



HM INSPECTORATE OF CONSTABULARY IN SCOTLAND

Annual Report 2017-18



Improving Policing Across Scotland



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HM Inspectorate of Constabulary in Scotland

HM Inspectorate of Constabulary in Scotland (HMICS) is established under the Police and Fire Reform (Scotland) Act 2012 and has wide ranging powers to look into the 'state, effectiveness and efficiency' of both the Police Service of Scotland (Police Scotland) and the Scottish Police Authority (SPA).¹

We have a statutory duty to inquire into the arrangements made by the Chief Constable and the SPA to meet their obligations in terms of best value and continuous improvement. If necessary, we can be directed by Scottish Ministers to look into anything relating to the SPA or Police Scotland as they consider appropriate. We also have an established role in providing professional advice and guidance on policing in Scotland.

- Our powers allow us to do anything we consider necessary or expedient for the purposes of, or in connection with, the carrying out of our functions
- The SPA and the Chief Constable must provide us with such assistance and co-operation as we may require to enable us to carry out our functions
- When we publish a report, the SPA and the Chief Constable must also consider what we have found and take such measures, if any, as they think fit
- Where our report identifies that the SPA or Police Scotland is not efficient or effective (or best value not secured), or will, unless remedial measures are taken, cease to be efficient or effective, Scottish Ministers may direct the SPA to take such measures as may be required. The SPA must comply with any direction given
- Where we make recommendations, we will follow them up and report publicly on progress.
- We will identify good practice that can be applied across Scotland
- We work with other inspectorates and agencies across the public sector and co-ordinate our activities to reduce the burden of inspection and avoid unnecessary duplication
- We aim to add value and strengthen public confidence in Scottish policing and will do this through independent scrutiny and objective, evidence-led reporting about what we find.

Our approach is to support Police Scotland and the SPA to deliver services that are high quality, continually improving, effective and responsive to local needs.

HMICS is a member of the UK's National Preventive Mechanism (NPM), a group of organisations designated under the Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT) to monitor places of detention and report on the treatment of and conditions for detainees. As a member of the NPM, HMICS carries out regular inspections of police custody in Scotland and publishes reports identifying good practice and making recommendations for improvement.

This Annual Report is produced under Section 82(3) of the Police and Fire Reform (Scotland) Act 2012 and presented to Scottish Ministers for laying before the Scottish Parliament.

¹ Chapter 11, Police and Fire Reform (Scotland) Act 2012.



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Introduction by HM Chief Inspector of Constabulary in Scotland

I am pleased to introduce my first annual report as Her Majesty's Chief Inspector of Constabulary in Scotland, having taken up the post in April 2018. I would like to start by thanking my predecessor, Derek Penman QPM, for his valuable contribution to policing over the four years when he was in office.

This report outlines how Her Majesty's Inspectorate of Constabulary in Scotland (HMICS) has carried out its statutory function for the period of 1 April 2017 to 31 March 2018.

In future, HMICS annual reports will be published as soon as practicable after the end of the scrutiny year, therefore my next annual report will be published around June 2019.

By its nature, this report concentrates on the activity undertaken between April 2017 and the end of March 2018 but I will also offer my observations of the current state of policing in Scotland.

Looking back to 2017-18, it is hard to overstate the extent of difficulties for both Police Scotland and the Scottish Police Authority (SPA), played out in the context of intense public, political and media scrutiny. Remembering how things were helps us appreciate the extent of the positive progress made since then. It also provides learning for the future.

In April 2017, the then Cabinet Secretary for Justice requested that HMICS conduct a review into the openness and transparency of the SPA due to concerns raised by Parliamentary committees. Our report was published in June 2017, making 11 recommendations for improvement.

This period has seen many significant changes at the highest levels of Police Scotland and the SPA. In June 2017, the Chair of the SPA announced his intention to step down, remaining in post until his successor was identified.

In September 2017, the SPA agreed to the request from then Chief Constable, Phil Gormley, to take a leave of absence to allow investigations to be conducted into allegations of misconduct against him. Another member of the force executive was suspended in November 2017 in relation to unconnected allegations. The progress of these complaints and the names of the individuals involved were widely reported in the media.

