

To: Joint Audit Committee

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Date: January 2022

Subject: Overview of HMICFRS publications – Oct 2021 to Dec 2021

Purpose:

The purpose of this paper is to provide an overview of inspection reports published by HMICFRS between October 2021 and December 2021.

Overview of publications:

1. PEEL 2021/22 – An inspection of Gloucestershire Constabulary

1.1. On 27th October 2021, HMICFRS published "[PEEL 2021/22 An inspection of Gloucestershire Constabulary](#)".

1.2. The inspection assessed how good Gloucestershire Constabulary is in 13 areas of policing.

1.3. Overall, there are concerns about Gloucestershire's performance. HMICFRS made graded judgements as follows:

- Preventing crime – Good.
- Recording data about crime – Inadequate.
- Investigating crime – Inadequate.
- Supporting victims – Inadequate.
- Disrupting serious and organised crime – Good.
- Treatment of the public – Good.
- Responding to the public – Inadequate.
- Protecting vulnerable people – Inadequate.

- Managing offenders – Adequate.
- Developing a positive workplace – Good.
- Good use of resources – Inadequate.

1.4. The Organisational Improvement Centre and relevant strategic leads will review the report to identify learning opportunities.

2. PEEL 2021/22 – An inspection of Durham Constabulary

2.1. On 27th October 2021, HMICFRS published “[PEEL 2021/22 – An inspection of Durham Constabulary](#)”.

2.2. The inspection assessed how good Durham Constabulary is in 12 areas of policing.

2.3. Overall, Durham have been congratulated for good performance. HMICFRS made graded judgements as follows:

- Preventing crime – Good.
- Investigating crime – Good.
- Supporting victims – Adequate.
- Disrupting serious and organised crime – Outstanding.
- Treatment of the public – Good.
- Responding to the public – Good.
- Protecting vulnerable people – Good.
- Managing offenders – Good.
- Developing a positive workplace – Good.
- Good use of resources – Outstanding.

2.4. The Organisational Improvement Centre and relevant strategic leads will review the report to identify learning opportunities.

3. Derbyshire – National child protection inspection

3.1. On 16th November, HMICFRS published “[Derbyshire – National child protection inspection](#)”.

3.2. The report is a summary of the findings from HMICFRS’ inspection of police child protection services in Derbyshire.

3.3. Overall, HMICFRS found that there is an urgent need for the force to implement changes to improve its child protection arrangements and practices.

3.4. The Organisational Improvement Centre and relevant strategic leads will review the report to identify learning opportunities.

4. Hampshire – National child protection inspection

4.1. On 16th November, HMICFRS published “[Hampshire – National child protection inspection](#)”.

4.2. The report is a summary of the findings from HMICFRS’ inspection of police child protection services in Hampshire.

4.3. Overall, HMICFRS found that there is a clear commitment that child protection and wider vulnerability is a priority for the force, and that it is committed to providing better outcomes for children.

4.4. The Organisational Improvement Centre and relevant strategic leads will review the report to identify learning opportunities.

5. A joint thematic inspection of the criminal justice journey for individuals with mental health needs and disorders

5.1. On 17th November, HMICFRS published “[A joint thematic inspection of the criminal justice journey for individuals with mental health needs and disorders](#)”.

5.2. Her Majesty’s Inspectorate of Probation – supported by HMICFRS, Her Majesty’s Crown Prosecution Service Inspectorate, Care Quality Commission,

Health Care Inspectorate Wales and Her Majesty's Inspectorate of Prisons – carried out a joint thematic inspection which followed the progress of individuals with mental health needs and disorders through the criminal justice system (CJS), from first contact with the police to release from prison.

5.3. Overall, the inspectorate found poor support for people with mental health issues as they progress through the CJS. As a result of their findings, they have made 22 recommendations to improve practice and performance, 5 of which are addressed to the police service:

- The Department of Health and Social Care, Home Office, Ministry of Justice and Welsh Government should: Agree the most appropriate definitions to define the scope of people in the criminal justice system with mental health problems, to enable consistent identification and screening of mental health needs at different stages of an individual's journey through the criminal justice system. Nationally endorsed definitions appropriate to the criminal justice system will enable agencies to identify and flag cases consistently on local recording systems.
- The Department of Health and Social Care, NHS England and Improvement and Welsh Government should: Ensure an adequate supply of medium and high secure beds to reduce the unacceptable waiting times for transfer from custody.
- NHS England and Improvement as commissioner and Welsh Government should: Ensure that the needs of people in the criminal justice system are given proper regard when commissioning mental health assessment and treatment provision.
- Ministry of Justice and Home Office should work with the Department of Health and Social Care and Welsh Government to: Develop a multi-agency Memorandum of Understanding on information sharing in order to promote better joint working and better outcomes for people with mental health problems.

