



HM INSPECTORATE OF CONSTABULARY IN SCOTLAND

Updated Annual Scrutiny Plan 2019-20

October 2019

Improving Policing Across Scotland





This document is an update to the scrutiny plan published earlier this year and gives a brief overview of developments since April 2019. There will be a scrutiny plan for 2020-2021 published in Spring 2020.

Thematic reviews

Thematic reviews allow us to focus on significant policing issues and to assess how these are being addressed in different areas of the country. We will capture innovation and good practice, and where relevant we will make recommendations that drive improvement. Thematic reviews for 2019-20 are:

- **Scottish Police Authority** (*June to September 2019*) – HMICS published its report ‘Thematic Inspection of the Scottish Police Authority – Phase 1 Review of Openness and Transparency’ on 21 June 2017. We have acknowledged that there has been significant change since then, not least the appointment of a new Chair and a new Chief Executive of the Authority. As such it was not felt appropriate to follow up our Phase 1 review with a Phase 2. Rather this was a new piece of work to consider the function of the Scottish Police Authority at a strategic level. The aim of this inspection was

to assess the effectiveness and efficiency of the Scottish Police Authority in terms of fulfilling its core role. It scrutinised how the Scottish Police Authority is meeting its statutory obligations under the Police and Fire Reform (Scotland) Act 2012 and as a public body. The inspection examined issues relating to the SPA, in terms of its relative role, responsibilities and relationships with Police Scotland, Scottish Government, and Scottish Parliament and the separation of politics from policing. HMICS also considered the independence of the SPA, the operational responsibility of the Chief Constable and how the SPA exerts effective governance in this context. The report was published on 26 September 2019 and action plan is expected within the next 3 months.



- **Strategic arrangements for the delivery of police custody** (*December 2018 to June 2019*) – In our Scrutiny Plan 2018-19, HMICS set out our intention to carry out two key pieces of scrutiny activity relating to custody. The first inspection included a series of visits to custody centres across Scotland. These visits focused on the treatment of and conditions for detainees in custody, and assessed the extent to which the custody-specific outcomes from the HMICS Custody Inspection Framework were being met. A report of this inspection was published in October 2018. The second inspection focused on Police Scotland’s strategic arrangements for the delivery of police custody. It included an assessment of leadership and governance, planning and process, people, resources and partnership. This report was published on 6 June 2019

- **People - Training and Development** (*September to December 2019*) - In December 2018 Police Scotland published its People Strategy for 2018 to 2021 outlining a commitment to empower, enable and develop its people. During 2019-20 HMICS will initiate a phased inspection approach to examine progress on delivery of the strategy’s outcomes, specifically focusing on the areas of initial training (including entry routes), specialist training, leadership and

management development, recruitment and promotion, appraisal and continuous professional development, workforce planning, wellbeing and job satisfaction. The inspection approach will encompass both police officers, special constables and police staff and consider resourcing and engagement with partner agencies in training and development.



- **Custody (Greater Glasgow Division)** (*January to June 2019*) – In accordance with our obligations as a member of the United Kingdom’s National Preventive Mechanism, HMICS carries out regular inspections of police custody centres. These are primarily aligned to our Local Policing+ programme. During our inspection of local policing in Greater Glasgow Division, we also inspected all five custody centres located in the division to assess the treatment of and conditions for detainees. This report was published on 12 June 2019.
- **Strategic review of Police Scotland’s response to online child sexual abuse** (*September 2019 to January 2020*) – Police Scotland has publicly stated that online child sexual abuse is a top priority for policing and poses a significant risk to children, their families, communities and society as a whole. Protecting vulnerable people and tackling cyber related crime are both identified priorities in the Police Scotland Annual Policing Plan 2019-20. HMICS has had an interest in examining Police Scotland’s response to cyber enabled, cyber dependent and internet facilitated crime for a number of years. The aim of this inspection is to provide a

Audit and Assurance reviews

strategic overview of Police Scotland’s response to online child sexual abuse, which will raise public awareness of the issues and enhance the understanding of policy makers and practitioners. It will highlight areas of good practice and areas in need of improvement and potentially act as a catalyst for further scrutiny.



