

**To: Joint Audit Committee**

**From: Sgt 1470 Susie Tinsley – Governance & Inspection Assurance Officer**

**Date: July 2023**

**Subject: Overview of HMICFRS publications – January 2023 to July 2023**

**Purpose:**

The purpose of this paper is to provide an overview of inspection reports published by HMICFRS between January 2023 and July 2023.

Overview of publications:

**1. PEEL 2021/22 – An inspection of South Yorkshire Police**

1.1. On 2<sup>nd</sup> February, HMICFRS published “PEEL 2021/22 – An inspection of South Yorkshire Police”.

1.2. Overall, South Yorkshire has been congratulated for its performance. The graded judgements are as follows:

Outstanding	Good	Adequate	Requires improvement	Inadequate
Preventing crime	Recording data about crime	Responding to the public		
Protecting vulnerable people	Investigating crime			
Good use of resources	Treatment of the public			

	Managing offenders			
	Developing a positive workplace			

## 2. PEEL 2021/22 – An inspection of Devon & Cornwall Police

2.1. On 2<sup>nd</sup> February, HMICFRS published “PEEL 2021/22 – An inspection of Devon & Cornwall Police”.

2.2. Overall, Devon & Cornwall must make urgent improvements after it was found to be inadequate in several areas. The graded judgements are as follows:

Outstanding	Good	Adequate	Requires improvement	Inadequate
	Preventing crime	Treatment of the public	Investigating crime	Recording data about crime
	Developing a positive workplace	Protecting vulnerable people	Good use of resources	Responding to the public
				Managing offenders

### 3. PEEL 2021/22 – An inspection of North Wales Police

3.1. On 2<sup>nd</sup> February, HMICFRS published “PEEL 2021/22 – An inspection of North Wales Police”.

3.2. Overall, HMICFRS are pleased with North Wales’s performance, although it needs to improve in some areas to provide a consistently good service. The graded judgements are as follows:

Outstanding	Good	Adequate	Requires improvement	Inadequate
	Preventing crime  Responding to the public  Developing a positive workplace	Treatment of the public  Protecting vulnerable people  Managing offenders  Good use of resources	Investigating crime	

### 4. PEEL 2021/22 – An inspection of Hertfordshire Constabulary

4.1. On 2<sup>nd</sup> February, HMICFRS published “PEEL 2021/22 – An inspection of Hertfordshire Constabulary”.

4.2. Overall, HMICFRS are pleased with Hertfordshire’s performance, although it needs to improve in some areas to provide a consistently good service. The graded judgements are as follows:

Outstanding	Good	Adequate	Requires improvement	Inadequate
	Preventing crime  Treatment of the public	Investigating crime  Protecting vulnerable people  Managing offenders  Developing a positive workplace  Good use of resources	Responding to the public	

## 5. An inspection of the Isle of Man Constabulary

5.1. On the 6<sup>th</sup> February, HMICFRS published “An inspection of the Isle of Man Constabulary”.

5.2. In 2021, the Isle of Man Department of Home Affairs invited us HMICFRS to inspect the Isle of Man Constabulary (IOMC). They examined:

- how well the IOMC deals with vulnerable people.
- how well the IOMC tackles serious and organised crime.
- the governance arrangements for the IOMC.

5.3. The report makes 17 recommendations and highlights 17 areas for improvement.

## **6. Report on an inspection visit to police custody suites in Greater Manchester**

6.1. On 8<sup>th</sup> February, HMICFRS published a “Report on an inspection visit to police custody suites in Greater Manchester”.

6.2. HMICFRS and the Care Quality Commission (CQC) made six recommendations. These address the main causes of concern as given below. They have also highlighted a further 13 areas for improvement.

- the force’s leadership for custody provision isn’t strong enough and senior leaders are not fully engaged in ensuring the service is provided well and achieves appropriate outcomes for detainees.
- the force doesn’t always meet legal requirements for the detention, treatment and questioning of persons, and in the way reviews of detention are carried out.
- governance and oversight of the use of force in custody are limited. Information on what force is used, by which officers, or why it is necessary is often incomplete or inaccurate.
- the force doesn’t always maintain the dignity of detainees when clothing is removed. Detainees are sometimes left naked in their cells and not encouraged to put on replacement clothing.
- the force isn’t always assuring detainee safety. At certain times of the day, there aren’t always enough staff on duty to manage risk appropriately and make sure detainees are kept safe; and
- the force’s records of detainees’ medicines aren’t consistently maintained or accurate, and it doesn’t always securely store medicines brought in with detainees. The lack of control over these medicines presents a significant risk to the force.

