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Attachments: Appendix 1 – Outstanding HMICFRS Recommendations 2014-2017	
Purpose Of Paper: Information	

POLICE AND CRIME STRATEGIC BOARD

MEETING DATE: 21ST SEPTEMBER 2017

ITEM No: 4(c)

TITLE: HMICFRS AREAS FOR IMPROVEMENT AND RECOMMENDATIONS

1. Summary

(This should give the reader a basic overview of the issues and problems and of the decision to be made)

Please note that HMIC have now changed their name to HMICFRS (Her Majesty's Inspectorate of Constabularies and Fire & Rescue Services) following a change in scope to also inspect Fire & Rescue Services in England and Wales.

This report provides an overview of the action being taken by the force in response to areas for improvement and recommendations identified by HMICFRS following their force level inspections and thematic inspections.

The terms 'recommendation' and 'area for improvement' have different meanings. Areas for improvement (AFIs) are reported in relation to a shortcoming in an aspect of a force's practice, policy or performance, whereas Recommendations are provided to accompany a cause for concern. HMIC have a duty to monitor improvements against causes for concern that they have identified.

The force's progress against areas for improvement and recommendations from 2014 onwards have been reported to HMIC for publication on their website. There will be ongoing activity with the HMI and Force Liaison Lead attached to each Force to keep progress updated in the public forum.

Strategic responsibility for delivery of the action required rests with the Deputy Chief Constable.

The Continuous Improvement Unit has consolidated the outstanding HMIC recommendations into a single tracker which is used to drive activity, assess progress and provide assurance that areas for improvement (where agreed) are being delivered within the required timeframe. This tracker provides the

Force with “one version of the truth”.

A 2017 section of the tracker has been created and recommendations in relation to the National Thematic Report “Living in Fear: Stalking and Harrassment:” have been added.

The force provides a periodic update to HMICFRS of progress against recommendations. HMICFRS intend to publish an online database of all force’s progress, although this has been significantly delayed in its delivery. Currently, we are monitoring our own progress against AFIs and Recommendations, but it is anticipated that following the publication of the HMICFRS online database, we will bring tracking and monitoring under one single system to improve consistency and avoid duplication.

The report provides a snapshot of the current position at the time of writing, as the tracker is a live document, and as such is being continuously reviewed and updated.

2. Recommendation

(What is the preferred option or course of action recommended? A clear steer is required)

That the report be noted by the Police and Crime Commissioner.

3. Details

(This section should give the detailed appraisal of the issues being considered)

The numbers of AFIs and recommendations still in progress in Force are:

	2014	2015	2016	2017
PEEL	0	3	17 (+10)	0
Thematic/Specific	25 (+16)	3	0 (-1)	4 (+4)

NB Numbers in parentheses indicate increases or decreases in the number of recommendations. Further detail is provided in the sections below.

3.1 AFIs and Recommendations from 2014

There were previously nine outstanding AFIs and recommendations from 2014.

A recent review by HMICFRS has added eighteen recommendations in 2014 in relation to Undercover Policing that had not previously been included on the tracker. Updates have been provided by EMSOU, and it is anticipated that these recommendations can be closed before the next reporting period.

2014 recommendations are continuing to be reviewed to ensure that they are still relevant to the force’s current position, and removed as complete once the individual SROs have received sufficient assurance.

3.2 AFIs and Recommendations from 2015

There are six remaining AFIs and recommendations from PEEL (three) and thematic (three).

Firearms Licensing is actively being reviewed in relation to the transformation of processes to ensure a more streamlined and efficient approach. The expected upcoming bulge in demand has been analysed and sufficient resources put into place.

One custody recommendation in relation to the gathering of use of force data remains ongoing. The use of NICHE processes for recording and capturing data is being rolled out. Interim measures, including input at the first and second line supervisors seminar have improved the force's position.

3.3 AFIs and Recommendations from 2016

There are currently 17 outstanding AFIs and recommendations from 2016, all of which relate to the Force's PEEL inspection.

The previous recommendation relation to missing children (thematic) has been completed and closed.

Following the publication of Lincolnshire's 2016 PEEL Effectiveness Inspection Report on 2nd March 2017, for which the force received a grading of 'Good' overall, and 'Good' in all core questions except Vulnerability, where the force has been graded as Requires Improvement; ten AFIs and recommendations have been added to the tracker. Updates have been provided and are continuing to be progressed ahead of the Force's 2017 Effectiveness Inspection.

Further detail is provided at Appendix 1.

3.4 Recent and upcoming Thematic Inspections

The force is not expecting any further inspections until the PEEL Effectiveness inspection, commencing on 31st October 2017.

HMICFRS are now using a risk based approach to inspection, which is designed to be less intrusive for forces, as it recognises prior gradings and HMICFRS's confidence in the force's performance. Due to the Force's 'Good' grading for Effectiveness in 2017, it will only be inspected in relation to three questions;

- How effectively does the force investigate crime and reduce re-offending?
- How effectively does the force protect vulnerable people and support victims?
- How effective are the force's specialist capabilities?

All forces will be inspected against the last two questions. This represents a HMRCFRS risk rating for the Force as 'low risk' in relation to Effectiveness.

The force has recently hosted an 'insight visit', allowing HMICFRS to determine where they will direct resources towards the areas they believe require the most scrutiny. This is intended to compliment the new risk based approach that has been adopted by HMICFRS.

HMICFRS will conduct a number of thematic inspections in 2017/18 in relation to hate crime, counter terrorism and fraud (including cyber-crime). There are also two rolling programmes, child protection and crime data integrity.

At the current time, no information has been received regarding Lincolnshire Police's inclusion in the thematic inspections or rolling programmes in the following year.

4. Financial Implications

(What impact will this have on the financial infrastructure of the force or on individual budgets? Does it involve growth and if so from where will the monies be obtained? Does it involve savings? Has this been quality assured by the Finance Department – state contact's name)

See Appendix 1 for details of investment being made to address issues and reduce risk in relation to HMIC recommendations.

5. People Implications

(What impact will this have on the staffing infrastructure of the force or on individual posts? Does it involve growth, shrinkage or change? Has this been quality assured by the HR Department – state contact's name)

n/a

6. Consultation

(Reassure COG that the key people this affects have been consulted and their views reflected upon)

n/a

7. Communication

(What are the key communication messages and how will they be delivered? Are there any internal or external communication issues and how will they be addressed?)

Communication plans for individual HMIC Force reports are in place with the Corporate Communications Team.

8. Equality & Diversity Impact Assessment

(When developing proposals and making strategy, policy and service decisions, the Force must comply with its statutory equality duties. These are to ensure that decisions are made in such a way to minimise unfairness and do not have a disproportionately negative effect on people due to their race, religion and belief, disability, gender, transgender, sexual orientation or age as well as to promote equality to all listed groups. This applies equally to service changes impacting on communities resulting from budget cuts, and to any voluntary or compulsory redundancies impacting our workforce. The point at which assessments should be conducted are when they become a "serious consideration".

It would be timely now for Heads of Departments to be considering where EIAs are going to be necessary. The outcomes of the assessments should form part of the decision making process to demonstrate that the impact has been considered, or mitigated as necessary.

Sufficient time needs to be allowed to properly assess service changes although pragmatically we should ensure assessments are not unduly completed unnecessary for proposals that are unlikely to progress. Melanie Cowell, Force Diversity Officer, is available for further advice and help on carrying out impact assessments.)

Recommendation – consider the point at which EIA's should be undertaken by departments and identify those changes requiring an assessment
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n/a

9. Information Assurance and Management

Please comment on the IA/M issues resulting from the proposal by reference to the attached guide:

n/a