

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

Wednesday, 06 February 2013 at 10:30
County Hall, County Hall, West Bridgford, Nottingham NG2
7QP

AGENDA

- | | | |
|----------|---|----------------|
| 1 | Minutes of last meeting held on 15 January 2013 | 3 - 12 |
| 2 | Apologies for Absence | |
| 3 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
| 4 | Police and Crime Commissioner Precept and Budget Reports | 13 - 48 |
| 5 | Police and Crime Plan | 49 - 50 |
| 6 | Police and Crime Commissioner's Update | 51 - 64 |
| 7 | Work Programme | 65 - 68 |

Notes

- (a) 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 Keith Ford (Tel. 0115 9772590) or a colleague in Democratic Services at Nottinghamshire County Council prior to the meeting.

- (b) 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

- (c) Membership

Chairman - Councillor John Clarke – Gedling Borough Council
Vice-Chairman – Mayor Tony Egginton – Mansfield District Council

Councillor Eunice Campbell – Nottingham City Council
Councillor David Challinor – Bassetlaw District Council
Councillor Jon Collins – Nottingham City Council
Councillor Georgina Culley – Nottingham City Council
Councillor Eddie Fearon – Rushcliffe Borough Council
Mrs Christine Goldstraw – Independent Member
Mrs Suma Harding – Independent Member
Councillor Eric Kerry – Nottinghamshire County Council
Councillor John Knight – Ashfield District Council
Councillor Pat Lally – Broxtowe Borough Council
Councillor Keith Longdon – Nottinghamshire County Council
Councillor Alex Norris – Nottingham City Council
Councillor Tony Roberts MBE – Newark and Sherwood District Council

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

MINUTES OF THE MEETING HELD ON 15 JANUARY 2013 AT 2.00 PM AT COUNTY HALL, WEST BRIDGFORD, NOTTINGHAM

MEMBERS PRESENT

(A denotes absent)

Chairman - Councillor John Clarke – Gedling Borough Council - A

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

Councillor Keith Longdon – Nottinghamshire County Council - A

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

(Host Authority)

OTHERS PRESENT

Paddy Tipping – Police and Crime Commissioner

Chris Cutland – Deputy Police and Crime Commissioner

Chris Eyre – Chief Constable

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

CHAIRMAN

In the absence of Councillor John Clarke, Executive Mayor Tony Egginton chaired the meeting.

1. MINUTES OF LAST MEETINGS

(i) Meeting held on 3 December 2012

The minutes of the meeting held on 3 December 2012, having been previously circulated, were agreed as a true and correct record and were confirmed and signed by the Chairman of the meeting.

(ii) Confirmation Hearing held on 3 December 2012

The minutes of the Confirmation Hearing held on 3 December 2012, having been previously circulated, were agreed as a true and correct record and were confirmed and signed by the Chairman of the meeting.

2. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors John Clarke, Georgina Culley and Keith Longdon.

3. DECLARATIONS OF INTERESTS

None.

4. POLICE AND CRIME PLAN

The Commissioner introduced his draft Police and Crime Plan for 2013-17 which had been developed following much consultation, including specific meetings held in the City and in Mansfield. The Commissioner gave further details about his six pledges made in the Plan:-

- 1) Campaign against Government funding cuts to Nottinghamshire's Police budget – the Commissioner had recently met with the Home Secretary and Policing Minister and felt he had made some progress although longer-term discussions would be needed to address the funding formula and damping mechanisms which caused a significant negative impact upon Nottinghamshire's funding. The Home Office planned to commence work on reviewing the funding formula soon. The Chief Constables in the East Midlands had met to help progress this campaign regionally;
- 2) Improve Community Policing across Nottinghamshire by taking on 150 extra Police Officers and 100 Police Community Support Officers (PCSOs) – the Commissioner planned to make an announcement on numbers of new officers within his proposed budget. This budget would build on the work of the former Police Authority, considering mid-term financial planning issues as appropriate. A base budget review would be undertaken in 2013/14 and he would work with the Police to define new and existing priorities;
- 3) Work in partnership to reduce anti-social behaviour by 50% - the Commissioner acknowledged that it would be a significant task to reach this target but he was encouraged by existing work across the County and was determined to roll out best practice across Nottinghamshire;

- 4) Give extra priority and resources to domestic violence and crimes against girls and women – the Deputy Police and Crime Commissioner had begun to work closely with the Chief Constable and officers across the Force to improve these services;
- 5) Ensure that the victims of crime are treated as people, not cases, and will properly fund Victim Support – the Commissioner highlighted that funding for Victim Support would transfer to Commissioners in 2014/15 although he might choose to include some funding for the service in his 2013/14 budget;
- 6) Be fair, honest and will protect tax-payers money – the Commissioner was keen to ensure value for money. The annual cost of running the Police Authority was £1.2m whilst the proposed 2013/14 budget for the Commissioner's office would be £1.1m.

During discussions, the following issues were raised:-

- Members welcomed the plans to address the funding inequalities caused by the damping mechanism but felt that the way that this was covered within the Plan could be more diplomatically worded. In response to a query about whether the appointment of additional police officers and PCSOs would be implemented in one go or over a period of time, the Commissioner clarified that he would make an announcement on 30 January 2013 with a view to all of these appointments being in place by the end of his four year term of office. He underlined that he had chosen these numbers as he felt that, having spoken to the Force, they were achievable and were needed. These appointments would be based within the neighbourhood policing teams;
- Members highlighted work around domestic violence being undertaken by Health and Wellbeing Boards within Councils and emphasised the need to prevent any duplication of effort. The Deputy Commissioner was arranging a meeting with various officers working on this issue within the County;
- Members underlined the need for further detailed information about targets and how the progress against the priorities would be monitored to enable the Panel to fulfil its role in scrutinising the Commissioner's performance. The Commissioner stated that overall crime was down by 12.5% on a year on year basis and that new targets would be included within the Plan. He agreed that there was a need for such targets to be broken down to a local neighbourhood level in recognition of the nature of crime itself. The Chief Constable added that the Commissioner had set specific challenges for the Force which needed to be achieved against a backdrop of financial reductions. A great deal of work had been undertaken with Community Safety Partnerships (CSPs) and partners in agreeing the commitments to be achieved in partnership;
- Members felt that targets needed to be broken down on a Divisional basis (to reflect the different nature of crime within the City and the County) and to better highlight trends. The recent increase in the organised theft (by

various means) of mobile phones from nightclubs and bars in the City was highlighted as a good example of this. Members also underlined the need for any targets to be SMART (Specific, Measurable, Achievable, Realistic and Timed), whereas many of the ones in this initial version of the Plan were felt to be somewhat impressionistic. Baseline figures were also needed to assist Members in measuring progress. The Plan also needed to be clearer in terms of which actions the Force, the Commissioner and partnerships were responsible for. Also it needed to be clearer as to which targets were stretch targets. The Commissioner acknowledged that the target setting within the Plan was one of its weaker aspects and that this required tightening up as part of the consultation process.

With regard to his proposed governance arrangements, the Commissioner was minded to establish two Stakeholder Boards to provide advice and information, one within the City and one within the County. He added that there were some areas of overlap between the City and the County (for example, some crime on the County was committed by City residents) and he underlined his commitment to seek views of people in more sparsely populated, remote areas of the County. The first performance report by the Commissioner was currently being prepared for the Panel meeting on 6 February 2013. The Commissioner agreed that some form of 'traffic light' performance monitoring could be taken forward as part of the monitoring arrangements for the Plan. The Commissioner offered to bring the Plan back for further consideration by the Scrutiny following further revisions to the targets;

- Members welcomed the fact that the Plan sought to translate the Commissioner's pre-election commitments into actions and felt that this would assist in increasing the credibility of this new role to the public;
- Members understood the need for the priorities within the Plan to be described at a relatively high level but underlined the need for the detailed plans behind these to be made available in some way to Members. For example, it was not clear from the Plan how and where the extra resources for Domestic Violence would be deployed or how the Forest Recreation Ground would be made safer. Further details of the success of initiatives such as Project Aurora, which involved the co-location, working and tasking of Police and other enforcement services (such as environmental health, parking enforcement), also needed to be shared. The Commissioner re-emphasised that further work would be undertaken on the targets within the Plan. The Deputy Commissioner added that detailed delivery business plans were being developed for most of the priorities included within the Plan. With regard to Project Aurora, the Commissioner and the Chief Constable highlighted that this was a ground-breaking project nationally, which built upon initial work undertaken by the City Council, in order to find better solutions to problems experienced by communities at a local level. Similar means of better delivering joint services were being considered in Gedling, Broxtowe and Rushcliffe whilst the new Multi-Agency Safeguarding Hub established in the County also enabled better partnership working. The Force was hugely optimistic about

Project Aurora and its potential for improving joint working across the Force area;

- Members queried how issues highlighted as priorities within neighbourhood surveys such as burglary had not translated to priorities within the Plan. The Commissioner felt that there were contradictions within the findings of neighbourhood surveys, with different perceptions between different partners in different areas across the Force. Burglary was an issue which the Force would be seeking to address and which the Commissioner would expect progress on. The Chief Constable added that burglaries were down by 44% due to the Force targeting offenders at the earliest opportunity, with increased and targeted patrols as appropriate. This approach had been used to address a recent rise in burglaries in Ashfield;
- with regard to the targets to be achieved in partnership, Members queried whether the implications of the recently published Probation Service Command Paper, which could fundamentally alter the way in which probation services were delivered, had been considered. The Commissioner confirmed that he planned to respond to the Command Paper and highlighted that elements of that paper (such as the national commissioning of services) did not fit well with the Localism agenda;
- in response to a query from Members about the target to reduce sickness absence, the Chief Constable highlighted that the new Absence Management procedures helped performance to be managed in more strategic ways, for example, by looking at sickness levels based on roles and by differentiating between sickness resulting from injuries on duty. This monthly monitoring had resulted in significant improvements in sickness levels;
- Members underlined the need to measure performance against other Forces to give a wider context to improvements that were being achieved. In that respect it was queried whether keeping the existing 8% target for a reduction in 'All Crime' would result in a move up the league tables covering the Force's Most Similar Forces group. The Commissioner stated that crime levels in Nottinghamshire were reducing faster than elsewhere in the country. The Chief Constable added that the Force was in the Top 10 nationally and he was determined for it to be the best Force in the country. The Force was still on track to meet the 8% target this year. It had seen a 12% reduction up until September 2012 but this was likely to be affected by the usual seasonal increase in crime in November-December each year (it was hoped that this ongoing seasonality could be addressed in future years). In areas where performance had exceeded 8% reductions levels this year, it was still intended to seek a further 8% reduction next year as a means of continuing the momentum of progress and increasing aspirations.

