

| HMIC National Child Protection. Nottinghamshire Police 1-11th September 2014. Date of report: February 2015 | | |
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| Recommendation | Action | Action Status |
| 1. Immediately: (pg 9-11) We recommend that Nottinghamshire Police ensures that in domestic abuse incidents, officers see and speak to children (where possible and appropriate) and record their observations of a child's behaviour and demeanour so that better assessments of children's needs are made. | Action: Update the DA procedure to state that in domestic abuse incidents, officers see and speak to children and record their observations of the child's behaviour and demeanour to enable a better assessment of their needs. When complete communicate the changes through a weekly order and corporate communications. As a result of a national enquiry with the ACPO Child Protection lead as to good practice in this area on the 25th March 2015, there is now research being carried out by the University of Bedfordshire to review amongst other matters what this looks like in practice. | Recommend complete |
| 2. Immediately: (Pg 15-17) We recommend that Nottinghamshire Police develops an action plan to improve CSE investigations, paying particular attention to: <input type="checkbox"/> improving staff awareness, knowledge and skills in this area of work; <input type="checkbox"/> ensuring a prompt response to any concern raised; <input type="checkbox"/> undertaking risk assessments that consider the totality of a child's circumstances and risks to other children; and <input type="checkbox"/> improving the oversight and management of cases (to include auditing of child abuse and exploitation investigations to ensure that standards are being met). | Action: Develop with the help of planning and policy (and inked to work on Child Sexual Exploitation) an action plan to improve CSE investigations, paying particular attention to: <input type="checkbox"/> improving staff awareness, knowledge and skills in this area of work; <input type="checkbox"/> ensuring a prompt response to any concern raised; <input type="checkbox"/> undertaking risk assessments that consider the totality of a child's circumstances and risks to other children; and <input type="checkbox"/> improving the oversight and management of cases (to include auditing of child abuse and exploitation investigations to ensure that standards are being met). | On target |
| 3. Immediately: (pg 18-19) We recommend that Nottinghamshire Police takes steps to ensure that all relevant information is properly and uniformly recorded, and is readily accessible in all cases where there are concerns about the welfare of children. | The PP module of NICHE is not being delivered in the first phase of the NICHE roll out. The PP module will be phase 2. This has to be developed with the four forces that are collaborating, the NICHE PP module that Lincolnshire are using looks sufficient for DV/CP/VA purposes. Officers will be immediately directed that where ever checks of systems are to be made that they are to check all systems available to ensure that they have the most up to date information. Action: Implement the Public Protection module as part of phase 2 of the regional NICHE project. | On target |
| 4. Within three months: (pg12-14) We recommend that Nottinghamshire Police undertakes a review, together with children's social care services and other relevant agencies, to ensure that the police are fulfilling their statutory responsibilities set out in Working Together to Safeguard Children. As a minimum this should include: a) attendance at, and contribution to, initial child protection conferences; and b) recording decisions reached at meetings on police systems to ensure that staff are aware of these and of all relevant developments. | Action: A review will take place with identified practitioners from both local authorities and the police to address a plan for all the points raised within the recommendation and also highlight where action has already taken place with Theresa Godfrey (Social Care County) and John Matravers (Social Care City). a) Our Joint safeguarding procedures are written to reflect working together and states: A conference should consist of <u>only</u> those people who have a significant contribution to make due to their knowledge of the child and family or their expertise relevant to the case b) The organising and running of Child Protection Conferences <u>remains the responsibility</u> of Children's Social Care and the production of minutes is their decision. When minutes are communicated they are recorded on PP CATS system. These are then actioned appropriately. | Complete |
| 5. Within three months: (pg12-14) We recommend that Nottinghamshire Police undertakes a review of the level and quality of supervisory activity in cases involving children missing from home; | Action: Review / audit a given number of cases in cases involving children missing from home to assess compliance with procedure regarding levels and quality of supervision. | Recommend complete |

