



Creating a safer
Cambridgeshire

To: Business Coordination Board

From: Chief Constable

Date: 26 May 2016

HER MAJESTY'S INSPECTORATE OF CONSTABULARY – POLICE EFFECTIVENESS, EFFICIENCY AND LEGITIMACY INSPECTION RECOMMENDATIONS 2015/16

1. Purpose

1.1 The purpose of this paper is to update the Business Coordination Board (“the Board”) and to give the Police and Crime Commissioner (“the Commissioner”) an understanding of what the position is regarding the recommendations Her Majesty’s Inspectorate of Constabulary (HMIC) made following their Police Effectiveness, Efficiency, and Legitimacy (PEEL) inspection reports from 2015/16 so he can gain assurance on the action being taken, the governance arrangements in place to monitor these, and an outline of the 2016/17 HMIC inspection plan.

2. Recommendation

2.1 The Board is recommended to note the contents of this report.

3. Background

3.1 HMIC’s PEEL is an annual assessment of police forces in England and Wales. Forces are assessed 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 assessed how well the Constabulary is led at every rank and grade.

3.2 HMIC undertook their PEEL inspection programme 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 each force.

4. HMIC Recommendations - Cambridgeshire Constabulary findings

- 4.1 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.
- 4.2 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 is = 'good'.
 - Leadership = no formal grading.
- 4.3 The key findings and recommendations of the PEEL inspections were reported to the Board in December 2015 and March 2016 (see Appendix 1).

5. Response and governance

- 5.1 The HMIC reports, the recommendation and areas for improvement identified within the reports, have been noted and accepted by the Constabulary. An Action Plan capturing the recommendations and areas for improvement are being progressed by the Constabulary, along with those that have been identified as part of the 2016 inspection programme (see section 6 below) which may supersede the ones given at Appendix 1.
- 5.2 The Constabulary has governance arrangements in place to ensure actions are undertaken and progress monitored. Further to this a self-assessment by the Constabulary's Corporate Development Department (CDD) against all recommendations was completed in April 2016. CDD maintain responsibility for the assurance of activity against HMIC recommendations.
- 5.3 This self-assessment will form part of a 'readiness review' programme led by CDD. The main objectives of this review being to:
- act as a 'critical friend' and ensure the Constabulary is ready for HMIC Inspections against key priority areas
 - identifying progress against organisational goals
 - identifying 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

6. 2016 Inspection Programme

6.1 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.

7. Recommendation

7.1 The Board is invited to note the contents of the report.

BIBLIOGRAPHY

Source Documents
<p>HMIC Reports:</p> <p>PEEL – overview report from Her Majesty's Inspector of Constabulary, February 2016 http://www.justiceinspectorates.gov.uk/hmic/peel-assessments/peel-2015/cambridgeshire/</p> <p><i>'PEEL: Police Efficiency 2015 – An inspection of Cambridgeshire Constabulary'</i>, October 2015</p> <p><i>'PEEL: Police Effectiveness 2015 – An inspection of Cambridgeshire Constabulary'</i>, February 2016</p> <p><i>'PEEL: Police Effectiveness 2015 (Vulnerability) – An inspection of Cambridgeshire Constabulary'</i>, December 2015</p> <p><i>'PEEL: Police Legitimacy 2015 – An inspection of Cambridgeshire Constabulary'</i>, February 2016 http://www.justiceinspectorates.gov.uk</p> <p>Business Co-ordination Reports:</p> <p>'HMIC – Identifying victim and witness vulnerability in criminal case files', 16th December 2015</p> <p>'HMIC 'PEEL: Police Efficiency 2015', 16th December 2015</p> <p>'HMIC Inspection – PEEL Police Effectiveness 2015', 30th March 2016</p> <p>'HMIC Inspection – PEEL Police Leadership 2015', 30th March 2016</p> <p>'HMIC Inspection – PEEL Police Legitimacy 2015', 30th March 2016 http://www.cambridgeshire-pcc.gov.uk/work/business-coordination-board/</p>
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