

**CUMBRIA POLICE AUTHORITY
Audit and Performance Committee**

7 September 2006

Agenda Item No

BASELINE ASSESSMENT 2006 - PROGRESS UPDATE

A Report by the Chief Constable

1. SUMMARY

- 1.1 The Constabulary is subject to an annual performance assessment by Her Majesty's Inspectorate of Constabulary (HMIC) – the Baseline Assessment.
- 1.2 It is a qualitative assessment which assesses the effectiveness of the working practices and processes of the Constabulary.
- 1.3 The assessment was undertaken between January and April 2006 and consisted of a comprehensive self-assessment followed by a series of reality checking interviews.
- 1.4 The outcome, following national moderation, is a report that gives strengths, areas for improvement and a grade for 23 distinct assessment frameworks.
- 1.5 The Constabulary has received a draft report for review and early indications are that the HMIC has recognised the positive steps that have been taken since the 2005 assessment.
- 1.6 The final report will be published on 24 October 2006.

2. RECOMMENDATION

- 2.1 That the extent of progress be noted.

3. DETAILS

- 3.1 Between January and March 2006, the Constabulary undertook a self-assessment based upon a set of HMIC questions and criteria. This was extremely comprehensive and the return to HMIC consisted of a 250+ page document, supported by additional documentary evidence where appropriate.

3.2 The frameworks being assessed in 2006 are as follows:

- 1A Fairness and Equality in Service Delivery
- 1B Neighbourhood Policing and Problem Solving **
- 1C Customer Service and Accessibility
- 1D Professional Standards
- 2A Volume Crime Reduction
- 3A Managing Critical Incidents and Major Crime **
- 3B Tackling Serious and Organised Crime **
- 3C Volume Crime Investigation
- 3D Improving Forensics Performance
- 3E Criminal Justice Processes
- 4A Reducing Anti Social Behaviour
- 4B Protecting Vulnerable People **
- 5A Contact Centre Management
- 5B Providing Specialist Operational Support **
- 5C Strategic Roads Policing **
- 6A Human Resource Management
- 6B Training, Development and Organisational Learning
- 6C Race and Diversity (internal)
- 6D Management Financial and Physical Resources
- 6E Information Management
- 6F Implementing NIM
- 7A Leadership **
- 7B Performance Management and Continuous Improvement

3.3 HMIC have taken a risk-based approach to the 2006 assessment and for key frameworks (those marked **), undertook a series of reality checking interviews during April 2006. For the remaining frameworks, HMIC undertook a desktop review of the self-assessment submission and supporting evidence.

3.4 The outcome was a draft report, identifying strengths and areas for improvements for each framework. The Constabulary was given an opportunity to review the report for points of accuracy and asked to provide initial feedback to HMIC.

3.5 Each of the 23 frameworks was also given a grade and direction of travel, which was subject to regional and national moderation. The main purpose of the moderation is to ensure consistency and for assessors to justify both "Excellent" and "Poor" grades.

3.6 The final draft report was submitted to the Constabulary for review and comment on 4 August 2006, with a formal joint Constabulary / PA response returned on 21 August 2006. The final report is scheduled for release on 24 October 2006.

3.7 The Baseline Assessment process can be summarised as follows:

Element	Description	Timescale
Self Assessment	Based upon HMIC questions and criteria, the Constabulary undertook a detailed self-assessment.	January – March 2006
Reality Checking Interviews	HMIC talked to key members of the Constabulary for those frameworks deemed to be a priority.	April 2006
First Draft Report	First draft of the Baseline report containing only draft strengths and areas for improvement for each framework.	June 2006
Moderation	Regional and National moderation of grades undertaken by HMIC.	July 2006
Constabulary Review	Constabulary given the opportunity to review the first draft and give feedback to HMIC.	July 2006
Final Draft Report	Final draft report, which included contextual information and grades.	August 2006
Constabulary Review	Opportunity for the Constabulary to review full draft report and feedback to HMIC.	August 2006
Report Published	Finalised report and grades published.	24 October 2006

3.8 In summary, we are now part way through the 2006 Baseline Assessment process, but early indications are that the HMIC has recognised the positive steps taken since the 2005 assessment.

3.9 The Constabulary will report to the Policy Authority Audit & Performance Committee following publication of the final report in October 2006.

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Chief Constable