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| <p>6. Within three months: (pg12-14)</p> <p>We recommend that Nottinghamshire Police undertakes a review, together with children's social care services, of how it manages child protection referrals to ensure a timely response to initial concerns, that action is subsequently taken, concerns are followed up and cases are regularly reviewed.</p> | <p>Action:</p> <p>Carry out a review with identified practitioners from both local authorities and the police to address a plan for the points raised within the recommendation and also highlight where action has already taken place with Theresa Godfrey (Social Care County) and John Matravets (Social Care City).</p> | <p>Recommend complete</p> |
| <p>7. Within three months: (pg16-17)</p> <p>We recommend that Nottinghamshire Police initiates discussions at a senior level with the CPS to improve the timeliness of actions and decisions by both the police and the CPS.</p> | <p>No action required.</p> <p>Regular discussions at a senior level with CPS lawyers and a Judge are already established. There is a national pilot project in which Nottinghamshire Public Protection and the CPS are one of four areas involved who will work together to increase efficiencies.This started 1st April 2015</p> | <p>No action required</p> |
| <p>8. Within three months: (pg21-22)</p> <p>We recommend that Nottinghamshire Police undertakes a review (jointly with children's social care services and other relevant agencies) of how it manages the detention of children. This review should include, as a minimum, how best to:</p> <p>a) improve custody staff awareness of child vulnerability and child protection;</p> <p>b) improve risk assessments to reflect the needs of children and the support they require at the time of detention and on release;</p> <p>c) ensure that all staff act within the law so that all children are only detained when absolutely necessary and for the absolute minimum amount of time;</p> <p>d) assess at an early stage the likely need for secure or other accommodation, and work with children's social care services to achieve the best option for the child;</p> <p>e) ensure that children detained under section 136 of the Mental Health Act are only detained in police custody as a last resort, for a minimum amount of time, are regularly checked and receive the services of the mental health nurse; and</p> <p>f) ensure specific additional consideration is given to using family members as appropriate adults for children detained under section 136 of the Mental Health Act, and parental support and personal attendance at the custody suite are encouraged.</p> | <p>Action:</p> <p>Undertake a review (jointly with children's social care services and other relevant agencies) of how it manages the detention of children. This review should include, as a minimum, how best to:</p> <p>a) improve custody staff awareness of child vulnerability and child protection;</p> <p>b) improve risk assessments to reflect the needs of children and the support they require at the time of detention and on release;</p> <p>c) ensure that all staff act within the law so that all children are only detained when absolutely necessary and for the absolute minimum amount of time;</p> <p>d) assess at an early stage the likely need for secure or other accommodation, and work with children's social care services to achieve the best option for the child;</p> <p>e) ensure that children detained under section 136 of the Mental Health Act are only detained in police custody as a last resort, for a minimum amount of time, are regularly checked and receive the services of the mental health nurse; and</p> <p>f) ensure specific additional consideration is given to using family members as appropriate adults for children detained under section 136 of the Mental Health Act, and parental support and personal attendance at the custody suite are encouraged.</p> <p>There will be some work now conducted by CI Turner and social care supported by Keiley Freeman as to how this action will be progressed whether in part or in full</p> | <p>On target</p> |
| <p>9. Within six months (pg 19-20)</p> <p>We recommend that Nottinghamshire Police ensures that all staff:</p> <p>a) record the views and concerns of children; and</p> <p>b) record any available outcomes at the end of police involvement in a case.</p> | <p>Link to recommendation 1 and 3.</p> | |
| <p>10. Within six months (pg 19-20)</p> <p>We recommend that Nottinghamshire Police ensures that information about children's needs and views are regularly made available for consideration by the police and crime commissioner and to service managers to inform future practice.</p> | <p>No action required.</p> <p>Children's needs and views are regularly made available at the Child Protection & MAPPA conferences. Information sharing protocols are in place . We regularly update the PCC panel and the PCC in safeguarding.</p> | |
| <p>Within six weeks of the publication of this report HMIC will require an update of the action being taken to respond to the recommendation that should be acted upon immediately.</p> | <p>An action plan was submitted to HMIC on the 10th February 2015 to include all recommendations.</p> | |
| <p>Nottinghamshire Police should also provide an action plan within six weeks to specify how it intends to respond to the other recommendations made in this report.</p> | <p>An action plan was submitted to HMIC on the 10th February 2015 to include all recommendations.</p> | |