## **7. Revisit letter for Stafford Constabulary**

7.1. On 10<sup>th</sup> February, HMICFRS published “Staffordshire Police: PEEL Cause of concern revisit letter”.

7.2. In January 2022, HMICFRS conducted a victim service assessment as part of the PEEL inspection of Staffordshire Police. During the inspection they identified two causes of concern, which were that the force:

- was failing to identify and assess vulnerability at first point of contact; and
- wasn't carrying out effective investigations and didn't give victims the support they needed.

7.3. In December 2022, HMICFRS revisited the force to review progress against the causes of concern by repeating the victim service assessment.

7.4. Staffordshire Police has made progress against some of the cause of concern recommendations. However, some of the improvements were small. Given the risk in these cases, further improvements are needed. As such, Staffordshire Police will remain in the engage phase of the monitoring process.

## **8. Joint Targeted area inspection (JTAI) of the multi-agency response to children and families who need help in the Wirral.**

8.1. On 16th February, HMICFRS published a letter covering the JTAI findings.

8.2. What needs to improve?

- How effectively the early help offer is further developed to ensure greater consistency of access for children across the local authority area.
- The proportion of children receiving early help who benefit from a coordinated multi-agency plan to coordinate that support and to help ensure that it is as effective as possible.
- How well the early help needs of children with special educational needs and/or disabilities are met.
- The coordination of early help between education providers and the wider partnership.

## **9. Report on an inspection visit to police custody suites in Wiltshire.**

9.1. On 17<sup>th</sup> February, HMICFRS published the report.

9.2. The inspection was conducted jointly by HM Inspectorate of Constabulary and Fire & Rescue Services and the Care Quality Commission in November 2022. It is part of the programme of inspections covering every police custody suite in England and Wales.

9.3. They have made two recommendations.

- .1. The force should scrutinise the use of force in custody to show that when force is used in custody, it is necessary, justified and proportionate. This scrutiny should be based on accurate information and robust quality assurance.
- .2. The force should work with the health provider to make sure the contract is properly implemented so detainees requiring healthcare in custody are seen promptly and their needs met.

9.4. HMICFRS have also highlighted a further nine areas for improvement.

## **10. An inspection of the East Midlands regional response to serious and organised crime**

10.1. As part of the police effectiveness, efficiency and legitimacy (PEEL) inspections, HMICFRS inspected how well police forces tackle serious and organised crime (SOC). In 2022, they changed how they inspect this aspect of policing, to incorporate inspections of the ten regions, as well as the nine regional organised crime units (ROCU) throughout England and Wales, and the 43 police forces. This improves the understanding of how well forces and ROCUs work together to tackle SOC.

10.2. On 2<sup>nd</sup> March, HMICFRS published the report which covers the ROCU and 5 regional forces. Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire.

10.3 The graded judgements are as follows:

Outstanding	Good	Adequate	Requires improvement	Inadequate
Leicestershire Police		Derbyshire Constabulary  Northamptonshire Police  Nottinghamshire Police	Lincolnshire Police	East Midlands Special Operations Unit (EMSOU)

## 11. Joint targeted area inspection of Sunderland

11.1. On 16th March, HMICFRS published the findings of the inspection.

11.2. They reported 5 areas in need of improvement:

- Communication with and involvement of all partners in meetings and in decisions about next steps to help children.
- Increased staffing capacity to allow the consistent involvement of health practitioners across the spectrum of early help services.
- Consideration and analysis of children's ethnic identity, cultural heritage and diverse needs in referrals, assessments and plans.
- Timeliness of early help assessments and plans.
- The quality and effectiveness of the LSP's multi-agency audits.

## 12. PEEL 2021/22 – An inspection of Avon and Somerset Constabulary

12.1. On 17<sup>th</sup> March, HMICFRS published this report.

12.2. Overall, HMICFRS are pleased with Avon and Somerset’s performance, although it needs to improve in some areas to provide a consistently good service. The graded judgements are as follows:

Outstanding	Good	Adequate	Requires improvement	Inadequate
Treatment of the public	Developing a positive workplace  Good use of resources	Preventing crime  Protecting vulnerable people	Investigating crime  Recording data about crime  Responding to the public  Managing offenders	

### 13. PEEL 2021/22 – An inspection of North Yorkshire Police

13.1. On 17<sup>th</sup> March, HMICFRS published the report.

13.2. Overall, HMICFRS are pleased with Avon and Somerset’s performance, although it needs to improve in some areas to provide a consistently good service.

The graded judgements are as follows:

Outstanding	Good	Adequate	Requires improvement	Inadequate
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	Treatment of the public	Preventing crime  Managing offenders	Investigating crime  Responding to the public  Protecting vulnerable people  Developing a positive workplace	Good use of resources
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#### **14. Report on an inspection visit to police custody suites in Cumbria.**

14.1. On 24<sup>th</sup> March, HMICFRS published the report.

14.2. HMICFRS have made one recommendation to address their main causes of concern. They have also highlighted a further 13 areas for improvement.