In February 2018, Mr Gormley resigned from his position as Chief Constable and the complaints process was halted at that point. Whilst this is correct under current procedures it is, in my view, unsatisfactory for those who come forward to make complaints as well as for those who are the subjects of complaint.

There are undoubtedly lessons to be learned from the way that these events were handled and I welcome the Independent Review of Complaints Handling, Investigations and Misconduct Issues in Relation to Policing, announced in June 2018, which is being led by the Rt Hon Dame Elish Angiolini DBE QC. In the meantime, it is helpful that the SPA has re-established its Complaints and Conduct Committee.

In November 2017 the previous Chief Executive left the SPA, an interim Chief Officer was appointed and Susan Deacon took up her role as Chair of the SPA in December 2017. The interim Chief Officer and the Chair embarked upon a programme of improvement to address the recommendations of various independent audits, evaluations and inspections, which had been critical of aspects of the SPA's governance.



I recognise that during this challenging period, police officers and staff continued to deliver an effective policing service. Overall recorded crime during 2017-18 showed a slight increase on the previous year, with reports of sexual crime continuing to rise (by 12% since 2016-17). The detection rate for all recorded crime remained steady at 49.5%.

There were over 1.7 million incidents reported to Police Scotland during 2017-18, an increase of 2.5% from the previous year. The recorded crime figures represent only 22% of this overall incident demand. Notably, over the year Police Scotland responded to over 49,500 missing person incidents, an increase of 13.9%.²

The 2016/17 Scottish Crime and Justice Survey³ found the majority of adults (58%) said that the police were doing a good or excellent job in their local area, and the majority were also very or fairly confident in their local police force across the six measures of confidence asked about in the survey. Police Scotland also carries out regular User Satisfaction Surveys, asking members of the public who have reported an incident or crime, about the service they received. In 2017-18, over 80% of those surveyed stated their confidence in Police Scotland was high or very high.

Since the conclusion of the 2017-18 scrutiny year there have been significant positive developments in Scottish policing.

The SPA introduced a Succession Planning and Appointments Committee, which oversaw the recruitment process that resulted in the selection of three Assistant Chief Constables and two Deputy Chief Constables in June 2018, and the appointment of Chief Constable Iain Livingstone in August 2018.

The stability of leadership of Police Scotland is welcome and the chief officer team has an impressive breadth and depth of experience. The Chief Constable has made delivering effective operational policing his main area of focus. To do so, he has identified key priorities in the form of delivering integrated and agile support for operational policing; policing in local communities, and empowering, enabling and developing the people working in Police Scotland.

Significant changes have been made to governance arrangements and in October 2018 I agreed that all 11 of the HMICS recommendations about the SPA's openness and transparency had been addressed and could be closed. The new permanent Chief Executive of the SPA took up post in October 2018 and became the accountable officer at the start of November 2018.

In our inspection activity we continue to be impressed by the dedication and commitment of police officers and staff to delivering an effective policing service and meeting the needs of the varying communities of Scotland.

Whilst there is much reason to be optimistic about the future there are a number of areas which I will monitor particularly closely, including:

Budget: It is positive that in May 2018, the SPA approved the three year financial plan and a 10 year financial strategy to support the delivery of the Strategic Police Plan, *Serving a Changing Scotland*. The recent Audit Scotland report⁴ noted that the improvements in the quality of accounting highlighted in the 2016-17 report have been maintained, and the auditor was able to provide unqualified opinions on the SPA's annual report and accounts for 2017-18. The three year plan which aims to achieve financial balance by 2020-21 depends, however, on efficiency savings through streamlining processes and introducing new technology. The auditor identifies that insufficient progress in developing corporate strategies will constrain the SPA's ability to achieve long-term financial sustainability.

² Police Scotland, [Management Information Force Report: Quarter 4 2017/18](#).

³ Scottish Government, [Scottish Crime and Justice Survey 2016/17: main findings](#), 27 March 2018.

⁴ Audit Scotland, [The 2017/18 audit of the Scottish Police Authority](#).



