

<b>For Information</b>	
<b>Public/Non Public</b>	<b>Public</b>
<b>Report to:</b>	<b>Joint Audit and Scrutiny Panel (JASP)</b>
<b>Date of Meeting:</b>	<b>January 2020</b>
<b>Report of:</b>	<b>Deputy Chief Constable</b>
<b>Report Author:</b>	<b>Amanda Froggatt, Strategic Support Officer</b>
<b>E-mail:</b>	<b>amanda.froggatt@nottinghamshire.pnn.police.uk</b>
<b>Other Contacts:</b>	<b>n/a</b>
<b>Agenda Item:</b>	<b>6</b>

## **Audit and Inspection Update**

### **1. Purpose of the Report**

- 1.1 To provide the Joint Audit and Scrutiny Panel (JASP) with an update on progress against recommendations arising from audits and inspections which have taken place during Quarter 4, 2019/20.
- 1.2 To inform the Board of the schedule of planned audits and inspections.
- 1.3 To provide further information on the area identified for further scrutiny as requested at the last JASP (Appendix 2 – Post Implementation Review of Force Restructure, presentation to follow).

### **2. Recommendations**

- 2.1 That the Panel notes the status of audits and inspections carried out over the last quarter.
- 2.2 That the Panel review Appendix 1 and if required request further detail which will be reported at the next meeting.

### **3. Reasons for Recommendations**

- 3.1 To enable the Panel to fulfil its scrutiny obligations with regard to Nottinghamshire Police and its response to audits and inspections.
- 3.2 To provide the Panel with greater scrutiny opportunities and to reach more informed decisions.
- 3.3 To provide the Panel with the opportunity to shape the focus and data inputs for future HMICFRS inspections.

#### 4. Summary of Key Points

##### Audit and Inspection Action Updates

- 4.1 The actions referred to in this report are the result of recommendations made by Nottinghamshire Police's internal auditors and external inspectorates, including HMICFRS.
- 4.2 There are currently 0 actions which have exceeded their target date. There are 45 actions showing as 'at risk' of being off target i.e. they will exceed their target date in the next month.
- 4.3 There were 62 actions closed during this quarter.
- 4.4 Recent and forthcoming Inspections.

##### Recent Inspection Activity

Date of Inspection	Inspection Area	Date Report Received	Final Grading	Status
November 2019	Custody	N/A	N/A	HMICFRS noted significant progress had been made in relation to Custody
December 2019	Harassment and Stalking, Hate Crime, Mental Health	N/A	N/A	All recommendations relating to Harassment and Stalking and Hate Crime were closed by HMICFRS. One recommendation relating to Mental Health remains open
December 2019	Wellbeing Cause of Concern Talent Management Performance Development Review	N/A	N/A	HMICFRS acknowledged significant progress had been made in relation to Wellbeing, Talent Management and Performance

				Development Review process
--	--	--	--	-------------------------------

### Forthcoming HMICFRS Inspections

Date of Inspection	Inspection Area	Status
April 2020	Visit by HMICFRS Liaison Officer Ali Davies to look at progress against 3 x Areas for Improvement – Demand, Counter Corruption and Benefits Realisation	Date not yet confirmed
April 2020	Visit by Zoe Billingham, Senior Responsible Officer for HMICFRS to look at progress against 12 x Areas for Improvement, Operation Uplift and Knife Crime Initiatives	Date not yet confirmed

### Publications

Date of Publication	Inspection Area	Status
January 2020	Both sides of the coin: The police and National Crime Agency's response to vulnerable people in 'county lines' drug offending	National Perspective, no specific recommendations for the force
February 2020	Evidence-Led Domestic Abuse Prosecutions	Recommendations put on 4Action and currently being actioned

## 4.5 Recent and Forthcoming Audits

### Recent Audit Activity

Date of Audit	Auditable Area	Date Report Received	Final Grading	Status
July 2018	Collaboration – Strategic Financial Planning	September 2018	Satisfactory Assurance	Draft report issued. No recommendations for Nottinghamshire
August 2018	Collaboration – Risk Management	-	Satisfactory Assurance	Awaiting copy of report
September 2018	Collaboration – Business Planning	-	Satisfactory Assurance	Awaiting copy of report
October 2019	MFSS Contract Management	October 2019	Limited Assurance	Final Report Received, recommendations being monitored on 4Action
October 2019	Custody	October 2019	Satisfactory Assurance for Processes Limited Assurance for HMICFRS Action Plan	Final Report Received, recommendations being monitored on 4Action
October 2019	Crime Data Integrity	October 2019	Significant Assurance	No recommendations
October 2019	GDPR	-		Awaiting copy of report
October 2019	IT Security	-	-	Awaiting copy of report
December 2020	Core Financials	-	-	Awaiting copy of report

## **Forthcoming Audits**

<b>Date of Audit</b>	<b>Auditable Area</b>	<b>Status</b>
February 2020	Health and Safety	-
February 2020	Programme Management	-

## **Overview of all on-going actions from Audits & Inspections - Appendix 1**

### **Area Identified for further scrutiny – Post Implementation Review of Force Restructure – Presentation to follow**

#### **5. Financial Implications and Budget Provision**

- 5.1 If financial implications arise from recommendations raised from audits, inspections and reviews, these implications are considered accordingly. Where an action cannot be delivered within budget provision, approval will be sought through the appropriate means.

