

# **NOTTINGHAMSHIRE POLICE AND CRIME PANEL**

1

## **MINUTES OF THE MEETING HELD ON WEDNESDAY 7 FEBRUARY 2018 AT 10AM AT COUNTY HALL**

### **MEMBERS PRESENT**

(A denotes absent)

Chairman - Christine Goldstraw OBE – Independent Member  
Vice-Chairman Councillor Debbie Mason – Rushcliffe Borough Council

Executive Mayor Kate Allsop – Mansfield District Council A  
Rizwan Araf – Independent Member A  
Councillor Cheryl Butler – Ashfield District Council A  
Councillor Michael Edwards (substitute for Cllr Toby Neal) - Nottingham City Council  
Councillor David Ellis – Gedling Borough Council  
Councillor Keith Girling – Newark and Sherwood District Council  
Councillor Kevin Greaves – Bassetlaw District Council  
Suma Harding – Independent Member  
Councillor Tony Harper – Broxtowe Borough Council  
Councillor Toby Neal – Nottingham City Council A  
Councillor Francis Purdue-Horan – Nottinghamshire County Council  
Bob Vaughan-Newton – Independent Member  
Councillor Linda Woodings – Nottingham City Council

### **OFFICERS PRESENT**

Pete Barker – Democratic Services Officer	)	Nottinghamshire County Council
Keith Ford - Team Manager, Democratic Services	)	(Host Authority)
Nigel Stevenson – Service Director, Finance,	)	
Procurement & Improvement	)	

### **OTHERS PRESENT**

Paddy Tipping - Police and Crime Commissioner (PCC)  
Craig Guildford – Chief Constable, Notts Police  
Sallie Blair – Office of PCC (OPCC)  
Kevin Dennis - Chief Executive, OPCC  
Mark Kimberley – Head of Finance, Notts Police  
Charlotte Radford - Chief Finance Officer, OPCC

## **1. MINUTES OF LAST MEETING**

The minutes of the meeting held on 27 November, having been previously circulated, were agreed as a true and correct record, and were confirmed and signed by the Chair of the meeting.

## **2. APOLOGIES FOR ABSENCE**

Councillor Michael Edwards replaced Councillor Toby Neal for this meeting only. Apologies for absence were received from Executive Mayor Kate Allsop and Councillor Cheryl Butler.

## **3. DECLARATIONS OF INTEREST**

No declarations of interest were made.

## **4. WORK PROGRAMME**

Keith Ford introduced the report and informed the Panel that the Work Programme had been updated following discussions with the Chair and Vice Chair of the Panel and the Chief Executive of the Office of the Police and Crime Commissioner. Mr Ford explained that the report was asking for approval of an initial allocation of £500 to establish a special interest group to represent Panels on a national basis, though this amount may decrease in future once the group has been established. Mr Ford informed the Panel that the use of the grant in such a way may be problematical as it was not to be used for political lobbying, though Mr Ford was of the opinion that the group was a vehicle to facilitate consultation with the Home Office, among others, and was not political.

### **RESOLVED 2018/001**

**That a subscription of £500 be approved towards the costs of helping to establish and develop a special interest group to represent Panels on a national basis (subject to clarification that such a payment is permissible within the funding conditions of the Police and Crime Panel grant).**

## **5. NEW POLICE AND CRIME PLAN 2018-21**

The Panel queried whether the targets and indicators in the previous Plan would be disregarded once the new plan came into operation. The Commissioner replied that the previous Plan would inform your thinking going forward but that you would need to consider how to proceed.

The Panel appreciated the inclusion of the deliverables and the references to the role of partners in the Plan and asked whether there was any intention to track responsibilities. The Commissioner confirmed that the targets would be shared with the relevant partners.

In terms of some crime types increasing, the Panel pointed out that there were no specific references in the Plan to the fact that acquisitive crimes such as burglary, car theft and robbery were increasing. The Panel stated that these crimes were fuelled by substance misusers, and that the rehabilitation services aimed at reducing reoffending were not being fully utilised. The Panel requested that the Plan recognised the increases in these crime types and that a target for the use of rehabilitation services be included in the Plan.

