

POLICE AND CRIME COMMISSIONER FOR NORTHUMBRIA**JOINT INDEPENDENT AUDIT COMMITTEE****16 JUNE 2014**

Summary of Recent Inspection Reports from Her Majesty's Inspectorate of Constabulary (HMIC)**Report of the Chief Constable**

1. Purpose of the Report

- 1.1 To provide members with a short summary of recent external inspection reports and an overview of the process in place to manage the Force's response to inspection recommendations and findings.

2. Background

- 2.1 The Force has received the following HMIC inspection reports in the last quarter:
- Everyone's business: Improving the police response to domestic abuse.
 - The Strategic Policing Requirement: An inspection of the arrangements that police forces have in place to meet the Strategic Policing Requirement.
 - Crime Recording: A matter of fact – interim report.

3. Financial Considerations

- 3.1 There are no additional financial considerations arising from this report.

4. Legal Considerations

- 4.1 There are no legal considerations arising from the contents of this report.

5. Equality Considerations

- 5.1 There are no equality implications arising from the contents of this report.

6. Risk Management Considerations

- 6.1 HMIC expects that progress is made in response to its recommendations and uses progress against previous recommendations to assess risk when considering future inspection activity.
- 6.2 The Force prepares action plans in response to HMIC findings, as appropriate, and delivery is monitored at the Force's Strategic Management Board.

7. Recommendation

- 7.1 The Committee is asked to note the recent inspection reports published by HMIC.

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1. Purpose of the Report

- 1.1 To provide members with a short summary of recent external inspection reports and an overview of the process in place to manage the Force's response to inspection recommendations and findings.

2. Background

- 2.1 Corporate Development Department acts as the central liaison point for all HMIC related matters. On a monthly basis, a summary of HMIC activity is presented to the Force's Strategic Management Board.
- 2.2 All HMIC inspection reports and other external inspection reports are considered by Chief Officers. A lead officer/staff member is identified as project lead to consider inspection findings and prepare an action plan in response to any recommendations and areas for improvement identified. These action plans are agreed by the Chief Officer Team and by the Police and Crime Commissioner. Progress against agreed action plans is reported on a quarterly basis to the Strategic Management Board.
- 2.3 Since the last Joint Independent Audit Committee, the following external reports have been published:
- Everyone's business: Improving the police response to domestic abuse.
 - The Strategic Policing Requirement: An inspection of the arrangements that police forces have in place to meet the Strategic Policing Requirement.
 - Crime Recording: A matter of fact – interim report.
- 2.4 Below is a summary of the main findings from each inspection. Appendix A details the recommendations made.

3. Everyone's business: Improving the police response to domestic abuse

- 3.1 In September 2013, HMIC was commissioned by the Home Secretary to inspect the police response to domestic violence and abuse. The national report published in March 2014, found that whilst domestic abuse is a priority, it is not being translated into an operational reality.
- 3.2 Within Northumbria, HMIC found that tackling domestic abuse is a clear priority and this is recognised by officers and staff throughout the organisation. There is good work with partner agencies to deliver services to victims to help make them safe, and good information sharing between agencies, for example, with local authorities.
- 3.3 Most staff had received training commensurate with their needs; however it was noted that a review of the recent changes in the use of the domestic abuse, stalking and harassment (DASH) risk assessment should be undertaken to understand what difference they have made and whether victims are still being properly risk assessed.
- 3.4 The report outlined a small number of areas where the Force could further strengthen its response, and an action plan, including Northumbria's response

to the national recommendations, is being prepared in consultation with the relevant domestic abuse support organisations and victims' representatives for approval by Chief Officer Team and Police and Crime Commissioner.