14.3. Recommendation

Cumbria Constabulary should scrutinise the use of force and restraint in custody to show that when force is used in custody, it is necessary, justified and proportionate. This scrutiny should be based on accurate information and robust quality assurance.

#### **15. Values and culture in fire and rescue services**

15.1. On 30<sup>th</sup> March, HMICFRS published their report. This is included here as it makes recommendations to the police within the publication.

15.2. Based on the findings on values and culture, HMICFRS issued:

- causes of concern to five services
- requires improvement or inadequate grades to 17 services

- 66 areas for improvement across 35 services

On the basis of their findings on fairness and diversity, they issued:

- causes of concern to five services
- requires improvement or inadequate grades to 26 services
- 72 areas for improvement across 32 services

15.3. Police specific recommendation:

Recommendation 10

By 1 September 2023, chief constables should make sure they are appropriately using their Common Law Police Disclosure powers in circumstances involving employees of fire and rescue services.

**16. Joint targeted area inspection of the multi-agency response to children and families who need help in Bedford.**

16.1. On 31<sup>st</sup> March, HMICFRS published the letter.

16.2. What needs to improve?

- The quality and timeliness of information-sharing between all professionals involved with children and their families need to improve. This includes information-sharing in the IFD when multi-agency safeguarding hub (MASH) checks are requested.
- The capacity of partner agencies and management oversight in the IFD needs to improve so that all agencies are involved in making appropriately informed decisions about next steps for children.
- Management oversight of children subject to long-term neglect needs to improve, to ensure that the cumulative risk to children from long-term neglect is identified.
- Bedford Borough Safeguarding Partnership's oversight of the effectiveness of early help and the Integrated Front Door needs to improve.

**17. An inspection of how well the police and National Crime Agency tackle the online sexual abuse and exploitation of children.**

17.1. On 5<sup>th</sup> April, HMICFRS published the report.

17.2. HMICFRS have made 17 recommendations aimed at improving the consistency of the police's approach and the timeliness of their investigations, reducing the availability of child sexual abuse material, and getting better outcomes for children.

## 18. PEEL 2021/22 – An inspection of Sussex Police

18.1. On 13<sup>th</sup> April, HMICFRS published the PEEL report.

18.2. HMICFRS, report they have concerns about the performance of Sussex Police in keeping people safe and reducing crime. In particular, they have concerns about how the force is responding to the public and about its crime recording standards. The gradings are as follows:

Outstanding	Good	Adequate	Requires improvement	Inadequate
	Treatment of the public  Preventing crime	Protecting vulnerable people  Managing offenders  Developing a positive workplace  Good use of resources	Investigating crime	Responding to the public  Recording data about crime

## 19. PEEL 2021/22 – An inspection of the City of London Police

19.1. On 13<sup>th</sup> April, HMICFRS published the PEEL report.

19.2. The City of London Police, in addition to its local responsibilities to police its force area, is the national lead for fraud and cybercrime. It also manages the national reporting system for fraud across England and Wales, called Action Fraud. The gradings are as follows:

Outstanding	Good	Adequate	Requires improvement	Inadequate
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	Treatment of the public	Investigating crime	Preventing crime	Recording data about crime
	Responding to the public	Protecting vulnerable people	Managing offenders	
		Developing a positive workplace	Good use of resources	

## 20. PEEL 2021/22 – An inspection of Gwent Police

- 20.1. On 13<sup>th</sup> April, HMICFRS published the PEEL report.
- 20.2. HMICFRS, report they satisfied with some aspects of the performance of Gwent Police in keeping people safe and reducing crime, but there are areas where the force needs to improve. The gradings are as follows:

Outstanding	Good	Adequate	Requires improvement	Inadequate
	Preventing crime  Managing offenders	Treatment of the public  Good use of resources  Developing a positive workplace	Investigating crime  Protecting vulnerable people	Responding to the public

## 21. PEEL 2021/22 – An inspection of Hampshire and Isle of Wight Constabulary

21.1. On 13<sup>th</sup> April, HMICFRS published the PEEL report.

21.2. Overall HMICFRS were satisfied with some aspects of the performance of Hampshire and Isle of Wight Constabulary in keeping people safe and reducing crime, but there are areas where it needs to improve. The gradings are as follows:

Outstanding	Good	Adequate	Requires improvement	Inadequate
	Recording data about crime  Treatment of the public  Developing a positive workplace	Good use of resources  Managing offenders  Protecting vulnerable people  Investigating crime	Preventing crime  Responding to the public	

