

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

Monday, 07 November 2016 at 14:00

**County Hall, County Hall, West Bridgford, Nottingham, NG2
7QP**

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

AGENDA

- | | | |
|----------|---|----------------|
| 1 | Minutes of last meeting held on 5 Sept 2016 | 3 - 10 |
| 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 | Work Programme | 11 - 16 |
| 5 | Police and Crime Commissioner's Update Report | 17 - 36 |
| 6 | Tri-Force Collaboration Update | 37 - 44 |
| 7 | Police and Crime Plan - Theme 2 - Improve the Efficiency, Accessibility and Effectiveness of the Criminal Justice Process - Monitoring Report | 45 - 56 |
| 8 | Complaints Update | 57 - 64 |

Notes

- (a) Members of the public are welcome to attend to observe meetings of the Police and Crime Panel. Please note that there is no opportunity for the public to speak at these meetings.
- (b) Declarations of Interests – Persons making a declaration of interest should have regard to their own Council's Code of Conduct and the Panel's Procedural Rules.

Members or Officers requiring clarification on whether to make a declaration of interest are invited to contact Keith Ford (Tel. 0115 9772590) or a colleague in Democratic Services at Nottinghamshire County Council prior to the meeting.

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

Customer Services Centre 0300 500 80 80

- (d) Membership:-

Mrs Christine Goldstraw OBE – Independent Member - Chair
Councillor Debbie Mason – Rushcliffe Borough Council – Chair

Mayor Kate Allsop – Mansfield District Council
Mr Rizwan Araf – Independent Member
Councillor Cheryl Butler – Ashfield District Council
Councillor David Challinor – Bassetlaw District Council
Councillor Azad Choudhry - Nottingham City Council
Councillor Michael Edwards - Nottingham City Council
Councillor David Ellis – Gedling Borough Council
Councillor Glynn Gilfoyle – Nottinghamshire County Council
Councillor Keith Girling – Newark & Sherwood District Council
Councillor John Handley – Nottinghamshire County Council
Mrs Suma Harding – Independent Member
Councillor Nicola Heaton – Nottingham City Council
Councillor Tony Harper – Broxtowe Borough Council
Councillor Keith Longdon – Nottinghamshire County Council
Councillor Francis Purdue-Horan – Nottinghamshire County Council
Mr Bob Vaughan-Newton – Independent Member
Councillor Linda Woodings – Nottingham City Council

MINUTES OF THE MEETING HELD ON MONDAY 5th SEPTEMBER 2016 AT 2.00 PM AT COUNTY HALL

MEMBERS PRESENT

(A denotes absent)

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

Executive Mayor Kate Allsop – Mansfield District Council
Rizwan Araf – Independent Member
Councillor Leslie Ayoola – substitute for Cllr Linda Woodings - Nottingham City Council
Councillor Cheryl Butler – Ashfield District Council -A
Councillor David Challinor – Bassetlaw District Council
Councillor Azad Choudhry – Nottingham City Council
Councillor Michael Edwards – Nottingham City Council
Councillor David Ellis – Gedling Borough Council -A
Councillor Glynn Gilfoyle – Nottinghamshire County Council
Councillor Keith Girling – Newark and Sherwood District Council
Councillor John Handley – Nottinghamshire County Council -A
Suma Harding – Independent Member
Councillor Tony Harper – Broxtowe Borough Council
Councillor Nicola Heaton – Nottingham City Council
Councillor Keith Longdon – Nottinghamshire County Council
Councillor Francis Purdue-Horan – Nottinghamshire County Council
Bob Vaughan-Newton – Independent Member
Councillor Linda Woodings – Nottingham City Council -A

OFFICERS PRESENT

Keith Ford – Team Manager, Democratic Services) Nottinghamshire
Pete Barker – Democratic Services Officer) County Council
(Host Authority)

OTHERS PRESENT

Paddy Tipping – Police and Crime Commissioner (PCC)
Kevin Dennis – Chief Executive, Office of PCC (OPCC)
Sue Fish – Interim Chief Constable
Charlotte Radford – Chief Finance Officer (OPCC)

The Chairman congratulated Interim Chief Constable Sue Fish on her recent Queen's Policing Medal award.

1. MINUTES OF LAST MEETING

The minutes of the meeting held on 6 June 2016, having been previously circulated, were agreed as a true and correct record, subject to the following amendment ,and were confirmed and signed by the Chair of the meeting:-

- Attendance List – Chris Cutland’s name to be removed.

2. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Cheryl Butler, David Ellis, John Handley and Linda Woodings.

3. MEMBERSHIP

It was reported that Cllr Francis Purdue-Horan had replaced Cllr Andrew Brown as a Conservative co-optee to the Panel.

Councillor Leslie Ayoola attended the meeting as a substitute for Councillor Linda Woodings.

4. DECLARATIONS OF INTEREST

No declarations of interest were made.

5. WORK PROGRAMME

Keith Ford introduced the report and provided further background information to the recommendations. He stated that, following confirmation of Members’ availability, the start time of the Confirmation Hearing on 9 December for the Chief Constable appointment could now be confirmed as 11.00 am.

The Chairman thanked Keith and Kevin Dennis for their input into developing the work programme.

RESOLVED 2016/020

- 1) That the updated Work Programme be noted.**
- 2) That the confirmation hearing arranged for 9 December 2016 at 11am to consider the appointment of the Chief Constable be noted.**
- 3) That a workshop be held on the morning of 24 April 2017 to meet with the Commissioner and the new chief Constable to consider the new Chief’s strategic thinking.**
- 4) That the suggested schedule of focus on strategic priority themes be agreed as detailed in paragraph 6 of the report.**

6. POLICE AND CRIME COMMISSIONER’S UPDATE

The Commissioner introduced the report and congratulated Sue Fish on her valuable work and the recognition it had brought. The Commissioner confirmed to the Panel that the closing date for applications for the Chief Constable post was 23rd September, that interviews would take place at the end of November and that an interview panel would be convened that would include representatives from a number of stakeholder groups.

The Commissioner informed the Panel that crime in general continued to fall at a rate quicker than anywhere else in the country. The Commissioner spoke about the policing of the recent English Defence League (EDL) march and confirmed this was an operational matter for the Chief Constable. The Commissioner told the Panel that the plans on the day had worked well and had involved officers from across the County attending and that there was no final cost available, though a figure of approximately £200k had been stated publicly.

The Commissioner informed the Panel that no financial details had been included in the update report but that a short report on the subject would be issued to Panel members shortly, the indications are that the budget would balance at year end and the Commissioner informed the Panel he was confident that this would be achieved. The Commissioner informed the Panel that recruitment of a limited number of police officers would begin again in October with the aim of some posts being filled before Christmas and more being filled from 1st April. The Commissioner informed the Panel that in order to increase the number of officers from the Black and Minority Ethnic (BME) community, dialogue with the community would commence on 8th October as experience had shown that early engagement increased the likelihood of success.

During discussions the Panel raised the following points:

- The Panel expressed its disappointment in that it appeared that the aims of equality and diversity had not been reflected in the senior appointments made in the Force. The Commissioner appreciated the Panel's concern and pointed out that there was a very senior post in EMSOU held by a woman that had not been included in the list. The Commissioner stated that he was aware a number of women intended to apply for the Chief Constable vacancy while acknowledging that more work needed to be done in this area and he was confident Sue Fish would focus on this. The Panel made clear that its concerns were not just confined to issues of gender.
- The Panel referred to the summit on violence that had been held in August and asked the Commissioner what the outcomes had been and what the plans were for the future. The Panel was especially concerned about knife crime and spoke about the effective work carried out by the Knife Team and asked the Commissioner how the work of the Team might be affected by budget cuts. The Commissioner informed the Panel that the summit had been called by City colleagues at short notice so not all invitees had been able to attend and as a result a second meeting was to be arranged. The Commissioner stated that the Notts force was the only one nationally with its own knife crime unit which, with its intelligence-led, stop and search approach, had been very successful. In terms of the future the Commissioner reassured the Panel that though the possibility of disbanding the team had been discussed the conclusion had been that the work needed to be made a priority so that there were no plans to disband. The Commissioner reminded the Panel that in the past Sue Fish had been at the Home Office working on policing knife crime nationally and that he was keen to use Sue's knowledge and experience in this area.
- Councillor Girling drew the Commissioner's attention to the fact that crime in the Newark and Sherwood district did not seem to be reducing and wondered whether this might be as a result of police time being spent elsewhere and asked the Commissioner about plans for the area. The Commissioner replied that certainly burglary had been a problem in the Newark and Sherwood district and that the Force was focussing on this. The Commissioner reminded the Panel that the Force did have

limited resources and concentrated on areas of greatest need which tended to be urban areas. The Commissioner said that he was aware of the view that exists that the Newark and Sherwood area did not receive enough attention but pointed to the discussions that had been held and continue to be held with the NFU and land owners, that the number of rural PCs had been increased and that the text system of reporting problems was now in operation. The Commissioner assured the Panel that the Newark and Sherwood area had not been forgotten and was not being neglected.

- The Panel asked the Commissioner about the rise in hate crime following the Brexit vote and the instances where incidents were not reported to the police because the victims did not think it was worth reporting. The Commissioner responded that though hate crime had increased it was only for a short period and though it was a large increase in percentage terms there were actually only a small number of offences. The Commissioner pointed to the work carried out with partners, especially with those in the City, designed to increase the reporting of hate crime which as a result meant that there had been an 11% increase in incidents being reported. This in turn meant more cases going to court with the result that on at least one occasion a lengthy prison sentence had been handed down.
- The Panel asked the Commissioner what was required of communities in order that the number of officers from the BME community could be increased. The Panel also referred to the 'Black Lives Matter' march which it felt demonstrated the wider concerns in the black community regarding the extent of the representation of those from the BME community in the Force. The Commissioner replied that he was expecting a large attendance at the event on 8th October where it would be made clear that recruitment was happening and where people would be encouraged to apply. The Commissioner was aware that if people are not encouraged then the chances of success are diminished and he reassured the Panel that the problem was high on his agenda, though still a work in progress. The Commissioner explained that there was a need to convince the public that the police attitudes had changed, the stop and search figures in Notts were now one of the lowest in the country but still people did not believe the figures. The Panel informed the Commissioner that they had heard anecdotal evidence from school governors of an increase in hate crime in schools following the Brexit vote. The Commissioner replied that he was not aware of the problem but that it was not just an issue for the police who continued to work jointly with the NHS and City homes. The Commissioner reiterated that no progress could be made unless incidents were reported.
- The Panel referred to the problems of cyber crime, especially the vulnerability of young people suffering through texts/twitter/Facebook where the perpetrators were able to hide behind a screen and asked the Commissioner what could be done in Notts to tackle the problem. The Commissioner agreed that it was an important topic and mentioned the debate occurring with Internet Service Providers (ISPs) about whether a code of etiquette should be introduced or whether the situation should be allowed to continue in the liberal tradition where individuals were left alone. The Commissioner informed the Panel that Central Government has been speaking to ISPs and though he felt it could do more the pressure on ISPs had started. The Commissioner admitted that it was probably accurate to say that in terms of dealing with Cyber Crime the Force was behind the curve but no extra resources were available - they would have to be moved from elsewhere.

