

APPENDIX A - HMIC Report Recommendations

V.3 Position as at 08/09/2015

Traffic Light Colour	Definition
GREEN	The recommendation is implemented
AMBER	The recommendation is subject to ongoing work and monitoring
RED	The recommendation should have been implemented but has not been and is overdue
WHITE	The recommendation is dependent upon another organisation delivering a product.

Joint Inspection of the Provision of Charging Decisions

A national report

Published May 2015, a joint inspection by HMIC and HMCPSI

Total of 8 actions, of which 5 are national and outside the remit of City of London Police.

3 actions relevant to the City of London Police, all of which have been completed.

Recommendation		Status	Due Date	Comment
1	CPS Area managers ensure all appropriate administrative staff are trained effectively to ensure CPS Direct records of charging decisions are uploaded correctly onto the CPS case management system	NA		This is action is for the CPS
2	The criminal justice business area committee of the National Police Chiefs' Council and the CPS revise the performance data used as part of the prosecution team performance management process to ensure they capture essential charging information	NA		This is action is for the CPS

NOT PROTECTIVELY MARKED

3	Police forces ensure that there are sufficient trained decision-makers available to ensure that timely high quality decisions are made in accordance with the Code for Crown Prosecutors and the Director's Guidance on Charging	GREEN		This subject is included in the Sergeants' Custody course. CID DS undertake this function
4	The College of Policing, in conjunction with the CPS, produces a set of national learning standards, for local delivery, which as a minimum includes: <ul style="list-style-type: none"> • the operation of the Director's Guidance on Charging; • the Code for Crown Prosecutors; and • the content of Charging Reports and the National File Standard 	NA		This action is for the CPS and College of Policing
5	All police forces have effective processes for the supervision and management of pre-charge bail in accordance with Authorised Professional Practice	GREEN		Current practice in CoLP reflects APP
6	CPS Areas, in consultation with their aligned police forces, set out clearly the arrangements for the provision of early investigative advice	NA		This action is for the CPS
7	The criminal justice business area committee of the National Police Chiefs' Council and the CPS review the Director's Guidance on Charging to assess whether the range of offences the police can charge needs to be amended	NA		This action is for the CPS & NPCC
8	The rationale for police decisions to take no further action or proceed by way of an out of court disposal be recorded with the following information: <ul style="list-style-type: none"> • the decision-maker's application of the full Code for Crown Prosecutors test; and • in relevant cases, consideration of the gravity matrix. and, that wherever possible, that record is included on the MG3 form	GREEN		This is currently reflected on the MG3

Joint Review of Disability Hate Crime Follow-up

A national report, published May 2015, a joint inspection by HMIC, HMCPSP and HMI Probation

Total of 7 actions, of which 6 are national and outside the remit of City of London Police.

1 action is relevant to the City of London Police, which is still in progress.

Recommendation		Status	Due Date	Comment
1	The police, CPS and probation trusts should adopt and publish a single, clear and uncomplicated definition of a disability hate crime that is communicated effectively to the public and staff	NA		This is action is for the Police, CPS and Probation Trusts at a national level
2	The police, CPS and probation trusts, when developing their strategic aims, should consider disability hate crime and the need for its reporting to be increased	NA		This is action is for the Police, CPS and Probation Trusts at a national level
3	The police, CPS and probation trusts should consider how their front-line staff participate in effective disability hate crime training to improve (as appropriate) investigative, prosecution and rehabilitation skills	NA		This is action is for the Police, CPS and Probation Trusts at a national level
4	It is in the interest of each police force to review the different methods by which information is received from the public to ensure that every opportunity is being taken to identify victims of disability hate crime	AMBER	Sep 2015	The Crime Directorate have commenced an initial assessment; work being rolled out includes awareness raising campaigns for the public and officers taking reports of crimes.
5	Regular checks should be put in place to ensure the accuracy of all CPS data relating to disability hate crime	NA		This is action is for CPS
6	Advocates should refer to section 146 of the Criminal Justice Act 2003 as part of the sentencing process (where appropriate) and the application/outcome should be recorded	NA		This is action is for CPS
7	Disability hate crime must have a higher priority within the work of probation trusts. They should put in place procedures to ensure that offender managers preparing pre-sentence reports have all necessary CPS case papers available to them and ensure that plans, where relevant, always contain (a) objectives to address victim safety/victim awareness and (b) manage the risk posed by the offender to the victim or other potential victims	NA		This is action is for Probation Service providers

Stop and Search Powers 2

This was a national inspection

The report was published March 2015.