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| HMIC Building the Picture: An Inspection of Police Information Management. July 2015 | | |
| Recommendation 1 By 30 November 2015, chief constables should ensure that a review is undertaken of the way in which their forces' information management policies and practice comply with the APP on information management so that they give effect to the national approach and minimise any divergence from that APP. | The national lead for information management CC Mike Barton has a ten point plan against recommendations made nationally for all forces. Awaiting local direction. | |
| Recommendation 2 By May 2016, the Home Office and National Police Chiefs' Council's Information Management Business Area lead, should agree and implement common standards to be used by forces to identify and transfer information, no longer sensitive to an enquiry contained within HOLMES, to systems which are accessible and searchable by the police service generally. | Home Office and the National Lead for Information Management Business Area action. No action required. | |
| Recommendation 3 By 30 November 2015, chief constables should carry out systematic audits in their forces to identify the extent to which locally-adopted practices and procedures conform to the APP on information management. | The national lead for information management CC Mike Barton has a ten point plan against recommendations made nationally for all forces. Awaiting local direction. | |
| Recommendation 4 By November 2015, chief constables should ensure that adequate local information management processes are in place to consider all available information in an efficient and systematic way so that the continuing levels of risk that individuals pose to communities are properly assessed and, where necessary, information is recategorised and linked. | | |
| Recommendation 5 By November 2015, chief constables should ensure that their local information management processes adequately identify and prioritise the records of those who pose the greatest risk, in order that they are properly monitored, and appropriate, timely action is taken | | |
| Recommendation 6 By 30 November 2015, chief constables should put in place arrangements to scrutinise audits of compliance with the APP on information management through the force information management governance structure. This should include measures to ensure that categorisation of records are regularly adjusted. | | |
| Recommendation 7 By 30 November 2015, the College of Policing should amend its APP on information management so as to specify the minimum information management requirements for initial reviews in relation to the retention and disposal of information. | College of Policing action. No action required. | |
| Recommendation 8 Immediately, chief constables should make sure that their force information records are reviewed at the end of the review period set for each information grouping, and records created when decisions are made to retain information beyond the applicable period of retention. | The national lead for information management CC Mike Barton has a ten point plan against recommendations made nationally for all forces. Awaiting local direction. | |
| Recommendation 9 By 30 November 2015, the College of Policing should ensure that specific guidance about the handling and availability of sensitive information is included in the APP on information management, and by 30 June 2016, chief constables should ensure that the guidance set out concerning sensitive information, is implemented. | College of Policing action. No action required. | |
| Recommendation 10 By 30 November 2015, the College of Policing should revise the current APP on information management and include a common review process in respect of sensitive information for adoption by all forces. This should include timescales for the review of sensitive information in order to ensure it remains appropriately categorised. | College of Policing action. No action required. | |
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| Action update | |
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| <p>Further guidance will be addressed and reinforced at divisional training. This is currently underway. The DA Procedure has been updated and published via a weekly order.</p> <p>Please show this action as complete</p> | |
| <p>A draft CSE strategy and action plan have been prepared and presented to FEB.</p> | |
| <p>The design of the Niche PP module occurs within the regional design team. Business processes across the regional forces within PP are significantly different and thereby further work is required to align business processes before a regional design can be completed.</p> <p>Niche PP module will not be available for Nottinghamshire until after Notts Niche 'Go live' - February 2016. Please note that although there is design delay due to business processes - this does not impact the earliest point Nottinghamshire could go live with PP module. Jim West</p> | |
| <p>Following a review with social care services and relevant agencies into fulfilling our statutory responsibilities and the ICPC processes, Nottinghamshire Police now retain all invites centrally in the MASH to ensure there is an audit capability. Public Protection (PP) plans include the possibility of recruiting a civilian member of staff whose remit would include oversight of such meetings, ensuring that the level of participation better reflects the police information held. The recruitment of a dedicated resource is currently part of the PP Delivering the Future project.</p> <p>b) The review has generated a plan to continually improve the way the outcomes of the meetings are communicated, with scoping of how the detail of children on protection plans can be flagged to front line staff. This work is continuing, and is tied in to imminent changes in software platforms.</p> <p>DCC Scrutiny 07/08/2015: Supports completion</p> | |
| <p>Review Completed. Divisional Missing Persons Sergeants have circulated briefings regarding actions required by divisional supervisors and monitor compliance on an ongoing basis. Repeat of the audit is to be undertaken in 6 months (w/c 23 November 2015).</p> <p>Recommend complete.</p> | |

