HM Inspectorate of Constabulary
London and the East Regional Office

Follow-up/Monitoring visit to Bromley BCU
Metropolitan Police Service

BCU Inspection Conducted - April 2004

Monitoring Visit Conducted - April 2005

Follow-up/monitoring visits to inspected BCUs

Bromley BCU – Metropolitan Police Service

Date of Inspection	Lead Inspector	BCU Commander	Date of final report	Date of monitoring visit
April 2004	Ch Supt John Bainbridge	Ch Supt Dave Dillnut	July 2004	April 2005

1.   Significant Developments since the Original Inspection (eg, boundary changes, changes to management team, increase/decrease in strength)

- Following the departure of the previous borough commander and a period of an acting borough commander, a new BCU Commander was appointed to the post in January 2005. He is considering the appointment of an additional superintendent's post to provide greater resilience and the lead on the developing partnership portfolio.
- Since the inspection the following posts have new postholders: detective chief inspector, operations chief inspector, support chief inspector, HR manager, borough forensic manager.
- The Budgeted Workforce Total has increased from 444 to 453 police officers to allow growth within the Safer Neighbourhood teams.
- The National Crime Recording Standard (NCRS) introduced throughout England and Wales in April 2002 makes year-on-year recorded crime comparison difficult. Bromley received a red grading following inspection of NCRS compliance.

2.   Performance Information[1]

Performance indicator	*Performance (2 quarters prior to inspection: October - March 2004)*	*Performance (corresponding quarters this year, ie: October - March 2005)*	*Change*	*% Change*
Recorded crime per 1000 population	52.5	53.5	**+1.0**	**+1.9**
Recorded crime detection rate	16.3%	19.9%	**+3.6**	-
Domestic burglary per 1000 households	9.3	8.7	**-0.6**	**-6.5**
Domestic burglary detection rate	7.1%	16.2%	**+9.1**	-
Vehicle crimes per 1000 population	7.9	7.1	**-0.8**	**-10.1**
Vehicle crime detection rate	4%	9.9%	**+5.9**	-
Robberies per 1000 population	1.60	1.36	**-0.24**	**-15.0**
Robberies detection rate	9.9%	16.2%	**+6.3**	-
Violent crime per 1000 population	10.5	11.6	**+1.1**	**+10.5**
Violent crime detection rate	27.1%	32.3%	**+5.2**	-
Complaints per 1000 officers	7.0	6.5	**-0.5**	**-7.1**
Work days lost/officer	4.8	3.9	**-0.9**	**-18.8**
Work days lost/support staff	5.6	8.4	**+2.8**	**+50.0**

- Burglary, vehicle crime and robbery all show reductions but total crime is up, significantly influenced by the increase in violent crime.
- The increase in violent crime is partially due to increased use of fixed penalty notices for disorder.
- Burglary, vehicle crime and robbery all show increases in detection rates.
- Complaints are down.

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[1] Please note that this performance information is based on non-validated returns received from Forces by HMIC.

- Police officer sickness is reduced but for support staff it has increased.

3. Inspection Recommendations

Recommendation 1	
Creates a performance management framework by which all staff are accountable for their performance. This needs to include the specification of managers' responsibilities under the APP and, where appropriate, integration within individuals' PDRs.	
Action taken by BCU	**Measurable impact**
- The SMT is reviewing the contents of performance reports to identify AFIs. - The quality assurance manager has reviewed the Compstat process and the management information unit products. - All PDRs are being quality assured for relevant targets. - The BCU now produces a five-weekly team performance briefing sheet.	The performance management regime has now been extended to cover officers at team level and their supervisors with quality assurance built in to PDRs.
Recommendation 2	
Mainstreams its ILP activity across all teams/units in a way that ensures proactivity is maximised, fully co-ordinated and focused.	
Action taken by BCU	**Measurable impact**
- The BCU has now restructured the BTCG and the CDRP BCT. - The BCU has reviewed the briefing and tasking process and implemented the METBATs tasking system. This has improved tasking of the Friday/Saturday overlap. - The BCU has introduced a POPO team to target prolific and persistent offenders. - The BCU has raised the status of CRIMINT entries as team performance indicators. - The BCU has disseminated strategic and tactical assessments to all staff.	The borough has developed its intelligence-led policing activity and officers are better informed and briefed through the tasking process.
Recommendation 3	
Increases its pan-BCU proactive capability to tackle its priorities following a review of the remit, structure and resources of its various units/squads/teams.	
Action taken by BCU	**Measurable impact**
- The BCU has formed a pan-borough proactive team and a borough support unit. - Sectors are also providing their own proactive capability. - There is a dedicated POPO to target prolific and persistent offenders.	The BCU has developed its proactive capacity and is now more able to deal with the needs of fast-time tasking.

Recommendation 4	
Introduces a formalised system for the creation, publication, retention and effective communication of its strategies, policies and key procedures.	
Action taken by BCU	**Measurable impact**
• The policy review is ongoing within the demand management group. It is linked to information management and FOIA work. • Policies are being proofed against the policy clearing house race and diversity standards.	• The BCU now publishes all key documents on the intranet site.

4.   Monitoring Assessment and Follow-up Action

Have all recommendations been accepted and acted upon?	Yes
Has the remedial action/implementation plan led to demonstrable improvement?	Yes
Has performance in relation to national/local targets improved? If not, are the reasons for deterioration understood (eg, transition to NCRS) and being addressed?	Yes
Have any problems arisen since the Inspection that are likely to affect performance and merit further scrutiny by HMIC?	No
Other than notification of monitoring outcome to regional office (lead staff officer), is any further action required by HMIC inspection team – eg, contact with PSU?	No