

SURREY POLICE AND CRIME PANEL**HMICFRS INSPECTION REPORTS****26th April 2018****SUMMARY**

Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) is the independent inspection body for policing.

HMICFRS carries out the following types of inspections:

- An annual inspection of all police forces with individual published reports. This is known as PEEL – Police Effectiveness, Efficiency 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 HMICFRS or by the Home Secretary
- Joint inspections with other agencies, e.g. inspections on custody facilities with HM Inspectorate of Prisons
- Commissioned inspections – A Police and Crime Commissioner (PCC) or the Home Secretary can commission HMICFRS to carry out a force-level inspection on a particular topic.

As well as reporting on the inspections, HMICFRS 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 comments on the recommendations made by HMICFRS. 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.

HMICFRS REPORTS FOR SURREY

Since the last report to the Panel in July 2017, the following reports relating to Surrey Police have been published:

- PEEL Efficiency 2017 – published November 2017
- PEEL Legitimacy 2017 – published December 2017
- PEEL Effectiveness 2017 – published March 2018
- Overall PEEL 2017 Assessment (published online) – published March 2018

The PEEL assessment for Surrey gave grades for 3 areas: effectiveness, efficiency and legitimacy and made comment on leadership. The grades for Surrey for 2017 were all Good.

	2017	2016	2015
Effectiveness	Good	Good	Requires Improvement
Efficiency	Good	Good	Requires Improvement
Legitimacy	Good	Good	Good

Within each of these three inspections there are subgrades (again each graded as either outstanding, good, requires improvement or inadequate) and these are shown in Appendix 1. Of the 13 sub-grades, in 2017 Surrey Police are graded Good for 11 areas and Requires Improvement for 2 areas. This is the same as in 2016, although the areas for improvement are different.

Overall this represents a stable, good performance for Surrey Police and a marked improvement on the assessments in 2015.

The areas for improvement identified were:

- How well does the force use its resources?
- To what extent does the force treat its workforce with fairness and respect?

HMICFRS can make recommendations within their reports, including where a good assessment has been made. The recommendations made by HMICFRS in 2017 were:

- The force should ensure that people who are circulated as being wanted on the police national computer, people who fail to appear on police bail, named and outstanding suspects, and suspects identified through forensic evidence, are swiftly found and arrested.

- The force should consider widening its approach to integrated offender management, in order to maximise the reduction of threat, harm and risk. There should be clear measures of success which enable the force to evaluate how effective it is at protecting the public from prolific and harmful offenders.
- The force should take steps to identify those people who are at risk of being drawn into serious and organised crime, and ensure that preventative projects are put in place with partner organisations to deter them from offending.
- The force should improve its understanding of the effect of its activity against serious and organised crime, and ensure that it learns from experience to maximise the disruptive effect of its activity.
- The force should ensure it has an accessible process in place to identify good ideas and innovation from the workforce.
- The force should further develop its understanding of hidden demand, analysing appropriate information and intelligence drawn from wider sources.
- The force should ensure that it has the resources to meet its resourcing model, and the demand placed on it, while taking into account the wellbeing of its staff.
- The force should undertake appropriate activities to fully understand its workforce's capabilities, in order to identify any gaps and put plans in place to address them. This will enable the force to be confident in its ability to be efficient in meeting current and likely future demand.
- The force should ensure that officers likely to use stop and search powers receive sufficient training.
- The force should ensure that it has a credible plan to comply with all aspects of the national vetting standards by December 2018, in line with HMICFRS' nationwide recommendation in 2016.
- The force should prioritise workforce wellbeing and improve how it identifies and understands the concerns of its workforce, using a range of data, information and analysis to do so.
- The force should ensure that it can respond effectively when wellbeing concerns are identified. As a priority, consideration should be given to how waiting times for referrals to Occupational Health can be reduced.
- The force should ensure that its leaders act in response to feedback and challenge from all parts of the workforce, and tell the workforce what has been done.

PCC RESPONSE

The PCC responded to each of the above reports. The responses are on the HMICFRS website as well as the PCC's website and can be viewed here:

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

ACTION TAKEN BY THE PCC

The OPCC ensures that all HMICFRS reports and recommendations made are monitored. All of these actions have been accepted by Surrey Police and are

part of an internal action plan, monitored at regular meetings by the Force at which the OPCC has a representative and by the Joint Audit Committee. The OPCC has full access to the force action plan.

RECOMMENDATIONS

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

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Appendix 1 – HMICFRS PEEL Inspection Grades

Inspection	Category	2017	2016	2015
Effectiveness	Overview – how effective is the force at keeping people safe and reducing crime	Good	Good	Requires improvement
	How effective is the force at preventing crime, tackling anti-social behaviour and keeping people safe	Not inspected – 2016 grade still stands (Good)	Good	Good
	How effective is the force at investigating crime	Good	Requires improvement	Requires improvement
	How effective is the force at protecting those who are vulnerable from harm, and supporting victims	Good	Good	Inadequate
	How effective is the force at tackling serious and organised crime	Good	Good	Requires improvement
Efficiency	Overview – how efficient is the force at keeping people safe and reducing crime	Good	Good	Requires improvement
	How well does the force understand the current and likely future demand	Good	Requires improvement	Requires improvement
	How well does the force use its resources?	Requires Improvement	Good	Requires improvement
	How well is the force planning for demand in the future?	Good	Good	Good
Legitimacy	Overview – how legitimate is the force at keeping people safe and reducing crime	Good	Good	Good
	To what extent does the force treat all of the people it serves with fairness and respect?	Good	Good	N/A (different questions)
	How well does the force ensure that its workforce behaves ethically and lawfully?	Good	Good	N/A
	To what extent does the force treat its workforce with fairness and respect?	Requires Improvement	Good	N/A

The full reports for the above inspections and the PCC's responses can be found on the HMICFRS website: <https://www.justiceinspectorates.gov.uk/HMICFRSfrs>

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