The Commissioner accepted that acquisitive crime was increasing but stated that it was clear that the increase in crime generally had plateaued. He pointed out that the budget report contained details of the establishment of two burglary teams – one in the City and one in the County. He stated that in a climate where 25% of the Force's budget had been cut you have been involved in discussions about the wisdom of the Police attempting to do everything. He informed the Panel that national discussions had taken place on the approach to shoplifting for example and stated that 56% of shop theft occurred from 5 major chains and while the Notts Force would always respond to reports, questioned whether these chains were doing all they could. He spoke of the analysis that the Leicestershire Force had undertaken which showed that it cost £190 for an officer to attend a report of shoplifting and £50 for every crime reported and informed the Panel that the Metropolitan Police would not investigate any crime involving a sum of less than £200. He confirmed that the Notts Force would investigate all reported crime regardless of cost. He told the Panel that the numbers entering the custody suite had been dip sampled and that the numbers had gone down and spoke of the importance of the proactive outreach work undertaken by the City in this area.

The Chief Constable added that burglary remained a priority for the Force and that it had a good record of investigating it. In terms of acquisitive crime the Chief Constable confirmed that uncomfortable conversations had taken place at a national level but informed the Panel that the Notts Force would continue to respond to all reports of shoplifting and pointed out the Force's good record in this area. The Chief Constable emphasised the importance of partners continuing to work together in the area of drug treatment and the need to adopt an outward looking approach, confirming that local Councils are playing their part.

The Panel noted that £70k was available to the Force from the Courts to combat drug misuse and asked how this money was being used. The Commissioner replied that despite constraints the Chief Constable's spending plans meant that the money would be spent this financial year.

The Panel observed that while the Plan spoke of reducing the proportion of crime that are repeats there were no hard targets included and requested that more vigorous measures be included in the Plan along with more detail about how these would be achieved. The Panel made a similar request regarding victim based crime observing that the public would require more clarity and precision around crime reduction measures generally. The Panel asked who decided where the baselines were set for each category.

The Commissioner replied that he was happy to have a discussion with the Panel around targets but that in the new Plan there had been a conscious move away from hard targets to a more 'direction of travel' approach. In terms of who decided the targets the Commissioner stated he was willing to discuss these with partners but that the Plan needed to be implemented on 1<sup>st</sup> April 2018.

The Panel felt that the effects of the reduced Police budget on crime rates were obvious and recalled past problems with high crime rates in the City and how the budget had been increased as a result. In the present circumstances the Panel felt that in adopting a direction of travel approach, the focus may be on the positives in a way that would not happen with hard targets. The Commissioner replied that though

the overall aim was to reduce crime, only 20% of the Force's work was related to crime and gave the examples of the Police's work with missing persons and those with mental health problems. He stated that he would consider the issue of hard targets as the Plan was only a draft at this stage.

The Panel stated that there was no mention of street/drug dealers in the Plan and asked whether this was classed as Anti-Social Behaviour (ASB) and if so felt that this was not how the public regarded the issue. Again, the Panel mentioned the lack of hard targets and asked if it was possible to see the Force's plan for dealing with the drugs issue. The Commissioner replied that a long debate had taken place regarding targets and this had resulted in the number of targets being reduced substantially. He said he was happy to take feedback from the Panel and again stated that he would reflect further on the possible adoption of hard targets in some areas. He informed the Panel that part of the Force's drug plan is operational but that it would be shared with the Panel once it had been signed off. The Chief Constable confirmed that the Force did not view drug dealing as ASB and that it was regarded as a serious crime at a local, regional and national level. The existence of new substances such as spice and mamba did present new hurdles but the Force was committed to doing more.

The Panel referred to the morale of the Force and the fact that some officers did not feel valued and asked what was being done about the situation. The Commissioner replied that one way of increasing morale was by increasing officer numbers and that this was being done. He stated that better equipment also helped and that new mobile phones and hand held computers had been ordered. He informed the Panel that work in the area was continuing and that after a difficult 2 - 3 years the situation was improving. The Chief Constable confirmed that officers had been under pressure for years but the last 12 months had shown what could be achieved by involving and consulting staff. The Chief Constable agreed about the importance of the number of officers on a shift and the provision of equipment, giving the example of the rollout of tasers that had gone down well with officers. The Chief Constable informed the Panel that in his experience the majority of the public are hugely supportive of the Force and that he has been inundated with positive letters that are passed on to staff and he personally sees or writes to those concerned.

