

**ORIGINATOR: CHIEF CONSTABLE**

**PAPER NO: AP20/54**

**SUBMITTED TO: ACCOUNTABILITY AND PERFORMANCE PANEL -  
20 NOVEMBER 2020**

**SUBJECT: PROGRESS AGAINST HMICFRS INSPECTION RECOMMENDATIONS**

**SUMMARY:**

1. This report provides an overview of progress made by the Constabulary against a number of recommendations set by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) as a result of recent inspections.

**RECOMMENDATION:**

1. The Accountability and Performance Panel is asked to note the contents of this report.

## DETAIL OF THE SUBMISSION

### 1. KEY ISSUES FOR CONSIDERATION:

#### Overview of Inspections

- 1.1 This report provides an update on the outstanding recommendations for Suffolk Constabulary as identified by HMICFRS through their inspection activity. This paper focuses specifically on the HMICFRS reports published since the last APP report in July 2020. There are currently 30 live recommendations, seven new recommendations and 10 areas for improvement (AFI) which are being worked on. The force has made good progress since July 2020, with four identified by HMICFRS as being complete.
- 1.2 All reports published by HMICFRS, (if they contain recommendations or AFI's for the police), whether they are specific to Suffolk or applicable at a national level, require comment from the Chief Constable on how the force intends to progress any recommendations.
- 1.3 The current reports, published since July 2020, containing recommendations for the Chief Constable are:
  - a) PEEL spotlight report – The Hard Yards – Police to Police Collaboration
  - b) Roads Policing not optional: An inspection of roads policing in England and Wales

### 2 PEEL SPOTLIGHT REPORT – THE HARD YARDS – POLICE TO POLICE COLLABORATION

- 2.1 This report provided a national perspective on police-to-police collaboration by:-
  - reviewing a number of high-profile collaborations and strategic alliances;
  - discussing the political context of collaborations with several police and crime commissioners (PCCs) across England and Wales; and
  - reviewing findings from the 2018/19 integrated PEEL assessment (IPA) inspections and 2019/20 force management statements (FMSs).
- 2.2 For this report, they assessed six police collaborations, investigating the process from agreement onwards. These case studies varied in scope and scale from highly ambitious strategic collaborations, such as the Seven Force Strategic Alliance (7F) and the All Wales collaboration, to more focused and specific projects, such as the North West Underwater Marine Unit. They examined what was done well, and what didn't go so well. They considered why some collaborations succeeded and why some failed.
- 2.3 The response to the report was developed by the 7F collaboration and covered the areas inspected by HMICFRS, namely;
  - Introduction & purpose
  - Leadership and governance
  - Benefits and cost analysis
  - Skills and capabilities
  - Exchange of learning

- 2.4 There are no recommendations specific to Suffolk in the report, however, there is one for all Chief Constables. This recommendation is awaiting allocation at the next HMIC steering group meeting;
- 2.5 **Recommendation 1:** If forces haven't yet implemented an effective system to track the benefits of their collaborations, they should use the methodology created by the NPCC, the College of Policing and the Home Office
- 2.6 This recommendation is reliant on the NPCC and College of Policing to have developed a methodology for tracking the benefits of collaboration by March 2021, therefore this will be pending until the methodology has been developed and published.

### **3 HMICFRS: NATIONAL: ROADS POLICING – NOT OPTIONAL – AN INSPECTION OF ROADS POLICING IN ENGLAND AND WALES**

- 3.1 HMICFRS inspected seven forces across England and Wales on how effectively the road network is policed. Suffolk was not one of the seven forces who were inspected. The report sought to establish the following: -
- Are national and local road policing strategies effective?
  - Does capability and capacity match demand?
  - Do the police engage effectively with the public and partners?
  - How well are police officers trained to deal with roads policing matters?
- 3.2 There are seven recommendations and three areas for improvement for Chief Constables to respond to as follows.
- 3.3 **Recommendation 4:** With immediate effect, chief constables should make sure that roads policing is included in their force's strategic threat and risk assessments, which should identify the areas of highest harm and risk and the appropriate responses.
- 3.4 **Recommendation 6:** With immediate effect, chief constables should make sure: their force has enough analytical capability (including that provided by road safety partnerships) to identify risks and threats on the road network within their force area; that information shared by partners relating to road safety is used effectively to reduce those risks and threats; and there is evaluation of road safety initiatives to establish their effectiveness.
- 3.5 **Recommendation 8:** With immediate effect, chief constables should make sure that their force (or where applicable road safety partnerships of which their force is a member), comply with (the current version of) Department for Transport Circular 1/2007 in relation to the use of speed and red-light cameras.
- 3.6 **Recommendation 9:** With immediate effect, in forces where Operation Snap (the provision of digital video footage by the public) has been adopted, chief constables should make sure that it has enough resources and process to support its efficient and effective use.
- 3.7 **Recommendation 10:** With immediate effect, chief constables should satisfy themselves that the resources allocated to policing the strategic road network within their force areas are sufficient. As part of that process they should make sure that their force has effective partnership arrangements including appropriate intelligence sharing agreements with relevant highways agencies.

