

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

Monday, 18 March 2024 at 14:00

County Hall, West Bridgford, Nottingham, NG2 7QP

There will be a pre-meeting for Panel Members only
at **1.15pm** in **Committee Room B**

AGENDA

- | | | |
|----------|---|----------------|
| 1 | Minutes of the meeting held on 5 February 2024 | 3 - 24 |
| 2 | Apologies for Absence | |
| 3 | Declarations of Interests by Members and Officers:- (see note below) | |
| 4 | Work Programme | 25 - 32 |
| 5 | Police and Crime Commissioner's update | 33 - 56 |
| 6 | Performance and insight report | 57 - 82 |

Notes

- (a) Members of the public are welcome to attend to observe meetings of the Police and Crime Panel. Please note that there is no opportunity for the public to speak at these meetings.

- (b) Declarations of Interests – Persons making a declaration of interest should have regard to their own Council's Code of Conduct and the Panel's Procedural Rules.

Members or Officers requiring clarification on whether to make a declaration of interest are invited to contact Jo Toomey (Tel. 0115 977 4506) or a colleague in Democratic Services at Nottinghamshire County Council prior to the meeting.

- (c) Members of the public wishing to inspect 'Background Papers' referred to in the reports on the agenda or Schedule 12A of the Local Government Act should contact: -

Customer Services Centre 0300 500 80 80

- (d) Membership: -

Independent Co-optees

Lesley Dalby
Christine Goldstraw OBE **(Chair)**
Suma Harding
Bob Vaughan Newton

Council representatives

Ashfield District Council – Councillor John Wilmott
Bassetlaw District Council – Councillor Madelaine Richardson
Broxtowe Borough Council – Councillor Teresa Cullen
Gedling Borough Council – Councillor David Ellis **(Vice-Chair)**
Mansfield District Council – Mayor Andy Abrahams
Newark & Sherwood District Council – Councillor Paul Taylor
Nottingham City Council – Councillor Linda Woodings
Nottingham City Council – Councillor Sajid Mohammed
Nottinghamshire County Council – Councillor Boyd Elliott
Nottinghamshire County Council – Councillor Mike Introna
Rushcliffe Borough Council – Councillor Rob Inglis

NOTTINGHAMSHIRE

Police & Crime Panel

Minutes of the meeting held on Monday 5 February 2024 at 2:00pm at County Hall

Members present

Christine Goldstraw (Chair)
Councillor David Ellis (Vice-Chair)

Independent co-opted member
Gedling Borough Council

Executive Mayor Andy Abrahams
Councillor Teresa Cullen
Lesley Dalby
Councillor Boyd Elliott
Suma Harding
Councillor Rob Inglis
Councillor Mike Introna
Councillor Sajid Mohammed
Councillor Madelaine Richardson
Councillor Paul Taylor
Bob Vaughan-Newton
Councillor John Wilmott
Councillor Linda Woodings

Mansfield District Council
Broxtowe Borough Council
Independent co-opted member
Nottinghamshire County Council
Independent co-opted member
Rushcliffe Borough Council
Nottinghamshire County Council
Nottingham City Council
Bassetlaw District Council
Newark & Sherwood District Council
Independent co-opted member
Ashfield District Council
Nottingham City Council

Officers present

Jo Toomey, Democratic Services

Nottinghamshire County Council

Others present

- Police and Crime Commissioner (PCC) Caroline Henry

From the Office of the Police and Crime Commissioner

- Gillian Holder – Chief Financial Officer
- Dan Howitt – Head of Strategy and Performance
- Nicola Wade – Head of Commissioning and Partnerships

From Nottinghamshire Police

- Chief Constable Kate Meynell
- Mark Kimberley – Head of Finance

1. Minutes of the meeting held on 20 November 2023

The Panel confirmed the minutes of the meeting held on 20 November 2023 as a correct record and they were signed by the Chair.

2. Minutes of the Confirmation Hearing held on 8 January 2024

The Panel confirmed the minutes of the Confirmation Hearing meeting held on 8 January 2024 as a correct record and they were signed by the Chair.

3. Apologies for absence

None.

4. Declarations of interest

No interests were disclosed.

5. Work programme

Members noted the contents of the Panel's work programme.

6. Police and Crime Commissioner's proposed Precept and Budget 2024-25

The Chair thanked the Commissioner and her team for the information they had provided to Panel members in advance of the meeting. A budget workshop and answers to written questions (Appendix A) had provided members with greater detail in advance of the meeting.

In introducing the proposed precept and Budget for 2024-25, Members of the Panel received a brief presentation, which covered:

- Anticipated draft income for 2024/25
- Anticipated draft expenditure for 2024/25 by both the Office of the Police and Crime Commissioner and the Chief Constable
- An overview of budget pressures for 2024/25 totalling £35m
- An overview of savings and efficiencies included within the proposed budget totalling £5.2m
- Public consultation showed a majority of people supported an increase in the precept for policing in 2024
- The impact of a £12.96 increase on Council Tax for a Band D property and its impact on other bands

The Panel then asked questions of the Commissioner and discussed the proposed budget and precept.

Members noted that the Government had increased the precept limit from £10 on a Band D property to £13; the Commissioner had proposed an increase of £12.96. The additional £700k that a £12.96 increase would generate would reduce the amount from reserves needed to achieve a balanced budget.

Panel members noted the feedback from consultation, in which common feedback from residents who supported an increased precept, did so on the basis that there would be visible improvements in policing.

Restructuring of resources within the force to help improve police visibility in communities meant teams that worked on Operation Reacher moved into neighbourhood policing. This increased the number of officers working in this area and broadened the available skillset. Members also noted an ongoing commitment to retaining 150 Police Community Support Officers. The number of response officers was increasing, and the Chief Constable's budget also included extra resource for tackling fraud and cybercrime, and anti-social behaviour.

Panel members asked for clarification about additional officers brought in through the Police Uplift Programme. In addition to the Uplift target, the force had taken on 50 additional officers in two tranches. 30 of those additional officers would be maintained for the next year and would remain so long as Government funding continued. Where funding for the additional officers ceased, they would be subsumed into the core headcount allowing the force to maintain officer numbers as natural turnover occurred. Members noted that to receive the Uplift grant, the Force needed to meet its Uplift target; taking on the additional officers helped protect it from falling below the threshold. It also maximised levels of experience in the force before longer serving officers left the organisation.

The proposed budget also provided for investment to improve policing services in Nottinghamshire. This included the introduction of rapid video response, work around IT systems and increases in police staff.

Members challenged the Commissioner about whether she could reduce the Council Tax impact to £10 on a Band D property and make up the shortfall through reserves in the context of the current economic climate. Several members said that it was an exceptional time and expressed concern about the impact of the proposed increase on people who were struggling financially. They also indicated that in the context of the total value of reserves, the amount that the Commissioner needed to fill the funding gap was small.

The Panel noted that those areas where a majority of respondents did not support the proposed increase were from the council areas with the greatest levels of deprivation.

The Commissioner stated she had considered limiting the precept increase but was concerned about the impact of using reserves at this point. She highlighted time-limited grants that were due to end in March 2025, about which there was no future certainty. Reference was also made to the projected financial impact of the force's investigation into maternity cases in Nottingham's hospitals.

15:02 - Mayor Abrahams left the meeting and did not return.

Members asked whether a failure to maximise precept income would impact opportunities to attract additional funding. The Commissioner stated that not taking advantage of the full increase would make it difficult for her to negotiate for

additional funding. Specific reference was made to applications for a special grant to cover some of the cost of the Nottingham maternity investigation and how this could be affected if the Commissioner did not optimise precept income.

Further discussion ensued about the level and use of reserves, including the funding gap if the Police's portion of Council Tax increased by £10 rather than the proposed £12.96. Members considered this in the context of the levels and uses of earmarked reserves. Reference was also made to the preparation of the Reserves Strategy, which was being reviewed and would be finalised in conjunction with the Commissioner's budget. Until that time the Commissioner's published Reserves Strategy remained valid and was in line with the Medium Term Financial Plan. It was suggested that an increased focus on reserves at future budget workshops would support the Panel's understanding of precept and budget proposals.

A question was raised about whether previous efficiency targets had been achieved. Members noted that there was a strong history of meeting targets, with budget holders setting out opportunities for efficiency savings at an early stage. The OPCC's Chief Finance Officer gave assurance that in her view the efficiency savings that were being proposed were deliverable. Members also asked questions about the increase to the budgeted vacancy rate. The Panel noted that during 2023/24, the rate of vacancies had been running at a level higher than the target for 2024/25. A majority of the underspend created by vacancies from the current financial year would be used to directly fund the capital programme. This would reduce revenue funding pressures in future years by reducing the need for borrowing.

Discussion turned to the funding formula, under which Nottinghamshire was classed and funded as a rural force, which, the Commissioner stated, did not reflect the demands of policing Nottingham city. While there was no confirmed timeline for the implementation of the fairer funding review, the medium term financial plan did not reflect any increased funding for Nottingham until 2026/27. The Commissioner's medium term financial plan showed an increase in funding as part of the implementation of the review, which would be phased over several years.

It was proposed and seconded that the Panel supported the Commissioner's proposed precept increase of £12.96 for a Band D property for 2024/25. On being put to the vote, this was agreed with 13 members voting in favour and one voting against.

Resolved 2024/03

- That the Panel supports the Commissioner's proposed precept and Budget including an increase in Council Tax of £12.96 on a Band D property.

7. Police and Crime Commissioner's update report

The Commissioner began by informing the Panel that she had commissioned the College of Policing to undertake an independent learning review of the force's handling of matters around the Nottingham attacks on 13 June 2023.

The Commissioner then introduced her update report, highlighting:

- Safer streets projects being delivered in different council areas
- Detached youth work activity
- Measures to tackle rural crime including the arrival of 4x4 vehicles, target-hardening and diesel dying
- High profile fraud awareness and prevention campaigns that would run in February 2024
- The launch of the immediate justice programme, including a case study
- An update on the Restorative Nottinghamshire programme

Members of the Panel were given the opportunity to ask questions of the Commissioner. A summary of the Panel's discussion and answers to questions is included below:

- Numbers engaging in Restorative Nottinghamshire were estimated at around 30; experience of other forces was of slow take up in the first instance followed by substantial increases as the programme became embedded. Members requested a further update once the programme was fully embedded.
- A request was made for further information on scam phone calls.
- Members noted that the fraud prevention campaign would be delivered across a range of different media to help reach the widest possible audience. Different engagement methods would be evaluated to help understand which were the most effective for future use.
- The honour-based abuse team had been integrated with safeguarding. There had been an increase in specialist staff and a large campaign was being launched: 'Know it, stop it, spot it'. Officers conducting work around child sexual exploitation were increasingly taking advantage of artificial intelligence.
- Further work was underway on the action related to 'scrutiny of compliance with the Code of Practice for Victims across the Criminal Justice System', which had an amber status. The Ministry of Justice was finalising a national template for Victim Code of Practice compliance, to help identify what constituted 'good'.
- The Commissioner gave assurance that Nottinghamshire Police continued to offer visits to homes that were subject to domestic burglary.
- The only action in the Commissioner's delivery plan that was rated red was 'work with partners to implement the Sexual Violence Pathfinder programme'. This had been delayed because of the need to co-ordinate with multiple partner agencies. A project manager was in place with substantial progress expected in the following 3-month period.

Action points

- Confirmation of number of participants engaged in Immediate Justice and restorative Nottinghamshire to be emailed to Panel members
- A report on Immediate Justice to be added to the Panel's work programme to be scheduled once the programme has been embedded
- Members to be provided with an update around scam phone calls
- A response to be provided on the following question on honour-based violence:

Reference is made to scrutiny of hidden harm and supporting victims of honour-based violence and Female Genital Mutilation as part of the Accountability Board.

- *Please can you provide the Panel with an overview of your conversation with the Chief Constable – what assurances were you given and where do you feel more work needs to be done?*

Resolved 2024/04

The Commissioner's update report was noted.

8. Independent community scrutiny activity

In discussing the Commissioner's report on independent community scrutiny activity, Panel members asked about the process for selecting cases to review and the sample size. The independent community scrutiny panel (ICSP) looked at three key areas: stop and search, use of force and hate crime. Panel members had access to a dashboard and agreed three cases to review from each strand of work. The small number of cases allowed them to carry out a full deep dive. Members of the Panel were interested in the proportion of activity the sample represented.

Questions were raised around stop and search and the proportion of the randomly selected samples where the ICSP could not find evidence that GOWISELY was used correctly, and body worn videos were not switched on until later in the interaction. Assurance was sought that this was coincidental rather than a common occurrence.

Members were advised that examples of excellent practice were being highlighted as well as areas for improvement. Both positive and negative feedback was provided to the force, with key messages being filtered through training materials, briefings, and updates to officers. Feedback from the Force was then shared with the ICSP, which was also able to request chief officer attendance to ask follow-up questions should it be considered necessary.

Given the historic practice and concerns regarding stop and search and its impact on Black, Asian and Minority Ethnic communities and issues around trust and confidence, members indicated that they would like further information to be brought to a future meeting.

Action points

- The Panel to be provided with information on the sample size as a proportion of each of the types of activities reviewed by the Independent Community Scrutiny Panel
- A report to be brought to a future meeting of the Panel setting out greater detail on the activity of the Independent Community Scrutiny Panel

Resolved 2024/05

The Panel noted the Commissioner's report on independent community scrutiny activity.

The meeting was closed at 4:11pm

Budget Questions

General

1. You are proposing an increase of £12.96 (4.8%) for a Band D property. Do you have any indication what other Commissioners have proposed and how your proposed increase compares?

As I understand it most PCCs are in the position of increasing their council tax by the full amount. The Minister confirmed that 'the government remain committed to ensuring the police are properly funded without placing an excessive burden on local taxpayers' and announced an increase to the referendum threshold from £10 to £13.

The proposals of the surrounding counties are in the table below.

Proposed 2024/25 council tax increases:

PCC	Increase £	Increase %	Band D £
Lincolnshire	12.96	4.5	304.20
Derbyshire	13.00	4.9	279.60
Leicestershire	13.00	4.8	286.23
Northants	13.00	4.4	306.04
Humberside	12.99	4.8	281.18
Sth Yorks	13.00	5.5	251.04
Notts	12.96	4.8	282.15

2. You were acting on an assumption of £10 increase in Council Tax of a Band D property, this has now increased to £12.96, what extra do you envisage providing for this additional sum?

The funding settlement allowed for precept freedoms to move from £10 to a maximum of £13, ensuring no real term reduction in total funding available to Forces if PCCs maximised this freedom and delivered efficiency savings. This is therefore used to help afford inflationary rises, the total pay award for staff, and the element of Police Officer pay award that was not funded by grant (2.5% of the 7% award). The Chief Constable requested £2m of demand and performance improvement funding which the Commissioner examined in detail before agreeing to include these items in the draft budget. The difference equates to an additional sum of £0.7m for Nottinghamshire Police against what we were modelling, and this has been set out in our draft budget build assumptions.

3. What modelling have you done around potentially lowering the percentage increase in Council Tax and utilising reserves to address any shortfall?

At the time that a £10 increase was the assumption, the impact on 2024-25 and the MTFP of 3 different levels of council tax increase were reviewed. This was in line with the public consultation increases of zero, £5 and £13. It was important that the PCC had this information to be able to make an informed decision on the council tax level. The PCC understands that use of reserves is an option when balancing the budget, and currently £3.3m is planned to be used in 2024-25. The PCC is also mindful that reserves can only be used once, and that does not address any underlying pressure on a sustainable basis, hence the decision on the council tax has been taken with a view on 2024-25 and future years.

4. Is there a risk that if the Council Tax is not increased by a certain sum, that it will affect the grant funding the Force will receive?

There is a risk that by not maximising the precept the PCC could find it challenging to put forward a strong case for future funding, examples of this include maintaining pressure on government to complete the formula funding review for policing, requesting special grant for Op Perth (Maternity Investigation), and any opportunities to bid for specific grants.

5. Across all areas in Nottinghamshire, the main reason given for not supporting an increase in the precept was the cost of living. How have you taken account of the impact the proposed increase will have on Council Taxpayers?

The cost per week was reviewed and for most households in Nottinghamshire the rise is 19p per week or less. I understand that some did not support an increase and cited the cost of living as a reason, which in the current climate was to be expected, however the majority did support the increase. I am conscious of the service impact for taxpayers of Nottinghamshire if the increase is not maximised, not only in 2024/25 but in future years where budget gaps are emerging. In the year of a PCC election, I could have gone with a lower council tax increase, or even frozen, knowing this would have been a popular short term 'win', however I have taken a decision based on the budget proposals put forward by the Chief Constable for service levels to be maintained and improved for the people of Nottinghamshire.

6. In Para 2.7 of Appendix 1, the Police and Crime Commissioner states that she has written to the Home Secretary and the Minister of State for Crime, Policing and Fire expressing her views on the provisional grant settlement 2024/25. What were the main points that the Commissioner raised?

The main points were:

- Requesting clarity on the timetable to complete the Formula Funding Review;

- Noting the increase in the specific and ringfenced grants, requesting that they be secured into the core grant baseline;
- Highlighting that legacy council tax freeze grants amount have remained static since the initial allocation;
- Asking that consideration is given to providing capital grant to forces in the future;
- Requesting a broad 3-year funding settlement approach in the next spending review period;
- Highlighting the special grant request for the NUH Maternity Investigation.

7. As set out in paragraph 6.2 of Appendix B, “support for an increase in the precept was largely based on an expectation that communities would see visible and tangible improvements in policing as a result of their contribution and greater assurance that the service is delivering good value for money”. How do you intend to demonstrate this to communities?

This can be demonstrated by the recent independent Neighbourhoods Demand Review which means increasing the number of neighbourhood PC's to 590 (increase of 105) and an uplift of sergeants by 15 taking it to 90 with teams more focused on outcome delivery and having a better availability and skill mix to deliver for communities.

From a prevention perspective there is a new team of specialised officers to tackle anti-social behaviour covering Mansfield, Ashfield, Bassetlaw, Newark and Sherwood, City policing area, Gedling, Broxtowe and Rushcliffe.

For responding, our 999 and 101 call performance remains very good and makes us one of the best performing control rooms in the region and there will be further investment in five Response Policing Inspectors on top of the additional five in 2023.

In order to support our fraud and cyber teams have helped to recover over £1m for the public and victims in high-risk domestic abuse cases will be better protected as more specialist officers are assigned to support them.

For value for money we look at profiles and benchmark through the CIPFA AFEP¹ programme and HMICFRS dashboard and use this in helping to identify, substantiate and scrutinise our growth proposals.

8. Has an equality impact assessment been carried out on the budget proposals and their anticipated outcomes? What assurances can you give that the

¹ Chartered Institute of Public Finance & Accountancy Achieving Financial Excellence in Policing

proposals will not adversely impact groups with specific protected characteristics?

