



To: Joint Audit Committee
From: Dr Natalie Benton, Head of Corporate Development
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Published HMICFRS Reports

1. Purpose

1.1 The purpose of this paper is to provide the Joint Audit Committee with information on HMICFRS reports published in the last quarter, and to provide an overview of the governance mechanisms for these reports.

2. Recommendation

2.1 The Committee is asked to note the contents of the report.

3. Background

3.1 HMICFRS's PEEL inspection is an annual assessment of police forces in England and Wales. Forces are assessed on their Effectiveness, Efficiency, Legitimacy and Leadership. Forces are judged as 'outstanding', 'good', 'requires improvement' or 'inadequate' for Effectiveness, Efficiency and Legitimacy, and a narrative judgment is provided for Leadership.

3.2 The effectiveness of a force relates to how it carries out its responsibilities, including cutting crime, protecting the vulnerable, tackling anti-social behaviour, and dealing with emergencies and other calls for service.

3.3 Efficiency relates to the value for money of the service provided.

3.4 Legitimacy relates to whether the force operates fairly, ethically and within the law.

3.5 Forces may receive one or more recommendations associated with a cause of concern (a serious failing in policy or practice), and/or areas for improvement (a less serious failing in policy or practice).

3.6 The force may also receive announced or unannounced thematic inspections from HMICFRS and other criminal justice inspectorates.

4. Governance

4.1 The force's Corporate Development Department ensures that the force has a comprehensive understanding of the findings of the PEEL inspection, identifying any areas for improvement and recommendations, and instigating appropriate action to address these.

4.2 The force holds a monthly Organisational Improvement Group, chaired by the Head of Corporate Development, at which all strategic leads are present and asked to update on the action they have taken.

4.3 There is also further scrutiny at chief officer level, through the DCC-chaired HMICFRS Gold Group, and Force Executive Board.

4.4 HMICFRS inspections form part of the third level of assurance for the Constabulary. The first level is internal governance meetings, the second is internal audit, and the third is external audit.

5. Inspections in 2017

5.1 The force has received the following inspections from HMICFRS in 2017.

Title	Completed	Publication Date	Link
Crime Data Integrity	January 2017	June 2017	http://www.justiceinspectorates.gov.uk/hmicfrs/publications/cambridgeshire-crime-data-integrity-inspection-2017/
PEEL Efficiency and Leadership	May 2017	November 2017	http://www.justiceinspectorates.gov.uk/hmicfrs/publications/peel-police-efficiency-2017-cambridgeshire/
PEEL Legitimacy and Leadership	May 2017	December 2017	Not yet available
Custody	August 2017	tbc	Not yet available
PEEL Effectiveness	September 2017	March 2018	Not yet available

6. 2017 Efficiency Inspection

- 6.1 As part of the PEEL inspection, HMICFRS considered how efficient the force is at keeping people safe and reducing crime and awarded **an overall judgment of good** in November 2017.

*“Cambridgeshire Constabulary is judged to be good in the efficiency with which it keeps people safe and reduces crime. Our overall judgment this year is an improvement from last year. The force is judged to be **good** in its understanding of demand; its use of resources to manage demand is assessed to be **good**; and its planning for future demand is also judged to be **good**.”*

- 6.2 HMICFRS identified four “areas for improvement” (AFIs) for the force:

The force should put in place better processes and governance to understand its prioritisation of calls, and how they affect the force’s ability to meet current and likely future demand efficiently.

The force should conduct a skills and capability audit that will allow it to understand leadership capacity and capability below the rank of chief inspector and police staff equivalent, including special constables and volunteers.

The force should ensure that it has sufficient resources available to fulfil its resourcing model, and so to meet its demand, while also taking into account the wellbeing of its staff.

The force and the strategic alliance need to ensure that performance development reviews are quality assured and line manager supported to develop the skills and capability of their officers and staff effectively.

- 6.3 HMICFRS did not identify any “causes of concern” for the force.

7. Recommendation

- 7.1 The Committee is asked to note the contents of the report.

BIBLIOGRAPHY

Source Documents	
Contact Officer	Dr Natalie Benton, Head of Corporate Development, Cambridgeshire Constabulary