

**ORIGINATOR: CHIEF CONSTABLE**

**SUBMITTED TO: OFFICE OF THE POLICE AND CRIME COMMISSIONER**

**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 His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) as a result of recent inspections and publications (as of October 2023).

**RECOMMENDATION:**

1. The PCC is asked to consider the progress made by the Constabulary and raise issues with the Chief Constable as appropriate to the PCC's role in holding the Chief Constable to account.

## 1 SUFFOLK CONSTABULARY STRATEGIC PROCESS AND GOVERNANCE OF HMICFRS

- 1.1 Strategic oversight of all HMICFRS related matters is managed by the Deputy Chief Constable via a monthly meeting held with senior management to track progress of recommendations made through published reports and manage preparation for inspections.
- 1.2 The Suffolk HMICFRS team is led by the Head of the Performance Improvement Unit (PIU) and the Force Liaison Officer. Both roles sit within the Corporate Improvement and Innovation team, this structure enables the force to coordinate and liaise with HMICFRS on the organisation and planning of the inspections, data requests and the continuous improvement involved with HMICFRS related work.
- 1.3 Recommendations are recorded and allocated to strategic leads and progressed as required. It is a continuous improvement process and updates are provided to HMICFRS via the HMICFRS monitoring portal and continuous engagement with HMICFRS Force Lead Liaison.

## 2 PROCESS WITH OFFICE OF THE POLICE AND CRIME COMMISSIONER

- 2.1 Suffolk Constabulary has a structured process with the Office of the Police and Crime Commissioner (OPCC) in how we respond to HMICFRS publications.
- 2.2 All reports published by HMICFRS that involve recommendations or areas for improvement for Suffolk Constabulary, whether they are specific to Suffolk or applicable on a national level, require a response on behalf of the Chief Constable as to how the Constabulary intends to progress any recommendations. This response is provided to the OPCC and published on their website alongside their own response. Links to the responses can be found [here](#).
- 2.3 Super complaints do not follow the same procedure as national thematic reports, further information regarding super complaints can be found [here](#).

The recommendations provided in the super complaint reports are not mandatory for the Constabulary to follow. The Constabulary must report its stance on the recommendations to the National Police Chief's Council (NPCC) within six months of the published date. The NPCC collate responses from all police forces and publish an NPCC response to the super complaint.

## 3 RECOMMENDATIONS AND AREAS FOR IMPROVEMENT (AFI)

- 3.1 This report provides an update on the outstanding recommendations for Suffolk Constabulary as identified by HMICFRS through their inspection activity. This paper focuses mainly on the HMICFRS reports published since the last report in May 2023. There are currently 124 open recommendations and 24 AFI's assigned to Suffolk Constabulary.
- 3.2 It should be noted that the majority of these recommendations are legacy recommendations that have been completed and submitted for closure by HMICFRS. HMICFRS have recently introduced a new process whereby forces can self-certify Level 2 and Level 3 recommendations and AFIs for closure by submitting a letter from the Chief Constable which outlines the actions taken by the force to address. Suffolk Constabulary is currently working through this process and have identified 46 recommendations and 6 AFIs to be closed through this process. This will be an ongoing process into 2024 but should not be taken as a detriment to the Constabulary's progress against the recommendations.

3.3 The following provides a breakdown of the internal status of recommendations and AFIs:

3.3.1 Recommendations: 124 open

- 3 new
- 34 in progress under internal review
- 39 in progress currently under review by HMICFRS<sup>1</sup>
- 48 ready to be submitted for closure

3.3.2 AFIs: 24 open

- 14 new
- 2 in progress under internal review
- 2 in progress currently under review by HMICFRS<sup>2</sup>
- 6 ready to be submitted for closure

## 4 NEW NATIONAL THEMATIC REPORTS

4.1 Following are the details of the national thematic reports published in the period since the previous report in May 2023 and/or not covered in the previous report. All the reports can be accessed from the title headings in this paper.

4.2 [An inspection of how well the police and National Crime Agency tackle the online sexual abuse and exploitation of children](#)

This paper was published by HMICFRS 5<sup>th</sup> April 2023 as a result of their latest National Thematic Inspection.

Suffolk Constabulary has provided a force response to the OPCC.

This inspection examined how effective police forces, the National Crime Agency and regional organised crime units are at identifying and safeguarding children affected by online sexual abuse and exploitation. It also inspected how effectively these organisations prevented and investigated this type of crime. The report made a total of 17 recommendations aimed at improving the consistency of the police's approach and the timeliness of their investigations, reducing the availability of child sexual abuse material, and getting better outcomes for children.

Nine of these recommendations were for police forces to respond to. The deadlines for these recommendations are between April 2023 and April 2025, and are being progressed by Suffolk Constabulary's Crime, Safeguarding & Incident Management (CSIM) Command. It is acknowledged that two of these recommendations have passed the deadline and are being addressed.

