

HMIC BASELINE ASSESSMENT REPORT 2006-PROGRESS ON AREAS FOR IMPROVEMENT

INTRODUCTION

1. In October 2006 Her Majesty's Inspector of Constabulary (HMIC) published a report on their Baseline Assessment of Humberside Police. The report contains grading judgements of the force's performance against a range of component baselines covering all areas of policing activity.
2. The purpose of this report is to inform Members as to how the Chief Constable proposes to deal with the areas for improvement contained within the Baseline report 2006. The report also seeks to inform Members as to the future of Baseline and other planned HMIC inspections during 2007-08 and their implications for the force.

INFORMATION

3. In 2004 HMIC published Baseline Assessment reports for all 43 forces. This was designed primarily as a self assessment process against which HMIC would conduct a validation or reality check. The purpose behind Baseline was to provide a high level diagnostic statement of each force's relative strengths and weaknesses hence allowing HMIC to focus inspection activity; better performers therefore seeing less of HMIC.
4. Baseline comprises a number of frameworks (27) that cover the main areas of activity within police forces. Forces complete a self assessment exercise in respect of each framework following which a visit is made to each force by HMIC staff who complete a validation/reality check. Using an explicit process against set criteria, HMIC then award a grade of either- *Excellent, Good, Fair or Poor*. In addition they then use professional judgement to award a direction of travel of either- *improving, stable or deteriorating*. In addition to the grades, each framework also contains a written summary of strengths, areas for improvement (AFI) and work in progress.
5. The following table outlines the final grades and directions of travel awarded to Humberside Police.

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|---|------------------------|
| Citizen Focus | |
| Fairness and Equality in Service Delivery | Fair Improved |
| Neighbourhood Policing and Problem Solving | Fair Stable |
| Customer Service and Accessibility | Fair Improved |
| Professional Standards | Poor Not Graded |
| Reducing Crime | |
| Volume Crime Reduction | Poor Improved |
| Investigating Crime | |
| Managing Critical Incidents and Major Crime | Fair Stable |
| Tackling Serious and Organised Criminality | Fair Stable |
| Volume Crime Investigation | Poor Stable |
| Improving Forensic Performance | Fair Stable |
| Criminal Justice Processes | Fair Improved |
| Promoting Safety | |
| Reducing Anti-Social Behaviour | Fair Improved |
| Protecting Vulnerable People | Fair Stable |
| Providing Assistance | |
| Contact Management | Fair Improved |
| Providing Specialist Operational Support | Fair Stable |
| Strategic Roads Policing | Fair Stable |
| Resource Use | |
| Human Resource Management | Fair Stable |
| Training, Development and Organisational Learning | Fair Improved |
| Race and Diversity | Fair Improved |
| Managing Financial and Physical Resources | Fair Stable |
| Information Management | Good Improved |
| National Intelligence Model | Fair Stable |
| Leadership and Direction | |
| Leadership | Fair Not Graded |
| Performance Management and Continuous Improvement | Fair Improved |

6. Following receipt of the Baseline Report of Humberside Police for 2006, staff officers from Corporate Development Branch assembled all the AFIs and produced a composite draft action plan. The plan is broken down into the areas that correspond with the frameworks contained within the Baseline report. Each AFI has been allocated to a specific individual within the force to address.
7. Action Managers are now required to report to Force Audit Board on what action has been taken to address each AFI they have responsibility for and, if the AFI has not been implemented, the resources and timescale necessary to complete that work. While some AFIs may be relatively easy to complete others may have significant finance or resource implications which make them difficult to achieve within devolved budgets and therefore may require decisions to be made at Police Authority and Chief Officer

level.

8. Because of the number of AFIs, a decision has been made to adopt a risk based approach to this work. In other words those AFI in frameworks that were graded poor in Baseline 2006 will be addressed first. This is to ensure that, when HMIC revisits certain areas of Baseline, as outlined later, they can be satisfied the AFI are complete in order to improve the grading to fair or better.
9. Force Audit Board meets 6 weekly and is chaired by the Deputy Chief Constable and attended by Members and officers from the Police Authority. The AFI action plan will be tabled for discussion at the next meeting and subsequent one thereafter until such time as board members are satisfied it is complete. Oversight and governance by the Authority will be achieved by (i) detailed quarterly reports to the Performance Scrutiny Committee; (ii) Member attendance at Force Audit Board, and (iii) quarterly update reports on the activities of the Force Audit Board to Audit and Strategy Committee.
10. In a letter dated 30 November 2006 addressed to all Chief Constables and Chairs of Police Authorities Sir Ronnie Flanagan has outlined a draft inspection programme for HMIC for March 2007-February 2009 (Appendix 'A'). Sir Ronnie emphasis in his letter that HMIC resources will move towards more probing inspection of eight protective services.
11. Therefore HMIC will no longer produce an annual set of Baseline assessments across all the policing frameworks. Instead new grades will be provided for neighbourhood policing, professional standards, protecting vulnerable people and performance management. In addition they will continue to scrutinise corporate governance issues such as leadership and diversity. The commitment of both Government and the Police Service to embed neighbourhood policing will be supported by an inspection of forces progress towards the April 2008 target for full implementation.
12. Although Baseline will not continue in its present form, in practice, it means that HMIC will produce a revised set of grades for all frameworks where the assessment for 2006 was poor or fair and deteriorated. All other grades will be carried over from those awarded in 2006.
13. The implications of Sir Ronnie's letter for Humberside Police is that, in addition to the inspection activity outlined in Appendix 'A' and paragraph 11, the force will also be required to refresh its Baseline self assessment in the areas in which it scored poor (these were reducing volume crime, volume crime investigation and professional standards). It is for this reason that the work within the AFI action plan will be prioritised so as to ensure those areas graded as 'poor' are addressed first thereby ensuring the force will be in a stronger position to improve its grading.

14. Overall therefore, out of 27 possible frameworks, there will be inspection activity to undertake in 17 during 2007-08. This work will be coordinated through the Force Audit Board and detailed arrangements will be made by the staff officers when more information is available. Reports and gradings when received will be reported back to the Force Audit Board and subsequently to Police Authority through the existing scrutiny and reporting mechanisms.

RECOMMENDATION

15. It is recommended Members;

- i) Note the contents of this report;
- ii) Receive further progress reports from the Chief Constable in respect of both the Baseline AFI action plan and planned HMIC inspection activity for 2007-08 as it becomes available.

TIM S. HOLLIS
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Appendix A

HMIC Core Inspection Activity

March 2007 – February 2009

| Framework Area | Dates |
|-----------------------------------|--------------------------------|
| Neighbourhood Policing | March 2007 - August 2007 |
| Protecting Vulnerable Persons | March 2007 - August 2007 |
| Professional Standards | March 2007 - August 2007 |
| Performance Management | March 2007 - August 2007 |
| Serious And Organised Crime | September 2007 - February 2008 |
| Major Crime | September 2007 - February 2008 |
| Strategic Financial Assessment | September 2007 - February 2008 |
| Critical Incidents | March 2008 - August 2008 |
| Strategic Roads Policing | March 2008 - August 2008 |
| Diversity | March 2008 - August 2008 |
| Human Resources | March 2008 - August 2008 |
| Public Order, Civil Contingencies | September 2008 - February 2009 |
| Leadership | September 2008 - February 2009 |
| Information Management | September 2008 - February 2009 |