECTIVELY MARKED

City of London Police Report

Total of 15 actions

Of these 0 are national and outside the remit of City of London Police.

15 were actions to the City of London Police, of which 8 have been completed,

7 are still in progress. Details below:

Recommendation		Accepted	Governance	Status	Due Date	Comment
2	Publish a force definition of an effective outcome from the use of stop and search powers.	Yes	Stop and Search Working Group	AMBER	April 2015	The Force awaits national guidance which is still some way off. A Force definition will be developed in the interim (by next Sub Committee).
5	To analyse the effects of the use of stop and search powers on recorded and detected crime, including mapping of searches against crimes.	Yes	Stop and Search Working Group	WHITE	To be confirmed pending outcomes from negotiations with the IT supplier.	The mapping element of this recommendation is dependent upon the rollout of the mobile tablet solution. Negotiations with CoLP's IT supplier are currently taking place which will determine the rollout of devices (including an agreed date).
9	To comply with changes to Code A of PACE.	Yes	Stop and Search Working Group	WHITE		Revisions to the Police and Criminal Evidence Act Code of Practise A have not been released by the Home Office. No release date yet indicated.
10	Ensure Officers respond to the new National Training Standard for Stop & Search.	Yes	Stop and Search Working Group	WHITE		The College of Policing is reviewing national training, CoLP are awaiting the results. No date yet indicated

NOT PROTECTIVELY MARKED

Recommendation		Accepted	Governance	Status	Due Date	Comment
11	Ensure Officers are fit to exert Stop and Search powers.	Yes	Stop and Search Working Group	WHITE		The College of Policing will be introducing an assessment for officers. CoLP is awaiting its release. No date yet indicated.
12	To abide by the principles of the "Best Use of Stop & Search Scheme"	Yes	Stop and Search Working Group	AMBER	March 2015	CoLP has signed up to the scheme. The SOP has been reviewed by UPD and will be published during March 2015
15	Stop and search data added to force crime maps	Yes	Stop and Search Working Group	AMBER	Date to be confirmed pending outcomes from negotiations with the IT supplier.	A technical solution is required and is dependent upon Phase 2 of the Mobile Working Project. Negotiations with CoLP's IT supplier are currently taking place which will determine the rollout of devices.

NOT PROTECTIVELY MARKED

Domestic Abuse

This was a national inspection with individual force recommendations.
The report was published March 2014.

Total of 5 actions

Of these 0 are national and outside the remit of City of London Police.

5 were actions to the City of London Police, of which 4 have been completed,
1 is still in progress. Details below:

Recommendation		Accepted	Governance	Status	Due Date	Comment
4	The force should make more effective use of body-worn cameras to capture early evidence of injuries and scene footage to strengthen the evidence base for prosecutions.	Yes	CoLP Domestic Abuse Action Plan	AMBER	June 2015	CoLP funding approved. Deployment in June 2015.

Strategic Policing Requirement

This was a national report

The report was published April 2014.

Total of 15 actions

Of these 9 are national and outside the remit of City of London Police.

6 were actions to the City of London Police, of which 6 have been completed,

0 are in progress.

Note: the City of London Police specific report (published October 2014) did not make any formal recommendations.

NOT PROTECTIVELY MARKED

Crime Data Integrity

This was a City of London Police specific report.

The report was published August 2014

Total of 10 actions

Of these 0 are national and outside the remit of City of London Police.

10 were actions to the City of London Police, of which 7 have been completed,

3 are still in progress. Details below:

Recommendation	Accepted	Governance	Status	Due Date	Comment
Immediately					
3	yes	CDI Action Plan	AMBER	March 2015	This procedure is being reviewed and will be amended before the 31 st March 2015
6	yes	CDI Action Plan	AMBER	March 2015	Bespoke training package has been developed to be delivered in March 2015 to Frontline Officers and staff. This will be complete once training has been delivered.
Within 6 Months [by April 2015]					
10	yes	CDI Action Plan	AMBER	April 2015	Force Crime Incident Registrar will conduct the training needs analysis and develop a training rollout plan. The training needs analysis and rollout plan will be completed by April 2015

NOT PROTECTIVELY MARKED

Core Business, previously known as Making Best Use of Police Time

This was a national report.

The report was published September 2014

Total of 40 actions

Of these 3 are national and outside the remit of City of London Police.

