

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	18th April 2016
Report of:	Paddy Tipping Police and Crime Commissioner
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Agenda Item:	5

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT – to January 2016

1. PURPOSE OF THE REPORT

- 1.1 This report presents the Police and Crime Panel (Panel) with the Police and Crime Commissioner's (Commissioner) update report.
- 1.2 In accordance with section 13 of the Police Reform and Social Responsibility (PR&SR) Act 2011 and subject to certain restrictions, the Commissioner must provide the Panel with any information which the Panel may reasonably require in order to carry out its functions. The Commissioner may also provide the Panel with any other information which he thinks appropriate.
- 1.3 This report provides the Panel with an overview of current performance, since the last report in December 2015.
- 1.4 It should be emphasised that the action taken by the Chief Constable may be the result of discussions held with the Commissioner during weekly meetings. The Commissioner is briefed weekly on all exceptional performance by his office staff which is then discussed with the Chief Constable the same week.

2. RECOMMENDATIONS

- 2.1 The Panel to note the contents of this revised update report, consider and discuss the issues and seek assurances from the Commissioner on any issues Members have concerns with.

3. REASONS FOR RECOMMENDATIONS

- 3.1 To provide the Panel with information so that they can review the steps the Commissioner is taking to fulfil his pledges and provide sufficient information to enable the Panel to fulfil its statutory role.

4. Summary of Key Points

HMIC INSPECTION

- 4.1 During 2016 HMIC undertook a number of PEEL inspections under three main pillars Efficiency, Effectiveness and Legitimacy. In February this year HMIC graded Nottinghamshire as **Good** for each pillar and **Good** overall along with 22 other forces. HMIC reported that Nottinghamshire Police has strong leadership and is a well led organisation. The Commissioner has written to the Chief Constable to congratulate him and his command team on this achievement.
- 4.2 No force has been assessed as outstanding. However, Cleveland Police and Dyfed-Powys Police have been assessed as not reaching the minimum standard required in respect of any of the three PEEL pillars, and one force, Humberside Police, has been assessed overall as inadequate in one of the PEEL pillars: efficiency.

POLICING AND CRIME PLAN – (2015-18)

- 4.3 Performance against refreshed targets and measures across all seven themes is contained in the Performance section of the Commissioner's web site to January 2016.^a
- 4.4 So far this year to January 2016, even though more incidents are recorded as crimes through increased compliance with the National Crime Recording Standard (NCRS) the Force is ranked 4th best nationally in terms of % change i.e. +0.6%. Other force performance is estimated to range from -4% to +29%.^b
- 4.5 The Commissioner's report has been simplified to focus on reporting by exception. In this respect, this section of the report relates exclusively to some performance currently rated red i.e. significantly worse than the target (>5% difference) or blue, significantly better than the target (>5% difference).
- 4.6 In addition, following a recent meeting with Panel Members, further amendments to the format of the Commissioner's update report have been made to provide more detail where performance is graded red or blue to explain to Panel Members what has driven the change and if red what action the Force is taking to address the issue. In addition, Panel Members have requested trend information.
- 4.7 The table below shows a breakdown of the RAGB status the Force has assigned to the 33 sub-measures reported in its Performance and Insight report to January 2016.
- 4.8 It can be seen that 27 (82%) of these measures are Amber, Green or Blue (higher than the last three Panel reports) indicating that the majority of measures are close, better or significantly better than the target. Only 18% (6) of measures reported are Red and significantly worse than target (this is however, better than

^a <http://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Performance/2016/Performance-and-Insight-Report-to-January-2016.pdf>

^b The data in this report relates to 1st April 2015 to 31st January 2016. Although subject to validation, as of 23rd March 2016 Total Crime was 0%.

the previous Panel report when it was 24%). All measures are now graded due to the availability of data following the move to the Multi Force Shared Services (MFSS) Oracle system. As such, two new measures relating to sickness absence are reported as red.

KEY to Performance Comparators							
Performance Against Target		Aug-15	% of Total	Sep-15	% of Total	Jan-16	% of Total
1	Significantly better than Target >5% difference	5	15%	6	18%	4	12%
1	Better than Target	13	39%	11	33%	13	39%
1	Close to achieving Target (within 5%)	4	12%	5	15%	10	30%
1	Significantly worse than Target >5% difference	8	24%	8	24%	6	18%
1	Data Issues prevent grading	3	9%	3	9%	0	0%
Total		33	100%	33	100%	33	100%

- 4.9 The table below provides an overview of the measures currently graded blue 1 and details the change from previous Panel reports to show the trend as requested.

