

<b>For Information</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Audit and Scrutiny Panel</b>
<b>Date of Meeting:</b>	<b>15 December 2016</b>
<b>Report of:</b>	<b>Force Improvement Activity, Lessons Learned Monitoring, IPCC Lessons Learned Report</b>
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<b>Agenda Item:</b>	04

## **FORCE IMPROVEMENT ACTIVITY**

### **1. Purpose of the Report**

- 1.1. To inform the PCC in respect of force improvement activity, lessons learned monitoring, and the organisation's response to IPCC bulletins during the relevant period – April to September 2016.

### **2. Recommendations**

- 2.1. That the Audit and Scrutiny Panel notes the report.

### **3. Reasons for Recommendations**

- 3.1. 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 organisational learning takes place through the ‘*Professional Standards, Integrity and Ethics Board*’, chaired by Deputy Chief Constable Simon Torr.

## **5. Learning from Complaints, Conduct, IPCC**

- 5.1 Since the last reporting period, there have been no new strategic organisation learning points identified within PSD. Learning determined by managers dealing with local resolutions has identified issues for individual officers where their performance could be improved. These are dealt with on an individual basis with an officer who agrees to review relevant policies and or aspects of law. This is incorporated to an officer’s action plan within the performance development review (PDR).

### **5.2 IPCC Learning**

One Learning Lesson Bulletin (27) has been released by the IPCC since the last reporting period. Two key points of learning are of interest to Nottinghamshire;

- Article 7 impact of sirens on dog handling and
- Article 9 use of discretion for speeding offences.

These matters have been shared with the discipline heads for Dogs and Speed Enforcement respectively. They have been asked to review and consider any policy and practice implications for Nottinghamshire Police. These matters are currently under consideration.

## **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 1 IPCC BULLETIN 27