Agenda item:20

Warwickshire Joint Audit and Standards Committee Report Summary

Meeting Date: 29th November 2022

Subject: Analysis and Service Improvement – HMICFRS update

Contact details: Stephen Russell, Head Analysis and Service Improvement

Purpose of the report:
This report provides an overview of activity in relation of Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) who independently assesses the effectiveness and efficiency of police forces.

Recommendation:

That the current activity is noted by members of JASC.

Background:

Within the TOR the Committee has the role to consider reports and policies from an ethics or standards perspective which includes HMICFRS reports.

This activity is primarily governed within force through the Warwickshire Assurance Board, chaired by DCC Franklin-Smith. The Board receives regular updates on inspection activity and force's readiness, compliance and delivery of recommendations.

Executive summary:

There has been significant HMICFRS activity inspection throughout 2022, and a continuation of activity commenced in 2021:

- National Thematic Custody Inspection (unannounced) Sept 2021 – the report was published in February 2022 and the force was subject of a scheduled anniversary revisit in October 2022.
- National Child Protection Inspection February 2022.
- PEEL (Policing, Effectiveness, Efficiency & Legitimacy) Inspection in January to June 2022.

Details of each are below.

National Child Protection Inspection update:

Each force in England and Wales also undergoes a number of thematic inspections into various areas of their core policing business. In February 2022 Warwickshire Police underwent a deep-dive into Child Protection. The final report was published on 5th August 2022 and contained a largely positive narrative, with a number of areas to develop. A total

of 8 recommendations were made and these are subject of a comprehensive action plan compiled by D/Supt Pete Hill (Vulnerability & Safeguarding).

Governance is driven through the Vulnerability & Exploitation Steering Group (chaired by ACC Smith) and overseen by the Force Assurance Board. Significant progress has already been made against many of the recommendations.

The report can be found by clicking here.

Custody Inspection - finalisation

During September 2021 Warwickshire Police underwent an unannounced joint inspection (jointly held by HMICFRS and HMI Prisons) of its custody facilities. The report was published on 9th February 2022, and prior to that the force had already put into place an action plan to address some of the issues raised.

Inspectors returned to the force on 20th October 2022 for a virtual revisit, where they reviewed progress made against each of the 3 causes for concern, 3 recommendations and 22 areas for improvement. The force took this opportunity to demonstrate the improvements made in the past year and our roadmap for continued progress towards excellence. On that basis, the lead inspector was able to award assessments of "In Progress", "Good Progress Made" or "Achieved/Complete" to each of them, the majority being "Complete".

Overall, the Inspection Team were greatly encouraged by the progress made and 'signed off' the force to continue managing the final actions locally. There will be no further scrutiny from HMICFRS as part of this inspection and no follow-up report, given the level of assurance provided. Internal progress will continue to be overseen through the governance of the Force Assurance Board.

The report can be found by clicking here.

PEEL Inspection – report published

As per previous updates, Warwickshire Police was subject to the latest round of HMICFRS PEEL Continuous Inspection activity in the first half of this year.

This was the inspectorate's first visit since the end of the Alliance with West Mercia Police and since the COVID pandemic had subsided. The new Force Liaison Lead (effectively the Lead Inspector) T/Supt Lydia Mason was appointed from January 2022 and spent several months gaining a thorough breadth and depth of knowledge of the force.

Inspection activity took place from January to June, accompanied by a wide-ranging document request. After the final evidence collection phase ended in early June, the inspection team returned to their centre to prepare the final report. Although designed to simplify the inspection process, it is acknowledged in national conversations between forces and HMICFRS that it is proving to be more rigorous and labour-intensive. Nonetheless, it ensures that the forces are inspected thoroughly and it is subject to constant review.

PEEL inspection activity focusses on the following questions, some of which are not graded, but inform the inspection overall and a narrative is provided throughout the assessment:

1. *How good is the force's service for victims of crime? (not graded)*
2. *How good is the force at engaging with the people it serves and treating them fairly, appropriately and respectfully?*
3. *How good is the force at preventing and deterring crime, anti-social behaviour and vulnerability?*
4. *How good is the force at responding to the public?*
5. *How good is the force at investigating crime?*
6. *How good is the force at protecting vulnerable people?*
7. *How good is the force at managing offenders and suspects?*
   (Q8 (disruption of serious and organised crime), Q9 (meeting the requirements of the Strategic Policing Requirement (SPR)) and Q10 (protecting communities against armed threats) have all been removed from PEEL and are addressed in their own thematic inspections.)