- The Ministry of Justice should work with NHS England and Improvement and Welsh Government to: Immediately ensure that acutely unwell prisoners who require secure mental health inpatient hospital treatment are transferred within 28 days, in line with NHS guidelines.
- The Ministry of Justice should work with NHS England and Improvement and Welsh Government to: End the inappropriate use of prison as a place of safety, and ensure that alternatives to prison are available for sentencers in line with the Mental Health Act white paper.
- Her Majesty's Court and the Tribunals Service should: Amend the Better Case Management form so that it can record mental health conditions, to avoid unnecessary delays in charging decisions.
- Her Majesty's Court and the Tribunals Service should: Ensure that Liaison and Diversion teams are included in local liaison arrangements to improve understanding of the provision and joint working relationships.
- Her Majesty's Court and the Tribunals Service should: Improve the arrangements for the commissioning and monitoring of psychiatric reports in order to ensure that delays in sentencing are minimised, especially when the individual is held in custody.
- Local criminal justice services (police, CPS, courts, probation, prisons) and health commissioners/providers should: Develop and deliver a programme of mental health awareness-raising for staff working within criminal justice services. This should include skills to better explain to individuals why they are being asked questions about their mental health so that there can be more meaningful engagement.
- Local criminal justice services (police, CPS, courts, probation, prisons) and health commissioners/providers should: Jointly review arrangements to identify, assess and support people with a mental illness as they progress

through the CJS to achieve better mental health outcomes and agree plans for improvement.

- Local criminal justice boards should: Agree, produce and analyse cross system data sets to inform commissioning decisions and promote joint working.
- Local criminal justice boards should: Ensure that Liaison and Diversion mental health assessments undertaken in police custody are provided to the Crown Prosecution Service and defence lawyers to help inform charging decisions, representations for diversion and sentencing decisions.
- The police service should: Ensure that all dedicated investigative staff receive training on vulnerability which includes inputs on responding to the needs of vulnerable suspects (as well as victims). This should be incorporated within detective training courses.
- The police service should: Dip sample (outcome code) OC10 and OC12 cases to assess the standard and consistency of decision making and use this to determine any training or briefing requirements and the need for any ongoing oversight.
- The police service should: Review the availability, prevalence, and sophistication of mental health flagging, to enhance this where possible, and to consider what meaningful and usable data can be produced from this.
- The police service should: Assure themselves that risks, and vulnerabilities are properly identified during risk assessment processes, particularly for voluntary attendees. They must ensure that risks are appropriately managed, including referrals to Healthcare Partners, Liaison and Diversion and the use of appropriate adults.

- The police service should: Review MG (manual of guidance) forms to include prompts or dedicated sections for suspect vulnerability to be included.
- The probation service should: Review its mental health flagging guidance to help probation practitioners to identify and accurately record a person's mental health needs (within six months).
- The probation service should: Improve the quality of pre-sentence reports to ensure that they contain a comprehensive analysis of trauma, mental health needs and where indicated proposals for appropriate treatment.
- The probation service should: Work with NHS and HMCTS to increase the use of Mental Health Treatment Requirements across England and Wales.
- Her Majesty's prison service should work with NHS England and Improvement and Welsh Government to: Tackle the long waiting lists caused by the Covid-19 pandemic including for mental health assessments, psychological treatment, counselling and therapeutic group work.

5.4. The Organisational Improvement Centre and relevant strategic leads will review the report to identify learning opportunities and respond to the recommendations made. Progress will be tracked via the Constabulary's Business Assurance Meeting.