Total of 11 actions, of which 8 are national and outside the remit of City of London Police.

3 are actions relevant to the City of London Police

2 have been completed, one remains in progress.

Recommendation		Status	Due Date	Comment
1	With immediate effect, while changes to the Authorised Professional Practice are being considered, the College of Policing should publish a working definition of what constitutes an effective and fair stop and search encounter.	NA	Immediate	This action is for the College of Policing
2	Chief constables should, with immediate effect, develop plans that set out how each force will complete the action required to make good progress in relation to the recommendations in HMIC's 2013 report, and publish these plans so that the public can easily see them on their websites. These plans should include the action forces are taking to comply fully with the Best Use of Stop and Search Scheme, initiated in April 2014 by the Home Secretary.	GREEN	Immediate	This was has been published on the City of London Police external website.
3	Within twelve months, chief constables and the College of Policing should agree and implement a set of minimum recording standards for the police use of the Road Traffic Act 1988 power to stop motor vehicles and the Police Reform Act 2002 powers to search for and seize alcohol and tobacco from young people for the purpose of assessing their effective and fair use.	WHITE	March 2016	This action is for the College of Policing and National Police Chiefs Council before CoLP can implement

NOT PROTECTIVELY MARKED

Recommendation		Status	Due Date	Comment
4	Within twelve months, the Home Office should establish a requirement for sufficient data to be recorded and published in the Annual Data Requirement to allow the public to assess how effective and fair the police are when they use these powers.	NA	March 2016	This action is for the Home Office
5	Within twelve months, the Home Office should incorporate the Road Traffic Act power to stop motor vehicles and the Police Reform Act Powers to search for and seize alcohol and tobacco into Code A, so that officers are provided guidance about how they should use these powers in the same way that Code A provides guidance about stop and search powers.	NA	March 2016	This action is for the Home Office
6	Within twelve months, the College of Policing should make sure that the relevant Authorised Professional Practice and the stop and search national training curriculum include instruction and guidance about how officers should use the Road Traffic Act 1988 power to stop motor vehicles and the Police Reform Act 2002 powers to search for and seize alcohol and tobacco from young people in a way that is effective and fair.	NA	March 2016	This action is for the College of Policing
7	Within three months, chief constables should require their officers to record all searches which involve the removal of more than an outer coat, jacket or gloves. This record must specify: the clothing that was removed; the age of the person searched; whether the removal of clothing revealed intimate parts of the person's body; the location of the search including whether or not it was conducted in public view; and the sex of the officers present.	GREEN	June 2015	The Standard Operating Procedure and forms have been amended to include this information.
8	Within twelve months, the Home Office should incorporate into Code A a requirement for the recording of all searches which involve the removal of more than an outer coat, jacket or gloves and a requirement for officers to seek the authority of a supervising officer before strip searching children.	WHITE	March 2016	This action is for the Home Office