- The Panel spoke about the policing at the recent EDL march and questioned whether too many resources had been devoted to the event. The Commissioner replied that this was an operational matter but that he was aware that a lot of work had been involved beforehand, the EDL had not been permitted to use their preferred route, that the EDL have a record of returning to areas regularly where they have been initially banned in the past, and that on the day the operation went extremely well. The Chairman requested that a written answer be sent to all members confirming the costs of policing the march.
- The Panel asked for an update on the tri force collaboration and the Commissioner confirmed that the project was moving forward smoothly, work was ongoing to combine the back office functions and work on establishing a call centre was also progressing.
- The Panel asked the Commissioner for an update on the police operating model, asking whether the 2020 vision was aligned and integrated with other local services to achieve outcomes, and drawing attention to the recent City Council motion expressing concern at the proposals. The Commissioner replied that the scope of the 2020 vision was wide-ranging and looked at whether the police landscape at a local, regional and national level was correct, the Commissioner spoke of the difficulty in balancing those threads. In terms of the City Council's concerns, crime continued to fall in the City area, there was a Chief Superintendent based at Byron House and the Commissioner spoke to City officers on a daily basis. The Commissioner confirmed that he was monitoring how the new model was working and was sure the new Chief Constable would do the same and that with the exception of the Chief Executive no-one from the City Council had contacted him with any concerns.
- The interim Chief Constable, Sue Fish, spoke to the Panel about the 3 areas of challenge that had been presented to her by the Commissioner, namely leadership in developing the tri force collaboration, balancing the budget while achieving efficiency savings and the need to focus on key areas of police legitimacy – e.g. knife crime, hate crime, Stop & Search and diversity issues within the Force.
- In terms of the tri force collaboration, Sue Fish informed the Panel that she spoke weekly to the Chief Constables of Leicestershire and Northamptonshire, both formally and informally and, in terms of reorganising the back office functions, the operational leaders met regularly. Sue informed the Panel that in the same way as common software was used across the East Midlands Forces to report crime a similar content management system for all 3 forces was proposed which should increase efficiency, decrease IT costs and avoid duplication. Sue said that with 2 new PCCs it would take time for the post holders to get up to speed with the complex issues involved but that real savings were anticipated. Sue informed the Panel that revised business cases were due to be presented to the 3 Chief Constables and their respective Commissioners in early October and that while it was a challenge getting everyone to agree, at the moment everyone was working well together.
- In response to the interim Chief Constable's comments, the Panel requested a report outlining what had changed in the move away from the previously proposed Strategic Alliance to the new tri force collaboration. In response, Sue Fish underlined that the changes were more in semantics than practice in terms of what was being proposed. The Panel also expressed its concern at the possibility of the Force adopting a 'one size fits all' strategy to crime and stated that problems differed in the City compared to

the rest of the County. Sue Fish replied that the focus would remain on neighbourhood policing. The Panel also expressed its concern at the history of integrated IT systems failing elsewhere and Sue replied that the Force had shown already that it could make this approach work, albeit with systems that were not necessarily cutting edge.

- Sue Fish spoke to the Panel about the second challenge given to her by the Commissioner – the budget. She confirmed that the budget had been reduced by £12m from the previous financial year and this represented the biggest challenge since 2010. In terms of salaries, it was confirmed that the Force was just above target, though officers continued to leave. She spoke of the risk that this brings and informed the Panel that the Force knew from which areas officers were being lost and that recruitment would be targeted accordingly. In terms of recruiting from the BME community, she informed the Panel that she was hoping to improve on the current figure of 4.5% of the Force overall coming from this community and spoke of her satisfaction at being able to recruit again following a period when officers from the BME were leaving the Force. As far as non-pay related budget reductions were concerned, she highlighted the targets that had been identified including the letting of the forensics tender and the Fleet PFI contract. Sue confirmed to the Panel that she was confident that by the end of the financial year expenditure would be as per budget.
- Sue Fish then spoke of the final challenge, legitimacy, and the key areas of knife crime, hate crime and Stop and Search (S&S). In terms of knife crime, Sue spoke of her leading role nationally on knife crime and the beneficial, shared learning that had resulted. Sue stated that it was not a problem that could be solved merely by arrests but emphasised the importance of education. In terms of hate crime Sue confirmed to the Panel that immediately post Brexit there had been a spike in incidents but they had since reduced to former levels. Sue spoke of the Force's experience since defining misogyny as a hate crime and the positive way in which this had been received both by victims and staff members. Women, especially young women, had been subjected to some appalling treatment on the street and a seminar on the subject of misogyny was due to be held soon at Nottingham Trent University. Sue informed the Panel of the progress made in the area of S&S over the last 4 years and the willingness of the Force to be open and to listen and learn, which Sue said had not happened in the past and which was a challenge for some of her colleagues. The Force was now a national leader in S&S with the lowest level of S&S but with the highest number of positive outcomes. This was not the case 4 years ago with the experience of those from the BME community being especially negative. This was also true of stopping vehicles which legally is not the same as S&S though it was perceived in the BME community as being so. Sue stated that the Force was the first one to categorise vehicle stopping as being S&S and this had been key for the BME community. The Panel acknowledged the positive changes that had been made around S&S but questioned her on the use of 'stop & account' which could be used as a way of stopping those from the BME community. Sue admitted that nothing was defined in law in terms of this practice, that it was hard to measure/define, that robust debates on the subject had taken place with the BME community but that she did want people to continue to speak to each other. The Panel requested further information on this issue to a future meeting.

RESOLVED 2016/021

That the contents of the report be noted.

7. POLICE AND CRIME PLAN ANNUAL REPORT 2015-16

The Commissioner introduced the report.

During discussions the Panel raised the following points:

- Bob Vaughan-Newton queried whether the figure of over 30,000 registered users attributed to Neighbourhood Watches should have been a reference to Neighbourhood Alert instead. The Commissioner replied that he thought the statement in the report was correct but that he would check and confirm in writing.

RESOLVED 2016/022

That the progress made against the priority themes and activities set out in the report be noted.

8. REFRESHED POLICE AND CRIME DELIVERY PLAN 2016-2018

The Commissioner introduced the report.

RESOLVED 2016/023

That the contents of the report be noted.

The meeting closed at 3.40pm

CHAIRMAN

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

7 NOVEMBER 2016

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 A**).

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 and is subject to detailed discussion with the Police and Crime Commissioner (PCC) and the Acting Chief Constable.
3. The work programme is updated to include specific focus on each of the seven Strategic Priority Themes included in the Police and Crime Plan at each meeting of the Panel (except the February meeting at which the precept and budget is considered).
4. The Panel has been represented at the following recent conferences:-
 - a. Criminal Justice Management Annual Conference – 21 September 2016 – attended by Suma Harding
 - b. Brexit – Local Implications for Policing and Security – 14 September – attended by Councillor David Challinor
 - c. National Police and Crime Panel Conference (PCP) – 20 October 2016 – attended by Councillor Debbie Mason and Keith Ford.
5. Members are invited to feedback any relevant issues from these conferences.
6. The national PCP Conference will include debate about the findings of the 'Power Check' survey which looked at the first term of operation of PCPs. This survey was organised by Frontline Consulting and Grant Thornton and has previously been shared with Members via the following link -

<http://www.pcps-direct.net/pdfs/Power-Check-Reviewing-the-effectiveness-of-police-accountability.pdf>
7. It is proposed that, at the end of the December meeting, the Panel considers any implications of the survey findings in relation to its own practice.

8. As well as the main Panel meeting dates, Members are reminded of these previously agreed dates for other Panel activity:-
- a. 9 December 2016 – 11am – Confirmation Hearing for Chief Constable appointment
 - b. 25 January 2017 -10am – 12 noon – Budget Workshop with the PCC in attendance
 - c. 1 February 2017 – 10am – 12 noon – Budget Workshop with the Section 151 Officer of Nottinghamshire County Council
 - d. 24 April 2017 – 10am – 12.30pm – Workshop to share the strategic thinking of the new Chief Constable.

Other Options Considered

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

Reasons for Recommendation/s

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

RECOMMENDATION/S

- 1) That the work programme be updated in line with Members' suggestions as appropriate.
- 2) That Members feedback any relevant issues from recent conferences attended.
- 3) That the 'Power Check' survey findings be considered by the Panel at the end of the 19 December 2016 Panel meeting.
- 4) That Members note the previously agreed dates for other Panel activity:-
 - a. 9 December 2016 – 11am – Confirmation Hearing for Chief Constable appointment
 - b. 25 January 2017 -10am – 12 noon – Budget Workshop with the PCC in attendance
 - c. 1 February 2017 – 10am – 12 noon – Budget Workshop with the Section 151 Officer of Nottinghamshire County Council
 - d. 24 April 2017 – 10am – 12.30pm – Workshop to share the strategic thinking of the new Chief Constable.

Background Papers and Published Documents

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

For any enquiries about this report please contact:-

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

APPENDIX A

Nottinghamshire Police and Crime Panel

Work Programme (as at 13 October 2016)

<u>Agenda Item</u>	<u>Brief Summary</u>
19 December 2016 – 2.00pm	
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, 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 and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner or Deputy Police and Crime Commissioner.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes.	Panel to focus on a specific Priority Theme – 'Theme 6 – Prevention, early intervention and re-offending'
'Power Check ' Survey Findings	The Panel will consider the implications of the findings of this survey.
6 February 2017 – 2.00pm	
Proposed Precept and Budget 2017/18	To consider the Commissioner's proposed Council Tax precept.
Police and Crime Plan 2014-18 Refresh	To seek the Panel's views on the draft refreshed Police and Crime Plan.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner or Deputy Police and Crime Commissioner.
24 April 2017 – 2.00pm	
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, 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 and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner or Deputy Police and Crime Commissioner.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes.	Panel to focus on a specific Priority Theme – 'Theme 3 – Focus on priority crime types and those local areas that are most affected by crime and anti-social behaviour.'

<u>Agenda Item</u>	<u>Brief Summary</u>
5 June 2017 – 2.00pm	
Appointment of Chairman and Vice-Chairman	To appoint the Chairman and Vice-Chairman of the Panel for the 2017/18 year.
Review of Balanced Appointment Objective.	<p>The Panel will review its membership to see whether any actions are required in order to meet the requirements for:-</p> <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. <p>The terms of office for independent Members is also due to be reviewed in June 2017.</p>
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, 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 and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner or Deputy Police and Crime Commissioner.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes.	Panel to focus on a specific Priority Theme – 'Theme 5 – Reduce the threat from organised crime'.

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	7th November 2016
Report of:	Paddy Tipping Police and Crime Commissioner
Report Author:	Kevin Dennis
E-mail:	kevin.dennis@nottinghamshire.pnn.Police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	5

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

1. PURPOSE OF THE REPORT

- 1.1 This report presents the Police and Crime Panel (Panel) with the Police and Crime Commissioner's (Commissioner) update report.
- 1.2 In accordance with section 13 of the Police Reform and Social Responsibility (PR&SR) Act 2011 and subject to certain restrictions, the Commissioner must provide the Panel with any information which the Panel may reasonably require in order to carry out its functions. The Commissioner may also provide the Panel with any other information which he thinks appropriate.
- 1.3 This report provides the Panel with an overview of current performance, since the last report in September 2016 which focused on data to June 2016. This is the second report relating to the Commissioner's refreshed Police and Crime Plan (2016-18) which includes minor amendments to performance measures and the RAGB rating.
- 1.4 It should be emphasised that the action taken by the Chief Constable may be the result of discussions held with the Commissioner during weekly meetings. The Commissioner is briefed weekly on all performance exceptions by his office staff which is then discussed with the Chief Constable the same week.