37 were actions relevant to the City of London Police of which 27 have been completed,

10 are still in progress. Details below:

Recommendation		Accepted	Governance	Status	Due Date	Comment
2	Not later than 31 March 2015, all forces' planning documents should contain clear and specific provisions about the measures forces will take in relation to crime prevention, in accordance with the published national preventive policing strategy and framework and in discharge of chief constables' duties under section 8 of the Police Reform and Social Responsibility Act 2011 to have regard to the police and crime plans of their police and crime commissioners.	Yes	Sup't Communities	AMBER	March 2015	The Policing Plan already contains specific provisions relating to prevention activities and there is a Force crime prevention strategy. The recommendation refers the National Preventative Policing Strategy and framework, this has not been published, CoLP continues to chase.
5	By 31 March 2015, each force should ensure that it is able to disseminate information and share good practice from its database throughout the force, as well as to local authorities and other relevant organisations involved in community-based preventive policing or crime prevention.	Yes	Sup't Communities	AMBER	March 2015	The Force maintains a number of mechanisms for dissemination of best practice, including the Organisational Learning Forum and structured debriefs. However, further work is needed to disseminate information to other agencies and the local authority.

NOT PROTECTIVELY MARKED

Recommendation		Accepted	Governance	Status	Due Date	Comment
15	Not later than 31 March 2015, all forces should establish and operate adequate processes for checking whether attendance data are accurate, including dip-sampling records.	Yes	Ch.Supts I&l and Crime	AMBER	March 2015	Current IT systems within Crime Management Unit and Control do not support this requirement. Options are being discussed by the relevant parties to identify a practical solution.
16	By 1 September 2015, all forces should work with the College of Policing to carry out research to understand the relationship between the proportion of crimes attended and the corresponding detection rates and levels of victim satisfaction.	Yes	To be determined	WHITE	September 2015	College of Policing engagement with forces has not commenced.
26	All forces should work with the College of Policing to support its work to establish a full and sound understanding of the demand which the police service faces. Forces should understand what proportion of demand is generated internally and externally, and the amounts of time taken in the performance of different tasks. All forces should be in a position to respond to this work by 31 December 2015.	Yes	To be determined	WHITE	December 2015	College of Policing engagement with forces has not commenced.
27	All forces should progress work to gain a better understanding of the demands they face locally, and be prepared to provide this to the College of Policing to establish good practice in this respect. All forces should inform HMIC of their progress on this matter through their annual force management statements.	Yes	To be determined	WHITE	December 2015	The Force's Strategic Assessment and associated risk management procedures ensure CoLP is aware of and actively manages demand, risk, harm and threat. HMIC has not commenced its work around developing a better understanding of demand. The Management Statements referred to are not scheduled to be introduced until 2016.

NOT PROTECTIVELY MARKED

Recommendation		Accepted	Governance	Status	Due Date	Comment
28	By 31 March 2015, all forces should ensure they have the means to assess and better understand the workloads of their staff, and that officers and staff understand what is expected of them and how they will be assessed.	Yes	To be determined	AMBER	March 2015	Although a new PDR system is being introduced that addresses the last bit of the recommendation, the question around workloads is still being assessed.
29	All forces should work with the College of Policing to continue with its work to establish a full and sound understanding of the nature and extent of the workload and activities of the police service. All forces should be in a position to respond to this work by 31 December 2015.	Yes	To be determined	WHITE	December 2015	Dependent on work being progressed by the College of Policing.
33	All forces should work with the College of Policing to progress the work it has taken over from the Reducing Bureaucracy Programme Board to establish opportunities where savings can be made. All forces should be in a position to respond to this work by 31 December 2015.	Yes	To be determined	WHITE	December 2015	The College of Policing has not yet started this work. However, in any review of services or processes in Force, reducing bureaucracy is considered.
36	By 1 September 2015, all forces should conduct a review into their use of video and telephone conferencing and ensure that it is being used wherever appropriate.	Yes	To be determined	AMBER	September 2015	To be undertaken as part of the Accommodation Programme

Undercover Policing

This is a national report
Published October 2014

Total of 49 actions

Of these 32 are national and outside the remit of City of London Police.

