

Recommendations - Recommendations

#	Status	Force or Agency	Report title	Assignee
8533	Being progressed	Suffolk	PEEL: Police legitimacy 2017	Catherine Akehurst
<p>HMICFRS is concerned that forces are not able to demonstrate that the use of stop and search powers is consistently reasonable and fair. In particular, there is over-representation of BAME people, and black people in particular, in stop and search data which many forces are unable to explain.</p> <p>To address this cause of concern HMICFRS recommends that:</p> <p>1. By July 2018, all police forces across England and Wales should be regularly and frequently monitoring a comprehensive set of data and information on use of stop and search powers to understand:</p> <ul style="list-style-type: none"> •the reasons for any disproportionate representation of different ethnic groups in the use of stop and search; •the extent to which find rates differ between people from different ethnicities, and across different types of searches (including separate identification of find rates for drug possession and supply-type offences); and •the prevalence of possession-only drug searches, and the extent to which these align with local or force level priorities. <p>2. Where forces identify disparities through monitoring, they should demonstrate to the public that they have:</p> <ul style="list-style-type: none"> •carried out research and analysis in an attempt to understand the reasons for the disparity, and •taken action to reduce the disparity, where necessary; <p>3. We expect forces to publish this analysis and any actions taken at least on an annual basis, from July 2018.</p> <p>4. By July 2018, and ongoing following that date, forces should ensure that all officers who use stop and search powers have been provided with, and understand, training on unconscious bias and College of Policing APP on stop and search.</p> <p>The force has a new internal governance structure which reports to the ACC. There is quarterly and annual data published internally and externally. The action plan to address "Best Use of Stop and Search" has been published. A future development is to include possession only versus possession with intent to supply cases. There is a 1 day training course for PC's and 2 days for supervisors to include unconscious bias and the College of Policing APP on stop and search. The delivery of this commences April/May 2018.</p>				
8490	Being progressed	Suffolk	A progress report on the police response to domestic abuse	Catherine Akehurst
<p>By September 2019, Chief officers in each police force should continue to oversee and ensure full implementation of these action plans and offer regular feedback on progress to their police and crime commissioners. This should be a personal responsibility of the chief constable in each case. The leadership task for the service now is to sustain the level of determination and commitment seen since the publication of Everyone's business to ensure that the police response to victims of domestic abuse continues to improve. HMICFRS will continue to monitor progress against force action plans as part of their PEEL inspection regime.</p> <p>Suffolk have develop a Domestic Abuse strategy and delivery plan. Governance is provided by a delivery board and newly established Force Vulnerability Board. A Violence Against Women and Girls board has been established to bring together the strategic response of key partners within Suffolk.</p>				
8447	Being progressed	Suffolk	A progress report on the police response to domestic abuse	Catherine Akehurst
<p>By April 2018, every police force in England and Wales should update its domestic abuse action plan, determine what more it can do to address the areas for further improvement highlighted in this report and specified below, and publish its revised action plan accordingly.</p> <ul style="list-style-type: none"> - Recording - Assessing and responding to Risk - Positive and preventative action - Building the investigative case <p>A Prevent Pursue Prepare Protect strategy has been created for domestic abuse alongside a revised delivery plan. Understanding of DA performance is further refined and identifies clear risks and areas for improvement. Positive action has been a priority alongside being victim focused rather than victim led.</p>				
8396	Being progressed	Suffolk	PEEL: Police efficiency 2017	Catherine Akehurst
<p>Forces need to focus on developing digitally-enabled services. This means using technology to change the way forces operate as a whole rather than an approach which simply replicates paper-based systems online.</p> <p>By September 2018, chief constables should produce an ambitious plan to improve digitally-enabled services within their force. The Home Office, National Police Chiefs' Council and Association of Police and Crime Commissioners should support the development of these plans by establishing a national framework which allows for the provision of digitally-enabled services across force boundaries.</p>				

The force is already working collaboratively with Suffolk on mobile data including app based products that enable officers to capture the required information at incidents in a way that is not replicating a paper based form. The force uses Athena, which enables a single point for operational information and intelligence to be accessed. Currently there are 5 forces working on Athena and 3 more will be coming on line in the Eastern region in mid 2018 which will enable more effective and efficient information sharing. Completion of this recommendation relies on support from national bodies to put in place a national framework for the force to then review and decide whether it wishes to pursue this if it will provide further efficiencies in its digital capability.