Pre and post the HMIC inspection in Sept’15 significant changes have taken place in the way that the Police Referral team within the MASH allocate the work to the operational teams. Having reviewed arrangements and processes, in conjunction with Children Social Care colleagues processes have improved and backlogs reduced. Notwithstanding that the action is complete, the force have been invited to partake in a review of the DART in the City (an evaluation meeting is planned for the 17th Sept) and for a pilot between Police and CSC in the County w/e from 2nd Sept to explore those referrals from police resulting in NFA , thereby creating more resilience and opportunities for further efficiency savings.

Request that this action is now shown as complete

- a) Training material on Child Vulnerability has been sourced from Learning and Development and work is ongoing to tailor this to custody needs and incorporate it into the CJ Training Schedule. **DCC scrutiny 07/08/2015. When will this training material go into CJ training.**
- b) research ongoing in relation to seeking national guidance/best practice in order to influence the risk assessments both initial assessment in custody and the pre-release risk assessment processes. **DCC scrutiny 07/08/2015. Developing joint protocol which clearly defines processes and standards. When will this be in place?**
- c) to be incorporated into CJ training and Custody Procedure Policy. **Recommend complete. No children to be detained in custody.**
- d) Further update - meeting took place on 22/07/2015 with Teresa Godfrey (Group Manager) and Gary Eves (Senior Public Health & Commissioning Manager). Matters discussed - *Custody data obtained for the agreed period currently being analysed and to be shared to establish areas for improvement by partner agencies. *terms of reference for the review team and proposed multi-agency plan - which states:- Colleagues from Childrens Social Care, the ICH and Nottinghamshire Police propose the establishment of a task and finish group that has responsibility for: a. Reviewing current practice and case auditing of young people:
 - i. remanded in custody
 - ii. Detained in police cells under Section 136b. Developing a joint protocol which clearly defines processes and standards (including out of ours escalation) to include young people:
 - 1. people remanded in custody
 - ii. Detained under Section 136c. Developing agency specific standard operating procedures
- d. Agreeing process for reporting and monitoring the detention of young people in Police cells.

The proposed plan is expected to satisfy the response required to the HMIC child protection Inspection of the \Police, whilst at the same time forming part of the wider response to young people detained under Section 136.

Time scales for completing this work are estimated to be 12 weeks, dependant on the identification of additional resource to support the work

- e) Ensure compliance with instructions issued to custody staff on 04/03/2015 and 31/03/2015. Mental Health Services are now embedded in the Bridewell and Mansfield Custody Suites. **DCC scrutiny 07/08/2015. Recommend complete.**
- f) Incorporated into CJ training and Custody Procedure Policy. **DCC scrutiny 07/08/2015. Recommend complete.**

No action required.

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