The Chief Constable underlined the need to work in different ways to achieve ongoing improvements, rather than working harder within the existing systems. The Troubled Families initiative was one example in

which improved collective working offered significant opportunities to make meaningful differences to people's lives ;

- Members felt that by including figures on detection rates, this could prevent figures being skewed by offenders admitting to other crimes upon arrest. The Chief Constable accepted that detection rates were an important indicator but also underlined the need for creative ways of achieving positive outcomes for the community, including 'community resolution' where appropriate. He highlighted a recent example of this in Harworth, whereby local schoolchildren were involved in speaking to drivers who had been caught speeding outside of their school and these drivers were asked to speak to a school assembly about the dangers of such speeding (instead of being given three points on their driving licence);
- Members felt that the size and detail of the Plan could prevent it from achieving its aims of making the public aware of the Commissioner's priorities and planned activity and queried whether alternative means of engaging the public were planned. The Commissioner recognised this problem and felt that the Strategic Framework appendix better communicated the overall issues. He added that a leaflet would be sent to all households regarding the Commissioner's budget and this would include some of the detail of the Plan. He highlighted the neighbourhood meetings as other means of engaging the public, whilst underlining that practice amongst these was currently inconsistent and needed to improve overall;
- with regard to the Commissioner's aim of reviewing the custody arrangements in Worksop and the North of the County, Members raised ongoing concerns about the current arrangements in light of experiences over the recent festive period, in which some prisoners had been taken to Doncaster custody station due to Mansfield and Newark custody suites being full. The Commissioner felt that this issue needed to be considered as part of the wider estate strategy. He also felt that in the long-term, all public buildings in that area needed to be looked at with a view to possible co-location of services (currently he understood that there was a lot of free space within Worksop Police station and Bassetlaw District Council's building, whilst there were doubts about the future of Bassetlaw Magistrates Court). There was also a need to look at the level of demand for custody in the North of the County and alternative approaches to putting people into custody. The custody suite in Doncaster had been utilised by the Force over the festive period and although there had been some difficulties, it was worth noting that it had still been possible to access this facility. The Commissioner stated that the review was likely to be completed by the end of the 2013/14 financial year.

The Chief Constable underlined the decision to close the custody suite in Worksop had been based around a detailed analysis (which included average travelling times) and that the voluntary attendance approach had been very successful. He added that only 8 prisoners had been sent to Doncaster custody suite over the festive period and that further demand

would be needed to justify retaining a resource in Worksop. Since the custody suite had closed, crime had reduced and public confidence, satisfaction and detection rates had increased in the area;

- Members felt that the success of community policing (including the issue of voluntary attendance at police stations) was reliant upon the quality of the local policing teams. It was also felt that initiatives such as Automatic Number Plate Recognition, which had proven successful in helping to tackle travelling criminality, should be highlighted via the media in order to further deter criminals from targeting the County. In response, the Commissioner referred to good examples of community policing he had seen in his recent visit to Harworth and Manton which highlighted how addressing environmental issues could deter other forms of crime from being committed;
- Members underlined the need for the Panel to focus on strategy and the 'big picture' rather than getting into parochial discussions about local issues. They requested that the Commissioner's Office keep the amount of paperwork submitted to the Panel down to workable levels, focussing on issues and proposed actions and timescales. The Commissioner underlined his willingness to provide information in a format that Members would find helpful in undertaking their critical friend role. The Chairman of the meeting stated that issues such as the Panel's role in performance management would be discussed further at the forthcoming Panel Away Day;
- Members highlighted the reduction in cases coming through courts which was understood to be a result of more fixed penalties being issued. It was felt that it would be helpful to receive regular updates on the number of such notices and the types of crimes for which they were issued. With regard to the priority theme of improving the efficiency, accessibility and effectiveness of the criminal justice process, Members highlighted the problems of magistrates not receiving case files in time (and of files going missing) and problems of people from certain nationalities not understanding laws in Britain (for example, the laws around drink driving). In response, the Commissioner outlined his plan to meet with the Clerk to the Magistrates to hear concerns directly from magistrates but he did not intend to provide information such as that about fixed penalties within his regular reports to the Panel. The Deputy Commissioner was aware of the problems around the availability of case files.

The Commissioner recognised the need to do work with the wide range of nationalities whom were now resident within Nottinghamshire in light of the social issues which these people could be faced with. The Chief Constable highlighted that the magistrates courts were currently in the process of procuring a new IT system and underlined the need for this to be compatible with the Crown Prosecution Service's system to enable the safe and timely transfer of digital case files (as was the case in Scotland which operated a system of shared hard drives). The facilities for police officers to

give evidence via video links also needed to be expanded to fully utilise their potential benefits;

- Members highlighted the impact of alcohol on crime levels and the Commissioner explained that he would be taking a professional lead with his Chief Executive to develop an Alcohol Strategy. Further discussions would be needed around this issue, particularly around the impact on health services and the potential for introducing a Night Time Levy on private business to help counter-balance the policing costs resulting from licensed premises. The Chief Constable highlighted that the vast majority of murder cases had alcohol as a contributory factor and that the Force was taking a national lead in helping to develop an Alcohol Strategy;
- Members queried how the aim to increase the number of volunteers would be achieved. The Deputy Commissioner had met last week with the Force's officer in charge of volunteer recruitment. Targeted recruitment was planned, including focussing on sixth form colleges and Nottingham Trent University students;
- Members felt that there needed to be greater continuity of officers within neighbourhood policing teams. The Chief Constable recognised the benefits of such continuity which the Force had tried to encourage and incentivise. However, he also highlighted that the Force had lost 350 police officer posts and 345 staff officer posts since 2010, which impacted on the flexibility of officer deployment;
- Members underlined the importance of retaining, as well as recruiting, officers from Black and Minority Ethnic communities in order to break down the barriers with these communities. They also suggested making links with Nottingham Trent University and the University of Nottingham to help address this issue. The Commissioner stated that the planned recruitment would include external advertising and offered an opportunity to bring in more Black and Asian officers. The Force would utilise the existing close working relationship with Nottingham Trent University's Criminal Studies Department. The Force was seeking the views of existing black staff within the organisation to better understand concerns. Nationally, more black officers were lost than recruited and it was recognised that the police service had lost ground compared to other public services in recent years.

There were plans to relaunch the Nottingham Black Police Officers Association in the Spring and this group could offer valuable information and input. The Chief Constable highlighted that the Force continued to attend Black and Minority Ethnic community events, both as a means of improving links and promoting recruitment opportunities. Recruitment events had also been arranged through Dawn FM and other community radio stations, highlighting the range of careers available within the Force. Similar work was also ongoing with Polish and Eastern European communities. In light of the previous concerns expressed by the Police Authority about the lack of progress in such recruitment, Members

underlined the need for specific targets within the Plan and for different approaches to be tried.

The Chief Constable and the Commissioner underlined their commitment to trying new approaches and to addressing this issue. Members highlighted the lack of Black officers in particular, which impacted upon community policing in urban areas. There was also a wider point around police officers largely choosing to live in suburban and rural areas which affected the Force's ability to provide community policing in its truest sense. The Commissioner stated that he was reluctant to give an actual figure as a target on this issue and was mindful of the size of the challenge, having followed with interest the previous success of Nottingham City Council in doubling its number of Black and Minority Ethnic staff and the recent struggle by the Force to recruit Police and Community Support Officers from these same communities. The Commissioner also recognised that as well as recruitment, the Force needed to reconsider other aspects relating to retention, including support prior to interview and assessment.

RESOLVED 2012/014

That the issues raised by the Panel be fed into the consultation process and a revised draft of the Plan be submitted to the next meeting for consideration alongside the proposed precept.

5. MEDIA COMMUNICATIONS PROTOCOL

This item was deferred to a future meeting to enable further discussions about the Protocol's proposed contents.

6. WORK PROGRAMME

Keith Ford introduced the report on the work programme and underlined that at this stage the contents were centred largely around the Panel's statutory responsibilities but that other potential topics could be discussed at the planned Panel Away Day.

RESOLVED 2012/015

That the work programme be noted.

The meeting closed at 4.22 pm.

CHAIRMAN
M_15Jan2013

Police & Crime Commissioner Precept and Budget Reports

1. Purpose of the Report

- 1.1 The Police & Crime Commissioner is required by the Police and Crime Panel Regulations 2012 (amended) to notify the panel of the proposed precept for the next financial year, 2013-14.
- 1.2 The Panel is required to review the proposed precept and report back its views to the Commissioner by 8th February. The Panel has the power to veto the Commissioner's original proposed precept if at least two-thirds of the existing membership (i.e.10 members) is in favour of such a course of action. In exercising this power, the Panel must indicate whether they feel that the proposed precept is too high or too low.
- 1.3 If the Panel chooses to veto the proposed precept then the Commissioner has until 15th February to revise the precept, making it higher or lower in line with the Panel's recommendations. The Panel must then review the revised precept and make a second report to the Commissioner by 22nd February (the Panel does not have a power of veto over the revised precept). The Commissioner must then respond to the Panel and issue the final precept by 1st March.