## 22. Responses to the super-complaint from the Tees Valley Inclusion Project

- 22.1. On 21<sup>st</sup> April, HMICFRS published the report regarding the super-complaint.
- 22.2. In August 2020, the Tees Valley Inclusion Project (TVIP), in collaboration with the Halo Project, submitted a super-complaint regarding the police response to victims of sexual abuse from ethnic minority backgrounds.
- 22.3. This publication covers the responses from the Association of Police and Crime Commissioners' (APCC) who accepted the recommendation. With also responses from the National Police Chiefs Council (NPCC) where the NPCC Strategic Hub engaged with all 43 forces in England and Wales, requesting that all indicate whether or not they accepted recommendations 1, 2 and 3.
- 22.4. All 43 forces accepted the recommendations.

**23. An inspection of the Metropolitan Police Service's response to lessons from the Stephen Port murders.**

23.1. On 27<sup>th</sup> April, HMICFRS published their report.

23.2. During this inspection, HMICFRS found five particular issues kept arising in the deaths investigated by the MPS which collectively, offer the most convincing explanation for why the Port investigations were so badly flawed. They are as follows:

- Not enough training is provided to instil in officers an investigative mindset.
- Oversight and supervision are poor.
- Record keeping is unacceptable.
- Policy and guidance is confusing.
- Intelligence and crime analysis processes are inadequate.

**24. Joint targeted area inspection of the multi-agency response to children and families who need help in Surrey.**

24.1. On 2<sup>nd</sup> May, HMICFRS published the JTAI letter.

24.2. What needs to improve?

- .1. Oversight of the quality and effectiveness of early help provision by the Surrey Safeguarding Children's Partnership so that the partnership is assured that the right children are receiving timely, coordinated multi-agency support.
- .2. Referral agencies and parents being consistently informed of the outcomes of referrals.
- .3. Information-sharing between partners, to enable partners to support children more effectively.
- .4. When children are stepped down from statutory intervention, the rationale for doing so is always clearly articulated and includes relevant partner agencies' views and input.

**25. North Yorkshire – National child protection inspection post-inspection review**

25.1. On 3<sup>rd</sup> May, HMICFRS published the report covering their post inspection review.

25.2. HMICFRS found North Yorkshire Police still needs to improve some areas of its work to provide consistently better outcomes for children. There has been some progress, particularly in the way the force has trained its workforce to identify children's vulnerability and make good safeguarding referrals. Staff in the force control room have also made improvements so they are better at identifying risk and providing the right level of response to help vulnerable children. Despite progress against some of the recommendations, the force has yet to make all the progress necessary to complete its action plan. The force is developing performance monitoring and its governance systems, so it is clear leaders fully understand what still needs to be done.

