

**JOINT INDEPENDENT AUDIT COMMITTEE**

**APRIL 2024**

**HMICFRS OVERVIEW**

**1. PURPOSE OF REPORT**

- 1.1 The purpose of this report is to provide the Joint Independent Audit Committee (JIAC) with an overview of NYP's approach to responding to His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) activity. It provides an overview of live recommendations and areas for improvement (AFI) at section 2. Section 3 provides commentary on the approach to the most recent publications followed by a general update on the inspectorate plan for the year at section 4. This report is aligned to the HMICFRS area of responsibility of the JIAC terms of reference.

**2. HMICFRS RECOMMENDATIONS AND AFI**

- 2.1 NYP has an internal register of all recommendations and areas for improvement made by HMICFRS. The internal governance is managed through the force's Risk and Assurance Board (RAB). HMICFRS categorise Recommendations/AFIs into levels ranging from 1-4 on their Monitoring Portal as follows:

- Level 1 No action required.
- Level 2 Forces are able to close records and self-certify.
- Level 3 Forces are able to close records, HMICFRS certify closure.
- Level 4 Forces are unable to close records, HMICFRS to conduct further bespoke fieldwork, usually for forces in the "engage" phase.

Forces are required to submit closure letters to HMICFRS and this process has been aligned the existing assessment and management process and sits under the governance of the RAB. NYP currently have open recommendations and AFIs in levels 2 and 3 only.

- 2.2 The current headlines are:

- There are 65 recommendations and AFI's currently live on the register (117 actions in total). This includes recommendations from national super-complaints.
- 22 of which are specific to NYP, the remainder stem from national thematic reports.
- 12 are currently awaiting evaluation or decision for adoption (more detail below)

**3. RECENT PUBLICATIONS**

- 3.1 All HMICFRS recommendations and AFI's are assessed to ascertain what action is required by the force to meet the requirements. The assessment is presented to the

RAB and actions adopted accordingly. The table below provides an overview of the position on recent HMICFRS publications relevant to NYP.

PEEL spotlight report: Police performance - *Getting a grip*.

(3 recommendations made for police forces, assessment complete awaiting approval)

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Race and policing: An inspection of race disparity in police criminal justice decision-making

(4 recommendations made for police forces, assessment ongoing)

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HMIC Thematic Inspection into the effectiveness of the police law enforcement bodies' response to group based CSE.

(4 recommendations made for police forces, assessment completed awaiting approval)

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HMIC Thematic inspection into the police CPS and probation service to meet the needs of the victims of crime.

(1 recommendation made for police forces, assessment is ongoing)

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Police Effectiveness, Efficiency and Legitimacy (PEEL) inspection

(11 Areas for Improvement, in progress)

#### **4. INSPECTORATE ACTIVITY UPDATE**

4.1 NYP has recently been subject of the Police Effectiveness, Efficiency and Legitimacy (PEEL) inspection. The fieldwork for this inspection was concluded on the 20<sup>th</sup> of October 2023 and the report was published in March 2024.

4.2 The list below summarises the position on the areas of coverage for the remainder of this year and for the next 2 years:

- Rolling programmes of policing inspections including:
  - PEEL
  - Child protection inspections (single agency and joint)
  - Custody suite inspections
  - Criminal justice joint inspections and inspection programmes.
- HMICFRS will complete the following thematic inspections started in 2021/22:
  - serious and organised crime.
  - Vetting, CCU and PSD

- HMICFRS plan to inspect the following further areas over the next three years:
  - police work with women and girls through focusing on offenders, continuing the work already under way;
  - armed policing;
  - police response to the Government's Beating crime plan;
  - repeat offenders;
  - the extent to which recent high-profile cases, as well as long-term concerns about race and diversity, are evidence of problems of police leadership and culture;
  - recruitment and retention, including achieving and sustaining a more diverse and effective workforce and the effect of the increase in officer numbers on efficiency and effectiveness;
  - how forces manage increasing demand and the changing nature of demand, such as supporting people with mental ill-health;
  - investigations, including examining the main causes of the long-term decline in successful prosecutions and what can be done to improve this;
  - whether forces are using science and technology to maximise their effectiveness and efficiency;
  - child protection and how good ways of working can be achieved in a system where the police are one of many organisations responsible for keeping children safe;
  - domestic abuse and identifying the best working methods for achieving the best experience and results for victims;
  - forces' understanding of their local drugs market, including supply, consumption and levels of dependency;
  - forces' management of the risk associated with legal firearms possession; and
  - with Homeland Security, the areas of counter terrorism needing to be inspected.