2. Introduction and advice

Three reports are attached to this covering report:

- The Precept report
 - The 2013-14 detailed budget report
 - The Medium Term Financial Plan
- 2.1 The precept report provides the information relating to the tax base and the amount of precept that can be raised. This report summarises the financial position relating to the proposed increase in the council tax.
 - 2.2 The detailed budget report and Medium Term Financial plan are provided for information purposes to the Panel.
 - 2.3 The detailed budget report shows how the budget will be allocated within 2013-14 against reducing police grant income from the government. The Commissioner has made promises to increase the number of Police Officers and PCSO's and the cost of these investments are continuous with funding needed within the base. This is why a council tax increase is being proposed.

- 2.4 The Medium Term Financial plan builds upon the 2013-14 budget providing detail of the budget implications over the next 4 years. Whilst the contribution to reserves increases initially the indications are that the next CSR will require further cuts and it is intended that reserves will be used to cushion the impact of such cuts. However, reserves can only be applied once and once used cannot be easily built up again.

3. Other Options considered

- 3.1 The option proposed by the Government of a one year freeze grant has been considered. However, this would impact on the delivery of the additional officers and PCSO's and is therefore not the proposed recommendation.

4. Reasons for the Recommendation

- 4.1 To comply with statutory regulations.

5. Recommendation

- 5.1 The Police & Crime Panel are requested to support the decision of the Commissioner to increase the council tax by 1.95% for the 2013-14 financial year.

6. Background papers & published documents

- 6.1 Details of the grant settlement for 2013-14 can be obtained from the Home Office website.
- 6.2 The Capital programme for 2013- 2017, the Treasury Management Strategy and the Reserves Strategy will be available on the Police & Crime Commissioners website by 28.02.13.

For any enquiries about this report please contact:

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

kevin.dennis@nottinghamshire.pnn.police.uk

Tel: 0115 9670999 ext 8012001



Nottinghamshire

POLICE & CRIME COMMISSIONER

Budget 2013-14

1 **BUDGET 2013/14**

The PCC is preparing for continuing reductions in funding over the existing Comprehensive Spending Review period and the next. This budget is based on this premise and has to be taken within the context of the longer term plans of the PCC.

1.1. **Provisional Funding Levels**

The provisional funding levels have been set by the Home Office and the Department of Communities and Local Government. This anticipated funding is shown below.

	2013/14 £m
Core Grants and Funding	
Police Grant & RSG	(137.5)
Council Tax Freeze Grant (2011-12)	(1.3)
Community Safety Grant	(2.8)
Total Core Grants	(141.6)
Precept	(48.5)
Surplus 2011/12	(0.1)
Council Tax Support Grant	(8.4)
Total Financing Available	(198.6)
Previous expenditure before known efficiencies	196.6
In year increases	8.9
Net Expenditure	205.5
Annual Shortfall before efficiencies	6.9

1.2 **Cost Inflation**

An inflation adjustment is applied to a number of different elements of the forecast these are;

- Pay awards, allowances and on costs – this includes an assumption of a 1% pay award to staff from 1st September 2013 and clawback on grant from 2014/15 onwards.
- MRP, financing and interest on loans – based on the PCCs latest financing

- Supplies & Services – the inflation has been calculated based on fuel inflation of 2.5%, gas and electricity at 7.5% and all other expenditure at 2.7%.

This inflation adjustment equals £3.6m in 2013/14

1.3 **Additional In Year Increases**

As well as the cost inflation increases outlined in section 1.2, there are a number of additional in year increases in 2013/14, due in some part to the creation of the role of the Police and Crime Commissioner and the associated expenditure to the additional grants being received.

The PCC has made the decision to mainstream the DIP funding and the costs of drug testing equipment. The PCC has also agreed to maintain 2012/13 levels of community safety funding for 2013/14.

There are additional pressures from increased NPIA costs, funding to support recruitment, and funding to support key additional investigations.

The additional in year increases are summarised in the table below.

	2013/14 £m
DIP Funding and CSP Costs	0.8
Community Safety Grant Expenditure	3.5
Additional Pressures	1.1
	5.4

1.4 **Efficiencies**

There have been a number of efficiencies identified that will deliver £8.6m of savings in 2013/14. These include the following:

- Collaboration - full year savings of existing projects and part year savings on new projects;
- Procurement – driving savings through regional procurement;
- Estates – continued work to reduce the estates portfolio and reduce operating costs;
- Corporate Services – improvements in systems, processes and staff;
- Fleet – Reduction in operational costs;
- Operational efficiencies – driving savings from the teams supporting front line policing;

- Vacancy rate – recognition that times of change bring significant recruitment challenges which can lead to posts not being filled for a period of time.
- Commissioners Office – as per the Commissioner's pledge to reduce cost.

These are summarised in the table below.

	2013-14 £m
Collaboration	0.5
Procurement	2.0
Estates	1.0
Corporate Services	1.0
Fleet	0.2
Operational efficiencies	1.0
Income generation	
Vacancy rate	2.8
Commissioners Office	0.1
TOTAL	8.6

1.5 External Funding

There is an assessment of the financial risk in respect of external funding currently taking place. In 2012/13 65 officers and 28 staff are funded through this external funding from partners (excluding DIP funding) and these numbers are expected to remain in 2013/14. Therefore £4.9m of additional monies for external funding are expected to be received and these will be matched with costs. This could result in an additional pressure within 2013/14 if monies are not received.

2 RECRUITMENT AND LEAVERS

The Police & Crime Commissioner has made a promise to increase front line policing by 150 officers and 100 Police Community Support Officers (PCSO's).

This is a major investment in front line policing for the people of Nottinghamshire. It is planned that 150 police officers will be recruited in 2013-14 and it is also planned that 35 PCSO's will be recruited in 2013-14.

There will also be recruitment of 47 staff to support the release of officers to front line duties.

There were significantly higher than forecast Police Officer leavers in 2012/13, which will result in officer numbers being approximately 30 down on budget as

at 31st March 2013. The forecasted leaver numbers have been increased in line with the higher attrition rate seen in 2012/13 and the percentage of officers that leave when they are eligible for retirement. This estimate stands at 85%, the same as the previous years forecast.

The net result of the additional officers and the leavers is a net saving of £0.1m in 2013/14.

3 FUNDING PROPOSAL

The proposal is to increase the council tax by 1.95% in 2013/14 to generate additional precept of £1.0m

4 REVENUE BUDGET 2012-13

Annexe 1 details the proposed budget for 2013-14. The proposed revenue budget is £196.9m net of PFI, CT Specific Grant and partnership funding.

	Budget 2012-13	
	£m	Note
Total Financing Available	-197.6	Section 1
Precept Increase	-1.0	Section 3
Total Income	-198.6	
Net Expenditure	205.5	Section 1
Total Savings and Efficiencies	-8.6	Section 1
Net Expenditure	196.9	
Net Surplus	-1.7	
TOTAL NET EXPENDITURE	196.9	Annexe 1

5 CAPITAL PROGRAMME AND FINANCING

The proposed Capital Programme for 2013-14 totals £7.856m with borrowing of £4.5m. The borrowing has been assumed to take place mid year at 4.0% with a cost of £0.2m. The cost of borrowing and MRP have been accounted for in the revenue budget proposed.

The Capital programme for 2012-12 programme of has an estimated slippage of £2.511m, this will be confirmed at year end with a request to approve slippage at that stage.

6. COLLABORATION

Nottinghamshire is part of regional collaboration with Derbyshire, Leicestershire, Lincolnshire and Northamptonshire. This has been successful and new areas of collaboration are being developed to drive out further savings and provide resilience in the services provided. The budget of £32.9m has been approved by the regional Police & Crime Commissioners and they have tasked the CFO's with delivering further savings in the medium term financial plan.

The Nottinghamshire element of the regional budget totals £39.8m (27.3%) and this has been included in the proposed budget for 2013-14.

2013/14 Budget (£m)

	Total Budget 2013/14
Payroll	
Police - Pay & Allowances	104.6
Police - Pay & Allowances - Overtime	3.3
S. Staff - Pay & Allowances	49.8
S. Staff - Pay & Allowances - Overtime	0.5
Other Employee Expenses	1.2
	159.3
Other operating expenses	
Premises Running Expenses	5.1
Transport Allowances	0.8
Transport Costs	4.1
Equipment/Furniture/Materials	0.4
Expenses	0.1
Clothing/Uniform/Laundry	0.5
Printing/Stationery/G. Expense	0.4
Comms & Computing	6.0
Miscellaneous Expenses	1.6
Other Supplies & Services	3.0
Agency/Contract Services	10.8
Pensions	3.3
Capital Financing	3.8
Joint Authorities	0.7
	40.6
Total expenditure	199.9
Income	
Aid To Organisations	(0.4)
Fees, Reports & Charges	(0.4)
Other operating expenditure	(0.2)
Other Income	(2.0)
	(3.0)
Total	196.9

Workforce Movements Budget 2012/13 v Budget 2013/14

	2012/13 Total fte's	2013/14 Total fte's	Movements fte's
Police Officers			
Local Policing	1,618	1,622	4
Crime and Justice	414	455	41
Corporate Services	36	33	(3)
	2,068	2,110	42
Police Staff			
PCSO	331	340	9
Other Police Staff	1,318	1,259	(59)
	1,649	1,599	(50)
TOTAL	3,717	3,709	(8)

Workforce Plan fte's

	2013/14				
	Local Policing fte's	Specialist Services fte's	Corporate Services fte's	Region fte's	Total fte's
Police Officers					
Opening balance	1,535	374	32	97	2,038
Restructure	15	(18)	1	2	-
Retirement /					
Leavers	(78)	-	-	-	(78)
Recruitment	150	-	-	-	150
	1,622	356	33	99	2,110
Police Staff					
Opening balance	428	408	380	33	1,249
Restructure	-	-	(37)	-	(37)
Recruitment	39	5	-	3	47
Recruitment	467	413	343	36	1,212
PCSOs					
Opening balance	305	-	-	-	305
Recruitment	35	-	-	-	35
	340	0	0	0	340
Opening Balance	2,268	782	412	130	3,592
Movement	161	(13)	(36)	5	117
Closing Balance	2429	769	376	135	3709



Nottinghamshire

POLICE & CRIME COMMISSIONER

Medium Term Financial Plan

2013-14 to 2016-17

January 2013

Commissioners Medium Term Financial Plan

Introduction

This document is part of the overall financial framework of the Police & Crime Commissioner. It builds on the budget proposed for 2013-14 and incorporates plans to meet changes in available financing with the need to meet current and future commitments.