The Panel asked for more detail about the inefficiencies that are referred to in the Plan. The Commissioner replied by explaining that the Government was willing to allocate budgets over a 2 year period providing certain efficiency gains are made. The Commissioner stated he is still to reach an agreement on which efficiency gains are to be made, though procurement and the benchmarking of back office costs are possibilities. The Commissioner informed the Panel that he has been working with Cipfa on back office services which are shared with Cheshire and Northants. In terms of other potential areas for savings he told the Panel that IT is another area at both a national and local level where the aim is to save money. He made reference again to the new mobile phones and hand held computers which aided efficiency and allowed officers to stay in the field for longer periods without having to return to the station. The Chief Constable added that the Force has invested to save but that 85% of the Force's expenditure was on pay. The Chief Constable informed the Panel that in the past the make-up of the Force was skewed towards supervision but that he intended to change that by increasing the number of constables and decreasing the number of supervisors. The Chief Constable spoke of the need to free up staff to make decisions

rather than refer them upwards. The Chief Constable told the Panel that front-line staff are consulted about what tools they need for the job and that departmental heads report annually about possible efficiencies after having spoken to those at the 'coalface' and that good results are starting to be achieved.

## **RESOLVED 2018/002**

**That the contents of the new Police and Crime Plan (2018 - 21) be noted and the views of the Panel be formally reported to the Commissioner.**

### **7. PRECEPT AND BUDGET REPORTS 2018-19**

Within the meeting, the Commissioner underlined the 'extra' £450 million funding which the Government was making available for policing (£330 million of which would go directly to Forces) and the increased limit, before a referendum was required, of precept increases to £12 for Band D properties. This grant settlement was for the next two years which also offered the Force greater certainty in its planning. The Commissioner explained that if the proposed precept increase of £11.97 was agreed then this would result in an additional £4.5 million being available for Nottinghamshire Police, which would be used to maintain the level of Police Community Support Officers (200), increase the number of Police Officers by 80, mainstream the Knife Crime team and provide additional resource to address rural crime. With regard to the Capital Programme the proposed budget would also fund the planned Bridewell replacement, whilst discussions were ongoing with the Fire and Rescue Service and East Midlands Ambulance Service about exploring the potential for shared sites and costs.

During discussions, the Panel raised the following issues:-

- Members queried whether such a large increase in the precept was necessary in light of the budget underspend in 2017/18, the fact that the Commissioner had been planning for potential reductions in government grant and the Government's concerns about Police reserves nationally.

In response, the Commissioner highlighted the need to restore the previously depleted reserves to an increased level in line with recommended best practice. He also underlined that the increase would help fund the planned major capital works with the new Bridewell and improvement works at Force Headquarters, and meet the public's demand for more officers, which was raised on an ongoing basis throughout consultation.

The Chief Constable also underlined the Force's commitment to achieving efficiencies (such as the planned tri-emergency service base at Hucknall) and the additional resource from the precept increase which would also help to fund the mainstreaming of the Historical Abuse Team; the introduction of dedicated Schools Officers in each of the Neighbourhood Policing Teams and the maintenance of the number of officers working in Integrated Offender Management.

- Members welcomed the proposal to explore more joint working with other emergency services and queried whether there was scope to also co-locate the Office of the Police and Crime Commissioner (OPCC).

In response, the Commissioner underlined his desire for any such co-location between the Police and Fire to result in genuine integration with a properly shared building and the two Command Teams working alongside each other. The Commissioner felt that the key partners were actually local Councils and he would be keen to continue the co-location already introduced in West Bridgford, Beeston and Byron House in the City, with discussions underway with Bassetlaw District Council about co-locating the Police in the Council offices in Queens Buildings, Worksop. He also felt that any advantages and disadvantages of housing the OPCC more closely with the Force would need to be fully explored before such an approach was ever considered.

With regard to the plans in Bassetlaw, in response to Members' queries, the Commissioner further clarified that the existing additional Police Officer that had been deployed in Worksop town centre would be complemented by 3 new PCSOs, with a further 2-3 Police Officers planned. The CID team would be based there and the Front Counter would be shared with the Council. Although the station would not be open 24 hours a day, access to the Police would continue to be available at any time of the day through telephone contact as currently.