For the Chief Constable's budget proposals there haven't been any significant changes to our policing provision, so a specific equality impact assessment hasn't been considered necessary. It is worth noting also that our assessment of the efficiency savings doesn't impact on service provision and that our growth items are targeted to demand areas which will help specific groups covered by the equality legislation.

With reference to PCC commissioning, an "Equalities Impact Assessment" is now completed as part of all new commissioning activity. The EIA considers the impact of spend proposals against every protected characteristic. In addition, for services that go out to tender, there is always a scored question relating to equalities and how the bidder intends to ensure that the service is accessible to all Nottinghamshire's diverse communities.

Workforce

9. Paragraph 1.2 of Annexe A states that £9.0m of Police Uplift Grant (PUP) is available upon maintaining the uplift officers target and that "should forces not meet the necessary requirements to claim the funding available at the mid year point, this funding will not be available to forces at the end of the year". Has the risk that Nottinghamshire fails to maximise the resources available been assessed and what measures are in place to mitigate against this?

Throughout the whole period of Uplift the force has never been behind target and in fact for the majority was running a year ahead of target, so conveys that we have a solid track record in achieving and maintaining our numbers. We plan effectively with monthly reviews of officer numbers between finance and HR and at Force Executive Board to ensure our targets are met by tweaking where necessary. The PCC is kept informed through the monthly Accountability meetings. Therefore, we deem this to be a minimal risk.

The police officer workforce plans are included below for information in headcount and full time equivalent. The sustainable 2,378 headcount is on the Establishment row, with the over achievement recognised on the row below in order to meet the ringfenced grant terms.

	2024/25 Financial Year												
	2024	2024	2024	2024	2024	2024	2024	2024	2024	2025	2025	2025	
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	Total
HEADCOUNT													
Starting Headcount	2,446.00	2,437.00	2,428.00	2,436.00	2,421.00	2,403.00	2,411.00	2,417.00	2,403.00	2,391.00	2,399.00	2,389.00	2,446.00
PCEP (Police Constable Entry Programme)			20.00					0.00					20.00
PCDA (Police Constable Degree Apprenticeship)							20.00					20.00	40.00
IPLDP FT2DC (Fast track to DC internal GI conversion)										0.00			20.00
IPLDP FT2DC (Fast track to DC External recruitment)		0.00				20.00				20.00		0.00	40.00
IPLDP (Initial Police Learning & Development Programme)											0.00		0.00
PCDA Military													0.00
DHEP (Degree Holder Entry Programme)													0.00
PPD (Professional Policing Degree)													0.00
Specials to PC conversion													0.00
Rejoiner									2.00				2.00
Planned Transferees	4.00	0.00				4.00					4.00		12.00
Natural Leavers	(7.00)	(4.00)	(6.00)	(10.00)	(11.00)	(8.00)	(8.00)	(6.00)	(5.00)	(5.00)	(7.00)	(8.00)	(85.00)
Retirements	(6.00)	(5.00)	(6.00)	(5.00)	(7.00)	(8.00)	(6.00)	(8.00)	(9.00)	(7.00)	(7.00)	(8.00)	(82.00)
Grand Total	2,437.00	2,428.00	2,436.00	2,421.00	2,403.00	2,411.00	2,417.00	2,403.00	2,391.00	2,399.00	2,389.00	2,413.00	2,413.00
Establishment	2,378.00	2,378.00	2,378.00	2,378.00	2,378.00	2,378.00	2,378.00	2,378.00	2,378.00	2,378.00	2,378.00	2,378.00	
(Under)/Over Establishment	59.00	50.00	58.00	43.00	25.00	33.00	39.00	25.00	13.00	21.00	11.00	35.00	
	£ 265,500	£ 225,000	£ 261,000	£ 193,500	£ 112,500	£ 148,500	£ 175,500	£ 112,500	£ 58,500	£ 94,500	£ 49,500	£ 157,500	£ 1,854,000
	2024/25 Financial Year												
	2024	2024	2024	2024	2024	2024	2024	2024	2024	2025	2025	2025	
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	Total
FTE													
Starting FTE	2,410.55	2,401.55	2,392.55	2,400.55	2,385.55	2,367.55	2,375.55	2,381.55	2,367.55	2,355.55	2,363.55	2,353.55	2,410.55
PCEP (Police Constable Entry Programme)	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00
PCDA (Police Constable Degree Apprenticeship)	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	20.00	40.00
IPLDP FT2DC (Fast track to DC internal GI conversion)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	20.00
IPLDP FT2DC (Fast track to DC External recruitment)	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	20.00	0.00	0.00	40.00
IPLDP (Initial Police Learning & Development Programme)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PCDA Military	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
DHEP (Degree Holder Entry Programme)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PPD (Professional Policing Degree)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Specials to PC conversion	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rejoiner	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	2.00
Planned Transferees	4.00	0.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	0.00	4.00	0.00	12.00
Changes in FTE (balanced to current posting report)													0.00
Natural Leavers	(7.00)	(4.00)	(6.00)	(10.00)	(11.00)	(8.00)	(8.00)	(6.00)	(5.00)	(5.00)	(7.00)	(8.00)	(85.00)
Retirements	(6.00)	(5.00)	(6.00)	(5.00)	(7.00)	(8.00)	(6.00)	(8.00)	(9.00)	(7.00)	(7.00)	(8.00)	(82.00)
Grand Total	2,401.55	2,392.55	2,400.55	2,385.55	2,367.55	2,375.55	2,381.55	2,367.55	2,355.55	2,363.55	2,353.55	2,377.55	2,377.55
Establishment	2,337.00	2,337.00	2,337.00	2,337.00	2,337.00	2,337.00	2,337.00	2,337.00	2,337.00	2,337.00	2,337.00	2,337.00	
(Under)/Over Establishment	64.55	55.55	63.55	48.55	30.55	38.55	44.55	30.55	18.55	26.55	16.55	40.55	

10. The Panel understands that Nottinghamshire is 50 officers over its Uplift target. Please could you clarify the trajectory of police numbers? Are these expected to be lost in future years?

The underlying sustainable level of officer numbers is a headcount of 2,378 in line with the original uplift target in the PUP. The budget decision for 2023/24 was based on 2,378. During 2023/24 opportunities were available to the PCC and CC to temporarily boost the numbers by 50 (30, plus another 20) and specific grant was provided to fund them, this was outside of the core uplift target. The PCC took formal decisions to temporarily add these numbers recognising the benefit of being able to recruit officers that would be needed in the future much earlier. The 30 additional officers included for 2024-25 are at the request of government to maintain a proportion of those 50 officers. The number will be maintained beyond 2024-25 if funding is continued by Government. More certainty of this will likely be contained in the Finance settlements announced in December 2024.

11. An increase in the police staff establishment vacancy factor to 4.75% is proposed for 2024/25. What is the current vacancy factor? What is the anticipated impact of this increase upon performance levels? Can assurances be given that the demands placed upon existing staff are to be carefully monitored and support provided where necessary?

Current budget for 2023/24 includes a 3.5% vacancy factor and over the past few years we have been running at over 7%. The plan is to actively bring down

the actual rate closer to the budgeted figure. In conjunction with departments and HR we are aiming to ensure recruitment is better targeted and supported.

From a welfare and support perspective within in the wider force there are many initiatives run by the HR team and also within departments (such as wellbeing ambassadors in each department), these are targeted at mental health support, access to GP's, physical health as well as financial wellbeing.

12. The Panel has previously received reports on time-limited grants that have been secured and are due to come to an end. What are the implications of this? What effect will it have on the increased number of staff employed by the OPCC to support work around grants and commissioning?

It is correct to say that the PCC has secured several time-limited grants that are due to come to an end, mostly by 31 March 2025. This is also true of other community safety related funding such as the From Harm to Hope funding to tackle substance use and the domestic abuse statutory duty funding. The OPCC has already started to meet with public sector partners to collate the system-wide potential funding loss and to develop sustainability and risk management plans. That will include understanding the impact of the loss of the services and initiatives supported by the funding. This work is in very early stages. There is a reserve of some £6m that could be utilised to phase in the impact of the funds ceasing. It is not appropriate at this early stage to comment on any impact on OPCC staff.

Revenue Budget

13. What is the missing information to be inserted in 2.1 of Appendix A under Council Tax?

The missing Council Tax information at 2.1 is the taxbase and collection fund position from the District/City Councils which is not yet final. The draft summary information on taxbase and surplus estimate is all included in the precept paper at Appendix A – Precept 2024-25.

Appendix A is the vary last table to be compiled once the final budget requirement is known, it formally sets out the precept on the billing authorities which as mentioned above is not yet finalised.

14. With regard to the robustness of the estimates, what confidence do you have around assumptions for the rate of general inflation and any increased burden of energy costs? Are you confident that you have allowed for all inflation increases (e.g. energy, costs of materials)? Has an attempt to undertake a sensitivity analysis of the estimates (eg. what would be the impact if the pay

award was 1% higher or lower than the estimate etc?) been made and, if so, why is this not included in the report? This could complement the details provided in 7.8 of Appendix A.

We use our best professional judgement in setting annual budgets and factor an element of volatility. This includes looking at market trends, gathering data from the Office of National Statistics and liaising with our counterparts in the region. We expect inflation to come down over the coming years.

With regards to the 1% movement in pay this would be equivalent to around £1m and we would mitigate this by finding further savings in year and within our existing funding envelope, but to help set our pay award rate we do compare with other forces in the region and nationally that this is a reasonable estimate on which to set the budget.

We do however take on board your observation about including visibility of that sensitivity analysis.

15. In 2024/25 you are hoping to achieve £5.2m in efficiency savings. To give the Panel confidence please can you set out how you have performed against your efficiency targets in the previous three years?

The efficiencies achieved over the past 3 years equate to £10.6m, with £4.7m of that in 2023/24. In each of those years the force has not overspent and delivered on the efficiency targets demonstrating that the force is well equipped to manage their budgets and efficiencies effectively. Regular budget monitoring reporting is undertaken during the year so any issue with not achieving the reduced budget level would become apparent very quickly.

16. What is the anticipated impact of the proposed efficiency savings for 2024/25 upon performance levels? Some of the proposed efficiencies (eg. additional investment income from higher interest rates) are temporary in their nature. What measures would be required should interest rates begin to fall?

It is correct in that investment rates are temporary in nature, and this has been factored into the MTFP where we see a reduction in income that is related to a reducing interest rate. This therefore it is already considered as part of our sustainable budget forecasting. As stated previously any issue would be identified quickly in the budget monitoring activity and remedial action would need to be taken to ensure we remain within budget.

17. What contingency plans do you have if the budgeted efficiency savings are not delivered? How is the implementation of these efficiency savings to be monitored and reported?

The efficiency savings are already factored into departmental budgets and not in addition, which will help with delivery.

Many investment interest rates are already locked in, with existing deals that extend well into the next financial year.

The majority of efficiency savings are in the Chief Constables delegated budget and in the instance that we thought there was a possibility of efficiency savings not being met, then we would expect the Chief Constable to identify in year savings to manage this.

Overall, the risk of non-delivery is considered minimal.

Capital Programme

18. In 5.2 of Appendix A it states that there is £1.3m slippage anticipated from the 2023/24 capital programme into 2024/25.

- What projects are expected to slip into 2024/25?
- What has caused this slippage?
- What is the anticipated impact of this and previous years' slippage on the deliverability of the 2024/25 capital programme?

Slippage and reasons are broken down as follows:

£'000		
Estates	1,279	A combination of the reluctance to commence non-urgent works at Phoenix House until lease is signed and ensuring best value is obtained through tender evaluation process.
Fleet	32	Vehicles on order, but not likely to arrive before the end of March
	1,311	

The slippage is lower than previous years, creating minimal impact on the 2024/25 budget. Extra checks and balances have also been included in the budget build reflecting on past performance and learnings for improvement.

19. The cost of materials etc. has increased significantly in recent years and has been accentuated by supply chain issues. Has sufficient inflation been factored into the projected 5-year capital programme?

We have assumed 3% inflation per annum in the capital programme to account for rising construction materials and we review this annually to ensure future costs are as reflective as possible. This is above the 2% government target to the Bank of England for inflation levels.

20. In 5.3 of Appendix A it states that it is proposed to use £0.3m of capital receipts per annum to finance capital expenditure over the 5 year period. What is the anticipated level of capital receipts at 31 March 2024? What steps are to be taken to generate sufficient capital receipts to meet financing requirements?

The £0.3m each year is in relation to the sale of vehicles and is part of the routine cycle with only minor fluctuations expected. There isn't any planned sale of buildings as the force has gone through a substantial period of estate rationalisation over the past years.

21. Additional borrowing of around £26.5m is proposed over the 5 year period to finance capital expenditure. Assuming interest at 5% this would result in an additional interest burden upon the revenue budget of £1.3m before any requirement to make provision for the repayment of principal. What steps have been taken to ensure this is prudent, affordable and sustainable in accordance with the Prudential Code and other legislative and regulatory requirements?

The capital strategy will identify how/when we undertake capital borrowing. MRP is calculated and included within our annual budget and during this period we expect around £22m of principal repayments (via MRP) to be made so therefore the net increase is minimal, with affordability factored into the MTFP. Any opportunity to reduce the dependency on borrowing to fund the capital programme is considered. For example, the PCC has already agreed in principle to utilise some of the in-year forecast revenue budget underspend on direct revenue financing of capital, this has a direct impact on reducing the cost of borrowing in the revenue budget in future years. The PCC also made the request for capital grant allocations to be reinstated (see Q6).

22. Which schemes underpin the proposed £5.3m expenditure on Estates and Facilities in 2026/27? What is the project to re-locate Jubilee House in 2024/25? Are any revenue implications expected as a result of this?

The 2026/27 Capital programme for estates consists of projects to deliver Building Condition Works as a result of the latest survey recommendations to ensure our buildings are in a good condition, an on-going project to ensure the custody suites are in line with latest Home Office guidance, sustainability projects and the purchase of land/building to meet future needs.

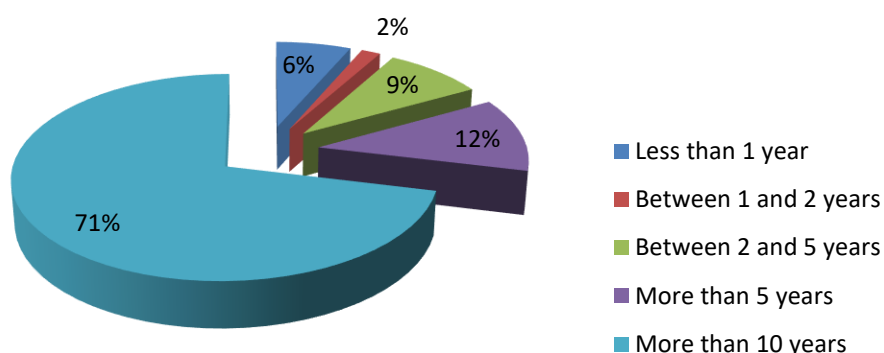
Regarding Jubilee House, the lease is due to expire during the year and will not be renewed by the landlord, alternative accommodation is therefore required. The revenue implications will be met from existing budgets.

23. What is the current maturity profile position with regard to the existing loans? Are any significant loans expected to mature in the short-term? If so and these

are presently at low rates with the prospect of being replaced with new loans at higher rates, how is the re-financing risk being evaluated and reported?

Over the next 5 years £10.6m of long-term loans will be repaid (£4.1m in 2024-25, £1.0m in 2025-26, £3.5m in 2026-27, and £1m in both 2027-28 and 2028-29), with almost half of this being Equal Instalments of Principal type loans. This is shown in the following graph of debt maturity, showing all debt, as last reported to the Joint Independent Audit Committee (JIAC) in November 2023

Debt Maturity as at 30/09/23



By the year end it is anticipated that there will be long-term borrowing of £60.8m with a Capital Financing Requirement of £62.8m. Because of our cash backed reserve position we do not expect to have any need to undertake further external borrowing in 2024-25. In line with the treasury strategy, we will review this position in light of market circumstances but expect that we will delay any future long-term borrowing until rates return to historic norms.

The Treasury Management Strategy is reviewed by the JIAC, and monitoring reports are provided to the JIAC mid-year and at outturn. We also have specialist advice on hand via Link Group.

Medium Term Financial Plan (MTFP)

24. Appendix C of the MTFP sets out it projects additional income of £2.0m in 2026/27, £4.0m in 2027/28 and 5.0m in 2028/29 from the Funding Formula Review. Given that this has been delayed previously and that there is to be a General Election in the next 12 months, is this assumption optimistic?

The funding formula projections are very modest and have been moved back a year as it was previously assumed to be implemented from 2025/26 which is

prudent to do. This subject is still being discussed by government and we would wish to demonstrate the need for this to conclude in the MTFP. Given that this does not happen in the projections before 2026/27 this allows enough time to re-adjust should the government choose a different direction.

25. What is the latest position on revising the funding formula. How much does Nottinghamshire stand to gain or lose from a revised funding formula?

Assumptions for additional grant have only been made in the later years of the MTFP as detailed in the report. The initial funding formula review, which was not completed, identified an increase in grant funding to Nottinghamshire Police in excess of £10m.

It is considered reasonable therefore to assume that Nottinghamshire would be a net gainer out of such a review in the future. Assumptions for this gain are much more modest than the previous review would suggest and allows for any gains to be scaled over a number of years. As more details emerge the MTFP will be updated accordingly.

26. Given that there is an increase of 1.2% in the council tax base for 2024/25, how realistic is it to assume an increase of 1.5% from 2025/26 to 2028/29?

Paragraph 3.1 of Appendix 1 states that this assumption may be reconsidered for the final MTFP, this will be revisited prior to the PCC approving the budget and MTFP.

27. What steps have been taken to guard against “optimism bias” in the production of the MTFP?

There has been a realistic and prudent approach to setting the MTFP and has been subject to reviews by both the PCC CFO and CC CFO. We review by deliverability of efficiencies, learning points, outturn review of revenue budget so it has a high level of scrutiny and challenge.

The CFOs are cognisant of including realistic projections based on evidence as far as practicable and would always tend to select a prudent option.

We maintain a general fund comfortably above the 2% minimum level (currently at 3.4%) which although not anticipated to be needed, could be utilised.

28. Procurement activity has been identified as one of the core efficiency requirements. Does the Force have a Procurement Strategy?

Yes it does and over the past 18 months there has been a significant change in the provision of procurement services with bringing this function fully in house which will help drive even better procurement practices in the force and ensuring most economically advantageous tenders and processes are sought.

The PCC CFO is keen to see a published procurement strategy alongside the other financial strategies, this request had been paused whilst the in-house team become fully resourced and established.

Reserves

29. Annex C states that “the review of the Reserves Strategy is currently taking place and a revised strategy will be approved and published in March 2024”. Surely this is a key component of the work on the proposed precept and budget 2024/25 and would be included in this report? How can a revenue budget, capital programme and MTFP be produced without a firm understanding of the implications upon the projected levels of reserves?

