

NOTTINGHAMSHIRE POLICE AND CRIME PANEL**MINUTES OF THE CONFIRMATION HEARING HELD ON
3 DECEMBER 2012 AT 11.05 AM AT COUNTY HALL, WEST
BRIDGFORD, NOTTINGHAM****MEMBERS PRESENT**

(A denotes absent)

Chairman - Councillor John Clarke – Gedling Borough Council

Vice-Chairman - Executive Mayor Tony Egginton – Mansfield District Council

Councillor David Challinor – Bassetlaw District Council

Councillor Eunice Campbell – Nottingham City Council

Councillor Jon Collins – Nottingham City Council

Councillor Georgina Culley – Nottingham City Council - A

Councillor Eddie Fearon – Rushcliffe Borough Council

Christine Goldstraw – Independent Member

Suma Harding – Independent Member

Councillor Eric Kerry – Nottinghamshire County Council

Councillor John Knight – Ashfield District Council

Councillor Pat Lally – Broxtowe Borough Council - A

Councillor Keith Longdon – Nottinghamshire County Council

Councillor Alex Norris – Nottingham City Council

Councillor Tony Roberts MBE – Newark and Sherwood District Council

OFFICERS PRESENT

Jayne Francis-Ward – Monitoring Officer) Nottinghamshire

Keith Ford – Senior Democratic Services Officer } County Council

Chris Holmes – Team Manager, Democratic Services) (Host Authority)

OTHERS PRESENT

Chris Cutland – proposed Deputy Police and Crime Commissioner

Paddy Tipping – Police and Crime Commissioner

Kevin Dennis – Chief Executive, Office of the Police and Crime Commissioner

1. APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor Pat Lally.

2. DECLARATIONS OF INTERESTS

None.

3. PROPOSED APPOINTMENT OF A DEPUTY POLICE AND CRIME COMMISSIONER – QUESTIONS TO THE CANDIDATE

Chris Cutland was welcomed to the meeting. She responded to a series of questions from the Panel, as summarised below:-

a) What do you see as the main challenges and opportunities in this new role of Deputy Police and Crime Commissioner?

- Ms Cutland was aware that this was a big job although she would be working as part of a very experienced team of staff inherited from the Police Authority;
- she felt that opportunities included:-
 - ensuring that victims' views were heard and responded to;
 - creative working, including opportunities for joint working and joint funding with other organisations such as councils and health organisations;
 - further focus on domestic abuse, following the excellent scrutiny work undertaken by the Police Authority;
- challenges included:-
 - addressing public misconceptions about the role of the Commissioner and Deputy Commissioner;
 - delivering better policing (including tackling serious and organised crime and protecting vulnerable people) and protecting front line policing in a time of diminishing budgets.

b) The Commissioner has underlined the importance of treating victims of crime as people rather than cases – how have you delivered this approach in your work with Women's Aid and how will you deliver this for all victims of crime?

- Ms Cutland highlighted that as well as working with women and children during her time with Women's Aid, her previous roles had involved dealing with people from diverse communities. For example, during her work on Nottingham City Council's area committees she had to engage effectively to ensure that local people's views were reflected within the Council's priorities;
- she felt that women were not always considered in policing business in the way that they should be, highlighting that over 40% (City) and 64% (County) of violent crime was domestic violence related.

c) What experience do you have of leading change and what are the main issues?

- Ms Cutland had over twenty years' experience of managing change, for example, with the changing approaches to funding voluntary sector organisations. She had helped to merge organisations in the past and

had been required to make significant decisions in response to budget reductions. She had also been involved in major changes around inter-agency approaches to domestic violence in the City and the County;

- she felt that the key issues in leading a change programme were being clear about the reasons for change and the needs of the various stakeholders. She underlined that although changes were often required as a result of cuts in funding, they also needed to be viewed as opportunities for finding new ways of working. A lot of change work was about challenging others and Ms Cutland had considerable experience of this in her current and previous roles.

d) Can you give us some examples of how you have engaged diverse community groups?