Within the current economic climate the Government have made significant reductions in public sector finances. The level of cuts that been made to Government grants are set to continue in the short to medium term.

Nottinghamshire has had to achieve savings/ cuts in excess of 20% over the current Comprehensive Spending Review (CSR) period and there are indications that similar levels of savings/cuts will be required over the next CSR as the economic recovery will be very slow and prolonged.

This 20% reduction has a significant impact on Nottinghamshire as approximately 76% of budget funding comes from Grant. In addition to this Nottinghamshire loses £10.5m in grant which the Home Office' own formula, based on needs assessment, calculates is needed to police Nottinghamshire.

The remaining 24% of funding comes from precept (Council Tax). This has also been limited to a 2% increase for 2013-14, before triggering the need to hold a public referendum.

Despite this the Police & Crime Commissioner has produced a Police & Crime plan, which incorporates the promises made in the election. The 2013-14 budget report and this document build those promises into the finances and workforce plans.

The Police & Crime Plan is build upon the following 7 strategic priorities:

- Protect support and respond to victims, witnesses and vulnerable people.
- Improve the efficiency, accessibility and effectiveness of the criminal justice process.
- Focus on those local areas that are most affected by crime and anti-social behaviour.
- Reduce the impact of drugs and alcohol on levels of crime and anti-social behaviour.
- Reduce the threat from organised crime.
- Prevention, early intervention and reduction in re-offending.
- Spending your money wisely.

Funding

This year introduces several changes to the previous core funding for policing in Nottinghamshire. These are summarised as follows:

1. Police grant (including DCLG grant) has reduced by just over £2m compared with 2012-13.
2. A Community Safety Grant has been made available to Police & Crime Commissioners to deliver local crime prevention and victim support projects with partners and the third sector. This is approximately £0.8m less than the amounts paid out by the Home Office in 2012-13.
3. The Council Tax base has significantly reduced as a direct consequence of changes in local Council Tax benefit schemes. This equates to a reduction of £8.1m compared with previous forecasts.
4. The Council Tax referendum limit has reduced from 4% in 2012-13 to 2% in 2013-14 thereby limiting the amount that can be raised through the council tax.
5. The DCLG have introduced changes in relation to the localisation of Business Rates and this now excludes policing from and redistributed business rates.
6. Both 3 and 5 have had a significant impact on the funding available and therefore DCLG have paid an additional Council Tax Support grant to policing. This covers the negative impact of 3 and 5 above.
7. This year the previous Neighbourhood Policing Grant has been rolled into the main police grant and will therefore be subject to the same level of cuts in future years.
8. £10.5m grant has been withheld by the Government.

The estimated funding for the Police & Crime Commissioner over the next four years is as follows:

	2013-14 £m	2014-15 £m	2015-16 £m	2016-17 £m
DCLG (incl. Freeze Grant)	53.9	52.3	49.5	47.5
Home Office – Police Grant	84.9	81.8	78.4	75.1
Community Safety Grant	2.8	2.7	2.6	2.5
Council Tax Support Grant	8.4	8.0	8.0	8.0
Precept	48.5	49.5	50.5	51.5
Collection fund surplus	0.1			
TOTAL	198.6	194.3	189.0	184.6

Investment

The Police & Crime Commissioner has made a promise to increase frontline policing by 150 officers and 100 Police Community Support Officers (PCSO's).

This is a major investment in frontline policing for the people of Nottinghamshire. **Appendix A** is the workforce plan detailing how this is going to be achieved. It is planned that 150 police officers will be recruited in 2013-14 and a further 120 police officers in each of the subsequent years. It is also planned that 35 PCSO's will be recruited in 2013-14 and 2014-15 with 30 in 2015-16.

The total movement in officer and staff numbers is summarised below:

Police Officers	2013-14 No	2014-15 No	2015-16 No	2016-17 No
Opening Balance	2,038	2,110	2,161	2,186
Closing Balance	2,110	2,161	2,186	2,211
Movement	72	51	25	25

Staff	2013-14 No	2014-15 No	2015-16 No	2016-17 No
Opening Balance	1,249	1,259	1,279	1,284
Closing Balance	1,259	1,279	1,284	1,289
Movement	10	20	5	5

PCSO's	2013-14 No	2014-15 No	2015-16 No	2016-17 No
Opening Balance	305	340	375	405
Closing Balance	340	375	405	405
Movement	35	35	30	

The financing of this investment is from the increase in council tax and the significant savings and efficiency plans that are being put in place.

Savings and efficiencies

The reduction in funding started 3 years ago with an initial claw back of £2m in grant. This was followed by a CSR which reduced grant funding by 20% over the next 4 years (2011-2015). When the pressures from inflation and pay were factored in this required an initially estimated £42.2m saving over the period.

To date a total of £20.3m have been achieved in 2011-12 to 2012-13. A further £8.6m planned for 2013-14 and £9.5m in 2014-15. Over the four years this equates to a total of £38.4m. During this period one-off savings have been achieved and these have been added to reserves to prepare for the next CSR and the potential impact on future funding.

The table below summarises the savings plans currently in place for the next two years:

	2013-14 £m	2014-15 £m
Collaboration	0.5	1.3
Procurement	2.0	1.3
Estates	1.0	1.4
Corporate Services	1.0	2.9
Fleet	0.2	0.2
Operational efficiencies	1.0	1.0
Income generation		1.2
Vacancy rate	2.8	
Commissioners Office	0.1	0.2
TOTAL	8.6	9.5

On average £10m each year is required in savings and the plans above are well developed to provide assurance of being able to be delivered. For 2015-16 and 2016-17 plans are in their early stages, but the force is determined that these can be achieved and regional collaboration will be a key factor to this.

Collaboration

The East Midlands region incorporates the policing areas of Derbyshire, Leicestershire, Lincolnshire and Northamptonshire with Nottinghamshire. This is a large region which has been collaborating for several years. Regional Collaboration has been developing and each of the Police & Crime Commissioners are keen for it to deliver more both financially and in performance terms.

The Regional budget for 2013-14 is less than the 2012-13 budget and the Commissioners have tasked the Chief Finance Officers together with the Force Financial Directors to review the medium term financial plan to deliver further budgetary savings on those areas already being collaborated.

Expenditure

Traditionally expenditure budgets are incrementally changed from the previous year net expenditure to allow for inflation and savings. In 2012-13 the force undertook a budget review and assessed the budgets against policing plan priorities. It is the Commissioners intention to have a full base budget review based on the principles of zero based budgeting.

The expenditure requirements of the Force and the Office of the Police & Crime Commissioner are continuously reviewed and monitored to ensure value for money. New areas of expenditure have been added to the base budget (eg Community Safety Grant) and other activities previously grant funded, where the Home Office have stopped funding have been mainstreamed where possible (eg Drug Intervention in custody). Other pressures have been identified in the year such as software licences and special operations, these have been included.

Net movement in officers provides savings and additional cost pressures. Additional costs are the result of recruiting more officers, staff and PCSO's. Savings are achieved as retiring and leaving officers on the top of their rank are replaced by new recruits at the start of their careers.

Inflation and pay awards provide a significant cost pressure. This is constantly reviewed for accuracy.

Net Expenditure requirements are provided below:

	2013-14 £m	2014-15 £m	2015-16 £m	2016-17 £m
Previous year net expenditure	196.6	197.0	193.9	199.4
Net changes for pressures	8.9	6.2	7.0	6.7
Net expenditure requirement	205.5	203.2	200.9	206.1

Summary

In conclusion there are robust plans in place to deliver an ambitious investment plan of additional officers, staff and PCSO's, whilst ensuring a balanced budget for 2013-14 and 2014-15.

There is still work to do to achieve the required savings plans for 2015-16 and 2016-17, but the evidence to date is that this can be achieved.

There is still risk in relation to future grant settlements and a possibility that these may be cut by more than has been estimated.

The summary financial position is as detailed below:

	2013-14 £m	2014-15 £m	2015-16 £m	2016-17 £m
<u>Policing element</u>				
Net Expenditure	200.8	198.5	196.2	201.4
Savings & efficiencies	(8.5)	(9.3)	(1.5)	0.0
sub-total	192.3	189.2	194.7	201.4
<u>Grants & Commissioning</u>				
Net Expenditure	4.7	4.7	4.7	4.7
Savings & efficiencies	(0.1)	(0.2)	(0.3)	(0.4)
sub-total	4.6	4.5	4.4	4.3
Total net expenditure	196.9	193.7	199.1	205.7
<u>Financing available</u>				
Grants	150.0	144.8	138.5	133.1
Precept	48.6	49.5	50.5	51.5
Total Financing	198.6	194.3	189.0	184.6
Contribution to Reserves	1.7	0.6		
Further savings required			10.1	11.0