The current Reserves Strategy 2023-28 is published on the PCC website. The 2024/25-29 Reserves Strategy will be published in March 2024, along with all the 2024/25 financial strategies. The level of reserves has been a factor in the work done so far on the draft budget, draft MTFP and draft capital programme. What we need to do before producing a final updated strategy is go through the specific earmarked reserves one by one and review them for the MTFP period. The PCC CFO needs to be satisfied that any requirement to use reserves in the budget and MTFP can be met when we produce the final budget, which they can be, and the S151 section of the budget decision includes this commentary. Specifically, it refers to the general fund reserve and the parameters for the level held.

30. If it is proposed to maintain the General Fund Reserve at £9.0m over the lifetime of the MTFP and to balance the budget through movements in Earmarked Reserves, which of these Earmarked Reserves is it intended to utilise for this purpose? What would be the impact of this?

There are planned use of reserves during the MTFP period in respect of supporting commissioning, the £6.3m Grants & Commissioning in the table below is for this purpose.

The majority of changes are in respect of the Asset Replacement Reserve to ensure consistent charges to the annual budget remain around £3.1m, this is for replacement of short life assets predominantly IT related in any year. The actual spend in year may be above/below the actual spend; where above it will result in a transfer from reserves and below a transfer to reserves being made.

The estimated £4.8m in Taxbase/MTFP reserve below would be used for any general budget shortfall, e.g., to fill any void in special grant income for the NUH Maternity Investigation.

31. Please can you set out the different reserves, the anticipated balances on these at 31 March 2024 and you intend to use these?

	2022-23			2023-24	
Reserve	Est.Balance 31st March £m	Change in year £m	Balance 31st March £m	Change in year £m	Est.Balance 31st March £m
Asset Replacement	3.585	-0.997	2.588	-1.572	1.016
IT Investment	1.938	-0.245	1.693	-0.310	1.383
PCC Reserve	1.048	0.000	1.048		1.048
Temp PC Uplift	1.000	-1.000	0.000	1.830	1.830
Grants & Commissioning	6.326	0.500	6.826		6.826
PFI	0.127	0.080	0.207	0.040	0.247
Property Act Fund	0.129	0.299	0.428		0.428
Drug Fund	0.048	0.023	0.071		0.071
Revenue Grants	1.883	2.168	4.051		4.051
Animal welfare	0.019	0.000	0.019		0.019
Tax Base/MTFP	3.267	-0.102	3.165	1.649	4.814
Night Time Levy	0.212	0.063	0.275		0.275
Target Hardening	0.073	0.000	0.073		0.073
Allard	1.200	-1.200	0.000		0.000
Insurance	0.000	2.237	2.237		2.237
Sustainability	0.000	1.500	1.500		1.500
TPAC Collisions	0.100	0.000	0.100		0.100
Total Earmarked Reserves	20.955	3.326	24.281	1.637	25.918

Intended use in respect of the budget balancing are covered in Q30.

32. How can you demonstrate that a full assessment of the current and anticipated position of reserves has been undertaken to inform the proposed budget for 2024/25?

For context, at the time the panel papers on the precept are submitted we don't have the final settlement, the taxbase and collection fund surplus information is not finalised, and the precept is not decided so the budget presented at this time for background information is a draft budget. The impact on reserves is considered throughout the budget process based on with what is known at that point in time. The current assessment of the general reserve is set out in paragraph 7.18 of Annex A. In finalising the budget for the statutory deadline of the end of February, the reserves will be re-examined in tandem to ensure all aspects are fully considered and accounted for to enable the S151 Officer statement to be informed and finalised.

Q30 above sets out the reserves that are currently planned to be used for managing the potential budget gaps and known changes in future funding.

All movements in and out of reserves are subject to a formal PCC decision so the reserves position is monitored, any decision to draw on a reserve would always be considered considering the latest view of the medium-term.

The table above shows the forecast position of earmarked reserves at March 2024. The work to refresh the reserves strategy is in progress and will need to be considered in the coming weeks as we finalise the budget for PCC approval by the end of February.

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

18 March 2024

WORK PROGRAMME

Purpose of the Report

1. To give Members an opportunity to consider the work programme for the Panel and suggest further topics for inclusion **(see Appendix A)**.
2. To consider other related matters.

Information and Advice

3. The work programme assists with the Panel's agenda management and forward planning. The draft programme is updated and reviewed regularly in conjunction with the Chair and Vice-Chair of the Panel. It is also subject to detailed discussion with officers from the Office of the Police and Crime Commissioner (OPCC).
4. Members and the PCC are welcome to suggest future agenda items at any time. Discussions take place with the Chair and Vice-Chair and the OPCC to schedule future agenda items.

Regional Police and Crime Panel Network

5. The Panel has received notice from Frontline Consulting that it does not intend to continue to offer the Regional Network package however it will continue to support to Panels as required, offering a variety of different packages as well as bespoke support. The final meeting of the East Midlands Regional Network is scheduled to take place on Thursday 21 March 2024.
6. The decision has been taken in light of the launch of the Best Practice Hub that the Home Office is developing. The Hub will provide good practice, tools and template, and expert advice on complex topics and processes of panel business. Panels will also have access to an online platform to allow for the coordination of a peer support network and the sharing of Panel good practice and advice across panel support officers and panel chairs.
7. There is currently no target launch date for the Hub. Information that has been shared by the Minister for Crime, Policing and Fire states that local authorities will have the opportunity to bid to host the Hub. Therefore, before any launch, the Home Office must identify its delivery partner and the appropriate infrastructure must be put in place. To date the details on how local authorities can bid to host the Hub have not been shared.

Police and Crime Panel Annual Report – 2023/24

8. The Panel produces an Annual Report highlighting the activities it has undertaken during the year. Input from Members is requested to assist the Chair and Vice-Chair in developing the report, with assistance from the Panel's support officer.

9. It is proposed that the sub-group will meet virtually between April and July 2024, with the final version being prepared during the summer of 2024.
10. The final version of the Panel's Annual Report for 2023/24 will be considered at its meeting in November 2024 and publicised as appropriate.

Independent Co-opted Members

11. At the meeting of the Panel held on 20 November 2023, members considered the terms of office for the Panel's Independent Co-opted members. The current term of office ends at the end of May 2024. Members of the Panel agreed to offer all of the current Independent Co-opted members the chance to continue for another two-year term. In the event any of the serving independent members decided that they did not wish to continue, recruitment would be undertaken to fill any vacancies.
12. All of the current Independent Co-opted Members were advised of the Panels decision and asked to confirm whether they would like to continue their membership. Christine Goldstraw, Lesley Dalby and Suma Harding all confirmed that they wished to serve a further two-year term, however Bob Vaughan-Newton advised that he wished to step away from the Panel.
13. A recruitment exercise will be undertaken to fill the vacancy. Members of the Panel may be approached as part of this exercise with requests to advertise the vacancy within their communities.

Meeting dates 2024/25

14. Dates for the Panel's meetings in 2024/25 are now available. These are:
 - Monday 16 September 2024
 - Monday 18 November 2024
 - Monday 3 February 2025 (precept and budget meeting)
 - Monday 17 February 2025 (reserve date for precept and budget meeting if required)
 - Monday 24 March 2025
 - Monday 16 June 2025 (annual meeting)
15. Dates for the two budget workshops will be confirmed at a later time.

Other Options Considered

16. All Members of the Panel are welcome to suggest possible items for inclusion in the work programme.

Reasons for Recommendation/s

17. To enable the further development of the work programme.

RECOMMENDATIONS

- 1) That the work programme be updated in line with Members' suggestions as appropriate.
- 2) That members note the update in respect of the Best Practice Hub.
- 3) That a sub-group be established by the Panel to produce the Annual Report 2023/24 and to identify members to join it.
- 4) That members note the update on the terms of office for the Panel's Independent Co-opted Members.
- 5) That Members note the dates for Panel meetings for the 2024/25 municipal year.

Background Papers and Published Documents

Minutes of the previous meeting of the Panel (published).

For any enquiries about this report please contact:

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jo.toomey@nottscc.gov.uk Tel: 0115 977 4506

Nottinghamshire Police and Crime Panel Work Programme
(as at 4 March 2024)

<u>Agenda Item</u>	<u>Brief Summary</u>
18 March 2024, 2pm	
Police and Crime Commissioner's update	The Panel will review any actions taken by the Commissioner and progress against the Make Notts Safe Plan
Performance update	The Panel will also consider the Commissioner's response to the key performance issues within the Force
17 June 2024, 2pm – Annual meeting	
Results of the Police and Crime Commissioner Election of 2 May 2024	The Panel to receive an update on the results of the election for the Police and Crime Commissioner for Nottinghamshire following an election on 2 May 2024.
Appointment of Chair and Vice-Chair	To appoint the Chair and Vice-Chair of the Panel for the next municipal year.
Review of Balanced Appointment Objective	The Panel will review its membership to see whether any actions are required to meet the requirements for: <ul style="list-style-type: none"> the membership to represent all parts of the police force area and be politically balanced members to have the skills, knowledge and experience necessary
Complaints Annual Report	An overview of complaints made against the Police and Crime Commissioner during 2022-23
Commissioner's annual update on Force complaints	The Commissioner will update the Panel on key trends and themes from those Force complaints that have been reviewed
Results of Police and Crime Commissioner election	Report to inform members of the results of the Nottinghamshire Police and Crime Commissioner election
Police and Crime Commissioner's update	The Panel will review any actions taken by the Commissioner and progress against the Make Notts Safe Plan
Performance update	The Panel will also consider the Commissioner's response to the key performance issues within the Force
16 September 2024	
Police and Crime Commissioner's Annual report 2023-24	The Annual report of the Police and Crime Commissioner giving an overview of activity and outcomes in 2023-24
Police and Crime Plan	The Commissioner will present their draft Police and Crime Plan
Police and Crime Commissioner's update	The Panel will review any actions taken by the Commissioner
Performance update	The Panel will also consider the Commissioner's response to the key performance issues within the Force
18 November 2024	

<u>Agenda Item</u>	<u>Brief Summary</u>
Police and Crime Panel Annual Report 2023-24	Members will consider the Panel's draft annual report for 2023-24
Police and Crime Commissioner's update	The Panel will review any actions taken by the Commissioner and progress against the Police and Crime Plan
Performance update	The Panel will also consider the Commissioner's response to the key performance issues within the Force
TBC January 2025	
Budget workshop – proposals	The Police and Crime Commissioner will informally present their precept and budget proposals to the Panel
TBC January 2025	
Budget workshop – question preparation	Panel members will consider the precept and budget information produced by the Commissioner and develop questions
3 February 2025	
Proposed precept and budget	To consider the Commissioner's proposed precept and budget
17 February 2025 (if required)	
Commissioner's proposed precept and budget	Reserve date for meeting should the Panel exercise the veto on 3 February 2025
24 March 2025	
Police and Crime Commissioner's update	The Panel will review any actions taken by the Commissioner and progress against the Police and Crime Plan
Performance update	The Panel will also consider the Commissioner's response to key performance issues within the Force
16 June 2025	
Appointment of Chair and Vice-Chair	To appoint the Chair and Vice-Chair of the Panel for the next municipal year
Review of balanced appointment objective	The Panel will review its membership to see whether any actions are required to meet the requirements for: <ul style="list-style-type: none"> the membership to represent all parts of the police force area and be politically balanced members to have the skills, knowledge and experience necessary
Complaints Annual Report	An overview of complaints made against the Police and Crime Commissioner during 2024/25
Commissioner's annual update on Force complaints	The Commissioner will update the Panel on key trends and themes from those Force complaints that have been reviewed
Police and Crime Commissioner's update	The Panel will review any actions taken by the Commissioner and progress against the Police and Crime Plan
Performance update	The Panel will also consider the Commissioner's response to key performance issues within the Force
To be scheduled	
Confirmation Hearing	Once the Commissioner has identified their preferred candidate to become Chief Executive, the Panel will hold a confirmation hearing on their appointment.

<u>Agenda Item</u>	<u>Brief Summary</u>
Immediate Justice	The Panel to receive an update on the Immediate Justice programme once it has been embedded (post summer 2024)
Independent Community Scrutiny activity	The Panel has requested greater detail on the activity of the Independent Community Scrutiny Panel following an initial report on 5 February 2024

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	18 March 2024
Report of:	Commissioner Henry (PCC)
Report Author:	Dan Howitt
E-mail:	ExecutiveSupport@notts.police.uk
Other Contacts:	None
Agenda Item:	5

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT

1. PURPOSE OF THE REPORT

- 1.1 This report provides the Police and Crime Panel with an overview of the activities undertaken by the Police and Crime Commissioner (the Commissioner) and the Office of the Police and Crime Commissioner (OPCC) in fulfilling their statutory duties¹ and delivering against the ambitions of the 2021 to 2025 Police and Crime Plan since February 2023.
- 1.2 Supplementary papers include a summary of delivery against the Commissioner's 2023/24 Police and Crime Delivery Plan (Appendix A) and a forward plan of key Commissioner and force decisions for the latest planning period (Appendix B).

2. RECOMMENDATIONS

- 2.1 The Police and Crime Panel is invited to scrutinise the contents of these reports and briefings and seek assurance on any specific areas of concern. The Panel is also invited to request further information where required and make relevant observations and recommendations within the scope of their role².
- 2.2 The Police and Crime Panel has a statutory duty³ to undertake scrutiny of the Commissioner in fulfilling her statutory duties (Section 14 of the Policing Protocol 2011). These reports are designed to assist the Police and Crime Panel in fulfilling these responsibilities.

¹ Section 13 of the Police Reform and Social Responsibility (PR&SR) Act 2011 requires the Commissioner to, subject to certain restrictions, provide the Panel with any information which they may reasonably require in order to carry out their functions, and any other information which the Commissioner considers appropriate

² [Police and Crime Panels: A Guide to Scrutiny](#), Local Government Association, Updated 2016

³ Police Reform and Social Responsibility Act 2011

3. SUMMARY OF KEY POINTS

3.1 The Commissioner's update report to March 2024 highlights:

- Ongoing improvements in police visibility as 187 officers are redeployed into high visibility neighbourhood policing and response roles
- Improvements in neighbourhood safety and feelings of safety with the continued roll out of the multi-million pound Safer Streets initiative
- Immediate Justice Project and hotspot patrols helping to strengthen our partnership response to anti-social behaviour
- Work to further improve safety in Nottingham's night-time economy following the allocation of Night-Time Levy funding
- Refresh of the Violence Reduction Partnership Serious Violence Response Strategy to 2025
- Launch and delivery of the Nottinghamshire Violence Against Women and Girls Strategy and Nottinghamshire Rural and Wildlife Strategy
- New campaigns and resources made available to help reduce the risk of falling victim to online fraud.

4. POLICE AND CRIME PLAN DELIVERY 2023/24

4.1 The Commissioner's annual delivery plan shown at Appendix A outlines a range of specific actions and objectives for 2023/24 which underpin the strategic Make Notts Safe Plan. Police and partner agencies across Nottinghamshire have made strong progress in delivering against this plan during the year, with between 75% and 100% of actions successfully completed across all thematic areas to date. Recent developments are outlined below.

Making our Streets, Villages and Towns Safer

- 4.2 All aspects of this delivery plan area remain on track. The £820k Safer Streets 5 project commenced in October 2023 with a range of targeted interventions being rolled out across each local authority area to tackle ASB, residential burglary, personal robbery, theft from person, vehicle crime and violence against women and girls (VAWG).
- 4.3 Through the Safer Streets programme, the Commissioner has been successful in drawing over £5.2m worth of funding into Nottinghamshire since 2021. This has helped to increase safety and feelings of safety among many residents in communities affected by higher than average levels of crime and ASB.

- 4.4 Key developments during the latest quarter include new investment in safety and security measures in Balderton⁴ (Newark and Sherwood), new training for 'street guardians' in Mansfield town centre⁵, promotion of the 'ASK Angela' campaign and investment in CCTV cameras and other situational crime prevention measures in Worksop⁶ and Beeston⁷.
- 4.5 Late Night Levy funding has been committed to a number of key initiatives over the previous quarter which will support ongoing improvements in safety and feelings of safety in Nottingham's city centre and night-time economy. This includes:
- New innovative body-worn technology, supplied by ShopSafe which is providing video and radio communication across retail and night-time economy establishments. This is helping to improve safety, early intervention and prosecution rates for offences committed in the city centre through better information sharing, evidence gathering and response.
 - A further £20k investment in the Consent Coalition campaigns and resources to raise awareness on the importance of consent, challenge myths about rape and sexual violence, and encourage victims-survivors to access support and report. The funding will also support continued work on the Safe Space Pledge (SSP).
 - £16k funding for a Mobile Treatment Centre in the City Centre during hotspot weekends in May, following a successful pilot initiative which ran in December. This sees St John's Ambulance providing emergency medical care, welfare support and a place of safety to those who are vulnerable and at risk of being victim to serious violence or sexual assault - alleviating pressure on local partnership resources including East Midlands Ambulance Service, Nottinghamshire Police and Queen's Medical Centre during peak periods.
 - £5k for the further distribution of bleed kits and training across city centre businesses. The bleed kits are designed to provide intervention in the event of an emergency ahead of the ambulance crew arriving and include trauma dressing and haemostatic gauze designed to control moderate to severe bleeding and an innovative dressing for emergency management of penetrating chest wounds.

⁴ [Balderton Safer Streets Investment](#), 27 February 2024

⁵ [New funding to enhance safety in Mansfield's night-time economy](#), 28 February 2024

⁶ [New funding to tackle crime and ASB in Worksop](#), 22 February 2024

⁷ [New crime tackling CCTV coming to Beeston](#), 7 February 2024

Steering vulnerable young people away from crime

- 4.6 The Violence Reduction Partnership (VRP), under the convening authority of the OPCC, continues to support specified authorities in meeting the requirements of the Serious Violence Duty which commenced on 31 January 2023. Local area profiles have been created for each of the eight local authorities across Nottinghamshire, in addition to a separate profile for Nottingham City Centre.
- 4.7 An overarching Serious Violence Strategic Needs Assessment (SVSNA) has also recently been published and provides a comprehensive assessment of population need, risk factors and protective factors, which have informed the third refresh of the Serious Violence Response Strategy 2022-25.
- 4.8 Following the refresh of the Strategy, the VRP will continue to focus its response on the following key areas:
- Implementing a trauma informed strategy to embed trauma informed approaches across the partnership: A revised delivery plan will be co-produced with partners over the coming weeks with a partnership wide workshop taking place in mid-April. In the meantime, the team have been supporting organisations within the partnership to conduct readiness assessments and are developing a training needs analysis and workforce development plan and support framework.
 - Delivering the Youth Work Strategy, including training pathways and a quality framework for youth work across the voluntary and community sector: A diverse range of voluntary and community organisations have completed or are currently undertaking accredited youth work training. All pilot organisations have completed all 4 strands of the Youth Work Strategy, including the Youth Charter, Skills Audit, Quality Endorsement Framework and Training Pathway.
 - Supporting and leading on systems change opportunities in education to reduce exclusion, school absence and embed contextual safeguarding: This has included recent work with education, safeguarding and mental health partners to develop and deliver an inclusion portal and provide a directory for all education staff and leading on Parental Engagement as part of the Children's Society led partnership approach to reducing school exclusions.
 - Making best use of data sharing, insight and evidence: The VRP are currently working with the Home Office to create a Serious Violence Data Dashboard which will enable partners to share data on a common platform that help to identify risk and protective factors for violence at a strategic, geographic and individual level and respond at an earlier stage via a public health approach.