Workforce Planning: The three year financial plan depends on the identification of productivity savings, which would allow for a reduction in police officer numbers without adversely affecting operational delivery. I welcome the commitment in the *Serving a Changing Scotland* Strategy to develop a workforce plan, which would facilitate the achievement of an optimum balance of police officers and police staff, necessary to meet the demands of modern policing. Whilst I was pleased to see the publication of a People Strategy 2018-21, Police Scotland is not yet able to produce its strategic workforce plan. Therefore, it cannot yet identify the explicit savings associated with each project in its transformation portfolio required to facilitate capacity increases in operational policing.

ICT: I believe that the full benefits of police reform in Scotland will not be realised until national ICT solutions are in place. I welcome the approval of the outline business case for investment in Police Scotland's Digital, Data and ICT Strategy. I share the concerns of the auditor, however, who notes in her 2017-18 report that a lack of clarity as to how the implementation of Digital, Data and ICT Strategy will be funded (£298 million) presents a risk to the timing of its implementation.

Performance: Police Scotland should be assessed on the outcomes it achieves for the communities of Scotland and I do not believe that an arbitrary number of police officers and staff is a meaningful measure of the effectiveness of policing. In order to demonstrate the impact of its efforts, Police Scotland requires an outcome-based performance framework. Unfortunately there has been a significant lack of progress in developing such a framework.

Demand: I support the Demand, Productivity and Performance work that is being carried out by Police Scotland but I am concerned about the pace of delivery. It is vital that Police Scotland understands its demand. This links directly to the production of a strategic workforce plan, which will allow Police Scotland to ensure it designs a structure that meets the needs of the communities it serves.

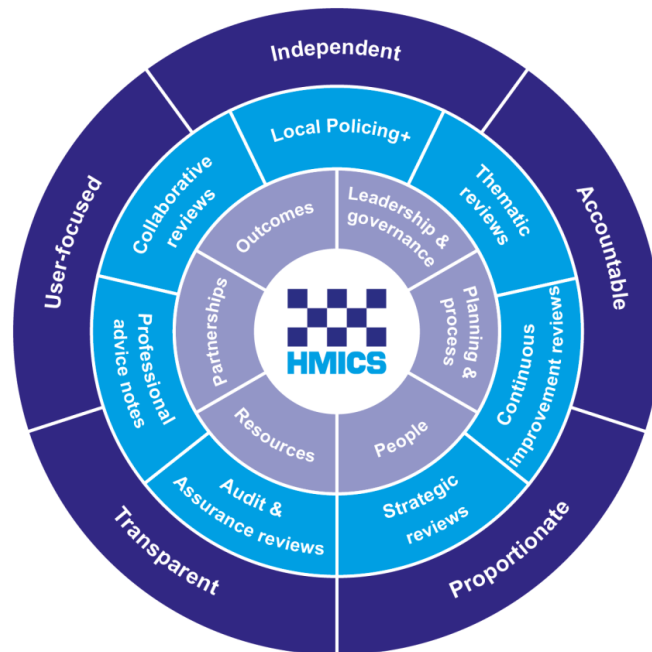
I will return to these issues in my next annual report.

In conclusion, my assessment of policing is that there has been significant change and improvement since the end of 2017-18. I have confidence in the leadership of Police Scotland and the SPA but will continue to monitor progress closely. I know that police officers and staff will continue to work hard and be committed to delivering effective policing to the public.

Gill Imery QPM

HM Chief Inspector of Constabulary in Scotland
December 2018

Approach to scrutiny



HMICS continues to conduct our business in accordance with our values, acting independently, proportionately and in a way which is focused on the needs of service users. We work in an open and transparent way, and we are fully accountable for what we do.