NOT PROTECTIVELY MARKED

Recommendation		Status	Due Date	Comment
9	Within twelve months, the Home Office should work with forces to establish a requirement for sufficient data to be published in the Annual Data Requirement to allow the public to see whether or not the way that police conduct searches that involve the removal of more than an outer coat, jacket or gloves is lawful, necessary and appropriate.	WHITE	March 2016	This action is for the Home Office
10	Within three months, chief constables should put in place a process to report, at least once a year, the information they get from recording searches that involve the removal of more than an outer coat, jacket or gloves to their respective police and crime commissioners and to any community representatives who are engaged in the scrutiny of the use of stop and search powers to help them assess whether these searches are lawful, necessary and appropriate.	RED	June 2015	There remains a technical issue with searching and creating reports on BOBS system, which is unlikely to be rectified before the introduction of a new crime recording system. However, implementation of the mobile data solution should allow for this information to be extracted and reported.
11	Within twelve months, the College of Policing should make sure that the relevant Authorised Professional Practice and the stop and search national training curriculum include instruction and guidance about how to make sure that searches that involve the removal of more than an outer coat, jacket or gloves are conducted in a way that are lawful, necessary and appropriate.	WHITE	March 2016	This action is for the College of Policing to revise APP before CoLP can implement

Welfare of Vulnerable People in Custody

A national report

The report was published March 2015

Total of 18 actions of which 11 are national and outside the remit of City of London Police.

7 are actions relevant to the City of London Police, of which 0 have been completed,

7 are still progress details below:

Recommendation	Status	Due Date	Comment
1 A national group, with a set timeframe, chaired by the Home Office, should oversee implementation of these recommendations. One of the first tasks of this group should be to ensure implementation timescales are attached to these recommendations.	NA		This action is for the Home Office
2 To improve transparency and public accountability... and to enable better management of custody practice, we recommend that police forces collect and publish data on police detention. The Home Office should work with forces to pilot a data collection series before including this as part of the mandatory Annual Data Return. As a minimum the data should include (collated by gender, race and ethnicity and age): <ul style="list-style-type: none"> • levels of stop and search, arrest and detention; • use of police custody as a place of safety under section 136 of the Mental Health Act 1983; • use of police custody as a place of safety under the Children Act 1989; • levels of strip-searching, use of force and other control measures (with information on the means used – see also recommendation 7); • numbers of children who are detained in police custody and for how long; • numbers of requests for children to be transferred to local authority accommodation under PACE; and • numbers of children actually transferred to local authority accommodation. 	GREEN	July 2015	The data required has been discussed at Custody User Group and will be produced by the Performance Analysis Manager within FIB and Custody Manager. The systems have been agreed and set up to extract the data and will be reported to the Police Performance and Resource Management Sub Committee.

NOT PROTECTIVELY MARKED

Recommendation		Status	Due Date	Comment
3	Regular reports on custody, including the data above, should be provided routinely by forces for consideration by the police and crime commissioner and be published on PCC's websites, to demonstrate to the public that the police are delivering services to communities on a fair and transparent basis	GREEN	July 2015	It has been agreed to supply this information to the Police Performance and Resource Management Sub Committee twice yearly.
4	<p>Relevant national policing leads building on recent work of the College of Policing on how demands on police forces are changing should take the lead in designing an audit process for use within each force, to quantify, with associated costs incurred:</p> <ul style="list-style-type: none"> • time spent by officers in responding to, or managing incidents involving people in need of specialist mental health care, both inside and outside the custody suite. Where this occurs in custody, this should be quantified as the time the detainee remains in custody following a request by custody staff to specialist mental health services for assistance or transfer of the detainee to hospital; and • time spent safeguarding children in custody who have been referred to, but refused local authority accommodation. <p>This information should be used to inform local Joint Strategic Needs Assessments, assess how far resources are allocated effectively to operational demand, and determine the potential benefits of a more integrated approach to delivery of the services, including joint commissioning of services.</p>	NA		This action is for national leads
5	The College of Policing should develop standards across the police service for the assessment of vulnerability in custody, as a basis for risk assessment, according to the vulnerability identified.	NA		This action is for the College of Policing
6	<p>The College of Policing should review its guidance to the police service on the use of force in relation to vulnerable people to reflect and align it with:</p> <ul style="list-style-type: none"> • evidence across different sectors on best practice on the de-escalation of incidents; • the provisions of the Mental Capacity Act 2005, and related guidance, on the use of restraint for people who lack capacity to make decisions required in their own best interests; and • guidance across different sectors produced by the Independent Advisory Panel on Deaths in Custody on common principles for safer restraint. 	NA		This action is for the College of Policing