2. RECOMMENDATIONS

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

3. REASONS FOR RECOMMENDATIONS

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

4. Summary of Key Points

POLICING AND CRIME PLAN – (2016-18)

Performance Summary

- 4.1 Performance against refreshed targets and measures across all seven themes is contained in the Performance section of the Commissioner's web site to June 2016.^a This report details performance from 1st April to 31st August 2016.

Reporting by Exception

- 4.2 The Commissioner's report focuses on reporting by exception. In this respect, this section of the report relates exclusively to some performance currently rated red i.e. significantly worse than the target (>5% difference) or blue, significantly better than the target (>5% difference).
- 4.3 The table below shows a breakdown of the RAGB status the Force has assigned to the 22 targets reported in its Performance and Insight report to June 2016. In previous reports there were 33 measures reported on but this year only measures with specific targets will be assigned a RAGB status.^{bc}
- 4.4 It can be seen that 16 (73%) of these measures are Amber, Green or Blue indicating that the majority of measures are close, better or significantly better than the target. Currently 23% (5) of targets reported are Red and significantly worse than target. This is not as good as the previous Panel report largely due to the performance of the Magistrates Court in respect of Early Guilty Pleas.

KEY to Performance Comparators					
Performance Against Target		Jun-16	% of Total	Aug-16	% of Total
<input checked="" type="checkbox"/>	Significantly better than Target >5% difference	7	32%	3	14%
◆	Better than Target	4	18%	4	18%
±	Close to achieving Target (within 5%)	8	36%	9	41%
<input checked="" type="checkbox"/>	Significantly worse than Target >5% difference	3	14%	5	23%
<input type="checkbox"/>	No Longer Measured	0	0%	1	5%
Total		22	100%	22	100%

- 4.5 One measure i.e. the 'Percentage of victims and witnesses satisfied with the services provided in Court', taken from the Witness and Victim Experience

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

^b A number of performance measures are monitor only and it has been agreed that it is not appropriate to assign a RAGB to such measures unless the measure is + or – 10%.

^c New RAGB symbols have been used for this report in case readers are limited to black and white print.

Survey (WAVES) is no longer active and therefore it is not possible to report on this measure.

4.6 The table below provides an overview of the 3 targets (14%) graded blue.

<input checked="" type="checkbox"/>	Objective / Target – RAGB Status Blue	Jun-16	Aug-16
	1. A reduction in the number of non-crime related mental health patients detained in custody suites	80.00%	94.10%
	2. A reduction in All Crime compared to 2015-16.	-9.50%	-6.60%
	3. A reduction in Victim-Based Crime compared to 2015-16	-8.90%	-6.70%

4.7 The table below provides an overview of the 3 targets (13.6%) graded red.

<input checked="" type="checkbox"/>	Objective / Target RAGB Status Red ●	Jun-16	Aug-16
	1. 90% of victims of crime are completely, very or fairly satisfied with the service they have received from the police	83.70%	83.00%
	2. A 10% increase in the number of POCA orders compared to 2016-16	-3.70%	-16.80%
	3. Increase BME representation within the Force to reflect the BME community (11.2%)	4.50%	4.50%
	4. New: An increase in the Early Guilty Plea rate compared to 2015-16 (Magistrates Court)	N_Avail	-6.60%
	5. New: An increase in the Early Guilty Plea rate and be better than the national average (Magistrates Court)	N_Avail	-9.90%

4.8 Panel Members require the Commissioner's update report to:

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

4.9 The Force has provided the following responses to these questions in sections 5 and 6 below.

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

BL1. A reduction in the number of non-crime related mental health patients detained in custody suites - Improved Performance and Reason/Lessons Learned

5.1 One person has been presented to custody as a first place of safety this year (in April 2016). This compares to a total of 17 in the same period of last year. In the current year-to-date period, a total of 154 people were taken to the section 136

mental health suite, meaning that detainees at custody account for less than 1% of all mental health patients dealt with.

- 5.2 As previously reported, this significant improvement in performance is a direct result of the introduction of the Street Triage Team which has previously been reported on.

BL2. A Reduction in Total Crime Compared to 2015-16

- 5.3 The Force is currently recording a 6.6% (2,116 offences) reduction in All Crime year-to-date, compared to the same period of last year.
- 5.4 Although monthly volumes for All Crime have increased month-on-month over the last two months the long term trend remains stable with performance within expected bounds.
- 5.5 Victim-Based crime has reduced by 6.7% (1,937 fewer offences), while Other Crimes Against Society have reduced by 5.5% (179 fewer crimes)
- 5.6 Both City and County partnership areas are maintaining reductions in All Crime (City; -9.4% or 1,231 offences, County; -4.3% or 798 offences)
- 5.7 The national average for the 42 England and Wales police forces is a 7% increase in recorded crime (data for the 12 months to June 2016). Nottinghamshire is one of only 4 forces to be showing a crime reduction over the same period.
- 5.8 An audit of incidents closed without a crime being created has indicated that a number of incidents should have been allocated a crime number to comply with National Crime Recording Standards. The Force is treating this issue as a priority and has a recovery plan in place to ensure that crimes are created where identified by the audit. As a result of this work the Force expects to see uplift in recorded crime volume. This will impact on performance figures for both crime and positive outcome rates and this will be apparent in the October Performance and Insight Report.

BL3. A Reduction in Victim Based Crime Compared to 2015-16

- 5.9 Victim-Based crimes account for 89.7% of All Crime recorded by the Force this year, which is unchanged from the proportion recorded last year (89.9%). The overall volume of victim-based crimes has reduced by 1,937 offences compared to last year.
- 5.10 Violence Against the Person (VAP) offences continue to drive the volume reduction in Victim-Based crime, with 965 fewer offences recorded compared to last year. Violence with injury offences are now reducing at the greater rate (-13.4% compared to 9.5% for without injury offences), which equates to 965 fewer with injury crimes.
- 5.11 In addition to the reduction in Violence Against the Person offences, reductions are recorded in a number of other offence types within victim based crime this year, including; Sexual Offences (-17.2% or 159 fewer offences), Robbery (-7.4%

or 27 offences), Shoplifting (-5.3% or 184 offences) and Criminal Damage & Arson (-7.2% or 330 offences).

- 5.12 Burglary performance remains stable and shows little change on the position reported last month. The Force is recording a 2.7% (83 offences) increase, with the majority of this increase accounted for by Burglary Dwelling (+76 offences).
- 5.13 Vehicle Crime performance is also stable with a similar volume of offences this year compared to last, however a reduction in Theft From Motor Vehicle is masking an increase in Theft Of Motor Vehicle offences, which are up 27.3% (134 offences) on last year. Volumes in July and August in particular have increased, with August total of 147 outside of the upper confidence limit.

6. Red Rated Measures (● significantly worse than Target >5% difference)
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R1. 90% of victims of crime are completely, very or fairly satisfied with the service they have received from the police

- 6.1 Performance remains stable over the last year and the most recent figure of 83%, covering satisfaction for incidents reported in the 12 months to June contrasts with 85.6% for the same period last year. While it is recognised that current performance is showing a downward trend, this is not significant at this time.
- 6.2 Furthermore, despite this dip, Nottinghamshire is ranked 2nd best in its Most Similar Group (MSG) which is better than last year when it was ranked 3rd. This identifies that most other forces are showing a greater dip in this performance area which may be linked to capacity as less officers and PCSOs are carrying heavier workloads.
- 6.3 In terms of the aspects of satisfaction, Ease of Contact and Treatment remain high in the mid-nineties (96.7% and 94.0% respectively) for overall satisfaction; with 'follow up' the aspect that shows the lowest level of satisfaction at 72.2%. This is a significant reduction on last year when this aspect was 76.7%.
- 6.4 When looking at performance by crime type, victims of Vehicle Crime show the lowest overall satisfaction levels. Performance for both Theft of and Theft from vehicle has dropped by approximately 4% compared to last year. This is clearly related to the Force vehicle crime attendance policy reported in previous Panel reports.

R2. A 10% increase in the number of POCA orders compared to 2015-16

- 6.5 The Force recorded 7 fewer Confiscation and Forfeiture Orders year-to-date compared to last year, this equates to a reduction of 6.8%, placing the Force 16.8% below the 10% increase target.
- 6.6 It should be noted that good performance in this measure is also dependent on other organisations; for example, any decision to apply for an order is made by the Crown Prosecution Service (CPS) and not the Police and a decision to grant an order is one for the Court alone.

- 6.7 There is also a lengthy time lag i.e. an order is not granted until sentencing and in many cases there can be a gap of many months between point of arrest and an order being granted. To dampen this impact, the Force will consider providing quarterly updates.
- 6.8 Performance information for the value of orders is currently unavailable.
- 6.9 The Home Affairs Committee (HAC) recently undertook an inquiry into how effectively the measures introduced in the Proceeds of Crime Act 2002, to deprive criminals of any benefit from their crimes, are working. In particular, the inquiry assessed the operation of confiscation orders, which are the main mechanism through which this policy is implemented. The HAC published its report on 15th July 2016.^d
- 6.10 HAC concluded that:

Criminals are becoming more sophisticated at concealing the proceeds of their crimes. Ensuring the efficient recovery of these proceeds should be one of the first issues an investigator tackles. Ideally, assets should be frozen simultaneously with the criminal becoming aware of the investigation for the first time (this will often be at the time of arrest, although not always). Waiting for a conviction is far too late. As part of their training police officers should be equipped to deal with these challenges. (Paragraph 14)

We recommend that, upon entry into the service, all police officers receive at least one full day of financial investigative training, accredited by the National Crime Agency (NCA), so that all officers are equipped to secure recovery at a much earlier stage and have a good understanding of the impact of charges, offences and pleas on asset recovery. Secondly, all detective officers should receive advanced financial investigation training on at least an annual basis so that appropriate evidence is gathered about financial gain, as well as criminal conduct in every investigation into a serious crime offering financial gain.

- 6.11 The report made a number of other recommendations intended to improve the effectiveness of the legislation.

R3. Increase BME representation within the Force to reflect the BME community (11.2%)

- 6.12 There has been no deterioration in this measure, but recently under the Force's revised RAGB rating it is rated red because the 11.2% representation as defined by the 2011 Census has not been achieved. BME headcount is 4.8% for Police Officers and 4.3% for Police Staff and overall its 4.5%. When the Commissioner took office in 2012 representation was 3.7% so there has been an improvement overall. Austerity and the 2 year recruitment freeze has hampered progress in this area although there have been improvements with representation with Police Cadets (26%) and Special Constables (8%).