Our objectives

Our Corporate Strategy 2017-20⁵ sets out our purpose, values, approach and key objectives through to 2020 to build on 160 years of history as a credible, competent and collaborative inspectorate that adds value and strengthens public confidence in Scottish policing. Our key objectives for the next three years are as follows:

- We carry out informed, evidence-led inspections, looking beyond the boundaries of Scotland to identify scrutiny approaches and good practice that could be adopted
- We add value and strengthen public confidence and intensively debrief in scrutiny activity, seeking feedback from those we scrutinise, partners and others in order to enhance our processes and approach
- We work collaboratively with others to share expertise and scrutinise areas of shared interest, regularly engaging with other public bodies and providing support to joint inspections
- We are committed to our own continuous improvements by for example reviewing our inspection framework and our policies and procedures, as well as investing in our workforce.

By setting out these key objectives, it will help us to keep on track with what we want to achieve and how we are going to achieve it. We will review our strategy annually to ensure our objectives are supporting us to fulfil our purpose of improving policing across Scotland.

⁵ HMICS, [Corporate Strategy 2017-20](#).

Our Inspection Framework⁶

HMICS has an Inspection Framework. The purpose of the framework is to support lead and associate inspectors to take a common and objective approach to assessing policing in Scotland. The framework can be used in its entirety, or selected and adapted so that the key themes and sub-elements reflect the purpose of the inspection to be undertaken. The review has allowed HMICS an opportunity to reflect on our experience of inspection and to consider changes in the wider context of inspection and self-evaluation. An up to date version of the inspection framework is published on our website.

Partnership working

During 2017-18, HMICS worked closely with our partners, including the Scottish Government, the Police Investigations and Review Commissioner (PIRC), the Scottish Institute for Policing Research (SIPR) and other academics.

We continued in our role as a member of the Strategic Scrutiny Group (SSG) along with Scotland's main public sector scrutiny bodies – the Accounts Commission, Audit Scotland, Education Scotland, the Care Inspectorate, Healthcare Improvement Scotland, Her Majesty's Fire Service Inspectorate, Her Majesty's Inspectorate of Prisons, the Inspectorate of Prosecution in Scotland and the Scottish Housing Regulator.

The SSG, which is chaired by Audit Scotland, is a forum for HMICS and other scrutiny bodies to discuss key strategic scrutiny developments and identify opportunities for aligning assessment frameworks and methodologies. Through this network, HMICS identified a number opportunities for joint scrutiny activity, for example custody inspections with Healthcare Improvement Scotland, and ongoing joint inspections of children's services with the Care Inspectorate and work on mental health with the Inspectorate of Prosecution in Scotland.

As a member of the UK National Preventive Mechanism (NPM), HMICS continued to contribute to the United Kingdom's response to its international obligations under the UN Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT).

User perspective

In accordance with our commitment to conduct our scrutiny activity in a way that is user focused, throughout our scrutiny process we aim to gain user perspectives from key stakeholders, including staff associations and relevant partners.

We now conduct public consultation exercises in the course of our local policing inspections to obtain a service user perspective of the policing they receive. This has become an integral part of our inspection approach since it was first used in 2016-17, in Dumfries and Galloway, and was again utilised in our inspection of Tayside Division.

⁶ HMICS, [Inspection Framework](#), May 2018.

Scrutiny activity during 2017-18

Thematic Inspection of the Scottish Police Authority - Phase 1 Review of Openness and Transparency⁷

The aim of this work was to improve accountability and transparency in the SPA with the Phase 1 report published in June 2017. This work was requested by the Cabinet Secretary for Justice who wrote to my predecessor, Derek Penman, in April 2017 requesting that he bring forward those aspects of his planned inspection which related to transparency and accountability. This request followed concerns raised by the Scottish Parliament Public Audit and Post-Legislative Scrutiny Committee and the Justice Sub-Committee on Policing.

We gathered evidence from interviews, document reviews and feedback from stakeholders to support our key findings, as well as evidence gathered through our ongoing engagement with the SPA. The inspection was not an investigation and was not intended to address any specific complaint or grievance.

Since publication, there have been positive signs of improvement in SPA Board operations. The relationships between the SPA and Police Scotland have improved significantly and the shared development of the Policing 2026, Serving a Changing Scotland strategy has been a major milestone.

Other developments including improved financial reporting, investment in change management, governance of police call handling and the implementation of board and committee workplans are all evidence of good progress. I see a strong commitment from the Chair and all members to support policing and drive improvement and we continue to work with SPA in 2018-19.

