

Report to the Commissioner's Governance Board

Date: 1 March 2017

Title: HMIC Inspections and Performance Update

From: Chief Constable



INTRODUCTION

1. The purpose of this report is to provide:
 - An update in respect of recent HMIC publications
 - An overview of the HMIC inspections that have taken place since the last Governance Board
 - An update on forthcoming HMIC inspections
 - An overview on the position of existing recommendations from previous HMIC inspections
 - A performance update

HMIC PUBLICATIONS

2. Since the last PCC Governance Board there have been three reports published by the HMIC.
3. On the 3rd November 2016 the HMIC published the PEEL Efficiency inspection reports for all forces. Kent received an overall judgement of 'Good', broken down as follows across the inspection questions:
 - How well does the force understand its current and likely future demand - The force received a judgement of 'Outstanding' for this element.
 - How well does the force use its resources to manage current demand - The force received a judgement of 'Good' for this element.
 - How well is the force planning for demand in the future - The force received a judgement of 'Good' for this element.

This was the second year in a row that the force had been judged as being 'Good'.

4. On the 8th December 2016 the HMIC published the PEEL Legitimacy inspection reports for all forces. Kent received an overall judgement of 'Outstanding', broken down as follows across the inspection questions:
 - To what extent does the force treat all of the people it serves with fairness and respect - The force received a judgement of 'Outstanding' for this element.
 - How well does the force ensure that its workforce behaves ethically and lawfully - The force received a judgement of 'Good' for this element.
 - To what extent does the force treat its workforce with fairness and respect - The force received a judgement of 'Outstanding' for this element.

This was the second year in a row that the force had been judged as 'Outstanding' and the only force in the country to do so.

5. On the 8th December 2016 the HMIC published the PEEL Leadership inspection reports for all forces. This inspection report is not subject of a grading however; Kent received an extremely positive report with comments reflecting a strong healthy culture, excellent leadership arrangements throughout the organisation and outstanding avenues for staff development.

HMIC INSPECTIONS

6. Since the last PCC Governance Board the force has been subject to three HMIC inspections, one related to our Counter Terrorism arrangements, one in relation to compliance with the Best Use of Stop and Search Scheme and one in relation to Modern Day Slavery.

7. The Counter Terrorism inspection assessed how the force would respond to the first 4-5 hours of a Marauding Terrorist Firearms Attack. The force received excellent feedback from the HMIC with no negative comments cited. The Inspection report, which will be a national thematic report, will be published in the summer of 2017.
8. The Stop and Search inspection assessed the forces compliance with the Best Use of Stop and Search Scheme. The force was found by HMIC to be fully compliant with the Scheme.
9. The Modern Day Slavery Inspection sought to assess the forces arrangements in tackling this crime type. The inspection required the force to complete a self-assessment, provide a data return and submit force policies in relation to its arrangement. The finding of this initial inspection has been used to identify ten forces for a further inspection, Kent is not one of these forces. The inspection report will be published in the summer of 2017.

FORTHCOMING HMIC INSPECTIONS

10. On the 30th January 2017 the force was notified that it will be the next force subject to a Crime Data Integrity Inspection, this inspection will assess the forces compliance with crime recording. The inspection will be in two phases, on the 6th March 2017 the data assessment will commence for a two week period whereby 900+ recorded crimes will be audited. The audit phase will be followed by reality testing from the 3rd April up to the 13th April.

HMIC RECOMMENDATIONS - GOVERNANCE

11. The table cited below details a number of HMIC inspections and the subsequent recommendations that these inspections generated for the force. Not all of these inspections relate to inspections within Kent as a number are national thematic inspections with these recommendations made to policing nationally. There have been further inspections of the force in addition to those listed in the table but they have not been detailed as the recommendations have been discharged.
12. The force, in seeking to improve its policing response across all areas, will always seek to embrace and gain learning from inspections both within the force and in relation to wider thematic policing matters.
13. The table below demonstrates this with only a small percentage of the total recommendations provided still being progressed. The remaining recommendations which make up the total initial recommendations have either been discharged or are with HMIC for a decision to discharge.

| | Inspection | Published date | Initial number of recommendations | Recommendations being progressed |
|----|--------------------------------------------------|-----------------------|------------------------------------------|-----------------------------------------|
| 1. | Kent's Approach to tackling Domestic Abuse | Mar - 14 | 14 | 2 |
| 2. | Undercover Policing in England and Wales | Oct-14 | 14 | 1 |
| 3. | Strategic Policing Requirement | Nov-14 | 15 | 2 |
| 4. | Kent - Joint Inspection of Police Custody Suites | Feb-15 | 52 | 3 |
| 5. | MoPI - Building the Picture | Jul-15 | 6 | 5 |
| 6. | Firearms Licensing 'Targeting the Risk' | Sep - 15 | 9 | 1 |
| 7. | Digital Crime and Policing | Oct-15 | 6 | 2 |
| 8. | PEEL Effectiveness (2015) | Feb-16 | 2 | 0 |
| 9. | PEEL Effectiveness (Vulnerability 2015) | Feb-16 | 4 | 0 |