6. PEEL 2021/22 – An inspection of West Midlands Police

6.1. On 24th November, HMICFRS published "[PEEL 2021/22 – An inspection of West Midlands Police](#)".

6.2. The inspection assessed how good West Midlands Police is in 13 areas of policing.

6.3. Overall, West Midlands have made progress, but more work is needed.

HMICFRS made graded judgements as follows:

- Preventing crime – Good.
- Recording data about crime – Good.
- Investigating crime – Requires improvement.
- Supporting victims – Requires improvement.
- Disrupting serious and organised crime – Good.
- Treatment of the public – Good.
- Responding to the public – Adequate.
- Protecting vulnerable people – Requires improvement.
- Managing offenders – Adequate.
- Developing a positive workplace – Adequate.
- Good use of resources – Good.

6.4. The Organisational Improvement Centre and relevant strategic leads will review the report to identify learning opportunities.

7. PEEL 2021/22 – An inspection of West Yorkshire Police

7.1. On 24th November, HMICFRS published “[PEEL 2021/22 – An inspection of West Yorkshire Police](#)”.

7.2. The inspection assessed how good West Yorkshire Police is in 12 areas of policing.

7.3. Overall, West Yorkshire have been congratulated for excellent performance.

HMICFRS made graded judgements as follows:

- Preventing crime – Outstanding.
- Investigating crime – Adequate.
- Supporting victims – Adequate.
- Disrupting serious and organised crime – Outstanding.
- Treatment of the public – Outstanding.

- Responding to the public – Good.
- Protecting vulnerable people – Good.
- Managing offenders – Good.
- Developing a positive workplace – Good.
- Good use of resources – Outstanding.

7.4. The Organisational Improvement Centre and relevant strategic leads will review the report to identify learning opportunities.

8. PEEL 2021/22 – An inspection of Northamptonshire Police

8.1. On 24th November 2021, HMICFRS published “[PEEL 2021/22 – An inspection of Northamptonshire Police](#)”.

8.2. The inspection assessed how good Northamptonshire Police is in 12 areas of policing.

8.3. Overall, Northamptonshire were commended for improvements, but further changes are needed. HMICFRS made graded judgements as follows:

- Preventing crime – Adequate.
- Investigating crime – Adequate.
- Supporting victims – Adequate.
- Disrupting serious and organised crime – Adequate.
- Treatment of the public – Requires improvement.
- Responding to the public – Requires improvement.
- Protecting vulnerable people – Requires improvement.
- Managing offenders – Requires improvement.
- Developing a positive workplace – Requires improvement.
- Good use of resources – Requires improvement.

8.4. The Organisational Improvement Centre and relevant strategic leads will review the report to identify learning opportunities.

9. Report on an unannounced inspection visit to police custody suites in Kent

9.1. On 9th December 2021, HMICFRS published "[Report on an unannounced inspection visit to police custody suites in Kent Police](#)".

9.2. 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 safe detention and the respectful treatment of detainees, with a particular focus on vulnerable people and children.

9.3. The report sets out the inspection findings. Overall, HMICFRS found that Kent has improved its custody services, but further changes are needed to ensure the safety of detainees.

9.4. The Organisational Improvement Centre and relevant strategic leads will review the report to identify learning opportunities.

10. Effectiveness, efficiency, and people 2021/22 – Cambridgeshire Fire and Rescue Service

10.1. On 15th December, HMICFRS published "[Effectiveness, efficiency, and people 2021/22 – Cambridgeshire Fire and Rescue Service](#)".

10.2. The inspection assessed how effectively and efficiently Cambridgeshire Fire and Rescue Service (FRS) prevents, protects the public against, and responds to fires and other emergencies. HMICFRS also assessed how well it looks after the people who work for the service.

10.3. The report sets out in the inspection findings. Overall, Cambridgeshire FRS was graded as follows:

- How effective is the fire and rescue service at keeping people safe and secure from fire and other risks? Good.
- How efficient is the fire and rescue service at keeping people safe and secure from fire and other risks? Good.
- How well does the fire and rescue service look after its people? Good.

10.4. The Organisational Improvement Centre and relevant strategic leads will review the report to identify learning opportunities.