4.3 [PEEL Spotlight Report – Police Performance: Getting a grip](#)

This report was published 7<sup>th</sup> July 2023 following a review of the PEEL (Police Effectiveness, Efficiency and Legitimacy) 2021/22 inspection programme.

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<sup>1</sup> HMICFRS are currently reviewing Suffolk Constabulary's response to recommendations from the National Child Protection Inspection (NCPI) 2022 and the Inspection of vetting, misconduct and misogyny in the police service, these are both covered in more detail later in the report

<sup>2</sup> As above

The initial response to this paper was published on the OPCC website and can be found [here](#).

The report includes two parts, with part one examining national themes from the PEEL 2021/22 programme, both positive and negative. Part two explores a problem with performance management. HMICFRS set out how a sharper focus on performance management and better use of data improves the service that police forces give to victims of crime and the communities they serve. The report considers what forces in England and Wales need to get right to improve, and the effect on the public and their own staff if they do not.

The report made a total of 11 recommendations, three of which are for police forces to respond to. The deadline for these recommendations is January 2024 and are currently being progressed by the Suffolk and Norfolk's Joint People Department.

#### 4.4 [An inspection of how effective police forces are in the deployment of firearms](#)

This report was published 11<sup>th</sup> July 2023 following an inspection of nine police forces in England and Wales between November 2022 and January 2023. Suffolk Constabulary was not one of the forces inspected.

The initial response to this paper was published on the OPCC website and can be found [here](#).

This inspection examined how effective police forces are in the deployment of firearms, including specialist munitions. HMICFRS approached this inspection by exploring how policies, structures and processes comply with relevant guidance and legislation and how effectively forces work together operationally across boundaries. It also sought to answer how effective forces are in the selection, training and deployment of tactical firearms advisors, TFCs (Tactical Firearms Commanders) and SFCs (Strategic Firearms Commanders).

The report made a total of 12 recommendations, eight of which were for police forces to respond to. The deadlines for these recommendations are from July 2023 to July 2024 and are being progressed by the Joint Protective Services Command in Suffolk and Norfolk. It is acknowledged that three of these recommendations had immediate deadlines and these are being addressed.

#### 4.5 [An inspection of the police contribution to the prevention of homicide](#)

This report was published 11<sup>th</sup> August 2023.

The initial response to this paper was published on the OPCC website and can be found [here](#).

This inspection examined how effectively the police understood, and contributed to the prevention of, homicides. HMICFS conducted a thematic inspection of homicide prevention, jointly supported by the National Police Chiefs' Council (NPCC), the College of Policing and the Independent Office for Police Conduct (IOPC). The inspection examined how effectively forces understand the pattern of homicide in their areas, including the underlying causes and risks. It also examined how effectively forces contribute to the prevention of homicides, including how they use the homicide prevention framework.

The report made a total of three recommendations, two of which were for police forces to respond to. The deadlines for these recommendations are from December 2023 to August 2024 and are being progressed by the Joint Protective Services Command in Suffolk and Norfolk.

#### 4.6 [An inspection of race disparity in police criminal justice decision-making](#)

This report was published 25<sup>th</sup> August 2023 as part of a two-part report following a commission from the Home Affairs Select Committee to provide scrutiny of the police service's response to recommendations made in the 1999 Macpherson report. The first part of the report reviewed the police service's leadership and governance arrangements for race-related matters and did not include any recommendations.

The initial response to this paper was submitted to the OPCC in October 2023 and is awaiting publication to the website.

This inspection examined what published demographic data is available for a range of police criminal justice decisions. It details the policy context that exists for these and sets out findings from fieldwork. The inspection sought to find out how effectively the police are responding to race-based inequalities and disparities that negatively affect community confidence. It was HMICFRS' aim to explore race disparity in the police forces selected for fieldwork, and in particular understand how well they understand, scrutinise and communicate their relevant work. Suffolk Constabulary was not one of the forces selected for this fieldwork.

The report made a total of 13 recommendations, four of which were for police forces to respond to. The deadline for these recommendations is September 2024 and are being progressed by the Joint Justice Command in Suffolk and Norfolk.

### 5 UPDATES ON PREVIOUSLY PUBLISHED NATIONAL THEMATIC REPORTS

5.1 This section will cover updates on recommendations and AFIs from publications in the previous reporting period that have significant updates, where recommendations have been addressed and submitted for closure or those that have had deadlines within the reporting period.

5.2 [Digital Forensics: An inspection into how well the police and other agencies use digital forensics in their investigations](#)

This report was published 1<sup>st</sup> December 2022 and had nine recommendations three of which were for the Constabulary. The initial response to this paper was published on the OPCC website and can be found [here](#).

This inspection examined the provision of digital forensics in police forces and regional organised crime units. The recommendations for police forces centred around integrating the digital forensic service under existing forensic science structure, including the management of digital forensic kiosks in their governance and oversight frameworks and developing the governance and oversight frameworks to understand the local demand for digital forensic services.

