

DECISION NO: PCCG-2013-024

OFFICE OF POLICE & CRIME COMMISSIONER

TITLE: HMIC Inspection of Integrity – Improvement Plan

DATE: 6 February 2013

TIMING: Routine

PURPOSE: The purpose of this report is to provide progress on the implementation of the actions following the –Inspection of Integrity.

1. RECOMMENDATION

1.1 The recommendation is for the Commissioner to monitor progress on the improvement plan containing the HMIC Inspection of Integrity recommendations.

2. INTRODUCTION & BACKGROUND

2.1 In 2011, the Home Secretary asked Her Majesty's Inspectorate of Constabulary (HMIC) to look at "instances of undue influence, inappropriate contractual arrangements and other abuses of power in police relationships with the media and other parties". The resulting report, Without Fear or Favour, published in December 2011, found no evidence of endemic corruption in the Police Service.

2.2 In summer 2012, HMIC re-inspected all 44 forces in England and Wales, in the same areas as the 2011 inspection. The key findings of the resulting HMIC report concluded that Gwent Police had conducted an integrity health check, using the Self-Assessment Checklist provided in HMIC's 2011 report, Without Fear or Favour, and the recommendations of the Filkin1 report. Several policies (covering relationships with the media, acceptance of gifts and hospitality, social media use and secondary employment of police officers) have been updated, or are in the process of being reviewed. Additionally, plans are in place to ensure that key staff are aware of these changes.

3. ISSUES FOR CONSIDERATION

3.1 The HMIC report for Gwent Police drew attention to three 'Areas For Improvement' (A.F.I's), which have been reproduced within a pre-prepared template, attached, for the purposes of 'monitoring' progress by both the Chief Officer Team and the Police & Crime Commissioner.

4. NEXT STEPS

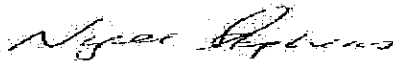

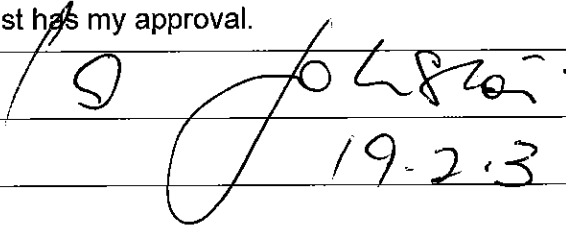
4.1 The template has previously been forwarded to the Head of Professional Standards, who has confirmed that all the A.F.I's have been actioned and are now complete.

