



Online Public Meeting – July 2025

HMICFRS Update

DCC Scott Bisset



Open Recommendations and Areas for Improvement (AFIs)



PEEL

- 6 AFIs remaining from the 11 originally received
- 5 closure letters submitted.
- 5 closure letters in draft stage
- 1 AFIs have improvements in progress.

Other NYP specific reports

- 15 Recommendations and AFIs
- 6 AFIs Effectiveness of integrity arrangements
- 9 AFIs & Recs from the custody inspection

National thematic reports

- 35 recommendations and AFIs

Super complaints

- 13 recommendations

PEEL AFI - Overview

11 PEEL AFIs



No.	Area for Improvement	Status
AFI1	The force needs to improve how it records crime when antisocial behaviour personal is reported	Closure letter submitted
AFI2	The force still needs to improve how it records equality data	Closure letter being drafted
AFI3	The force should improve its recording of use of force, particularly the use of handcuffs for stop and search	Closure letter submitted
AFI4	The force should continue its improvement in the speed it answers 999 calls	Closure letter submitted
AFI5	The force should continue its improvements in their initial triage when receiving calls for service	Closure letter submitted
AFI6	The force doesn't consistently achieve appropriate outcomes for victims	Improvement in progress. Milestone plan refreshed
AFI7	The force needs to make sure it assesses the needs of all victims so they can be properly supported	Signed off by HMICFRS
AFI8	The force needs to improve the effectiveness of its professional development reviews (PDR), which should be consistent across the workforce and valued by all	Closure letter in draft – milestones until July 2025.
AFI9	The force should improve its understanding of why officers and staff are planning to leave	Closure letter being drafted
AFI10	The force does not fully understand its demand which affects its ability to manage demand effectively	Closure letter being drafted
AFI11	The force needs to develop its business change processes and improve workforce engagement to increase force performance	Closure letter submitted

Integrity Inspection



- **Vetting grading – Good**
- **PSD grading (upholding the standards of professional behaviour)- Requires Improvement (4 AFI)**
 - The force needs to improve its processes for the collection, sharing and evaluation of organisational learning relating to the standards of professional behaviour.
 - The force needs to improve the capacity and capability of the professional standards department.
 - The force needs to improve the way it responds to complaints and conduct allegations.
 - The force needs to understand and improve fairness and consistency within its professional standards department decision-making.
- **ACU grading (tackling potential corruption) – Requires Improvement (2 AFI)**
 - The force should make sure it has accurate records of who has each mobile device, so that it can hold users to account for any misuse.
 - The force should improve how it collects, assesses, develops and investigates counter-corruption intelligence.