4. The Strategic Policing Requirement (SPR): An inspection of the arrangements that police forces have in place to meet the Strategic Policing Requirement

- 4.1 HMIC published its report, which is the first in a series looking at forces' responses to the SPR in April 2014. The report provides a broad outline of how police forces have responded to the SPR so far, and is based on data and evidence provided by all 43 police forces in England and Wales and fieldwork conducted in 18 forces and nine Regional Organised Crime Units (ROCUs). Northumbria Police was visited in October 2013.
- 4.2 HMIC inspected the mechanisms police forces, police regions and law enforcement bodies with national responsibilities have in place to deliver capacity, contribution, capability, consistency and connectivity against each of the five SPR threats i.e. terrorism, organised crime, civil emergency, public order and cyber incident. HMIC also inspected the arrangements in place to respond to the requirements of the SPR to deal with threats to public order that cannot be managed by a single force acting alone or a large-scale cyber incident including criminal attack.
- 4.3 A review of the report and its recommendations, together with an assessment to determine the Force's current position against the comments made in the national report has been undertaken and an action plan is being prepared in response.
- 4.4 A Force report is expected to be received in due course. Two further reports will be published by HMIC later this month which will provide more detailed examinations of police force responses to the threats from public order and large-scale cyber incidents. HMIC intend to give more detailed consideration to the other national threats in the next three years.

5. Crime Recording: A matter of fact – interim report

- 5.1 In May 2014, HMIC published an interim report which outlined some of the emerging themes of their ongoing inspection of crime data integrity in police forces in England and Wales. The interim report covers 13 of the 43 Home Office police forces.
- 5.2 HMIC has reported they have found weak or absent management and supervision of crime-recording, significant under-recording of crime, serious sexual offences not being recorded, a lack of victim focus by the police when making crime-recording decisions; and some offenders having been issued with out-of-court disposals when their offending history could not justify it.
- 5.3 The report sets out a number of reasons for these concerns, such as poor knowledge of the recording rules, inadequate or absent training in how to use them, poor supervision or management of police officers and the pressure of workload - where police officers have been managed in such a way as to overload them with cases.
- 5.4 HMIC has highlighted that if the findings for the first set of forces are representative across all forces and all crime types; this implies that 20% of crimes may be going unrecorded. Some forces have performed better than others.

- 5.5 The inspection has also identified strengths which are common to all of the forces visited so far: when crime reports are recorded, the classification of the offence which is recorded is correct on almost every occasion; and by listening to calls made to the police, HMIC is finding that victims of crime receive a professional service with call-takers being polite, helpful and showing empathy to the needs of the victim during initial contact with the police.
- 5.6 The crime data integrity audit will take place in Northumbria Police week commencing 28 July 2014, with interviews and focus groups to start the following week.
- 5.7 HMIC will complete the remainder of their in-force audits and inspections during the next few months and publish their final report in October 2014.

Appendix A - HMIC Recommendations

Everyone's business: Improving the police response to domestic abuse

Northumbria Police

1. The force should provide domestic abuse training to front enquiry office staff.
2. The force should review the DASH risk assessment process to ensure it is effective.
3. The force should provide clarity to staff regarding force procedures for dealing with domestic abuse. Specifically to address a belief by staff that these procedures require them to always require one of the people involved to leave the household or premises regardless of the circumstances, often causing unnecessary conflict and putting staff at additional risk.
4. The force should review the roles and responsibilities of officers working in the Domestic Abuse Investigation Unit (DAIU) to ensure they can meet current demand.
5. The force should work with partner agencies to ensure the caseload for the six Multi-Agency Risk Assessment Conferences (MARACs) is in line with national guidance.
6. The force should review the way the force contributes to Dares to ensure the two Protecting Vulnerable People (PVP) Detective Chief Inspectors (DCIs), who currently undertake the majority of work, are the most appropriate resource.

National

1. There should be a renewed national effort to tackle domestic abuse. The Home Office, working with the College of Policing, chief constables and police and crime commissioners, needs to inject urgency and energy into solving the material problems identified in this report.
2. A national oversight and monitoring group should be established and convened immediately to monitor and report on the progress made in implementing these recommendations.
3. By September 2014, every police force in England and Wales should establish and publish an action plan that specifies in detail what steps it will take to improve its approach to domestic abuse.
4. Chief constables should review how they, and their senior officers, give full effect to their forces' stated priority on domestic abuse.
5. The Home Office should develop national data standards in relation to domestic abuse data.
6. The College of Policing is updating authorised professional practice for officers on domestic abuse alongside other areas such as investigation and public protection. This update should be informed by the conclusions of and recommendations in this report, together with existing reviews of domestic abuse best practice, and should be developed with contributions from a wide set of interested parties.
7. The College of Policing is reviewing the evidence base for risk assessment in cases of domestic abuse. The College should urgently consider the current

approach to risk assessment with others, such as practitioners in forces, academic experts and organisations supporting practitioners and victims. Meanwhile, forces should ensure that they continue to use the DASH risk assessment tool in the way that it was originally intended.

