

To: April 2025 Joint Audit Committee
From: Sergeant Susie Tinsley
Subject: HMICFRS updates
Date: 29th April 2025

HMICFRS Activity Report

1.Purpose

1.1 The purpose of this report is to provide an overview of the work HMICFRS conduct and to provide an understanding to the proposed changes to the HMICFRS inspection activity from 2025.

2.Overview

HMICFRS inspect all forces on behalf of the public through a number of inspections:

2.1 PEEL assessments

The police efficiency, effectiveness and legitimacy (PEEL) inspections assess the performance of all 43 police forces in England and Wales. Its main aim is to promote improvements in policing. HMICFRS provide graded judgments on aspects of forces' performance. They identify where forces need to improve and help the public understand how well their force is performing.

2.2 National thematic inspections

Thematic inspections are in-depth examinations of particular policing practices or processes, or of the policing approach to preventing and tackling specific offences. HMICFRS identify themes mainly through their continuous monitoring of forces and through consultations with key stakeholders.

Thematic inspections may be chosen for several reasons, including:

- current, acute problems in policing practice that are harming the public interest.
- inconsistencies in police performance across England and Wales, which force-level work can't adequately explain; or
- further improvement in practice that would benefit the most, or the most vulnerable, victims.

Expanding on the force-specific information from PEEL inspections and force management statements, HMICFRS aim to build a national picture of police efficiency, effectiveness, and legitimacy through a combination of:

- force data and document requests.
- interviews with national, regional, and local policing bodies, Government and other interested parties.
- case file audits; and
- testing the understanding and application of policies and procedures with officers and staff in forces.

While thematic inspections allow HMICFRS to identify areas of notable practice or specific concerns in specific forces, they will usually make recommendations that are relevant to the police service as a whole. These are published in the thematic report and all forces have to assess their performance and work against the recommendation to ensure the common themes HMICFRS have found in the thematic (normally about 6 forces are inspected, choosing a range of areas and sizes of forces to ensure commonality across the country) are addressed (if they feature) in every force in England and Wales.

2.3 Commissions from the Home Secretary and local policing bodies

The Home Secretary may, at any time, require HMICFRS to carry out an inspection of a police force, part of a police force, or particular activities of one or more police forces. Similarly, local policing bodies may, at any time, ask them to carry out inspections or reviews of the police forces they oversee. An example of this has been the rapid review of policing public order after the summer riots.

2.4 Inspection of national bodies and other non-Home Office forces

Additionally, HMICFRS also have a statutory responsibility to carry out inspections of the following national bodies and non-Home Office forces:

- the National Crime Agency.
- the Police Service of Northern Ireland.
- the British Transport Police.
- the Service Police – Royal Military Police, Royal Navy Police and Royal Air Force Police.

- the Ministry of Defence Police.
- the Civil Nuclear Constabulary; and
- HM Revenue & Customs.

At the request of the relevant dependency or overseas territory, they may also inspect forces in British Overseas Territories and Crown Dependencies, such as Gibraltar, Jersey and Guernsey.

HMICFRS have similar voluntary inspection arrangements with the Gangmasters and Labour Abuse Authority.

2.5 Joint inspections

HMICFRS work with other organisations to carry out joint inspections. These allow them to inspect the way in which the police approach and tackle a particular type of crime or problem as part of a wider assessment of the service provided by all relevant bodies and organisations. For example, they work with Ofsted and the Care Quality Commission to examine how local authorities, the police and health services work together to help protect children. These are the Joint Targeted Area Inspections. (JTAI).

HMICFRS also work with the other criminal justice inspectorates: HM Crown Prosecution Service Inspectorate, HM Inspectorate of Probation and HM Inspectorate of Prisons. This allows the assessment of police efficiency and effectiveness in both contributing to, and being affected by, the wider criminal justice system. The joint inspection work HMICFRS do with these inspectorates is detailed in the separate 'Criminal Justice Joint Inspection Business Plan 2023/25'.

2.6 State of Policing report

Each year, HM Chief Inspector of Constabulary will produce an annual State of Policing report, which reports on the efficiency and effectiveness of policing in England and Wales. This is to inform parliament of the issues within policing.

2.7 Rolling programmes.

HMICFRS carry out a number of rolling programmes. These are to assess specific issues in areas of higher risk. These are deeper and narrower inspection into specific areas. These include:

- Custody

- Integrity (Vetting, Counter corruption and Professional Standards)
- Child Protection
- Serious and Organised Crime

3. Changes to the inspection work

3.1 HMICFRS have published their proposed framework for the next 5 years (to March 2029).

The changes are due from April 2025.

The framework pays cognisance to the change in government with emphasis on:

- safer streets
- commitments on increasing neighbourhood policing
- on halving knife crime
- addressing the root causes of abuse and violence against women and girls

3.2 National Thematic

HMICFRS plan to start the following thematic inspections in 2024/25 and complete them in 2025/26:

- firearms licensing
- police leadership

NOTE: no change here

Their proposed thematic inspections over the next four years are as follows.