There were 11 recommendations made in this report.

Thematic Inspection of the Scottish Police Authority Forensic Services⁸

The aim of this work was to scrutinise the effectiveness of the SPA in meeting its statutory obligations, with the report being published in June 2017. This report provides an assessment of the effectiveness and efficiency of the leadership, governance, management and delivery of forensic services provided by the SPA. We scrutinised how the SPA is meeting its statutory obligations under Section 31 of the Police and Fire Reform (Scotland) Act 2012 by providing forensic services to Police Scotland, the Police Investigations and Review Commissioner and the Lord Advocate and Procurators Fiscal.

Forensic Services has a proven track record of adopting cutting edge technology to support policing in Scotland. We found, however, that there had been no strategy in place for the delivery of forensic services in Scotland for over four years. We also identified that there may be scope for the approach in Scotland to conform to the same standards as those in the rest of the UK (set out in the UK Home Office Forensic Strategy). This would facilitate greater interoperability.

We found that there were no issues with the quality of forensic work undertaken by Forensic Services.

There were 22 recommendations made in this report.

⁷ HMICS, [Thematic Inspection of the Scottish Police Authority - Phase 1 Review of Openness and Transparency](#), June 2017.

⁸ HMICS, [Thematic Inspection of the Scottish Police Authority Forensic Services](#), June 2017.



Local Policing+ Inspection Programme Inspection of Tayside Division⁹

The aim of this work was to inspect leadership and practice in Tayside Division and we found many positive developments.

There was effective and increasingly visible leadership within the division, and officers reported feeling more empowered to identify local solutions to local problems. This was a positive development and may have stemmed from the increased focus on localism by the Chief Constable and in the strategic police priorities.

In early 2017, the division introduced a locality policing model which was well received by officers and staff within the division and by stakeholders. We identified that there was more work to be done by the division and Police Scotland to ensure that they understand their demand and distribute resources accordingly.

Partner organisations reported good working relationships with Tayside Division. The division was aware of many of its areas for development and a wide-ranging improvement plan has been established. Much of the division's improvement activity was at an early stage of development and some intended outcomes had yet to be delivered. We noted, however, that should the division sustain its focus on improvement, it would achieve positive outcomes for its communities, officers and staff.

We identified that the division should clarify the role of community officers and provide them with training and guidance, adopt an evaluative approach to its work to check that positive outcomes are being delivered. We also identified that the division should have an intelligence requirement in place that is aligned to national and local priorities and that is communicated to and acted upon by officers.

We also recommended that Police Scotland develop a vision and strategy for special constables and other volunteers, and that the out of hours availability of nationally, regionally and locally based specialist resources should be reviewed.

There were five recommendations made in this report.

Strategic overview of British Transport Police in Scotland including the proposed transfer to Police Scotland¹⁰

The aim of this review was to provide an overview of the performance of British Transport Police (BTP) in Scotland and the proposed transfer of the Scottish operations of BTP to Police Scotland.

Evidence for this review was gathered in early 2017. The review was carried out under the Railways and Transport Safety Act 2003. It was submitted to the Department for Transport and published in December 2017, alongside a [joint inspection of BTP](#) by HMICS and HM Inspectorate of Constabulary and Fire & Rescue Services in England and Wales (HMICFRS).

Part one of our review found that BTP in Scotland had performed better than BTP as a whole in relation to many of its challenging targets in 2016-17. It performed less consistently in relation to many of its local targets, but continued to achieve high rates of passenger confidence and user satisfaction.

⁹ HMICS, [Local Policing+ Inspection Programme Inspection of Tayside Division](#), November 2017.

¹⁰ HMICS, [Strategic overview of British Transport Police in Scotland including the proposed transfer to Police Scotland](#), August 2017.



Part two of our review focused on the proposed transfer of the Scottish operations of BTP to Police Scotland. We stated that the scope and scale of the challenges and complexity posed by the transfer should not be underestimated, and noted that there are fundamental differences in the way BTP and Police Scotland operate. BTP is a police service paid for by the rail industry and has an ethos and commercial awareness that is quite distinct from other police forces.