- 4.9 Along with a focus on longer term system change, the VRP team have continued to deliver and evaluate high impact interventions, including Focussed Deterrence, therapeutic support, sports and mentoring and detached youth work to ensure positive outcomes for children and young people. An Annual Report will be published in April to outline the reach and outcomes for beneficiaries.

Preventing Violence Against Women and Girls (VAWG)

- 4.10 Significant progress has been made in taking this work forward the Nottinghamshire VAWG strategy since the appointment of a Violence Against Women and Girls Project Lead and commissioning officer in November 2023. The VAWG strategy has now been agreed by the strategy and delivery group and is being formally sign off by each individual borough as well as the county and city councils.
- 4.11 The strategy was re-launched on 8 March to coincide with International Women's Day and the She Is Summit held in Nottingham. Speakers at the event included the Police and Crime Commissioner, Tara's Angels, the Sheriff of Nottingham, Juno Women's Aid's Chief Executive and a number of VAWG survivors. The delivery plan which underpins the VAWG strategy has also been further developed and expanded to take account of feedback from consultation with each borough of Nottinghamshire, city and county councils and delivery group partners. The delivery group will continue to meet regularly to advance this work.
- 4.12 The 'Your Choice' project which went live across Nottinghamshire in December 2023 has had good uptake from perpetrators and work is ongoing to increase voluntary referrals into the project. The project, delivered by Equation, is a voluntary domestic violence and abuse programme designed to support and effect behavioural change. Feedback is very positive at this stage from those taking part and via partner support services.
- 4.13 The OPCC also supported the Commissioner's successful recommission of Independent Sexual Violence Advocate (ISVA) and Child ISVA services in December 2023, with contracts now agreed and providers continuing to deliver an excellent service.
- 4.14 Healthy relationships programmes are now running within primary and secondary schools in Nottinghamshire. To address slower uptake in some areas, the OPCC has worked with the provider to raise the profile of the programme and this has resulted in some improvement over recent months. Programmes are currently concentrated in the Newark and Sherwood area with plans for all areas of the city and county to have access to this over the coming year.

Visible and Responsive Neighbourhood Policing

- 4.15 The Nottinghamshire Rural and Wildlife Strategy 2024-2026 was published and presented to the National Farmers' Union (NFU) on 27 February 2024. The strategy re-asserts the Commissioner's and police commitment to tackling rural and wildlife crime, protecting rural communities, and ensuring that communities feel safe and listened to.
- 4.16 The strategy is aligned to the national rural and wildlife crime priorities and sets clear objectives to improve victim support and develop a full range of policing options available to:
- mitigate offending
 - provide specialist advice and support in vulnerable areas
 - work to improve intelligence and multi-agency information sharing, and
 - further develop our engagement with rural communities.
- 4.17 The Commissioner will support and routinely track progress against these objectives through her monthly Accountability Board. The strategy builds upon a range of key achievements delivered to date, which include:
- the establishment and development of a cohort of 24 specially trained wildlife and rural crime officers encompassing roles within roads policing, the off--road bike team, the drone team and CID who work jointly on investigations and operations
 - two Force established specialist crime scene investigators trained in rural evidential retrieval a Force team of 13 contact management staff trained in the needs of rural communities
 - investment in new 4x4 vehicles to support our rural response capabilities, and the appointment of a Rural Crime Prevention Officer, enabled by the Commissioner's Safer Streets funding.
- 4.18 Together, these additional resources and capabilities have helped to support a wide range of local and national initiatives, including the diesel dye campaign to minimise the risk of rural thefts and operations to tackle farm machinery, plant and vehicle theft (OP SAHARA), poaching (OP GALILAO), equine crime (HORSE WATCH) and fly tipping (OP MAGNA).
- 4.19 The Force continues to implement and embed organisational changes following a review of demand undertaken earlier in the year which will see 187 officers redeployed into high-visibility neighbourhood policing and response roles in communities across Nottinghamshire over the next year. This will include the reallocation of 105 Police Constables to neighbourhood policing roles and 72 Police Constables and 10 Sergeants to response policing roles.

Policing the Digital Beat

- 4.20 The Fraud Partnership Board and subgroup continue to meet on a quarterly basis and drive delivery against the Fraud Action Plan. The Partnership Board held on 15 February reviewed developments in victim support pathways, performance and insight, and upcoming projects, campaigns and initiatives.
- 4.21 The 'Red Flags of Fraud' Campaign ran throughout February with key messages aligned to the national 'Stop! Think Fraud' campaign. This saw extensive coverage via print press, social media, radio, Notts Live digital takeovers, buses and tram posters. A special feature on romance fraud was also published on Valentine's Day which detailed the lived experience of a local victim. Future multi-agency campaigns and communications are scheduled in relation to victim support, Holiday Fraud and door-to-door fraud.
- 4.22 A digital version of the fraud protection booklet⁸ has now been published, and free printed copies can be obtained by contacting the OPCC. Work is also underway to design a community engagement activity that will be used by the Force Protect and Prevent Officer and OPCC engagement staff at future public events. The activity will invite members of the public to review examples of fraud and identify the warning signs or 'red flags' of fraud.

Responding to issues of greatest community concern

- 4.23 Roll out of the Nottinghamshire Immediate Justice scheme continues at pace following the launch held on 10 January 2024. As at 29 February 2024, 45 individuals have accessed the pilot project which aims to deliver a swift and visible community response to people who commit anti-social behaviour. The project has secured a further £1m Home Office funding to the end of March 2025.
- 4.24 The OPCC is leading and co-ordinating a £1.5m project to identify hotspot localities that would benefit from enhanced police or partnership patrols in April 2024 to tackle serious violence and anti-social behaviour. Partner agencies came together as part of an extraordinary meeting on 27 February to identify suitable evidence-led localities and opportunities to make best use of the available funding in line with Home Office guidance. Proposals are due to be submitted to the Home Office by 8 March 2024. Panel members will be kept informed of developments in this area, including the priority locations identified.

⁸ [Nottinghamshire Digital Fraud Booklet, 2024](#)

Improving Outcomes for Victims of Crime and ASB

- 4.25 The Commissioner continues to support work to drive improvements in the response to Rape and Serious Sexual Offences (RASSO) following the Crown Court Victims' Experience Improvement Group in November. Key pinch points and issues of concern identified included the lack of specialist defence barristers, issues relating to court listing practices, a lack of cohesive data on understanding the victims' journey and experience through the CJS, and fragmented communication between services and victims.
- 4.26 Work continues with specialist sexual violence support services, mental health sector providers, NHS England and Integrated Care Board partners to implement the Sexual Violence Pathfinder programme. The OPCC has met with other areas having received this funding to consider delivery models and identify learning and best practice. Further discussions are due to take place in the coming weeks which will facilitate the progress of this programme.
- 4.27 The Force continues to roll out new technology as part of work to enhance the service experience for domestic abuse victims. The technology enables swift video response by an officer via smart phone, desktop, tablet or laptop where it is deemed safe to do so and there is victim consent. The approach has been successfully trialled in other areas of the country has been found deliver significant improvements in victim satisfaction, police response times and arrest rates.

5. GOVERNANCE AND ACCOUNTABILITY

- 5.1 The Commissioner convened further Accountability Boards on 16 January and 13 February 2023 as part of her regular programme of scrutiny to hold the Chief Constable to account. The programme helps to ensure a priority focus on the objectives of her Make Notts Safe Plan. Scrutiny topics included:
- offender management
 - improving the response to crimes committed online
 - improving the response to hidden harm
 - tackling hate crime
 - developing our work with citizens in policing, and
 - scrutiny of the force's approach to continuous learning / 'learning the lessons'.
- 5.2 Scrutiny sessions relating to crimes committed or facilitated online and hate crime were recorded and made available on the Commissioner's website in January and February⁹, with a view to increasing transparency and public confidence in the scrutiny process.

⁹ [Nottinghamshire PCC Accountability Board](#)

- 5.3 In addition to the Accountability Board, the Commissioner also continues a weekly dialogue with the Chief Constable and Force leads about matters of organisational significance, or that impact upon community safety and criminal justice across Nottingham and Nottinghamshire.
- 5.4 In January 2024, the PCC commissioned the College of Policing to undertake a thorough independent review of Nottinghamshire Police's handling of the Valdo Calocane case following the killings which took place in Nottingham in June 2023, in which others were also seriously injured. Commissioner Henry stated, "I am aware the families have some concerns about Nottinghamshire Police's handling of this case. I take those concerns very seriously and as Police and Crime Commissioner it is my duty to scrutinise the force's performance to ensure it provides the best possible public service and strives to make continuous improvements".
- 5.5 The College is currently drafting its terms of reference and the Commissioner has been clear with the College that she expects them to engage with the bereaved families and victims on the draft before they are finalised.

6. ORGANISATIONAL DEVELOPMENTS

- 6.1 The Commissioner appointed her new Interim Chief Executive and Monitoring Officer (CEO) in December 2023, with the Police and Crime Panel holding her confirmation hearing on 8 January 2024. The CEO formally commenced work with the OPCC on 26 February 2024.
- 6.2 Other upcoming fixed term appointments include project leads for VAWG, Safer Streets 5, Immediate Justice and a Whole Systems Approach for Women and Girls in the Criminal Justice System - all of which have been made possible as a result of external funding.

7. CONSULTATION AND ENGAGEMENT

- 7.1 The Commissioner and her office continue to maintain an extensive schedule of engagement activity which, during the latest reporting period, has included:
- ASB Immediate Justice Launch Event - 10 January
 - Nottingham Liberal Synagogue Visit - 17 January
 - Himmah Food Bank Visit - 17 January
 - Forensic science in rape and sexual assault cases conference – 25 January
 - Nottinghamshire Police Volunteer appreciation event - 3 February

- Farmers Meeting North and South Wheatley - 27 February
- Nottingham City Council International Women's Day event - 7 March
- 'She Is' Summit - 8 March

7.2 The OPCC has continued to expand the physical and online reach of the Commissioner's monthly newsletter, which can now be found in all GP surgeries, front desk counters at Nottinghamshire Police Stations and Inspire Libraries across the city and county. To subscribe to the electronic version of the newsletter, please visit: <https://forms.office.com/r/ZXqx5NTkdB>

8. FINANCE, USE OF RESOURCES AND VALUE FOR MONEY

Budget Monitoring 2023/24

- 8.1 The Commissioner approved a Revenue Budget and Capital Programme for 2023/24 in February 2023. This set out the overall budget for the Commissioner including the budget that is delegated to the Chief Constable.
- 8.2 The Commissioner's Accountability Board provides a formal mechanism for holding the Chief Constable to account for the budget that the Commissioner has delegated. At this meeting, the Chief Constable submits both revenue and capital budget monitoring reports for scrutiny. The end of November reports were discussed at the Accountability Board in January 2024.
- 8.3 The information below provides an update to the Panel on the group budget position as at the end of November 2023.

Revenue

- 8.4 The 2023/24 forecast outturn for revenue expenditure currently shows a forecast underspend of £5,425k. The breakdown is shown in the following table.

Budget	Original Budget £000	Virements £000	DR budget changes pending £000	Working Budget £000	Forecast Outturn £000	Variance £000	YTD Actuals £000
Income - Core Funding	(261,907)	0	0	(261,907)	(261,907)	0	(177,241)
Expenditure:							
Chief Constable Budget	251,829	73	(48)	251,854	244,922	(6,932)	156,525
OPCC & Democratic Core	2,645	0	12	2,658	2,572	(86)	1,071
OPCC Grants & Commissioning	4,586	(73)	0	4,513	4,208	(306)	2,946
Joint Services - Finance	2,247	0	35	2,282	2,070	(212)	1,270
Direct Revenue Financing of Capital	600	0	0	600	2,711	2,111	0
Total Expenditure	261,907	0	0	261,907	256,482	(5,425)	161,813
Total (under)/over spend	0	0	0	0	(5,425)	(5,425)	(15,429)

- 8.5 Most of the forecast underspend is on the Chief Constable's budget, £6,932k. The underspend is made up of income through Op Safeguard¹⁰ which will be planned for the direct revenue funding of capital. Investment interest income has exceeded the budget due to much more favourable interest rates and contributes £3,062k to the under spend. The remaining underspend is being driven by a higher than budgeted staff vacancy rate. Some of this underspend will be carried forward for use on Operation Perth¹¹ expenditure not funded by special grant.
- 8.6 There is a forecast underspend of £392k on the OPCC budgets and this comes from an underspend on staffing in the office budget, as well as additional income from NHSE Pathfinder with a plan to carry this forward as most of the expenditure will fall in 2024/25. The main reason for the underspend on Finance is due to staff vacancies.

Capital

- 8.7 The 2023/24 capital programme is £12,011k, made up of £7,316k original budget plus £4,695k carry forward from 2022/23. The Capital Programme budget summary is shown in the table below.

Department	Slippage 22/23 £	Original Budget £	Addnl Budget £	Virements £	Working Budget £	Forecast Outturn £	Variance £	Actual £	U/Spend £	Slippage £
Estates	2,815,453	2,433,000	0	(0)	5,248,453	3,150,110	(2,098,343)	1,344,373	1,265,773	832,570
Fleet	1,813,673	2,603,713	0	0	4,417,385	4,385,001	(32,384)	1,611,404	0	32,384
Information Technology	65,920	2,082,000	0	0	2,147,920	2,144,403	(3,517)	1,986,606	3,517	
Operations	0	197,380	0	0	197,380	197,380	0	153,224		
Grand Total	4,695,045	7,316,093	0	(0)	12,011,138	9,876,894	(2,134,244)	5,095,607	1,269,290	864,954

- 8.8 The forecast outturn as of November is £9,877k, therefore showing an expected underspend of £1,269k (£865k of which is slippage into future years) most of this is on Estates.

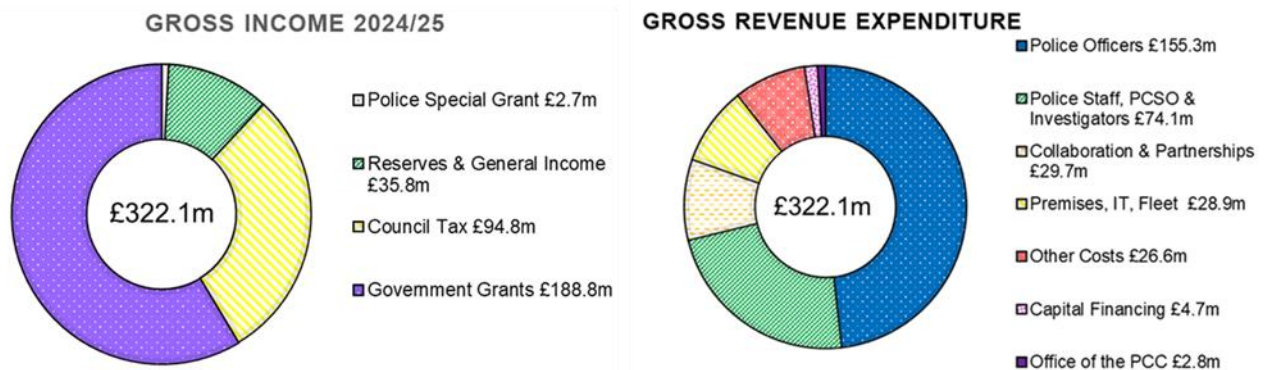
Budget Setting 2024/25

- 8.9 The budget setting process has concluded with the proposed precept presented to the Police & Crime Panel meeting on 5 February 2024. The Commissioner received overall support for the increase, and therefore made the decision to increase the Council Tax by £12.96 per band D property to £282.15.
- 8.10 The budget has been finalised with all the outstanding components now known. A decision to formally approve the budget, MTFP and capital programme was approved by the Commissioner in February 2024.

¹⁰ Government contingency plans to alleviate prison capacity pressures

¹¹ Nottingham University Hospitals Maternity Investigation

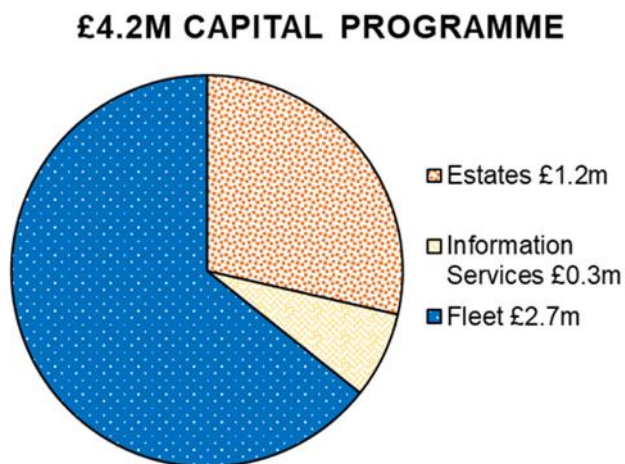
8.11 The pie charts below show the income and expenditure breakdown by category, the Gross budget being £322.1m, less specific income £32.2m leaves a Net Revenue Budget of £289.9m.



8.12 Plans for 2024/25 include:

- No service reductions, where possible demand and performance improvement funding has been included.
- Maintaining police officer numbers at 2,408, approximately one police officer for every 482 members of the public, and PCSOs at 150. A staff establishment at c1,400 with a 4.75% vacancy rate included.
- Increasing the number of neighbourhood PCs to 590, from 485. Increase of 15 sergeants to enhance supervisory ratios at a time when the level of experience of officers has reduced following the Police Uplift Programme.
- Neighbourhoods policing to fully incorporate Op Reacher, giving better availability and skill mix among these teams.
- Promoting the force as an employer of choice to fill vacant posts/retain staff and thus deliver better services to the public.
- Safeguarding the £4.2m budget for OPCC Grants and Commissioning to continue the vital work to support victims and prevent crime, help people feel safe and protect them from becoming victims of crime.
- Continuing to attend all burglaries and ensuring a dedicated lead for shop thefts.
- Improving prosecution rates through greater synergy in investigations.
- Maintaining a high-level response rate to 999 calls and improvements to responding via rapid video response.
- Investing in capital projects to; ensure officers and staff have the right tools for the job e.g. ensuring the vehicle fleet is fit for purpose; making provision for environmental projects to achieve a reduced carbon footprint and deliver on the net zero target.
- Continuing to maximise new funding opportunities to target specific activity and benefit as many people as possible.

8.13 The Capital Programme for 2024/25 is shown below.



8.14 The Commissioner will formally write to the Chief Constable in March to delegate the budget for 2024-25. The Financial Strategy and supporting strategies will be approved in March 2024 as per the forward plan of decisions.