^d

<http://www.publications.parliament.uk/pa/cm201617/cmselect/cmhaff/25/25.pdf>

- 6.13 The Commissioner has been working closely with the BME Steering Group since 2013 and established a BME Working Group to advance BME recruitment and selection, BME advancement and retention as well as other issues which may adversely affect attraction of BME candidates, i.e. stop and search and diversity training of officers. Members were provided with a case study on this work listed at [Appendix A](#) of the 18th April 2016 Panel meeting.
- 6.14 To achieve an 11.2% BME representation an additional 140 BME police officers would need to be recruited. The Commissioner is working closely with the Chief Constable with a view to commence recruitment of Police officers in January 2017. Prior to this a range of positive activity will be undertaken to attract applicants from BME communities under Operation Voice which will includes talent spotting, buddying, awareness events, marketing publications. The Chief Constable and Commissioner will attend a Police Recruitment event on 8th October 2016 at which various members of the BME communities will attend.

R4. New: An increase in the Early Guilty Plea rate compared to 2015-16 (Magistrates Court)

R5. New: An increase in the Early Guilty Plea rate and be better than the national average (Magistrates Court)

- 6.15 These measures fall under THEME 2 of the Commissioner's Police Crime Plan (2016-18) to 'Improve the efficiency, accessibility and effectiveness of the criminal justice process' the strategic activity of which is submitted as a separate agenda item at this meeting.

Holding the Chief Constable to Account

- 6.16 The Commissioner is represented at the key Divisional, Partnership and Force Local Performance board meetings in order to obtain assurance that the Force and Partners are aware of the current performance threats, and are taking appropriate action to address the emerging challenges. Should there be any issues of concern these are relayed to the Commissioner who holds the Chief Constable to account on a weekly basis.
- 6.17 In addition, the Commissioner meets regularly with the Head of Investigations and Intelligence and Head of Operations to gain a deeper understanding of threats, harm and risk to performance. The last meeting was held on 26th July 2016.
- 6.18 Panel Members have asked if a case study could be prepared for each meeting. Previous case studies relating to (1) Shoplifting, (2) the Victims Code, (3) Improving BME Policing Experiences, (4) Hate Crime and Knife Crime (5) have been prepared. For this meeting, a case study has been prepared in respect of Stop and Search (see **Appendix A**).

Activities of the Commissioner

- 6.19 The Commissioner continues to take steps to obtain assurances that the Chief Constable has not only identified the key threats to performance but more

importantly that swift remedial and appropriate action is being taken to tackle the problems especially in the Priority Plus Areas in the County and High Impact Wards in the City. Key activities are reported on the Commissioner's web site.^e

DECISIONS

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

7. Financial Implications and Budget Provision

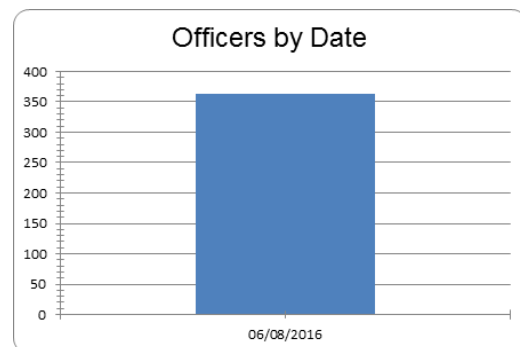
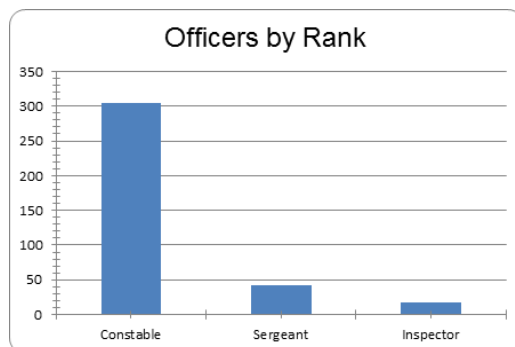
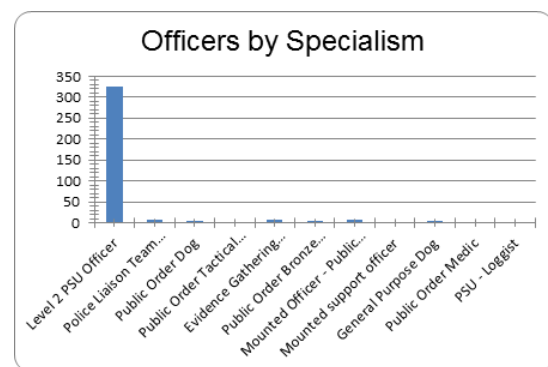
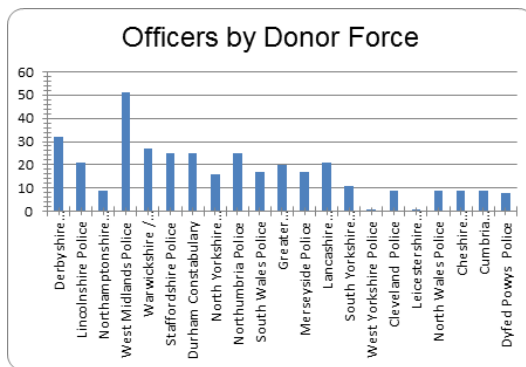
- 7.1 The Force has indicated that Finance information will only be provided on a quarterly basis when the outturn is reviewed and this will go into a separate report and therefore will not form part of this Panel report.
- 7.2 The Force will submit the revenue monitoring report at the December Panel meeting after it has been considered by the Commissioner at his Strategic Resources meeting in November 2016.

Cost of EDL March

- 7.3 At the previous Panel meeting Members asked if the cost of the EDL march in August this year could be provided. Initially the Force estimated the costs to be £230k but is still waiting for some invoices to be received from other forces. Based on invoices received so far and calculating the cost of those expected the Force still expects the total amount for this to be £230k.
- 7.4 The Force has emphasised that these resources were required to 'keep the public safe from harm during the EDL presence in Nottingham' and argues that they would have required the same resources (or possibly even more) if the march had been banned as they would have needed to police an assembly, protest or other presence (which can't be banned).

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

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



8. Human Resources Implications

8.1 None - this is an information report.

9. Equality Implications

9.1 None

10. Risk Management

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

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

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

12. Changes in Legislation or other Legal Considerations

12.1 None that directly relates to this report.

13. Details of outcome of consultation

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

14. Appendices

A. Case Study – Stop and Search

B. Forward Plan of Key Decisions for the OPCC and the Force

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

- [Police and Crime Plan 2016-2018 \(published\)](#)

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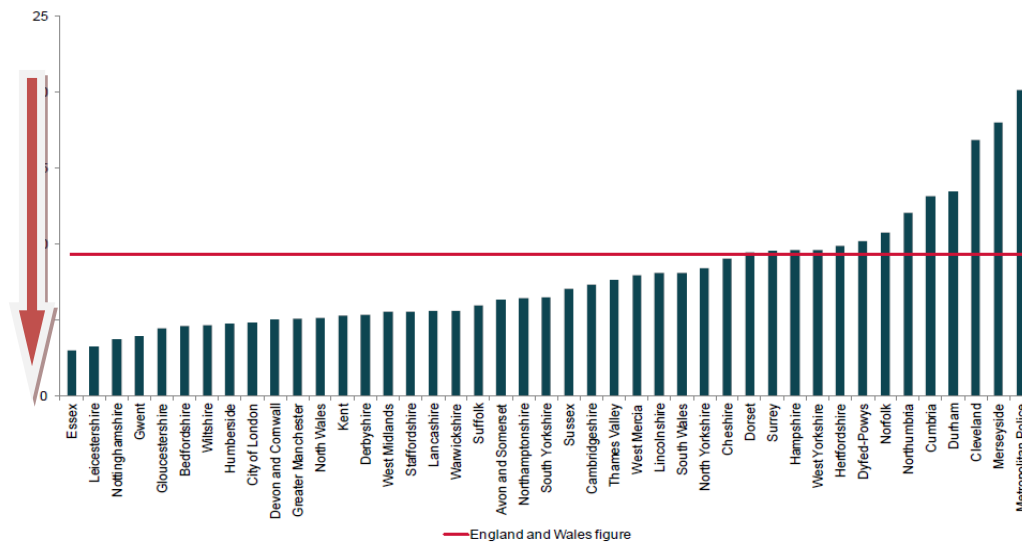
Appendix A

Stop and Search

Report Date: 28th September 2016

Throughout 2015/16 Nottinghamshire Police maintained its focus on the fair and effective use of stop and search powers. The force has seen a steady reduction in the volume of stop and searches carried out, while increasing the arrest and positive outcome rates arising from the use of these powers. The force has the third lowest use of stop and search powers in the country, with the following table taken from the HMIC PEEL: Police Legitimacy Report 2015 which is sourced on the website stop and search page:

Figure 8: Number of stops and searches per 1,000 population for the forces in England and Wales, for the 12 months to March 2015



Source: Home Office Stop and Search data, Police Powers and Procedures 2014/15 and Office for National Statistics mid-2014 population estimates

Asking individuals to account for their presence or behaviour is an important part of everyday policing. Stop and search powers are used by the force as an additional and legitimate power to protect local residents, businesses and visitors to the area, tackle crime and keep our streets safe.

In 2015/16, 379 arrests were made as a result of the use of stop and search powers; this includes 50 arrests for possessing weapons. This represents 13.2% of all stop and search arrests made by the force and displays what a vital crime fighting tool it is and how it protects the public by removing weapons from the streets. We do not underestimate the impact that stop and search encounters have on communities and individuals and we know that to maintain public confidence in its use, the power must be used in a fair and effective manner.

Fair and Effective Stop and Search

A new national definition of a 'fair and effective' stop and search encounter has recently been agreed by the College of Policing and the National Police Chiefs' Council (NPCC):

A stop and search encounter is most likely to be fair and effective when:

- *the search is justified, lawful and stands up to public scrutiny;*
- *the officer has genuine and objectively reasonable suspicion they will find a prohibited article or item for use in crime;*
- *the person understands why they have been searched and feels that they have been treated with respect;*
- *the search was necessary and was the most proportionate method the police officer could use to establish whether the person has such an item.*

Effective use

The primary purpose of stop and search powers are to enable officers to either allay or confirm their suspicions about an individual without having to arrest the person. Effectiveness must therefore reflect where suspicion has been allayed and an unnecessary arrest, which is more intrusive, has been avoided; or where suspicion has been confirmed and the object is found or a crime is detected.

Having listened to community representatives and reference groups, the force expects the use of stop and search powers to focus on dealing with crimes that cause the public the most concern. We expect a minimum of 40% of all stop and searches should be undertaken to tackle key crimes like burglary and robbery; with a further 20% being undertaken to target the carrying of weapons and the remaining 40% targeting neighbourhood crimes. This approach provides the flexibility to address specific local concerns. During 2014/15, 9.2% of all stop and searches were for weapons, 26.6% for going equipped and handling stolen goods and 62.8% for drugs.

The combined arrest and positive outcome rate for stop and search use in 2013/14 was 20.4%. It rose to 25.5% in 2014/15 (12.5% arrest rate) and rose again to 30.1% in 2015/16 (14% arrest rate). The positive outcome rate is the number of stop and search encounters that lead to an arrest or another outcome, for example a cannabis warning or a report for summons.

In May 2016, 36.7% of all searches resulted in a positive outcome. While the force has corporate targets for crime reduction, there is no individual numeric stop and search targets set for officers. Nottinghamshire Police aims for 25% of all stop and searches to result in an arrest or positive outcome, excluding cannabis warnings (this was 31.2% in May 2016). The arrest rate has been steadily rising, from 11.3% in April 2013 to 18.1% in May 2016.