Work Total Fte's - Investment MTFP

	2013/14					2014/15					2015/16					2016/17				
	Local Policing	Specialist Services	Corporate Services	Region/ EMSOU	Total	Local Policing	Specialist Services	Corporate Services	Region/ EMSOU	Total	Local Policing	Specialist Services	Corporate Services	Region/ EMSOU	Total	Local Policing	Specialist Services	Corporate Services	Region/ EMSOU	Total
Opening Balance																				
Opening Balance	1,535	374	32	97	2,038	1,622	356	33	99	2,110	1,693	346	28	94	2,161	1,733				
Internal Transfers	15	(18)	1	2	-	20	(10)	(5)	(5)	-	15	(10)		(5)	-	5				
Retirements/Leavers	(78)	-	-	-	(78)	(69)	-	-	-	(69)	(95)	-	-	-	(95)	(95)				
Recruitment	150	-	-	-	150	120	-	-	-	120	120	-	-	-	120	120				
Year End Balance	1,622	356	33	99	2,110	1,693	346	28	94	2,161	1,733	336	28	89	2,186	1,763				
Staff																				
Opening Balance	428	408	380	33	1,249	467	413	343	36	1,259	467	423	348	41	1,279	467				
Restructure	-	-	(37)	-	(37)	-	-	-	-	-	-	-	-	-	-	-				
Recruitment CCI's/Staff	39	5	-	3	47	-	10	5	5	20	-	-	-	5	5	-				
Year End Balance	467	413	343	36	1,259	467	423	348	41	1,279	467	423	348	46	1,284	467				
PCSO																				
Opening Balance	305	-	-	-	305	340	-	-	-	340	375	-	-	-	375	405				
Recruitment	35	-	-	-	35	35	-	-	-	35	30	-	-	-	30	-				
Year End Balance	340	-	-	-	340	375	-	-	-	375	405	-	-	-	405	405				
	2,429	769	376	135	3,709	2,535	769	376	135	3,815	2,605	759	376	135	3,875	2,635				
Opening Balance	2,268	782	412	130	3,592	2,429	769	376	135	3,709	2,535	769	376	135	3,815	2,605				
Movement	161	(13)	(36)	5	117	106	-	-	-	106	70	(10)	-	-	60	30				
Closing Balance	2,429	769	376	135	3,709	2,535	769	376	135	3,815	2,605	759	376	135	3,875	2,635				
Summary	Local policing	Specialist	Corporate services	Region	Total Police Officers	Police Staff	PCSO's	Total												
Opening balance	1,535	374	32	97	2,038	1,249	305	3,592												
Internal Transfers	55	(38)	(4)	(13)	-			-												
Retirement/leavers	(337)	-	-	-	(337)			(337)												
Restructure					-	(37)		(37)												
Recruitment	510	-	-	-	510	77	100	687												
Closing balance	1,763	336	28	84	2,211	1,289	405	3,905												
Total movement	228	(38)	(4)	(13)	173	40	100	313												

Appendix A

2016/17			
Specialist Services	Corporate Services	Region/ EMSOU	Total

336	28	89	2,186
		(5)	-
-	-	-	(95)
-	-	-	120
336	28	84	2,211

423	348	46	1,284
-	-	-	-
-	-	5	5
423	348	51	1,289

-	-	-	405
-	-	-	-
-	-	-	405

759	376	135	3,905
-----	-----	-----	-------

759	376	135	3,875
-	-	-	30
759	376	135	3,905



Nottinghamshire

POLICE & CRIME COMMISSIONER

Precept 2013-14

The Police & Crime Commissioners

Precept 2013-14

The Nottinghamshire Police & Crime Commissioner is proposing a precept increase of 1.95% for the 2013-14 financial year.

This ensures that the commitment made during the election campaign to increase the number of police officers by 150 and the number of Police Community Support Officers (PCSO's) by 100 can be met even though there is a reduction in the amount that can now be raised through precept.

The detailed budget for 2013-14 and the Medium Term Financial Plan are provided for information purposes to the Police & Crime Panel. These have been drawn together to support the draft Police and Crime Plan which the panel have received and which is currently out for consultation.

Members of the Police & Crime Panel are requested to support this decision of the Commissioner to raise the precept by 1.95%.

When setting the budget and capital programme for the forthcoming financial year the Police and Crime Commissioner must be satisfied that adequate consideration has been given to the following:

- **The Government policy on police spending** – The current economic climate remains bleak and continues to drive the Government policy on reducing public sector spending.
- **The medium term implications of the budget and capital programme** - The separate report sets out the Medium Term Financial Plan, which is regularly received and updated.
- **The CIPFA Prudential Code** - the separate Treasury Management Strategy report covers the CIPFA Prudential Code, which evaluates whether the capital programme and its revenue implications are prudent, affordable and sustainable. The implications of borrowing to finance the unsupported element of the capital programme are incorporated within the proposed revenue Budget for 2013-14 and the Medium Term Financial Plan.
- **The size and adequacy of general and specific earmarked reserves** - the current forecast of the general reserves at 31 March 2013 is £7 million which is higher than the minimum 2% level in the approved reserves strategy and is considered by the Chief Finance Officer to be an adequate level for the year ahead. The Chief Finance Officer considers that all of the earmarked reserves set out in the Reserves Strategy, are adequate to cover the purposes for which they are held and provide some robustness against the risks identified within the budget. The Chief Finance Officer also confirms that the budgeted insurance provision is fully adequate to meet outstanding claims.
- **Whether the proposal represents a balanced budget for the year** - the assurances about the robustness of the estimates are covered in **paragraph 8** of this report. The proposals within this report do represent a balanced budget based upon an assumed 1.95% increase in the Police & Crime Precept on the Council Tax.
- **The impact on Council Tax** - This is covered in **paragraph 7** of this report.
- **The risk of referendum** – The limit set for requiring a referendum is a 2% increase on the precept for Police and Crime Commissioners. The proposed increase of 1.95% is just below the limit set. (further detail is provided in **paragraph 6**).

1. COUNCIL TAX BASE

For 2013-14 the Government has made changes to the Council Tax Support Grant received by the Billing Authorities. Whilst this has localised some decisions that can be made about Council Tax Benefits it has been introduced with a 10% reduction in grant.

The Billing Authorities are introducing local changes to the benefits provided and this has had a significant impact on the tax base as the collection rates are anticipated to fall.

The tax base as notified by the unitary and district councils (Billing Authorities) has decreased by 14.4% overall. This information has to be confirmed in writing by 31 January, the statutory deadline.

Tax base	Band D Properties 2012/13	Band D Properties 2013/1	Change %
	No	No	
Ashfield	35,620.00	<div style="border: 1px solid black; padding: 5px;"> <p>At the time of writing this report estimated tax base data had been received from the Billing Authorities that had yet to go through their own approval process. The actual data will be made available to the Police & Crime Panel on 6th February.</p> </div>	
Bassetlaw	36,427.23		
Broxtowe	35,658.24		
Gedling	38,435.35		
Mansfield	31,864.50		
Newark & Sherwood	39,373.97		
Nottingham City	75,411.00		
Rushcliffe	41,459.00		
Total	334,249.29	285,994.85	

It is intended that any impact from a change between the estimated tax base and the actual tax base will be met from reserves.

The overall reduction in the council tax base will have a negative impact on the total that can be raised through the precept.

2. COLLECTION FUND POSITION

Each billing authority uses a Collection Fund to manage the collection of the Council Tax. In 2012-13 this provided the Police and Crime Commissioner with a total surplus amount of £130,267. This has decreased to £73,143 for 2013-14. A breakdown is provided in the table below:

Surplus/(deficit)	Collection Fund	
	2012-13	2013-14
	£	£
Ashfield	(70,026)	This data is currently being compiled by the Billing Authorities and is will be made available at the meeting of the Police & Crime Panel
Bassetlaw	40,073	
Broxtowe	21,914	
Gedling	31,874	
Mansfield	16,750	
Newark & Sherwood	3,429	
Nottingham City	0	
Rushcliffe	86,253	
Total	130,267	73,143

It should be noted that the potential for surplus on the Collection Fund in future years could be adversely affected by the economy and the public's ability to pay promptly.

3. COUNCIL TAX FREEZE GRANT

In 2011-12 the Government offered a freeze grant equivalent to a 2.5% increase in the council tax for four years. This continues to be received until March 2015.

This year the government has offered a further freeze grant equivalent to a 1% increase in Council Tax, but this is just for one year. Consequently, the freeze

grant offer for 2013-14 does not provide financial stability for the long term and this has been considered against increasing the council tax charge for the people of Nottinghamshire.

4. COUNCIL TAX SUPPORT GRANT

There are two elements of the Council Tax Support Grant.

- The New Burdens element being paid to those Billing Authorities that adopt schemes that comply with the criteria set by Government to ensure that low income households do not face an extensive increase in their council tax. This will be made available to those Billing Authorities and respective Precepting Authorities. To date we have received £27,000 direct. And are awaiting confirmation of any further amounts due.
- As part of the settlement announcement the DCLG have made a further grant payment as Council Tax Support Grant which reflects the removal of police and crime from the redistributed business rates system. This amounts to £8,367,876 for 2013-14.

5. CONSULTATION

Business Community

The Police & Crime Commissioner is no longer required to undertake statutory consultation with the business community as it no longer receives any funding from redistributed business rates. However, the Commissioner is keen to engage with all sectors and representatives including the public, business community and third sector and as such all have been invited to the various consultation events for the police and crime plan which incorporates the budget and precept plans.

The Commissioner has also specifically met with representatives from the County and City business communities at a meeting on the 14th January of the Nottinghamshire County Council Business Engagement Group and the 2013-14 Police budget was the main agenda item. Members of the group represent 18,000 businesses.

Consultation with the Public, Stakeholders and Interested Parties

During December 2012, an independent research company carried out three focus group surveys and 400 telephone surveys to seek views on the Commissioner's draft Police and Crime Plan priorities and a proposal to increase the precept.

Focus Groups

Groups were held in the following locations across the county:

- Tuxford, Newark;
- Meadows, Nottingham City;

- East Leake.

Attendees were advised that to fulfil the Commissioner's commitment to increase the number of Police Officer's and PCSO's that the additional cost will be met through increasing the amount households are asked to pay towards policing. At each group attendees were asked if they would be prepared to continue their support to pay more towards this commitment.

Two of the three groups stated they would be willing to pay more towards additional policing. However, the majority of attendees at the third group would not confirm whether they would be willing to pay an increased amount. Most of the third group also adding that with more information they may be willing to do so. Overall, in all three focus groups, attendees stipulated that an increase should be dependent on an individual's ability to pay. This is the case and is linked to the Council Tax benefit schemes that the billing authorities operate and outside the scope of responsibilities for the Commissioner.