Our Audit and Assurance reviews allow for more detailed scrutiny where there is a specific need to audit critical systems, ensure accurate and ethical recording or provide independent assurance in high risk areas. Our planned reviews for 2019-20 are:

- **Crime Audit 2019-20** (*January to March 2020*) – Following previous audits in 2013, 2014 and 2016, HMICS will again assess the accuracy and timeliness of crime recording by Police Scotland, and the extent to which it complies with the Scottish Crime Recording Standard. The audit will address the ongoing need for a comprehensive, independent audit of crime data as highlighted by the Office for Statistics Regulation. The scope and scale of the audit will be determined in consultation with stakeholders.
- **Contact Assessment Model** (*July to October 2019*) – In June 2019, Police Scotland began to implement its Contact Assessment Model (CAM) in Dumfries and Galloway and Lanarkshire Divisions. CAM is a new means of managing requests for police assistance made by the public and other agencies. HMICS will review the early operational implementation of CAM,

- with a particular focus on the application of THRIVE (a risk assessment framework), the work of the newly established Resolution Team, and the referral of callers to other, more appropriate agencies.
- **Policing 2026 and Workforce Assurance** (*Ongoing 2019-20*) – HMICS will continue to monitor progress on delivery and operational impact of the Policing 2026 transformation portfolio, and to monitor Police Scotland's operational capacity and workforce planning. This will include regular engagement with key stakeholders and evaluation of public and internal governance.



Collaborative reviews

- **Hate crime** (*July 2019 to December 2019*) – We will assess the policing response to hate crime. While the scope of this inspection will be determined in consultation with stakeholders and service users, we anticipate that it will consider how well Police Scotland understands hate crime, how effectively it identifies and records hate crime, and how well it safeguards victims.
- **Assurance Review of progress on recommendations from ‘An Independent Review of Football Policing in Scotland’** (*June – August 2019*) - The 2018/19 football season witnessed several high-profile adverse incidents. Subsequently the Chief Constable of Police Scotland commissioned an independent peer review of football policing in Scotland which was led by the National Police Chiefs Council football policing lead, DCC Mark Roberts. That review included an examination of all aspects of operational planning and delivery of football policing in Scotland and an assessment of how the policing of football matches in Scotland was experienced by those involved in clubs, supporters and other relevant stakeholders. That report was published on 6 March 2019.

At the conclusion of the 2018/19 Scottish football season, and building on our own related inspection activity, HMICS conducted this follow-up assurance review, with the aim of providing an independent assessment of progress made in relation to the recommendations from the 2019 Independent Review of Football Policing in Scotland. This report was published on 20 August 2019.



We will continue to work with other scrutiny bodies and undertake joint inspection activity in areas where Police Scotland or the SPA work in partnership and contribute to shared outcomes with others. Our reviews for 2019-20 are:

- **Children's Services** (*Ongoing 2019-20*) – HMICS has a long standing commitment to collaborate with the Care Inspectorate, Healthcare Improvement Scotland and Education Scotland on joint inspections of services for children and young people. In 2017, Scottish Ministers asked the Care Inspectorate to work with scrutiny partners to develop a revised model of inspection with a strong focus on child protection and vulnerability.

The intention is for the joint inspections to report on how good partnerships are at recognising and responding when children and young people need protection, as well as helping those children and young people who have experienced abuse to stay safe and recover. There is an emphasis on collaborative leadership. The revised programme started in April 2018 and will continue over the course of 2019-20.

Since the start of the new programme, we have worked as part of the Care Inspectorate-led joint team to inspect services for children and young people in Argyll and Bute; Fife; Edinburgh; Aberdeen, and Stirling. Inspections are ongoing in Orkney and South Lanarkshire.