## **26. Vetting, misconduct and misogyny in the police service: review of progress**

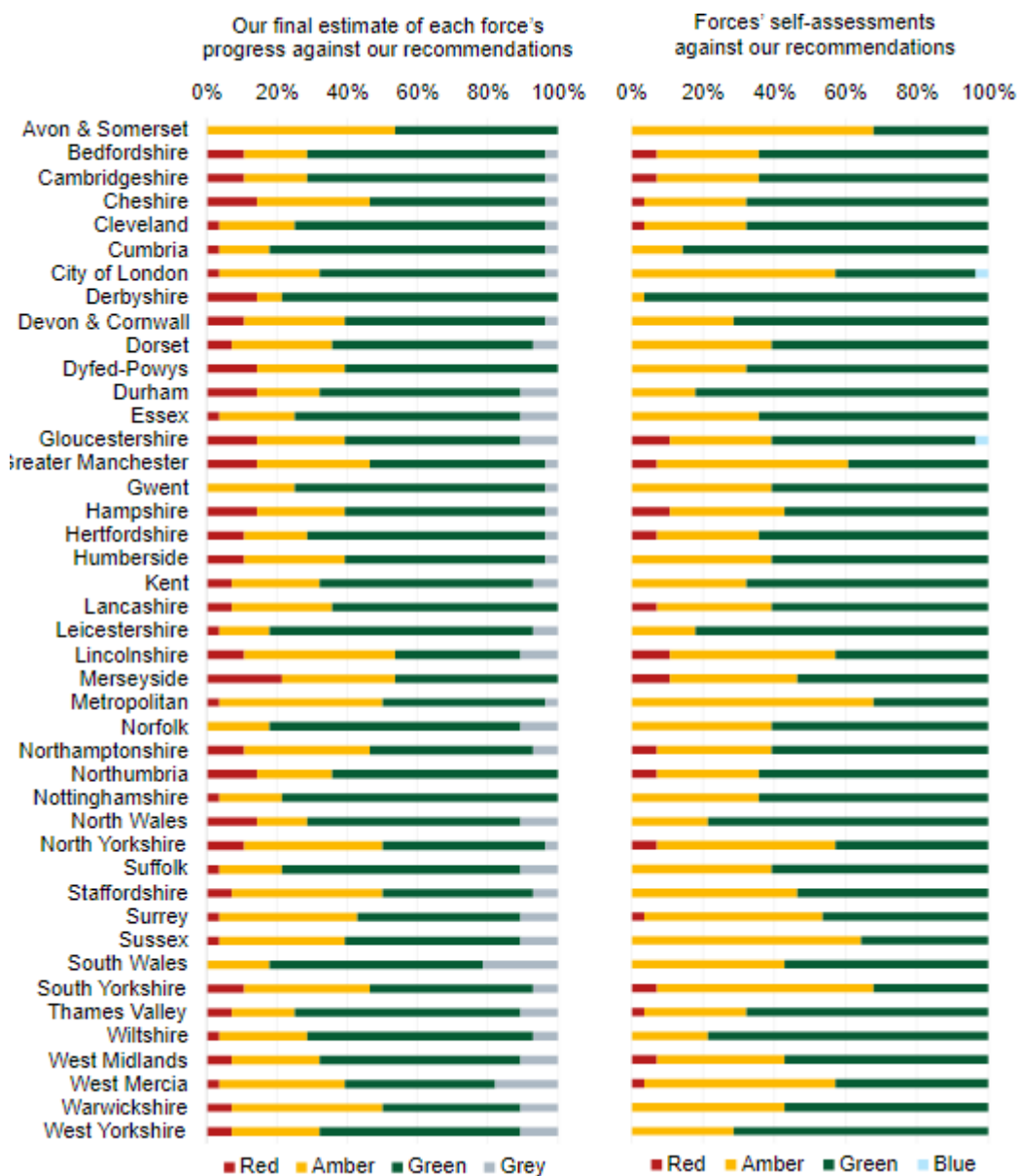
26.1. The Home Secretary asked HMICFRS to provide an urgent update on the progress police forces in England and Wales have made. On 11 May 2023, Matt Parr, His Majesty's Inspector of Constabulary, wrote to the Home Secretary and addressed the police service's progress against the 43 recommendations and 5 areas for improvement HMICFRS made in the report.

26.2. HMICFRS have examined the self-assessments that forces provided to the National Police Chiefs' Council (NPCC) and considered whether they accurately reflect the grading each force has given itself. Forces and the NPCC worked quickly to provide these self-assessments. To varying degrees, they offer assurance that the recommendations are being acted upon. But some responses weren't detailed enough, and a few forces appeared to have either downplayed or overstated their progress in some areas. In some of these cases, HMICFRS made enquiries to verify or refute the information in their self-assessments. This has helped HMICFRS to establish a more accurate and informed picture of progress.

26.3. HMICFRS RAG rated forces:

Figure 1: RAG ratings

Rating	Definition
<b>Red</b>	Recommendation/AFI will not be, or is unlikely to be, implemented in full by its deadline
<b>Amber</b>	Recommendation/AFI will be, or is likely to be, implemented in full by its deadline
<b>Green</b>	Recommendation/AFI has already been implemented in full



## 27. An inspection of the London regional response to serious and organised crime

- 27.1. As part of the police effectiveness, efficiency and legitimacy (PEEL) inspections, HMICFRS inspected how well police forces tackle serious and organised crime (SOC). In 2022, they changed how they inspect this aspect of policing, to incorporate inspections of the ten regions, as well as the nine regional organised crime units (ROCU) throughout England and Wales, and the 43 police forces. This improves HMICFRS' understanding of how well forces and ROCUs work together to tackle SOC.
- 27.2. The approach to tackling organised crime in the London region differs from every other region in England and Wales. The three forces that operate across the Greater London area are the Metropolitan Police Service (MPS), the City of London Police (CoLP) and British Transport Police (BTP). The London region doesn't have a ROCU. Instead, each force maintains its own set of specialist capabilities to tackle organised crime. This means that the forces don't share all the specialist regional policing capabilities that ROCUs have to tackle organised crime, except one joint unit, the regional organised crime threat assessment (ROCTA) unit.
- 27.3. On 19<sup>th</sup> May, HMICFRS published the report giving the below gradings.