We will continue to work with our communities and stakeholders to deliver fair and effective encounters and ensure that the use of stop and search powers continues to protect the public.

Fair use

Nottinghamshire Police believes a fair encounter is a justifiable one, which is applied without prejudice, carried out promptly and with respect. It is recorded, open to scrutiny and supports public confidence.

The number of stop and search encounters has decreased by 37.8% from 4157 recorded in 2014/15 to 2712 in 2015/16. Of the people who were stopped and searched in 2015/16, 71.0% were white, 9.3% black and 7.4% Asian. There were a total of ten public complaints relating to stop and search encounters in the 2015/16 financial year. Two of which were resolved 'there and then'.

It is important to measure the impact that the use of stop and search powers has on communities and individuals. This is done through community engagement and community accountability assisted by the stop and search data that is published internally and via the police.uk website. Nottinghamshire Police also engages with a variety of stakeholders, most notably the Police and Public Encounters Board, which influences and monitors national procedure and practice.

A Stop and Search Scrutiny Board is now up and running and data is being presented to these members of the community who sit on the Board and scrutinise activity. The minutes and data presentations to this Board can be found on the force website.

There is disparity in the use of stop and searches in relation to gender, age and race. The reasons for disparity are complex and include the use of the power to tackle gangs and specific crimes. All measures of proportionality are subjective depending on which population base is employed. No population base will ever accurately capture a street population in a given area, at a given time.

Proportionality

The proportionality or disproportionality of the use of stop and search powers is an issue within the communities policed in Nottinghamshire, and also within the media when stop and search use is reported upon. The manner in which stop and search proportionality is calculated has a significant impact and creates statistical variances where a small number of searches can have a significant impact upon proportionality rates. These anomalies are largely not understood and require explanation to put some context around these important figures. This position statement outlines how proportionality is calculated.

Data explanation

Proportionality data presents the statistical chance of someone from a black, Asian or minority ethnic (BAME) community being subject to a stop and search encounter compared to someone from the white community.

The numbers of searches conducted within a specific BAME community is compared to the resident population of that community; this creates a 'rate of search per '000 population'. The population is taken from the 2011 Census data. The rate per '000 population from this BAME community is then compared to the rate per '000 population for the white community; the white community is the baseline population. The 'BAME' number is divided into the 'white' number; the outcome is the proportionality or disproportionality rate.

28.5% of Nottingham City's population is from BAME communities and 4.5% of the County's population is from BAME communities; it is this resultant difference in the white population 71.5% compared to 95.5% that causes the significant changes in proportionality rates. It must also be noted that the population figures are 'resident population' and that clearly people will move across borders in the course of their work and leisure.

By way of example:

In 2015/16 – 1,871 searches of white people were conducted in the force area. The white population in Nottinghamshire County and City is 969,501; this total population number is divided by 1,000. The number of searches (1,871) is then divided by the number of 1,000 population (969.501). This equals 1.93. Therefore the rate of searches per '000 of the white population is 1.93 searches per 1,000 white people.

The same calculation is made for, for example, black people. In 2015/16, 244 searches were made of black people; with a total force wide black population of 27,287. The number of searches (244) is divided by the number of 1,000 population (27.287). This calculation gives the result of 8.9 searches per '000 of the black population.

To calculate the proportionality rate the rate per '000 'black' is then divided by the rate per '000 'white'; or in this case, 8.9 is divided by 1.9. The disproportionality rate is 4.6 times more likely to be searched if you are black.

The data 'variance'

As identified within the two tables below the proportionality rates over the last three years have decreased then, during 2015/16, increased. Table 1 presents the number of searches in the force area; Table 2 identifies those conducted in Nottingham City. The Nottingham City numbers are included within the force level number.

Table 1 Nottinghamshire's proportionality 2013/14 to 2015/16

Use of s.1 PACE & s.23 Misuse of Drugs Act stop and search in Nottinghamshire (numbers in brackets = number of searches)

Ethnicity	White	Black	Multiple Heritage	Asian or other	BME
2013/14	1.0 (4188)	4.1 (486)	1.4 (181)	1.1 (311)	1.9 (978)
2014/15	1.0 (3159)	3.9 (347)	1.2 (122)	1.1 (236)	1.8 (705)
2015/16	1.0 (1871)	4.6 (244)	2.1 (123)	1.9 (231)	2.5 (598)

Table 2 Nottingham City's proportionality 2011/12 to 2015/16

Use of s.1 PACE & s.23 Misuse of Drugs Act stop and search in Nottingham City

Ethnicity	White	Black	Multiple Heritage	Asian or other	BME
2013/14	1.0 (1713)	2.3 (398)	0.9 (139)	0.7 (247)	1.2 (784)
2014/15	1.0 (1469)	1.9 (282)	0.7 (93)	0.6 (182)	1.0 (557)
2015/16	1.0 (1200)	1.8 (222)	0.9 (100)	0.8 (205)	1.1 (527)

How a small number of searches can increase the disproportionality rate.

To illustrate this point, the data for the searches of black people in 2015/16 is presented. There were 244 such searches in 2015/16 in the force area, of which 222 of these were conducted in Nottingham City. The numbers are highlighted in red in Tables 1 and 2 above.

During 2015/16, 22 searches of black people were conducted in the 'County'; this number of searches caused the disproportionality rate to rise from 1.8 in the City, where the majority of these searches were conducted, to 4.6 in the force area. Numbers highlighted in orange above.

This effect is further illustrated in Table 3 below where the changes in proportionality are highlighted. The data presented is the number of searches conducted by the Home Office prescribed ethnicity 'group' in the force area and Nottingham City, the proportionality rates and the difference in these rates, based upon this number of searches.

Table 3 The change to proportionality rates caused by low numbers of searches

	Black			Multiple Heritage			Asian or other			BAME		
	Force	City	Diff	Force	City	Diff	Force	City	Diff	Force	City	Diff
2013/14												
Number	486	398	88	181	139	42	311	247	64	978	784	194
Rate	4.1	2.3	1.8	1.4	0.9	0.5	1.1	0.7	0.4	1.9	1.2	0.7
2014/15												
Number	347	282	65	122	93	39	236	182	54	705	557	148
Rate	3.9	1.9	2.0	1.2	0.7	0.5	1.1	0.6	0.5	1.8	1.0	0.8
2015/16												
Number	244	222	22	123	100	23	231	205	26	598	527	71
Rate	4.6	1.8	2.8	2.1	0.9	1.2	1.9	0.8	1.1	2.5	1.1	1.4

Disproportionality rates therefore can be seen to change more, as the number of stop and search encounters reduce. With the total number of stop and search encounters in the force area reducing and with the majority of these searches being undertaken within Nottingham City where the majority of the BAME population live; the proportionality rate changes significantly when the 'County' data is included.

The statistical reason for this is that the rate of stopping and searching white people per '000 population falls significantly. When this rate is compared to the rate per '000 population for any of the BAME communities there is an uplift of the disproportionality rate.

Example

The white population in the County is 750,803. There were 671 searches of white people conducted during 2015/16 - Appendix A subtraction of the numbers in orange. This gives a search rate per '000 population of 0.89. This number then becomes the baseline.

The calculation in the County for the searching of black people is 22 searches amongst a resident population of 5,102. This gives a search rate of 4.3 per '000 population.

The disproportionality rate therefore rises to 4.8 ($4.3/0.89$) based upon these 22 searches.

Other initiatives

We have delivered a further phase of training to frontline officers, called 'Unconscious Bias'- which was the fourth phase of stop and search training. This training course was funded by the Police and Crime Commissioner and delivered by an external training provider. The training sought to engage and make officers aware of their unconscious bias's to ensure all stop and search encounters are legally based and focus on necessity, proportionality and are conducted without bias.

Monthly audits have continued which review the grounds that are being recorded for each stop and search encounter, to ensure they are compliant with the legal requirement.

The 2015 HMIC PEEL Legitimacy Inspection, that covered the grounds recorded for stop and search encounters, identified that Nottinghamshire Police had the highest pass rate nationally at 97%.

Like the majority of forces, the force does not record stop and accounts; a stance supported by the Home Secretary. Chief Constable Sue Fish believes that to record all such encounters, which are not a legal requirement, would increase unnecessary bureaucracy, with officers keeping members of the public longer than would otherwise be necessary. Instead we focus our efforts to improve the tasking of our activity and communication about how stop and search powers are and will be used.

The Police and Crime Commissioner (PCC), Paddy Tipping, has continued with a Monitoring Group, which scrutinises the force's stop and search performance and practice. The force presented an annual report into stop and search encounters, at the "Exploring and Improving BME Policing Experiences", second annual conference on Saturday 19 March 2016. This report on activity was well received.

The hope continues that there will be an advisory group of young people; with the PCC funding a local charity Chat'bout to help develop this group. Young people are particularly impacted on by the use of stop and search powers, so it is critical that this group be established to enable them to scrutinise how stop and search powers are used.

Throughout 2015/16 the force has been working with the Home Office to pilot the mapping of stop and search encounters down to the local community level, however this work is yet to be published.

As part of our continuing work to deliver the Best Use of Stop and Search Scheme (BUSSS), members of the public have been invited to come and watch stop and search in action. This opportunity is provided through **Operation Promote**, a policing operation designed to reduce violence in the Night Time Economy in the City Centre by breaking the well documented connection between drug use and violence. This operation involves the deployment of a passive drugs search dog with a team of officers to tackle such drug misuse – particularly Class A drugs. This operation has been run a number of times previously and there have been between 14 and 47 stop and searches conducted on each occasion, with a reduction in violent crime being evidenced as a result. While most, if not all, of these are for drugs offences, the principle and practice of stop and search use can be seen.

This operation is promoted on the force's stop and search webpage for members of the public to apply to attend as a 'Lay Observer'.

Data Quality

Through the force's mobile data solution, stop and search encounters performance data is now immediately available internally to scrutinise and ensure activity is necessary and proportionate. During 2015/16 we have published our stop and search data on the force website so that it is available for public viewing and scrutiny. To ensure officer accountability, comprehensive monthly stop and search data is now published internally and discussed at operational performance meetings.

The force's Professional Standards Department (PSD) continues to work to increase awareness and community confidence in those communities most likely to be stopped and searched to report their concerns and complaints, if someone believes a stop and search encounter has not been carried out as it should be. Our current complaint levels are low and we feel this may reflect a lack of confidence that complaints will be dealt with and be taken seriously. While we would clearly prefer that people don't feel the need to complain, we recognise that complaints demonstrate confidence in the belief that the matter will be taken seriously and a resolution or redress will be sought. As required under the Best Use of Stop and Search Scheme, the force has developed a 'Community Trigger' which is available to view on the force website.

The force will continue to build upon the improvements already made and welcomes Her Majesty's Inspectorate of Constabulary (HMIC) reports from both 2013 and 2015. Details of our activity to deliver against the recommendations are outlined in detail on the force website.

We will continue to work with our communities and stakeholders to increase effectiveness and public confidence, improve the quality of the encounter and ensure the use of stop and search continues to create a safer place for everyone.