8309	Being progressed	Suffolk	Stolen freedom: the policing response to modern slavery and human trafficking	Catherine Akehurst
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Immediately, forces should ensure that allegations or indications of modern slavery and human trafficking are thoroughly investigated and effectively supervised by teams and individuals with the skills and experience to undertake them (this should include the use where appropriate of joint intelligence teams and other means to obtain intelligence and evidence from agencies overseas).

Operation Eagle provides the structure for intelligence development and the identification of organised criminality across Norfolk and Suffolk.

8223	Being progressed	Suffolk	Stolen freedom: the policing response to modern slavery and human trafficking	Catherine Akehurst
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Immediately, forces should take steps to ensure they are fully compliant with the NRM process as it evolves and are implementing the requirement placed upon them under the Modern Slavery Act 2015 to notify the Home Office of any individual suspected to be an adult victim of modern slavery or human trafficking.

The force considers that it is compliant with this recommendation. This is showing as being progressed whilst awaiting central implementation from the Home Office of changes to the NRM process.

7965	Being progressed	Suffolk	Living in fear – the police and CPS response to harassment and stalking	Catherine Akehurst
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Chief constables should work with criminal justice partners to identify what programmes are available to manage offenders convicted of harassment and stalking offences in their respective force areas. In the absence of such programmes, they should review whether interventions could and should be established.

A bid to the VAWG transformation fund for an offender programme to tackle DA was unsuccessful. ICENI have subsequently been commissioned locally to deliver a DA perpetrator programme live in 2018. The programme will be subject to evaluation and governance provided by VAWG arrangements.

7900	Being progressed	Suffolk	Living in fear – the police and CPS response to harassment and stalking	Catherine Akehurst
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Chief constables should ensure that officers are aware of, and use appropriately, the powers of entry and search for stalking. Chief constables should also ensure that adequate records of these searches are compiled for audit and compliance purposes.

This area requires further development in conjunction with a process change regarding the removal of PINs. The force is progressing work in relation to this recommendation.

7879	Being progressed	Suffolk	Living in fear – the police and CPS response to harassment and stalking	Catherine Akehurst
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Chief constables should stop the use of Police Information Notices and their equivalents immediately.

This ambition is incorporating into a delivery plan. The full consequences of this course of action requires further exploration and removal is likely to be delivered by March 2018.

6641	Being progressed	Suffolk	Online and on the edge: real risks in a virtual world	Catherine Akehurst
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We recommend, that within 12 months, forces, working with the national policing lead, consider ways to ensure that a good practice regime is introduced, supervised and monitored in forces so that children are protected.

As per the previous update, there are robust processes in place in Suffolk to protect children who are subject of child abuse and this includes on line exploitation. Once further guidance is received from the national lead this will be incorporated into existing processes.

6123	Being progressed	Suffolk	PEEL: police legitimacy 2016	Catherine Akehurst
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To address this cause of concern, HMIC recommends that:

- Within six months, all forces not already complying with current national vetting policy should have started to implement a sufficient plan to do so.
- Within two years, all members of the police workforce should have received at least the lowest level of vetting clearance for their roles.

At the time of the 2016 legitimacy inspection the vetting process ensured that Suffolk (in collaboration with Norfolk)recruited officers, staff and volunteers with high standards of ethical behaviour. It had effective processes in place to review an individual's vetting status when they moved post, were promoted or when there was a change in their personal circumstances. Any deviations from the national standards were assessed against risk with appropriate governance from the Head of the joint professional standards department (PSD). Prior to the inspection it had been identified by PSD that there were a number of people across the organisations whose vetting had expired. This was a deviation from the national guidelines for vetting, and although the risk of this re-vetting had been risk assessed, it was important that PSD understood and lessened the risk posed by officers whose vetting had expired. Demands on the vetting unit had increased and the resources available were not sufficient to manage this. Furthermore the actual nature of vetting had significantly changed with the requirement for open source checks on most levels of vetting.

Significant steps to lessen the risk have been taken since the inspection. Through the outcome based budgeting process additional staff have been recruited and trained.