Outstanding	Good	Adequate	Requires improvement	Inadequate
		British Transport Police  Metropolitan Police Service	City of London Police	

## 28. An inspection of the eastern regional response to serious and organised crime

- 28.1. As part of our police effectiveness, efficiency and legitimacy (PEEL) inspections, HMICFRS inspected how well police forces tackle serious and organised crime (SOC). In 2022, they changed how they inspect this aspect of policing, to incorporate

inspections of the ten regions, as well as the nine regional organised crime units (ROCU) throughout England and Wales, and the 43 police forces. This improves HMICFRS' understanding of how well forces and ROCUs work together to tackle SOC.

28.2. On 19<sup>th</sup> May, HMICFRS published the report covering:

The Eastern Region Special Operations Unit (ERSOU), Bedfordshire Police, Cambridgeshire Constabulary, Essex Police, Hertfordshire Constabulary, Kent Police, Norfolk constabulary and Suffolk Constabulary.

28.3. The gradings are as follows:

Outstanding	Good	Adequate	Requires improvement	Inadequate
	ERSOU Bedfordshire Essex Hertfordshire Kent Suffolk		Norfolk	Cambridgeshire

**29. Joint inspection of the multi-agency response to keeping children and young people safe in Denbighshire (Wales)**

29.1. On 19<sup>th</sup> May, HMICFRS published their report covering the JTAI.

**30. Joint targeted area inspection of the multi-agency response to children and families who need help in Harrow.**

30.1. On 24<sup>th</sup> May, HMICFRS published their letter covering the findings of the JTAI.

30.2. What needs to improve?

- .1. The strategic oversight and scrutiny from the HSSP of the MASH and the provision of early support.
- .2. The location of the MASH to ensure that agencies are co-located safely and are supported to assess risk and make timely joint decisions.

- .3. The capacity of police and health resources to support the work in the MASH.
- .4. Seeing children in a range of venues, including their home.
- .5. The sharing of information and co-ordination of support for children and families needing multi-agency early help.
- .6. The gathering, recording and acting on the child's voice to support decision-making and improve outcomes for children receiving early help.

### **31. Report on an inspection visit to police custody suites in Dorset.**

- 31.1. On 26<sup>th</sup> May, HMICFRS published their report.
- 31.2. The inspection was conducted jointly by HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) and the Care Quality Commission (CQC) in February 2023. It is part of the programme of inspections covering every police custody suite in England and Wales. The inspection assessed the effectiveness of custody services and outcomes for detained people throughout the different stages of detention. It examined the force's approach to custody provision in relation to detaining people safely and respectfully, with a particular focus on children and vulnerable adults.
- 31.3. HMICFRS have made one recommendation to address their main causes of concern.

#### **Recommendation**

The force should work with mental health services to make sure people with mental ill health are dealt with appropriately and their needs met. This should include collecting and scrutinising information on the numbers of people with mental ill health coming into contact with the police or entering custody and assessing the outcomes achieved for them. This information should be used to improve services.

- 31.4. They have also highlighted a further 14 areas for improvement.

### **32. Cheshire – National child protection inspection post-inspection review**

- 32.1. On 6<sup>th</sup> June, HMICFRS published their post-inspection review report.
- 32.2. HMICFRS report that Cheshire constabulary and its partners have improved custody arrangements for children. Children receive help from appropriate adults, healthcare professionals, and liaison and diversion staff. Officers aren't consistently recording

the voices of the children they arrest. Custody personnel understand they should find alternative accommodation for detained children. Reviews of children's detention are inconsistent and don't always consider the Voice of the Child.

### **33. Warwickshire – National child protection inspection post-inspection review**

- 33.1. On 6<sup>th</sup> June, HMICFRS published their report covering the post inspection review.
- 33.2. HMICFRS report that Warwickshire Police has better oversight of cases when children are detained. But appropriate adults still don't always attend the police station quickly enough and children remain in detention after charge too often. The force has improved how it tries to understand the needs and concerns of children but needs to be better at sharing information about them with statutory safeguarding partners.

### **34. State of Policing: The Annual Assessment of Policing in England and Wales 2022**

- 34.1. On 9<sup>th</sup> June HMICFRS published His Majesty's Chief Inspector of Constabulary's (HMCIC), Andy Cooke, first annual report to the Secretary of State under section 54(4A) of the Police Act 1996. It contains his assessment of the effectiveness and efficiency of police forces in England and Wales, based on the inspections HMICFRS carried out between 1 December 2021 and 31 March 2023. This report draws on findings from inspections of police forces in England and Wales, to provide an overall view of the state of policing.
- 34.2. Within the report HMCIC reports that "the police service is a complex system operating within an even more complex criminal justice system (CJS), and there are widespread systemic failings in both. Some of these account for the present state of policing".
- 34.3. These are:
  - The police aren't always focusing on the issues that matter most to the public, and charge rates are far too low.