17 were actions to the City of London Police of which 13 have been completed,

4 are still in progress. Details below:

Recommendation		Accepted	Governance	Status	Due Date	Comment
17	Chief constables should establish and promulgate standard operating procedures to be adopted by all forces and other law enforcement agencies in accordance with the Authorised Professional Practice.	Yes	Director of Crime	WHITE	No date indicated by CoP	CoLP SOP exists; APP not yet released. The SOP will be amended if necessary following publication of the APP.
30	Chief constables and the heads of law enforcement agencies should enforce a consistent and fair reintegration strategy to enable undercover officers to return to other policing or agency duties.	Yes	Director of Crime	AMBER	June 2015	Reintegration strategy being developed.
45	Chief constables and the heads of law enforcement agencies should introduce an internal review process for undercover operations involving an independent senior investigating officer to ensure integrity, objectivity and compliance with the law.	Yes	Director of Crime	AMBER	April 2015	CoLP has trained review officers and a referral mechanism is being developed.
49	Chief constables and the heads of law enforcement agencies should review their force or agency's approach to the use of undercover online policing and in every case ensure compliance with the Strategic Policing Requirement.	Yes	Director of Crime	AMBER	No date set by HMIC	This was discussed with the College of Policing. APP covering undercover online activity is not expected before March 2015. CoLP does not currently have an SOP for this area, but given timings will await the APP

NOT PROTECTIVELY MARKED

Police Integrity & Corruption

This was a City of London Police specific report
Published November 2014

NOTE: This is the first time of reporting progress to your committee for this action plan – all recommendations are shown for completeness. The National report ‘Integrity Matters’, published 30th January 2015, immediately follows.

Total of 4 actions

Of these 0 are national and outside the remit of City of London Police.

4 were actions to the City of London Police, of which 3 have been completed,

1 is still in progress.

Recommendation		Accepted	Governance	Status	Due Date	Comment
1	Within six months, the force should communicate to all staff, informing them with which professional code they need to comply and any circumstances where another code of profession takes precedence.	yes		GREEN	May 2015	Implemented
2	Within six months, the force should ensure that it has a policy which informs staff of the gifts and hospitality that are appropriate to accept and why. The policy should include the requirement to register the value and description of all gifts and hospitality offered; including those declined. This should be communicated to all staff.	Yes		GREEN	May 2015	Implemented
3	With immediate effect, the force should publish to all staff the outcomes of misconduct hearings. This should include sufficient circumstances of the conduct to allow staff to understand the boundaries of unprofessional behaviour and the sanctions it is likely to attract.	Yes		GREEN	Immediate	Implemented

NOT PROTECTIVELY MARKED

Recommendation	Accepted	Governance	Status	Due Date	Comment
4	Within six months, the force should ensure that it has the proactive capability to effectively gather, respond and act on information which identifies patterns of unprofessional behaviour and corruption.	Yes	AMBER	May 2015	Resourcing for CCU being assessed by the Assistant Commissioner.

NOT PROTECTIVELY MARKED

“Integrity Matters”

This was a national report published 30th January 2015

Total of 14 actions

Of these 4 are national and outside the remit of City of London Police.

10 were actions are relevant to the City of London Police, of which 6 have been completed,

4 are in progress. Details below:

Recommendation		Accepted	Governance	Status	Due Date	Comment
1	The Home Office, when considering the responses to its consultation “Improving Police Integrity”, should work with the College of Policing and the relevant national policing leads to establish whether the regulatory and legislative framework allows forces to understand clearly the distinction between those activities that should be treated as misconduct and those that should be treated as police corruption.	NA	NA	NA	NA	This action is for the Home Office
2	<p>Within three months of the Home Office announcing its proposals in response to its consultation “Improving Police Integrity”, the relevant national policing leads should issue clear guidance to police forces and the National Crime Agency on:</p> <p>(a) the regulations that should be used by professional standards departments to deal with any issue of police misconduct; and</p> <p>(b) the legislation that should be used by anti-corruption units to deal with any cases of corruption.</p>	NA	NA	NA	NA	This action is for National Policing Leads

