

Report	AFI Subject	HMIC Evidence	AFI/Recommendation	Recommendation accepted for action by the force? Yes/No	SRO/CO lead	Plan Owner	Action Required		Assurance and Confidence in addressing AFI/Recommendation in the timescale set	Narrative explaining the confidence rating	SRO lead assured that this is being achieved - ready for sign off?
							What?	Timescale?			
Delivering Justice in the Digital Age			Police forces, the Crown Prosecution Service and Her Majesty's Courts and Tribunals Service, undertake a comprehensive national cost and benefits assessment resulting from digitisation implementation. This should be informed by information from a local level (paragraph 4.44).		DCC Knighton	EMCJS		Not specified	Medium	Being developed with the national Digital First programme lead by CC Giles YORK.	
Missing Children: Who cares?			By September 2016, chief constables should ensure that information management processes are in place which focus on outcomes for children who go missing, and to provide better analysis to understand the effectiveness of the police and multi-agency responses. Information should include the diversity of the communities the forces serve.		ACC Gibson	Supt Mayo		Sep-16	High	A missing problem profile has been completed which identified the current issues. Missing children at risk of CSE are also discussed at the SAFE team meetings. A missing person team has recently been established which includes 2 missing person coordinators. Missing children now also form part of the LSCB CSE sub group and outcomes will be discussed at that group. Also in discussion with Barnados to ensure that return interviews are completed in a timely fashion and the information is captured by the Force.	
Efficiency	Report in general		Notwithstanding the difficult circumstances, Lincolnshire Police should continue to develop more detailed plans in relation to how it will continue to provide services, with regard to potential changes in future funding arrangements.		DCC Knighton	A/FCFO Gillian Holder		PBB Dec 16 Budget Setting February 17	High	As well as setting a budget for the forthcoming year, a Medium Term Financial Plan is also produced. Work continues on the Priority Based Budget exercise to assess the costs of the services that the organisation delivers and how these services should be delivered in the future. Through the PBB review we want to establish what our future service offering will be within the constraints of the future funding challenges that we face.	
Legitimacy	Report in general		The force should improve the way it demonstrates to the public that it has taken action in response to feedback and learning, to improve the way it treats all of the people it serves.		DCC Knighton	Supt Taylor	Initial Proposals- A PSD Communications Strategy will be completed that incorporates clear direction on how the force can demonstrate to the public that it has taken action in response to learning and feedback.				
	How well does the force ensure that its workforce behaves ethically and lawfully?		The force should refresh its anti-corruption strategic assessment so that it can adequately identify and understand the threats to the integrity of the organisation, and then tackle them proactively.		DCC Knighton	Supt Taylor	Initial Proposals - The strategic assessment for anti -corruption will be refreshed to include clear plans for the identification, understanding and effective management of corruption threats facing the organisation.				
	How well does the force ensure that its workforce behaves ethically and lawfully?		The force should raise awareness of the risk of officers and staff abusing their authority for sexual gain with victims and witnesses as serious corruption.		DCC Knighton	Supt Taylor	Early Plans - A force wide guidance note on issues relating to abuse of authority for sexual gain will be sent out across the force by DCC. A profile to be completed on the potential risk of sexual misconduct by officers & staff. (TOR being prepared fro DCC)				

	How well does the force ensure that its workforce behaves ethically and lawfully?		The force should review staffing levels within the ACU to ensure they have sufficient capacity and capability to manage their work effectively.		DCC Knighton	Supt Taylor	Early Plans - Priority based budget to include proposals for change that will address capacity and capability within the ACU Dept.				
	To what extent does the force treat its workforce with fairness and respect?		The force should ensure it has an effective system in place for managing and improving individual performance.		DCC Knighton	Supt Taylor	Early Plans - Head of PSD to review current UPP & UAP procedures and instigate a plan for improving performance management of individuals by 1st & 2nd line managers.				
	To what extent does the force treat all of the people it serves with fairness and respect?		The force should ensure that it communicates actions it has taken in response to feedback from the public on issues of fair and respectful treatment.		DCC Knighton	Supt Taylor	Initial Proposals- A PSD Communications Strategy will be completed that incorporates clear direction on how the force can demonstrate to the public that has taken action in response to learning and feedback.				
Leadership	Report in general		The force should ensure there is a wider understanding of the leadership expectations across the whole workforce, notably at constable and equivalent level.		ACO Shackleton	Julie Wilkins	Review of the senior leadership, Insp and Sgt (and policing staff equivalent development programmes around the initial 'training' and then ongoing CPD expectations. This will also link in with the skills audit work.			Once the review work is completed we will be in a better position to do the same at the constable and equivalent level, although at that level it will be focused on personal responsibility, PRIDE, Staff Charter etc. There is an added complication in that the new CoP Competency and Values Framework for policing is coming into play next year which sets out clear expectations around leadership at all levels.	