

Inspectorate of Policing: Information and Updates

OACP / OAPSB Zone Meetings

Fall - Winter 2024



Inspector General's Mandate

- The ***Community Safety and Policing Act, 2019 (CSPA)*** establishes the position of IG to provide **CSPA compliance oversight and enforcement of legal obligations**, and outlines the IG's duties, authorities and powers in Part VII of the CSPA.
- On April 1, 2024, the CSPA came into force and the Inspectorate of Policing began to support the implementation of the IG's statutory mandate and authorities, which include:
 - **Independently assess and monitor** legislated policing entities;
 - **Provide advice and support** to legislated policing entities on governance and operational matters by sharing evidence-based research and data related to performance;
 - **Monitor and conduct inspections** of legislated policing entities to ensure compliance with the CSPA and its regulations;
 - **Investigate public complaints** concerning the delivery of policing services and the conduct of police board members;
 - **Issue Directions** to ensure compliance with the CSPA and its regulations – and, if necessary – **impose Measures**, if there is a failure to comply; and,
 - **Publicly report** on the activities of the IG, including publishing inspection results, as well as an Annual Report.

Inspector General's Authorities

- The IG possesses **new authorities** under the CSPA to engage in **compliance enforcement of regulated entities' legal obligations**:
 - **Issue Directions** to legislated entities to ensure compliance with the CSPA and its regulations;
 - **Impose Measures** where IG Directions are not complied with, including **suspending** a chief of police, or one or more members of a police service board, or the whole board; **removing** a chief of police, or one or more members of a police service board, or the whole board; **appointing** an administrator to administer the police service; and, **dissolving** the police service board and **disbanding** the police service; and,
 - **Impose Measures** with respect to findings of board member misconduct, including **reprimanding** a board member, **suspending** a board member, or **removing** a board member.
 - **Order** another police board or the OPP Commissioner to provide policing in an area if the IG finds that adequate and effective policing is not being provided, or an emergency exists.
- The Minister **cannot direct the IG** with respect to their functions under the CSPA, ensuring that the delivery of the IG's legislated duties, and decision-making, is done at arm's-length from government and without political interference.

Early Insights into Our Operations

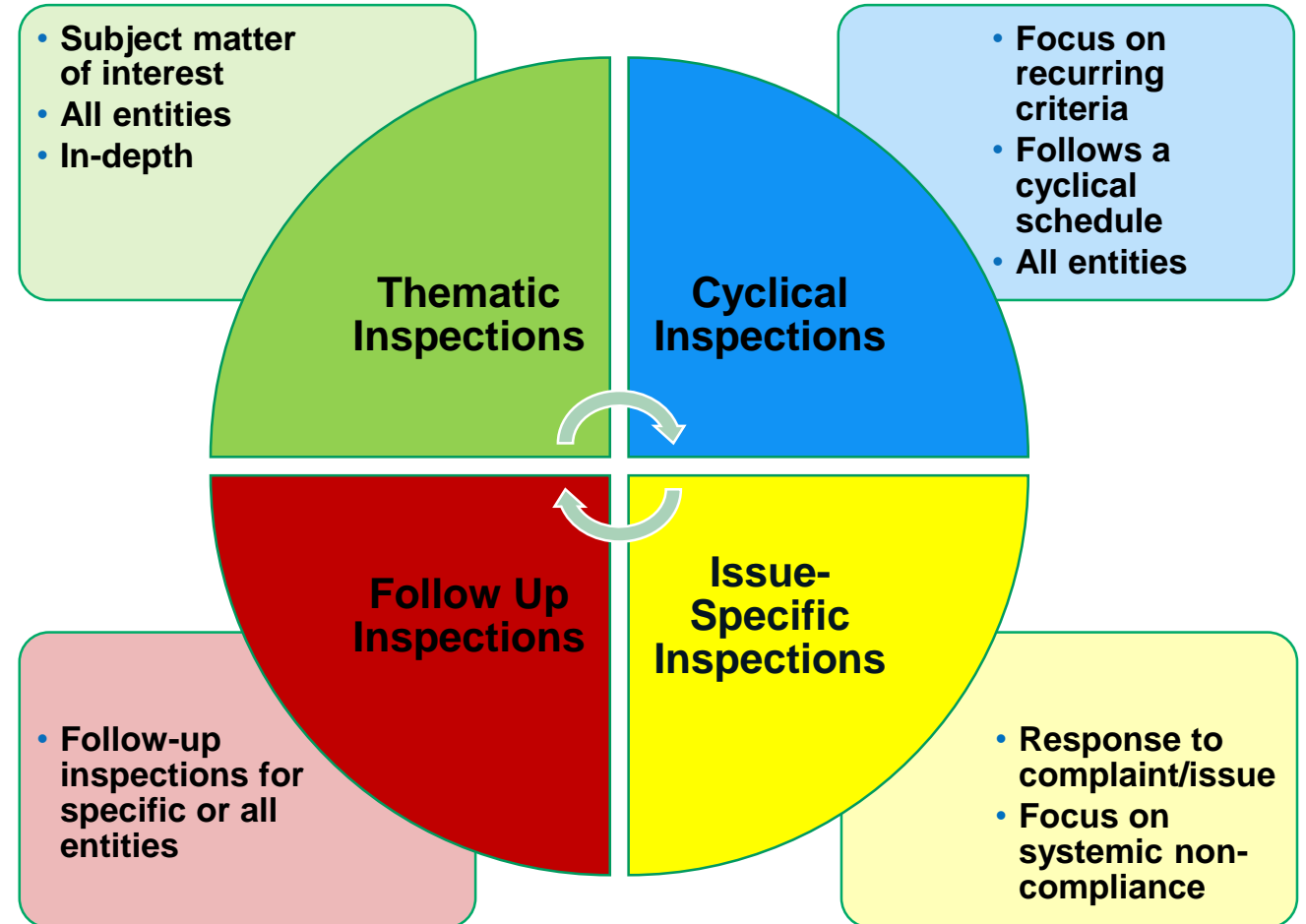
- **Since April 1, 2024***, we have received **468 complaints** in the following categories**:
 - Complaints regarding the delivery of adequate and effective policing in specific communities (33.76%);
 - Police service board member conduct (5.76%);
 - Board policy and/or chief's procedure complaints (4.48%);
 - Matters related to incidents prior to the CSPA coming into force (8.12%);
 - Disclosures of misconduct (.85%); and,
 - Officer conduct issues (require referral to LECA) (34.61%).
- **Complaints received may be subject to different processes** or outcomes, including:
 - Subject to IOP investigations or inspections;
 - Did not meet our mandate and screened out as no jurisdiction;
 - Referred to LECA under section 155 of the CSPA; or
 - Refusals under section 106(2) or 107(2) of the CSPA.
- We are **navigating our new role and challenges**, including:
 - The IG's arm's-length status;
 - Engaging other oversight bodies to ensure clarity on mandates and scope in areas of potential overlap;
 - Refining operational processes to reflect lessons learned in real time; and
 - Managing growing workload with available resources.

