

**Cumbria Police Authority  
Policing Plan & Best Value  
Committee**

**14<sup>th</sup> June 2005  
Agenda Item No. 12**

**POLICE AUTHORITY ASSESSMENT & IMPROVEMENT FRAMEWORK**

**A Report by the Clerk & Chief Executive**

**INTRODUCTION**

This matter was last reported to this committee on 1<sup>st</sup> April 2005. Since that time there have been national and local elections in May leading to major changes (5 out of 17) in Authority membership. An update on progress is timely, since full Member involvement is key to its success.

**DETAIL:**

The Police Authority Self-Assessment and Improvement Programme (PASAIP) or Framework was first devised by the Association of Police Authorities (APA) between 2003-2004.

The Framework provides a method for critical self-review by an organisation. It is intended to help police authorities:

1. Achieve focus and clarity about where they add value to policing
2. Measure their performance
3. Demonstrate that they are an effective link between the police service and the public they serve
4. Know what they want to achieve and create an action plan to realise these objectives.

It is based on self-assessment and scoring against achieved standards in

- Leadership and Strategic Planning;
- Performance Management;
- Community Engagement.

By May 2005, it was originally expected that Her Majesty's Inspector of Constabularies (HMIC) would be examining Cumbria Police Authority's use of the framework, but this did not occur. However, continuing negotiations between the APA and HMIC nationally have brought uncertainty over what will be the final format of the framework or the questions to which it will require answers. Certainly by 2006, it can still be expected that HMIC (or some other arm of the Combined Criminal Justice Inspectorate, now out for consultation as a proposal) will be considering Police Authorities' performances against that standard as part of the comprehensive performance assessment of all police authorities.

**APPLICATION OF THE PROGRAMME IN CUMBRIA:**

In January, this committee recommended to the full Authority three working groups be established to match the sub-headings. Between 28th January - 1<sup>st</sup> February 2005, these groups (each facilitated by officers of this and another Police Authority) met to carry out group assessments of where the Authority is now, and where any gaps in its ambition and achievement seemed to lie.

Levels of turnout for these first events could be described as fair to good. Unfortunately, for reasons of individual availability, and when reconvening for the second stage of the process (Action Planning, between 14<sup>th</sup> – 16th March 2005); all three groups proved considerably down in numbers. APA guidance on PASAIF stresses how, if outcomes are to obtain legitimacy and credibility (not only with other Authority members themselves, but also with the Constabulary and the world outside) then a high level of member involvement is required. As a result, the Police Authority meeting on 22<sup>nd</sup> March 2005 agreed to convene an 'Away-day' event for all members, once the Authority was reconstituted under its new, post-elections membership, as effected on 1<sup>st</sup> June 2005.

A briefing pack of material for use at such an event, recording all the work and conclusions reached to date, has now been prepared and circulated to all members. At the time of writing, members' availabilities are being established in order to fix on the precise day when it will be held.

**Recommended:** That members note developments and confirm their support for the 'Away Day' concluding the PASAIF Action planning stage.

#### **HUMAN RIGHTS RACE EQUALITY / DIVERSITY IMPLICATIONS:**

To date, no known human rights or race equality or other equality or diversity implications for any individual person are identifiable, but some are likely to be identified in the course of the self-assessment process.

#### **FINANCIAL / BEST VALUE IMPLICATIONS:**

Executing the programme is identifiable as furthering best value principles.

**C R Alcock  
Clerk & Chief Executive**

**8th June 2005**

#### **Background papers (Section 100(d) of the Local Government (Access to Information Act) 1985 refers):**

- APA: Police Authority Self-Assessment & Improvement Programme