This list is not in order of priority:

1. the police response to knife-related crime, building on their recent report into serious youth violence; the exact scope and focus of this inspection is to be developed, but it will potentially be inspected jointly with one or more of the other criminal justices' inspectorates.

2. the efficiency and effectiveness of current arrangements that provide local, regional and national policing services, including arrangements to meet the Strategic Policing Requirement. This includes Police Digital Service and National Police Air Service as well as commissioned services such as those for victims and witnesses, and professional standards-related functions.
3. science and technology – examining the use of new/emerging science and technology, such as biometrics and facial recognition, to tackle crime; NOTE: increased area of focus and directed section in the FMS.
4. economic crime – elements of economic crime not covered by PEEL and the serious and organised crime rolling programmes, including Action Fraud.
5. undercover policing – building on the 2014 report ('An inspection of undercover policing in England and Wales').
6. police and fire service cybersecurity – examining the police and fire service's response to increasing areas of cybersecurity risk.
7. counter-terrorism – the exact subject is to be developed.
8. Joint Emergency Services Interoperability Principles across all JESIP partners; and
9. data and analytics – including topics such as data quality, management of data, data rights analysis (the capability and role of the analyst, for example) and using science to improve the application of data. NOTE: Increasing area of focus in all HMICFRS reports and narrative, the need for forces to properly understand their data and to use it to make decisions.

Continuation of current inspections and seems to be no change to the below:

- NCPI (Child protection)
- JTAI (Ofsted led child inspections)
- Serious and Organised Crime
- Integrity

3.3 PEEL 2025-27

The PEEL question headings are now:

1. leadership.
2. supporting and developing the workforce.
3. public treatment.
4. prevention and deterrence.
5. responding to the public
6. investigating crime.
7. safeguarding children and adults at risk.
8. custody; and
9. fraud.

3.3.1 PEEL Assessment Framework

HMICFRS have published their finalised PEEL Assessment Framework or PAF document. This outlines what is called the 'characteristics of good' and shows the questions HMICFRS will be assessing all forces against in the PEEL 2025/27 inspection.

The full PAF can be seen in appendix A.

3.3.2 Schedule

HMICFRS have contacted all forces to advise of when we will receive our next PEEL inspection to show where each force is in the schedule. This is included in Appendix B.

Cambridgeshire are due to receive their next PEEL inspection in May 2027 which is well into the inspection schedule and number 34 in the series of 43 forces. We should expect to see about 10 PEEL reports from other forces publicly published before we are inspected.

4. Publications

4.1 All HMICFRS publications are available through this link: [Publications - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services](#)

Of Note:

Policing inspection programme and framework 2025–29

Published on: 4 March 2025

[Policing inspection programme and framework 2025–29 - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services](#)

This publication outlines the proposed work of HMICFRS for the next 4 years and was laid before parliament in March. Of note is the below extract concerning the potential strengthening and changes to force monitoring:

*Our monitoring process HM Inspectors of Constabulary (HMIs) routinely monitor all police forces to promote improvements in police practice. There are two stages in our monitoring process: Scan and Engage. Scan is the default phase of monitoring, for which we use a range of data and information to identify potential areas of concern. All forces are in Scan by default. HMCI may place forces into Engage when there are causes of concern about their efficiency, effectiveness or legitimacy that appear to need closer scrutiny. HMCI considers all circumstances when deciding whether a force should be moved into Engage, including our purpose of making communities safer. If an HMI identifies a cause of concern about police practice, they report it to the chief constable and the local policing body so it can be addressed. At the time of publishing this programme, the Home Office was reviewing the arrangements for monitoring police forces' performance and intervening where concerns are identified. **Subject to an anticipated white paper consultation early in 2025, our monitoring and intervention role may be further expanded and strengthened.***