- 3.8 **Recommendation 11:** By 1st August 2021, the College of Policing should include a serious collision investigation module for completion along with the Professionalising Investigation Programme. This should include: - minimum national training standards; and - certification for all serious collision investigators. Chief constables should make sure that all serious collision investigators in their force are then trained to those standards.
- 3.9 **Recommendation 12:** With immediate effect, chief constables should make sure that appropriate welfare support is provided to specialist investigators and family liaison officers involved in the investigation of fatal road traffic collisions.
- 3.10 **Area for Improvement 1:** Force-level support to national roads policing operations and intelligence structure is an area for improvement.
- 3.11 **Area for Improvement 2:** The efficient and effective exchange of all collision data with other relevant bodies is an area for improvement.
- 3.12 **Area for Improvement 3** The awareness and understanding of the changes in the Professionalising Investigation Programme within police forces is an area for improvement.
- 3.13 Initial responses to the recommendations and AFIs have been developed and are available to view on the Suffolk PCC website. Oversight of the ongoing progress of these will be the provision of the Joint Protective Services Department, with governance provided by the Suffolk HMIC steering group. As this a recently published report, there are no further progress updates available for reporting.

#### **4 PEEL preparation 2020-21**

- 4.1 Suffolk is one of the pilot forces for the 20/21 PEEL inspection regime which will commence in October 2020. The Corporate Improvement and Innovation Team (2025 Team) are leading on the preparation for HMIC, through the work of Chief Inspector Steve Denham.
- 4.2 The timeline for inspection activity is proposed as follows: -
- 4.3 October 2020 - Insight evidence collection starts. Force Liaison lead will contact Suffolk Force Liaison Officer to provide further detail and make the necessary arrangements.
- 4.4 November/December 2020 - The Victim Service Assessment (VSA) Team will contact the Force Liaison Officer to discuss the arrangements and preparation requirements for the VSA.
- 4.5 January/February 2021- VSA crime file review conducted.
- 4.6 March 2021 - review the evidence gathered and use this to determine the resource requirements for the final onsite evidence collection period.
- 4.7 April 2021 - Final evidence collection completed. Four-week window for activity.

#### **STRATEGIC OVERSIGHT AND GOVERNANCE**

- 4.8 All recommendations arising from HMICFRS reports, both Suffolk specific and national, are recorded onto a spreadsheet and allocated to strategic leads. There is also an online tracker where all forces can access updates on progress nationally. Work is underway and on track to have all the recommendations and areas for improvement signed off by HMICFRS as being satisfactorily completed by 31 December 2020.

- 4.9 The Deputy Chief Constable chairs a monthly meeting to monitor progress of these actions and ensure that progress matches recommended time-scale.
- 4.10 With regarding to the PEEL inspection, The Suffolk Constabulary 2025 Corporate Improvement and Innovation Team is managing and co-ordinating the preparatory work.
- 4.11 This involves completing a request from HMIC for a significant number of corporate documents, plans and strategies to be submitted by 11 November 2020. This work is on track to be completed on time.
- 4.12 The Inspection will focus on three main strands
- (i) Operational Assessment
  - (ii) Organisational assessment
  - (iii) Service level assessment

Work is underway with senior leaders to self-assess ourselves regarding all three strands against the following

- (a) What are our strengths?
- (b) What areas need to be strengthened?
- (c) What are we doing to achieve this?
- (d) What is not possible to achieve and Why?

This activity will be completed by early December 2020

- 4.13 All the preparatory work will be overseen by the Deputy Chief Constable through the monthly HMIC steering group meetings.
- 4.14 Appendix A is a copy of the recommendations with recorded progress.

## **5 FINANCIAL IMPLICATIONS:**

- 5.1 Where there are financial implications associated with recommendations these are reviewed through departmental or organisational structures and escalated as necessary to ensure these are understood and managed.

## **6 OTHER IMPLICATIONS AND RISKS:**

- 6.1 None