11. Cambridgeshire – National child protection inspection

11.1. On 22nd December, HMICFRS published “[Cambridgeshire – National child protection inspection](#)”.

11.2. The report is a summary of the findings of HMICFRS’ inspection of police child protection services in Cambridgeshire. HMICFRS examined how effective the force’s decisions were at each stage of their communications with or for children. This was from initial contact through to the investigation of offences against them. They also scrutinised how children were treated in custody. And they assessed how the force is structured, led and governed, in relation to its child protection services.

11.3. Overall, HMICFRS found that: there is a clear commitment from the Constabulary’s leadership that child protection and wider vulnerability is a priority. It is committed to providing better outcomes for children. However, senior leaders have acknowledged that there are inconsistencies and areas for improvement in the service provided to children. The force has responded quickly to areas of concern identified in the inspection. HMICFRS are encouraged that the Constabulary already has the governance and scrutiny arrangements in place to monitor the impact of its responses.

11.4. As a result of the findings, HMICFRS have made 11 recommendations to help improve outcomes for children:

- We recommend that, within six months, Cambridgeshire Constabulary acts to make sure that children's concerns and views are consistently obtained and recorded (including noting their behaviour and demeanour).
- We recommend that Cambridgeshire Constabulary immediately reviews the application of the diary appointment system used within the demand hub (control room) in domestic abuse incidents. The is to ensure children are appropriately safeguarded.
- We recommend that, within six months, Cambridgeshire Constabulary reviews its missing persons arrangements and practices to ensure that there is an effective response to vulnerable children throughout any incidents involving missing children.
- We recommend that, within six months, Cambridgeshire Constabulary improves its missing persons practices to make sure that its response is consistent with the risks identified in relation to children who are regularly missing, and that the supervision of these enquires are effective.
- We recommend that, within six months, Cambridgeshire Constabulary reviews its arrangements and practices to ensure that officers responding to domestic abuse incidents implement appropriate risk assessments, so that all children affected are seen and spoken with and their vulnerability is recorded, fully assessed and acted upon
- We recommend that Cambridgeshire Constabulary acts immediately to improve its approach to investigations related to the exploitation and abuse of children via the internet, paying particular attention to: making better use of the intelligence systems available to locate offenders; the risk assessment process; and sharing information sooner with safeguarding partners.
- We recommend that, within six months, Cambridgeshire Constabulary issues guidance to staff in instances where children are taken into police protection. This should include: advice on what information they should record (and in what

form) on their systems to support good-quality decisions; and an emphasis on the importance of ensuring that records are made promptly and kept up to date.

- We recommend that Cambridgeshire Constabulary immediately reviews its public protection unit (PPU) arrangements and capabilities to ensure that appropriate information about risk from offenders in the community is shared consistently with frontline officers.
- We recommend that, within six months, Cambridgeshire Constabulary reviews the monitoring and effectiveness of arrangements for children in police detention with its safeguarding partners.
- Within six months, the constabulary should strengthen its working practices with local authorities to ensure that children charged and refused bail are moved to appropriate alternative accommodation and not held in custody overnight.
- Within six months, the constabulary should improve its programme of vulnerability training for staff working in custody to improve; the recording of information within custody logs to reflect the individual circumstances of a child and the investigation of the offence they have committed; a rationale for the action they have taken to detain, and continue to detain, a child; and how to capture and record the voices of children by speaking to them and recording their wishes and demeanour

11.5. Within six weeks of the publication of this report, HMICFRS require an update of the action the constabulary has taken to respond to the recommendations that they have asked it to act on immediately. The constabulary should also provide an action plan within six weeks, specifying how it intends to respond to the other recommendations. Subject to the update and action plan received, HMICFRS will revisit the constabulary no later than six months after the publication of the report to assess how it is managing the implementation of all the recommendations.

12. Hertfordshire – National child protection inspection post inspection review

- 12.1. On 22nd December, HMICFRS published “[Hertfordshire – National child protection inspection post inspection review](#)”.
- 12.2. The report is a summary of the findings from HMICFRS’ inspection of police child protection services in Hertfordshire.
- 12.3. Overall, HMICFRS found Hertfordshire has improved the way it protects vulnerable children, but further changes are needed to help keep them safe.
- 12.4. The Organisational Improvement Centre and relevant strategic leads will review the report to identify learning opportunities.

13. Recommendations

- 13.1. It is recommended that the Joint Audit Committee note the content of this paper.