NOT PROTECTIVELY MARKED

Recommendation	Status	Due Date	Comment
<p>7 The police service, with the support and guidance of the College of Policing and the appropriate national policing leads, must establish a definition and a monitoring framework on the use of force by police officers and staff, linked to forces' risk registers. At a minimum this should ensure that:</p> <ul style="list-style-type: none"> • more frontline officers and staff are trained in de-escalation skills; • there is a common understanding, informed by College of Policing Authorised Professional Practice on definitions of restraint and thresholds for the purposes of record-keeping; • the use of force in custody is recorded on CCTV and/or body worn cameras, and the recordings are monitored by senior managers, and made available to National Preventative Mechanism-visiting bodies as required; and • data collected on the use of force is monitored routinely, examined for trends, reported to police and crime commissioners and published on force websites to promote transparency and accountability to community groups and the wider population. 	AMBER	Dec 2015	<p>Personal safety training has been enhanced and is being delivered between July – December 2015.</p> <p>Discussions are taking place as to the frequency this information is reported to Police Committee</p>
<p>8 The College of Policing, in collaboration with relevant health and social care partners, should promote a joint, multi-agency approach to training for frontline staff, including those working in custody, on practical ways to support diversion from custody, vulnerability assessment and risk management. At a minimum, this should address:</p> <ul style="list-style-type: none"> • a shared understanding of vulnerability, its identification and warning signs; • statutory roles and responsibilities, particularly as this is relevant to diversion from police custody; • the health and social care needs of vulnerable people in police detention, and associated requirements to be able to communicate well with them; and • proposals on the practicable implementation and governance of provision, oversight and evaluation of training at a local level. 	NA		<p>This action is for the College of Policing</p>

NOT PROTECTIVELY MARKED

Recommendation		Status	Due Date	Comment
9	<p>Police forces should establish a race equality governance framework linked to the force's risk register. This framework should include:</p> <ul style="list-style-type: none"> • collection of core data sets by ethnicity as set out in recommendation 1; • development of a common understanding of the current situation through analysis of the data and engagement with Independent Advisory Groups and local communities; • plans to make improvements to practice where this is identified as being necessary; and • establishing appropriate leadership and governance structures to oversee and make sure the work is carried out. 	AMBER	Nov 2015	The data required by this recommendation is now being collated and will be reported to Committee and the IAG. The Equality and Inclusion sergeant will now work with UPD to ensure there is governance mechanism (possibly QoS Board) in place to act on analysis of the data ensure work is implemented.
10	<p>Police forces must comply with their duties to promote equality, as required in the Equality Act 2010, and:</p> <ul style="list-style-type: none"> • recruit and promote people who have an interest in doing so; • monitor recruitment against the protected characteristics, seeking to have a workforce that reflects the communities in which the force operates; and • carry out and publish robust equality impact assessments across custody operations, which include an element of external challenge, and use these to develop improvement action plans and address any issues of discriminatory treatment. 	GREEN	July 2015	Recruitment related recommendation reflects existing practice. An existing has been reviewed and consultation with the IAG planned.
11	<p>Police forces should be included as members of all Health and Wellbeing Boards in England and equivalent local partnership boards in Wales. These local bodies should have a local focus on reducing unnecessary use of police custody through inter-agency needs assessment and service planning. This will be supported in practice by:</p> <ul style="list-style-type: none"> • establishing a sub group focused on custody for each local body; and • clarifying accountabilities between these local oversight bodies and those with responsibility for commissioning services, both in the NHS and in local authorities. 	GREEN	July 2015	The Custody Inspector attends the Corporation's 'Healthy Behaviours' Board. They are also part of the Substance Misuse Partnership team, which together with G4S, Health Care Professionals and L&D which considers custody issues and clarifies roles and responsibilities in this area.