PERFORMANCE UPDATE

1. The most recent meeting of the Force Performance Committee was held on January 26th. The meeting addressed themes including: divisional activity/risks; Operation Recital; knife crime; and changes to the recording of “crimes against the state”. The meeting also received an update in relation to Operation Acle; a recent week of proactive operations targeting gangs, arising from the previous “Deep Dive” meeting around gang activity in Kent.
2. The force has now introduced a seventh strand to the Quality Performance Framework (QPF) – Investigation. This framework is informed by Operation Recital and measures a range of performance indicators from the initial stage of an investigation to the final outcome in the criminal justice process.
3. The most recent QPF graded performance in the seven strands:
 - a) Community – Area of focus. Public satisfaction levels have improved slightly on most recent statistics, but are still lower than a year ago. Key indicators, such as incident attendance, are stable.
 - b) Victim – Area of focus. The force continues to experience a decline in the satisfaction level expressed by victims of crime around actions taken and follow up. Analysis suggests this is linked to the increase in certain classes of crime subject to “desktop investigation”. Vehicle crimes are particularly likely to fall into this category, and show the lowest satisfaction levels. It is anticipated that in 2017 the force will be able to customise its satisfaction data collection in a way which takes account of the investigative path taken and outcome. Current data is limited in value by a fixed set of questions dating from over 10 years ago.
 - c) Offender – Good. Kent remains below the national average for outstanding suspects. Analysis shows that the force deals with its crime reports quickly by national standards and circulates fewer suspects as wanted on PNC than obvious comparators. The grade also reflects the significant improvement in digital forensics (previously highlighted as a risk). Waiting times for computer and digital devices have reduced very substantially, despite increasing numbers of POLIT referrals.
 - d) Reducing threat, risk and harm – Area of focus. The continuing increase in serious sexual offences, though part of a national pattern, remains the primary area of concern. Historic reports have reduced as a proportion of all sexual offences, but there is clearly a long-term change to the public readiness to report offences in this category which is placing significant strain on investigative resources. Stop search figures show a fall in overall numbers, but an increase in the proportion of searches leading to an arrest. It is a matter of concern, however, that weapons offences are increasing, as are assaults and public order offences involving the use of knives. This also forms part of a national trend recently highlighted by the Office of National Statistics (ONS). Overall knife-crime numbers are down in Kent, but this is a misleading statistic which results from fewer incidents of criminal damage involving knives.
 - e) Supported workforce – Outstanding. Hours lost through sickness continue to decline across the workforce. The “Develop You App” and Insite page are now ready for launch; a PDR review is also in progress which will more clearly link the process to career development. The “Feel well, live well” programme is also receiving positive feedback from attendees.
 - f) Standards and integrity – Good. Complaint levels are the lowest in the most similar group (MSG) per officer. The Records Management Project is making progress around the handling of old data which falls outside the MOPI guidelines and information security more generally is considered sound. The Force crime data integrity will be reviewed by HMIC during March.
 - g) Investigation – Area of focus. This grade is provisional, because data is not currently available for the full range of indicators which will be used. Key areas of concern on present data include the “IP declines” rate, and the charge rate for sexual offences. Criminal justice data, however, around early guilty pleas at court and case attrition remains strong, through the influence of operation Dice. Conviction rates are, by national standards, good in the Magistrates Court. Survey data shows that basic casefile standards are met in the great bulk of cases. The charge rate for most serious violence is an area of strength.
4. The rate at which crime victims in Kent “decline” to support a police prosecution has been highlighted as an area of concern. The force is currently undertaking substantial research and analytical work to fully understand the causes of this. It is clearly established, however, that IP declines rates are much higher in cases where the victim and suspect are known to each other, and in violent crimes where the injury caused is slight. These are both categories which have grown rapidly in Kent over the last five years as a result of high data accuracy standards. It is notable that, as other forces improve their standards of crime recording, similar changes are observed in their outcome profile. Preliminary results also indicate that victims

“decline” for many reasons, and that this does not necessarily indicate dissatisfaction with the service they have received from Police.

5. Dwelling burglary volumes have declined very significantly in Kent, from a peak in 1993, when nearly 20,000 offences were recorded. In 2016 the force total was around 4,400 – less than a quarter of the total twenty-three years ago. There are a number of reasons which underlie this change: the effective targeting of prolific offenders; improved offender management upon release from prison; stronger sentencing by the courts. The largest ongoing threat in relation to burglary remains in locations which border the Metropolitan Police District which are vulnerable to travelling offenders.
6. Vehicle crime follows a similar long-term pattern to burglary, with reductions driven principally by improvements in vehicle security and immobilisation. Current rolling year statistics show small increases across a number of Kent districts. Theft from insecure vehicles is an identified trend, though intelligence suggests that thieves may now be employing devices which unlock some parked vehicles. The detection of vehicle crime through reactive investigation is especially challenging with very low forensic yield in theft from motor vehicle cases and few witnesses. Changes to sentencing guidelines have also all-but eliminated the practice of “taking additional offences into consideration” upon conviction of an offender.
7. Kent is experiencing a changing crime profile overall, with a diminishing proportion of acquisitive crimes reported (except fraud) and increases in violence and public order offences. Offences reported to police are not, however, the whole story around crime. The force is also experiencing a substantial increase in “hidden harm” offending, the victims of which are unlikely to report the crime directly. Examples include modern slavery, human trafficking, illicit markets and child exploitation. Tackling these types of crime requires substantial investment in intelligence and pro-active capacity. The “New Horizon” change programme will deliver a new structure which will enhance the Force’s capacity to protect the vulnerable and tackle serious criminality in all its forms.