Appendix A



PAF Jan 25.docx

Appendix B

Batch	Force	Region	Force Number	All force notification	Batch confirmation	PRD	Final evidence collection period	Judgement meeting	Report Ready
				week commencing	week commencing	week commencing	week commencing	week commencing	
batch 1	HUM	Northern	1	27/01/2025	14/04/2025	08/09/2025	06/10/2025	03/11/2025	Mar 26
	SUR	Eastern	2	27/01/2025	14/04/2025	08/09/2025	06/10/2025	03/11/2025	Mar 26
batch 2	NYP	Northern	3	27/01/2025	02/06/2025	20/10/2025	17/11/2025	15/12/2025	Mar 26
	KNT	Eastern	4	27/01/2025	02/06/2025	20/10/2025	17/11/2025	15/12/2025	Mar 26
	WLT	Wales and Western	5	27/01/2025	02/06/2025	20/10/2025	17/11/2025	15/12/2025	Mar 26
batch 3	WYP	Northern	6	27/01/2025	07/07/2025	01/12/2025	12/01/2026	09/02/2026	May 26
	NHP	Eastern	7	27/01/2025	07/07/2025	01/12/2025	12/01/2026	09/02/2026	May 26
	D&C	Wales and Western	8	27/01/2025	07/07/2025	01/12/2025	12/01/2026	09/02/2026	May 26
batch 4	MER	Northern	9	27/01/2025	18/08/2025	02/02/2026	02/03/2026	30/03/2026	Jun 26
	TVP	Eastern	10	27/01/2025	18/08/2025	02/02/2026	02/03/2026	30/03/2026	Jun 26
	STF	Wales and Western	11	27/01/2025	18/08/2025	02/02/2026	02/03/2026	30/03/2026	Jun 26
batch 5	CMB	Northern	12	27/01/2025	06/10/2025	16/03/2026	13/04/2026	11/05/2026	Aug 26
	SFK	Eastern	13	27/01/2025	06/10/2025	16/03/2026	13/04/2026	11/05/2026	Aug 26
	SWP	Wales and Western	14	27/01/2025	06/10/2025	16/03/2026	13/04/2026	11/05/2026	Aug 26
batch 6	DPP	Wales and Western	15	27/01/2025	24/11/2025	27/04/2026	25/05/2026	22/06/2026	Sep 26
	BED	Eastern	16	27/01/2025	24/11/2025	27/04/2026	25/05/2026	22/06/2026	Sep 26
	GLO	Wales and Western	17	27/01/2025	24/11/2025	27/04/2026	25/05/2026	22/06/2026	Sep 26
batch 7	LIN	Eastern	18	27/01/2025	12/01/2026	08/06/2026	06/07/2026	03/08/2026	Oct 26
	WMD	Wales and Western	19	27/01/2025	12/01/2026	08/06/2026	06/07/2026	03/08/2026	Oct 26
	DUR	Northern	20	27/01/2025	12/01/2026	08/06/2026	06/07/2026	03/08/2026	Oct 26
batch 8	GMP	Northern	21	27/01/2025	16/03/2026	10/08/2026	07/09/2026	05/10/2026	Jan 27
	DBS	Eastern	22	27/01/2025	16/03/2026	10/08/2026	07/09/2026	05/10/2026	Jan 27
batch 9	MPS	London	23	27/01/2025	27/04/2026	21/09/2026	19/10/2026	16/11/2026	Mar 27
batch 10	CLE	Northern	24	27/01/2025	08/06/2026	02/11/2026	30/11/2026	18/01/2027	Apr 27
	HRT	Eastern	25	27/01/2025	08/06/2026	02/11/2026	30/11/2026	18/01/2027	Apr 27
	WMR	Wales and Western	26	27/01/2025	08/06/2026	02/11/2026	30/11/2026	18/01/2027	Apr 27
batch 11	NFK	Eastern	27	27/01/2025	20/07/2026	14/12/2026	01/02/2027	01/03/2027	May 27
	DOR	Wales and Western	28	27/01/2025	20/07/2026	14/12/2026	01/02/2027	01/03/2027	May 27
batch 12	CHE	Northern	29	27/01/2025	24/08/2026	08/02/2027	08/03/2027	12/04/2027	Jul 27
	WRK	Wales and Western	30	27/01/2025	24/08/2026	08/02/2027	08/03/2027	12/04/2027	Jul 27
batch 13	SYP	Northern	31	27/01/2025	12/10/2026	22/03/2027	19/04/2027	17/05/2027	Aug 27
	SUX	Eastern	32	27/01/2025	12/10/2026	22/03/2027	19/04/2027	17/05/2027	Aug 27
	NWP	Wales and Western	33	27/01/2025	12/10/2026	22/03/2027	19/04/2027	17/05/2027	Aug 27
batch 14	CAM	Eastern	34	27/01/2025	23/11/2026	03/05/2027	31/05/2027	28/06/2027	Sep 27
	GWT	Wales and Western	35	27/01/2025	23/11/2026	03/05/2027	31/05/2027	28/06/2027	Sep 27
batch 15	NMB	Northern	36	27/01/2025	18/01/2027	14/06/2027	12/07/2027	09/08/2027	Nov 27
	NOT	Eastern	37	27/01/2025	18/01/2027	14/06/2027	12/07/2027	09/08/2027	Nov 27
batch 16	LAN	Northern	38	27/01/2025	08/03/2027	02/08/2027	30/08/2027	27/09/2027	Jan 28
	LEI	Eastern	39	27/01/2025	08/03/2027	02/08/2027	30/08/2027	27/09/2027	Jan 28
batch 17	COL	London	40	27/01/2025	19/04/2027	13/09/2027	11/10/2027	08/11/2027	Feb 28
	HMP	Eastern	41	27/01/2025	19/04/2027	13/09/2027	11/10/2027	08/11/2027	Feb 28
batch 18	ESX	Eastern	42	27/01/2025	31/05/2027	25/10/2027	22/11/2027	10/01/2028	Apr 28
	A&S	Wales and Western	43	27/01/2025	31/05/2027	25/10/2027	22/11/2027	10/01/2028	Apr 28