NOT PROTECTIVELY MARKED

Recommendation	Status	Due Date	Comment
<p>12 The Home Office and the Department of Health should clarify the relationship between Health and Wellbeing Boards (and equivalent local partnership boards in Wales) and local commissioning bodies to ensure that police forces, local health and social care services are held to account for the provision of services to divert vulnerable adults away from custody and/or, as required in law, to vulnerable adults in custody.</p>	NA		This action is for the Home Office
<p>13 National work on mental health liaison and diversion and on street triage services should be used as the foundation for development of an evidence-based, integrated model of mental health crisis care, jointly commissioned and provided by the NHS, local authority social services, housing services and the police service. There should be an explicit duty between these agencies, in the interests of efficiency, to achieve collectively the aim of diverting people with mental health needs away from police custody and the criminal justice system. The model of care must include access to services for children in all cases.</p>	GREEN	August 2015	2 specialist mental health care professionals are now working with the Force as part of the Liaison and Diversion scheme that was launched in August 2015.
<p>14 Local Safeguarding Children’s Boards (LSCBs) should hold police forces and local authority children’s services to account for the provision of services to divert children away from custody and provide support as required in law to children in custody. Police forces urgently should work with local authorities and LSCBs to:</p> <ul style="list-style-type: none"> • develop joint strategies that equip frontline staff to manage the behaviour of children looked after by the local authority so that detention is a last resort; • ensure that no child who is looked after by the local authority is denied accommodation by them; • share data, as collected under recommendation 1, to inform local joint strategic needs assessments on safe accommodation requirements for children; • record and report to the LSCB the number of children held in custody (and their legal status), the efforts made to secure alternative accommodation and the reasons for failing to do so (with plans to address them); and • promote joint engagement with local Magistrates’ Associations to support a common, cross-agency understanding of relevant terminology, in particular the distinction between ‘safe’ and ‘secure’ accommodation. 	NA		This action is for the Local Safeguarding Children’s Boards

NOT PROTECTIVELY MARKED

Recommendation	Status	Due Date	Comment
<p>15 The College of Policing must work with the Association of Independent LSCB chairs to develop national guidance and protocols with the objective of reducing the criminalisation of children, particularly those looked after by local authority children’s social care services. At a minimum this should include:</p> <ul style="list-style-type: none"> • guidance to police and local authorities on evidence-based preventive action; • guidance to police and local authorities on appropriate action in cases where children come to police attention; • guidance to chairs of local children’s safeguarding boards on good practice under section 38(6) PACE to promote consistency in holding the police service and local authorities to account; and • an expectation that police forces have a clear focus on children as a vulnerable group. 	NA		This action is for the College of Policing
<p>16 HMIC/HMIP should give consideration to including in the Expectations for Police Custody an expectation that no child is subjected to a strip-search unless the search is intelligence-led and authorised by an officer of inspector rank or above..</p>	NA		This action is for HMIC and HMIP
<p>17 The business of the National Preventive Mechanism Children and Young People’s Sub Group should include a focus on children in police custody, particularly on how effective local diversion arrangements and related public service safeguarding responsibilities are in respect of children.</p>	NA		This action is the National Preventative Mechanism Children and Young People Sub Group
<p>18 HMIC/HMIP must undertake a review of the methodology and expectations for inspections of police custody in the light of the findings of this thematic work. In particular we recommend that:</p> <ul style="list-style-type: none"> • the Expectations for Police Custody are extended to include a view of custody from the first point of contact and other risks to the welfare of vulnerable detainees’ as identified in this inspection; and • the data collection undertaken in this inspection is developed to establish a ‘key statistics for police custody’ dataset, reflecting Equality Act 2010 protected characteristics, published at force level in inspection reports, and aggregated nationally for publication on HMIC’s website. 	NA		This action is for HMIC and HMIP

Investigation and Prosecution of Fatal Traffic Incidents

A national report, published February 2015, a joint inspection by HMIC and HMCPsi

Total of 15 actions, of which 11 are national and outside the remit of City of London Police. 4 are actions relevant to the City of London Police, all of which have been completed.

