

## Police and Crime Panel

3 March 2016

### Recent HMIC inspection reports

### Report of Office of Police and Crime Commissioner

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#### 1. Purpose of report

To brief the Police and Crime Panel on the findings of the recent assessments by HM Inspectorate of Constabulary into Police legitimacy and Police effectiveness.

#### 2. Background

HMIC undertakes a programme of three inspections with each Force, each year, covering

- Effectiveness
- Efficiency
- Legitimacy

The results of inspections are categorised as follows:

- Outstanding
- Good
- requires improvement
- inadequate

The results of the *efficiency* inspection were released in autumn 2015, and Durham Constabulary was rated as 'outstanding'.

On 11 February the results of the *legitimacy* inspection were released and Durham was rated as 'good'.

On 18 February the results of the *effectiveness* inspection were released and Durham was rated as 'outstanding'.

At the time of writing an overall assessment of the efficiency, legitimacy and effectiveness reports is due to be published on Thursday 25 February. The overall assessment will not be graded, but we understand that it will be closely derived from the results of the other three assessments. A verbal update on the overall assessment will be provided at the Police and Crime Panel meeting.

### 3. Findings of the Legitimacy Inspection

The overall assessment for Durham in this inspection is 'Good'

There are three components to the assessment, each with a rating (shown underlined):

1. To what extent does practice and behaviour reinforce the wellbeing of staff and an ethical culture? Good

*The assessment highlights:*

- Strong leadership within the Force
- An ethical culture where unprofessional behaviour and misconduct are challenged
- The views of staff are sought, including around their wellbeing
- The code of ethics is taken seriously

2. How well does the force understand, engage with and treat fairly the people it serves to maintain and improve its legitimacy? Outstanding

*The assessment highlights:*

- Engagement is at the heart of policing and staff understand its importance to legitimacy
- Staff are innovative and employ a wide range of methods to engage, in person and on-line including PACT, other local meetings, and *local* Facebook and Twitter discussions
- The Chief Constable is considered to be a role model

3. To what extent are decisions taken on the use of stop and search and Taser fair and appropriate? Requires improvement

*The assessment highlights:*

- The use of Taser is fair and appropriate
- A large proportion of stop and search records did not contain reasonable grounds for carrying out the search; the majority had been endorsed by a supervisor (Sergeant), suggesting a lack of understanding of what constitutes legal use of the power; also suggesting that the practice of recording is inadequate
- However, Durham is complying with most requirements of the Best Use of Stop and Search scheme
- There is still more to do in recording and publishing outcomes on-line, and explaining how the powers are being used following a community complaint

- Durham carried out 8377 stops and searches in the year to March 2015. Per 1000 population, this is nearly double the average of Durham's 'most similar group' of Police Forces.

#### **4. *Comment on legitimacy inspection***

The inspection report is very positive about the ethical culture of the Force, and to community engagement. However, the findings relating to Stop and Search clearly need to be addressed. The PCC's role is to hold the Chief Constable to account and discussions have already taken place. The Police are putting in place the following actions:

- a Chief Superintendent has been identified to drive forward the changes required relating to Stop and Search
- a new IT system will go live imminently which will relieve officers of some of the burden of paperwork relating to Stop and Search.

#### **5. Findings of the Effectiveness Inspection**

The overall assessment for Durham in this inspection is 'Outstanding'. This is the only 'Outstanding' in the country.

There are four components to the assessment:

1. How effective is the force at preventing crime and anti-social behaviour, and keeping people safe? Outstanding

*The assessment highlights:*

- The Constabulary places a clear emphasis on crime prevention and delivering long-term solutions through effective analysis of issues and problem-solving
- Frontline resources have been maintained to ensure neighbourhood teams can solve local crime and anti-social behaviour
- Excellent links have been established with partner agencies to address crime and anti-social behaviour at an early stage
- Good arrangements are in place through neighbourhood teams and community cohesion officers to communicate with the public

2. How effective is the force at investigating crime and managing offenders? Outstanding

*The assessment highlights:*

- The Constabulary has an excellent record of solving crime and bringing offenders to justice. It has a policy to attend all crime incidents to carry out an initial investigation
  - Digital evidence is gathered and assessed appropriately
  - Good relationships exist with partner agencies to deal with persistent offenders in a holistic way to break their cycle of offending, with a strong element of victim reparation and offender rehabilitation
  - There is scope for the Constabulary to involve frontline policing teams more in the routine monitoring of registered sex offenders
3. How effective is the force at protecting from harm those who are vulnerable, and supporting victims? Good

*The assessment highlights:*

- The PCC and the Chief Constable are committed to improving services to protect and support vulnerable people and victims
  - The Constabulary has clear and consistent processes in place to identify repeat and vulnerable victims
  - A significant investment in training staff to improve services to vulnerable people has been made
  - Good arrangements are in place with partner agencies to keep vulnerable people safe and the Constabulary is working hard to enhance these arrangements further
  - The Constabulary provides a good response to missing children and safeguards them, and is making good progress in its preparedness to tackle CSE
  - The Constabulary is doing effective work to tackle domestic abuse
4. How effective is the force at tackling serious and organised crime, including its arrangements for fulfilling its national policing responsibilities? Outstanding

*The assessment highlights:*

- Durham Constabulary has a comprehensive understanding of serious and organised crime through a thorough assessment of intelligence from its own resources, and from excellent partnership arrangements
- Responsibility for leading the response to organised crime groups is clearly set out and there are good arrangements in place to ensure that all staff understand and challenge organised crime groups
- The Constabulary has appropriate arrangements in place to meet its national policing responsibilities and is developing a capacity to tackle cyber-enabled crime

## 5. **Comment** on effectiveness inspection

This 'outstanding' assessment, the only one in the country, is another positive endorsement of the performance of the Force.

Specifically, there are a number of positive comments relating to the priorities in the Police and Crime Plan:

- Inspiring confidence:
  - o The report indicates that Neighbourhood policing is a central priority for the force;
  
- Supporting victims:
  - o The report confirms that every reported crime is attended
  - o Also, the report finds that effective work is being done to tackle domestic abuse
  - o HMIC also state that there is good progress on working with partners to address safeguarding
  
- Keeping all our communities safe
  - o The report indicates a strong commitment to tackling crime and anti-social behaviour
  - o There is also strong endorsement of Durham Constabulary's approach to serious and organised crime
  
- Delivering an effective Police Force
  - o The Force was rated 'outstanding' for efficiency a few months ago

## 6. **Recommendation**

That the Panel notes the content of the inspection report

### **Report author:**

Jon Carling

Head of Policy and Communications (OPCC)

<b>Contact Officer:</b>	<b>Jon Carling</b>
<b>Job Title:</b>	Head of Policy and Communications
<b>Telephone:</b>	<b>03000 265466</b>
<b>Email:</b>	<a href="mailto:Jon.carling@durham-pcc.gov.uk">Jon.carling@durham-pcc.gov.uk</a>