APPENDIX B

Decisions of Significant Public Interest: Forward Plan

1st October 2016 – 1st January 2017

Thematic Model Business cases						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available.</i>	Contact Officer	Report of OPCC / Force
1.1	Oct 2016	Serious and Organised Crime	Serious and Organised Crime Business Case as part of move to thematic structure.	TBC	Supt Simon Firth	Force
1.2	Oct 2016	Intelligence	Intelligence Business Case as part of move to thematic structure.	TBC	Supt Austin Fuller	Force
1.3	Oct 2016	Prisoner Handling Team	Prisoner Handling Team Options Paper	TBC		Force
1.4	Oct 2016	Public Protection	Public Protection Business Case as part of move to thematic structure.	TBC	Det Supt Rob Griffin	Force
1.5	Oct 2016	Response	Response Options Paper	TBC	Supt Matt McFarlane	Force
1.6	Oct 2016	Neighbourhoods	Neighbourhoods Business Case as part of move to thematic structure.	TBC	Supt Richard Fretwell / Supt Mike Manley	Force

Contracts (above £250k)						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available.</i>	Contact Officer	Report of OPCC / Force
2.1	Oct 2016	Liquid Fuels	New ESPO framework non committed Call-Off from Framework, no signatures required.	£974k	Ronnie Adams EMSCU	Force
2.2	Oct 2016	Financial & Personal	Regional Framework	TBC >£250k	Ronnie Adams	Force



Nottinghamshire

POLICE & CRIME COMMISSIONER

		Services			EMSCU	
2.3	Oct 2016	Temporary Staff – Long term and Specialist	Procurement for the long term provision of temporary agency staff to Nottinghamshire Police for a period of two years with the option to extend for a further two years.	£2.6 million	Ronnie Adams, EMSCU	Force
2.4	Oct 2016	Various contracted work at Oxclose Lane and Carlton	Part of the Estates Rationalisation Programme. Still at Business Case stage.	£850,000 Oxclose	Ronnie Adams, EMSCU	Force
2.5	Oct 2016	Energy	Extension to the Corona gas and EDF electricity contracts.	>£500,000	Ronnie Adams EMSCU	Force
2.6	Dec 2016	Cleaning Contract	Re-tendering of the cleaning contract	£1.8 million	Ronnie Adams EMSCU	Force
2.7	Jan 2017	Waste Management	All waste services including general, recycled, WEEE and confidential shredding. Nottingham Police lead for National agreement.	£650,000k – £3 million	Ronnie Adams EMSCU	Force
2.8	TBC	ESN Devices	National Programme for the replacement of Airwaves	TBC >£250k	Ronnie Adams EMSCU	Force
2.9	TBC	BMS Contractor	Replacement of the Building Management Systems (BMS) that control the heating and cooling of buildings.	>£370,000	Ronnie Adams EMSCU	Force
2.10	TBC	BWV	Procurement and implementation of BWV equipment and associated software for Firearms Officers.	£275,200	Ronnie Adams EMSCU	Force
2.11	TBC	IT Resources	Specialist staff requirement for Tri-Force Collaboration. Currently at Business Case stage.	>£250,000	Ronnie Adams EMSCU	Force
2.12	TBC 2017	Holmes House & Mansfield Police Station	Consultants and Contractors Still at Business Case stage.	>£800,000	Ronnie Adams EMSCU	Force



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Estates, ICT and Asset Strategic Planning						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available.</i>	Contact Officer	Report of OPCC / Force
3.1	October 2016	Tri-Force Collaboration IT Enabling Services Business Case	Business case to outline IT Enabling Services proposals to be presented at Tri-Force Collaboration Board week commencing 10th October 2016.	£5.7m Transformation Funding	ACO Phil Eaton	Force
3.2	October 2016	Carlton Front Counter	Licence to occupy Front Counter at Carlton Fire Station, Manor Road, Carlton.	£1,000 set up £3,000 annual revenue costs	Tim Wendels, Estates and Facilities	Force
3.3	October 2016	Sherwood Lodge	Lease of space within Stores Block to Newark & Sherwood DC for CCTV Control Room	TBC	David Heason, Estates & Facilities	Force
3.4	November 2016	Cotgrave Police Station	Sale of existing Police Station and long lease of new Partnership Hub building	Property exchange	Tim Wendels, Estates and Facilities	Force
3.5	November 2016	Bunkered Fuel Sites	Decommissioning, repair and addition of bunkered fuel sites around Nottinghamshire.	TBC	Tim Wendels, Estates and Facilities	Force
3.6	November 2016	Hucknall Police Station	Lease of replacement premises for Neighbourhood Team and Training facilities. Sale of existing Police Station.	TBC	Tim Wendels, Estates and Facilities	Force
3.7	October 2016	Radcliffe on Trent, East Leake and Ruddington Police Stations	Review of future of Radcliffe, East Leake and Ruddington Police Stations	TBC	Tim Wendels, Estates and Facilities	Force
3.8	November 2016	Nottingham Bridewell	Review of the future of the Bridewell.	TBC	Tim Wendels, Estates and	Force



Nottinghamshire

POLICE & CRIME COMMISSIONER

					Facilities	
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Workforce Plan and Recruitment Strategies						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available.</i>	Contact Officer	Report of OPCC / Force
4.1	Oct 2016	Police Officer Recruitment	Open up Police Officer recruitment in January 2017 due to the higher number of police officer leavers.	TBC	Claire Salter, Senior HR Manager	Force

For Information / Consideration / Comment / Decision (delete as appropriate)	
Public/Non Public*	
Report to:	Police and Crime Panel
Date of Meeting:	7 th November 2016
Report of:	Tri-Force Collaboration Update
Report Author:	Alison Donaldson
E-mail:	alison.donaldson@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	6

*If Non Public, please state under which category number from the guidance in the space provided.

Tri-Force Collaboration update

1. Purpose of the Report

- 1.1 To provide an updated overview of the work being undertaken in the Tri-Force Collaboration between Nottinghamshire, Leicestershire and Northamptonshire Police Forces.

2. Recommendations

- 2.1 For the panel to consider and note the update information on the Tri-Force Collaboration.

3. Reasons for Recommendations

- 3.1 Update information following the transition from the Strategic Alliance and progress of the Tri-Force Collaboration.

4. Summary of Key Points (this should include background information and options appraisal if applicable)

- 4.1 Please see attached briefing note

5. Financial Implications and Budget Provision

- 5.1 Successful collaboration should provide financial benefits for all three Forces.

6. Human Resources Implications

- 6.1 As the collaboration progresses resourcing and skills will be considered for each workstream.

7. Equality Implications

- 7.1 There are no equality implications arising from this report.

8. Risk Management

- 8.1 There are no risks highlighted in this report.

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

- 9.1 Tri-Force Collaboration will achieve results that enhance the effectiveness of the police and the service provided to the public.

10. Changes in Legislation or other Legal Considerations

- 10.1 There are no relevant changes in legislation or other legal considerations with regards to this report.

11. Details of outcome of consultation

- 11.1 There is no requirement for consultation as a result of this paper, which is for update only.

12. Appendices

- 12.1 Appendix A – Tri-Force Collaboration Update
Appendix B – Tri-Force Collaboration press release

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

13. N/A
- .



Briefing note for Police and Crime Panel 7th November 2016 **Tri –Force Collaboration Update**

Appendix A

Purpose

This briefing note provides an update with regards to the transition of the original Strategic Alliance design into the new Tri-Force Collaboration between Leicestershire, Northamptonshire and Nottinghamshire Police Forces.

Background

The Strategic Alliance was the term used for the programme of work between the aforementioned Forces to explore the potential of further collaboration below the rank of Chief Constable, to share resources and better protect the public.

The Strategic Alliance Board met on 23rd June 2016 when it was agreed that there was a desire for further collaboration between the three forces of Nottinghamshire, Northamptonshire and Leicestershire. This included a number of areas and functions, including Enabling Services, Contact Management, Professional Standards, Technology and NICHE Optimisation (essentially NICHE and Technological Optimised Crime and Intelligence).

The proposal for Tri-Force collaboration differs from that initially proposed;
The Strategic Alliance was a single policing model integrated at all levels below the rank of Chief Constable.

The Strategic Alliance Business Case did not contain the detailed design of departments, functions, or operational structures, but rather described the optimum model for service delivery and how each function contributed to it.

The Tri-Force Collaboration is a collaborative approach across identified areas to enable improved service delivery to the public and our staff and improve our operational effectiveness.

Governance

The original governance system created to support and provide oversight to the Strategic Alliance remains two tiered for the Tri-Force Collaboration:

Design Authority Meeting

The Design Authority meeting brings together the three DCCs, three Chief Executives to the Office of the Police and Crime Commissioner, and the programme director. When necessary, other representatives attend to provide updates and information.

The frequency of meetings is designed to ensure decisions are made and progress of the programme team continues. It also provides a focus on specific work streams and resource allocation.

The Deputy Chief Constables and OPCC Chief Executives provide the appropriate level of oversight in order to be in the position to make clear recommendations for the primary decision making body, the Tri-Force Collaboration Board.

The three DCCs have lead responsibility for developing the following portfolios:

DCC Roger Bannister – The single Senior Responsible Officer for the forces relating to the Tri-Force Collaboration. He will lead the Tri-Force Collaboration change programme and Corporate Communication.

DCC Andy Frost – Operational Policing collaborations, including NICHE, Professional Standards and Contact Management.

DCC Simon Torr – Enabling Services which includes HR, Finance, IT, Estates, Fleet, Procurement, and Corporate Development.

John Neilson – Temporary Chief Executive for the Northamptonshire OPCC, is the single Senior Responsible Officer for the three OPCCs relating to the Tri-Force Collaboration. With the selection and appointment of the substantive Chief Executive for the Northamptonshire OPCC, this appointment will be reviewed.

Tri-Force Collaboration Board

The Tri-Force Collaboration Board is the primary decision-making forum where the three Chief Constables and three Police and Crime Commissioners hear the latest programme developments and make key decisions, based on recommendations from the Design Authority.

Current workstreams (as of October 2016)

Enabling Services

Several areas within Enabling Services have been “fast-tracked” under the previous business case and some integration has already commenced, such as the joint selection and appointments made to senior positions.

Enabling Services would see the traditional functions of Human Resources, Finance and Information Technology sitting within it, alongside the functions of procurement, estates and facilities, fleet and Corporate Services.

Contact Management

One of the previous fast-track workstreams was Contact Management (CMD). There remains a valid case to continue to explore the options in relation to collaborating on CMD.

Professional Standards

There continue to be operational benefits and efficiencies of collaborating with some or all functions within the Professional Standards Departments. This could include the transactional functions of Information Management and Vetting, both heavily reliant upon shared systems, as well as the Anti-Corruption Units and Complaint and Misconduct Units.

NICHE Optimisation (NICHE and Technological Optimised Crime and Intelligence)

June 2016 saw all the East Midlands forces go-live with NICHE. Work is underway across the three and five forces to ensure that NICHE is standardised and optimised across the modules in each force area. There are further opportunities to operationally collaborate and make efficiencies across the transactional functions that NICHE and other shared service platforms will allow. Some of the examples above, including vetting and some areas of CMD are NICHE enabled. There are other functions and roles, including the grading and linking of intelligence, crime recording and static (web / telephone) investigations, the updating of the Police National Computer (PNC) and digital and device examinations, that can all be optimised through operational collaboration and developing best practice.

