

JOINT INDEPENDENT AUDIT COMMITTEE	14 May 2018
Summary of Recent External Inspection Reports	
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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 The following inspection reports have been published by HMICFRS since the last Joint Independent Audit Committee:

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

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

[HMI assessment for Northumbria Police 2017](#)

[Out-of-court disposal work in youth offending teams](#)

[Counter-terrorism policing – An inspection of police counter-terrorism commanders](#)

- 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.
- 2.5 There are no matters of exception for the current reporting period for existing action plans in response to previous inspections.
- Police Effectiveness, Efficiency and Legitimacy (PEEL) – Police Leadership 2017**
- 2.6 Published in February 2018, the thematic report draws upon the findings on leadership from the annual police effectiveness, efficiency and legitimacy (PEEL) assessments of all forces in England and Wales.

2.7 The leadership of Northumbria Police was highlighted positively within the national report as wanting to innovate and encourage its workforce to do the same, with the recruitment and progression strategy also reflective of this.

2.8 HMICFRS suggested one specific area in which all forces should improve:

Forces need to improve their use of personal and development review processes, in line with College of Policing guidance. This should form part of the ability of forces to understand the leadership skills and capabilities in the workforce. It also has wider implications for forces' abilities to succession plan effectively, using targeted leadership development, and to make sure that wellbeing provisions are communicated effectively to all ranks and grades within the workforce.

2.9 Significant activity has taken place to address this area for improvement.

Police Effectiveness, Efficiency and Legitimacy (PEEL) – Effectiveness 2017 inspection (published March 2018)

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

2.11 In 2017, HMICFRS adopted an interim risk-based approach in order to focus inspection activity on areas of policing at highest risk to the public. Under this approach, all police forces were assessed against the overarching question 'How effective is the force at keeping people safe and reducing crime?' Not every force was assessed against every part of the PEEL effectiveness programme.

2.12 All forces were inspected in relation to protecting vulnerable people and specialist capabilities.

2.13 Northumbria was also assessed against investigating crime and reducing re-offending; this area received a grading of 'requires improvement' in 2016.

2.14 For those areas which were not re-inspected in Northumbria: preventing crime and tackling anti-social behaviour; and tackling serious and organised crime, the judgements of 'good' from 2016 remain.

2.15 The overall judgment for Northumbria Police was **GOOD**. Nationally, 30 forces were graded as 'good' overall, 12 as 'requires improvement' and one force was 'outstanding'. No forces were graded as 'inadequate' overall.

2.16 HMICFRS acknowledged that improvements had been made since the last inspection, for example in the area of digital device examination and has determined that investigating crime and reducing re-offending has improved such that the grading is now 'good'. However, inspectors determined that the force's approach to protecting vulnerable people now 'requires improvement' and a number of areas improvement were identified.

2.17 An action plan in response to the identified AFIs and national recommendations was agreed at the Joint Business Meeting on 19th April 2018.

HMI assessment for Northumbria Police 2017

2.18 HM Inspector of Constabulary, Matt Parr provided the fourth PEEL (police effectiveness, efficiency and legitimacy) assessment of Northumbria Police. The HMI was pleased with the performance of Northumbria Police in keeping people safe and reducing crime.

2.19 Overall:

- The extent to which the force is effective at keeping people safe and reducing crime is **good**.
- The extent to which the force is efficient at keeping people safe and reducing crime is **good**.
- The extent to which the force is legitimate at keeping people safe and reducing crime is **good**.

Out-of-court disposal work in youth offending teams (published March 2018)

2.20 HM Inspectorate of Probation and Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) undertook a joint inspection to examine the work undertaken by youth offending teams (YOTs) and the police with children who have committed (usually) low-level offences dealt with using out-of-court disposals.

2.21 An initial assessment of the recommendations is being made in the context of Northumbria Police and will be reported to the Joint Business Meeting.

Counter-terrorism policing – An inspection of police counter-terrorism commanders

2.22 HMICFRS published a summary report of their inspection of counter-terrorism (CT) commanders in April 2018. The inspection sought to establish whether the arrangements provided the right people, in the right numbers, doing the right thing, and with the right support to meet the severe terrorist threat facing the UK. A full report was submitted to the Secretary of State, but will not be published as it would be against the interests of national security.

2.23 HMICFRS concluded that capacity is sufficient to meet demand and that the arrangements for securing the police service's contribution are efficient and effective.

2.24 Northumbria does not currently have any counter-terrorism commanders.

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 and that there are no matters of exception to report for existing action plans in response to previous inspections.