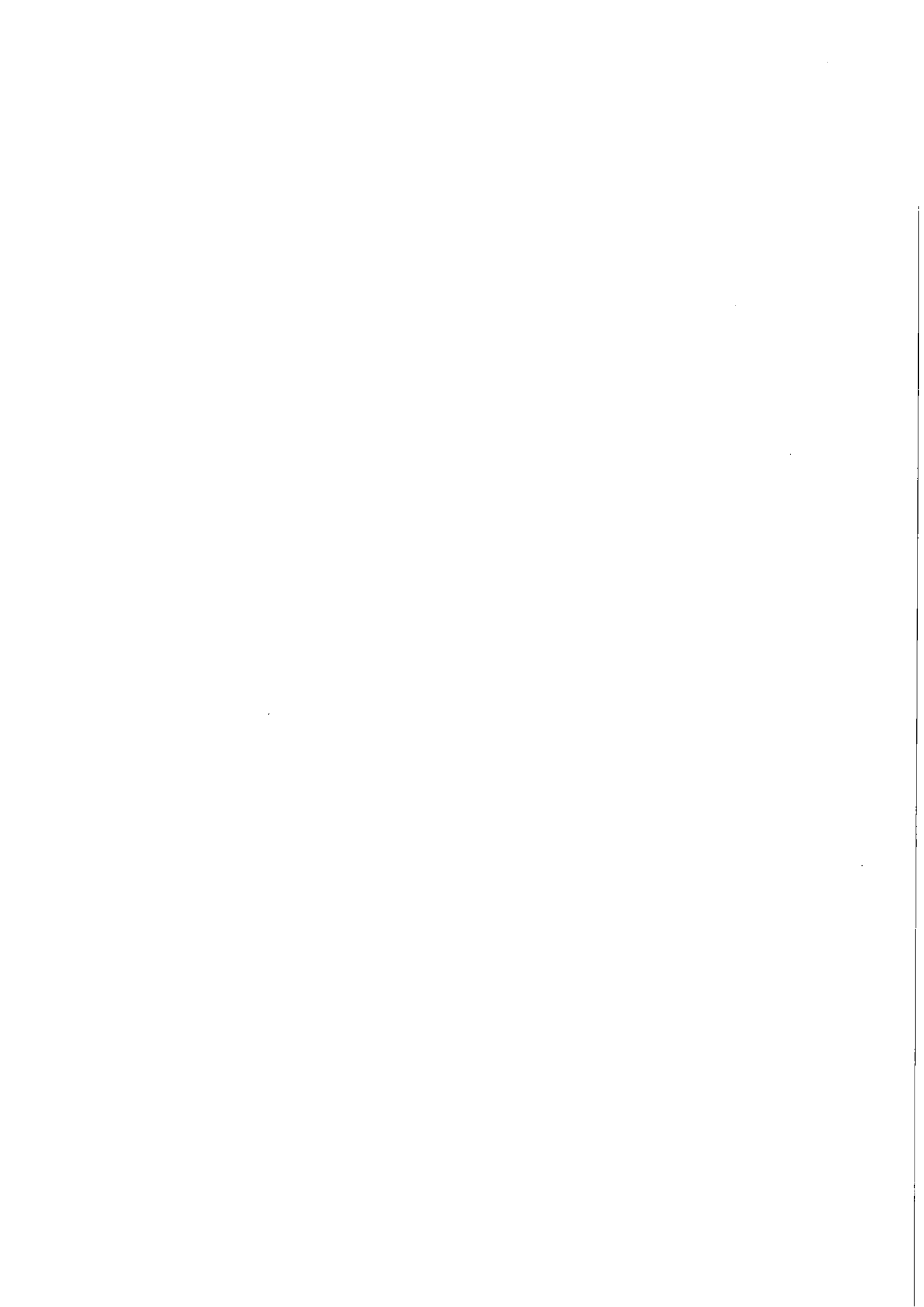
5. FINANCIAL CONSIDERATIONS

5.1 There are no financial considerations.

6.	<u>PERSONNEL CONSIDERATIONS</u>
6.1	There are no personnel considerations.
7.	<u>LEGAL IMPLICATIONS</u>
7.1	There are no legal implications.
8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
8.1	This project/proposal has been considered against the general duty to promote equality, as stipulated under the Single Equality Scheme and has been assessed not to discriminate against any particular group.
8.2	In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.
9.	<u>RISK</u>
9.1	The actions are complete so risk is limited.
10.	<u>PUBLIC INTEREST</u>
10.1	This document can be disclosed to the public.
11.	<u>CONTACT OFFICER</u>
11.1	Mr John Metcalfe – Head of Service Improvement.
12.	<u>ANNEXES</u>
12.1	Integrity Inspection Action Plan

For OPCC use only

Office of the Chief Constable	
I confirm that this report has been discussed and approved at a formal Chief Officers' meeting. It is now forwarded to the OPCC for monitoring purposes.	
Signature: 	
Date: 12 February 2013	
	Tick to confirm (if applicable)
Financial The Treasurer has been consulted on this proposal.	√
OPCC (insert name) The Chief Executive has reviewed the request and is satisfied that it is correct and consistent with the PCC's plans and priorities.	√
Legal The legal team have been consulted on this proposal.	N/A
Equalities The Equalities Officer has been consulted on this proposal.	N/A
Chief Executive/Deputy Chief Executive: I have been consulted about the proposal and can confirm that financial, legal, equalities etc... advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate report to be submitted to the Police and Crime Commissioner for Gwent.	
Signature: 	
Date:	
Police and Crime Commissioner for Gwent I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct. The above request has my approval.	
Signature: 	
Date: 19.2.13	



P.C.C. External Inspections Progress Monitoring

Inspection of: Integrity

Areas For Improvement	Lead Person	Date for completion	Progress Update
<p>1. In 2011 we found that Gwent was keeping a record of the gifts and hospitality received by officers and staff, but this was on multiple electronic registers, which made it more difficult to monitor and identify any problems. This is still the case, but the force is working to merge these into a single electronic register, overseen by the head of the Professional Standards Department (PSD)</p>	<p>Head of PSD</p>		<p>Completed.</p>
<p>2. The police authority has continued to exercise oversight and governance over integrity issues. The recently elected PCC will need to be satisfied with the governance and reporting mechanisms for these issues.</p>	<p>Head of PSD</p>		<p>A system for monitoring the progress of completed and on-going recommendations from HMIC and other inspection reports, has been agreed with the PCC.</p> <p>Completed.</p>
<p>3. Changes to policy are communicated via email and intranet systems, but there is no mechanism in place to check that officers and staff have read and understood them.</p>	<p>Head of PSD</p>		<p>Anti corruption inputs have been arranged for supervisors, part of which cover Policy and Procedure. We have also circulated updates in the 'Guardian' section of the force intranet, requiring supervisors to confirm which staff have read the documents.</p> <p>Completed.</p>