Recommendation		Status	Due Date	Comment
1	Police disclosure officers must ensure that all disclosure schedules prepared include policy and strategy logs.	GREEN		This is current practice
2	Police forces should ensure that the most effective and appropriate resources are deployed to the scene of collisions which involve or may involve a fatality by arranging that: <ul style="list-style-type: none"> officers dispatched to the scene have the necessary training and equipment to perform the role effectively; and specialist resources required are readily available to the senior investigating officers at the scene 	GREEN		There is 24/7 roads policing capability.
3	Police forces should ensure that police officers performing the role of family liaison officer have adequate time to perform their role effectively.	GREEN	July 2015	The SOP has been reviewed and managers reminded of obligations on FLOs prior to any abstraction being considered.
4	Police forces should ensure that family liaison officers involved in road death investigations have regular mandatory checks by occupational health departments.	GREEN		Annual mandatory checks are undertaken by Occupational Health
5	The College of Policing should include road death investigation within the Professionalising the Investigation Process (PIP) levels of investigation and make the training programme accessible and relevant to all road death investigators	NA		This action is for the College of Policing
6	The College of Policing should develop and promote: <ul style="list-style-type: none"> an accreditation process for all road death investigators; and national training standards for all road death investigation personnel 	NA		This action is for the College of Policing

NOT PROTECTIVELY MARKED

Recommendation		Status	Due Date	Comment
7	CPS Headquarters should prescribe minimum standards and a common model organisational structure for handling fatal road traffic incident cases in every CPS Area, which should promote the role of specialist prosecutors by setting out eligibility criteria, accreditation and continuing professional development requirements.	NA		This action is for the CPS
8	CPS Headquarters should appoint a specialist fatal road traffic incident coordinator in each CPS Area including CPS Direct, and set clear expectations for the role and what it is expected to deliver.	NA		This action is for the CPS
9	CPS Headquarters should commission a skills audit and the development and delivery of a bespoke training programme to equip specialist fatal road traffic incident prosecutors, and those senior prosecutors designated to authorise key casework decisions, with the knowledge and skills they need to make appropriate decisions and communicate with bereaved families.	NA		This action is for the CPS
10	CPS Headquarters should issue guidance to prosecutors on the circumstances in which it is appropriate to charge assaults that arise from driving a motor vehicle.	NA		This action is for the CPS
11	CPS Headquarters should now review the requirement for approval of all decisions on charging to be made by Deputy Chief Crown Prosecutors or other senior lawyers and if it is to be retained, all senior prosecutors so designated must undertake the programme recommended at paragraph 4.16 of the report.	NA		This action is for the CPS
12	CPS Headquarters should add a reference to the Criminal Practice Direction on acceptance of pleas in its guidance on charging driving offences.	NA		This action is for the CPS
13	CPS Headquarters should facilitate the flagging of all fatal road traffic incident cases on the case management system (CMS) as a separate case category and mandate the collection of statistical and performance data at Area level, publishing this on a regular basis so that future training programmes can be informed by learning points derived from case reviews	NA		This action is for the CPS
14	CPS Headquarters should modify the Appeals and Review Unit's (ARU) practice of creating a separate case file on the case management system (CMS) where an appeal or Victims' Right to Review (VRR) referral has taken place as it unreasonably restricts access by the CPS Area staff to all records of review and other case material.	NA		This action is for the CPS

NOT PROTECTIVELY MARKED

Recommendation		Status	Due Date	Comment
15	CPS Headquarters should require all Areas to agree a standard protocol with minimum content with each police force in their region and meet regularly to review its effectiveness.	NA		This action is for the CPS

Integrity Matters

A National report. Published January 2015 Total of 14 actions of which 5 are national and outside the remit of City of London Police. 9 were actions relevant to the City of London Police, all of which have been completed.

Recommendation		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.	GREEN	Aug 2015	Policy and SOP accord with national guidance, have been republished and staff required to read them using Triple A system.
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.	GREEN	August 2015	The Force maintains an adequately resourced Counter Corruption Unit to discharge this function.
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.	GREEN	August 2015	Peer reviews in place – conducted by HR
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.	GREEN	August 2015	CoLP has analytical capability within PSD

Police Integrity & Corruption

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

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, all of which have been completed

This action plan is now complete and will not be reported upon in future.