Telephone Surveys

A survey was conducted with a representative sample of 401 residents from across Nottinghamshire. Eight out of ten respondents stated they would be prepared to pay an increased amount towards increasing the number of Police Officers and PCSO's and a further 13% said they may be prepared to pay such an increase. The remaining 7% of respondents said they would not be prepared to pay an increased amount.

Web survey on NOPCC website

The questionnaire used for the telephone survey mentioned above is available for completion on the NOPCC website until close of business on 15th February 2013. The web survey has been supported by:

- a media campaign;
- a message via the Nottinghamshire Police Alert system to 18,000 recipients;
- Information to contacts on the NOPCC databases, Community Safety Partnerships, Independent Advisory Groups and for circulation via NAVO and City and District CVS.

The consultation on the draft Police & Crime plan will continue to mid-February and there are further consultation meetings planned to facilitate this and the website survey.

Mounted Section

The Police & Crime Commissioner having listened to the public, promised within his election campaign to review the decision of disbanding the Mounted Section as part of the budget process. This has resulted in a Public Discussion meeting to consider: the report of the Chief Constable on the cost of re-instating the Mounted section and that this is desirable rather than essential for operational policing; and to consider the alternative views of those that wish to see the section re-instated.

Consultation has taken place via the website survey, written correspondence and the public discussion meeting.

The issue has been given thorough consideration and the current financial circumstances and operational requirements have formed part of this consideration. Whilst the decision reached was not to re-instate the section in 2013-14 it is acknowledged that ACPO are undertaking a national review and Nottinghamshire will take on board its role in any national requirements.

6. COUNCIL TAX REFERENDUMS

The Localism Act 2011 requires authorities including Police & Crime Commissioners to determine whether their 'relevant basic amount of council tax' for a year is excessive, as excessive increases trigger a council tax referendum. From 2012-13 onwards, the Secretary of State is required to set out principles annually, determining what increase is excessive. For 2013-14 the principles state that, for Police and Crime Commissioners, an increase of more than 2% in the basic amount of council tax between 2012-13 and 2013-14 is excessive. This is significantly less than 2012-13 where the referendum limit was 4% and less than budget assumptions of 3%.

For 2013-14 the relevant basic amount is calculated as follows:

Formula:

$\frac{\text{Council Tax Requirement}}{\text{Total tax base for police authority area}}$	= Relevant basic amount of council tax
--	--

Nottinghamshire 2013-14 calculation:

$\frac{\pounds 48,519,026.30}{285,994.85}$	= £169.65 (1.95%)
--	----------------------

With a 2% increase the Band D equivalent charge would be £169.74.

7. **RECOMMENDATION ON THE LEVEL OF POLICE & CRIME PRECEPT ON THE COUNCIL TAX**

As discussed in the Budget report resources have been allocated to support the draft police and crime plan. In assessing appropriate spending levels, consideration has been given to the significant unavoidable commitments facing the Police & Crime Commissioner including pay awards, and pension liabilities. Due regard has been given to the overall cost to the local council tax payer. Consideration has also been given to the projected value of the available reserves and balances and the medium term financial assessment (both reported separately).

The Commissioners proposed spending plans for 2013-14 result in a Police & Crime Precept on the Council Tax of £169.65 for a Band D property, representing an increase of 1.95%.

For comparison purposes the Council Tax for Precepting Authorities is always quoted for a Band D property. In Nottinghamshire by far the largest number of properties are in Band A.

To achieve a balanced budget with reduced grant income an increase in the Police & Crime Precept has been required. This is on top of significant budget reductions and efficiencies to be achieved in year.

The calculation of the Police & Crime Precept on the Council Tax is as follows:

	2012-13 Budget £m	2013-14 Budget £m	Increase/ Decrease £m
Budget	197.3*	196.9	0.4 (-)
External Income	141.1* (-)	150.0 (-)	8.9 (-)
Collection Surplus	0.1 (-)	0.1 (-)	0.0 ()
Reserves	0.5 (-)	1.7 (+)	1.2 (+)
Precept	56.6 (-)	48.5 (-)	8.1 (+)

** This has been adjusted for comparable purposes to include Neighbourhood Policing grant now rolled into main police grant

Council Tax Base	334,249	285,995	(48,254)
------------------	---------	---------	----------

Council Tax Band D	£166.41	£169.65	£3.24
Council Tax Band A	£110.94	£113.10	£2.16

The overall Police & Crime Precept to be collected on behalf of the Police & Crime Commissioner for 2013-14 is:

	£m	
Budgeted Expenditure	196.9	+
Less income from:		
Police Grant & DCLG Grant	137.5	(-)
Community Safety Grant	2.8	(-)
Council Tax Freeze Grant	1.3	(-)
Collection Fund surplus	0.1	(-)
Council Tax Support Grant	8.4	(-)
Net contribution to Balances	1.7	(+)
Police & Crime Precept on the Council Tax	48.5	(-)

The resulting precept and Council Tax levels derived from the measures contained in this report are detailed below:

Police & Crime element of the Council Tax

Band	2012-13 £	2013-14 £
A	110.94	113.10
B	129.43	131.95
C	147.92	150.8
D	166.41	169.65
E	203.39	207.35
F	240.37	245.05
G	277.35	282.75
H	332.82	339.30

Amounts to be raised from Council Tax in each billing authority area:

	Precept amount to be collected £	Collection Fund Surplus/(Deficit) £	Total amount due £
Ashfield	5,070,839	0	0
Bassetlaw	5,328,627	0	5,328,627
Broxtowe	5,413,184	12,373	5,425,557
Gedling	5,828,326	51,770	5,880,096
Mansfield	4,499,839	9,000	4,508,839
Newark & Sherwood	6,109,965	0	0
Nottingham City	9,660,719	0	0
Rushcliffe	6,607,528	0	0
Total	48,519,027	73,143	48,592,170

Collection Dates

The dates, by which the Commissioners bank account must receive the credit in equal instalments, otherwise interest will be charged.

	£
<u>2013</u>	
19 April	4,859,217
29 May	
01 July	
05 August	
11 September	
16 October	
20 November	
23 December	
<u>2014</u>	
03 February	
10 March	

8 ROBUSTNESS OF THE ESTIMATES

The Chief Finance Officer to the Police & Crime Commissioner has worked closely with the Head of Finance & Business to ensure assurance on the accuracy of the estimates can be provided. Refinements have been made to some calculations and the bottom up budget agrees in total to the budget proposed for 2013-14.

The budget proposed within this report represents a balanced budget. The Force has provided assurances that the required reduction of £8.5m is achievable in year and the Office of the Commissioner will make a further saving of £0.1m. Risks relating to the achievement of the required savings have been identified and if necessary will be met from reserves.

The balanced budget is based upon the recommended 1.95% increase in Council Tax for 2013-14.

6 FEBRUARY 2013

POLICE AND CRIME PLAN – REVISED DRAFT

Purpose of the Report

1. To share with the Panel the latest version of the draft Police and Crime Plan.

Information and Advice

2. The Panel considered the initial draft version of the Police and Crime Plan at its meeting on 15 January 2013 and made some initial recommendations.
3. At that meeting, the Commissioner suggested giving Members a further opportunity to consider the latest draft version of the Plan. Members agreed that it would be helpful to consider the latest draft alongside the Police Precept report.
4. The Plan is currently being redrafted to incorporate further amendments (including improved targets as requested by the Panel). This will be circulated to Members via e-mail and published within this meeting's agenda pack by 1st February 2013 at the latest.
5. Following this consideration, the Panel will submit a report to the Commissioner, including any recommendations around suggested changes needed to the Plan.

Other Options Considered

6. To not receive a revised draft version of the Plan. However, Members agreed that this opportunity would provide a clearer picture of the financial implications of the proposals within the Plan.

Reasons for Recommendation/s

7. To enable Members to fully consider the Plan ahead of finalisation and publication.

RECOMMENDATION/S

That Members comment on the Police and Crime Commissioner's Police and Crime Plan.

Background Papers and Published Documents

None

For any enquiries about this report please contact:-

Keith Ford, Senior Democratic Services Officer, Nottinghamshire County Council

keith.ford@nottscc.gov.uk

Tel: 0115 9772590

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

6TH February 2013

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT

PURPOSE OF THE REPORT

- 1.1 This report presents the Police and Crime Panel (Panel) with the Police and Crime Commissioner's (Commissioner) first 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 the body thinks appropriate.
- 1.3 This report provides the Panel with a short overview of current performance, key decisions made and his activities since he took office on 22nd November 2012.
- 1.4 At a previous Panel meeting the Commissioner gave a commitment to produce performance information for the Panel.

EXISTING POLICING PLAN

- 2.1 The Performance data contained in this report has been taken from the Force's detailed and validated unrestricted bimonthly Performance and Insight Reports and Commissioner's weekly performance reports in respect of key Policing Plan priorities.
- 2.2 The Commissioner has a statutory duty to ensure that the Force is efficient, effective and provides value for money. A range of performance indicators relating to the three priority areas contained within the current Policing Plan are monitored by the Office of Commissioner and where performance is identified as a risk the Commissioner holds the Chief Constable to account to seek assurances that action is being taken to address the performance concerns.
- 2.3 The Commissioner will do this through bilateral weekly meetings with the Chief Constable and through an extended monthly resource and performance meeting with the wider Chief Officer Team.

Priority 1 – To Cut Crime & Keep You Safe (December 2012)

- 2.4 The Force has a current target annual target (2012-13) to reduce crime by 8% and antisocial behaviour (ASB) by 10%; in this respect at the end of December

2012 crime had reduced by **13.3%** and ASB **34.1%** compared to the same period in the previous year.

2.5 In the County crime saw a reduction of **14.5%** and **10.9%** in the City. The main reason for the difference in performance is theft from person in the City centre which increased by **49.8%** (+441) compared to a reduction of **44.1%** in the County (-152). In response to this increase the Force initiated Operation Accelerate which aims to tackle areas of high volume across the City and the County. The first phase will end later this month with the second phase due to end in March 2013.