We highlighted several issues in our review which would require to be addressed before any transfer could be successfully delivered.

Local Policing+ Inspection Programme - Inspection of custody centres located in Tayside Division¹¹

The aim of this work was to assess the treatment of and conditions for those detained in police custody centres located in Tayside Division. The division is served by three primary centres at Arbroath, Dundee and Perth and the inspection was linked to our review of local policing in Tayside Division.

Our inspections of police custody contribute to the United Kingdom's response to its international obligations under the Optional Protocol to the United Nations Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT). OPCAT requires that all places of detention are visited regularly by a National Preventive Mechanism (NPM), an independent body or group of bodies which monitor the treatment of and conditions for detainees. HMICS is one of several bodies making up the NPM in the UK.

Our inspections of the three custody centres in Tayside Division were unannounced and took place in September 2017. We had significant concerns about cleanliness and hygiene at the Dundee custody centre and recommended that Police Scotland take immediate action. We revisited Dundee in November 2017 and noted that progress had been made.

More generally, we found the custody staff working at Arbroath, Dundee and Perth to be professional and respectful and the detainees we spoke to were generally satisfied with how they were treated.

We noted that progress had been made since previous custody inspections in relation to the rollout of a national custody IT system, the vulnerability questionnaire administered when booking people into custody and the completion of Person Escort Records. We also found, however, that it was not always clear why a detainee had been assessed as low or high risk, nor was the rationale for the subsequent care plan always apparent. This is a recurring theme in our inspections of police custody. We also found that the resourcing of custody continues to be a concern, but noted that Police Scotland is taking steps to address this.

There was one recommendation made in this report.

¹¹ HMICS, [Local Policing+ Inspection Programme Inspection of custody centres located in Tayside Division](#), January 2018.

Strategic Review of Undercover Policing in Scotland¹²

This strategic review was directed by the Cabinet Secretary for Justice in terms of Section 74(1) of the Police and Fire Reform (Scotland) Act 2012. The aim was to;

- provide an independent view of the operation, procedures and safeguards in place by Police Scotland in relation to undercover policing, with the objective of providing assurance to Scottish Ministers, the Scottish Parliament and the public
- examine the extent and scale of undercover policing in Scotland by Scottish policing since introduction of the Regulation of Investigatory Powers (Scotland) Act 2000 (RIP(S)A) and the Regulation of Investigatory Powers Act 2000 (RIPA)
- examine the extent and scale of undercover policing operations carried out in Scotland by the Special Demonstration Squad (SDS) and the National Public Order Intelligence Unit (NPOIU) in the same period
- comment on the contribution made by undercover policing operations towards public safety in Scotland.

We reviewed the wider operating practices of the Special Operations Unit (SOU), which sits within the Specialist Crime Division (SCD), and has responsibility for Police Scotland's undercover policing portfolio. Fieldwork included a review of all undercover authorisations since the establishment of Police Scotland in 2013.

This review allowed us to quantify the extent and scale of undercover policing in Scotland since the introduction of RIPA and RIP(S)A. In that 16 year period there had been 423 operations in Scotland where undercover officers were deployed. In the 13 years prior to the creation of Police Scotland, 373 undercover operations were conducted by legacy Scottish police forces and the Scottish Crime and Drug Enforcement Agency.

Since 2013 Police Scotland has carried out 50 undercover operations, with activity primarily focused on drug related offences, child sexual abuse and exploitation, human trafficking and exploitation and serious organised crime.

Our analysis revealed that most of the operational activity involved undercover foundation officers being used to support the investigation of drug related offences. We found that all the authorisations we examined complied fully with the requirements of RIP(S)A and the associated codes of practice.

Since publication of our report, Police Scotland established an Undercover Policing Steering group chaired by the Assistant Chief Constable (Specialist Crime and Intelligence) and HMICS is represented at this group.

There were 19 recommendations made in this report.

¹² HMICS, [Strategic Review of Undercover Policing in Scotland](#), November 2018.