- The police and the wider CJS aren't getting the basics right, as shown through the withdrawal from neighbourhood policing.
- Some critical elements of the police's leadership and workforce arrangements need substantial reform.

#### 34.4. HMCIC makes 3 recommendations:

##### Recommendation 1

By 30 September 2023, the National Police Chiefs' Council lead on stop and search, working with the College of Policing and academia, should commission further primary research to quantify the deterrent value of stop and search and the causes of disproportionality in its use.

##### Recommendation 2

By 31 December 2023, the Home Secretary should review the present limitations in the legislation concerning the Inspectors of Constabulary and establish whether measures to resolve them should be introduced to Parliament.

##### Recommendation 3

By 31 December 2023, the Home Secretary should re-establish the involvement of the Inspectors of Constabulary in the selection and appointment of police chief officers and determine whether legislative changes should be introduced to Parliament.

#### **35. A report into the effectiveness of vetting and counter-corruption arrangements in Staffordshire Police**

- 35.1. On 16<sup>th</sup> June, HMICFRS published their report.
- 35.2. Within the report HMICFRS make two Areas for Improvement and grade the force as Adequate.

#### **36. A report into the effectiveness of vetting arrangements in North Wales Police**

- 36.1. On 16<sup>th</sup> June, HMICFRS published their report.

36.2. Within the report HMICFRS make one Area for Improvement and grade the force as Adequate.

**37. A report into the effectiveness of vetting arrangements in Lancashire Constabulary**

37.1. On 16<sup>th</sup> June, HMICFRS published their report.

37.2. Within the report HMICFRS make no Areas for Improvement and grade the force as Good.

**38. A report into the effectiveness of vetting and counter-corruption arrangements in Gwent Police**

38.1. On 16<sup>th</sup> June, HMICFRS published their report.

38.2. Within the report HMICFRS make one Area for Improvement and grade the force as Adequate.

**39. A report into the effectiveness of vetting and counter-corruption arrangements in the City of London Police**

39.1. On 16<sup>th</sup> June, HMICFRS published their report.

39.2. Within the report HMICFRS make two Areas for Improvement and grade the force as Requires Improvement.

**40. A report into the effectiveness of vetting and counter-corruption arrangements in Cheshire Constabulary**

40.1. On 16<sup>th</sup> June, HMICFRS published their report.

40.2. Within the report HMICFRS make three Areas for Improvement and grade the force as Requires Improvement.

#### **41. A report into the effectiveness of vetting and counter-corruption arrangements in Cleveland Police**

- 41.1. On 16<sup>th</sup> June, HMICFRS published their report.
- 41.2. Within the report HMICFRS make one Area for Improvement and grade the force as Adequate.

#### **42. Vetting and Anti-corruption Part 1: How effective is the National Crime Agency at dealing with corruption?**

- 42.1. On 20<sup>th</sup> June, HMICFRS published their report.
- 42.2. This inspection was carried out in two parts, the terms of reference were to consider how well the NCA tackles the threat of corruption it faces. HMICFRS then considered how well it supports police forces and other law enforcement bodies to tackle the threats of corruption they face.
- 42.3. Within the report HMICFRS make 19 recommendations.

#### **43. Police performance: Getting a grip.**

- 43.1. On 7<sup>th</sup> July, HMICFRS published their report which focuses on the findings from their police effectiveness, efficiency and legitimacy 2021/22 inspection programme, which assesses the performance of the 43 police forces in England and Wales.
- 43.2. HMICFRS summarise the below headlines:
  - Poor performance management is leading to poor service delivery.
  - Poor use of data is leading to poorly informed decisions.
  - Inadequate understanding of demand means some forces operate in crisis mode.
  - The workforce is increasingly under-resourced and under-skilled.
  - Already scarce resources shouldn't be focused on non-police activity and 'failure demand'.
  - First-line supervisors are being let down.
  - The public is too often being failed at the first point of contact.

### 43.3. Summary of grades

The police effectiveness, efficiency and legitimacy (PEEL) inspection programme is the rolling assessment of police forces in England and Wales. HMICFRS use inspection findings, data analysis and professional judgment to assess a force in several areas of policing. Each area of policing is given one of five grades – outstanding, good, adequate, requires improvement or inadequate.

