

<b>Committee:</b>	<b>Date:</b>
Police: Performance and Resource Management Sub Committee	30 <sup>th</sup> November 2017
<b>Subject:</b> HMICFRS Inspection Update	<b>Public</b>
<b>Report of:</b> Commissioner of Police POL 76/17	<b>For Information</b>

### SUMMARY

This report provides Members with an overview of activity undertaken within the last reporting period, since your September Sub Committee, in response to reports published by HMICFRS. An overview of the inspection programme is detailed in this report and progress against both existing and new recommendations received is provided for Members' information in Appendix A.

### Reports published

<b>Force Reports</b>	<b>Date:</b>
CoLP- HMICFRS Assessment: Abuse of Position for a Sexual Purpose,	October 2017
CoLP- HMICFRS – PEEL Efficiency (including leadership) 2017	November 2017
<b>National Reports</b>	<b>Date:</b>
HMICFRS Abuse of Position for a Sexual Purpose. A review of forces' plans in response to our PEEL Legitimacy 2016 national report recommendation	October 2017
HMICFRS – Stolen freedom: the policing response to modern slavery and human trafficking	October 2017
HMICFRS PEEL: Police Efficiency 2017 – A national overview	November 2017

### Inspections Completed Since Last Report

<b>Inspection</b>	<b>Date:</b>
HMICFRS - PEEL Effectiveness inspection	7 <sup>th</sup> to 9 <sup>th</sup> November 2017

### Inspections Due During Next Period

There are no planned inspections during the next reporting period. However rolling unannounced inspection programmes that could take place are, Custody; Crime Data Integrity; Child Protection.

### Reports Due for Publication

<b>Report</b>	<b>Date:</b>
HMICFRS PEEL Legitimacy reports (national and force)	expected in early December.

## HMIC Recommendations Overview

This report details progress against the recommendations from all live inspection action plans and these are summarised in the table below and detailed fully within Appendix A. HMICFRS did not set deadlines for many of these recommendations, so the force has set itself some challenging targets to drive forward and deliver improvements. There are currently 38 outstanding recommendations, an increase of 14 from the 24 outstanding recommendations reported to your Sub Committee in September 2017. This increase is due to new reports being very recently received by the Force. There are 10 new greens to report and 2 new reds, demonstrating significant progress since your September Sub Committee.

Report	Number of open recommendations and status
A progress report on the police response to domestic abuse	New Report 8 AMBER
PEEL: Police Efficiency [including leadership] 2017 - CoLP	New Report 4 AMBER
PEEL: Police Efficiency 2017 – national	New Report 1 AMBER
Stolen freedom: the policing response to modern slavery and human trafficking	New Report 7 AMBER
HM Crown Prosecution Service Inspectorate (HMCPSI) and HMICFRS National Report – Making it fair (July 2017)	4 AMBER 1 NEW GREEN
HMCPSI and HMICFRS National Report - Living in fear (July 2017)	4 WHITE
PEEL: Police Effectiveness 2016 – CoLP	5 NEW GREEN 2 NEW RED
Best Use of Stop & Search Scheme Revisit	3 RED
PEEL: Police Legitimacy 2016 – National	1 AMBER
PEEL: Police Legitimacy 2016 - CoLP	1 NEW GREEN 2 RED
PEEL: Police Efficiency 2016 – CoLP	1 RED
The tri-service review of joint emergency services interoperability principles	2 NEW GREEN - Complete
PEEL: Police Efficiency 2015 - CoLP	1 RED
In Harm's Way: The Role of the Police in Keeping Children Safe	1 NEW GREEN
<b>Recommendation Summary</b>	<b>Number</b>
NEW Green	10
Amber	25
Red	9 (including two new reds)
White	4
Total Amber/Red/White Recommendations	38

## RECOMMENDATION

Members are asked to receive and note the contents of this report.

## Main Report

1. This report provides Members with an overview of the City of London Police response to HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) continuing programme of inspections and published reports. Since the last report to your Sub Committee there have been four new reports published that impact on the Force. Progress with existing recommendations as well as detail of the current inspection programme is provided below for your reference.

### **NEW REPORTS**

#### **Abuse of Position for a Sexual Purpose. A review of forces' plans in response to our PEEL Legitimacy 2016 national report recommendation – October 17.**

2. As part of the 2016 PEEL Legitimacy inspection HMICFRS identified continuing concerns around national forces' anti-corruption capability and capacity including the issues of abuse of position for a sexual purpose. To address this finding HMICFRS made the following recommendation:

*“Within six months, all forces should have started to implement a plan to achieve the capability and capacity to seek intelligence on potential abuse of authority for sexual gain. These plans should include consideration of the technology and resources required to monitor IT systems actively and to build relationships with the individuals and organisations that support vulnerable people.”*

3. Each force was required to initially supply their plans to HMICFRS by mid March 2017. The NPCC's national strategy was agreed in April 2017 and forces were then required to submit an updated version of their plans in May.
4. The national assessment of plans did not result in a force grading, in part because while a force may have submitted insufficient information to allow a meaningful evaluation, it may still be completing the necessary work to address the recommendation. However, there is a clear expectation that progress on implementation will be made including where necessary investment of time and resources.