2.6 The Force has a target to reduce:

- Violent Crime Offences by 8% and is currently achieving a **4.9%** reduction
- Burglary Dwelling Offences by 8% and is currently achieving a reduction of **11.5%**
- Robbery Offences by 8% and is currently achieving a **20.6%** reduction
- The number of First-Time Entrants (FTE) into the Youth Justice System by 10% in 2012/13 and is currently exceeding target i.e. **41.5%** (or 290 FTEs).
- The number of people killed or seriously injured (KSI) on roads in Nottinghamshire by 17.4% in 2012/13 and is currently achieving a reduction of **9.5%** or (43 KSI) (January to September 2012¹).

2.7 High visibility patrols will be used on key routes in order to deter driving offences which contribute to KSI's (such as speeding). This activity aims to reassure the law abiding majority of motorists while targeting 'risky drivers'.

2.8 The Force has no target set for the following crimes but is achieving:

- Vehicle Crime - down **7.4%**
- Criminal Damage down **22.1%**
- Theft & Handling Offences - down **15.0%**

2.9 The Force has a target to increase:

- The total (all) crime detection rate to 36%. It is currently achieving **35.3%** (includes Restorative Justice Disposals).
- The Value of Assets recovered from the Proceeds of Crime Act by 10% and is currently achieving **66.8%** (i.e. £9,452 per order) with a total of **£1,275,988** from 135 recovery orders.

¹ Provisional data as of 20/08/2012

Priority 2 – To spend your money wisely (December 2012)

- 2.10 As at 31st December 2012, the forecast budget position for 2012-13 shows an estimated underspend of £3.457m
- 2.11 As detailed in the Force budget for 2012/13, **£10.3m** of efficiency savings were planned for this financial year – this has now been revised to **£9.2m**. In the November Medium Term Financial Plan (MTFP) the original breakdown was as follows:
- Confirmed Efficiencies - £4.300m
 - Planned Efficiencies - £1.800m
 - A19 2012/13 Effect - £2.200m
 - Officer Retirements/Leavers - £2.000m

Total= £10.3

- 2.12 As at the end of December 2012, the Force is forecasting to achieve **£10.131m** savings, including Vacancy Management.
- 2.13 Confirmed Efficiencies (**£4.3m**) - will be made through staff savings in ICT, Crime and Justice (C&J), Operational Justice (OS), Demand Management (DM) and other Corporate Services departments together with savings from the Fleet, Estates and Collaboration. This area is now showing as above target due to the recalculation of savings in OS and an increase in savings in Collaboration.
- 2.14 Planned Efficiencies (**£0.6m**) - will be made from the regionalisation of the Procurement department. Procurement is forecasting a reduction in savings to **£0.6m** for this year. Potential savings from the Independent Review of Police Officer and Staff Remuneration and Conditions by Tom Windsor² were also removed in July 2012 and none will be made in the year. There is now a total reduction in planned efficiencies of **£1.2m**.
- 2.15 A19 2012/13 (**£2.0m**) - Regulation A19 of the Police Pensions Regulations 1987 provides for the compulsory retirement of a police officer, (up to and including the rank of Chief Superintendent), on the grounds of efficiency of the Force; these are the savings that will be realised in 2012/13 from Officers that left the Force in 2011/12 under A19. Revised costings have been calculated on A19 and it is now likely that the Force will save **£2.380m**.
- 2.16 Officer Retirements/Leavers (**£2.0m**) - these savings will be made on the assumption that there will be an 85% retirement rate of those eligible for retirement during the year, together with 15 other leavers. There is currently a predicted increase in savings of £0.225m in Retirement/Leavers due to a higher number of Officers leaving than expected.

²

The Independent Review of Police Officer and Staff Remuneration and Conditions - Second and final report dated 15 March 2012.

- 2.17 Sickness rates have improved consistently since December 2011. However, as at the end of December 2012, the rolling year sickness rate was still **4.64% (10.3 working days)** against a target of 4.7% (8.2 days) and Police staff was **4.48% (9.9 working days)**.
- 2.18 The 2011 HMIC (Her Majesty's Inspector of Constabulary) Value for Money Profile showed that Nottinghamshire's Constables accounted for 67.5% of all Officers, against the national average of 68.5%. The review of structures and promotion has increased Nottinghamshire Constables percentage to 77.1% against a current Most Similar Group (MSG) average of 77.8%.

Priority 3 – To earn your trust and confidence (December 2012)

- 2.15 The Force has been set a number of targets intended to increase trust and confidence. Currently:
- **87.4%** of victims of crime are very or fairly satisfied with the service they have received. However, although it is 2.6% short of the 90% target, it is ranked 10th nationally and 2nd in its group of most similar forces (MSG).
 - The Force intends to implement 'TrackMyCrime' (a secure crime tracking portal for members of the public) in early 2013 which will enable officers to provide victims with real time updates at any time, and also allow victims to provide additional information about their crime which should increase satisfaction further.
 - The Force has a target to attend 90% of all crimes (where required) and is currently achieving **89.8%**.
 - Currently **59.3%** of people agree that local issues are being dealt with, this exceeds the Force target of 58% for 2012-13 and only marginally short of 2015 target of 60%.
- 2.16 Other performance indicators falling within this priority area are monitored and the Chief Constable is held to account by the Commissioner to ensure that appropriate action is being taken especially where targets are not being met or trends show a risk to performance.

DECISIONS

- 3.1 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.

Significant Public Interest Decisions

- 3.2 The Commissioner's web site provides details of all significant public interest decisions.³ Such decisions have been in respect of:

³ <http://www.nottinghamshire.pcc.police.uk/Public-Information/Decisions.aspx>

- Consultation and engagement with regard to the development and publication of the 2013-17 Police and Crime Plan and setting the 2013/14 Police budget and precept.
- Exploring and Improving BME Policing Experiences
- Extension of Chief Constable's contract
- Governance Framework and Supporting Policies (i.e. a process of agreeing and signing off significant public interest decisions and to establish an Audit and Scrutiny Panel. The first meeting of the Panel will be held in early February. This panel will assist the Commissioner with the Governance of the Force in relation to risk management, probity and lawfulness of expenditure, internal control and ensuring lessons are learnt and embedded from HMIC inspections and internal audit reviews.
- Scheme of Delegation
- Standing Orders and Dealings with Land
- Various HR policies and procedures
- Travel and Subsistence Policy
- Solar Photovoltaic Panels

Other Decisions

3.3 The Commissioner is also currently considering making the following decisions:

- Joint regional fraud and financial investigation unit
- Appointment of a preferred developer to redevelop the Central Police Station site in partnership with the City Council and the Fire and Rescue Service.
- Regional collaboration investment projects
- Business case and section 22a legal agreement for joint Financial Investigation and Fraud Unit for five Forces.

ACTIVITIES OF COMMISSIONER

4.1 Since taking office on 22nd November 2012, the Commissioner has been engaged in a number of activities, some examples include:

Victims of Crime

- Met and listened to six victims accounts of antisocial behaviour who took part in the former Police Authority's intensive five-month ASB scrutiny

Strategic

- The appointment of Deputy Police and Crime Commissioner
- As pledged, campaigned against Government funding cuts by writing to and meeting the Home Secretary and Policing Minister to lobby for more funding and police officers for Nottinghamshire.
- Met with other Police and Crime Commissioners across the region to discuss and agree regional budgets for a major crime, serious and organised crime and other collaborative projects.

- Taking steps as pledged to recruit an additional 150 new officers over his period of office.
- Sought the views of the black and minority ethnic (BME) communities which has led to the commissioning of a project 'Exploring and Improving BME Policing Experiences'.
- Development of the Commissioner's five-year Police and Crime Plan, precept and budget.
- Commissioned work as promised to review the decision to disband the mounted section and the closure of Worksop custody.

Media Activities

- The Commissioner has published his first partnership newsletter and another edition will be issued soon (see **APPENDIX A**).
- The Commissioner and his Deputy have taken part in a number of media interviews including BBC Radio Nottingham, Mansfield 103.2, ITV, BBC 4 as well as numerous student interviews.
- The Office of the Nottinghamshire Police and Crime Commissioner has been proactive in getting the Commissioner's messages across to the public by issuing approximately 30 press releases to date.
- The Commissioner has been very active in the use of social media e.g. Face Book and Twitter which helps him to both listen and respond to people's issues and concerns.

Walk Abouts

- Walked the beat in Harworth as part of his fact finding tour of policing in the county where he met members of the local policing team, local councillors and listened to local people's views about policing.
- Spent an afternoon on a fact finding walkabout around Manton and Worksop Town centre, where he met local Police and a number of local councillors.
- He also took part in a walkabout of Nottingham City Centre with the local Police Inspector and local councillors.
- The Commissioner and Chief Constable visited stations in Nottingham centre prior to Christmas.

Community Engagement

- The Commissioner and Deputy Commissioner consulted with Nottinghamshire women's organisations which were also open to members of the public with representation from groups including Rape Crisis, Women's Aid, Nottingham University, Broxtowe Women's Project and Nottingham Women's Centre.
- Attended the Rural Crime Summit at Newark Showground to learn more about policing issues affecting rural areas of the county.
- Attended a neighbourhood watch meeting in Bakersfield to listen in on residents' views.
- Attended and donated a wide variety of food to Central Police Station's Food Bank collection point in response to a Christmas appeal.
- Attended the KK school of Boxing on Carlton Rd where he met an ex gang member and showed his support alongside the Mayor of Nottingham and a

number of Councillors to the work of the school which is dedicated to helping young people learn discipline, motivating them to strive for better and giving them a sense of belonging in a positive environment.

- Attended a Long Service and Good Conduct Award Ceremony for Police officers at Kelham Hall near Newark and congratulated the officers involved.
- The Commissioner and Deputy Commissioner consulted with Nottinghamshire Black and Minority Ethnic (BME) groups prior to the commissioning of a project 'Exploring and Improving BME Policing Experiences'.