11. How good is the force at building, developing and looking after its workforce and encouraging an ethical, lawful and inclusive workplace?
12. How good is the force at planning and managing its organisation efficiently, making sure it achieves value for money, now and in the future?

The final report was published on 14th October 2022 and HMICFRS awarded the following gradings:

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

There were no causes for concern raised and 22 areas for improvement. Due to the wide-ranging nature of their focus, AFI's are allocated to a number of strategic leads to drive: governance will therefore be spread across the relevant Steering Groups and overseen by the Force Assurance Board. Details of allocation and ownership are in the document embedded below:

AFI's PEEL 2022 (JASC).xlsx

Thematic Reports in last period:

HMICFRS have released the following thematic reports since the last JASC report was submitted to the committee:

The police response to burglary, robbery and other acquisitive crime - Finding time for crime – PEEL Spotlight report — 11 August 2022

This report focuses on the police response to serious acquisitive crime. There are two recommendations allocated to the force:

- By March 2023, forces should make sure their crime scene management practices adhere to the authorised professional practice on managing investigations for SAC or provide a rationale for deviating from it. They should also include:
  - giving victims timely and appropriate advice during their initial call; and
  - applying a risk assessment process such as THRIVE, clearly recording it, and flagging those re-victimised for further support.

- By March 2023, all forces should ensure SAC investigations are subject to effective supervision and direction. This should focus on:
  - making sure supervisors have the capability and capacity to meaningfully supervise investigations;
  - making sure investigations meet the necessary standard and achieve suitable outcomes that consider the voice or opinion of victims;
  - applying investigative outcome codes appropriately; and
  - complying with the Victims' Code and recording evidence of compliance.

These recommendations are driven by the Delivering Effective Justice Steering Group (chaired by ACC Smith) and overseen by the Force Assurance Board.

Twenty years on, is MAPPA achieving its objectives? Criminal justice joint inspections, Joint inspection — 14 July 2022

This joint inspection examined the work of prisons, police, and probation in delivering MAPPA (Multi-agency public protection arrangements). Four recommendations resulted as follows:

- The Probation Service, police forces, and prisons should ensure that:
  Category 3 referrals are made to manage individuals who present a high risk of domestic abuse where formal multi-agency management and oversight through MAPPA would add value to the risk management plan.

- The Probation Service, police forces, and prisons should ensure that:
  There is a comprehensive training strategy for all staff involved in the MAPPA process that fully utilises existing training packages and makes sure they can enable staff in all roles to prepare for and present or contribute to a case in a multi-agency forum and understand how MAPPA fits with other multi-agency forums, such as Integrated Offender Management and Multi-Agency Risk Assessment Conferences (MARACs).

- Police forces should ensure that:
  All MAPPA nominals managed at Levels 2 and 3 are allocated to a suitably trained police offender manager.

- Police forces should ensure that:
  Workloads for staff managing sexual offenders are reviewed against national expectations and, where found to be excessive, take steps for mitigation and communicate this to affected staff.

These recommendations are driven by the Proactive Policing & Prevention Steering Group (chaired by ACC Smith) and overseen by the Force Assurance Board.

Police perpetrated domestic abuse: Report on the Centre for Women's Justice super-complaint. (Domestic abuse, Ethics and accountability, Integrity and corruption, Super-complaint) — 30 June 2022

HMICFRS, the College of Policing and the Independent Office for Police Conduct published a report in response to the super-complaint submitted by the Centre for Women's Justice on police perpetrated domestic abuse. Three recommendations have been allocated to Warwickshire Police, and the NPCC is collating force responses nationally. The recommendations are lengthy and for reasons of brevity are not duplicated here. However, the report can be found here and the force has accepted – and comprehensively responded to – all three on 1st November 2022. This will form part of a single national response from the NPCC.

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November 2022