- Members asked for clarification of the net amount of additional Police Officers which the precept increase would enable, referencing the existing plans to recruit more Officers anyway.

In response, the Commissioner explained that if the grant settlement had been reduced then the total number of Police Officers had been projected as 1640. The realignment of structures to remove some of the layers of supervision and rebalance the level of Sergeants / Inspectors against the number of Officers would enable a further 60 police officers. The Commissioner stated that at the start of his initial term as PCC, there were 1760 Police Officers, which had risen to 1850-60 today. The ultimate aim would be for 1940 FTE equivalent posts, which would equate to 2000 Officers including part-time people. The Commissioner also underlined that the nature of the recruitment process meant that costs were geared towards the medium term and that this was partly responsible for the budget underspend in 2017/18. The Commissioner also underlined that this was a two year plan being worked to, in light of the Government grant settlement covering 2018-19 and 2019-20.

The Chief Constable added that additional resources would also be utilised to enable smarter working by Officers, including hand-held devices and improved technology to tackle cyber-crime such as paedophilia. The Chief Constable also underlined that this would be fresh blood into the organisation, with 200 new, if not additional, Officers on board.

- A list of questions regarding the budget was submitted to the Commissioner prior to the meeting. Those questions and the Commissioner's answers are appended to these minutes. Further to the Commissioner's response to Question 2, Members felt that the public would expect a visible increase in policing for their increased Council Tax payments.

The Commissioner informed the Panel that there is some debate about the most effective means of deploying officers. The Chief Constable underlined that deployment of officers is an operational decision but added that the newly recruited officers will initially be inducted around Neighbourhood Policing and Response so they would be immediately visible to the public. Members felt that, regardless of the issue of deployment, there was a recognised need for increased numbers overall.

- Further to the Commissioner's response to Question 8, Members underlined the need to increase representation from Black and Minority Ethnic (BME) communities within the Force, particularly in relation to neighbourhoods with language issues.

In response, the Commissioner reiterated the efforts which the Force had put into targeting recruitment from BME communities, with 12% of applicants in the most recent recruitment round coming from these communities. The Commissioner invited Members to observe the recruitment events organised for that purpose. The planned apprentice Police Officer posts which would commence in September 2018 were the first of their kind nationally and it was hoped that this route could also be used to recruit more BME Police Officers.

- Further to the Commissioner's response to Question 9, Members queried what is being done to increase retention of officers, in light of the costs associated with recruiting replacements.

In response the Commissioner said that the vast majority of Officers leave due to retirement and that there is no longer any benefit for them in working longer. The Commissioner underlined that the reasons being given in exit interviews were echoed in other Forces nationally and are not specific to Nottinghamshire. The Chief Constable explained that the workforce profile would change with time and with people having to work longer in the future. The benefits of facilitating some retirements on the grounds of ill-health where officers were no longer able to undertake all aspects of the Police Officer role also had to be considered as appropriate.

- Further to the Commissioner's response to Question 10, Members requested further information around the resources dedicated to tackling cyber-crime and what that means in practice for local victims, and how that differs from the work being undertaken by Trading Standards.

The Commissioner offered to arrange for a presentation to the Panel on this issue and underlined that perpetrators can be nationally and internationally-based, meaning that the Police response has to be national and cross-Force.

The Chief Constable clarified that Trading Standards concentrate on cyber-crime by companies rather than individuals and this accounts for a small proportion of all cyber-enabled crime. He clarified the much wider scope of cyber-enabled crime which the Police were tackling, including such issues as paedophilia, public protection, safeguarding, and preventative work in schools. The Force was also grappling with the greater use of technology within the traditional Criminal Justice

System, including issues such as disclosure of evidence from mobile phones and social media.

- Some Members welcomed the spending proposals whilst recognising that the Government's reduction in public sector expenditure meant that Council Tax payers were having to cover some of the previously Government-funded costs of services.

The Commissioner agreed with this view and stated that the rise in the precept would be dwarfed by the overall increases in Council Tax proposed by Nottingham City Council and Nottinghamshire County Council. In response, Members underlined that although the increase by Councils was greater in terms of financial amounts, the percentage increase was likely to be smaller at 5% than the equivalent 6.5% increase the Commissioner is proposing to the Police precept. Members also added that residents' incomes have not increased by 6.5%.

