

**CUMBRIA POLICE AUTHORITY  
AUDIT AND PERFORMANCE**

7 February 2006

Agenda Item no 6

**BASELINE ASSESSMENT 2005  
PROGRESS AGAINST AREAS FOR IMPROVEMENT (OCTOBER 2005)**

**Report by the Chief Constable**

**1. SUMMARY**

- 1.1 The 2005 Baseline Assessment, undertaken in March 2005, identified key areas for improvement for the Constabulary across a wide range of policing and organisational functions.
- 1.2 This report provides a summary of progress at October 2005 – a formal six-month review to coincide with publication of the HMIC<sup>1</sup> baseline assessment report.

**2. RECOMMENDATION**

- 2.1 That the extent of progress be noted.

**3. DETAILS**

- 3.1 As part of the annual Baseline Assessment process, HMIC and Cumbria Constabulary completed a broad assessment of constabulary performance in March 2005.
- 3.2 The resulting HMIC Baseline Assessment report was published in October 2005, documenting key strengths and areas for improvement for each of the 26 assessment frameworks.
- 3.3 A total of 222 areas for improvement were identified and a comprehensive assessment of progress was completed in September/October 2005. A further assessment is scheduled for February/March 2006.
- 3.4 For each recommendation, an owner was identified and asked to provide a summary of progress-to-date, detail of further planned action, and an estimated completion date.

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<sup>1</sup> HMIC – Her Majesty's Inspectorate of Constabulary

- 3.5 The resulting 130-page report is restricted for internal use within the Constabulary. However, a summary of progress as of October 2005 can be provided.
- 3.6 It shows that significant progress had been made, with 191 (86%) of the 222 recommendations having been progressed in the six months following the assessment, with 47 (21%) completed.
- 3.7 Further analysis was undertaken to identify key issues and priorities as part of the wider priority setting exercise for the Constabulary. Priority areas in the 2005 Baseline Assessment are those frameworks deemed to be *Poor* or *Deteriorated*:

Performance Area	Grade	Direction of travel
Training and Development (6B)	Poor	Stable
Human Resource Management (6A)	Poor	Improved
Tackling Level 2 Criminality (3B)	Poor	Not graded
Volume Crime Reduction (2B)	Fair	Deteriorated
Volume Crime Investigation (3D)	Good	Deteriorated

- 3.8 For these priority areas, more detailed analysis of progress was completed to ensure progress was being made. Positively, 65 (93%) out of the 70 areas for improvement had been progressed for these five frameworks.
- 3.9 Of the priority areas not progressed at October 2005, four were for Tackling Level 2 Criminality.
- To enhance Strategic and Tactical assessments, appropriate action had been identified, but not progressed.
  - The suggestion to implement a dedicated Level 2 surveillance team was considered, but not felt to be appropriate. Alternative and more appropriate collaborative measures to address the issues had been identified, but not yet taken forward.
  - It was agreed that Level 2 resource needed to be reviewed but an alternative approach is in operation by the Constabulary and hence no further action was to be taken at this time.
  - Formal collaborative arrangements were not in place to deal with extraordinary resource demand, but after consideration it was felt that the existing measures were sufficient. No further action was to be taken at this time.
- 3.10 One recommendation remained outstanding for Training and Development - an issue related to integration of the training planning cycle with the corporate planning cycle. As of October 2005, appropriate remedial action had been identified, but not progressed.
- 3.11 All of the above are subject to review and monitoring of actions is ongoing. A second formal assessment of progress will take place alongside the 2006 Baseline Assessment, aiming for completion by 31<sup>st</sup> March 2006.
- 3.12 In summary, the Constabulary has taken positive and substantial steps to address HMIC recommendations and continues to monitor progress.

**Michael Baxter**  
**Chief Constable**