

ABERDEEN CITY COUNCIL

COMMITTEE	Communities, Housing and Infrastructure
DATE	27 August 2015
TITLE OF REPORT	HMICS Inspection of Aberdeen City Division

1. PURPOSE OF REPORT

To update members on key findings, recommendations and effective practice contained in Her Majesty's Inspectorate of Constabulary in Scotland's report on their inspection of Aberdeen City Division, published in May 2015. It will also detail local action taken in response to the report.

2. RECOMMENDATION(S)

Members are asked to note the contents of this report.

3. FINANCIAL IMPLICATIONS

No financial implications.

4. OTHER IMPLICATIONS

None

5. BACKGROUND/MAIN ISSUES

In 2014, HMICS announced their intention to carry out a 'Local Policing +' inspection of Aberdeen City Division.

In early 2015, HMICS staff visited the division and examined it across six overarching themes, namely:

- Outcomes
- Leadership and Governance

2.

- Planning and processes
- People
- Resources; and
- Partnerships

In advance of the inspection, using the published HMICS inspection framework, Aberdeen City Division carried out a self-assessment and developed an improvement plan. This was cited as effective practice by the inspecting team.

On 14 May 2015, HMICS published their report which was generally positive and contained no recommendations specific to Aberdeen City Division, but 4 recommendations for wider organisation (hard copy provided).

Post inspection, the Senior Management team has added to the improvement plan by scrutinising the HMICS inspection report and in addition to taking the four recommendations on board, has drawn out all comments made by HMICS that inferred any need for improvement.

A small selection of key findings is provided below:

- People in Aberdeen are less likely to be the victim of a crime than in previous years, and where they are a victim of a crime, the crime is more likely to be detected than previously.
- A key area for improvement for both the division and for Police Scotland is in providing updates to complainers about the progress of the incident they reported to the Police.
Aberdeen City Division response - The division has instigated a Quality Assurance action plan to address this.
- Staff in Aberdeen feel listened to and say their ideas and feedback are encouraged. Staff feel valued and good work is recognised.
- There are 13 multi-member ward plans but these do not correspond to community policing areas which are felt to be more reflective of identifiable local communities. We understand that Police Scotland has reviewed multi-member ward plans and will pilot 'local community plans' in Fife.
Aberdeen City Division response - The local Police Commander will continue to make representation for a realignment of plans.
- The division is seeking to learn and continuously improve its service delivery.
- Aberdeen City Division is managing absence effectively and has the lowest absence rate in Scotland for both officers and staff.
- Morale amongst officers is higher in Aberdeen than in other divisions we have inspected to date.

3.

- The community policing model in Aberdeen City is working effectively and is meeting local needs.
- Partnership working is embedded within Aberdeen City Division and is effective.

Recommendations:

- Police Scotland should ensure that progress against all objectives in local policing plans is measured and reported to local scrutiny committees at an appropriate stage each year.
Aberdeen City Division response - The committee has previously agreed a bi-annual performance reporting schedule with thematic reports submitted to other meetings. Following consultation with a committee sub-group, the next performance report will contain focus on qualitative information and contain more information on areas requested by members.
- Police Scotland should ensure that the Analysis and Performance Unit helps divisional commanders to provide data to local scrutiny bodies that is current enough to support local scrutiny of policing.
Aberdeen City Division response - The Division has taken part in consultation with the Police Scotland Analysis and Performance Unit (APU) on the performance reporting process. Whilst the data reporting schedule remains the same at this time, the APU will be providing additional information such as 5 year averages going forward.
- Police Scotland should examine the effectiveness of the existing guidance given to officers on the use of body worn video (BWV) cameras.
Aberdeen City Division response - The Division pioneered the use of BWV and is supporting the national approach to its use.
- Police Scotland should provide appropriate access to its information management systems for those analysts working in partnership with the Police.
Aberdeen City Division response - The Division awaits confirmation of national policy and approach but continues to support local use in the meantime.

Effective practice:

- The Division's early intervention management process is an example of effective practice learning from complaints (see paragraph 80).
- The Tutor unit, set up to manage and support a large number of probationers who joined the division over a short period of time, is an example of effective practice (see page 34)
- The Community Safety Hub is an example of effective partnership working (see page 46).

4.

In conclusion, I can reassure members that the Aberdeen City Division team will continue to:

- Seek to influence national policy in all of the recommended areas and promulgate good practice established locally;
- Strive for continued local improvement; and
- Act with innovation and initiative in tackling local issues along with partners.

6. IMPACT

None

7. MANAGEMENT OF RISK

N/A

8. BACKGROUND PAPERS

Nil

9. REPORT AUTHOR DETAILS

Adrian Watson, Local Police Commander, Aberdeen City Division,
Police Scotland, Queen Street, Aberdeen T: 101
Email: aberdeencitylocalpolicecommander@scotland.pnn.police.uk