

## Strategic Resources and Performance Meeting. HMIC Inspection Update - Appendix A

Recommendation	Action	Manager Responsible	Source Title	Action Detail
<p>Recommendation 3 To inform the action plan specified in Recommendation 2, chief constables should review how they, and their senior officers, give full effect to their forces' stated priority on domestic abuse. This should consider how action to tackle domestic abuse is prioritised and valued, and how staff are given the appropriate level of professional and conspicuous support and encouragement. This should be done through a clear and specific assessment of the following issues in respect of domestic abuse:</p> <ul style="list-style-type: none"> <li>a) the force's culture and values;</li> <li>b) the force's performance management framework;</li> <li>c) the reward and recognition policy in the force and the roles and behaviours that this rewards currently;</li> <li>d) the selection and promotion arrangements in the force;</li> <li>e) the messages and communications sent by the senior leadership team to the rest of the force about tackling domestic abuse;</li> <li>f) the development opportunities for officers and staff in the force; and</li> <li>g) force policy on how perpetrators and victims of domestic abuse in the force are managed.</li> </ul> <p>Where the review identifies shortcomings, the chief constable should ensure the implementation of prompt, adequate and effective remedial action. Those remedial steps should be incorporated into the action plan specified in Recommendation 2.</p> <p>HMIC should be provided with a copy of each review and the action plan.</p>	<p>Action: Review how chief constables, and their senior officers, give full effect to their forces' stated priority on domestic abuse. If there are any shortcomings they should be included in the action plan as in recommendation 2.</p>	<p>Supt Helen Chamberlain</p>	<p>Increasingly everyone's business: A progress report on the police response to domestic abuse</p>	<p>DCC scrutiny 23.02.16 part of the scrutiny and governance process.</p>

<p>Recommendation 2 By September 2016, every police force in England and Wales should establish and publish an action plan that specifies in detail what steps it will take to improve its approach to domestic abuse. This action plan should be developed:</p> <p>a) in consultation with police and crime commissioners, domestic abuse support organisations and victims' representatives; b) after close consideration of all the recommendations in this report; c) with reference to all relevant domestic homicide reviews and IPCC findings, whether in connection with the force in question or another force; and d) drawing on relevant knowledge acquired or available from other sources such as CPS scrutiny panels and MARAC self assessments</p> <p>The action plan should be established on the basis of best practice, based on revised relevant guidance from the College of Policing. To ensure consistency, the College and the national policing lead on domestic abuse have agreed to provide advice on the areas that each plan should cover by the end of April 2016.</p> <p>Chief officers in each police force should oversee and ensure full implementation of these action plans. This should be a personal responsibility in each case. Police and crime commissioners should hold forces to account in this respect. HMIC will inspect forces' progress on domestic abuse as part of its new annual all-force inspection programme. Police and crime commissioners and chief constables should be called upon to report publicly on progress, as well as to the national oversight and monitoring group</p>	<p>Action: Review, update and publish the domestic abuse action plan. This action plan should be developed:</p> <p>a) in consultation with police and crime commissioners, domestic abuse support organisations and victims' representatives; b) after close consideration of all the recommendations in this report; c) with reference to all relevant domestic homicide reviews and IPCC findings, whether in connection with the force in question or another force; and d) drawing on relevant knowledge acquired or available from other sources such as CPS scrutiny panels and MARAC self assessments</p>	<p>Supt Helen Chamberlain</p>	<p>Increasingly everyone's business: A progress report on the police response to domestic abuse</p>	<p>Draft Action plan being compiled. DCC scrutiny 23.02.16 as part of the scrutiny and governance process.</p>
<p>Recommendation 11.2 and joint working structures in place to ensure an integrated approach to HBV, FM and FGM between police forces and other agencies.</p>	<p>Action: 11.2 Develop joint working structures to enable an integrated approach to HBV, FGM and FM between police forces and other agencies.</p>	<p>Supt Helen Chamberlain</p>	<p>The depths of dishonour: Hidden voices and shameful crimes.</p>	<p>DCC scrutiny 23.02.16 part of the scrutiny and governance process.</p>

