



Creating a safer Cambridgeshire

To: Business Coordination Board

From: Chief Constable

Date: 25 February 2020

An update on the Integrated PEEL Inspection report published by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services on the Constabulary's effectiveness, efficiency and legitimacy.

1. Purpose

1.1 To inform the Business Coordination Board ("the Board") of the publication on 7th February 2020 a report by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS).

2. Background

2.1 HMICFRS independently inspects, assesses and then publishes annual reports on the effectiveness, efficiency and legitimacy of individual police forces and policing nationally.

2.2 For the 2018/19 program the inspections of the three themes was integrated and the methodology has adapted from previous years.

2.3 Four elements were examined in all Forces nationally:

- protecting vulnerable people;
- firearms capability;
- planning for the future; and
- ethical and lawful workforce behaviour.

2.4 The remaining focus of the inspection was "risk based" looking at areas identified by the Inspectorate as specifically requiring focus in Cambridgeshire. These were based principally on areas identified during the 2017 inspections as requiring improvement,

ie the effectiveness with which the Force ensures that crimes are investigated and offers a consistent service to all vulnerable people, including victims of domestic abuse.

2.5 There were elements of the national inspection regime which were deemed not to require examination in Cambridgeshire and where gradings from previous years were “rolled over”.

2.6 A full list of the inspection areas is provided below:

IPA area	Inspected in 2018/19?
Preventing crime and anti-social behaviour	Yes
Investigating crime	Yes
Protecting vulnerable people	Yes
Tackling serious and organised crime	No
Firearms capability	Yes
Meeting current demands	Yes
Planning for the future	Yes
Treating the public fairly	No
Ethical and lawful workforce behaviour	Yes
Treating the workforce fairly	No

3.0 Judgements

3.1 The table below, reproduced from the HMICFRS report, details the gradings given following the 2018/19 inspection (and those which have been rolled over).

 Effectiveness	Good	Last inspected
Preventing crime and tackling anti-social behaviour	Good	2018/19
Investigating crime	Good	2018/19
Protecting vulnerable people	Good	2018/19
Tackling serious and organised crime	Good	2016
Armed response capability	Ungraded	2018/19

 Efficiency	 Good	Last inspected
Meeting current demands and using resources	 Good	2018/19
Planning for the future	 Good	2018/19
 Legitimacy	 Good	Last inspected
Fair treatment of the public	 Good	2017
Ethical and lawful workforce behaviour	 Good	2018/19
Fair treatment of the workforce	 Good	2017

4.0 Areas for improvement

4.1 HMICFRS identified 10 areas for improvement (AFIs) where an aspect of the force's practice, policy or performance fell short of the expected standard. All have been allocated to senior leads to address.

- The force should make sure that future recruitment and staff development are supported by a functional and adequately resourced human resources team.
Owner: Director of HR
- The force should develop a comprehensive skills strategy to identify what future capabilities its workforce will need.
Owner: Director of HR
- The force should monitor the effectiveness of its newly launched neighbourhood policing strategy and consistently hold staff to account for delivering effective performance outcomes.
Owner: Head of Partnerships & Operational Support
- The force should evaluate and share problem-solving plans routinely to improve its approach to the prevention of crime and anti-social behaviour. The force should take steps to make information more accessible to staff to improve its use of orders and powers to prevent crime and anti-social behaviour.
Owner: Head of Partnerships & Operational Support

- The force should make better use of neighbourhood policing officers to support the ongoing safeguarding of vulnerable victims and manage the risks that high-harm perpetrators pose within communities.
Owner: Head of Partnerships & Operational Support
 - The force should ensure all staff have received at least the lowest level of vetting clearance for their roles and clear any backlogs ensuring it is fully compliant with the national vetting guidelines.
Owner: Head of Professional Standards Department
 - The force should improve its workforce's knowledge and understanding of the abuse of position for a sexual purpose.
Owner: Head of Professional Standards Department
 - The force should ensure that its counter-corruption unit has enough capability and capacity to counter corruption effectively and proactively.
Owner: Head of Professional Standards Department
 - The force should ensure regular and active supervision of the quality and progress of investigations. This supervision should be properly recorded.
Owner: Head of Investigation Standards Department
 - The force should ensure that it has sufficient resources available to respond appropriately to prompt (within one hour) calls for service, particularly for incidents of domestic abuse.
Owner: ACC & Local Policing Commander
- 4.2 HMICFRS did not identify any causes of concern (a serious or critical shortcoming in practice, policy or performance).

5.0 Governance

- 5.1 Progress against the AFIs will be monitored through regular updates to the Change Board, chaired by the Deputy Chief Constable.
- 5.2 The DCC has identified a number of actions or other positive opportunities in the report which are to be progressed. These will also be tracked via the Change Board.

6. Recommendation

- 6.1 The Board is recommended to note the contents of the report.

BIBLIOGRAPHY

Source Documents	Report: https://www.justiceinspectorates.gov.uk/hmicfrs/publications/peel-assessment-2018-19-cambridgeshire/
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