

Police Performance Steering Group

Summary Note of the Meeting on 26 March 2010 (meeting 6)

1. Items for rapid consideration

2.1 Single Confidence Target

Home Office agreed that PPSG should consider forces of concern with regards to the single confidence target and confidence will be a standing item on the agenda. Currently thirteen forces are of some concern and two are of significant concern. HMIC, Home Office and NPIA have met to review the forces' plans to improve confidence. In both cases the Home Office are recommending no further action be taken currently and that any problems should be managed locally.

Action: PPSG will continue to monitor all forces of concern with regards to the single confidence target.

Action: The Home Office to write to both forces of significant concern.

2.2 Sanction Detections

A recent PMDU review highlighted concerns about the variations in Sanction Detections for most serious crime. ACPO are to take the lead in forming a subgroup of PPSG to support forces in this area.

Action: ACPO to set up sanction detections subgroup, which will be ACPO led and supported by HMIC, the subgroup to report back to PPSG in June.

2.3 Greater Manchester Police performance

The Police Force and Authority have refocused their improvement plan with the aid of NPIA. The force has introduced a force action plan which has led to some improvements. The Police Authority inspection result of 'poor' for performance scrutiny has acted as a catalyst for improvement.

Action: Greater Manchester Police Force and Authority to remain at Stage 2 of the Ladder of Support and Intervention. HMIC to monitor force performance and report at next full PPSG meeting.

2. Force Review – Nottinghamshire

The capability review of the force found weaknesses in the leadership of the force and authority, strategic and business planning and partnership working. There are early signs of improvement, however it is too early to judge whether these improvements can be sustained.

Presentations from the police force and authority

Key points of the force's strategic direction and improved services, breaking down into 3 month, 6 month and a longer term plan for the year ahead:

- Short term: ninety day action plan to address issues surrounding burglary, robbery, assault with less serious injury and serious acquisitive crime sanction detection rates.
- Short term: selection of a new senior leadership team to ensure the right people are in place to help the force move forward.

- Medium term: new members of the Police Authority team.
- Medium term: obtain two fair grades on the banding analysis, and to shift the red CAA flag for Nottinghamshire County.
- Long term: achieve sustainable improvements against its MSG, and believes it can be the most improved force nationally.

The Police Authority accepted the findings of the capability review, and set out the key commitments in response:

- Establish a change management board which will be a decision making body and appoint a change manager and develop the terms of reference with county and city councils.
- Increased emphasis on better leadership through APA support and training for new members
- Interim action plan has been agreed for the 30th April.
- Review structures and processes, with a particular focus on performance management.

In respect of the force, PPSG was satisfied that a 90-day plan would be in place by 1 April, however tangible and sustainable improvements throughout this period and beyond are vital for the public of Nottinghamshire. With regard to the authority, the decision made was not to move to stage 4 of the ladder of support and intervention, and allow the authority the opportunity to make key governance and structural changes, all of which is due to take place imminently. PPSG reserved the right to issue a letter at any point should satisfactory progress not be made.

PPSG agreed the following recommendations:

The police authority and the force must take further steps beyond those already outlined in their initial response to the Capability Review, to address the serious weaknesses identified:

- address outstanding leadership issues to ensure credible arrangements for decision making
- develop and agree a new strategic direction for Nottinghamshire policing within three months
- produce and agree a detailed Police Authority Improvement Plan by 30 April 2010 which sets out how the weaknesses identified in the Capability Review will be addressed.
- primary focus of the Change Management Board should be to ensure that the police authority is fit for purpose with effective arrangements for governance, scrutiny, performance management and accountability.
- address the weaknesses in its current Improvement Plan through the development of a specific 90 Day Force Action Plan for the period April 2010 to July 2010.

Action: Nottinghamshire Police Force and Authority to remain at Stage 3 of the Ladders of Support and Intervention. HMIC to monitor monthly progress of the force. HMI recommendations to be updated to reflect that a public interest letter can be issued at any time before the next meeting, should this become necessary.

3. Police Authority Inspections

Following the first tranche of police authority inspections, HMIC presented proposals for PPSG to consider police authority performance as part of the meeting: future PPSG meetings should be organised in two parts, with part one to focus on police force performance and part two to consider police authority performance issues. Police authorities who are rated as poor in one or more assessment themes are referred to PPSG. Two authorities from the first tranche of inspections were judged as 'poor' for performance management (Leicestershire and GMP Police Authorities)

Action: Review and amend existing Terms of Reference to incorporate Police Authorities and consider support and intervention process and wider issues at the June meeting.