- Ms Cutland was very committed to dealing with diverse groups in order for them to have their say. She had experience of working with diverse groups in the Meadows, St. Anns and Sneinton;
- one specific example of such work was her involvement with the Home Office's Safer Cities project in the Meadows. The Home Office wanted to engage black and ethnic minority women's groups and Ms Cutland helped to highlight the different types of groups within these wider categories (for example, age was another defining factor). At all stages within this work, people were asked how they wanted to be involved and their aims in terms of outcomes. These aims included ensuring that the information they provided was respected and acted upon. Specific outcomes from the work included improved meeting room facilities and improved lighting in the Meadows;
- she also highlighted work she had done with people with disabilities in the Meadows which again had resulted in a number of improvements including the lowering of pavements and the installation of a lift in a key public building;
- she realised that she was not always the most appropriate person to get the views of diverse groups and was willing to ask for help where needed.

e) All crime is down for the City and County – what would you consider to be a reasonable target in your time in office? Should there be separate targets for the City and the County?

- Ms Cutland felt that there should be different targets, in light of the difference between City Centre crime (much of which was alcohol-related) and crime in more rural areas;
- she did not feel it was possible to give a single answer to the question of crime reduction targets and underlined the need for consideration of the different crime categories.

f) Will you be set targets in the three areas of work the Commissioner has asked you to lead on?

- Ms Cutland stated that she would have targets in terms of consultation and engagement, although there would be qualitative as well as quantitative elements to judging success in this area;
- there would also be targets relating to public protection and violence against women and children (including in specific categories of sexual violence, domestic violence, guns and gangs and safeguarding issues). However, the first step would be to set benchmarks in this respect. She agreed with Members' views about the importance of contextual information to assist in the understanding of targets. For example, an increase in referrals of domestic violence could be viewed as an increase in people's confidence with the Police.

g) Do you think Councils should adopt the Late Night Levy for policing the Night Time Economy?

- Ms Cutland felt that such a levy could assist in how these issues were controlled.

h) In practical terms, how can you give victims more of a voice?

- Ms Cutland felt that this could be achieved in many ways. For example, as well as wider community engagement there needed to be specific engagement of victims. She underlined the need for improved links with the various organisations (including Victim Support) that already worked with victims.

i) By the end of your time, how will the public know if you've succeeded or not?

- Ms Cutland thought that one mark of success would be if there was a reported difference in Police attitudes, with victims feeling that they were being treated as a victim of crime rather than as a statistic;
- other signs of success would be that people were clear about the role of the Commissioner and Deputy Commissioner, if the number of police officers was retained or increased and if there were improvements in the way the Police were trained to deal with victims.

During further discussions, Ms Cutland agreed with Members' views about the need for:-

- smarter deployment of police officers;
- improved dealings with victims;
- greater consistency around the provision of victim impact statements on court cases;

- clear priorities for the Commissioner and Deputy Commissioner to be communicated to the public.

RESOLVED 2012/014

That the candidate's answers to the Panel's questions be noted.

4. EXCLUSION OF PUBLIC

RESOLVED 2012/015

That the public be excluded from the meeting during consideration of the remaining item in accordance with Section 100A(4) of the Local Government Act 1972 on the basis that, having regard to all the circumstances, the public interest in maintaining the exemption outweighed the public interest in disclosing the information, as defined in Paragraph 1 of Part 1 of Schedule 12A to the Act.

5. PROPOSED APPOINTMENT OF A DEPUTY POLICE AND CRIME COMMISSIONER – PANEL'S DECISION-MAKING

During discussions, Members raised the following issues:-

- the proposed appointment was supported, with the candidate felt to be articulate and intelligent and able to draw on relevant experience (including working in partnership) in addressing the priority areas required by the Commissioner;
- although the areas of focus for the Deputy Commissioner were recognised as priorities, Members emphasised the need to continue the relentless drive on performance which had helped to achieve the recent reductions in crime;
- the need to find solutions that changed perpetrators' behaviour as well as dealt better with victims was underlined;
- the Commissioner's forthcoming Police and Crime Plan would give the Panel an opportunity to ensure that tangible outcomes could be achieved. Members felt that an Away Day early in the New Year would be helpful to clarify the focus of the Panel (in contrast to the previous focus of the Police Authority) and to agree the best means of adding value. Members highlighted that although the Panel was a scrutiny body it could still influence policy, if working well;
- Members felt that it would be helpful to have a clearer understanding of the Deputy's priorities and objectives over the various milestones of her first year in office.

RESOLVED 2012/016

That the Commissioner be notified of the Panel's support for the appointment of Chris Cutland as the Deputy Police and Crime Commissioner.

The meeting closed at 11.56 am.

CHAIRMAN

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