- Members queried whether funding could be made available for the DARE drugs education programme in schools. The Commissioner confirmed that he had previously contributed grant funding towards this and that discussions were underway around possible interfaces and overlaps between this work (which focussed on primary age children) and the work of the new Schools Officers, who would be concentrating on secondary schools.
- Further to the Commissioner's response to Question 12, Members reiterated the query as to why earmarked reserves were being increased when some of them do not appear to have been used often. The Commissioner underlined the need to build up the Force's reserve base and informed the Panel that he believed the Police were over-reliant on Central Government grant compared to locally raised Council Tax.
- Members asked for a session with City Council officers and Members to clarify the reasons for the Bridewell replacement, the proposed solution and potential implications (whilst recognising that extensive discussions had taken place between the Police and the City Council, including around potential uses of the existing building by the Council or the courts). Keith Ford suggested that any such session be progressed outside of the Panel.
- The following statement was read out by the Chair on behalf of the Executive Mayor, Kate Allsop, who was unable to attend the meeting:

*'I believe the Police and Crime Commissioner should live within their means and the proposed maximum increase in the precept will affect my residents really badly, they are being taxed and taxed again. We have so many people in poverty and on really tight budgets this proposed increase is unfair and could put those who are on the line of poverty over the line.'*

## **RESOLVED 2018/003**

- 1. That the contents of both reports be noted and the views of the Panel be formally reported to the Commissioner.**

2. That the increase of the precept from £11.97 to £195.39 in Band D Council Tax be approved.

## **7. POLICE AND CRIME COMMISSIONER'S UPDATE REPORT – TO DECEMBER 2017**

The Commissioner introduced the report and made three main points. Firstly, the Commissioner praised the work that had been done in the area of non-crime related mental health patients being detained in custody suites and thanked colleagues for their efforts. Secondly, the Commissioner informed the Panel that a range of initiatives have been undertaken aimed at attracting applications for the Force from those in the BME communities. Thirdly, the Commissioner drew the Panel's attention to the issue of hate crime and the fact that there were spikes in incidents following national events.

### **RESOLVED 2018/004**

**That the contents of the report be noted.**

## **8. ESTATES STRATEGY AND ESTATES RATIONALISATION UPDATE**

The Commissioner introduced the report and informed the Panel that he had listened to the public who have commented that they want 'Bobbies not buildings.' The Commissioner felt that good and significant progress had been made regarding the estates strategy and told the Panel that he was keen to improve the estate as its size diminished.

During discussions, the Panel raised the following issues:-

- The subject of Carlton Police Station was raised, especially the problem with signage and the issue with the front desk. The Commissioner informed the Panel that public usage of the station was low but undertook to look into matters and said that he hoped to be able to make an announcement about the station soon.
- The Panel expressed concern at how officers in Broxtowe had been relocated and the Commissioner informed the Panel that it was acknowledged by the Force that the consultation process in that instance had been flawed. The Commissioner agreed to see what could be done now and the Panel informed the Commissioner that Eastwood Town Council was keen to provide support.
- The Panel expressed its concern at the effect a new custody suite might have on its surrounding area and asked the Commissioner whether it was planned to merge other facilities at the new site. The Commissioner replied

that the new suite was only designed to replicate the present suite's services. The Panel asked what facilities would be available at the new suite and the Chief Constable and the Commissioner replied that it would contain the latest technology and be built to the highest Home office specification both for staff and detainees. In answer to a question about the facilities for those with mental health problems the Commissioner replied that only a handful of such people had been detained recently and when it had occurred it was because the person concerned was too dangerous to be held at the place of safety provided by the NHS. The Commissioner informed the Panel that he was involved in bidding with partners to secure NHS money to improve the places of safety.

- The Panel referred to the situation in Newark. The Commissioner replied that there had been long standing discussions with EMAS about their coming onto the Police's site and that there was enough capacity for this to happen. The Commissioner referred to the forthcoming report regarding cooperation between the three services. The Chief Constable confirmed that there will be a 24/7 police presence with a station in Newark.

#### **RESOLVED 2018/005**

**That the contents of the report be noted.**

The meeting closed at 12.19pm

CHAIRMAN