

<b>CAMBRIDGESHIRE POLICE AND CRIME PANEL</b>	<b>Agenda Item No. 8</b>
<b>29 JUNE 2016</b>	<b>Public Report</b>

## **Report of Cambridgeshire Police and Crime Commissioner**

**Contact Officer – Dorothy Gregson**

**Contact Details – [cambs-pcc@cambs.pnn.police.uk](mailto:cambs-pcc@cambs.pnn.police.uk) 0300 333 3456**

### **HER MAJESTY’S INSPECTORATE OF CONSTABULARY INSPECTION REPORTS**

#### **1. PURPOSE**

- 1.1 The purpose of this report is to provide the Police and Crime Panel (the “Panel”) with an overview of how the findings of the Her Majesty’s Inspectorate of Constabulary (HMIC) Police Effectiveness, Efficiency, and Legitimacy (PEEL) reports have been addressed and how the Police and Crime Commissioner (the “Commissioner”) intends to address these in the future.

#### **2. RECOMMENDATIONS**

- 2.1 To note the report.

#### **3. TERMS OF REFERENCE**

- 3.1 Item 6 – To review or scrutinise decisions made, or other action taken, by the Police and Crime Commissioner in connection with the discharge of the Commissioner’s functions.

Item 8 – To support the effective exercise of the Police and Crime Commissioner’s functions.

#### **4. BACKGROUND**

- 4.1 The Policing Protocol Order 2011 (the “Protocol”) sets out some key guiding principles for all Police and Crime Commissioners, Chief Constables and Police and Crime Panels.
- 4.2 Under the Protocol, the Commissioner has the legal power to scrutinise, support and challenge the overall performance of Cambridgeshire Constabulary (the “Constabulary”) and hold the Chief Constable to account for the performance of the Constabulary’s officers and staff. The Protocol is clear that the Commissioner must not fetter the operational independence of the Constabulary and the Chief Constable.
- 4.3 In turn, the Protocol enables the Panel to scrutinise the Commissioner in the exercise of his statutory functions, but does not provide for the Panel to scrutinise the Chief Constable.

#### **5. HMIC**

- 5.1 HMIC independently assesses and routinely monitors the performance of police forces in order to ensure that:
- emerging problems with the efficiency or effectiveness of individual forces are spotted quickly, and Chief Constables and Commissioners are aware of these problems and are

taking corrective action; and

- if problems with efficiency or effectiveness of a force are enduring and there is a low prospect of them being resolved, those problems are raised formally with the Commissioner, so that they can respond.

5.2 PEEL is an annual assessment of police forces in England and Wales on their effectiveness, efficiency and legitimacy. They are judged as 'outstanding', 'good', 'requires improvement' or 'inadequate' on these categories (or pillars) based on inspection findings, analysis and Her Majesty's Inspectors' (HMIs) professional judgment across the year. In addition, as part of the PEEL inspections, HMIC assess how well the police forces are led at every rank and grade.

## **6. HMIC PEEL INSPECTION OF CAMBRIDGESHIRE CONSTABULARY**

6.1 HMIC undertook their PEEL inspection of the Constabulary throughout 2015, with individual inspection reports being published in October and December 2015 and February 2016. In addition, in February 2016 HMIs brought together all the judgments made throughout the year together with other findings and information, to produce a rounded annual assessment of the Constabulary.

6.2 HMIC's PEEL reports, are by their nature, comprehensive and contain a number of observations, findings and areas for improvement. The Constabulary's focus is towards the recommendations and areas of improvement identified in the reports but equally some of the observations and narrative are key to inform and improve the Constabulary's work. However, action against all of these are balanced and prioritised against threat, risk, harm, and demand and resources.

6.3 The Constabulary's overall PEEL assessment, as published in February 2016, by HMIs judged that the extent to which the Constabulary was:

- Effective at keeping people safe and reducing crime = 'requires improvement';
- Efficient at keeping people safe and reducing crime = 'good';
- Legitimate at keeping people safe and reducing crime = 'good';
- Leadership = no formal grading.

## **7. CAMBRIDGESHIRE CONSTABULARY GOVERNANCE**

7.1 HMIC reports, the recommendation and areas for improvement identified within the reports, have been noted and accepted by the Constabulary. The Constabulary maintain responsibility for the assurance and progression of activity against HMIC recommendations. The Constabulary has governance arrangements in place to ensure actions are undertaken and progress monitored. Further to this, a self-assessment by the Constabulary against all recommendations was completed in April 2016.

7.2 This Constabulary plans to run a programme of internal assurance work in key business areas, the main objectives of this work being to:

- act as a 'critical friend' and ensure the Constabulary is ready for HMIC Inspections against key priority areas;
- identify progress against organisational goals;
- identify opportunities for improvement;
- comparing performance against both internal and external standards and to provide reassurance to the Commissioner and the Constabulary's Chief Officer Team.