Objective / Target – RAGB Status Blue 1	Jul-15	Aug-15	Sept-15	Jan-16
A reduction in the number of non-crime related mental health patients detained in custody suites	-86.5%	-76.7%	-76.7	-79%
Now Green: An increase in the Early Guilty Plea rate compared to 2014-15 – Magistrates Court	+8.0%	+7.9%	+6.8%	+3.4%
Now Blue: An increase in the Early Guilty Plea rate compared to 2014-15 – Crown Court	+1.9%	+0.7%	+1.5%	+7.5%
Now Green: A 10% increase in the number of POCA orders compared to 2014-15	-1.2%	+65.6%	+48.4%	+5.6%
Now Green: To monitor the number of production and supply drug offences	+33.5%	+20.3%	+9.7%	-2.5%
To be better than the national average for Early Guilty Plea rate for the Crown and Magistrates' Courts – Crown Court	+4.9%	+0.7%	+6.0%	+8.9%
Reduce percentage of ineffective trials due to prosecution team reasons compared to 2014-15 – Crown Court	-8.2%	-6.8%	+7.2%	+7.7%

- 4.10 As can be seen in the table above, there are now only 4 measures graded blue. 2 are now graded green. There is a new entry to the blue table due to exceptional performance in the Early Guilty Plea rate compared to 2014-15 in respect of Crown Court which was previously graded green.

- 4.11 The table below provides an overview of the measures currently graded red 1 and details the change from previous Panel reports to show the trend as requested.

Objective / Target RAGB Status Red 1	July-15	Aug-15	Sept-15	JAN-16
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Now Green: A reduction in the number of repeat victims of domestic violence compared to 2014-15	+10.1%	+11.5%	+5.4%	-4.0%
A reduction in the number of repeat victims of hate crime compared to 2014-15	+110.0%	+50.0%	+38.5%	+10.8%
To monitor the percentage of Grade 1 and 2 incidents attended within the prescribed timescale	Grade 2 65.5%	Grade 2 65.1%	Grade 2 65.0%	Grade 2 65.5%
Now Amber: A reduction in All Crime compared to 2014-15	+6.4%	+5.8%	+4.1%	+0.6%
Now Amber: A reduction in Victim-Based Crime compared to 2014-15	+9.4%	+6.7%	+4.9%	+0.6%
Now Amber: To monitor the detection rate for All Crime	-5.8%	-5.3%	-4.1%	-3.5%
To make £11.0m saving by March 2016	-£0.7m	-£0.8m	-£1.2m	-£2.5m
Overall spend v budget 2015/16 budget - £191.2m	-£1.2m -1.7%	-£2.8m -3.3%	-£2.7m -2.8%	-£6.1m
Total number of days lost to sickness - Officers	Not Available	Not Available	Not Available	+19.1%
Total number of days lost to sickness - Staff	Not Available	Not Available	Not Available	+38.0%

4.12 In summary, four of the original eight measures graded red in July 2015, have improved one is now graded green and three graded amber indicating an improved position. As already stated, the availability of data following the move to the Multi Force Shared Services (MFSS) Oracle system has identified that two measures relating to sickness absence for Police officers and Police Staff are reported as red.

4.13 At a previous Panel meeting Members requested that the Commissioner's update report should:

1. Explain the reasons for improved performance and lessons learned for blue graded measures and
2. Reasons/drivers for poor performance and an explanation as to what action is being taken to address underperformance in respect of red graded measures.

4.14 The Force has provided the following responses to these questions.

5. Blue Rated Measures (1 significantly better than Target >5% difference)

A reduction in the number of non-crime related mental health patients detained in custody suites - Improved Performance and Reason/Lessons Learned

5.1 There were 94 (-79%) less people with mental health related illnesses presented to custody as a first place of safety year-to-date to November 2015. Overall, there was a 26.8% reduction in the number of mental health patient detainees in custody and s136 suites.

- 5.2 As previously reported, this significant improvement in performance is a direct result of the introduction of the Street Triage Team which has previously been reported on. In addition the Force has carried out a review and revision of processes in accordance with national guidance, and has a joint protocol with partners which includes a Service Level Agreement with the East Midlands Ambulance Service, and a coordinated approach with the two nominated places of safety (Highbury Hospital and Millbrook).