9. NATIONAL DEVELOPMENTS

- 9.1 Part one of the Angiolini Inquiry into circumstances surrounding the abduction, rape and murder of Sarah Everard by Metropolitan Police officer Wayne Cousins was published on 28 February 2024. The report describes the red flags and opportunities that were missed in this case and sets out 16 national recommendations designed to ensure that everything that is possible to be done to prevent those entrusted with the power of the office of constable from abusing that power, is done. The Commissioner is set to scrutinise the Nottinghamshire Police response to these recommendations as part of her Accountability Board on 12 March 2023.
- 9.2 The Ministry of Justice launched phase one of the Victims' Code Campaign on 14 February 2024 as part of a programme of work to ensure that victims understand what they can expect from Criminal Justice agencies. The Commissioner and OPCC have helped to inform this process as part of a Ministry of Justice-led roundtable. The Commissioner will work with Nottinghamshire Police and other local partner agencies to ensure that the Code is fully and effectively promoted.
- 9.3 The Home Office launched the 'Stop! Think Fraud' campaign in February which draws upon the expertise of leading counter-fraud experts and includes an online fraud hub providing concise and accessible advice. It is anticipated the campaign

will be seen by 95% of adults in the UK over the coming weeks through a variety of billboards, radio, TV and social media platforms.

10. DECISIONS

- 10.1 The Commissioner has the sole legal authority to make a decision as the result of a discussion or based on information provided to her by the public, partner organisations, OPCC key staff or Chief Constable. The Commissioner's website provides details of all significant public interest decisions¹².
- 10.2 The Forward Plan of Key Decisions for the Commissioner and the Force has been updated and is shown at Appendix B.

11. HUMAN RESOURCES IMPLICATIONS

- 11.1 None - this is an information report.

12. EQUALITY IMPLICATIONS

- 12.1 The Commissioner's decisions and strategic direction are fully compliant with the Equality Act 2020.

13. RISK MANAGEMENT

- 13.1 All strategic risk and mitigation activity has been outlined in the report where relevant.

14. POLICY IMPLICATIONS

- 14.1 This report provides Members with an update on delivery in respect of the Make Notts Safe Plan and provides information on emerging policy and legislative developments.

¹² <http://www.nottinghamshire.pcc.police.uk/Public-Information/Decisions/Decisions.aspx>

15. LEGAL CONSIDERATIONS

- 15.1 The Commissioner undertakes routine horizon scanning of emerging legislation, government publications, audits and inspections and significant consultations, statistics and research findings in order to help inform local strategic planning and decision making.
- 15.2 Changes to the Specified Information Order came into force on 31 May 2021 requiring Police and Crime Commissioners to publish on their websites:
- A statement on how their force is performing in relation to key national priorities for policing.
 - Copies of HMICFRS PEEL inspection reports, and a summary assessment of the force's performance; and
 - Copies of IOPC data on force complaints, and a statement on how the PCC (or Mayor's Office) is exercising its complaints-handling functions under the Police Reform Act 2002.
- 15.3 The Commissioner has taken steps to ensure compliance with the amended legislation.

16. DETAILS OF CONSULTATION OUTCOMES

- 16.1 The Chief Constable has been sent a copy of this report.

17. APPENDICES

- A. Make Notts Safe Delivery Plan 2022/23 – March 2024 Update
- B. Forward Plan of Key Decisions for the OPCC and the Force - February 2024

18. BACKGROUND PAPERS – FOR POLICE AND CRIME PANEL

Make Notts Safe Plan 2021 - 2025

For any enquiries about this report please contact:

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Tel: 0115 8445998

Make Notts Safe Delivery Plan 2023/24 February 2024

OBJECTIVE	OUTCOME	ON TRACK	ACTIVITY	STATUS
PREVENTING	A1: Making our streets, villages, towns and city safer		Deliver Round 4 Safer Streets Programme: VAWG, Neighbourhood Crime & ASB	G
			Secure Safer Streets legacy and future investment	G
			Deliver 'Safer for All' Target Hardening Programme	G
			Maximise use of the Late Night Levy in improving Night Time Economy safety	G
	A2: Steering Vulnerable young people away from crime		Develop and embed the Youth Work Programme	G
			Develop and implement a trauma informed strategy across the partnership	A
			Lead the implementation of the Serious Violence Duty	G
			Implement the Another Way programme	G
	A3: Preventing Violence Against Women and Girls		Roll out of primary and secondary school healthy relationships programmes	A
			Delivery of the Notts Violence Against Women and Girls Strategy	G
			Support the work of the Consent Coalition to tackle sexual violence	G
			Seek funding for evaluation and roll out of preventing VAWG initiatives	G
	A4: Improving Our Approach to Reducing Reoffending		Support mobilisation of the new Out of Court Disposals framework	G
			Improve drug treatment engagement and outcomes across the CJS	A
			Improving the use of tagging technology, incl. curfew, location & sobriety	G
			Support development and delivery of domestic abuse perpetrator initiatives	G
RESPONDING	B1: Visible and Responsive Neighbourhood Policing		Drive further improvements in neighbourhood policing outcomes & visibility	G
			Increase digital reach and engagement, incl. Single Online Home & Live Chat	G
			Maintain strong call handling performance	G
			Support wider roll out of the Rapid Video Response programme	A
	B2: Policing the Digital Beat		Establish a Fraud Partnership to drive improvements in multi-agency approach	G
			Improve digital media investigation and digital forensic capabilities	G
			Improving knowledge, skills and capability to respond to online crime	G
			Maximise use of crime prevention tools and materials to reduce online fraud	G
	B3: Responding to Issues of Greatest Community Concern		Continue to increase capacity and capability of the Operation Reacher Teams	G
			Improving understanding of and response to hate crime (early intervention)	G
			Develop and deliver the Nottinghamshire ASB Immediate Justice pilot	G
			Work via the ASB Taskforce to improve partnership response to ASB	G
	B3R: Tackling Rural Crime		Maintain an ongoing programme of rural crime engagement	G
			Award Make Notts Safe Grants to third sector orgs tackling rural crime	G
			Explore opportunities to improve service response for repeat victims of RC	G
			Continue to invest in rural crime training and professional development	G
	B4: A Hostile Environment for Serious and Organised Crime		Strengthen local partnership responses to Serious and Organised Crime	G
			Improve local and regional connectivity in the response to SOC	A
			Maximise partnership opportunities to seize and recover criminal assets	G
			Drive improvements in use of technology to deter, detect and disrupt SOC	G
SUPPORTING	C1: Improving Outcomes for Victims of Crime and ASB		Recommission and implement a refreshed Victim CARE service	G
			Continue to co-commission joined up and high quality DSA support services	G
			Work with partners to implement the Sexual Violence Pathfinder programme	R
			Commission and implement a refreshed stalking advocacy service	G
	C2: Improving Victims' and Witnesses' Experience of the CJS		Co-commission and implement a new 'Restorative Nottinghamshire Service'	G
			Improve the use of evidence-led prosecutions where appropriate	G
			Improving monitoring & understanding of victim satisfaction across the CJS	G
			Scrutiny of compliance with the Code of Practice for Victims across the CJS	A
	C3: Exposing Hidden Harm, Safeguarding Vulnerable People		Improving reporting, referral pathways and support for hidden harm	G
			Roll out Slavery and Exploitation Risk Assessment Conferences	A
			Further improve the identification of Child criminal and sexual exploitation	G
			Improve response to mental health and multiple and complex needs	G
	C4: Supporting Communities to Help Make Notts Safe		Increase involvement in volunteering, police cadets and specials	G
			Improve coverage and consistency of Community Speedwatch scheme	A
			Launch MNS Innovation Fund and Community Chest	G
			Embed and promote further take up of the Neighbourhood Alert service	G
Cross cutting actions and objectives			Strengthening data sharing, evidence and insight	G
			Embedding and delivering the Race Action Plan	G
			Ensuring integrity and compliance with professional standards	G
			Support the work of the Independent Community Scrutiny Panel & IAGs	G

Decisions of Significant Public Interest: Forward Plan

February 2024

1.0 Business cases						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force

2.0 Contracts (above £250k)						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
2.1	February/March/April	UPS Replacement	Contract Award	>£250k	Mark Kimberley	Force
2.2	February/March	Self-Drive Hire	Contract Award	>£250k	Mark Kimberley	Force
2.3	February	Workstation Refresh	Contract Award	>£250k	Mark Kimberley	Force
2.4	May/June/July	Fleet and Workshop Management	Contract Award	>£250k	Mark Kimberley	Force
2.5	June	Body Worn Video Licensing	Contract Award	>£250k	Mark Kimberley	Force
2.6	March/April/May	Fuel Cards	Contract Award	>£250k	Mark Kimberley	Force
2.7	February/March	Mobile Phone Refresh	Contract Award	>£250k	Mark Kimberley	Force
2.8	February /March	Shared Situational Awareness System (SSAS)	Contract Award	>£250k	Mark Kimberley	Force
2.9	February/March	Another Way	Procurement of activity to divert young people from offending	c£220k	Gillian Holder	OPCC
2.10	March	Sexual violence support services	Contract variation and extension – ISVA and hub and therapy	>£250k	Gillian Holder	OPCC
2.11	March	Mental health nurse	Contract extension	>£250k	Gillian Holder	OPCC
2.12	March	Anti-social behaviour	Contract award for reparation activity for 2024-5 TBC	>£250k	Gillian Holder	OPCC

2.13	March	Hotspots – ASB and serious violence	Commissioning activity - TBC	>£250k	Gillian Holder	OPCC
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3.0 Estates, ICT and Asset Strategic Planning

Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
3.4	Ongoing	DEMS	The NICE Inform Connector is now live, therefore all six agreed connectors have now been delivered. The project will remain ongoing while development continues around RRD and storage concerns continue to be worked through.	-	Chief Insp Al Pearson	Force
3.5	TBC	Relocation of Arnold Police Station	Consideration of options for the relocation of Arnold Police Station from Jubilee House.	-	Tim Wendels, Head of Estates and Facilities	Force
	TBC	Environmental Strategy	Approval of a new Environmental Strategy	-	Tim Wendels, Head of Estates and Facilities	Force
	TBC	Bingham Neighbourhood Office	Review of the future of Bingham Neighbourhood Office	-	Tim Wendels, Head of Estates and Facilities	Force

4.0 Workforce Plan and Recruitment Strategies						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force

5.0 Strategic Issues including Finance						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
5.1	Each Meeting	Routine monthly monitoring reports in respect of capital and revenue expenditure'	Approval of virements and additional budget		Mark Kimberley	Force

6.0 Other OPCC Commissioning						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
6.1	February/March	Collaboration agreement	Collaboration with South Yorkshire PCC relating to a temporary part-time secondment	£0	Gillian Holder	OPCC

6.2	February/March	Domestic abuse services	Contract extensions for services co-commissioned services with local authorities	>£250k	Gillian Holder	OPCC
6.3	February/March	Schools prevention activity	Contract variations for activity co-commissioned with local authorities	>£250k	Gillian Holder	OPCC
6.4	February/March	Domestic abuse perpetrator programme – partner support	Contract award and variations for activity co-commissioned with local authorities	>£250k	Gillian Holder	OPCC
6.5	February/March	Pilot of sexual violence prevention in schools	Direct awards	£25k	Gillian Holder	OPCC
6.6	February/March	Modern slavery	Grant funding for expanded service funded by PCC and all local authorities	>£250k	Gillian Holder	OPCC
6.7	February/March	Young adult prisoners mentoring	Procurement and award of activity to mentor young prisoners	c£85k	Gillian Holder	OPCC
6.8	March	Late night levy	Awards to reduce risk of violence and harm in the night-time economy	c£50k	Gillian Holder	OPCC
6.9	March	Community safety partnerships	Annual community safety grant funding for local authorities including target hardening and localities	>£250k	Gillian Holder	OPCC
6.10	March	Youth diversion activity	Annual grant funding for continuation of youth diversion activity in city	<£50k	Gillian Holder	OPCC
6.11	March	Sexual violence consultation	Award of contract to support survivor consultation for needs assessment	<£10k	Gillian Holder	OPCC
6.12	March	Anti-social behaviour	Award of contract for website to help target ASB reparation activity	£25k	Gillian Holder	OPCC
6.13	March	Streetwatch	Funding to pay for crime reduction	<£15k	Gillian Holder	OPCC
6.14	March	Sexual violence prevention	Bridging funding for prevention project	c£50k	Gillian Holder	OPCC
6.15	March	Custody engagement	Direct award – TBC	<£10k TBC	Gillian Holder	OPCC
6.16	March	Domestic abuse – J9	Funding for safe spaces	£10k	Gillian Holder	OPCC

6.17	March	Violence interruption	Underwriting funding for city centre violence interruption - TBC	£60k TBC	Gillian Holder	OPCC
6.18	March	Speech and Language Therapy in custody	Contribution towards local authority and health funded initiative	£50k	Gillian Holder	OPCC
6.19	March	Harmful sexual behaviour	Contribution towards local authority and health funded initiative	£50k	Gillian Holder	OPCC
6.20	March	College of Policing Independent Review	Independent review relating to Valdo Calocane case	TBC	Gillian Holder	OPCC

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	18 March 2024
Report of:	Commissioner Henry (PCC)
Report Author:	Dan Howitt
E-mail:	ExecutiveSupport@notts.police.uk
Other Contacts:	None
Agenda Item:	6

POLICE AND CRIME PLAN PERFORMANCE UPDATE TO DECEMBER 2023

1. PURPOSE OF THE REPORT

- 1.1 This report provides the Police and Crime Panel with an overview of key performance indicators and notable performance exceptions – both positive and negative – relating to the 2021-25 Nottinghamshire Police and Crime Plan as monitored via the Performance and Insight report to December 2024 shown at Appendix A.
- 1.2 The Performance and Insight report is compiled by the force and OPCC on a quarterly basis and is used to track a wide range of indicators and outcomes directly linked to the ambitions of the Police and Crime Plan.

2. RECOMMENDATIONS

- 2.1 The Police and Crime Panel is invited to scrutinise the contents of this report and seek assurance on any specific areas of concern. The Panel is also invited to request further information where required and make relevant observations and recommendations within the scope of their role¹.
- 2.2 The Police and Crime Panel has a statutory duty² to scrutinise performance in delivering the ambitions of the Police and Crime Plan. This report is designed to assist the Police and Crime Panel in fulfilling this responsibility.

¹ [Police and Crime Panels: A Guide to Scrutiny](#), Local Government Association, Updated 2016

² Police Reform and Social Responsibility Act 2011

3. Key Performance Indicators

3.1 The Nottinghamshire Police and Crime Plan 2021 to 2025 set a series of stretching ambitions across 12 thematic areas in 2021. Positively, improvements have been seen across eight of these key performance indicators (KPIs), whilst KPI ambitions have been achieved or exceeded in the following four areas:

- Reductions in neighbourhood crime
- Reductions in First Time Entrants into the Youth Justice System
- Increasing the proportion of victims better able to cope and recover
- Increasing the proportion of rape offences which result in a charge

	2019/20 Baseline ³	2023/24 Ambition	Dec 23 Outturn
PREVENTING			
Reduce the proportion of residents experiencing neighbourhood crime ⁴ to no more than 7%	7.5%	< 7.0%	6.4%
Reduce levels of violent knife crime by a further 10%	892	< 803	856
Reduce the number of First Time Entrants into the Youth Justice System by a further 10%	263	< 237	228
Reduce the proportion of offenders re-offending (proven re-offending rate) to less than 30%	33.6%	< 30%	30.9%
RESPONDING			
Increase levels of public confidence in Nottinghamshire Police by at least 6% points	55.4%	> 61.4%	52.5%
Increase the proportion of residents feeling that the police are visible and accessible where needed by 6% points	32.7%	> 38.7%	34.6%
Increase the proportion of residents feeling that the police are dealing effectively with local concerns by 6% points	41.7%	> 47.7%	41.2%
Increase the proportion of service users stating that they are satisfied with the police by at least 5% points	58.2%	> 63.2%	51.9%
SUPPORTING			
Increase the proportion of victims stating that they are better able to cope and recover from harm to 80%	79.0%	> 80.0%	88.9%
Increase the proportion of victims stating that they are satisfied with the police by at least 6% points	51.9%	> 57.9%	48.1%
Increase levels of 'hidden harm' ⁵ identified and reported to the police for further investigation	688	Increase	552
Increase the proportion of rape offences which result in a charge or summons by at least 4% points	4.0%	> 8.0%	8.6%

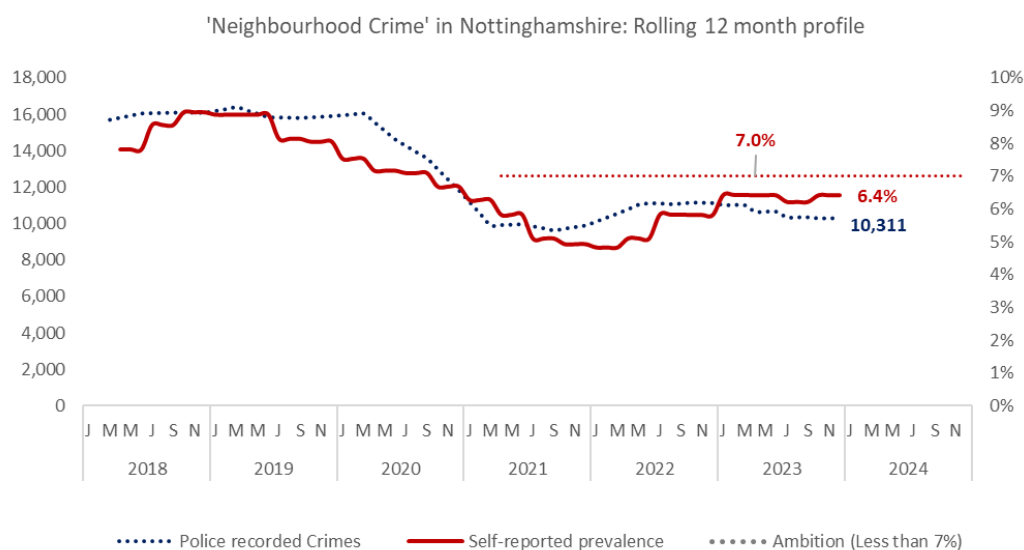
³ 2020/21 financial year does not provide a reliable baseline on account of the extra-ordinary impact of the Coronavirus pandemic

⁴ Category of offences which include vehicle-related theft, residential burglary, theft from the person and robbery of personal property

⁵ Locally defined category of low volume high harm offences which include Child Sexual Exploitation and Abuse, Child Criminal Exploitation / County Lines, Modern Slavery, Forced Marriage, Honour Based Violence and Female Genital Mutilation.

