

Continuous Integrity Screening Update Chief Constables' Council September 2025

Chief Constable Amanda Blakeman

Integrity Screening Programme Strategy 2024 - 2026

VISION: To establish a national integrity screening capability for policing and partners to reduce harm to our communities

- Appointment of Senior Responsible Officer (CC Kennedy)
- Relevant NPCC Leads and key stakeholders represented
- Effective Risk & Issue management and escalation
- Financial controls and commissioning

Structure

Objectives

- ✓ Develop a national integrity screening capability which is fair and non-discriminatory for policing.
- ✓ Develop an Integrity Data Dashboard for National and force level data returns
- ✓ Explore a national Integrity Management System (IMS) capability for force results.
- ✓ Explore options for Continuous Integrity Screening for Partner Agencies

Delivery & Flexibility

- MSP methodology
- MSP methodology
- Agile approach to changing circumstances
- Testing/pilot development
- Collaboration
- Horizon Scanning
- Continuous monitoring

- Transparent reporting enabling key decision making through effective governance
- Gold, Silver Bronze governance enabling oversight and monitoring of all programme workstreams
- Reporting into Chief's Council (as and when required)

Governance

Knowledge

- Historical Data Wash #1 Lessons Learnt
- Prism #1 and Prism #2 (Cleveland)
- Horizon Scanning
- External recommendations and AFI's
- Interdependencies

- Candid & transparent approach - information sharing
- Collaborative working across NPCC (leads and enablers) to support the programme.
- Wide and varied consultation/engagement with key partners and stakeholders
- Engagement & Communications Plan (NPCC)

Stakeholder Engagement & Communication

Programme supported by 6 Workstreams

Benefits Realisation

- Rigor of identification, tracking and review of benefits
- Continuous evaluation & progress assessment of benefits
- Benefits Management Strategy
- Benefits Realisation Plan

Integrity Screening Programme: Governance

**NPCC Chief Cons' Council
(Quarterly)**
Chair: CC Gavin Stephens

**NPCC Prevention
Coordination Committee
(Quarterly)**

**Other NPCC Coordination
Committees as applicable**

Integrity Screening Steering Board (Gold)
(Bi-Monthly)
Chair: SRO CC Amanda Blakeman

Integrity Screening Strategic Delivery Group (Silver)
(Monthly)
Chair: Ch Supt Burns/ ****S40(2)****

Gold

Silver

Bronze

**PND
Capability**

**Workforce
and Data
Quality**

**National
Product
Enablers**

**Stakeholder
Engagement**

**Continuous
Integrity
Screening for
Partners**

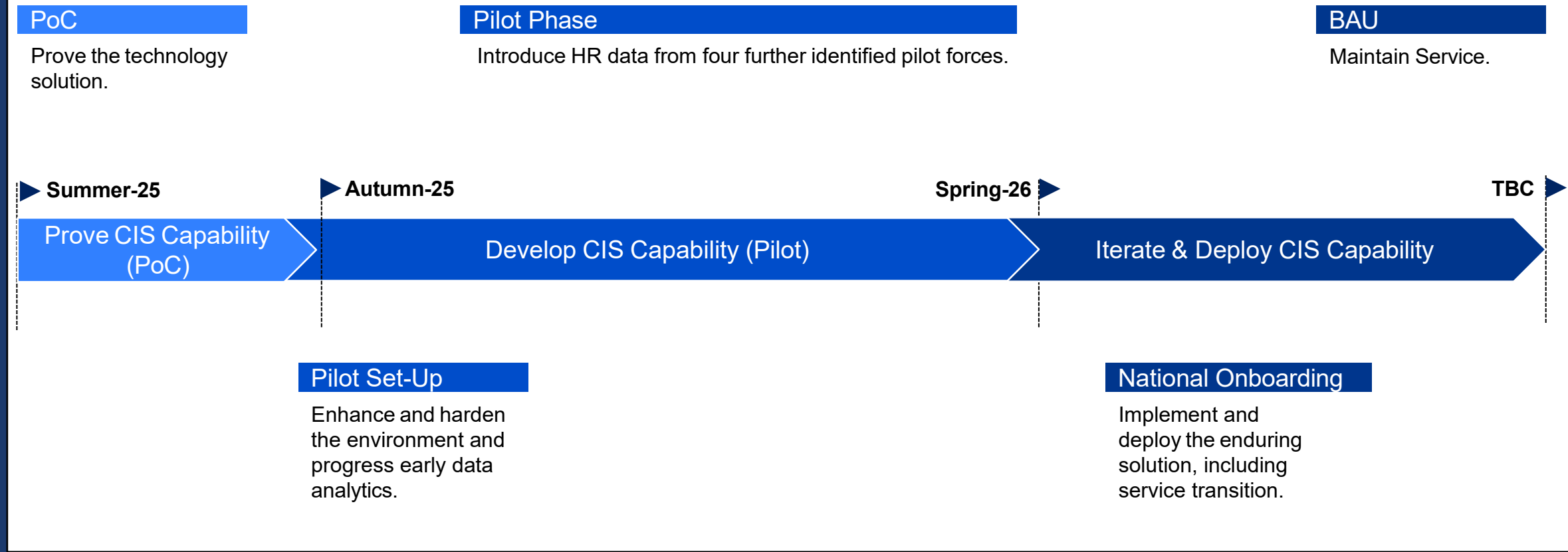
**Integrity
Behaviours**

The **red arrows indicate paths of escalation** dependant on the risk, issue or blockage posed. The **green arrows indicate responsibilities** to monitor and assist in resolution of risks, issues, and blockages. **Yellow arrow:** report into for information not decision making

Programme Update - Proof of Concept Completed

Programme Plan Outline

The timeline below shows the proposed journey for the development of the CIS technology solution. Each stage builds upon the insights from the previous stage to iteratively develop a fit for purpose national solution.



Asks

- **HR Data Readiness**
- **HR Resourcing Types (NPCC Workforce Committee) 27 Forces confirmed as compliant**
- **Contractor Data**
- **PND Data Upload**

Any questions?