1. An increase in the Early Guilty Plea rate compared to 2014-15 – Crown Court - Improved Performance and Reason/Lessons Learned

2. To be better than the national average – Crown Court

3. To be better than the national average for Early Guilty Plea rate for the Crown and Magistrates' Courts – Improved Performance and Reason/Lessons Learned (Crown Court)

- 5.3 These measures are clustered together because the improvements are brought about by the same intervention. Please note some measures are reported quarterly.
- 5.4 The Early Guilty Plea rate recorded in the Crown Court year-to-date (YTD) to November 2015 was 42.3%, which is an improvement on the same period last year by 7.5%. The rate was also considerably above the national average rate of 33.4%.
- 5.5 The Ineffective Trial Rate in the Crown Court fell from 16.7% last year to 9.0%. There has been a slight improvement in the Effective Trial Rate from 48.4% last year-to-date to 48.7% this year-to-date.
- 5.6 Magistrates Courts' have seen less change in performance, with the Ineffective Trial Rate falling to 21.2%, and the Effective Trial Rate increasing by 2.1% to 41.6%.
- 5.7 As reported previously, the improvement in the above measures can be attributed to the success of Transforming Summary Justice (TSJ).^c The reasons for improved performance were fully explained in the previous Panel report.

6. Red Rated Measures (1 significantly worse than Target >5% difference)
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A reduction in the number of repeat victims of hate crime compared to 2014-15 - Reason for Performance and Action being taken

- 6.1 Hate crimes have increased by 11% YTD. There were 78 additional hate crimes recorded YTD, with a relatively even split between Public Order offences (392 offences YTD) and Victim-Based offences (385 offences YTD). Across the two divisions the proportions are; City 409 offences YTD and County 368 offences YTD.

^c https://www.cps.gov.uk/publications/agencies/transforming_summary_justice_may_2015.html

- 6.2 There were 7 additional repeat hate crimes recorded YTD, with the City recording 9 additional victims and the County 2 less. Overall this is a 2.5 % improvement on last month but overall still a 10.8% increase.
- 6.3 12.2% of all Hate Crimes in the City are committed against the same victim i.e. repeats, whilst 10.7% were repeats in the County.
- 6.4 The Commissioner set an objective in his Police and Crime Plan (2015-16) to *“Encourage the increased reporting and identification of Hate Crime”*. Therefore, both Commissioner and Chief Constable consider that the 11% increase in reported hate crime is a very positive achievement, suggesting increased confidence in victims’ propensity to report hate crime.
- 6.5 Whilst there is an objective to increase hate crime reports there is another measure to reduce the level of repeat victimisation hence the measure. The Commissioner accepts that there is a possibility that an increase in confidence may lead to further reports of hate crime, however, the Commissioner’s view is that all possible interventions should be taken to prevent and deter further offences.^d
- 6.6 A (brief) summary of actions currently being taken to respond to this challenge are:
- The Commissioner is to host an ASB and Hate Crime event in April 2016 so that police and partners can learn about best practice in utilisation of the recent enforcement powers contained within the Anti-social Behaviour, Crime and Policing Act (2014). The intention is to improve the effectiveness of both police and partners in a range of enforcement activity. Representatives from the Panel have been invited.
 - The Commissioner has funded a Hate Crime Manager for two years and he is a main contributor in ensuring that the Safer Nottinghamshire Board and City Council Hate Crime Action plans are implemented. He is in close liaison with the City Council’s Hate Crime Project Officer to ensure that activity across the City and County is joined up.
 - The Force Management Information Unit highlights repeat victims to Divisional Commanders and these are referred for review by the Force Hate Crime Manager.
 - In the City, all hate crimes are referred to the City Council’s Community Protection Team for possible use of new antisocial behaviour legislation, particularly in context of repeat victimisation and offending.
 - The risk assessment process is still being reviewed so that risk around repeat victimisation is more accurately defined and leads into targeted activity.
 - Multi-agency processes, such as Vulnerable Person Panels (VPP), are being reviewed to ensure that repeat victimisation is appropriately addressed collectively and ECINS case management system is also being scoped for possible case management of hate crime.