- **Adult Support** (*Ongoing 2019-20*) – HMICS has worked closely with the Care Inspectorate on joint inspections of adult support and protection partnerships. In 2017-18, HMICS associates worked as part of joint teams to inspect six partnership arrangements for adult support and protection. The findings were published in June 2018. Since then, Scottish Ministers have expressed a desire for the other 26 partnerships to be subject to some level of scrutiny. HMICS is working with colleagues in the Care Inspectorate, Scottish Government, and Healthcare Improvement Scotland on a phased programme of work, which is expected to commence in 2019-20.
- **Community Justice** (*Ongoing 2019-20*) - In 2018-19, the Care Inspectorate established a scrutiny team to lead on community justice and criminal justice social work. The Scottish Government,
- **Senior Leadership Selection** (*April to September 2019*) – HMICS worked with colleagues in HMICFRS to assess how effective the police service is in selecting and developing candidates for chief officer roles. This inspection built on other reviews, taking account of recent developments in police leadership support at the College of Policing, and evidence from academic research. It examined the role of Senior Police National Assessment Centre and the Strategic Command Course, with the emphasis on processes for the selection and development of potential candidates in forces. This report was published jointly by HMICFRS and HMICS on 3 September 2019.



Follow up reviews

in discussion with the Care Inspectorate, decided that the new arrangements for community justice were a priority for scrutiny, having had one transition year and one full year since implementation.

HMICS is a member of the High Level Advisory Group for Justice and will work with the Care Inspectorate on a programme of supported and validated self-evaluation of community justice in Scotland

- **Counter-Terrorism** (*Ongoing 2019-20*) – Given the interoperability requirements of counter terrorism operations across the United Kingdom, HMICS and Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services¹ recognised the value of joint inspections and a programme of joint Counter-Terrorism inspection designed to provide assurance to the Counter-Terrorism Network will be carried out throughout 2019-20.

- **Home Detention Curfew (HDC)** (*April to May 2019*) - On 25 October 2018 the HMICS Independent Assessment of Police Scotland's response to a breach of Home Detention Curfew, which contained 16 recommendations, was published. At the direction of the Cabinet Secretary for Justice, HMICS undertook a review of progress in respect of our recommendations and an inspection of current arrangements and practice pertaining to HDC. This report was published on 30 May 2019

¹ HMICFRS, <https://www.justiceinspectorates.gov.uk/hmicfrs/>

Our publications in 2019-20 to date



- [Local Policing+ Inspection of the Resourcing of Events](#)
08 May 2019



- [Inspection of the strategic arrangements for the delivery of police custody](#)
06 June 2019



- [Assurance Review of Progress on recommendations from 'An Independent Review of Football Policing in Scotland' - Terms of Reference](#) 15 May 2019



- [Inspection of custody centres in Greater Glasgow Division](#)
12 June 2019



- [Independent assessment of Police Scotland's response to a breach of Home Detention Curfew - progress review](#)
30 May 2019



- [Annual Report 2018-19](#)
27 June 2019



- [Assurance Review of progress on recommendations from 'An Independent Review of Football Policing in Scotland'](#) 20 August 2019



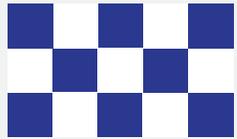
- [Leading Lights - An inspection of the police service's arrangements for the selection and development of chief officers](#)
03 September 2019



- [Thematic Inspection of the Scottish Police Authority](#) 19 October 2018

Our scrutiny plan 2019-20

HMICS SCRUTINY PLAN 2019 - 20												
	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20
Thematic Reviews												
Scottish Police Authority												
Strategic Direction of Custody												
People - Training and Development												
G Division - Custody												
Audit and Assurance Reviews												
Crime Audit												
Online Child Sexual Abuse												
Contact Assessment Model												
Policing 2026 and Workforce Assurance												
Hate Crime												
Football policing in Scotland												
Collaborative Reviews												
Children Services												
Adult Support												
Community Justice												
Counter Terrorism (CT5)												
Senior Leadership Selection												
Follow Up Inspections												
Home Detention Curfews												



HMICS HM INSPECTORATE OF
CONSTABULARY IN SCOTLAND

HM Inspectorate of Constabulary in Scotland
1st Floor, St Andrew's House
Regent Road
Edinburgh EH1 3DG

Tel: 0131 244 5614

Email: hmic@gov.scot

Web: www.hmics.scot

About Her Majesty's Inspectorate of Constabulary in Scotland

HMICS operates independently of Police Scotland, the Scottish Police Authority and the Scottish Government. Under the Police and Fire Reform (Scotland) Act 2012, our role is to review the state, effectiveness and efficiency of Police Scotland and the Scottish Police Authority. We support improvement in policing by carrying out inspections, making recommendations and highlighting effective practice.