#### **HMICFRS Assessment: Abuse of Position for a Sexual Purpose – City of London Police – October 2017.**

5. HMICFRS reported that:

*“Your plans reflected the national strategy agreed at the National Police Chiefs' Council in April of this year. However no information was provided that allowed us to assess your progress in reviewing the capability and capacity of your counter-corruption unit, your progress in deploying IT*

*systems' monitoring capability or any work done to seek intelligence from those organisations that support vulnerable people."*

6. Since the Force submitted its plan to HMICFRS in May 2017 many of the areas identified in the assessment letter have been progressed and an updated plan was submitted to NPCC in September 2017. These include identification of capacity and capability risks in Counter Corruption Unit (CCU) as part of the strategic threat and risk assessment (STRA) process, the introduction of Crime, Custody, Criminal Justice and Intelligence system, NICHE which is a fully auditable system enabling controlled access and improved monitoring capability; and the Detective Inspector from Professional Standards Department (PSD) giving a presentation to the CoL Domestic Abuse and Sexual Violence Forum as part of engagement activity.
7. The action plan developed, is monitored by the Vulnerability Working Group with oversight maintained by the Chair of the Vulnerability Steering Group, which is Commander Operations and Security. The plan is due to be reviewed by the Working Group following publication of this assessment to consider any further enhancements necessary.

#### **HMICFRS – Stolen freedom: the policing response to modern slavery and human trafficking – October 2017.**

8. This national thematic inspection was commissioned by the Home Secretary in July 2016 to inspect the police's response to the implementation of the Modern Slavery Act 2015.
9. The main finding was that whilst there has been some welcome progress in the way police respond to modern slavery and human trafficking this was generally only in small pockets. There is still significant inconsistencies in the service being provided by forces, with victims being let down at every stage including re identification, information flows, victim focus and investigative practice.
10. The report contains 11 recommendations, 7 of which are applicable to the force. Details of these recommendations can be found in Appendix A.
11. Modern Slavery and Human Trafficking is one of the strands of Vulnerability which is overseen by the Vulnerability Working Group. Vulnerability is a Force priority in the Local Policing Plan and there is a 4P plan to support this, the Force SPoC is now developing a specific plan in relation to Modern Slavery and Human Trafficking. Discussion is underway as to whether delivery of these recommendations will be incorporated into the vulnerability 4P plan or will be a stand-alone action plan. Delivery will be monitored by the Vulnerability Working Group.

## **PEEL: Police Efficiency 2017 – A national overview – November 2017**

12. This national report on police efficiency (the third HMICFRS has produced) was published on 9<sup>th</sup> November 2017. The overarching question examined is the same as for the last two years; “How efficient are the police at keeping people safe and reducing crime?” However this year’s report focuses on the following questions:
  - How well does policing understand its demand?
  - How well does policing use its resources?
  - How well is policing planning for the future?
13. 2 forces were graded as outstanding (Durham and Thames Valley Police), 30 forces as good (including CoLP), 10 forces as requires improvement and no force as inadequate.
14. HMICFRS reports that findings continue to be broadly positive with most forces demonstrating they are improving the efficiency with which they operate.
15. Going forward HMICFRS has developed a prototype self-assessment template for all forces to use, the product of which will enable forces to produce an annual Force Management Statement. This document will set out a four year assessment by the Chief Officer of the force on the demand which the force is likely to face, (crime and non-crime, latent and patent) that state of the force’s assets in these four years (predominantly human assets to cover wellbeing, capacity, capability, performance, serviceability and security of supply) and the force’s projected income in that period. It will also include the force’s plans for improving efficiency over each of the four years in question. This template is currently out for consultation prior to it being introduced in 2018.
16. This report contains 1 recommendation which is applicable to the Force. Details can be found in Appendix A.