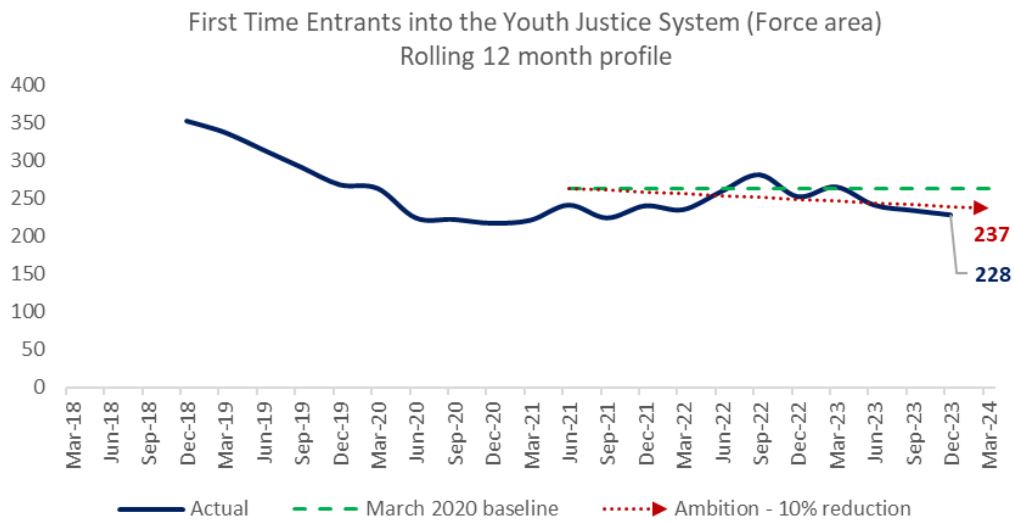
4. Positive exceptions

- 4.1 Levels of police recorded **neighbourhood crime** has reduced by 35.9% since the comparable 2019/20 pre-Covid baseline year, with this trend also being reflected through self-reported experience of crime captured via the Nottinghamshire Police and Crime Survey. This has been achieved as a result of reductions in residential burglary (-40.6%), vehicle crime (-32.9%), personal robbery (-17.9%) and theft from person (-46.0%).

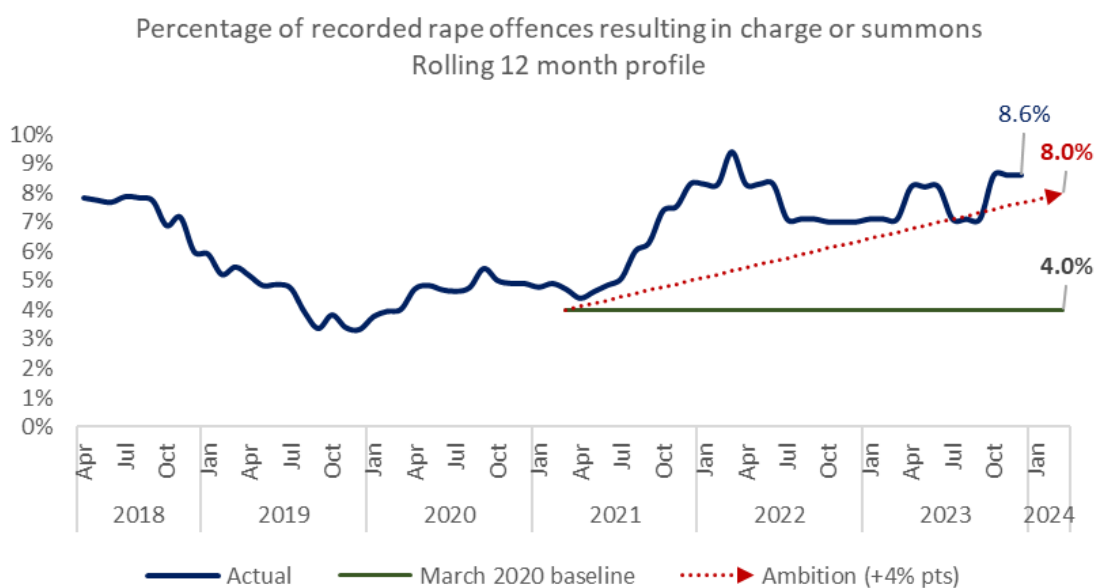


- 4.2 Significant investment in targeted crime prevention problem solving activity as part of the Safer Streets programme and Neighbourhood Policing model have contributed towards these reductions, alongside a proactive approach to offender management and investigation via the dedicated burglary and robbery teams. Further to this, feelings of safety after dark in communities, as tracked by the Nottinghamshire Police and Crime Survey, has increased from 58.9% to 62.1% over the previous year, exceeding levels recorded during the 2019/20 baseline.
- 4.3 **First Time Entrants into the youth justice system** have seen positive reductions over the previous year (-9.5%) in line with the Police and Crime Plan ambition. This follows changes in police charging policy introduced in 2023 which are helping to reduce unnecessary criminalisation of children and young people and increase opportunities for educational and diversionary outcomes (outcome 22).
- 4.4 The Nottinghamshire Violence Reduction Partnership (VRP) have commissioned Nottingham Trent University to undertake an exploratory research study which will help to improve our understanding of First Time Entrant rates and further enhance this positive trajectory. As part of the phase 2 delivery, a PhD student

is undertaking fieldwork, practitioner interviews and focus groups with young people to inform recommendations which will be reported in Autumn 2024. The Commissioner and OPCC continue to scrutinise this issue via youth justice performance subgroups and the Reducing Reoffending Board



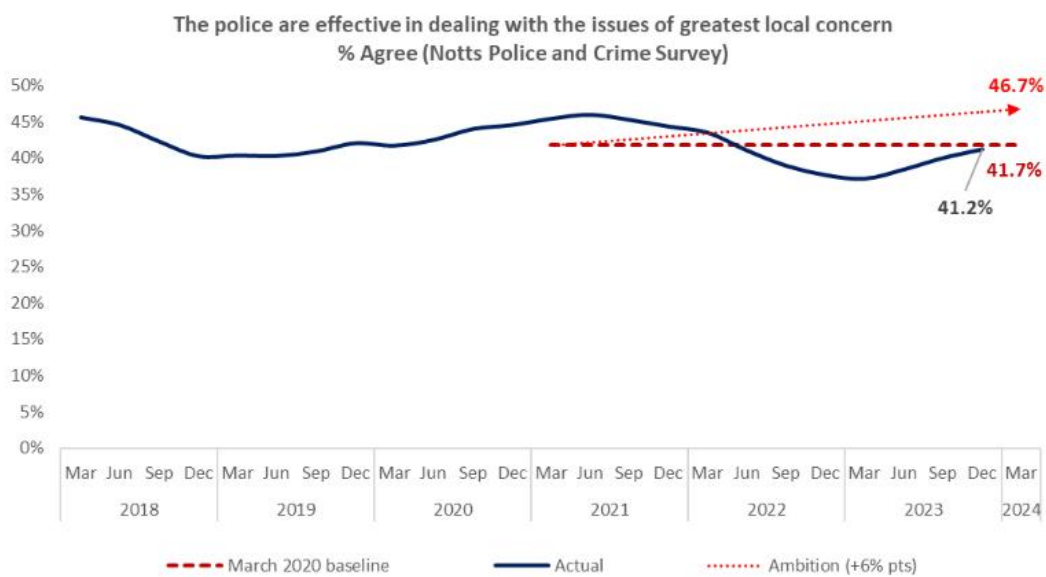
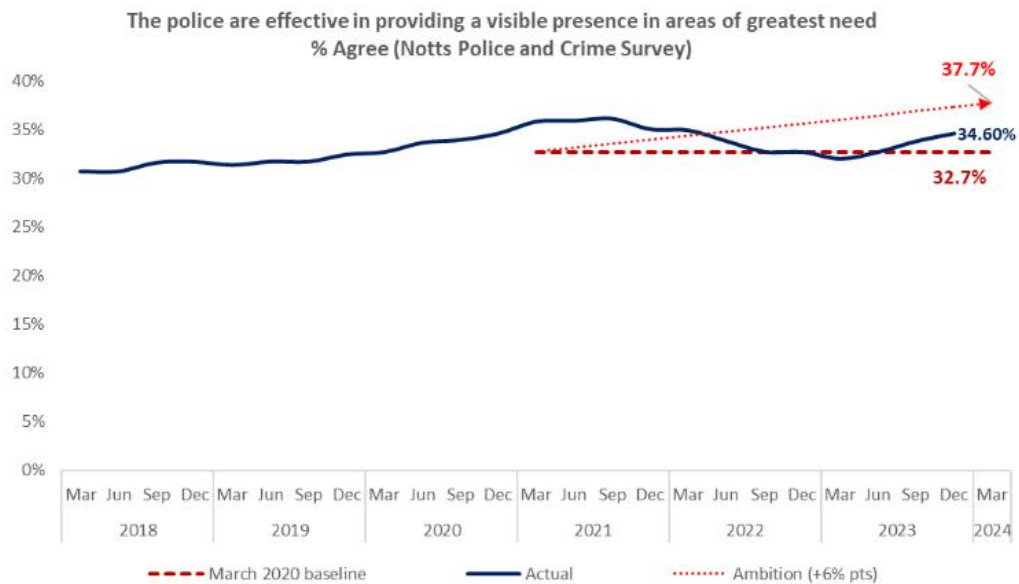
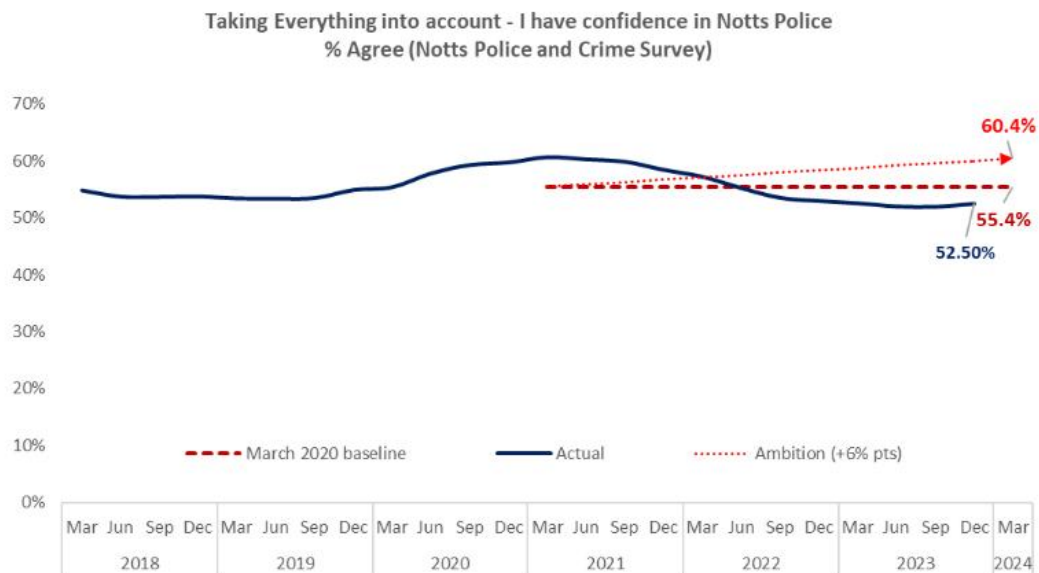
- 4.5 The proportion of **rape offences** that result in a charge or summons remains comparatively strong in Nottinghamshire, having more than doubled since the 2019/20 pre-Covid baseline year (up from 4.0% to 8.6%). Nottinghamshire maintains one of the strongest performance positions in England and Wales (15/43) in terms of the proportion of rape offences that result in a positive crime outcome, whilst the proportion of all sexual offences that result in a positive outcome has increased from 8.9% to 10.5% over the previous year. Despite this comparatively strong performance position, it is widely acknowledged that more work is required to drive further improvements in this picture.



- 4.6 Levels of **serious violence** have also seen notable reductions since the 2019/20 pre-covid baseline year, as reflected in reductions in police recorded violence with injury (-9.5%) homicide rates (-6.4%), violent knife crime (-3.9%) and hospital admissions for knife-related injuries among young people (-20.8%) and people aged 25 and over (-11.3%).
- 4.7 This positive trajectory has been supported by a range of long-term prevention and diversionary activity undertaken over recent years which have aimed to tackle the drivers of serious violence alongside a proactive approach in responding to reports of knife crime, including the use of Stop and Search powers where grounds support this intervention. The Force continues to work closely with CCTV operators, educational establishments, licensed premises, and other partners who also play a key role in identifying those in possession of weapons.
- 4.8 **Positive outcome rates for victim-based crime have continued to increase over the previous year, rising from 11.0% to 12.7%, and exceeding levels recorded during the 2019/20 baseline year (11.7%).**
- 4.9 **Police Recorded ASB** has reduced by 8.5% since the 2019/20 comparable (pre-Covid) baseline, alongside a 3.1% pt reduction in residents stating that they have experienced ASB in the last year via the Police and Crime Survey. The ASB Taskforce and Immediate Justice programme continue to work with partners to support monitoring, problem solving and implementation of best practice in hotspot localities.
- 4.10 Nottinghamshire maintains strong 999 **call answering performance**, with 90% of calls being answered in under 10 seconds in December 2023 – the 14th highest rate out of all 43 police forces in England and Wales. Abandonment rates for the 999 (0.3%) and 101 (1.5%) services remain low despite a 6% increase in 999 call demand over the previous year.

5. Negative exceptions

- 5.1 **Levels of public confidence:** in Nottinghamshire Police have fallen during the Police and Crime Plan period by 2.9% points, impacted in part by a wide range of external factors and reflected in a deterioration in public confidence in the police at a national level.
- 5.2 Despite this, it is positive to note that public confidence rates at a local authority level have largely stabilised over the last six months, recent months, alongside marked improvements in the last year with regard to perceptions that the police are visible in areas of greatest need (+1.9%) and are dealing with the issues of greatest concern to local communities (+3.6% pts). Trends in this area will be monitored closely over the coming months in view of recent high profile events.



% Reporting confidence in the police in their area – Police and Crime Survey

	Year to March 2020	Year to Sept 2023	Year to Dec 2023
Nottingham	59.3%	58.0%	57.2%
Ashfield	46.7%	49.1%	49.6%
Mansfield	52.7%	50.0%	51.8%
Bassetlaw	45.9%	40.0%	43.2%
Newark and Sherwood	47.9%	52.7%	52.9%
South Nottinghamshire	61.7%	51.6%	52.3%
Police Force Area	55.4%	52.0%	52.5%

- 5.3 **Special Constabulary workforce:** Recruitment of Special Constables into the force remains a challenge, partly exacerbated by the current cost-of-living crisis. In the latest quarter, 60 Special Constabulary applications were processed, leading to 30 interviews. However, following attrition at the pre-employment check and confirmation of training date stages, the number of applicants was too small to deliver training for this intake. The next intake is now scheduled for April 2024.
- 5.4 Despite these challenges, the Special Constabulary senior leadership team have implemented a recruitment plan to promote the role, particularly amongst underrepresented communities. Three training intakes are scheduled in 2024 (2 'regular' cohorts, 1 university cohort), comprising up to 60 trainees. The cadre of Special Constables currently in post continue to provide support in a range of policing areas, such as neighbourhood policing, response, events, community engagement, and policing the night-time economy. In the latest quarter, a total of 668 individual duties were performed by Special Constables, totalling 4,036 volunteering hours.
- 5.5 **Road safety:** The number of individuals killed or seriously injured on Nottinghamshire's roads has continued to increase over the previous year, returning to a level last seen prior to the covid pandemic in 2019/20. Increases have been reflected at a national level, particularly among younger drivers aged 17 to 24. Potential factors likely to have contributed to this increase include: a rise in risk-taking behaviour in the emergence from Covid lockdown; an increase in non-compliance with road traffic laws; increase in vulnerable road users, including food delivery couriers and motorcycle / pedal cycle users; introduction of the new CRaSH reporting system.
- 5.6 **Shoplifting:** Although not currently tracked within the Performance and Insight report, the Nottinghamshire Police and Crime Needs Assessment also highlights a 31% increase in police recorded shoplifting offences over the previous year,

driven in part by increasing levels of financial hardship, improvements in engagement with and reporting by retailers and elements of prolific shoplifting linked to organised criminality or substance addiction. A range of interventions are in place or in development in response to these trends, including a priority retail crime team in the city, situational crime prevention activity and projects to better fast track offenders with substance related needs into rehabilitation. Positively, Nottinghamshire Police maintains one of the strongest positive outcome rates for shoplifting in the country at 14.4%.

6. Decisions

6.1 None – this is an information report.

7. Human Resources Implications

7.1 None - this is an information report.

8. Equality Implications

8.1 The Commissioner's decisions and strategic direction are fully compliant with the Equality Act 2020

9. Risk Management

9.1 There are no significant risks within this report that would need to be drawn to the attention of the Police and Crime Panel.

10. Policy Implications and links to the Police and Crime Plan Priorities

10.1 This report provides members with an update on performance in respect of the Make Notts Safe Plan.

11. Changes in Legislation or other Legal Considerations

11.1 Changes to the Specified Information Order came into force on 31 May 2021 requiring Police and Crime Commissioners to publish a statement on how their force is performing in relation to key national priorities for policing on their websites.

11.2 The Commissioner has taken steps to ensure compliance with the amended legislation and will be publishing a statement on how the force is performing in relation to the national police outcomes framework when publishing her statutory Police and Crime Plan.

12. Details of outcome of consultation

12.1 The Chief Constable has been sent a copy of this report.

13. Appendices

A. Nottinghamshire Performance and Insight report to December 2023

14. Background Papers (relevant for Police and Crime Panel Only)

Make Notts Safe Plan 2021 - 2025

For any enquiries about this report please contact:

Dan Howitt, Head of Strategy and Performance of the Nottinghamshire Office of the Police and Crime Commissioner, ExecutiveSupport@notts.police.uk, Tel: 0115 8445998

NOTTINGHAMSHIRE POLICE AND CRIME PLAN

PERFORMANCE FRAMEWORK 2021 TO 2025

QUARTER 3 2023/24

PERFORMANCE TO 31 DECEMBER 2023

INTRODUCTION

The Nottinghamshire [Police and Crime Plan 2021-25](#) sets the strategic direction for the police and partner agencies in tackling and reducing crime and improving local police and victim services during the 2021 to March 2025 period. The plan sets three simple objectives:

Preventing crime and protecting people from harm

Responding efficiently and effectively to community needs

Supporting victims and communities to be safe and feel safe

This framework is designed to support the Commissioner, partner agencies and the Police and Crime Panel in tracking the delivery of performance outcomes linked to the plan. Indicators are reviewed and reported on a quarterly basis via the statutory Police and Crime Panel and Commissioner's Strategic Resources and Performance Board.

The Coronavirus pandemic and subsequent restrictions imposed from 23 March 2020 had a significant unprecedented impact on trends in crime and service demand during 2020 and 2021. Consequently, the 2020/21 year does not provide a reliable and meaningful baseline against which future performance outcomes can be assessed.

Performance ambitions for the planning period have therefore been set in the context of benchmarking with other police force areas and informed views on what can be reasonably achieved in the current environmental conditions with the resources available. In many cases, this is simply shown as an expected direction of travel.

Where no specific performance ambition has been set, figures are shown in comparison to the 2019/20 pre-COVID baseline year.

