



Improvement Plan

Online Public Meeting
October 2023





Key Updates

- There are no organisational risks arising from the Improvement Plan
- Cause of Concern is awaiting formal sign off by HMICFRS
- AFI response letters for all 18 Areas for Improvement have now been submitted to HMICFRS for consideration
- HMICFRS inspection has now commenced with report due Feb/March 2024

Milestone View



	FY2022/23		FY2023/24			
	Q3 Nov, Dec	Q4 Jan, Feb, Mar	Q1 Apr, May, Jun	Q2 Jul, Aug, Sep	Q3 Oct, Nov, Dec	Q4 Jan, Feb, Mar
Section 151 Officer	Medium Term Financial Plan					
	Provision of capital forecasts					
ACO	Evaluate EnableNY capacity	PDR Framework	Embed survey into business planning			
	MTPP	3 year WF Plan	Refine Plan into BAU planning			
	First Line Leader Module	Deliver First Line Leaders	Leadership Plans	Launch Leadership Framework	Monitor through Strategic People Meeting	
	Middle Line Leader Module	Pilot Middle Line	Leadership Framework	Launch Leadership Framework	Monitor through Strategic People Meeting	
	DEI Module 1 training	DEI Module 2	Leaders Ongoing rollout	Monitor through Strategic People Meeting		
	DEI - Review recruitment processes					
ACC Local Policing	FCR Business Case	Call Handling process review	Training			
	Safeguarding VKPP	Review D Grade process	Demand Modelling			
	Audit Options – CROMU backlog	Structure review	Reduce backlog			
ACC Crime & Spec Ops	DEI – Use of Powers plans	Establish scrutiny	Monitoring			
	DEI – Force delivery plan	Positive Action Plan				
	Detective resilience plan	Detective academy	CID structures			
	DFU backlog plan	Comms strategy				
	Review tasking	Align NY EYE & DMM				
DCC	Performance framework	Dashboard working group	Structured CPD			
	Qualitative investigation assessment		Pilot	Rollout		

Implement
 Sign off / Approval
 Delivery milestones
 Implementation complete
 Action close
 On track
 At risk – high/ missed
 At risk – low/ moved
 Complete