The scope and scale of the collaboration can be refined as the business cases develop and can include;

- **Standardisation** – A consistency of working practices, systems, policies and procedures.
- **Collaboration** – The three forces working together to achieve efficiency and effectiveness.
- **Integration** - The bringing together (virtually or physically) of staff and functions to deliver on a service once on behalf of the three forces.

Likewise, whether the scale remains as a three force approach or includes one or more of the other East Midland forces is now easier to deliver outside of a single policing model and can be reviewed on a case-by-case basis.

The work undertaken by the Tri-Force Collaboration is being supported by a successful Police Transformation Fund award of £5.76m over two years that looks to exploit technological solutions, including borderless access, a single communications platform and further integration.

Next Steps

On October 11th 2016, the Tri-Force Collaboration Board met to consider a series of Business Cases and reports in relation to the five workstreams. A number of recommendations were made in relation to closer working between the three forces in the five areas and these were accepted. The PCCs and Chiefs tested and challenged the recommendations and the opportunities they provided to further protect and enhance local policing by working together as a tri-force collaboration.

In relation to Contact Management approval was given to move to continue to develop the options provided and then develop a full business. Options to modernise and digitalise the ways the public can contact and use the policing service will also be researched.

Enabling services will continue to progress, with a focus on the stabilisation and integration of the fast track functions of HR, Finance and IT. A business case will be presented to the board in early 2017.

The Information Technology work streams have been agreed and a number of projects commissioned. These capitalise on the funding provided through the Police Transformation Fund the Tri-Force Collaboration secured earlier in the year.

Additional resources to scope Professional Standards, including Counter Corruption, Vetting and Complaints Management Units, were approved. .

Resources for the Niche workstream will be maintained until the end of the year, and the board also approved additional research into collaboration within the crime intelligence function, to include crime recording and static investigation, intelligence receipt and processing, PNC and Intelligence.

Engagement with the other two East Midlands Forces, Lincolnshire and Derbyshire, continues.

PCCs move closer toward tri-force collaboration

Neighbouring police forces across the East Midlands will better protect local policing by working even closer together.

That's the view of the three Police and Crime Commissioners for Leicestershire, Northamptonshire and Nottinghamshire, who believe a 'tri-force' collaborative arrangement offers huge benefits across the region.

These include saving millions of pounds in operating costs but, more importantly, developing a policing model that meets modern day challenges and public expectation.

Last week the three Commissioners - Lord Willy Bach from Leicestershire, Paddy Tipping in Nottinghamshire and Stephen Mold in Northamptonshire - joined their three Chief Constables in agreeing to push on and further develop collaborative work between the three forces.

This includes developing a tri-force model for dealing with the way in which the public contact the police - known as contact management.

The three PCCs and Chief Constables have called for more detailed, exploratory work which will examine options, consider risks and assess how future impact will change through the advent of increased digital and online services.

Other work will be progressed around closer collaboration between the forces' HR, finance and IT functions.

And there is agreement to bring together the three Professional Standards Directorates, particularly in the areas of counter corruption, vetting and managing complaints.

Nottinghamshire's commissioner, Paddy Tipping, said: "It is becoming increasingly clear that there remain huge benefits to be had through closer collaboration between the three forces.

"Of course there are financial advantages but the evidence we are seeing is that ultimately, it will be the public who reap the rewards from having effective, quality policing delivered at a local level.

"This approach will better protect local policing whilst also adapting to the changes needed to tackle many of the modern challenges facing the police, such as online crime and terrorism."

Chief Constable of Nottinghamshire Police, Sue Fish, said: "We now have three forces and their respective PCCs who are clearly aligned in their agreement that closer working is not only sensible from a financial perspective, but also from a policing one.

“Our regional collaboration arrangements are widely recognised as leading the way and we want to ensure other areas where we can provide regional capacity and capability, are just as successful.”

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	7th November 2016
Report of:	Paddy Tipping Police Commissioner
Report Author:	Kevin Dennis
E-mail:	kevin.dennis@nottinghamshire.pnn.police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	7

POLICE AND CRIME PLAN (2016-18) –THEME 2 – IMPROVE THE EFFICIENCY, ACCESSIBILITY AND EFFECTIVENESS OF THE CRIMINAL JUSTICE PROCESS - MONITORING REPORT

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to provide the Police and Crime Panel with a progress report on how the Commissioner is delivering his strategic activities in respect of Theme 2 of his refreshed Police and Crime Plan for 2016-18.
- 1.2 The report identifies success measures and an outline of the activities that have been progressing across policing and community safety. This report covers the time period 1 April to 30th September 2016.

2. RECOMMENDATIONS

- 2.1 That the Panel discuss and note the progress made.
- 2.2 That the Panel scrutinises performance against the strategic priority themes and activities set out in the Police and Crime Plan.

3. REASONS FOR RECOMMENDATIONS

- 3.1 The Panel has requested an update on Theme 2 in its work plan for 2016-17.
- 3.2 This six monthly monitoring report provides an overview of the delivery of the activity and performance in respect of Theme 2 of the Police and Crime Plan (2016-18).

4. Summary of Key Points

- 4.1 **Appendix A** provides a Table summarising the progress and achievements in respect of Theme 2. The activities have been graded in terms of

completion/progress and it will be seen that 60% of activity is Green i.e. has been achieved or adequate progress made.

5. Financial Implications and Budget Provision

5.1 None - this is an information report.

6. Human Resources Implications

6.1 None - this is an information report.

7. Equality Implications

7.1 None

8. Risk Management

8.1 Risks to performance are identified in other reports.

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

9.1 This report provides Members with an update on progress in respect of Theme 2 of the Police and Crime Plan for 2016-18.

10. Changes in Legislation or other Legal Considerations

10.1 None which affects the content of this report.

11. Details of outcome of consultation

11.1 The Deputy Chief Constable has been consulted on this report.

12. Appendices

A. Table detailing the progress and achievements of the Commissioner's toward Theme 2 of the Commissioner's Police and Crime Plan (2016-18).

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

- [Police and Crime Plan 2016-2018 \(published\)](#)

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 8445998

Philip Gilbert, Head of Strategy and Assurance of the Nottinghamshire Office of the Police and Crime Commissioner

philip.gilbert11028@nottinghamshire.pnn.police.uk

Tel: 0115 8445998

APPENDIX A

POLICE AND CRIME PLAN (2016-18)

COMMISSIONER'S STRATEGIC THEME 2 UPDATE

Draft V1

QRT 2 UPDATE (April 2016 to September 2016)

STATUS KEY and Results: The overall rating is therefore very good

Green	Achieved or Adequate Progress being Made	Amber	Started but Inadequate Progress or Risk that it won't be achieved	Red	Unachieved or likely that it won't be achieved	White (NS)	Not Started but Planned to take place during later Qrt
Number & %	6/10 (60%)	Number & %	4/10 (40%)	Number & %	0/10 (0%)		0/10 (0%)

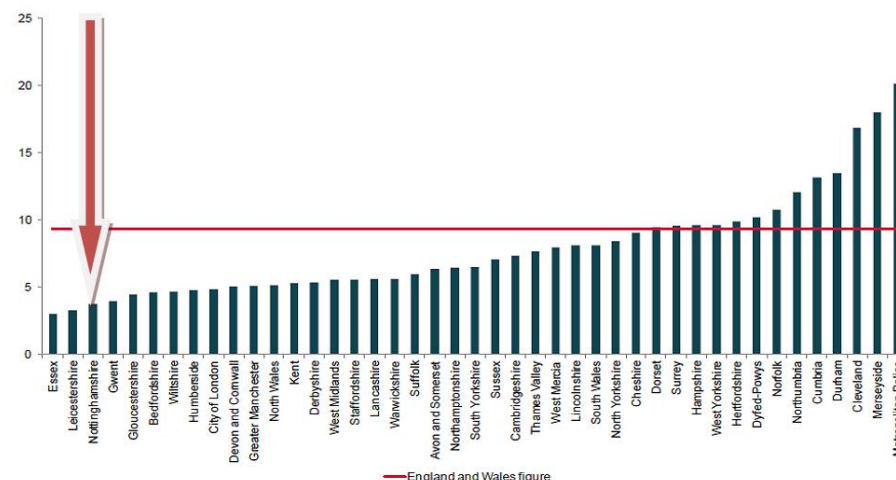
THEME 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process

Ref	Lead Officer	Strategic Activity	RAGB STATUS
C01	HK	PL2: Continue to provide leadership to ensure partners compliance with victim's code.	e.g. R
	Update	The PCC now chairs the Victim & Witness Board, a multi-agency group which oversees compliance with the Victims' Code. The Board met in July 2016 and is due to meet again in December 2016. With the introduction of the new EM Criminal Justice Board, the role of the Victims' and Witness Board and its fit with the EMCJB is under review.	G

C02	NW	PL2: Re-commission and improve take up of restorative justice services by victims.	
	Update	<p>The PCC consulted with stakeholders in March 2016 on a new victim support model, integrating informational, practical and emotional support for victims and victim-initiated restorative justice. The new model, which also includes a strong role for community organisations to support victims, is integrated in order to ensure that victims have restorative justice support available at all stages of their support journey. The model received widespread support at the consultation.</p> <p>An invitation to tender for a provider to deliver the new model was published in July. An announcement about the contract award will be made in due course.</p>	A
C03	HK	PL2: Undertake regular dip samples of victims' impact statement to improve quality.	
	Update	Dip sampling work was undertaken and reported to the Victim and Witness Board in Autumn 2015. The Victim's Code was revised and expanded in October 2015. The OPCC intends to introduce a telephone survey of a sample of victims each month, to monitor and quality assure the service victims receive from the Police. The survey is based upon the Victims' Code and will be administered by three trained OPCC volunteers. It has been agreed that a list of adult, 'non-enhanced' victims who have consented to be contacted will be provided to the OPCC by the Police. From this, a random sample will be selected to be surveyed. At this stage, we are aiming for a sample size of 25 cases. It is likely that a pilot survey will commence in October 2016.	G
F01	HK	PL2: Implement domestic violence 'live' links project with CPS and Courts.	
	Update	A Live Link Task and Finish Group reporting to the Victims' and Witness Board, has been scoping out the need for domestic abuse live link provision in the North of the County. With the move to the EM Criminal Justice Board, there needs to be a co-ordinated regional approach taken to Live Link provision. This should be based on evidence of need, by location and taking into account transport links and other issues. We have two sets of equipment which are in the process of being put into storage, until alternative venues are identified. Live Link equipment must be located in suitable accommodation (e.g. discreet, secure, have a separate entrance for witnesses, sound proofed, etc.) and facilitated with trained people, who can support the witness throughout. This has been put as amber because this work needs to be undertaken at a regional level.	A
F02	PW	Set up regional data quality team to support the roll out of NICHE.	
	Update	The Force has established a regional Niche data quality team which is run by Lincolnshire Police on behalf of the 5 force collaboration so this action is complete. The Force has a NICHE lead to deal with any data quality problems.	G
F03	PW	Continue to use to stop and search power in a necessary and proportionate manner; sharing data and encouraging greater scrutiny.	