Work will be undertaken to migrate the Performance and Insight report to Power BI in 2023/2024 with a view to enabling more interactive profiling of outcomes at community safety partnership level.

STRATEGIC OBJECTIVE 1: PREVENTING CRIME AND PROTECTING PEOPLE FROM HARM

1A. Making our streets, villages, towns and city safer

AIM	Indicator	2019/20 Baseline	12 months to Dec 2022	12 months to Mar 2023	12 months to Jun 2023	12 months to Sep 2023	12 months to Dec 2023	Change over last year	
								%	Actual
< 7.0%	Experience of Neighbourhood Crime ¹ (PCS)	7.5%	5.8%	6.4%	6.4%	6.2%	6.4%	+0.6% pts	n/a
	Total Neighbourhood Crime (Police recorded)	16,098	11,142	11,032	10,672	10,366	10,311	-7.4%	-831
	Residential Burglary (Police recorded)	5,429	3,595	3,532	3,304 ²	3,063	3,227	-10.2%	-368
	Vehicle Crime ³ (Police recorded)	7,760	5,613	5,585	5,449	5,378	5,205	-7.3%	-408
	Personal Robbery (Police recorded)	1,100	895	871	890	878	903	+0.9%	+8
	Theft from Person (Police recorded)	1,809	1,039	1,044	1,029	1,047	976	-6.1%	-63
▲	Feelings of safety in the area after dark (PCS)	60.4%	58.9%	57.7%	61.0%	62.3%	62.1%	+3.2% pts	n/a

Total recorded Neighbourhood Crime continues to trend downwards in comparison to this time last year, and still sits over a third lower than the pre-Covid baseline level. As explained in Footnote 2, some of this downwards trend is resultant from the removal of 'Burglary – Residential Unconnected Building' from this count. However, both Vehicle Crime and Theft from Person have seen reductions on this time last year (-7.3% and -6.1% respectively) which will not have been impacted by changes in the Home Office counting rules.

The Force uses daily reports and analytical products to understand the crime picture within Neighbourhoods and across City and County commands. This enables a prompt response to emerging patterns and trends and ensures a problem-solving approach to support crime prevention. The Force also continues to invest in Neighbourhood Policing resources (Neighbourhood Officers and PCSOs).

As part of previous Safer Streets funding, officers completed an engagement project with regards to high levels of ASB and associated offending. This offered provision of immobilising equipment and target hardening (providing bike locks and better CCTV in key areas), as well as work with the Fire Service.

In relation to Vehicle crime, significant arrests of offenders has seen offences decreasing as much as over -50% in certain areas. Furthermore, when offences are identified, they are placed on the Force's social media to inform and warn residents in affected areas.

Successful introduction of the business crime forums/shop watch radio link across areas has seen shop thefts decrease in some areas, and the Force continues to educate members of the public using media campaigns to prevent further offences.

¹ Residential Burglary, Personal Robbery, Theft from Person, TOMV & TFMV

² From April 2023 the Home Office categorisation of Residential Burglaries changed, splitting along the new categorisations of Burglary – Residential Home, and Burglary – Residential Unconnected Building. The figure denoted by this footnote marks the first instance of reporting using the category of Burglary – Residential Home in isolation (Unconnected Buildings are not included in this count)

³ Theft of and Theft from Motor Vehicle

STRATEGIC OBJECTIVE 1: PREVENTING CRIME AND PROTECTING PEOPLE FROM HARM

1B. Preventing serious violence and steering vulnerable young people away from crime

Aim	Indicator	2019/20 Baseline	12 months to Dec 2022	12 months to Mar 2023	12 months to Jun 2023	12 months to Sep 2023	12 months to Dec 2023	Change over last year %	Actual
< 253	First Time Entrants into the YJS: Force (YJS)	263	252	265	241	234	228	-9.5%	-24
▼	Youth Justice First Time Entrants: City	140	135 ⁴	147	144	136	125	-7.4%	-10
▼	Youth Justice First Time Entrants: County	123	117	107	97	98	103	-12.0%	-14
	Violence with Injury ⁵ (Police recorded)	12,099	11,287	10,985	10,580	10,583	10,950	-2.9%	-337
	Homicide (rolling 3-year average)	11.7	11.3	9.3	10.7	10.3	11.0	-2.7%	-0.3
< 851	Violent Knife Crime (Police recorded) ⁶	891	852	829	829	845	856	+0.5%	+4
	Hospital ED Attendance: Knife (25+)	150	135	132	121	131	133	-1.5%	-2
	Hospital ED Attendance: Knife (under 25)	101	78	84	73	76	80	+2.6%	+2
	Possession of Weapons offences	1,198	1,465	1,517	1,579	1,557	1,564	+6.8%	+99

The number of First Time Entrants (FTE) into the Youth Justice System across Nottinghamshire continues to decrease quarter-on-quarter, having now sat below pre-pandemic baseline level, and the target level, for the past three quarters. The fall over the last quarter has been due to both City and County, however the largest overall decrease has been seen within the County, with levels now -12% lower than this time last year, and -16.3% lower than baseline.

The greater trend is one of reduction, with Nottinghamshire following this trend. We are seeing the continued embedding of Outcome 22, despite national uncertainty around this disposal, which is having a positive overall impact in reducing the criminalisation of children. The County OOC panel continues to work together to agree outcomes which take into account both the child's circumstances and also the impact of their behaviour on victims and communities.

The panel has recently benefitted from a 'child first' briefing which is reflective of the continued developmental push. This is an area of continued refocusing, both strategically and operationally, with a current drive to reduce out of court and diversionary timescales which should have a greater impact on the effectiveness of interventions.

The MyFuture programme continues to offer an effective diversionary route where partners are able to identify children's needs earlier enough and are aware of the MyFuture pathway.

Although recorded violent knife crime has not shown much change since this time last year (+0.5%), it has increased over the OPCC's target level but is below the pre-pandemic baseline. Concurrently, recorded possession of weapons offences continue to increase across all quarters, with a +6.8% increase on this time last year.

The Force continues to encourage proactive work in relation to knife crime, violence and drugs, with officers finding individuals in possession of knives or finding offensive weapons in private premises through stop and searches or warrants.

⁴ Figures detailed are to 08/12/2022 due to change in case management system.

⁵ Section 18, 20 and 47 (GBH & ABH).

⁶ Attempted Murder, Threats to Kill, Wounding/Endangering Life, Assault with Injury, Sexual Offences and Robbery involving a knife or bladed article – figures are based on methodology currently used.

STRATEGIC OBJECTIVE 1: PREVENTING CRIME AND PROTECTING PEOPLE FROM HARM

1C: Preventing Violence Against Women and Girls

Aim	Indicator	2019/20 Baseline	12 months to Dec 2022	12 months to Mar 2023	12 months to Jun 2023	12 months to Sep 2023	12 months to Dec 2023	Change over last year %	Actual
	Domestic Homicide ⁷	4.0	2.0	1.0	1.6	1.7	2.3	+15.0%	+0.3
	Domestic abuse repeat victimisation rate	34.1%	33.4%	33.9%	33.6%	33.0%	32.6%	-0.8% pts	n/a
	Domestic Violence Protection Notices (DVPN)	49	175	177	170	171	196	+12.0%	+21
	Domestic Violence Protection Orders (DVPO)	45	166	169	163	166	189	+13.9%	+23
	DV Disclosure Scheme: Disclosures ⁸	223	399	309	480	497	524	+31.3%	+125
	Stalking Protection Orders (granted)	6 ⁹	15	18	30	30	34	+126.7%	+19
	Sexual Offence Orders ¹⁰	737	1,010	990	1,035	1,016	1,047	+3.7%	+37
	% experience domestic abuse in last year (PCS)	1.6%	1.3%	1.4%	1.4%	1.3%	1.4%	-0.1% pts	n/a
▲	Reported Domestic Abuse Crime (Police)	14,975	16,134	16,236	16,068	16,418	16,577	+2.7%	+443
▲	Reported Stalking and Harassment (Police)	10,468	11,219	11,111	11,147	11,300	11,068	-1.3%	-151
▲	Reported Rape and Serious Sexual Offences ¹¹	3,251	3,569	3,646	3,504	3,534	3,566	-0.1%	-3

It was recognised that DVPNs/DVPOs had reduced in the earlier part of 2023, which has been addressed through increased training to frontline Sergeants and Prisoner Handling Staff was delivered throughout the year. Increased messaging on the Intranet to raise awareness has also been undertaken, to encourage the use of DVPNs and DVPOs overall which appears to have been successful, as it has shown a +12% and +13.9% increase in DVPNs and DVPOs respectively.

Regarding the +31.3% increase in DV Disclosure Scheme disclosures, it is noted that _____, as well as an increase in awareness within the media.

The number of granted Stalking Protection Orders has increased again since the previous quarter, and now sits at +126.7% higher than this time last year. During 2022 and 2023, all Divisional Officers received a 2.5-hour input on stalking, which incorporated the importance of Stalking Protection Orders. It is believed that this has contributed to the increase in the number of Stalking Protection Orders applied for by the force and subsequently granted.

Domestic Abuse (DA) crimes have increased over the last 12-month period and have risen by +2.7% since the same period last year. It is possible that this is a consequence of increased reporting by victims and improved identification of DA crimes by officers. This is supported by the 12-month reduction in non-crime domestic occurrences (-9.6%).

⁷ Rolling annual average based on previous 3 years.

⁸ Based on 'date received' and including Right to Ask and Right to Know + Disclosure Completed (1)

⁹ SPOs went live in Jan 2020

¹⁰ Includes live Sexual Risk and Sexual Harm Prevention Orders

¹¹ All RaSSO figures have been updated to reflect the new method of classification implemented: this is discussed in more depth on page 10.

STRATEGIC OBJECTIVE 1: PREVENTING CRIME AND PROTECTING PEOPLE FROM HARM

1D: Improving our approach to Reducing Reoffending

Aim	Indicator	2019/20 Baseline	12 months to Dec 2022	12 months to Mar 2023	12 months to Jun 2023	12 months to Sep 2023	12 months to Dec 2023	Change over last year	
								%	Actual
▼	Adult Reoffending rate (binary)	28.1%	28.6%	29.3%	30.2%	30.9%	31.6%	+3pp	n/a
▼	Adult Reoffending rate (frequency)	1.64	1.81	1.83	1.90	1.92	1.95	+7.7%	0.14
▼	Juvenile reoffending rate (binary) - City	TBC	29.7%	30.6%	30%	30.7%	30.5%	+0.8pp	n/a
	Juvenile reoffending rate (binary) - County	26.7%	10.2%	10.2%	6.5%	13.0%	19.6%	+9.4pp	n/a
▼	Juvenile reoffending rate (frequency) - City	4.36	3.69	3.02	3.21	3.44	3.31	-10.3%	-0.38
	Juvenile reoffending rate (frequency) - County	3.50	2.60	3.00	1.33	3.0	2.78	+6.9%	+0.18
	Integrated Offender Management Cases	236	279	340	332	437	432	+54.8%	+153
IOM	- Offenders successfully removed	n/a	49	109	93	201	117	+138.8%	+68
	- Desistance ¹²	n/a	84.0%	84.0%	85.0%	79.0%	77.0%	-7.0 pts	n/a
	Offenders with substance use needs	3,898	4,419	4,372	4,727	4,950	5087	+15.1%	+668
	% successfully completing ATR / DRR	71.2%	72.3%	78.4%	78.81%	75.3%	73.6%	+1.3pp	n/a
	% offenders housed 3 months from release	66.9%	71.8%	73.7%	67.9%	59.8%	64.7%	-7.1pp	n/a
	% offenders in employment 3 months from release	n/a	25.8%	30.86%	29.76%	24.84%	29.6%	+3.8pp	n/a
	% L&D referrals diverted into MH services	21.0%	1.7%	23.0%	11.0%	10.0%	26%	n/a	n/a

There continue to be increases in those with substance use needs, however this may partially be because of increased recording and monitoring following the release of the 'From Harm to Hope Strategy.' Housing numbers remain below the 12 months to December 2022 however have increased by +4.9pp against the last quarter and there has been a positive increase in offenders employed after 3 months against the same period last year and the previous quarter.

Although the past quarter has seen a slight decrease in IOM cases on the previous quarter, there has been a +54.8% increase since this time last year, and a +138.8% increase in number of successfully removed offenders. The government introduced the 'Acquisitive Crime scheme' whereby offenders who receive more than 3 months for a neighbourhood offence are required to wear a GPS tag on release. All of these cases are taken into IOM for monitoring and information sharing purposes as best practice, which does also impact cohort size. Despite levels of desistance remaining high, they have experienced a drop this quarter and are now at 77%.

L&D is an all-vulnerabilities model, so it's worth noting that people with a range of difficulties are referred to the service. For the most recent reporting period 40% of the people coming into custody (n3584) were referred to L&D (n 1395). Of those with mental health needs identified and referred into services. 99 people were identified as having their needs already met and so were not further referred. The recording system for L & D referrals changed in Dec 2022 and resulted in the data being skewed. This has resulted in a comparison with no value. The anomaly was only for that quarter and so relevant comparisons can continue to be made moving forward.

¹² "Desistance" refers to the number of individuals within the fixed IOM cohort who did not go on to reoffend in the period. Desistance has now replaced the previous measure (reduction in average reoffending risk), as this is no longer part of the IOM suite of measures due to a change in recording framework.

STRATEGIC OBJECTIVE 2: RESPONDING EFFICIENTLY AND EFFECTIVELY TO LOCAL NEED

2A: Visible, accessible and responsive crime and policing services

Aim	Indicator	2019/20 Baseline	12 months to Dec 2022	12 months to Mar 2023	12 months to Jun 2023	12 months to Sep 2023	12 months to Dec 2023	Change over last year	
								%	Actual
> 57.9%	Public confidence in the police (PCS)	55.4%	53.0%	52.6%	52.0%	52.0%	52.5%	-0.5% pts	n/a
> 35.2%	Public perception: police visibility (PCS)	32.7%	32.7%	32.0%	32.7%	33.8%	34.6%	+1.9% pts	n/a
< 2.0%	999 Abandoned Call rate	0.5%	0.4%	0.4%	0.5%	0.4%	0.3%	-0.1% pts	n/a
< 5.0%	101 Abandoned Call rate	5.1%	1.6%	1.5%	1.7%	1.8%	1.5%	-0.1% pts	n/a
	Response times: Grade 1 Urban	79.3%	76.4%	76.2%	76.0%	76.2%	76.2%	-0.2% pts	n/a
	Response times: Grade 1 Rural	74.2%	69.3%	68.8%	69.1%	69.3%	68.6%	-0.7% pts	n/a
	Response times: Grade 2	52.5%	48.4%	47.4%	47.0%	46.8%	46.5%	-1.9% pts	n/a
	Calls for Service: 999	193,329	230,032	213,196	239,730	243,538	244,029	+6.1%	+13,997
	Calls for Service: 101	717,163	751,415	688,607	713,486	672,178	638,672	-10.9%	-112,743
	Officer Service Strength ¹³ (FTE)	2,078.5	2393.6	2406.9	2,396.2	2,391.0	2,377.6	-0.7%	-16
	Staff Service Strength (FTE)	1,192.7	1330.7	1310.6	1,332.5	1,357.6	1,359.3	+2.1%	+28.6
	PCSO Service Strength (FTE)	169.2	137.9	138.8	136.5	146.2	146.2	+6.0%	+8.3

When comparing to this time last year, 999 Calls for service has experienced a +6.1% increase. This reflects the national trend which has noted a +12% increase on 2022 figures.

Although 101 Calls for service have seen an increase nationally from this time last year, the Force has seen a -10.9% decrease. This can be partially explained by a technical issue in 2022 which saw a number of 'ghost' 101 calls, meaning realistic comparisons cannot truly be made.

There has been a channel shift from 101 calls to digital contact, with single online home form submissions increasing from 8,526 in 2022 to 20,780 in 2023 (+143%). There has also been an increase in use of the Live chat function, which launched in August 2022. In 2023, 10,205 Live chats were recorded, on an upward trend which peaked in October.

¹³ Strength/FTE includes all Officers and Staff even those seconded Out of Force.

STRATEGIC OBJECTIVE 2: RESPONDING EFFICIENTLY AND EFFECTIVELY TO LOCAL NEED

2B: Improving our capacity, capability and effectiveness in policing the digital beat

Aim	Indicator	2019/20 Baseline	12 months to Dec 2022	12 months to Mar 2023	12 months to Jun 2023	12 months to Sep 2023	12 months to Dec 2023	Change over last year	
								%	Actual
	Online Dependant Crimes ¹⁴	3,368	4,213	4,284	4,225	4,274	4,310	+2.3%	+97
	Online Facilitated Crimes ¹⁵	361	250	195	180	170	172	-31.2%	-78
	Experience of Online Fraud (PCS)	13.0%	18.6%	19.0%	17.5%	16.6%	16.4%	-2.2% pts	n/a
	Experience of Online Fraud with loss (PCS)	4.3%	5.3%	5.8%	5.4%	5.0%	4.9%	-0.4% pts	n/a
	Confidence in response to Cyber Crime (PCS)	n/a	28.8%	28.0%	30.0%	31.7%	32.7%	+3.9% pts	n/a
	Reported Fraud Offences (Police) ¹⁶	2,833	4,384	4,276	4,207	4,339	4,251	-3.0%	-133
	Reports to Action Fraud (NFIB Portal)	5,987 ¹⁷	6,238	6,501	6,445	6,764	6,112	-2.0%	-126

Overall levels of online crime have increased slightly by +2.3% since this time last year. However, the proportion of online crimes classified as “online facilitated” (i.e., the crime occurs offline but includes online elements as part of the MO, such as theft of an item after a meeting arranged through Facebook Marketplace) has fallen by -31.2%.

The -2.0% decrease in reports to Action Fraud when comparing this period to the same period last year was not due to any attributable variable, and appears due to natural reporting fluctuation.

¹⁴ Includes crimes with an online NICL qualifier – Notts Cyber Crime Compilation.

¹⁵ Includes crimes with an online NICL qualifier – Notts Cyber Crime Compilation.

¹⁶ All fraud recorded by Nottinghamshire Police (including calls for service, victim assistance and NFIB referrals).

¹⁷ Based on manual historic data count as portal data unavailable prior to August 2021.