Figure 1:

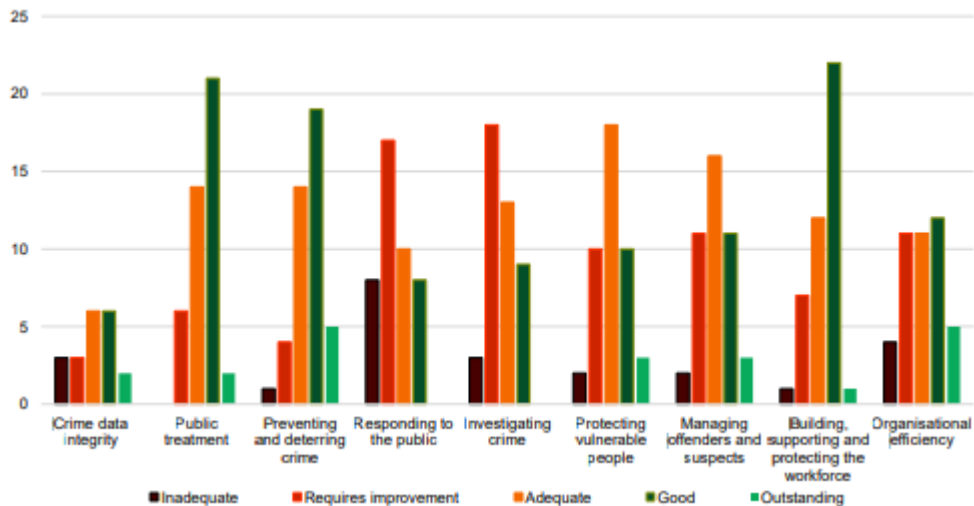


Figure 1 shows the spread of grades across the areas HMICFRS inspected. (Crime data integrity isn't assessed for each force in each round of PEEL, which explains the lower numbers.)

Of the 364 grades shown HMICFRS gave the following gradings:

- outstanding: 6 percent
- good: 32 percent
- adequate: 31 percent
- requires improvement: 24 percent
- inadequate: 7 percent

### 43.4. Within the report HMICFRS also reference promising practice. Cambridgeshire Constabulary is featured as:

Promising practice: Supporting personnel in high-impact roles by using 'pause points' Cambridgeshire Constabulary supports staff in high-impact roles by using a 'pause point' policy to prevent burnout and support career progression. This is a welfare provision for staff in high-impact roles such as child abuse investigation or

paedophile online teams. The pause point process gives staff members and supervisors the opportunity to determine if a break from the role would be beneficial, and it helps identify opportunities to do this. It is mandated for all staff, partly to make sure that those who may need to take a break or consider other career paths don't feel they are being singled out. HMICFRS spoke to staff in high-impact roles. They were aware of the process and saw it as supportive. HMICFRS were told about specific examples of it being used successfully to manage a supportive move for staff.

43.5. Within the report HMICFRS make 6 recommendations.

#### **44. An inspection of how effective police forces are in the deployment of firearms.**

44.1. On 11<sup>th</sup> July, HMICFRS published their report.

44.2. In this inspection they examined how effective police forces are in the deployment of firearms, including specialist munitions. HMICFRS did this by answering the following questions:

- How well do policies, structures and processes comply with relevant guidance and legislation?
- How effectively do forces work together operationally across force boundaries?
- How effective are forces in the selection, training and deployment of tactical firearms advisors, TFCs and SFCs?

44.3. HMICFRS report the observations and recommendations made in this report seek to improve a national system that has good governance and structures. There are some encouraging aspects in this report. But such is the risk in armed policing that the recommendations they have identified need to be addressed with some urgency.

44.4. The report contains 12 recommendations.

#### **45. Report on an inspection visit to police custody suites in Lancashire.**

45.1. On 19<sup>th</sup> July, HMICFRS published their report.

45.2. The inspection assessed the effectiveness of custody services and outcomes for detained people throughout the different stages of detention. It examined the

constabulary's approach to custody provision in relation to detaining people safely and respectfully, with a particular focus on children and vulnerable adults.

- 45.3. HMICFRS made one to address their main cause of concern. They have also highlighted a further 15 areas for improvement.

#### **46. Management of terrorist offenders in the wake of terrorist attacks**

- 46.1. On 20<sup>th</sup> July Criminal Justice Joint Inspection (CJJI) published the report.
- 46.2. This counter terrorism inspection examined national security division and multi-agency arrangements for the management of terrorist offenders in the wake of terrorist attacks.

It was conducted jointly by HM Inspectorate of Probation, HMICFRS and HM Inspectorate of Prisons.

The inspection was commissioned by the Criminal Justice Chief Inspectors' Group and published by HM Inspectorate of Probation.

- 46.3. The CJJI make 21 recommendations across the inspectorates. None specifically to local police forces.

#### **Follow up:**

The Organisational Improvement Centre will work with relevant strategic leads and Heads of Department to draw out the learning and to progress the forces specific findings, areas for improvement and recommendations contained within these publications.

#### **Recommendations:**

It is recommended that the Joint Audit Committee note the content of this report.