

SURREY POLICE AND CRIME PANEL

HMIC INSPECTION REPORTS

13th July 2017

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 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 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 – A Police and Crime Commissioner (PCC) 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.

HMIC REPORTS FOR SURREY

Over the last 8 months there have been a number of inspection reports published from HMIC with regard to Surrey Police as follows:

- November 2016 – PEEL Efficiency
- December 2016 – PEEL Legitimacy
- December 2016 – PEEL Leadership
- February 2017 – Stop and Search Revisit
- February 2017 – National Child Protection Revisit
- March 2017 – PEEL Effectiveness
- March – Overall PEEL Assessment (published online)

PEEL – Police Effectiveness, Efficiency and Legitimacy 2016

The PEEL assessment for Surrey gave grades for 3 areas: effectiveness, efficiency and legitimacy and made comment on leadership. The grades for Surrey for 2016 are shown below with 2015 shown in brackets.

Effectiveness = Good (2015= requirements improvement)

Efficiency = Good (2015= requirements improvement)

Legitimacy = Good (2015 = good)

Within each of these three inspections there are subgrades (again each graded as either outstanding, good, needs improvement or inadequate) and these are shown in Appendix 1.

Overall this represents a marked improvement for Surrey Police. In particular, in the sub-grades for the effectiveness report in 2015 Surrey Police received a grading of “Inadequate” for protecting those who are vulnerable from harm and supporting victims. A full action plan has been put in place, scrutinised by the PCC and subject to specific re-inspection by HMIC. This grade improved two places to a Good for 2016 and reflects a significant improvement in how the force protects vulnerable people.

Improvements have also been made in the grades for tackling serious and organised crime and for using resources to manage current demand. Areas for improvement remain for investigation of crime and for understanding current and future demand.

Leadership is also published as a separate report under the current PEEL process, although it cuts across all three themes and isn't graded. Overall the leadership report showed a mixed picture. Positive comments were made with

regard to the Chief Constable's staff consultation and surveys, force leadership seminars and steps taken to improve diversity. However, the report highlighted a lack of understanding of leadership skills, mixed quality of performance development reviews and the progress that still needs to be made to ensure that the workforce is fully representative of the diversity of within the communities it polices.

Child Protection Revisit

In 2015 the HMIC carried out national inspections of how police forces carried out their child protection. HMIC published an initial report in December 2015 on the child protection work of Surrey Police. This found that despite a clear commitment to protecting children, there were areas of concern that meant children were not receiving the service they deserve. In August 2016 inspectors carried out a follow up inspection and reported on their findings in February 2016. This inspection is not graded, but feeds into the overall PEEL results.

The inspectors found that improvements had been made, that Surrey Police had an action plan with all of the right elements in place, but that there was still some way to go to fully achieve the action plan. They found "Surrey Police demonstrates a strong commitment to improving the service it provides to protect vulnerable children. The chief constable has prioritised child protection and this is understood throughout the force. However, while this commitment has resulted in some good examples of children being protected, there remains more to be done to provide consistently improved outcomes for those at risk of harm."

They also commented favourably on: significant investment made in safeguarding through additional officers, staff and supervisors; additional training; better audit and review processes; better relationships with partner agencies and the dedication shown by safeguarding teams.

Areas for improvement focused on continuing to improve investigative practices and the need to progress the force action plan in this area of work.

The Office of the Police and Crime Commissioner (OPCC) continues to closely monitor the action plan.

Stop and Search Revisit Report

In 2014, the Home Office and College of Policing launched the Best Use of Stop and Search (BUSS) scheme which set out a number of standards that police forces were required to comply meet. HMIC carried out an inspection of Stop and Search and the BUSS standards on all police forces in 2015. 19 forces, including Surrey, were found to not be fully complying with the scheme. Six standards were set in the scheme and Surrey Police were found to be not meeting one in relation to publication of information. The OPCC were active in taking this forward and oversaw Surrey Police publishing information regularly to comply with this requirement.

HMIC revisit the 19 forces in late 2016 and reported on the findings for Surrey Police in February 2017 and found that the force is now compliant, as this extract from the covering letter by HMI Zoe Billingham shows:

“HMIC’s 2015 legitimacy inspection found that your force was not complying with one feature of the scheme: recording and publishing outcomes, including showing the connection between outcomes and objects. I am pleased to confirm that our recent revisit has found that the force is now complying with this feature of the scheme.”

PCC RESPONSE

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

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

ACTION TAKEN BY THE PCC

The OPCC ensures that all HMIC reports are recommendations made are monitored. The PCC requested a paper to come to the webcast March Performance Meeting which summarised all of the PEEL report findings and detailed the areas for improvement and the Surrey Police response to those areas.

Other actions taken include OPCC assisting the force in publication of Stop and Search data and OPCC officer attendance at the force boarding overseeing the action plan for Child Protection and vulnerable people.

RECOMMENDATIONS

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

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Appendix 1 – HMIC PEEL Inspection Grades

Inspection	Category	2016	2015
Effectiveness	Overview – how effective is the force at keeping people safe and reducing crime	Good	Requires improvement
	How effective is the force at preventing crime, tackling anti-social behaviour and keeping people safe	Good	Good
	How effective is the force at investigating crime	Requires improvement	Requires improvement
	How effective is the force at protecting those who are vulnerable from harm, and supporting victims	Good	Inadequate
	How effective is the force at tackling serious and organised crime	Good	Requires improvement
Efficiency	Overview – how efficient is the force at keeping people safe and reducing crime	Good	Requires improvement
	How well does the force understand the current and likely future demand	Requires improvement	Requires improvement
	How well does the force use its resources to manage current demand?	Good	Requires improvement
	How well is the force planning for demand in the future?	Good	Good
Legitimacy	Overview – how legitimate is the force at keeping people safe and reducing crime	Good	Good
	To what extent does the force treat all of the people it serves with fairness and respect?	Good	N/A (different questions)
	How well does the force ensure that its workforce behaves ethically and lawfully?	Good	N/A
	To what extent does the force treat its workforce with fairness and respect?	Good	N/A

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

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