

JOINT INDEPENDENT AUDIT COMMITTEE	19 February 2018
<b>Summary of Recent External Inspection Reports</b>	
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**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 Two inspection reports have been published by HMICFRS since the last Joint Independent Audit Committee:

[Police Effectiveness, Efficiency and Legitimacy \(PEEL\) – Legitimacy 2017](#)

[Planes, Drones and Helicopters - an independent study of police air support](#)

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

- 2.3 All HMICFRS 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 at Executive Board and by the Police and Crime Commissioner.

- 2.4 Project teams are appointed to support implementation of the action plan, as appropriate. All activity is regularly reviewed by the respective owners. Delivery is overseen at Chief Officer/ Director level and reported to the Scrutiny Meeting of the Office of the Police and Crime Commissioner.

**Police Effectiveness, Efficiency and Legitimacy (PEEL) – Legitimacy 2017 inspection**

- 2.5 As part of its annual inspections into police effectiveness, efficiency and legitimacy (PEEL), HMICFRS has examined how legitimate forces are at keeping people safe and reducing crime.

- 2.6 Police forces were assessed against the following questions:

- To what extent does the force treat all of the people it serves with fairness and respect?
- How well does the force ensure that its workforce behaves ethically and lawfully?
- To what extent does the force treat its workforce with fairness and respect?

- 2.7 In addition, aspects of leadership were assessed by examining the role that leadership plays in shaping force culture; the extent to which leadership teams act as role models; and how the force identifies and selects its leaders.

- 2.8 The overall judgment for Northumbria Police was **GOOD**.

- 2.9 Nationally, one force was graded outstanding, thirty-five were good and six required improvement. No force was graded inadequate.
- 2.10 Two areas for improvement (AFIs) were identified for Northumbria:
- The force should ensure that it publishes up-to-date information on gifts, hospitality, business interests and pay for all senior staff.
  - The force should ensure it has effective systems, processes and guidance in place, in which all staff and officers are engaged, to manage individual performance and development.
- 2.11 Both AFIs have been addressed.
- 2.12 Up-to-date information on gifts, hospitality, business interests and pay of senior staff is published on the Northumbria Police website.
- 2.13 The Performance Development Review (PDR) system has been redesigned to encourage behavioural changes that mirror the National Competencies and Values Framework. Through self-reflection, discussions with management and recognition of gaps against these competencies, staff can manage and evidence their performance and development.
- 2.14 In addition, learning packages and tools have been developed and processes are in place to ensure that training is delivered effectively whilst considering the Police and Crime Plan, profiling activity and comprehensive gap analysis. Staff are sign-posted through various communication activities including broadcasts and via the intranet based 'learning and wellbeing' zones. Use of the PDR system has increased significantly.
- 2.15 Nationally, HMICFRS raised a cause for concern and recommendations with regard to forces not being able to demonstrate that the use of stop and search powers is consistently reasonable and fair, in particular, that there is over-representation of BAME people in stop and search data which forces are unable to explain.
- 2.16 Northumbria Police is well placed in terms of compliance with stop and search and any identified gaps with regard to the recommendations will be appended to the existing legitimacy action plan.

### **Planes, Drones and Helicopters - an independent study of police air support**

- 2.17 HMICFRS has published the findings of an independent study commissioned to examine the effectiveness and efficiency of the arrangements for police air support, including those concerning the National Police Air Service (NPAS), and to inform the understanding of how territorial forces in England and Wales collaborate.
- 2.18 An initial assessment of the recommendations is being made in the context of Northumbria Police and will be reported to the Joint Business Meeting.

## **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 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 HMICFRS 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 HMICFRS findings, as appropriate, and delivery will be monitored through the Northumbria Police governance structure and by the Office of the Police and Crime Commissioner.

**7. RECOMMENDATIONS**

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