

Summary of Recent External Inspection Reports**Paul Godden, Corporate Development Department**

1. PURPOSE OF REPORT

- 1.1 To provide members with details 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 following inspection reports have been published by HMIC since the last Joint Independent Audit Committee:

- [PEEL Legitimacy 2016 – Northumbria Police](#)
- [PEEL Police Leadership 2016 – Northumbria Police](#)
- [Northumbria Police: Crime Data Integrity inspection 2016](#)

- 2.2 Corporate Development Department acts as the central liaison point for all HMIC related matters.

- 2.3 All HMIC inspection reports and other external inspection reports are considered by Chief Officers. A project lead is appointed 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 Executive Board and by the Police and Crime Commissioner.

- 2.4 Project teams are appointed to support implementation of the action plan, as appropriate. Progress against agreed action plans is reported to the Strategic Management Board and at Joint Business Meeting.

- 2.5 There are no matters of exception for the current reporting period for existing action plans in response to previous inspections.

PEEL Police Legitimacy 2016 - Northumbria Police

- 2.6 As part of its annual inspections into police effectiveness, efficiency and legitimacy (PEEL), HMIC has assessed the legitimacy of police forces across England and Wales against the overarching question 'How legitimate is the force at keeping people safe and reducing crime?'

- 2.7 The overall judgment for Northumbria Police is GOOD

- 2.8 Two forces are graded as outstanding (Derbyshire and Kent), 36 as good and five as requires improvement. None were graded as inadequate.

- 2.9 Overall, HMIC's assessment of how legitimate forces in England and Wales are at keeping people safe and reducing crime was positive.

- 2.10 National issues include: seeking feedback and challenge from those people who are less likely to complain or who have less trust and confidence in the police;

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compliance with all aspects of national vetting policy, and that many are only responding to reports of corruption rather than actively seeking out and preventing it; and establishment of fair approaches to individual performance management.

PEEL Police Leadership 2016 - Northumbria Police

- 2.11 As part of the annual PEEL inspections, HMIC has examined how well police forces understand, develop and display leadership through their organisational development.
- 2.12 Unlike the Efficiency and Legitimacy reports, forces have not been given a specific grade for Leadership.
- 2.13 Overall, within Northumbria Police HMIC found a good understanding of leadership expectations across the majority of the workforce (across all ranks and grades). It was acknowledged that the force is developing its leadership expectations as part of the 'Proud to Protect' programme, launched during 2016.
- 2.14 HMIC reported that there is a well-considered and coherent approach to leadership development. Future leadership requirements are clear and the force is using recruitment to support the development of leadership and meet future requirements. There are effective methods in place to support potential senior leaders to develop a range of professional and leadership skills; however, whilst the force has several methods to identify and address gaps in leadership capability, these are yet to be evaluated.
- 2.15 HMIC has identified a number of areas which require improvement, nationally. These include: leadership development for the wider workforce (especially police staff); force's expectations of what it wants from its leaders are rarely included as part of an individual's performance review; development of a systematic a process to identify and address poor leadership; and development of sufficiently diverse leadership teams.

Northumbria Police: Crime Data Integrity inspection

- 2.16 In 2016 HMIC commenced a multi-year rolling inspection programme for Crime Data Integrity. Northumbria was the fifth force inspected.
- 2.17 The overall judgement for Northumbria Police is 'Requires Improvement'. However, it should be noted that the Force has made significant progress since the last inspection in 2014. For example, overall crime recording compliance has improved from 72% to 93%.
- 2.18 Six recommendations have been made in addition to five identified areas for improvement to assist the force in achieving greater accuracy in recording crimes. Action is already being taken in these areas.
- 2.19 Seven forces have now been inspected. Two graded as Good overall, two as Requires Improvement and three as Inadequate.

3. FINANCIAL CONSIDERATIONS

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

4. LEGAL CONSIDERATIONS

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

5. EQUALITY CONSIDERATIONS

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

6. RISK MANAGEMENT

6.1 HMIC expects that progress is made in response to the 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 and at Joint Business Meeting.

7. RECOMMENDATIONS

7.1 The Committee is asked to note the recent inspection reports.