^d *In theory, an effective intervention will prevent or deter further offences being committed. Therefore, any subsequent repeat offences have failed in this respect.*

- Community Safety Partnerships (CSPs) are being supported to develop more effective analytical products to support case-working processes that will prioritise repeat victimisation.
- The Safer Nottinghamshire Board's (SNB) analytical product has been developed to include tasking information around repeat victimisation.^e
- A referral process to Remedi is being developed to deliver additional options for addressing offending behaviour and the impact on victims through restorative justice.
- A behaviour management programme is being developed through the SNB and Holocaust Centre to address offending behaviour.
- A hate crime scrutiny proposal has been developed that will specifically address repeat victimisation for organisational learning and accountability.
- In the City a hate crime performance meeting has been instigated to address live cases which will include a focus on repeat victimisation.

To monitor the percentage of Grade 1 and 2 incidents attended within the prescribed timescale^f - Reason for Performance and Action being taken (Grade 2 Incidents)

- 6.7 In terms of Grade 1 incidents, the Force attended 82.5% of Urban areas and 78.7% of Rural areas within the specified times. However, only 65.5% of Grade 2 incidents were attended within 60 minutes a shortfall of 14.5% against a target of 80%.
- 6.8 A review of Grade 2 incidents YTD, reveals that the overall volume of incidents has reduced by 16.2% with response times fairly similar to those recorded last-year.
- 6.9 In terms of performance by Response Hub, the Riverside Hub (in the City) responds to nearly a fifth of all Grade 2 incidents recorded by the Force and is attending just over 70% of calls to rural areas within the 60 minute target time, the highest performance of the 9 Hubs.
- 6.10 The Mansfield Respond Hub responds to a similar volume of Grade 2 incidents but performance YTD is only 59%. Performance on the remaining 7 Hubs is in line with the overall Force performance (i.e. 65.5%).
- 6.11 However, even though the Mansfield Hub has a similar volume of incidents to attend, the distance required to be travelled to rural areas in the County is significantly higher than the City.
- 6.12 Crime reports especially sexual crime and child sexual exploitation (CSE) have placed significantly higher demands on Police time. This means that officers are carrying a much higher workload and on occasions demand for service is higher than available resources. Despite this, it is encouraging that Grade 1 incidents are

^e *Note: This is now raised as a risk due to the recruitment freeze on a replacement Partnership Analyst.*

^f *Historically the targets for attendance to incidents have been as follows: 85% attendance to Grade 1 incidents in Urban areas within 15 minutes and Rural areas within 20 minutes; and, 80% attendance to Grade 2 incidents within 60 minutes.*

still achieving target as these incidents carry a higher threat, harm and risk to people.

- 6.13 With increasingly diminishing resources and more incidents requiring greater intensity and Police time, managing demand is becoming increasingly critical for Police and partners.
- 6.14 The Commissioner has included a strategic activity in his Police and Crime Plan (2015-16) to 'Adopt an integrated partnership approach to preventing demand for public, private and third sector.' There is now an agreed Partnership Prevention Programme Plan. Some prevention principals and enablers have been agreed. The plan will over the next years 2015/16 concentrate on the following themes:
- Locality working in areas of high demand;
 - Business crime and Town Centres;
 - Community Safety and protection;
 - Mental health, children and young people.
- 6.15 The Force's 'Delivering the Future' (DTF) programme is addressing this performance conundrum by dealing with increasingly more incidents at the first point of contact (i.e. over the phone). Also, appropriate resources are targeted to the right crime or incidents which are graded so that attendance only occurs when there is value or necessity in doing so.

To make £11.0m saving by March 2016 - Reason for Performance and Action being taken

- 6.16 The Government's grant has reduced significantly and in order to balance the budget, savings of £11.0m need to be made in 2015-16.
- 6.17 To date (as of January 2016) £4.573m efficiencies have been achieved against a target of £7.063m. Work is currently underway to review the shortfall in the efficiency programme by project and what actions are required to recover the position. It is anticipated that the shortfall will be in the region of £3.500m by the year end.
- 6.18 For clarity, the £7.063m is the year to date target as at January 2016 for the efficiencies as per the original phasing in the £11m programme and does not have anything to do with the £9.3m that is required to meet the difference between the predicted outturn and funding.
- 6.19 The shortfall between the £7.063m target and £4.573m, which is £2,490m forms part of the additional £3.5m required from reserves which in turn is within the £9.3m. The section in the report is to show performance against the efficiency programme only.
- 6.20 In August 2015, a decision was taken in principle for the Force to form a Strategic Alliance with Leicestershire and Northamptonshire. The Force is also working closely with other Forces. Between the three Forces there is around a £0.5billion budget, which offers huge opportunities to protect communities and tackle the challenges ahead. A Chief Superintendent will support the work of Delivering the

Future and the Strategic Alliance, on behalf of Nottinghamshire, with Deputy Chief Constable leading overall as the dedicated Chief Officer.