4.2 Taking such a high profile through various means has generated numerous emails and letters to which the Commissioner has responded.

Future Activities:

- There are a number of further engagement events planned for January and February that both the Commissioner and his Deputy will be attending. The events will focus around launching the Draft Police and Crime Plan and engaging with local women's organisations.

4.2 In summary, the Commissioner and Deputy Commissioner have met with numerous partners, colleagues, councillors, MPs, Ministers, other Commissioners, staff associations, Police Federation and special advisors to listen to their views which has helped the Commissioner draft his first Police and Crime Plan intended to deliver his pledges for the people and especially victims of Nottinghamshire.

OTHER OPTIONS CONSIDERED

5.1 None.

REASONS FOR RECOMMENDATIONS

6.1 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.

RECOMMENDATIONS

7.1 The Panel to note the contents of this update report.

Background Papers and Published Documents

- Draft Police and Crime Plan 2013-2017
- Force Performance and Insight Reports - December 2012

For any enquiries about this report please contact:

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

Kevin.dennis@nottinghamshire.pnn.police.uk

Tel: 0115 9670999 ext 8012001

APPENDIX A

The Beat

THE BEAT

Listening to and learning from you



Well, it's been a busy, but exhilarating, first month as Commissioner.

To begin with, I have been meeting as many community groups, partners and residents as I can. Hearing what you have to say during this very busy time has been very important in helping me to reflect your needs

as much as possible in my Police and Crime Plan and within the available budget.

The month started with my swearing in as Commissioner which was a serious yet moving event. It was wonderful to see so many people and partners there to mark the start of this historic, new style of police governance and I feel hugely privileged to be here at the forefront.

One of my early actions was, as I promised, to seek a review of the decision to disband the mounted

police in our county. Your views are a vital part of this, so please tell me what you think.

My appointment of my Deputy, Chris Cutland, and the subsequent approval of her role by the Police and Crime Panel means that I have immediate access to her experiences of working with domestic violence and crimes against women, and also antisocial behaviour.

Well before the announcement of the police budget on 19 December, I wrote to Home Secretary Theresa May asking for a meeting to discuss the funding situation in Nottinghamshire which has been underfunded against the Government's yardstick for many years. Rectifying that underfunding would make all the difference to policing our county in the way you expect.



Provisional Grant Settlement

Just before Christmas we received the provisional Grant Settlement. The announcement confirmed the anticipated position for the coming year, following the Home Secretary's pledge to protect the funding for policing in 2013-14. This means that the total grant available for policing in the next financial year is £137.5M - a reduction of £3.5M on 2012-13.

This reduction is as a result of the comprehensive spending review announced in 2010 whereby, over a four year period, the overall grant is being cut by 20 per cent.

My view is that while the cuts were expected they are neither fair nor equitable in comparison with funds received in other counties. I'm still confident, however, that I will be able to balance my budget and fulfil my pledge of employing more police officers and PCSOs.

Planning for the Future

The budget is obviously a key element of my Police and Crime Plan – I have to be able to pay for what I want to do. We are currently consulting our partners and the public on the areas that I believe should have priority and I would like your views.

These areas are:

- **Protect, support and respond to victims, witnesses and vulnerable people**
- **Improve the efficiency and effectiveness of the criminal justice process**
- **Focus on those local areas that are most affected by crime and anti-social behaviour**
- **Reduce the impact of substance misuse and alcohol on levels of crime and anti-social behaviour**
- **Reduce the threat from organised crime**
- **Prevention, early intervention and reduction in re-offending**
- **Spending your money wisely**



If you have any views on these, whether you agree with me or not, I would like to hear them. You can email your thoughts to karen.sleigh@nottinghamshire.pnn.police.uk or you can take part in our online survey at <https://www.research.net/s/nottspcc> Please can you respond by the end of January 2013.

A quick look at some of the work the team and I have been doing since my election...

RURAL CRIME FACT FINDING MISSION.

I attended a Rural Crime Summit at Newark Showground on 19 November to learn more about policing issues affecting rural areas of the county and how policing practices are carried out. I know people living in the countryside don't feel they get a fair share of police resources but I will be working with them and for local communities.

TACKLING ANTISOCIAL BEHAVIOUR. In order to make a difference, it's important for me to hear first hand what victims feel about their situations and how they were handled. That's why I arranged to meet five victims at a special meeting at County Hall. What they have told me will be invaluable as I look at how problems like these are tackled and how things can be done differently.

POLICE AND CRIME PLAN CONSULTATIONS.

Meetings arranged with different groups have helped me take into account the different needs of our diverse communities across the county. A consultation meeting which my Deputy and I attended brought valuable views from women's organisations who told us what they felt should be included in the plan. Among my election pledges was the need to give extra priority and resources to domestic abuse and crimes against women.





WALKABOUTS IN OUR COMMUNITIES. I am keen to talk with as many people who live and work in Nottinghamshire as possible, and taking to the streets has given me some great opportunities to get to know what you think. To that end I have arranged walkabouts in various parts of the county, including one with Chief Constable Chris Eyre in the city centre to see the Christmas rush. Another in north Notts on Friday 21 December - a fact-finding tour to Bassetlaw and Worksop including going out and about with the Neighbourhood Policing teams.



RESEARCH INTO BME POLICING EXPERIENCE.

As part of my pledge to give black and minority ethnic (BME) communities a stronger voice in policing and promote fairness, I have commissioned a major research project aimed at strengthening the force's relationship with them. The research will include examining a range of performance data including BME satisfaction rates, recruitment figures within Nottinghamshire Police and the force's stop and search statistics. National research indicates that Black Asian and people from minority ethnic groups are more likely to be disproportionately searched than white people.

I have already been seeking BME community views in my Police and Crime Plan consultations, and have made it clear that I want to ensure transparency in stop and search powers. It is also my aim to improve the recruitment and retention of officers from BME backgrounds. At one of these meetings, I was told that there needs to be better engagement between communities and the police.

FOOD BANK APPEAL. I was delighted to support the Central Police Station food collection campaign which brought in donations from officers, staff, members of the public and my own office staff. The appeal, due to end at 12noon on 20 December, was to help people struggling to put enough food on the table. Members of the police are often among the first to come across people affected by food shortages and, sadly, an unexpected bill or redundancy can lead to families going hungry. This was an excellent appeal during the season of goodwill.

Keeping in touch

Communication comes in all shapes and sizes these days, and I want to be sure that people in all our diverse communities are able to get in touch in a way that's easily accessible to them. Whether that's talking to face to face, tweeting on Twitter, logging on, emailing, or phoning, I need to be able to listen to your views and learn from them and also know that you can keep up to date with what my Deputy, the team and I are doing.

You can do all this via: My website:

www.nottinghamshire.pcc.police.uk where you can see latest press releases, blogs and sign up for newsletters. You can follow me on my [@nottsPCC](https://twitter.com/nottsPCC) Twitter account or my personal one [@paddytipping](https://twitter.com/paddytipping) – and perhaps you might even retweet for us! You can write to me at: Nottinghamshire Police and Crime Commissioner, County Hall, West Bridgford, Nottingham NG2 7QP or you can email me at nopcc@nottinghamshire.pnn.police.uk You can reach me by phone on 0115 9670999 ext 801 2005.

Finally, I wish everyone of you a happy and peaceful Christmas and a New Year that heralds a safe 2013 for all of us. As the New Year approaches, I'm looking forward to putting my energies and my enthusiasm to work along with that of our police and partners in helping to reduce crime and ensure a greater sense of safety and security across the county.

Very best wishes to you all,

Paddy Tipping



WORK PROGRAMME

Purpose of the Report

1. To give Members an opportunity to consider the work programme for the Panel and to suggest further topics for inclusion (see appendix).

Information and Advice

2. The work programme is intended to assist with the Panel's agenda management and forward planning. The draft programme will be updated and reviewed regularly in conjunction with the Chairman and Vice-Chairman of the Panel.

Other Options Considered

3. All Members of the Panel are able to suggest items for possible inclusion in the work programme.
4. As discussed at the 15 January meeting, an Away Day has been arranged for Members at County Hall on the afternoon of 6 February 2013. One of the issues to be discussed at the Away Day will be the future focus of the Panel and any specific areas which Members may want to build into the work programme.

Reasons for Recommendation/s

5. To enable the work programme to be developed further.

RECOMMENDATION/S

- 1) That the work programme be noted.
- 2) That Members suggest any further topics for possible inclusion in the work programme.

Background Papers and Published Documents

- 1) None

For any enquiries about this report please contact:-

Keith Ford, Senior Democratic Services Officer, Nottinghamshire County Council
keith.ford@nottscc.gov.uk
Tel: 0115 9772590

Nottinghamshire Police and Crime Panel

Draft Work Programme (as at 17 January 2013)

<u>Agenda Item</u>	<u>Brief Summary</u>
15 April 2013 – 2.00pm	
Police and Crime Commissioner's Annual Report	The Panel is required to review the Commissioner's annual report about the exercise of his functions in the financial year and progress in meeting police and crime objectives. It is proposed that this initial annual report will cover the Commissioner's first 100 days in office.
Police and Crime Commissioner's update (including details of decisions taken and overview of Force Performance).	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance issues within the Force.
Police and Crime Plan	Update on progress against objectives.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner or Deputy Police and Crime Commissioner.
Police and Crime Commissioner's Governance Arrangements.	To consider the Commissioner's finalised Governance Arrangements (including public meetings).
Information-Sharing Protocol	To consider the proposed Information-Sharing Protocol between the Panel and the Commissioner.
24 June 2013 – 10.30am - Annual Meeting	
Review of Balanced Appointment Objective.	The Panel will review its membership to see whether any actions are required in order 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; and• members to have the skills, knowledge and experience necessary.
Police and Crime Commissioner's update (including details of decisions taken and overview of Force Performance).	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance issues within the Force.
Complaints Procedure	Review of complaints procedure following first six months of operation.