STRATEGIC OBJECTIVE 2: RESPONDING EFFICIENTLY AND EFFECTIVELY TO LOCAL NEED

2C: Improving police and partnership responses to the issues of greatest community concern

Aim	Indicator	2019/20 Baseline	12 months to Dec 2022	12 months to Mar 2023	12 months to Jun 2023	12 months to Sep 2023	12 months to Dec 2023	Change over last year %	Actual
> 43.4%	Police dealing with issues of local concern (PCS)	41.7%	37.6%	37.1%	38.4%	40.0%	41.2%	+3.6% pts	n/a
> 59.9%	% Residents satisfied with police service (PCS)	58.2%	58.0%	54.0%	51.8%	51.4%	51.9%	-6.1% pts	n/a
	Perception that police 'do a good job' (PCS)	50.0%	47.8%	45.6%	45.4%	45.9%	46.7%	-1.1% pts	n/a
	Speeding as local issue of concern (PCS)	33.4%	33.2%	33.7%	33.2%	34.5%	34.1%	+0.9% pts	n/a
	Drug use and dealing as a local issue (PCS)	42.8%	29.4%	30.2%	29.8%	29.9%	30.5%	+1.1% pts	n/a
	People Killed or Seriously Injured on roads ¹⁸	489	370 (Jun '22)	385 (Sept '22)	405 (Dec '22)	440 (Mar '23)	502 (Jun '23)	+35.7%	+129
	All Drug Offences (Police recorded ¹⁹)	4,822	3,956	4,042	4,100	4,085	4,056	+2.5%	+100
	% experiencing ASB in the last year (PCS)	64.0%	63.4%	63.9%	63.0%	61.0%	60.9%	-2.5% pts	n/a
	Police recorded Anti-Social Behaviour	32,133	31,929	31,377	30,986	29,945	29,402	-7.9%	-2,527
	Anti-social Behaviour Incidents: % Repeats	28.4%	30.8%	30.5%	30.2%	30.4%	30.1%	-0.7% pts	n/a

The number of people killed or seriously injured on roads has increased in the past quarter and has risen above levels seen before the pandemic. There are several possible explanations for this:

- 1) The implementation of the new CRASH reporting system, as new systems have historically had an impact on these figures.
- 2) Continued recovery of traffic volume post-Covid, which currently is only at 95% of pre-pandemic figures.
- 3) Changes in types of transport leading to more vulnerable road users (e.g., e-scooters, cyclists, etc.).

New system implementations tend to increase figures in comparison to previous reports due to new ways of categorising and analysing data. The KSI stats have also altered as a result, namely when categorising injuries. With more choice concerning injuries, CRASH will automatically assign the injury classification according to the injury detail given. This is therefore a possible factor in the difference, as previously officers would classify the severity of the injuries themselves.

As noted in previous quarters, levels of recorded ASB continue to fall quarter-on-quarter and are now -7.9% lower than this time last year, and -8.5% lower than the pre-pandemic baseline.

The Force has invested heavily in Safer Streets which has impacted ASB in hotspot areas, with some areas seeing as much as a -51% reduction against a 3-year rolling average. The Force has worked together with Designing Out Crime Officers (DOCO) to design out ASB in hotspot areas, as well as working extensively to improve knowledge and recording of civil ASB powers. Placing more PCSOs in areas with high ASB is also showing a positive effect on police recorded ASB.

Making improvements in the Control Room to ensure best use of resources to combat ASB, focusing on early intervention and response to incidents also further assisted.

Some areas have noted a large portion of ASB calls relating to vehicle ASB. As such, this was made a local policing priority over the last six months. Following this, there has been a marked decrease in reports.

¹⁸ Figures reported are from 6 months prior to the column header date (actual end date given in parentheses) as collection of this data frequently lags occurrence dates.

¹⁹ Includes Possession + Trafficking.

STRATEGIC OBJECTIVE 2: RESPONDING EFFICIENTLY AND EFFECTIVELY TO LOCAL NEED

2D: Investigating Crime, Bringing Offenders to Justice and Tackling Serious and Organised Crime

Aim	Bringing offenders to justice	2019/20 Baseline	12 months to Dec 2022	12 months to Mar 2023	12 months to Jun 2023	12 months to Sep 2023	12 months to Dec 2023	Change over last year	
								%	Actual
	Crimes with an identified suspect (N.)	33.9%	36.0% (37,132)	35.9% (37,286)	35.7% (37,358)	35.4% (36,833)	35.2% (35,728)	-0.8% pts	-1404
	Victim-based crime Positive outcome rate (N.)	11.7%	11.0% (9,442)	11.2% (9,653)	11.7% (10,146)	12.1% (10,458)	12.7% (9,440)	+1.7% pts	-2
	Domestic abuse: Positive outcome rate (N.)	13.7%	11.5% (1,847)	11.7% (1,900)	12.0% (1,918)	11.9% (1,941)	11.9% (1,958)	+0.4% pts	+111
	Sexual Offences: Positive outcome rate (N.)	7.8%	8.9% (286)	8.8% (285)	9.1% (280)	9.1% (285)	10.5% (373)	+1.6% pts	+87
	Violent knife crime: Pos. outcome rate (N.)	26.4%	23.9% (204)	23.6% (208)	21.1% (177)	22.2% (189)	22.4% (192)	+0.5% pts	-12

Aim	Tackling Serious and organised crime	2019/20 Baseline	12 months to Dec 2022	12 months to Mar 2023	12 months to Jun 2023	12 months to Sep 2023	12 months to Dec 2023	Change over last year	
								%	Actual
	Firearm Discharges (rolling 3-year average) ²⁰	18.0	14.0	13.0	10.3	11.0	9.0	-35.7%	-5
	Criminal Asset Applications (POCA 2002) ²¹	92	66	75	73	63	75	+13.6%	+9

There has been a -35.7% decrease in viable firearm discharges when comparing this period to the previous (based on a 3-year rolling). An increase in imitation firearms could play a part in this decrease, as there is a higher level of ease with accessing imitation firearms compared to viables, and individuals could look to use these as an intimidation tactic.

Comparing the current 3-year rolling average with last year's shows that, in 2020 there were 15 viable firearm discharges, and within that, shotgun discharges were higher than average (eight in total for 2020).

A total of £72,644 ARIS funds (Asset Recovery Incentivisation Scheme) has been received by the force during the latest quarter following previous successful criminal asset recovery operations.

²⁰ Non-imitation weapons only (Real Firearm) that have been discharged (data provided for the Home Office ADR)

²¹ Total based on confiscation cases and cash forfeitures. Figures are lagged by one quarter.

STRATEGIC OBJECTIVE 3: SUPPORTING VICTIMS, SURVIVORS AND COMMUNITIES

3A: Improving services and service outcomes for victims of crime

Aim	Indicator	2019/20 Baseline	12 months to Dec 2022	12 months to Mar 2023	12 months to Jun 2023	12 months to Sep 2023	12 months to Dec 2023	Change over last year %	Actual
	All Victim Based crime	90,684	86,815	87,702	88,167	88,699	87,439	+0.7%	+624
>95%	Victims' Code of Practice Compliance	90.4%	96.6%	96.8%	97.0%	97.1%	94.7%	-1.9% pts	n/a
	Victim Services: Victim support / interventions	11,071	18,766	19,729	20,362	20,411	20,500	+9.2%	+1,734
>71.9%	% better able to cope and recover from harm	79.0%	85.7%	89.9%	88.9%	89.8%	89.6%	+3.9% pts	n/a
	% better able to cope & recover: Dom Abuse	83.0%	94%	94.0%	95.0% ²²	97%	96%	+2% pts	n/a
	% better able to cope & recover: Victim Care	76.4%	84.9%	86.0%	87.0% ²³	n/a	n/a ²⁴	n/a	n/a
	% Crimes resolved via community resolution	10.0%	19.2%	19.1%	18.8%	17.9%	17.4%	-1.8% pts	n/a
	% Domestic abuse victims satisfied (overall) ²⁵	88.4%	86.7%	88.0%	89.0%	88.6%	87.7%	+1.0% pts	n/a
	% Hate crime victims satisfied (overall)	84.0%	82.4%	83.5%	85.3%	86.0%	87.2%	+4.8% pts	n/a
> 53.9%	% Victims satisfied with police service (PCS)	52.2%	52.0%	49.9%	47.9%	47.1%	48.1%	-3.9% pts	n/a

Satisfaction rates amongst victims of domestic abuse are relatively stable and this quarter sits at +1.0% pts higher than this time last year.

Meanwhile, satisfaction rates amongst hate crime victims continue to rise each quarter and now sit at +3.2% pts higher than pre-pandemic baseline. The hate crime team have taken a determined approach to improving officer understanding around hate crime, but also, driving improvements for victims. The team undertake a high level of auditing and scrutiny, ensuring compliance with policy/procedure, and chase outstanding actions where possible. In addition to this, routine welfare calls are made to victims to ensure they are safe, well, and up to date with their report. Hate crime also has Inspector oversight to ensure compliance. This overall determined approach has gone a long way to drive improvements in the service delivered for victims.

There has been a change in service provider for Victim Services. The numbers shown include some low figures from during the changeover between Qtrs 2 and 3 2023. It is anticipated the numbers will further increase moving forward. Increased demand is being seen across all services.

²² This figure is liable to increase as not all the quarterly returns are available.

²³ This figure is liable to increase as not all the quarterly returns are available.

²⁴ Due to the change in service figures are only available for enhanced cases which are shown above.

²⁵ Victim Satisfaction Domestic & Hate survey results reflect occurrences reported to September 2023 and surveys completed to December 2023.

STRATEGIC OBJECTIVE 3: SUPPORTING VICTIMS, SURVIVORS AND COMMUNITIES

3B: Encouraging reporting and identifying hidden harm

Aim	Identification of hidden harm	2019/20 Baseline	12 months to Dec 2022	12 months to Mar 2023	12 months to Jun 2023	12 months to Sep 2023	12 months to Dec 2023	Change over last year	
								%	Actual
	Domestic Abuse Crime (Police)	15,119	16,061	16,199	15,992	16,338	16,503	+2.8%	+442
	RASSO: All ²⁶	3,251	3,569	3,646	3,504	3,553	3,563	-0.2%	-6
	RASSO: Adult	1,578	1,830	1,896	1,800	1,824	1830	+/-0.0%	+/-0
	RASSO: Child	1,522	1,571	1,586	1,548	1,548	1548	-1.5%	-23
	RASSO: Age not known	151	168	164	156	181	247	+47.0%	+79
▲	TOTAL 'HIDDEN HARM' CATEGORY	756	595	625	580	550	552	-7.2%	-43
	Child Sexual Exploitation (Police recorded)	525	337	365	345	331	324	-3.9%	-13
	Child Criminal Exploitation (NRM Referrals)	47	71	78	71	66	57	-19.7%	-14
	Modern Slavery offences (Police recorded)	116	115	119	114	108	129	+12.2%	+14
	Forced Marriage (Police recorded)	4	2	2	3	3	2	+/-0.0%	+/-0
	'Honour'-Based Violence (Police recorded) ²⁷	63	70	61	47	42	40	-57.1%	-30
	FGM (Police recorded)	1	0	0	0	0	0	+/-0	+/-0

The total number of identified crimes under the 'hidden harm' category has fallen by -7.2% since this time last year, predominantly driven by a decrease in identified 'honour-based' violence and child criminal exploitation (NRM referrals).

A possible reason for the impact in figures could be due to the law around the age of marriage changing to 18 in February 2023. Furthermore, the Honour-Based Abuse team are limited by the data submitted by officers and there could be further opportunity for further training, as identified in a previous quarter, on identification and recognising HBA/forced marriage/FGM cases.

The fall in child criminal exploitation (NRM referrals) could be in part due to children offending outside of Nottinghamshire, and in such instances any NRM would be submitted to the Force on which the offence was committed. Referrals received from Nottinghamshire County Council have also fallen in 2023 compared to 2022, whereas Nottingham City Council has remained stable.

²⁶ Following review, the method of classifying RASSO has been updated, adding 'Sexual Grooming', 'Exposure or Voyeurism', and 'Abuse of Child Through Sexual Exploitation' to existing crime types under this category. This change is to better align with other forces with regards to the crimes they consider as RASSO, and thus bring greater parity between our reported figures and theirs. It should be noted that only the way these crimes are classified has been modified: offences that did not previously fall under the RASSO category were still recorded and investigated with the seriousness that they warrant.

²⁷ Violence Against the Person offences with an 'honour-based incident' NICL qualifier

STRATEGIC OBJECTIVE 3: SUPPORTING VICTIMS, SURVIVORS AND COMMUNITIES

3C: Improving victim experience of the criminal justice system

Aim	Indicator		2019/20 Baseline	12 months to Dec 2022	12 months to Mar 2023	12 months to Jun 2023	12 months to Sep 2023	12 months to Dec 2023	Change over last year	
									%	Actual
>95%	Victims Code of Practice Compliance		90.4%	96.6%	96.8%	97.0%	97.1%	94.7%	-1.9% pts	n/a
▲	% Police Charge / summons	All RASSO ²⁸	7.1% 252/3,569	7.0% 254/3,646	7.1% 249/3,504	8.2% 256/3,122	7.1% 249/3,504	8.6% 271/3,145	+1.6% pts	+17
		Domestic crimes	11.5% 1,847/16,061	10.2% 1,623/15,965	10.3% 1,643/15,958	10.4% 1,665/15,960	10.3% 1,643/15,958	10.4% 1,683/16,201	+0.2% pts	+60
	% closed via outcome 16	All RASSO	32.0% 1,142/3,569	31.5% 1,148/3,646	31.5% 1,103/3,504	35.2% 1,099/3,122	31.5% 1,103/3,504	32.7% 1,027/3,145	+1.2% pts	-121
		Domestic crimes	60.6% 9,736/16,061	59.2% 9,446/15,965	58.4% 9,316/15,958	56.9% 9,079/15,960	58.4% 9,316/15,958	56.1% 9,085/16,201	-3.1% pts	-361
▲	Evidence-led prosecutions: Domestic Abuse ²⁹		n/a	368	366	372	378	374	+1.6%	+6

The number and percentage of domestic crimes closed via Outcome 16 has decreased since the previous quarter (-1.5% pts) and since this time last year (-3.1% pts). This decrease correlates with the increase seen in the number of Domestic Abuse (DA) positive outcomes; this is buttressed by the improved DA arrest rate.

The Monthly Force DA Standards Group also ensures scrutiny across all areas of DA and help to manage and drive-up performance.

²⁸ Percentage shown is outcome total divided by number of offences created or an outcome applied during the 12-month period. All RASSO-related data have been refreshed to align with the new method of classification (outlined on page 10).

²⁹ Data available from July 2020.

STRATEGIC OBJECTIVE 3: SUPPORTING VICTIMS, SURVIVORS AND COMMUNITIES

3D: Supporting and enabling communities to help Make Notts Safe

Aim	Indicator	2019/20 Baseline	12 months to Dec 2022	12 months to Mar 2023	12 months to Jun 2023	12 months to Sep 2023	12 months to Dec 2023	Change over last year %	Actual
	Special Constabulary ³⁰	156	118	109	95	93	88	-25.4%	-30
	Police Cadets	263	97	100	96	127	95	-2.1%	-2
	Volunteers	101	78	80	80	72	73	-6.4%	-5
	Crimestoppers: Actionable reports received	2,883	2,972	3,090	3,099	3,098	3,085	+3.8%	+113
	Crimestoppers: Positive conversion rate	5.8%	2.3%	2.3%	2.7%	2.6%	2.6%	+0.3% pts	n/a

There has been a -25% decrease in Special Constabulary actual strength when comparing to this time last year. Reasons for a loss in Specials numbers include Officers joining regular employment as Officers/Staff and University Specials finishing and moving area/deciding to leave. 6 officers joined in July 2023 and recently concluded their training, and there was no intake in October 2023 which could account for lower figures.

There are three planned recruitment intakes for 2024.

The total number of Police Cadets has seen a decrease of approximately -25% since the last quarter, due to some cadets leaving the programme, but spaces have been offered from the waiting list to join in January 2024. Main reasons for leaving were cited as – non-attendance, disengaged, relocation, other commitments, and personal reasons.

³⁰ Data is valid as at the month end date – Actual Strength (Core Posts)

EQUALITY OBJECTIVES

Promoting equal opportunities and community cohesion between diverse communities

Aim	Indicator	2019/20 Baseline	12 months to Dec 2022	12 months to Mar 2023	12 months to Jun 2023	12 months to Sep 2023	12 months to Dec 2023	Change over last year %	Actual
	Police recorded hate occurrences ³¹	2,369	2,513	2,450	2,404	2,342	2,329	-7.3%	-184
	Hate crime repeat victimisation rate	14.4%	17.4%	16.2%	14.9%	14.2%	14.5%	-2.9% pts	n/a
	% feeling there is a sense of community	51.1%	58.7%	56.8%	57.4%	58.4%	56.6%	-2.1% pts	n/a
	% feeling different backgrounds get on well	53.1%	61.5%	61.7%	62.8%	63.4%	62.0%	+0.5% pts	n/a
▼	Stop and Searches	5,487	4,429	4,847	4,909	4,818	4,773	+7.8%	+344
	Stop and Search: Positive outcomes	40.4%	41.5%	38.9%	37.3%	35.8%	32.0%	-9.5% pts	n/a
	Stop and Search: BAME Disproportionality ³²	3.1	2.2 ³³	2.2	2.1	2.0	2.0	-9.1%	-0.2
▲	Workforce representation: Non-White British	5.7%	6.6%	6.6%	6.5%	6.6%	6.4%	-0.2% pts	n/a
▲	Workforce representation: Female	44.1%	45.7%	45.6%	45.7%	45.7%	45.7%	+/-0.0%	n/a
	% Public confidence in the police (Overall)	55.4%	53.0%	52.6%	52.0%	52.0%	52.5%	Confidence Gap	
	Minority Ethnic (compared to White British)	+ 4.9% pts	+ 7.4% pts	+ 6.4% pts	+ 7.3% pts	+8.6 pts	+7.1 pts	0.3 pts	Lower
	Female (compared to Male)	+ 5.2% pts	+ 0.9% pts	- 0.1% pts	- 0.1% pts	+1.9 pts	+4.3 pts	+3.4 pts	higher
	Disabled (compared to Non-Disabled)	+ 1.2% pts	- 4.3% pts	- 5.0% pts	- 5.8% pts	-4 pts	-4.8 pts	-0.5 pts	Lower

The -7.3% decrease in police recorded hate occurrences from this time last year is in line with National trends, and with a decrease in reports, it would be expected that there would also be a corresponding decrease in repeat reports (-2.9% pts).

While there has been an increase in the number of recorded stop and searches since this time last year, this figure has decreased relative to the previous quarter and still sits lower than the pre-Covid baseline. The number of stop and searches resulting in a positive outcome continues to decrease, however this can still be possibly explained by the Force's efforts to improve recording. Moreover, BAME disproportionality relating to stop and searches continues to decrease and has been brought to a level one-third less than pre-Covid, which is reflective of the work which has occurred in training officers, and a greater focus through the Powers board as well as the Independent scrutiny panel.

Public confidence in the police remains higher among minority ethnic groups than that of White British, although there has been a slight decrease in the latest quarter. Public confidence among female respondents has improved when compared to male respondents following the sharp decrease during 2022/23, believed to have been impacted by national events. Public confidence among people with limiting long term disabilities remains consistently lower than that of the wider population.

³¹ From Crime & Detections (Hate Occurrences inc. Crime & Non-Crime)

³² Figure shown is weighted by ONS 2011 Census data.

³³ Figures from December 2022 are based on ONS 2021 Census data.