Crime Inspection 2014

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

Total of 3 actions, all of which have been completed. Below is the final one that was previously outstanding.

Recommendation	Status	Due Date	Comment
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.	GREEN	February 2015	A Force victim charter setting out standards that victims can expect from the Force and which will improve victim services has been published and is being implemented. This is complemented by a funded post within ECD to cater specifically for the victims of fraud and a draft strategy aimed at improving the experience of victims of fraud nationally has been produced.

Undercover Policing

A national report, published October 2014

Total of 49 actions, of these 32 are national and outside the remit of City of London Police.

15 were actions relevant to the City of London Police, of which 12 have been completed, 3 are still in progress.

Recommendation		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.	WHITE		Force SOP exists, however, APP not released so compliance with APP provisions cannot currently be assessed.
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.	WHITE	May 2016	A College of Policing working group has been set up to consider this nationally, any Force strategy will need to reflect the findings of the CoP. They have to report by March 2016, therefore the due date has been amended to 2 months following that date. Current Force practice is compliant with existing guidelines on re-integration.
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.	WHITE		This has been discussed with the College of Policing. APP covering undercover online activity is not available at this time. CoLP does not currently have an SOP for this area, however, practice complies with the provisions of the SPR. The Force will

NOT PROTECTIVELY MARKED

Recommendation	Status	Due Date	Comment
			revisit this area when APP is produced.

NOT PROTECTIVELY MARKED

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

This was a national report, published September 2014.

Total of 40 actions, of which 3 are national and outside the remit of City of London Police.
37 were actions relevant to the City of London Police of which 28 have been completed,
9 are still in progress.

Recommendation		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.	WHITE	March 2015	This is, in part, is dependent upon the publication of the National Preventative Policing Strategy and framework, which has still to be produced. However, the Policing Plan already contains specific provisions relating to prevention activities and there is a Force crime prevention strategy, therefore the Force has done everything it can at this stage to comply with this recommendation.
6	By 20 October 2014, the one force which has not already done so should adopt a sound force-level definition of a repeat victim of anti-social behaviour.	NA		This action does not relate to CoLP, which already uses a force-level definition of a repeat victim of ASB
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.	RED	March 2015	The Force has processes in place to record attendance data. A process for confirming accuracy to include dip sampling remains in development. An update, including anticipated implementation will be reported to the Force Performance Management Group on 29 th Sep 2015.

NOT PROTECTIVELY MARKED

Recommendation		Status	Due Date	Comment
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.	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.	WHITE	December 2015	College of Policing engagement with forces has not commenced. However, CoLP has commenced its own programme of work around demand.
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.	AMBER	December 2015	Annual Force Management Statements (FMS) have not been released to forces at this time. Demand processes and data is currently being progressed in anticipation of the release of the FMS template.
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.	WHITE	December 2015	College of Policing engagement with forces has not commenced.
32	All forces should work with the College of Policing to progress its work into how mental health cases and ambulance provision can be better managed. All forces should be in a position to respond to this work by 31 December 2015.	AMBER	December 2015	Contact made with College of Policing, internal work progressing. Demand information is currently being assessed.
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.	WHITE	December 2015	College of Policing engagement with forces has not commenced.
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.	AMBER	September 2015	Work on this issue is being progressed as part of the Accommodation Programme and monitored through Force Change Board.

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, all of which have been completed.