Local Policing+ Inspection Programme Inspection of firearms licensing¹³

The aim of this work was to inspect the application of the law, processes and practice in place for firearms licensing. The purpose of the firearms licensing service delivered by Police Scotland is to protect and promote public safety. The vast majority of firearm certificate holders use their firearms responsibly and safely for pursuits such as work, sport and leisure. The consequences of the improper use of firearms, however, necessitates effective and efficient firearms licensing arrangements. Such arrangements should involve the police assessing certificate applicants and holders to ensure that only suitable persons are able to lawfully possess and use firearms.

To assess Police Scotland's firearms licensing arrangements, we carried out extensive stakeholder engagement and received almost 1,000 responses to a questionnaire, from members of the public who had recently used Police Scotland's firearms licensing service. We also interviewed a range of nationally and locally based officers and staff involved in firearms licensing and reviewed relevant policies and procedures.

We found that since the establishment of Police Scotland in 2013, efforts have been made to deliver an increasingly consistent and effective firearms licensing service across Scotland. Significant progress has been made, including the rollout of a national firearms licensing IT system and a national firearms licensing training course. New processes have been introduced to improve suitability assessments of applicants and to support the continuous assessment of certificate holders. There has also been a renewed focus on providing an efficient service, with 98.7% of applications for renewal being processed prior to the expiry of the current certificate.

We also noted that while developing its firearms licensing service, Police Scotland had been required to take on significant additional work in respect of new legislation covering the licensing of air weapons. Whilst we welcomed the progress made, we identified several areas for further improvement. Addressing these will allow Police Scotland to develop its firearms licensing arrangements, ensuring that it protects the public whilst delivering improvements for service users.

There were 24 recommendations made in this report.

Joint Scrutiny Activity

Inspections of Services for Children and Young People

HMICS continued to work in partnership with the Care Inspectorate in the delivery of joint inspections of services for children and young people across Scotland.

In 2017, the Scottish Government's child protection improvement programme set out a vision for a system in Scotland that places the wellbeing of children at the heart of everything it does. Scottish Ministers asked the Care Inspectorate to work with scrutiny partners to develop a revised model of inspection with an increased focus on vulnerable children and young people.

HMICS worked alongside the Care Inspectorate, Healthcare Improvement Scotland and Education Scotland to develop this new methodology. HMICS associate inspectors will work with the Care Inspectorate and other partners to inspect services for children, young people and families delivered by community planning partnerships in each local authority area.

¹³ HMICS, [Local Policing+ Inspection Programme Inspection of firearms licensing](#), March 2018.



Thematic Review of MAPPA in Scotland - Progress Review¹⁴

The aim of this work was to provide an update on the progress of the multi-agency public protection arrangements (MAPPA), established in 2007. MAPPA was initiated to coordinate the approach of a range of agencies to reduce the potential risk of serious harm posed by registered sex offenders and thereby improve public safety.

HMICS and the Care Inspectorate carried out a joint thematic review of MAPPA in Scotland in 2015 which produced 10 strategic recommendations. In response the Scottish Government and Responsible Authorities produced an action plan.

HMICS and the Care Inspectorate carried out a review of progress made against those recommendations and published a joint progress report in June 2017. We found that the action plan is now the core business at the MAPPA National Strategic Group. Further work is required, however, to overcome barriers to the effective and efficient use of the Violent and Sex Offender Register (ViSOR) by criminal justice social work and progress remains slow.

Inspections of Adult Support and Protection Services

During 2017, the Care Inspectorate led the inspection of adult support and protection services in a number of partnership areas across Scotland. HMICS was the main partner with Healthcare Improvement Scotland also involved. This was the first time any of the Scottish scrutiny bodies had scrutinised this area.

Our scrutiny focused on outcomes for adults at risk of harm, the partnerships' actions to make sure adults at risk of harm are safe, protected, supported, involved, and consulted, as well as leadership for adult support and protection. The partnerships selected for a joint inspection of their adult support and protection arrangements were: East Dunbartonshire, North Ayrshire, Aberdeenshire, Highland, Dundee and Midlothian.