NOT PROTECTIVELY MARKED

Recommendation		Accepted	Governance	Status	Due Date	Comment
3	With immediate effect, all forces should ensure that the initial assessment of all public complaints is conducted by a chief inspector or police staff equivalent in accordance with: (a) Police (Complaints and Misconduct) Regulations 2012, Regulations 30 and 33 – in respect of public complaints, and (b) Police (Conduct) Regulations 2012, Regulation 3(5) – in respect of internal misconduct reports.	Yes	Supt PSD	GREEN	Immediate	Compliant
4	By 31 August 2015, chief constables should review the number of officers and staff with protected characteristics who have formal allegations made against them, to ensure that force processes are operating without bias or discrimination.	NA	HR Director	GREEN	NA	Process established in 2014; Human Resources undertake quarterly reviews
5	By 31 August 2015, the Home Office should ensure that all forces record reported misconduct in a consistent manner.	NA	NA	NA	NA	This action is for the Home Office
6	By 31 August 2015, all forces should have systems in place to publish the outcomes of all misconduct cases including those involving criminal and corrupt behaviour.	Yes	Supt PSD	GREEN	August 2015	Outcomes are published internally and externally.
7	By 31 August 2015, all forces should have in place a confidential means of reporting wrongdoing, in which officers and staff have confidence.	Yes	Supt PSD	GREEN	August 2015	Complete, mechanisms already in place
8	By 31 August 2015, the College of Policing and the relevant national policing lead should issue guidance to all forces about the support that forces should provide to those officers and staff who report wrongdoing.	NA	NA	NA	NA	This action is for the College of Policing and National Policing Leads

NOT PROTECTIVELY MARKED

Recommendation		Accepted	Governance	Status	Due Date	Comment
9	By 31 August 2015, all forces should ensure that their policies on the acceptance of gifts and hospitality comply with the national guidelines. By the same date, all officers and staff should be reminded of the policies.	Yes	Supt PSD	AMBER	August 2015	Gifts and Hospitality SOP being reviewed. Regular reminders are being scheduled.
10	By 31 August 2015, all forces should comply with national vetting policies.	Yes	Supt PSD	GREEN	August 2015	Vetting SOP already reviewed, any new national guidance will be incorporated.
11	By 31 August 2015, in order to identify potential corruption, all forces should have systems in place to assess annually: (a) whether information on approved business interests remains up to date, and is appropriate; (b) where business interests have not been approved, that this decision has been complied with; (c) whether information in respect of notifiable associations remains up to date and is appropriate; and (d) registers concerning procurement of services.	Yes	Supt PSD	AMBER	August 2015	(a) Already in place and complete. (b) Monitored by CCU upon refusal. (c) Annual Review in place (d) This is currently being developed by the CCU.
12	By 31 August 2015, all forces should ensure they have the necessary capability and capacity to develop and assess corruption-related intelligence in accordance with the authorised professional practice.	Yes	Supt PSD	AMBER	August 2015	This is being assessed by the Assistant Commissioner
13	By 31 August 2015, all chief constables should satisfy themselves that they have processes in place to ensure that investigations into misconduct by officers and staff resulting in “no further action” are fair and free of any form of discrimination.	Yes	Supt PSD	GREEN	August 2015	Peer reviews by Human Resources are in place.

NOT PROTECTIVELY MARKED

Recommendation	Accepted	Governance	Status	Due Date	Comment	
14	By 31 August 2015, all forces should ensure that there is sufficient analytical capability to analyse threats, risks, harms and trends in respect of misconduct, criminality and corruption in support of professional standards departments and anti-corruption units.	Yes	Supt PSD	AMBER	August 2015	This is currently being assessed by PSD.

NOT PROTECTIVELY MARKED

Crime Inspection 2014

This was a City of London Police specific report

Published November 2014

Total of 3 actions

Of these 0 are national and outside the remit of City of London Police.

3 were actions to the City of London Police of which 1 has been completed,

2 are still in progress. Details below:

Recommendation		Accepted	Governance	Status	Due Date	Comment
1	Within 3 months, the City of London Police should review the process for prioritising the examination of CCTV equipment seized as part of criminal investigations. By March 2015, the force should commence the implementation of a plan to improve the prioritisation and timeliness of these examinations.	Yes	DCS Crime	AMBER	February 2015	A new unit, to cover all aspects of CCTV and Digital Imagery is being established. Authority and resourcing the unit is being presented to SMB on the 11 th March 2015.
3	Within 3 months, the City of London Police should develop and commence the implementation of a plan to improve the quality of victim services and contact beyond that already provided to victims supported by the vulnerable victim co-ordinator role within the public protection unit.	Yes	DCS Crime	RED	February 2015	Scoping has been completed with the Vulnerable Victim Coordinator [VVC]. A victim charter is being completed in March 2015 for go-live in April 2015. The Crime Management Unit will identify all personal repeat victims of crime to the VVC.

Crime Recording – Making the Victim Count

This was a National Report

Published November 2014

Total of 13 actions

Of these 8 are national and outside the remit of City of London Police.

5 were actions to the City of London Police, of which 5 have been completed,

0 are in progress.