
To: Police and Fire and Rescue Scrutiny Sub Committee

On: 7 June 2022

Report by: Director of Communities and Housing Services

Heading: HM Inspectorate of Constabulary In Scotland (HMICS) Scrutiny Plan 2022-25

1. Summary

- 1.1 At its meeting on 18 January 2022 Renfrewshire Council Police and Fire & Rescue Scrutiny Sub Committee agreed a response to a consultation on the development of an HMICS Scrutiny Plan for 2022 - 2025.
 - 1.2 This report updates members of the Sub Committee on the publication of the Scrutiny Plan 2022-25 on 12 April 2022 by HM Chief Inspector of Constabulary setting out a planned inspection programme for 2022–2025.
 - 1.3 The Scrutiny Plan is attached as Appendix 1 to this report for the information of members.
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2. Recommendations

- 2.1 It is recommended that the Police and Fire & Rescue Scrutiny Sub Committee notes the publication and content of the HMICS Scrutiny Plan 2022-2025
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3. Background

- 3.1 Her Majesty's Inspectorate of Constabulary in Scotland, (HMICS) has a statutory role to report on the state, effectiveness and efficiency of both Police Scotland and the Scottish Police Authority. HMICS first issued a consultation on their forward workplan 2014 – 2017 in November 2013. Since then, each HMICS Annual Scrutiny Plan has included an appropriate focus on issues that are relevant and have been highlighted by the Council. The 3-year plan for 2022 – 2025 will supersede the previous one and regular reviews will follow.

- 3.2 Previously, HMICS has highlighted some of the areas they wished to focus on, however this year, as was the case in recent years, they did not provide a draft report but offered the opportunity for consultees to raise issues or concerns that they would like included in the forthcoming inspection programme.
- 3.3 From a Renfrewshire perspective, local relationships with Police Scotland and with the Scottish Police Authority are excellent and it is anticipated that the areas highlighted in the recently published Scrutiny Plan will further strengthen Police Scotland's working and effectiveness across Scotland.
- 3.4 Within the Scrutiny Plan, it outlines the HMICS purpose, values, framework and approach as part of the Scrutiny Plan.
- 3.5 Within the plan there are 4 types of review:
- Strategic Reviews
 - Collaborative Reviews
 - Thematic Reviews
 - Audit and Assurance Reviews
- 3.6 Some reviews have several parts / phases divided across the three year programme:

2022

- Domestic Abuse Phase 1 & 2 – review of policing response to Domestic Abuse including support of victims, but also a look at conduct of Police linking to concerns about misogyny.
- Organisational Culture – a review, linked to recent publicity about whether Police Scotland has a healthy organisational culture and ethical framework, along with whether the appropriate values and behaviours are consistently lived across the organisation.
- Mental Health Demand – demand for policing has shifted and a look at the response to mental health related incidents.
- Contact Assessment Model (CAM) – a review on the working practices including an assessment of the efficiency and effectiveness of CAM.
- Strategic Workforce Plan – a review aiming to assess the state, efficiency and effectiveness of the strategic workforce planning process within Police Scotland.
- Community Justice Joint Inspection – as discussed with partners, assess the quality of strategic planning, operational delivery and impact of diversion from prosecution in Scotland.
- Joint Inspections of Custody – working with HealthCare Improvement Scotland, an opportunity to map out healthcare provision to custody centres including governance arrangements, models of delivery and level of service provided.
- Joint Inspection of ASP and Services for CARH – joint inspections with HealthCare Improvement Scotland
- The Scottish Police Authority – to assist the SPA with continuous improvement following recent changes in organisation and following on from audit in 2019.

- Frontline Focus – Role of a frontline Officer – looking at challenges for frontline officers including enhancing engagement.
- Frontline Focus – Tools of the Trade - looking at challenges for frontline officers including enhancing engagement.

2023

- Probationer Training
- Cyber and Online Fraud
- SPA Forensic Services
- Missing Persons
- Conduct
- Strategy and performance
- Joint Inspections of Custody
- Joint Inspection of ASP and Services for CARH
- Domestic Abuse – Phase 3
- Frontline Focus – training
- Frontline Focus – wellbeing

2024

- OSD – Air Support, Firearms and Road Policing
- People and Development Processes
- Public Contact and Engagement
- Drugs Harm Reduction
- Crime Audit
- Joint Inspections of Custody
- Joint Inspection of ASP and Services for CARH

- 3.7 Renfrewshire Council welcomes these reviews and in particular the reviews including a focus on Domestic Abuse, vulnerability and drug harm reduction.
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Implications of the Report

1. **Financial** - None
2. **HR & Organisational Development** – None.
3. **Community/Council Planning** –
 - *Our Renfrewshire is safe* - By focusing on key areas of policing, Renfrewshire should be a safer place to live, work and visit.
4. **Legal** - None
5. **Property/Assets** - None
6. **Information Technology** - None

7. **Equality & Human Rights**

- (a) The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

8. **Health & Safety** – None.

9. **Procurement** - None

10. **Risk** - None

11. **Privacy Impact** - None.

12. **COSLA Policy Position** – Not Applicable

13. **Climate Risk** – Not Applicable

List of Background Papers

- a) Consultation on HM Inspectorate of Constabulary In Scotland (HMICS) Scrutiny Plan 2022-25 – Police and Fire & Rescue Scrutiny Sub Committee, 18 January 2022.

The foregoing background papers will be retained within Communities and Housing Service for inspection by the public for the prescribed period of four years from the date of the meeting. The contact officer within the service is the Communities and Regulatory Manager.

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