The deadlines for these recommendations are between September 2023 and November 2024 and these are being progressed through the Digital Forensics Board.

Two of the three recommendations made in this paper have been reviewed as ready for closure.

The first of these recommends that each force in England and Wales should develop a governance and oversight framework to better understand the local demand for digital forensics. The Head of Suffolk and Norfolk's Joint Protective Services Command now chairs

the Digital Forensics Board to develop this governance. Mechanisms are in place to look at demand on the Digital Forensics Unit (DFU) and performance against this demand through command and force performance boards. A Digital Forensics Programme has been implemented to look at the longer-term prediction of demand and how force assets and processes can be best used to manage this. Strategic and tactical boards provide the governance and oversight as suggested in this recommendation. Performance is reported on a weekly basis to the Head of Protective Services and is reported monthly to force performance meetings chaired by the two Deputy Chief Constables.

The second of these recommends that police forces should integrate digital forensic services under their existing forensic science structure. Currently, the DFU sits within the Specialist Crime Directorate. Within this command a distinct Quality Management Team manages UKAS accreditation across both wet and digital forensics, with this team reporting directly to the Head of Protective Services ensuring independence. It is considered that placing DFU in the same traditional forensics structure would not impact on the accreditation focus and oversight that is already in place. As a result, whilst the Digital Forensic Programme will consider these issues as it develops options for a future operating model, the Constabularies consider that the current structure is appropriate.

The report included a third recommendation for police forces and the National Police Chief's Council to include the management of digital forensic kiosks in their governance and oversight frameworks. This recommendation is still being progressed through the Digital Forensics Programme. There is currently no standalone oversight of kiosk performance, as data is tracked at a local level with regular reviews within the DFU who have overall control of the executive director license reporting tool. This enables the DFU to provide direct support to all operational kiosk users should they require. Consideration of the kiosk performance reporting forms part of the Digital Forensics Programme.

### 5.3 [An inspection of vetting, misconduct, and misogyny in the police service](#)

This report was published 2<sup>nd</sup> November 2022. There was a total of 42 recommendations made, 28 of which were for police forces to respond to.

The initial Constabulary response can be found [here](#). This report requires the Constabulary to risk assess each recommendation and report back to the National Police Chief's Council (NPCC) on a monthly basis.

Suffolk Constabulary has been following these requirements and regularly updating the NPCC on the risk assessments of individual recommendations and advising what actions have been taken.

Due to the large number of detailed recommendations made in this paper, the following summary will provide an update on progress rather than focusing on specific recommendations. Many of the recommendations and AFIs in this report are currently being assessed by HMICFRS for closure.

As highlighted above, the Constabulary has been reporting progress on recommendations monthly to the NPCC. In July 2023, the NPCC requested a final position statement on these recommendations to be submitted for review by HMICFRS prior to forces submitting for closure on the monitoring portal. This process is currently ongoing. However, as of August 2023 Suffolk and Norfolk's Joint Professional Standards Department self-assessed the following:

- 23 of the recommendations have been met
- Two recommendations are still in progress and have exceeded the original deadline, but are anticipated to be met within known timeframes
- Three recommendations are still in progress but are still within the deadlines and are anticipated to be met prior to the deadline passing
- Three of the five AFIs have been self-certified as having been met and will be submitted for closure
- Two of the AFIs are in progress (no deadlines set for AFIs).

## 6 SUPER COMPLAINTS

6.1 There have been no new super-complaints issued since the last report in May 2023.

## 7 INSPECTIONS

### 7.1 Peel Inspection

HMICFRS conducted the latest PEEL Inspection of Suffolk Constabulary during Spring 2023. The report was published on 4<sup>th</sup> October 2023.

The full report can be found [here](#).

HMICFRS assessed Suffolk Constabulary in 10 areas of policing and made judgements in nine of these 10. The report issued a total of 14 Areas for Improvement (AFIs), one Cause for Concern (which includes three recommendations) and one Innovative Practice.

Suffolk Constabulary is currently in the process of assigning AFIs and recommendations to the appropriate leads within the force.

A more detailed report into the results of the most recent PEEL inspection has been produced and submitted alongside this APP report.

### 7.2 National Child Protection Inspection (NCPI)

The Suffolk Constabulary NCPI Inspection report was published 22nd December 2022. The published report can be found [here](#). This report made 10 recommendations which were progressed through the Child Protection Delivery Board, chaired by the Head of the Crime, Safeguarding and Incident Management (CSIM) Command.

Suffolk Constabulary was reinspected by HMICFRS on the progress made against these recommendations in July 2023. At the time of writing, the Constabulary is awaiting the publication of the final report from this inspection which is expected in Winter 2023.

## 8 FINANCIAL IMPLICATIONS

8.1 None.

## 9 OTHER IMPLICATIONS AND RISKS

9.1 None.