

For Information	
Public/Non Public*	Public
Report to:	Audit and Scrutiny Panel
Date of Meeting:	June 2016
Report of:	FORCE IMPROVEMENT ACTIVITY, LESSONS LEARNED MONITORING, IPCC LESSONS LEARNED REPORT
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Agenda Item:	6

FORCE IMPROVEMENT ACTIVITY

1. Purpose of the Report

- To inform the PCC in respect of force improvement activity, lessons learned monitoring, and the implementation of learning from the IPCC 'lessons learned' bulletins during the relevant period – October 2015 to March 2016.

2. Recommendations

- That the Audit and Scrutiny Panel notes the report.

3. Reasons for Recommendations

- To provide the PCC with relevant information and oversight of Nottinghamshire Police response to lessons learned as a result of public complaints and internal conduct matters.

4. Context

- 4.1 The identification of organisational learning within the context of Professional Standards is sourced through assessment of three key business areas:
 - Complaints from members of the public
 - Police conduct
 - Independent Police Complaints Commission (IPCC)
- 4.2 The strategic aim is to ensure best practice across the organisation by sharing knowledge and learning with relevant business areas.
- 4.3 In addition to organisational learning, individual accountability is expected of specific officers through "management action" by their local leader.
- 4.4 Monitoring and evaluation of this approach is organised through the national police complaints recording system, "Centurion".
- 4.5 Where learning is considered relevant to the wider organisation it is shared with respective discipline heads including for example Learning & Development,

Custody or Contact Management. Learning is also shared through the Police Intranet and “Keeping You Informed” bulletins. Discipline heads are invited to review current practice against specific learning and if appropriate, deliver changes to policy and practice.

- 4.6 Governance and oversight of PSD organisational is secured at the ‘*Professional Standards, Integrity and Ethics Board*’ Chaired by Deputy Chief Constable Fish.
- 4.7 Monitoring, evaluation and reporting mechanisms have recently been developed which will enhance the governance of learning and development at the *Professional Standards, Integrity and Ethics Board*. This scheme improves clarity of ownership for learning across a range of business disciplines as appropriate.

5. Learning from Complaints, Conduct, IPCC

- 5.1 Since the last reporting period, there have been no new organisation learning points identified within PSD. Work continues however through the Organisational Learning Reference Group which is focussing on previously identified points of Custody procedures (care of detained persons) and management and control of property seized by the police. The strategic leads working with PSD on these business areas are Chief Inspector Phil Baker and Maria Fox respectively.

5.6 IPCC Learning

Three Learning Lesson Bulletins have been released by the IPCC since October 2015 (see Appendix 1, 2 & 3). Each bulletin has been shared with Departmental and BCU leads inviting consideration as to how the evidence can be used to inform business locally. They are also available for access through the police intranet, linked through the professional standards section.

- 5.7 Highlights from the bulletins include the following topics.

Topic	Questions for policy makers/managers
Missing delivery Driver	Have your systems been set up to prompt officers to review incidents involving missing persons after a certain amount of time?
Abuse of position	If a complaint about inappropriate sexual conduct is made, would this automatically trigger a review of the individual’s complaint history, IT use, timekeeping and patterns of overall behaviour.
Managing a pursuit	What steps has your police force taken to make officers and staff aware of the general principles contained in the Authorised Professional Practice (APP) on Police Pursuits (2013)?
Fatal Traffic Collision	What guidance does your force give investigators on securing evidence from on board data recorders?
Detention of a 17yr old	Does you force routinely use healthcare professionals as appropriate adults.
Response to child grooming concerns	When a parent reports concerns about a child being groomed, does you force routinely signpost them to organisations that can provide advice and support.

- 5.7.1 Operating protocols within Nottinghamshire Police have been reviewed against the IPCC challenge questions and remains satisfied that there is no significant risk from its current policy and practice.
- 5.7.2 In the previous report to the OPCC, reference was made of plans to carry out custody training on scenarios relating to death and serious injury while in police detention. This took place on May 18th. It was regarded as extremely successful and well received by the Custody Staff audience; lead by Criminal Justice and supported in attendance by PSD and the IPCC. With regional Police partners were present there an intention to widen this training across the strategic alliance and repeat it in Nottinghamshire.

6. Financial Implications and Budget Provision

- 6.1 No specific financial implications have been identified.

7. Human Resources Implications

- 7.1 No specific implications.

8. Equality Implications

- 8.1 No specific internal equality implications are identified. Learning around improving services to the vulnerable, the young and in respect of mental health services will enhance equality of service across the local communities.

8 Risk Management

- 9.1 The process as described ensures that learning is embedded in a way that mitigates against risk.

10. Policy Implications and links to the Police and Crime Plan Priorities

- 10.1. Strategic Priority Theme 1: Protect, support and respond to victims, witnesses and vulnerable people.

11. Changes in Legislation or other Legal Considerations

- 11.1 None.

12. Details of outcome of consultation

- 12.1 None

13. Appendices

13.1 Appendix A IPCC BULLETIN 24

13.2 Appendix B IPCC BULLETIN 25

13.3 Appendix C IPCC BULLETIN 26