6.21 The Force's Delivering the Future work has six dedicated streams with lead officers:

- Capability
- Capacity
- Communication and Engagement
- Demand
- Finances
- Force structure

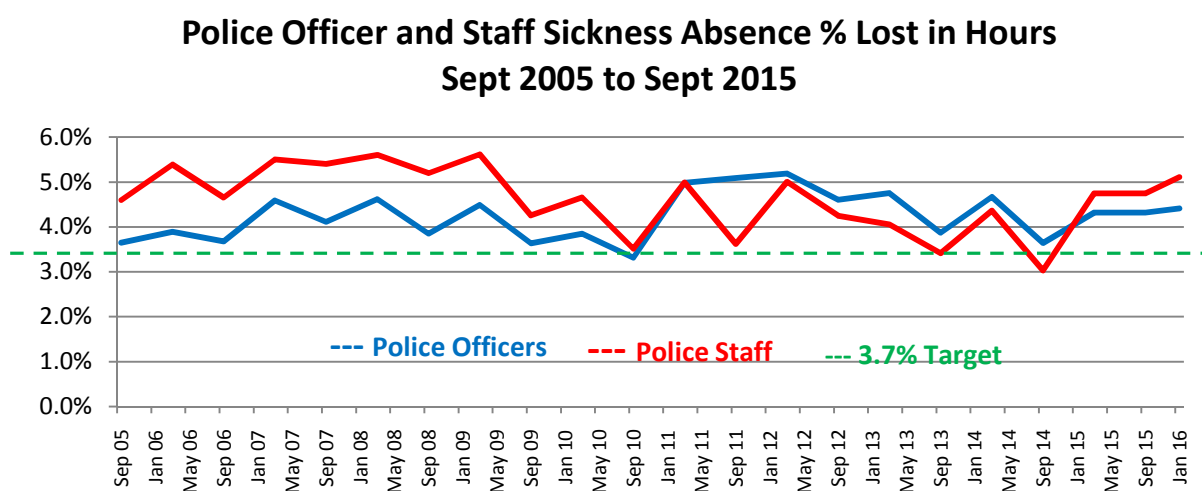
Overall spend v budget 2015/16 budget - Reason for Performance and Action being taken (£191.2m)

6.22 Expenditure to date is £6.109m worse than budget. This is largely due to the shortfall in the efficiency programme which impacts numerous lines of expenditure where work is underway to address the shortfall although expected to be a £3.5m shortfall by the year end.

6.23 The Commissioner has regular meetings with the Chief Constable specifically to review the budget and hold the Chief Constable to account and consider options to improve performance and efficiency.

Total number of days lost to sickness – Officers and Staff

6.24 The latest cumulative (April 2015 to January 2016) sickness data for the Force has shown that officer sickness is 4.41%, which equates to 9.8 days lost due to sickness. Staff sickness is 5.11%, or 11.3 days. As such, the target (8.2 days) for Police officers is +19.1% and Police staff +38.0%. The chart below shows the 10 year trend since September 2005 to September 2015 (source: Iquanta).



6.25 As can be seen, Police staff sickness absence was at an all-time low in September 2014, but this has risen sharply since September 2014. Police Officer sickness absence has only increased slightly.

- 6.26 As previously stated, data has only recently become available following the move to the Multi Force Shared Services (MFSS) Oracle system so it was not clear to managers that this measure was off target by so much.
- 6.27 HR is now exploring now exploring the reasons for this increase and working closely with line managers to reduce this sickness absence. It is unclear, at this stage what the reasons are for the recent increases. The last time Officer sickness was at this level was in