#### **6. Human Resources Implications**

- 6.1 There are no direct HR implications as a result of this report. HR implications resulting from specific actions will be managed on a case by case basis.

#### **7. Equality Implications**

- 7.1 There are no direct HR implications as a result of this report. HR implications resulting from specific actions will be managed on a case by case basis.

#### **8. Risk Management**

- 8.1 Some current actions involve the completion of formal reviews of specific business areas. It is possible that some or all of these reviews will identify and evaluate significant risks, which will then be incorporated into the Force's risk management process.

#### **9. Policy Implications and links to the Police and Crime Plan Priorities**

- 9.1 Any policy implications will be subject to current policy development process.

#### **10. Changes in Legislation or other Legal Considerations**

- 10.1 There are no direct legal implications as a result of this report.

## **11. Details of outcome of consultation**

- 11.1 Following receipt of a final audit or inspection report a member of the Governance and Planning team consults with the appropriate Lead Officer and other stakeholders to plan appropriate actions in response to each relevant recommendation, or to agree a suitable closing comment where no action is deemed necessary.
- 11.2 All planned actions are added to the action planning system, 4Action, for management and review until completion.

## **12. Appendices**

- 12.1 Appendix 1 - Overview of all ongoing actions from Audits and Inspections
- 12.2 Appendix 2 – Post Implementation Review of Force Restructure (Presentation attached)

## Appendix 1 - Overview of all ongoing actions from Audits and Inspections: January 2020

Audit/Inspection	Source Title	Date	Number of Actions	Number Open	Number Closed	Number on Target	Number At Risk	Number Overdue
Audit-Mazars	Commissioning - Community Safety	May 2016	5	1	4	0	1	0
Audit-Mazars	Implementation of DMS June 2016	June 2016	6	2	4	2	0	0
Audit-Mazars	Social Value Impact	July 2016	4	1	3	0	1	0
Audit-Mazars	Core Financials Systems Assurance Dec 2016	December 2016	9	0	9	0	0	0
Audit-Mazars	HR Recruitment and Selection	January 2017	4	1	3	0	1	0
Audit-Mazars	Risk Management	May 2017	7	1	6	1	0	0
Audit-Mazars	Seized & Found Property	May 2017	11	8	3	0	8	0
Audit-Mazars	Fleet Management	August 2017	6	3	3	2	1	0
Audit-Mazars	Workforce Planning	September 2017	12	1	11	0	1	0
Audit-Mazars	Procurement Follow up Sept 2017	September 2017	3	1	2	1	0	0
Audit-Mazars	Safety Camera Partnership	September 2017	4	3	1	0	3	0
Audit-Mazars	Counter Fraud Review	January 2018	25	0	25	0	0	0
Audit-Mazars	Implementation of Duty Management System– Follow Up	July 2018	5	0	5	0	0	0
Audit-Mazars	Corporate Governance	October 2018	4	2	2	2	0	0
Audit-Mazars	Firearms Licensing	October 2018	4	4	0	0	4	0

## Appendix 1 - Overview of all ongoing actions from Audits and Inspections: January 2020

Audit/Inspection	Source Title	Date	Number of Actions	Number Open	Number Closed	Number on Target	Number At Risk	Number Overdue
Audit-Mazars	Commissioning	November 2018	3	0	3	0	0	0
Inspection-HMIC	Welfare of Vulnerable People in Custody	March 2015	8	1	7	0	1	0
IPCC	Use of Force Report	September 2016	15	2	13	0	2	0
Inspection-HMIC	Efficiency November 2016 'Hot De Brief' actions	November 2016	31	2	29	2	0	0
Inspection-HMIC	Legitimacy 2016	December 2016	10	0	10	0	0	0
Inspection-HMIC	Efficiency, Legitimacy and Leadership Hot Debrief 2017	May 2017	9	1	8	0	1	0
Inspection-HMIC	PEEL Vulnerability Re Visit 2017	June 2017	9	0	9	0	0	0
Inspection-HMIC	Making it Fair: Disclosure of unused material in volume Crown Court Cases	July 2017	6	1	5	0	1	0
Inspection-HMIC	PEEL Effectiveness 2017	September 2017	23	2	21	0	2	0
Inspection-HMIC	Stolen freedom: the policing response to modern slavery and human trafficking	October 2017	7	1	6	0	1	0
Inspection-HMIC	PEEL Legitimacy including Leadership 2017	October 2017	4	1	3	0	1	0
Inspection-HMIC	PEEL Efficiency 2017	October 2017	5	2	3	0	2	0