Recommendation		Status	Due Date	Comment
3	The force should amend the procedure to transfer crimes to another force to include guidance on the transfer of evidential material.	GREEN	March 2015	The Force reviewed its procedures with other forces in relation to transfer of crimes. Guidance on the transfer of evidential material has been published.
4	The force should review the recording and quality assurance of the use of cannabis warnings to ensure they are only used in appropriate cases, are subject to effective supervisory oversight, and that the implications to the offender of accepting the warning are explained and recorded.	GREEN	Immediate	These requirements were incorporated into a revised Cannabis SOP, which has now been published.
10	The force should conduct a NCRS and HOCR training needs analysis. Immediately thereafter, it should introduce a tiered, co-ordinated training programme on NCRS and HOCR, prioritising personnel in roles which impact on quality, timeliness and victim focus. In particular, it should ensure the training is always made available to new personnel, including supervisors, during their induction to the control room.	GREEN	April 2015	The training needs analysis has been completed and training has started to be rolled out, which will continue into 2016.

Domestic Abuse

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

Total of 5 actions of which 4 have been completed, 1 is still in progress. Details below:

Recommendation		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.	RED	June 2015	Deployment has been delayed due to technical and legal issues and will not now commence until Oct/Nov 2015

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 new 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 which 2 are national and outside the remit of City of London Police.

8 were actions relevant to the City of London Police, of which 6 have been completed, 2 are still in progress. Details below:

Recommendation		Status	Due Date	Comment
1	Chief Constables and the College of Policing should establish in the stop and search Authorised Professional Practice document a clear specification of what constitutes the effective and fair exercise of stop and search powers, and guidance in that respect. This should be compliant with the code of practice.	WHITE		This action is for the College of Policing re Authorised Professional Practice. The Force will work with the CoP in whatever capacity it can to support delivery of this recommendation
4	The College of Policing should work with Chief Constables to design national training requirements to improve officers’: understanding of the legal basis for their use of stop and search powers; skills in establishing and recording the necessary reasonable grounds for suspicion; knowledge of how best to use the powers to prevent and detect crime; and understanding of the impact that stop and search encounters can have on community confidence and trust in the police. Specific training should also be tailored to the supervisors and leaders of those carrying out stops and searches.	WHITE		This action is for the College of Policing re Authorised Professional Practice. The Force will work with the CoP in whatever capacity it can to support delivery of this recommendation

NOT PROTECTIVELY MARKED

Recommendation		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.	AMBER	Will be determined following College of Policing rollout	The College of Policing are producing a training package, but this is not expected to be rolled out until January 2016
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.	AMBER	Will be determined following Chief Constables Council input	No national form exists. The Force awaits recommendations from the Chief Constables Council.

City of London Police Recommendations

Total of 15 actions off which 10 have been completed,

5 are still in progress. Details below:

Recommendation		Status	Due Date	Comment
2	Publish a force definition of an effective outcome from the use of stop and search powers.	WHITE	To be determined upon national guidance becoming available	The force awaits national guidance and discussion has been had with the Community Scrutiny Group
5	To analyse the effects of the use of stop and search powers on recorded and detected crime, including mapping of searches against crimes.	AMBER	October 2015	Rollout of the tablet devices in October 2015 will enable the mapping and analysis of Stop and Search
10	Ensure Officers respond to the new National Training Standard for Stop & Search.	WHITE	January 2016	The College of Policing is reviewing national training and is expected to rollout training in January 2016.

NOT PROTECTIVELY MARKED

Recommendation		Status	Due Date	Comment
11	Ensure Officers are fit to exert Stop and Search powers.	WHITE		The College of Policing will be introducing an assessment for officers. CoLP is awaiting its release.
15	Stop and search data added to force crime maps	AMBER	October 2015	Rollout of the tablet devices in October 2015 will enable the mapping and analysis of Stop and Search.

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 which 34 have been completed,
3 closed to be considered as part of any new Custody facility.

Recommendation		Status	Due Date	Comment
4	Arrangements in booking-in areas should allow for private communication between detainees and staff	CLOSED		Closed – to be considered as part of any new Custody facility
5	There should be designated adapted cells that have a lowered call bell.	CLOSED		Closed – to be considered as part of any new Custody facility
15	Suitable facilities should be provided for detainees to have exercise in the open air	CLOSED		Closed – to be considered as part of any new Custody facility
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.	GREEN	Mid April 2015	Liaison and Diversion arrangements commended on 17 th August 2015.