<p>Recommendation 11: 11.1: By June 2016, chief constables together with partner agencies should ensure they have clear policies</p>	<p>Action: 11.1 Develop clear policies and procedures to enable an integrated approach to HBV, FGM and FM between police forces and other agencies. Communicate the new documents via weekly orders and with corporate communications launch.</p>	<p>Supt Helen Chamberlain</p>	<p>The depths of dishonour: Hidden voices and shameful crimes.</p>	<p>The following procedures have recently been completed and are on the intranet. National Police Chiefs Council (NPCC) has recently published its policing strategy relating to eradicating HBA, FGM and FM. Consequently all of these procedures are being reviewed by Public Protection to ensure that this strategy is reflected.. DCC scrutiny 23.02.16 part of the scrutiny and governance process. Recommendation regarding protection of personal data, this needs to be within Niche, which is compatible with other forces. Procedures and practices to be developed. Regional Niche meeting regarding HBA held at Leics HQ on 29.02.16. discussion and agreement continuing and referred to the Niche design authority which will be followed by a decision as to how to move forward and establish a coordinated regional Niche procedure.</p>
<p>Recommendation 9 By June 2016, chief constables in consultation with partner agencies should undertake research and analysis using diverse sources to understand better the nature and scale of HBV, FM and FGM in their force areas, and use this information to raise awareness and understanding of HBV, FM and FGM on the parts of their police officers and staff.</p>	<p>Action: Undertake analysis and research in consultation with the cross authority FGM Board to understand better the nature and scale of HBV, FM and FM. Use this information to create a holistic / community profile. Use this information to raise awareness and understanding to police officers and staff where appropriate.</p>	<p>Supt Helen Chamberlain</p>	<p>The depths of dishonour: Hidden voices and shameful crimes.</p>	<p>DCC scrutiny 23.02.16 part of the scrutiny and governance process.</p>
<p><b>Details</b></p>	<p><b>Management Response</b></p>	<p><b>2.3 Manager Responsible</b></p>	<p><b>3.3 Source Title</b></p>	<p><b>Action Detail</b></p>

<p>Recommendation: The force should improve its response to persistent and repeat missing children by ensuring information from previous missing episodes is used to develop a co-ordinated and prioritised response.</p>	<p>Action: Work with partners in both LA's to establish processes for more robust sharing of Return Interview information, in line with our agreed joint protocol for missing children.</p> <p>There is currently a secure email used for this purpose, developed the process to maximise the sharing of relevant information in a timely manner, to inform responses and develop a co-ordinated and prioritised response.</p> <p>The introduction of NICHE in February 2016, with the use of 'golden nominal' records to which all 'occurrences' are linked will support our activity</p>	<p>Supt Helen Chamberlain</p>	<p>PEEL: Police effectiveness 2015 (vulnerability National &amp; Local)</p>	<p>DCC srutiny 23.02.16 part of the scutiny and governance process.</p>
<p>Recommendation: The force should improve its initial response to vulnerable victims by ensuring frontline officers and staff are appropriately trained to investigate and to safeguard vulnerable victims.</p>	<p>Action: Develop with regional learning and development (Andy Hough) a suitable training input to deliver to all frontline officers and staff to ensure all are appropriately trained to investigate and safeguard vulnerable victims.</p>	<p>Supt Helen Chamberlain</p>	<p>PEEL: Police effectiveness 2015 (vulnerability National &amp; Local)</p>	<p>DCC srutiny 23.02.16 part of the scutiny and governance process.</p>

<p>Recommendation: The force should improve the way it works with partners to share information and safeguard vulnerable people, specifically in relation to addressing the backlog in cases that require further assessment and referring to other organisations.</p>	<p>Action: DCI Sanders to work with the Head of Childrens Services Clive Chambers to reorganise the structure of Safeguarding. Review and update as necessary Information Sharing Agreements. Publish any new agreements on the library and communicate this through a weekly order.</p>	<p>Supt Helen Chamberlain</p>	<p>PEEL: Police effectiveness 2015 (vulnerability National &amp; Local)</p>	<p>DCC srutiny 23.02.16 part of the scutiny and governance process.</p>
<p>Recommendation: The force should improve its response to child sexual exploitation by developing its understanding of the nature and scale of the issue and ensuring that preventive activity is properly co-ordinated.</p>	<p>Action: Review and develop the draft problem profile in conjunction with partners to ensure there is properly coordinated preventative activity.</p>	<p>Supt Helen Chamberlain</p>	<p>PEEL: Police effectiveness 2015 (vulnerability National &amp; Local)</p>	<p>New activity - Pending update.</p>
<p>Recommendation: The force should improve its investigation of cases involving vulnerable victims by ensuring officers with appropriate skills and expertise carry out such investigations and it supervises their workloads to ensure they can do so effectively.</p>	<p>Action: DCI on Public Protection to monitor and provide assurance that investigations are effective and workloads are appropriate.</p>	<p>Supt Helen Chamberlain</p>	<p>PEEL: Police effectiveness 2015 (vulnerability National &amp; Local)</p>	<p>DCC srutiny 23.02.16 part of the scutiny and governance process.</p>