## **8. POLICE AND CRIME COMMISSIONER'S ROLE**

- 8.1 As given above, the Commissioner has a statutory role to hold the Chief Constable to account for the performance of the force. The Commissioner also has a statutory duty under the Police Act 1996 to publish, as he sees fit, a copy of his comments on HMIC reports and then forward these to the Home Secretary, with a copy sent to HMIC.
- 8.2 The Constabulary will continue to submit reports to the Commissioner's governance board following a HMIC Inspection report. The purpose of these reports will be to enable the Commissioner to hold the Chief Constable to account for the findings of the Inspection and the actions that would be taken forward to address these recommendations. A copy of the minutes of the governance meeting and a link to the published governance report, will be subsequently sent to the Home Secretary, with a copy to HMIC, thus fulfilling the Commissioner's statutory duty under the Police Act 1996. The Commissioner's office will work with Constabulary officers and staff to both challenge and support the delivery of individual recommendations and areas for improvement. Progress with recommendations will also be tracked by the Commissioner's office.
- 8.3 The Commissioner will also use the Performance Working Group to ensure the Constabulary have the mechanisms in place to make progress against HMIC recommendations and are proactively identifying emerging issues. Alongside wider consideration of how the Constabulary are addressing wider performance issues, this will enable him to hold the Chief Constable to account for the Constabulary's performance.
- 8.4 The Commissioner will be spending time on the 'front-line' both with the Constabulary and engaging with the public. This will enable the Commissioner to not only gain an understanding first-hand as to how the Constabulary are progressing with the recommendations in practice, but also provides further opportunity for feedback and holding the Constabulary to account.
- 8.5 In addition to the scrutiny role, the Commissioner will enable and support the Constabulary to deliver recommendations and areas for improvement. An example of this is looking for opportunities to bid for national funding to take forward initiatives or provide direct funding to the Constabulary and partners for resources if required.

## **9. HMIC 2016-17 INSPECTION PROGRAMME**

- 9.1 In addition to the PEEL inspections, HMIC's inspection programme for 2016-17 will range from counter-terrorism, harassment and custody. This will include inspections of individual police forces along with national thematic inspections which examine a key issue across a representative number of police forces and comment solely on performance in relation to that issue.
- 9.2 HMIC undertook their Efficiency, Legitimacy and Leadership Inspection of the Constabulary in May 2016 and a further Effectiveness Inspection is planned for September 2016 (exact details yet to be confirmed.) Inspection report findings will be published later in the financial year.
- 9.3 HMIC also work in partnership with Her Majesty's Inspectorate of Prisons to look at the implementation of statutory requirements and the conditions of detention, and the treatment of detainees. Each year will see a mixture of announced and unannounced inspections and periodic thematic reports. Cambridgeshire's last inspection was in 2011 – since then inspectors have re-focused their inspection regime to look at the welfare and safety of people who are the most vulnerable in police custody. This includes an extension of the scope of the inspection to include first contact and opportunities for the diversion of the most vulnerable people.

## 10. BACKGROUND DOCUMENTS

### 10.1 HMIC Reports:

PEEL – overview report from Her Majesty’s Inspector of Constabulary, February 2016

<http://www.justiceinspectorates.gov.uk/hmic/peel-assessments/peel-2015/cambridgeshire/>

*‘PEEL: Police Efficiency 2015 – An inspection of Cambridgeshire Constabulary’*, October 2015

*‘PEEL: Police Effectiveness 2015 – An inspection of Cambridgeshire Constabulary’*, February 2016

*‘PEEL: Police Effectiveness 2015 (Vulnerability) – An inspection of Cambridgeshire Constabulary’*, December 2015

*‘PEEL: Police Legitimacy 2015 – An inspection of Cambridgeshire Constabulary’*, February 2016

<http://www.justiceinspectorates.gov.uk>

#### **Business Co-ordination Reports:**

‘HMIC – Identifying victim and witness vulnerability in criminal case files’, 16<sup>th</sup> December 2015

‘HMIC ‘PEEL: Police Efficiency 2015’, 16<sup>th</sup> December 2015

‘HMIC Inspection – PEEL Police Effectiveness 2015’, 30<sup>th</sup> March 2016

‘HMIC Inspection – PEEL Police Leadership 2015’, 30<sup>th</sup> March 2016

‘HMIC Inspection – PEEL Police Legitimacy 2015’, 30<sup>th</sup> March 2016

<http://www.cambridgeshire-pcc.gov.uk/work/business-coordination-board/>