During our scrutiny of the partnerships, we read and analysed adult support and protection records and carried out scrutiny sessions in the partnerships. We examined adult protection referrals as part of our analysis of advanced information. We also engaged with people who are subject to adult protection interventions and their carers, so that their lived experience was central to our inspection. The report was published in July 2018.

Counter terrorism

HMICS continued to work with HMICFRS to inspect the police response to certain national security threats. As a result of the nature of this work and for security reasons the resulting inspection reports cannot be published in the same way as other inspection reports.

Our reports are published on our [website](#) and report publication and other news is notified via our Twitter account. Go to: <https://twitter.com/HMICS> or [@HMICS](#)

¹⁴ HMICS, [Joint Thematic Review of MAPPA in Scotland](#), June 2017.



Assessing the outcomes from our activities

The purpose of our work is to add value and support continuous improvement in the delivery of policing in Scotland. Where relevant, we will make recommendations to Police Scotland and the SPA that aim to improve policing.

Our inspection work does not end with the publication of our reports, we will often undertake follow-up work to assess progress, in addition to this we will also identify good practice that can be rolled out across Scotland.

We can inspect other UK police services that operate in Scotland and are members of the **National Preventive Mechanism**, inspecting police custody centres to monitor the treatment and conditions for detainees.

HMICS activity focusses on areas which will lead to improvements in processes and practice in policing and policing related services for the fair treatment and benefit of people in Scotland, and with the aim of making Scotland safer.

Facts and figures

HMICS staffing model

The position of HM Chief Inspector of Constabulary in Scotland (HMCIC) is held by Mrs Gillian Imery QPM who leads the following team:

Assistant Inspector of Constabulary	Roddy Irvine
Lead Inspector	Laura Paton
Lead Inspector	Tracey Robinson
Lead Inspector	Stephen Whitelock
Lead Inspector	Tina Yule
Support Inspector	Iain McPhail
Support Inspector	Steven Tidy
Scrutiny Programme Manager	Kathryn Burrows (to May 18)
Research and Inspection Support Officer	Joanna Gardner
Inspection Support Officer	Susan Campbell Duncan
PA to HMCIC	Susan Archibald

Further details about our team can be found on the 'Meet Our Team' section of our website.¹⁵

Throughout 2017-18, we continued to strengthen our capacity for inspection and continued to engage the services of Associate Inspectors from a range of backgrounds including policing, local government and academia. These inspectors provide specialist skills and experience to augment our inspection teams as required.

HMICS budget 2017-18

HMICS is funded entirely by the Scottish Government in respect of staff, accommodation, equipment and other expenses. Our budget for 2017-18 was £1,087,000.

Our total expenditure for 2017-18 was £965,520, an underspend of £121,480. The underspend was due to delays in the recruitment of Associate Inspectors.

Our expenditure represents £886,978 staff costs and £78,542 operating costs.

HMICS expenses

The total expenses incurred and claimed by HM Chief Inspector of Constabulary in Scotland in the financial year 2017-18 was £ 2397.

¹⁵ HMICS, [Meet Our Team](#).



Awards and commendations 2017-18

The honours and awards conferred each year on police officers, police staff and special constabulary are a reflection of the service's commitment to the people of Scotland. In the fiscal year 2017-18, Her Majesty bestowed the following honours on members of the service in recognition of their exceptional service:

2017

CBE

Ms Rosemary Fitzpatrick QPM, Deputy Chief Constable, Police Scotland

QPM

Mr Johnny Gwynne, Deputy Chief Constable, Police Scotland
Mrs Gill Imery, Chief Superintendent, HM Inspectorate of Constabulary

2018

QPM

Mr Barry McEwan, Chief Superintendent, Police Scotland
Ms Lesley Clark, Chief Superintendent, Police Scotland



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About Her Majesty's Inspectorate of Constabulary in Scotland

HMICS operates independently of Police Scotland, the Scottish Police Authority and the Scottish Government. Under the Police and Fire Reform (Scotland) Act 2012, our role is to review the state, effectiveness and efficiency of Police Scotland and the Scottish Police Authority. We support improvement in policing by carrying out inspections, making recommendations and highlighting effective practice.

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