Good progress is being made to firstly clear the backlog of new vetting applications that had built up due to the increase in demand (moving from a waiting time of 8-10 weeks to the current 2 weeks) and secondly, to clear the backlog of expired vetting for officers and staff already within the organisation. One temporary member of staff is now working through the vetting backlog and is on course to address this. Vetting will then be in a position where all staff are vetted to the correct level. This is being carefully and continually monitored, it is clear that although, steps have been made to lessen the risk, the risk itself is still present until the issue is finally resolved.

5117	Being progressed	Suffolk	The welfare of vulnerable people in police custody	Catherine Akehurst
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Police forces should establish a race equality governance framework linked to the force's risk register. This framework should include:

- collection of core data sets by ethnicity;
- development of a common understanding of the current situation through analysis of the data and engagement with Independent Advisory Groups and local communities;
- plans to make improvements to practice where this is identified as being necessary; and
- establishing appropriate leadership and governance structures to oversee and make sure the work is carried out

Suffolk's diversity strategy is being updated. A meeting was held after custody areas in other forces which had been inspected by HMICFRS were recommended to have a Custody Equality Plan. This will be a joint plan for Suffolk and Norfolk as custody is a collaborative area and will reflect the diversity strategy for both Forces.

4270	Being progressed	Suffolk	Building the picture: an inspection of police information management	Catherine Akehurst
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Immediately, chief constables should make sure that their force information records are reviewed at the end of the review period set for each information grouping, and records created when decisions are made to retain information beyond the applicable period of retention.

The force continues to manage a significant backlog in the reviewing of information. The Genie/Clearcore project has allowed a single search over a large number of legacy systems. The force is about to start on the Clearcore data quality element of the project before phase 2/3 will be delivered allowing compliance.

3691	Being progressed	Suffolk	The Strategic Policing Requirement: An inspection of the arrangements that police forces have in place to meet the Strategic Policing Requirement	Catherine Akehurst
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Chief constables should work with the Home Office, the National Crime Agency and CERT-UK (following its launch in March 2014) better to understand their roles in preparing for, and tackling the shared threat of a large-scale cyber incident. Their roles should cover the 'pursue, prevent, protect and prepare' themes of the Serious and Organised Crime Strategy.

A Serious and Organised Crime Strategy supported by an improvement plan is being produced in Norfolk and Suffolk and will be aligned with the 4P model in the National Strategy. This will be completed in 2018.

3046	Being progressed	Suffolk	The Strategic Policing Requirement: An inspection of the arrangements that police forces have in place to meet the Strategic Policing Requirement	Catherine Akehurst
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Chief constables should agree, and then use a definition that specifies exactly what the term 'mobilised' means in relation to the testing of the police response required by the Police National Public Order Mobilisation Plan. This should be done within three months

Work is ongoing to be resolve this recommendation through the National Police Chiefs Council.

2270	Being progressed	Suffolk	Building the picture: an inspection of police information management	Catherine Akehurst
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By November 2015, chief constables should ensure that their local information management processes adequately identify and prioritise the records of those who pose the greatest risk, in order that they are properly monitored, and appropriate, timely action is taken.

The Athena system provides automated application of MoPI groups which is currently being reviewed to see if this is to be brought in line with the APP. A manual update of the MoPI group can be undertaken. When completed Genie/Clearcore will prompt the MoPI analysts to complete the required reviews.

2227	Being progressed	Suffolk	Building the picture: an inspection of police information management	Catherine Akehurst
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By November 2015, chief constables should ensure that adequate local information management processes are in place to consider all available information in an efficient and systematic way so that the continuing levels of risk that individuals pose to communities are properly assessed and, where necessary, information is recategorised and linked.

The Athena system provides automated application of MoPI groups which is currently being reviewed to see if this is to be brought in line with the APP. A manual update of the MoPI group can be undertaken. When completed Genie/Clearcore will prompt the MoPI analysts to complete the required reviews.

808	Being progressed	Suffolk	Building the picture: an inspection of police information management	Catherine Akehurst
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By 30 November 2015, chief constables should ensure that a review is undertaken of the way in which their forces' information management policies and practice comply with the APP on information management so that

they give effect to the national approach and minimise any divergence from that APP.

The force is developing Genie/Clearcore to support this process, all policies and procedures are aligned with APP and any divergence has been documented. Once systems are in place the force will be able to have a greater understanding of its compliance with the relevant APP.