	AFI Wording	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
AFI1	The force needs to improve its processes for the collection, sharing and evaluation of organisational learning relating to the standards of professional behaviour.	Organizational learning from investigations consistently recorded and process verified through supervisory assurance checks	Prevent Officer's Delivery Plan signed off and start implementation			PSD related organisational learning tracked & embedded within the Org Learning meeting		Schedule 3 complaints & conduct analysis report - present to July GPM							
AFI2	The force needs to improve the capacity and capability of the professional standards department.			Personal Development Plans (PDPs) completed for all PSD Investigators - review within IPMs					Reality testing of IPM inclusion and PIP2 progress						
							Work towards all Police Staff Investigators attaining PIP1 & PIP2 by Dec 2026								
AFI3	The force needs to improve the way it responds to complaints and conduct allegations.	Supervisory review process finalized	Embedding of supervisory review framework into Centurion progress log for complaints and conduct - DI reviews to provide assurance	Investigation plan (PIP) review template finalized & team consulted	Investigation plan (PIP) review template implemented (requirement to review every 28 days)		Commence implementation of temporary PSD Complaints Handling Team. Undertake scoping work to identify potential candidates for the role of complaint handlers.		Temporary PSD Complaints Handling Team implemented	Complaints Handling Team to complete the PSD SANCUS course					Evaluation of Complaints Handling Team (6 months post implementation)
										Conduct internal reality testing of investigation plans to ensure compliance and drive improvements					
AFI4	The force needs to understand and improve fairness and consistency within its professional standards department decision-making.	AA benchmarking process formalised & documented (ToR, Meeting agenda, benchmarking AA log)		Protected characteristics reporting for Complaints - determine with OPFCC whether the online form fields regarding protected characteristics can be made mandatory.	Benchmarking findings reported through the April GPM	Protected characteristics reporting for Conduct - establish what data is recorded in Origin regarding protected characteristics	Analysis conducted and relevant action undertaken to address any disproportionality	Analysis reported to July GPM							
AFI5	The force should make sure it has accurate records of who has each mobile device, so that it can hold users to account for any misuse	Central list of device attribution for each workforce member	Assurance checks implemented by ICT (dip sampling conducted by ICT service desk, dashboard) Development of assets check process through annual IHC	Verbal update at DCC's Portfolio Meeting on assurance checks implemented to improve device management & seek DCC's approval	Reality test assurance checks are working before closure letter is finalized										
AFI6	The force should improve how it collects, assesses, develops and investigates counter-corruption intelligence.	Refresh Problem profile	Training pathway identified for ACU IDs & ACU Manager Commence register of police personnel identified as posing a threat of sexual misconduct and NYP risk assessment matrix	Develop process for how the register of police personnel identified as posing a threat of sexual misconduct will be used for risk mitigation and proactivity	Mechanism for competence finalized (for ACU Manager)		Finalise sexual misconduct register		Implement process for how the sexual misconduct register will be used for risk mitigation and proactivity	Implementation Plan Sign off (HoPSD) HMIC 'Vetting, Misconduct' report Rec 33 sign off	Implementation Plan to commence Revise ACU demand profile			Integrity Passport rollout for GGH and integrity health check complete	

National Child Protection Inspection (NCPI)



National Child Protection Inspection 2022

- 10 Recommendations
 - 9 closure letters submitted to HMICFRS
 - 1 closure letter being drafted
- Child protection performance governed through Vulnerability Board
- HMICFRS revised the NCPI Methodology in February 24

Joint targeted area inspection (JTAI)



- Joint targeted area inspection (JTAI) of North Yorkshire of the multi-agency response to unborn children and those aged 0 to 7 who are victims of domestic abuse in North Yorkshire. Conducted Feb 2025.
- Examples of NYP Strengths mentioned in the report
 - The proactive use of the Domestic Violence Disclosure Scheme (known as Clare's Law) by North Yorkshire Police to assert parents' rights to know information as well as their right to ask.
 - The promotion of evidence-based prosecutions by the police during criminal investigations to support and protect adult victims of domestic abuse and their children.
 - Police officers and staff recognise the need to complete public protection notices (PPNs) to include children
 - Every frontline police officer has a service directory on their mobile device which helps them to signpost victims of domestic abuse to local and national support such as the National Centre for Domestic Violence, triggering early use of non-molestation orders to keep victims safe.

HMICFRS Inspection Programme



- Rolling programmes of policing inspections including:
 - PEEL (Inspection due Nov 25)
 - Child protection inspections (Joint and single agency) (Dates to be confirmed by HMICFRS)
 - Criminal justice joint inspections and inspection programmes (Dates to be confirmed by HMICFRS)
 - Serious and organised crime (NYP Report anticipated August 25)
 - Integrity (NYP Report published Jan 25)
- HMICFRS plan to start the following thematic inspections in 2024/25 and complete them in 2025/26:
 - firearms licensing
 - police leadership.
- HMICFRS plan to carry out or complete the following further areas over the course of their 2025-29 policing inspection programme and framework:
 - the police response to knife-related crime, which will expand on the serious youth violence report;
 - the efficiency and effectiveness of current arrangements that provide local, regional and national policing support services, including arrangements to meet the Strategic Policing Requirement;
 - science and technology – examining the use of new and/or emerging science and technology, such as biometrics and facial recognition, to tackle crime;
 - police and fire and rescue service cybersecurity;
 - counter-terrorism;
 - Joint Emergency Services Interoperability Principles across all emergency services;
 - data and analytics – including topics such as data quality, management of data, data rights analysis (the capability and role of the analyst, for example) and using science to improve the application of data; and
 - retail crime and shoplifting.