8. The College of Policing should conduct a thorough and fundamental review of the sufficiency and effect of training and development on forces' response to domestic abuse. Police forces should ensure that their approach to domestic abuse training is evidence-based. Training should tackle the specific problems of lack of knowledge and poor attitudes to domestic abuse which exist in forces. It should be face-to-face training rather than provided through e-learning.
9. The College of Policing, through the national policing lead for domestic abuse, should disseminate to forces examples of how forces are targeting serial and repeat domestic abuse perpetrators in order to prevent future offending.
10. The Home Office should reconsider its approach to domestic homicide reviews. Police and Crime Commissioners should track how and when recommendations from domestic homicide reviews are implemented.
11. Police and Crime Commissioners should consider the findings and recommendations of this report when commissioning services for victims of domestic abuse.
12. Following HMIC's inspection, there should be a further multi-agency inspection of these services.

The Strategic Policing Requirement (SPR) – An inspection of the arrangements that police forces have in place to meet the Strategic Policing Requirement

National

1. Chief constables should, immediately, establish a collective leadership approach that is committed to securing the required level of preparedness to respond to the national threats - in a way that is consistent across England and Wales. This should be done by:
 - re-establishing their commitment to a National Policing Requirement that fully describes the response that chief constables are committed to providing to the tackle the national threats;
 - providing the capacity and capability necessary to contribute to the collective response by all forces to tackle the national threats;
 - monitoring how well forces are fulfilling their obligations to the National Policing Requirement and formally reporting the results to Chief Constables' Council - at least annually;
 - fulfilling their promise¹³² to annually review the National Policing Requirement.
2. Chief constables should conduct an evidence-based assessment of the national threats (as described in the SPR), at least annually, and make it part of their arrangements for producing their strategic threat and risk assessments. This should start immediately because it is essential to understand the threat and risks before deciding upon the level of resources that are necessary to respond.
3. Chief constables and PCCs should, as part of their annual resource planning, explicitly take into account their strategic threat and risk assessments when

they make decisions about the capacity and capability required to contribute to the national response to those threats. This should start with immediate effect.

4. Chief constables should work with the College of Policing to create national guidance that describes how forces should establish the number of Police Support Units (PSUs) they need to respond to their assessment of the local public order threat. This should be completed within six months.
5. 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.
6. Recognising the fact that both the understanding of the national threats and the police response to them are continually changing, the Home Office should regularly review the SPR to make sure its requirements remain relevant and effective.
7. The College of Policing should work with chief constables to establish and specify the capabilities necessary (in a capability framework) for forces to use to assess whether or not they have the required capabilities to respond to the threat of terrorism. This should be completed within a year.
8. Chief constables should regularly, at least every two years, complete the College of Policing's capability frameworks to help them assess whether or not they have the capabilities necessary to respond to the national threats.
9. Chief constables should work with the College of Policing to establish formal guidance to forces about how they should mobilise public order commanders between forces. This should be done within three months.
10. 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.
11. Chief constables should provide those whose duty it is to call out public order trained staff with the information they need, 24 hours a day, seven days a week, so that they can mobilise the required number of PSUs within the timescales set out in the Police National Public Order Mobilisation Plan.
13. Chief constables should work with the College of Policing to agree and adopt a standard specification for all equipment that is necessary for the police to be able to respond to the national threats.
14. Once standard specifications are in place, the Home Office should support national procurement arrangements and, if police forces do not adopt them, mandate their use through regulation.
15. Chief constables should demonstrate their commitment to the objectives of the Joint Emergency Services Interoperability Programme by, wherever practicable, aligning their operational procedures with the other emergency services.
16. Chief constables and the Director General of the National Crime Agency (NCA) should prioritise the delivery of an integrated approach to sharing and using intelligence.