## **PEEL: Police Efficiency (including Leadership) 2017 – an inspection of the City of London Police – November 2017**

17. The force received an overall judgement of **GOOD** which is an improvement on the overall judgement given last year.
18. The overall summary of gradings is as follows:

How well does the force understand demand?	<b>GOOD</b>
How well does the force use its resources?	<b>REQUIRES IMPROVEMENT</b>
How well is the force planning for the future	<b>GOOD</b>

19. The findings against each question set for the CoLP assessment is as follows:

*How well does the force understand demand?*

- ✓ Force has developed a good understanding of current and less reported demand through its strategic threat and risk assessment (STRA) process.
- ✓ Whilst benefits of current change programmes have not yet been fully realised there are processes in place to address.
- ✗ Force must replicate these processes for previous change programmes.
- ✓ Force is taking steps for a more systematic approach to identifying inefficient activity.
- ✓ 'Innovate' programme and structures in place for listening to workforce suggestions and making changes as a result are very positive.

*How well does the force use its resources?*

- ✗ Until force completes skills audit it cannot fully understand or plan for gaps in capability.
- ✗ Whilst having an effective process to identify priorities, needs to complete work to understand what reducing and investing means for services it provides.
- ✓ Force does work with other agencies to manage demand but recognises it need to develop this further.

*How well is the force planning for the future?*

- ✓ Force's understanding of what technology can offer policing and criminals, and its plans to meet these challenges are outstanding.
- ✓ Force should implement its draft talent management strategy and communicate to workforce. *(Since the inspection the Talent Development Working Group has been established and includes workforce representation to develop an action plan to deliver the strategy.)*
- ✓ Significant work completed re Demand and Value for Money Review but force will need to implement changes as a result. *(Since the inspection update reports on the short term and longer term implementation plans have been provided to Committee.)*

20. The report contains no Causes for Concern or Recommendations, but does contain 4 Areas for Improvement. Details of these can be found in Appendix A.

## **A Progress Report on the police response to domestic abuse – 14<sup>th</sup> November 2017**

21. This report is the third in a series of thematic reports which considers the response the police service provides to victims of domestic abuse.
22. The report contains 6 Areas for Improvement all applicable to the Force and 3 Recommendations, of which 1 is directly applicable to the Force. These are detailed in Appendix A.
23. An in depth review of this report is still to be conducted (due to its recent publication) but the resultant action plan will be monitored via the Vulnerability Working Group.

### **INSPECTIONS UNDERTAKEN SINCE LAST REPORT**

24. HMICFRS – PEEL Effectiveness inspection – November 2017.  
From the 7<sup>th</sup> - 9<sup>th</sup> November 2017 the Force HMICFRS PEEL Effectiveness inspection took place. Following a risk based assessment by HMICFRS the Force was only inspected on 4 of the 5 core areas detailed below (Qs10, 12, 13 and 14). As the force received a good grading for Q 11 last year this area was not inspected on this occasion.
  - i. Q 10 - How effective is the force at preventing crime, tackling anti-social behaviour and keeping people safe.
  - ii. Q 11 - How effective is the force at investigating crime and reducing re-offending.
  - iii. Q 12 - How effective is the force at protecting those who are vulnerable from harm, and supporting victims.
  - iv. Q 13 - How effective is the force at tackling serious and organised crime.
  - v. Q 14 - How effective is the force's specialist capabilities.
25. Owing to this inspection being conducted so recently, the Force is not in a position to formally report the outcome of the inspection. The next phase will be HMICFRS moderation processes prior to the release of a draft report.
26. A 'hot' debrief that followed the inspection was delivered to Assistant Commissioner Alistair Sutherland and Deputy Chairman of Police Committee James Thomson. This was positive and no significant concerns were raised. HMICFRS stated that the force had made good progress in addressing the areas for improvement from the effectiveness inspection in 2016.

### **INSPECTIONS DUE DURING NEXT PERIOD**

27. There are no planned inspections during the next reporting period but rolling unannounced inspection programmes that could take place are:

Custody; Crime Data Integrity; Child Protection.

## CURRENT STATUS OF HMIC RECOMMENDATIONS

- 28 Ten HMICFRS reports have been managed by the Force during the quarterly reporting period of which 2 have now been completed. Four new reports as aforementioned (which include recommendations) have recently been added. The current status of recommendations is summarised in the table below with full details contained in Appendix A.
- 29 HMICFRS have not set deadlines for many of these recommendations, so the Force has set itself some challenging targets to drive forward and deliver improvements. There are currently 38 outstanding recommendations, an increase of 14 from the 24 outstanding recommendations reported in September '17. This is due to new reports very recently being received by the Force. There are 10 new greens to report and 2 new reds, demonstrating significant progress.

### Current Status of HMIC Recommendations Summary

Recommendation Summary	Number
New Green	10
Amber	25
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Total Amber/Red/White Recommendations	38

NB: Definitions of the RAGW assessments are set out at the beginning of the Appendix.

**Appendix A:** Full list of HMIC Recommendations currently being implemented within Force.

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