## Appendix 1 - Overview of all ongoing actions from Audits and Inspections: January 2020

Audit/Inspection	Source Title	Date	Number of Actions	Number Open	Number Closed	Number on Target	Number At Risk	Number Overdue
Inspection-HMIC	Additional PEEL Efficiency, Legitimacy, Leadership Actions 2017	December 2017	7	2	5	0	2	0
Inspection-HMIC	Hate Crime Thematic	March 2018	15	0	15	0	0	0
Inspection-HMIC	PEEL Effectiveness National Report	March 2018	3	0	3	0	0	0
Inspection-HMIC	Still no place for hate	May 2018	6	2	4	2	0	0
Inspection-HMIC	Understanding the difference-The initial response to Hate Crime	July 2018	27	1	26	1	0	0
Inspection-HMIC	Crime Data Integrity	August 2018	18	12	6	0	12	0
Inspection-HMIC	Unannounced Custody Inspection	October 2018	29	29	0	29	0	0
	Biometrics Commissioner's Visit	October 2018	5	1	4	1	0	0
Inspection-HMIC	Policing and Mental Health – Picking up the Pieces	November 2018	5	2	3	2	0	0
Inspection-HMIC	The Police Response to Domestic Abuse (Update)	February 2019	7	0	7	0	0	0
Inspection-HMIC	Stalking and Harassment (Update to National Recommendations)	April 2019	2	0	2	0	0	0
Inspection-HMIC	Time to Choose – An Inspection of the Police Response to Fraud	April 2019	6	6	0	6	0	0
Inspection-HMIC	The Poor Relation – The Police and CPS Response to Crimes against Older People	July 2019	4	4	0	4	0	0

# Nottinghamshire Police Force Re-structure

T/Chief Superintendent Vicki White



# Summary

---

The review began in August 2017

Fit for purpose for 2020 and beyond

Two geographical policing areas with response and neighbourhoods aligned

Positive outcome

Constantly changing landscape – further evidence based changes

# Principles

---

Hybrid model adaptive to changing demands

Co-located and locally based

Centrally managed specialist functions

Clear accountability for quality and performance

Investment in areas of greatest threat, risk and harm

Agile workforce

# HMRCFRS Value for Money 2017

---

More Inspectors and Chief Inspectors but less constables

Net revenue expenditure average but spend on visible operational front line low

Spend less on officers and less per population

3<sup>rd</sup> busiest Force in the country

# Post Implementation Review

---

This included all operations functions including:

- Local Investigations   Contact Management   Public Protection
  - Complex Investigations   Organised Crime
  - Archives and Exhibits   Intelligence
- 
- Out of scope was:
  - Response Review
  - PCSO Review
  - Transition of OS from EMOpSS
  - SEIO (Schools Officers)
  - Neighbourhoods

# Expected benefits

---

- Improved victim journey due to locally based teams
- Improved opportunities for early intervention
- Increased resource for modern slavery investigations and safeguarding
- Increased resource for cyber prevent and protection
- Increased detective establishment to support burglary investigation
- Changes to rank mix – increase of 59 constables
- Improvement in crime recording at first point of contact
- Increased capacity to identify vulnerability and repeat victims of domestic abuse

# Local Policing

---

Local Policing Command – City and County

Neighbourhood Policing, Response and Complex Crime under a single Superintendent

Detective establishment increased by 26 officers to support burglary

11 constables in the establishment who are schools officers



# Contact Management

---

5 x Chief Inspectors manage the demand and resources of the Force and provide 24/7 tactical firearms command cover

Five of the existing control room managers have been disestablished and the 10 sergeants introduced

The Real Time Intelligence Unit has moved to Contact Management

Dispatchers have been deployed either as dispatchers or Customer Service Advisors dependant on demand

# Citizens in Policing

---

This now encompasses the following roles:

Hate Crime Manager   Community Cohesion Manager

Traveller Liaison PC   Street Triage Mental Health Team

Missing from Home Team   Partnership Development Officer

Equality and Diversity Officer   Volunteer Co-ordinator post

Crime Systems Team   CRIM

# Force Support Operations

---

Knife crime team part of the establishment

Resource Management Unit moved from HR

Camera Safety Partnership moved from County

# Crime and Intelligence

---

Staffing for Operation Equinox now part of the establishment

Resourcing for modern slavery investigations and safeguarding increased

Resourcing for cyber prevent and protect has increased

Prison investigations now a team of four

# Moving forwards

---

CREST – demand modelling tool

Op Uplift – 107 additional officers by 31<sup>st</sup> March 2020

Fraud – triage system

Burglary – BEST team (special constables)

Robbery – county wide team working with dedicated Burglary team