

SURREY POLICE AND CRIME PANEL

HMIC INSPECTION REPORTS

18th May 2016

SUMMARY

Her Majesty's Inspectorate of Constabulary (HMIC) is the independent inspection body for policing.

HMIC carries out the following types of inspections:

- An annual inspection of all police forces with individual published reports. This is known as PEEL – Police Efficiency, Effectiveness and Legitimacy. Each of the three elements are graded. There are four possible grades: inadequate, requires improvement, good, outstanding.
- National thematic inspections – where a specific policing issue is inspected using a sample of between 6 and all 43 forces, depending on the issue. These issues are chosen either by the HMIC or by the Home Secretary
- Joint inspections with other agencies e.g. inspections on custody facilities with HM Inspectorate of Prisons
- Commissioned inspections – PCCs or the Home Secretary can commission HMIC to carry out a force inspection on a particular topic.

As well as reporting on the inspections, HMIC also publishes data and information. This includes annual Value for Money profiles and the Rape Data Monitoring Group reports.

The PCC's role in inspections is to receive the reports and publish their comments on the recommendations made by HMIC. The PCC should then use the findings to scrutinise the police force performance, particularly in areas which contribute to the achievement of the Police and Crime Plan.

The Police and Crime Panel's role is to ensure that the PCC is taking into account inspection reports and the recommendations therein when holding the Chief Constable to account.

FINAL PEEL INSPECTION REPORT

Since the last Police and Crime Panel meeting, HMIC published in February its final PEEL assessment reports for all police forces and its annual national assessment of policing called State of Policing.

The PEEL assessment for Surrey gave grades for 3 areas: effectiveness, efficiency and legitimacy and made comment on leadership. The grades for Surrey were:

Effectiveness = Requires Improvement

Efficiency = Requires Improvement

Legitimacy = Good

With regard to **effectiveness**, HMIC findings were that:

“Surrey Police requires improvement in its approach to keeping people safe and reducing crime. The way it prevents crime and anti-social behaviour is good. But the quality of some crime investigations requires improvement. The force works well to stop some re-offending and it has good arrangements in place to ensure that it can fulfil its national policing responsibilities. However, Surrey Police’s approach to tackling serious and organised crime requires improvement in some specific areas. Of concern is the force’s inadequate approach to protecting and supporting some vulnerable victims, especially children who have been subject to abuse. This is the first year HMIC has graded forces on their overall effectiveness so comparison of their year-on-year effectiveness is not possible.”

The effectiveness element of the PEEL inspection includes the result from inspections on vulnerable victims and child abuse, previously reported to the panel.

In terms of **efficiency** summary findings were:

“HMIC found that Surrey Police is partly prepared to face its future financial challenges. The force has a good track record of effective financial management and understands the savings it has to achieve up to 2019/20. However, it does not have a thorough understanding of the demands for its services and is not able to match its resources to these demands. The force has recognised this and is currently identifying a new way of organising itself (its operating model) that is designed to help it to meet demand within its future budget. In last year’s value for money inspection, which considered how forces had met the challenge of the first spending review period, Surrey Police was judged to be good.”

And the comments on **legitimacy**:

“The force has worked successfully to introduce the Code of Ethics which sets and defines the exemplary standards of behaviour for everyone who works in policing, as well as the National Decision Model (the framework by which all policing decisions should be made, examined and challenged). The Code of Ethics is a central component of the National Decision Model. The chief officer team takes seriously the need for an ethical workforce. Local neighbourhood policing teams have a good understanding of their area and engage positively with the public. Taser is used fairly and appropriately, and the force is complying with most aspects of the Best Use of Stop and Search scheme. This is the first time HMIC has graded forces on their legitimacy, so no year-on-year comparison is possible.”

Leadership is not graded but HMIC overall comments were:

“Surrey Police understands the current leadership capability across the majority of its workforce and has communicated effectively the force’s positive future direction to develop its leaders and to motivate officers and staff. The chief constable and the chief officer team have demonstrated strong leadership by swiftly and effectively addressing issues that resulted in an historic underinvestment in skills and capabilities in some areas of the force. HMIC found that the force’s performance review process is largely effective and which is closely linked to development opportunities and training programmes. We found an ethical style of leadership across the organisation, while the chief officer team is viewed as approachable by the workforce, and engages well with police staff and officers.”

The full reports for the above inspections and the PCC’s responses can be found on the HMIC website: <http://www.justiceinspectrates.gov.uk/hmic>

HMIC have recently revisit Surrey Police to check on the progress being made in protecting vulnerable victims. This won’t result in a grade but there will be a short report on the findings of the visit. They will formally revisit Surrey Police in the summer.

PCC RESPONSE

The PCC responded to each of the above reports. The responses are on the HMIC website and can be viewed here:

<http://www.surrey-pcc.gov.uk/information/hmic/>.

ACTION TAKEN BY THE PCC

The PCC continued to scrutinise Surrey Police on their performance, particularly in relation to protecting vulnerable victims. The PCC’s scrutiny programme from May 2016 will need to consider the level of future oversight required on performance in efficiency and effectiveness.

RECOMMENDATIONS

That members of the Police and Crime Panel note the report and HMIC findings.

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