*Complaints received are from April 1 to December 5th, 2024.

**Percentages do not add to 100 as many complaints are multifaceted and fall into more than one category.

Inspections Overview

- CSPA provides the IG with the authority to conduct **inspections to ensure compliance** with the Act and regulations.
- Inspection topics are identified through our **Subject Matter Prioritization (SMP) Framework**.
- Inspections are an **objective assessment**, which is open, fair, and credible, and intended to **identify compliance issues** that must be addressed and **improvement opportunities**.
- **Inspections Findings Reports** will inform the IG's determination of compliance, non-compliance or risk of non-compliance and next steps.
- Remedial actions will be set out in a **Direction Order** for public posting.



Potential Inspection Topics

Assessing the delivery of adequate and effective policing

Public Value: promoting improvements in governance and service delivery to ensure locally responsive policing that is reasonable based on community needs, etc.

Public Interest: ensuring mechanisms and practices for accountability, transparency and community engagement are in place.

Example: Police dispatch and response times

Example: Strategic and Policy Direction by Boards

Example: Requirements for Board meetings and materials, conflicts of interest, etc

Engagement and Collaboration

- We are **engaging with the OACP and OAPSB** on the development of key IOP initiatives and to support identifying and addressing issues collaboratively, including through:
 - Regular engagement and **information sharing with the OACP Board** of Directors;
 - Engagement with the OAPSB, including sharing information on board responsibilities at the **OAPSB Annual Conference**;
 - **Development of our data collection approach**: with the support of the OACP and OAPSB, we have developed our **Police Services Information Form** and the **Police Service Board Information Form** to gather standardized baseline information about police organizations and begin to create a **data pathway** from police services and boards to the IOP; and,
 - Discussions with OACP and OAPSB regarding the CSPA and regulations to **identify issues and opportunities for IG advice** and information.

IG Memo and Advisory Bulletins

- On August 1, we released **the first IG Memo** and information regarding certain IG duties and authorities. The Memo included five Advisory Bulletins, which represent the **IG's advice provided pursuant CSPA s. 102(4)** and are intended to be a resource for the sector by offering the IG's general interpretation of various provisions of the CPSA. Topics covered include:
 1. **How Policing is Delivered:** IG advice on how to apply CSPA requirements to address local service delivery and assistance between police organizations, including what should be submitted to the IG in relation to policing agreements (CSPA s. 14) and temporary and emergency assistance requests (s. 19).
 2. **Right to Disclose Misconduct:** information on the new ability for members of a police service to report misconduct relating to their own police service or employer, including procedural requirements and the role of the IG in relation to this subject (CSPA s.185).
 3. **Conflicts of Interest Regulation:** information and tools to support compliance with requirements set out in the Regulation for managing conflicts of interest, including a flow chart outlining key decision points and notification requirements, as well as the corresponding Ministry of the Solicitor General-approved forms.
 4. **Board Member Code of Conduct Regulation:** information on key requirements for board members with respect to handling potential misconduct and conflicts of interest, including when the IG must be notified.
 5. **Forwarding Complaints to the IG:** outlines a procedure that can be used by chiefs of police, boards, board members and other persons and entities listed in CSPA s. 108 to forward matters to the IG where the complaints fall within the IG's mandate under CSPA ss.106 and 107.

Questions?