7. Monitor the Proportion of Rural Crime Compared to 2014-15

- 7.1 This measure has not been RAGB graded. There were 7,394 offences defined as Rural Crimes⁹ recorded year-to-date to January which equates to 12.1% of All Crime, nearly 1% more than last year. Volume wise, there has been a 6.9% (or 475 additional offences) increase year-to-date.
- 7.2 In line with the overall Force trend, Violence Against the Person (VAP) accounts for the main bulk of the increase recorded in rural areas with 302 additional offences, an increase of 19.4%. The increase is just over 8 % higher than performance in urban areas, meaning that nearly a quarter of all offences in rural areas are VAP offences, in line with current performance in urban areas.
- 7.3 Comparing offending in rural areas to urban, most crime types are following similar trends with the exception of Burglary Non Dwelling.
- 7.4 Burglary Non Dwelling is currently recording a 9.7% increase (or 69 additional offences) in rural areas, compared to a -8.4% reduction (264 less offences) in urban areas. The most noticeable increase is in Newark & Sherwood (+46.5% or 80 additional offences) compared to Bassetlaw with a reduction (-5.0% or 16 less offences).
- 7.5 Newark & Sherwood features as a rural area experiencing higher levels of offences year-to-date compared to the previous performance year with a 13.1% increase, or 277 additional offences. Gedling is also experiencing a notable percentage increase year-to-date, with 77 additional offences, an increase of 14.8%, and although the percentage increase is much smaller compared to Gedling, in terms of volume they have recorded 106 additional offences year-to-date.

Holding the Chief Constable to Account

- 7.6 The Commissioner's staff is represented at the key Divisional, Partnership and Force Local Performance board meetings in order to obtain assurance that the Force and Partners are aware of the current performance threats, and are taking appropriate action to address the emerging challenges. Should there be any issues of concern these are relayed to the Commissioner who holds the Chief Constable to account on a weekly basis.

⁹ *Rural Crime Force Definition: Rural crimes include all crimes occurring in rural areas in addition to those offences defined as rural (i.e. theft of livestock).*

- 7.7 In addition, from time to time the Commissioner meets with both Divisional Commanders to gain a deeper understanding of threats, harm and risk to performance. The next meeting is due to be held on 21st March 2016.
- 7.8 At a previous Panel meeting Members asked if the Commissioner would include a specific example of where he had held the Chief Constable to account on an issue. The Commissioner would emphasise that he has a regular weekly agenda meetings with the Chief Constable. Furthermore, Force performance is always discussed. Frequently the budget and investigations on historic child sex offending are on the agenda.
- 7.9 Panel Members have asked if a case study could be prepared for each meeting. Previous case studies relating to Shoplifting and the Victims Code were prepared. For this meeting, a case study has been prepared in respect of improving BME Policing Experiences (see **Appendix A**).

Activities of the Commissioner and Deputy Commissioner

- 7.10 The Commissioner and Deputy Commissioner continue to take steps to obtain assurances that the Chief Constable has not only identified the key threats to performance but more importantly that swift remedial and appropriate action is being taken to tackle the problems especially in the Priority Plus Areas in the County and High Impact Wards in the City. Key activities are reported on the Commissioner's web site.^h

DECISIONS

- 7.11 The Commissioner has the sole legal authority to make a decision as the result of a discussion or based on information provided to him by the public, partner organisations, Members of staff from the Nottinghamshire Office of the Police and Crime Commissioner (NOPCC) or Chief Constable. The Commissioner's web site provides details of all significant public interest decisions.ⁱ
- 7.12 Panel Members have previously requested that the Commissioner provide a list of all forthcoming decisions (Forward Plan) rather than those already made. The first Forward Plan was prepared for the previous Panel meeting. This Forward Plan of Key Decisions for the OPCC and the Force has been updated and is contained in **Appendix B**.

8. Financial Implications and Budget Provision

- 8.1 The financial reports previously appended to this report have been streamlined and are no longer available in the previous format. **Appendix C** contains the revised Force Financial Performance and Insight report for January 2016. It details performance in respect of the Commissioner's measures under Theme 7 of his Police and Crime Plan.

^h <http://www.nottinghamshire.pcc.police.uk/News-and-Events/Latest-News.aspx>

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

9. Human Resources Implications

9.1 None - this is an information report.

10. Equality Implications

10.1 None – although it should be noted that high levels of crime occur predominately in areas of high social deprivation. The Case Study contained in **Appendix A** details action taken to improve equalities for BME communities.

11. Risk Management

11.1 Risks to performance are identified in the main body of the report together with information on how risks are being mitigated.

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

12.1 This report provides Members with an update on performance in respect of the Police and Crime Plan.

13. Changes in Legislation or other Legal Considerations

13.1 None that directly relates to this report.

14. Details of outcome of consultation

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

15. Appendices

- A. Case Study – Improving BME Policing Experiences
- B. Forward Plan of Key Decisions for the OPCC and the Force
- C. Finance Performance and Insight Report – January 2016

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

- [Police and Crime Plan 2015-2018 \(published\)](#)

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