Update

Throughout 2015/16 Nottinghamshire Police maintained its focus on the fair and effective use of stop and search powers. The Force has seen a steady reduction in the volume of stop and searches carried out, while increasing the arrest and positive outcome rates arising from the use of these powers. The Force has the third lowest use of stop and search powers in the country, with the following table taken from the HMIC PEEL: Police Legitimacy Report 2015 which is sourced on the website stop and search page:



Source: Home Office Stop and Search data, Police Powers and Procedures 2014/15 and Office for National Statistics mid-2014 population estimates

of all stop and search arrests made by the Force and displays what a vital crime fighting tool it is and how it protects the public by removing weapons from the streets.

The number of stop and search encounters has decreased by 37.8% from 4157 recorded in 2014/15 to 2712 in 2015/16. Of the people who were stopped and searched in 2015/16, 71.0% were white, 9.3% black and 7.4% Asian. There were a total of ten public complaints relating to stop and search encounters in the 2015/16 financial year. Two of which were resolved 'there and then'.

A Stop and Search Scrutiny Board is now up and running and data is being presented to these members of the community who sit on the Board and scrutinise activity. The minutes and data presentations to this Board can be found on the Force website.

There is disparity in the use of stop and searches in relation to gender, age and race. The reasons for disparity are complex and include the use of the power to tackle gangs and specific crimes. All measures of proportionality are subjective depending on which population base is employed. No population base will ever accurately capture a street population in a given area, at a given time.

Table 1 below presents the number of searches in the Force area; Table 2 identifies those conducted in Nottingham City. The

In 2015/16, 379 arrests were made as a result of the use of stop and search powers; this includes 50 arrests for possessing weapons. This represents 13.2%

G

		<p>Nottingham City numbers are included within the Force level number.</p> <p>Table 1 Nottinghamshire's proportionality 2013/14 to 2015/16</p> <table><tr><th colspan="6">Use of s.1 PACE & s.23 Misuse of Drugs Act stop and search in Nottinghamshire (numbers in brackets = number of searches)</th></tr><tr><th>Ethnicity</th><th>White</th><th>Black</th><th>Multiple Heritage</th><th>Asian or other</th><th>BME</th></tr><tr><td>2013/14</td><td>1.0 (4188)</td><td>4.1 (486)</td><td>1.4 (181)</td><td>1.1 (311)</td><td>1.9 (978)</td></tr><tr><td>2014/15</td><td>1.0 (3159)</td><td>3.9 (347)</td><td>1.2 (122)</td><td>1.1 (236)</td><td>1.8 (705)</td></tr><tr><td>2015/16</td><td>1.0 (1871)</td><td>4.6 (244)</td><td>2.1 (123)</td><td>1.9 (231)</td><td>2.5 (598)</td></tr></table> <p>Table 2 Nottingham City's proportionality 2011/12 to 2015/16</p> <table><tr><th colspan="6">Use of s.1 PACE & s.23 Misuse of Drugs Act stop and search in Nottingham City</th></tr><tr><th>Ethnicity</th><th>White</th><th>Black</th><th>Multiple Heritage</th><th>Asian or other</th><th>BME</th></tr><tr><td>2013/14</td><td>1.0 (1713)</td><td>2.3 (398)</td><td>0.9 (139)</td><td>0.7 (247)</td><td>1.2 (784)</td></tr><tr><td>2014/15</td><td>1.0 (1469)</td><td>1.9 (282)</td><td>0.7 (93)</td><td>0.6 (182)</td><td>1.0 (557)</td></tr><tr><td>2015/16</td><td>1.0 (1200)</td><td>1.8 (222)</td><td>0.9 (100)</td><td>0.8 (205)</td><td>1.1 (527)</td></tr></table>	Use of s.1 PACE & s.23 Misuse of Drugs Act stop and search in Nottinghamshire (numbers in brackets = number of searches)						Ethnicity	White	Black	Multiple Heritage	Asian or other	BME	2013/14	1.0 (4188)	4.1 (486)	1.4 (181)	1.1 (311)	1.9 (978)	2014/15	1.0 (3159)	3.9 (347)	1.2 (122)	1.1 (236)	1.8 (705)	2015/16	1.0 (1871)	4.6 (244)	2.1 (123)	1.9 (231)	2.5 (598)	Use of s.1 PACE & s.23 Misuse of Drugs Act stop and search in Nottingham City						Ethnicity	White	Black	Multiple Heritage	Asian or other	BME	2013/14	1.0 (1713)	2.3 (398)	0.9 (139)	0.7 (247)	1.2 (784)	2014/15	1.0 (1469)	1.9 (282)	0.7 (93)	0.6 (182)	1.0 (557)	2015/16	1.0 (1200)	1.8 (222)	0.9 (100)	0.8 (205)	1.1 (527)	
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P01	REMEDI	Undertake a review of 'community remedy' document to ensure clear pathways with Youth Offending services.																																																													
	Update	<p>Tony Jackson tony.jackson@nottsc.gov.uk</p> <p>During 2015-16, a number of meetings were held with key stakeholders during Quarter 4 (i.e. Remedi, Force lead for CR, YOTs) to discuss ways in which the current processes can be enhanced to develop a Community Remedy Plus in which young people at risk of further offending can be signposted into positive activities with third sector providers or to enhance the punitive aspects such as litter picking or referral to attendance centres. This work has continued into 2016-17.</p> <p>An analysis of restorative justice outcomes has been undertaken which will help inform any changes to the current policy. Further work has been requested to identify the nature of the biographical information of juvenile offenders for different offence types and the disposals method e.g. apology, repair, financial compensation etc...</p>	G																																																												
F04	PW	PL2: Improve the quality and timeliness of files submitted by the Police to the CPS.																																																													

	Update	<p>Both Crown and Magistrates Courts are recording a reduction in early guilty plea rates in quarter one compared to last year, and rates remain below the national average.</p> <p>Crown Court performance appears relatively stable with a rate of 34.0%, which is less than 1% below the rate recorded in the same period of last year. The national average for Crown Court for quarter one is 38.9%, meaning that Nottinghamshire is performing below the national average.</p> <p>The Magistrates Court rate has deteriorated by the greater amount, with an early guilty plea rate of 61.1%, compared to 67.7% in the previous year. Nottinghamshire is recording a rate significantly lower than the national average for Magistrates Court (71.0%).</p> <p>There are a number of factors that may have influenced the early guilty plea rate in the Magistrates Court. As a region the Force is now working with the Efficiency and Effectiveness Board to consider a range of issues in the round. They may relate to file quality, to non-electronic IDPC (Initial Details of the Prosecution Case), the defence practitioner's understanding around TSJ (Transforming Summary Justice), lawyer reviews being timely, and robust Court management.</p> <p>All of these issues feature in the Court Observations Action Plan (managed via the East Midland Criminal Justice Board) which were identified following a series of observations undertaken earlier in the year which have proved very useful in understanding key system wide issues.</p> <p>The Force is about to launch a performance model that will see files checked against an agreed set of questions, staff allocated to 'fix' issues before submission and immediate feedback will be given to officers upon review. Alongside that a whole series of OIC /Sgt based data will become available to managers not just staff but the particular issues that reflect file quality. This will go live in October 2016.</p> <p>The Force is now feeding back to managers the weekly reviews undertaken by the CPS (Crown Prosecution Service) as part of the National Case Quality Assessment. File quality is not the only issue contained in the Action Plan there are a range of other actions assigned to each agency so that the whole system improves going forward.</p>	A
P02	PW	PL2: Work with regional partners to implement and support the criminal justice efficiency programme.	
	Update	<p>All of these issues feature in the Court Observations Action Plan (managed via the East Midland Criminal Justice Board) which were identified following a series of observations undertaken earlier in the year which have proved very useful in understanding key system wide issues.</p> <p>The Force is about to launch a performance model that will see files checked against an agreed set of questions, staff allocated to 'fix' issues before submission and immediate feedback will be given to officers upon review. Alongside that a whole series of OIC /Sgt based data will become available to managers not just staff but the particular issues that reflect file quality. This will go live in</p>	A

		<p>October 2016.</p> <p>The Force is now feeding back to managers the weekly reviews undertaken by the CPS (Crown Prosecution Service) as part of the National Case Quality Assessment. File quality is not the only issue contained in the Action Plan there are a range of other actions assigned to each agency so that the whole system improves going forward.</p>	
P03	TS/BB	Define, agree and implement a new partnership integrated offender management (IOM) model.	
	Update	<p>The Regional Manager (Nottinghamshire - Head DLNR Community Payback and Accredited Programmes) is the lead for this activity across Nottingham City and County. Proposals (already agreed by the CDP) were recently submitted to the Safer Nottinghamshire Board (SNB), which outline the plan to further develop IOM. This will fall within the suggested structure of a Partnership Design and Delivery Group which will help define the detail as worked on by the Project Manager, and signed off by the IOM Strategic Governance Group, which will report to the CDP and SNB. The lead for this activity will be chairing both groups.</p> <p>Nottinghamshire has an established IOM scheme with governance provided through the CDP and SNB (and until recently via the Reducing Reoffending Board). This is based on a cohort approach wherein offenders selected are subject to multi-agency management by a co-located/partially co-located team. The selection criteria has evolved in recent months to ensure it is informed by the 'threat, risk and harm' approach. To the credit of IOM providers, the current scheme has continued to operate despite the challenges arising from far-reaching organisational change and reductions in resources and resilience. During this time, IOM providers have met to discuss how IOM can develop within the new partnership landscape brought about by the Transforming Rehabilitation reforms and within the fiscal constraints that all agencies continue to face. The Reducing Reoffending Task and Finish Group commissioned a review of IOM earlier this year to appraise the current scheme against the six IOM Key Principles. This was undertaken in partnership between the Police, NPS and CRC. The review identified both strengths and gaps and will be responded to.</p>	G

Performance

Strategic Priority Theme 2: (Subject to Change when CJ Performance Framework Approved)				Performance
Improve the efficiency, accessibility and effectiveness of the criminal justice process				
Measure		Objective	Target	Performance to August 2016
1	Percentage of Crown Court files to be submitted by the Police to the Crown Prosecution Service on time and without errors	A continued improvement in the quality and timeliness of files submitted by the Police to the Crown Prosecution Service	An improvement in the quality of files as monitored through the 6 weekly audit of files by the Operational Business Support Unit, with good performance and areas for development reported through the Crime and Justice Operational Performance review and PCC delivery Plan.	East Midlands Criminal Justice Service no longer carry out regular file quality audits, therefore it is not possible to report on this measure.
2	Crown Court and Magistrates conviction rates	A continued improvement in the conviction rates for the Crown Court and Magistrates Court	To record a conviction rate in line with the national average	<p>Quarter one figures provided by the East Midlands Criminal Justice Service (EMCJS) reveal that the Crown Court recorded a conviction rate of 80.7%, higher than the national average of 79.2% and higher than the region (80.8%).</p> <p>The Magistrates' Courts conviction rates of 83.9% for the same period are below the national average (85.0%).</p> <p>We are currently awaiting guidance on when quarter two figures can be published. This is likely to be one quarter in arrears, but an update will be provided in next month's report.</p>
3	Early Guilty Plea Rate for the Crown Court and Magistrates Court	The Police and CPS to effect continued improvement in the Early Guilty Plea rate for the Crown Court and Magistrates Court	<p>a) An increase in the Early Guilty Plea rate compared to 2015-16.</p> <p>b) To be better than the national average</p>	<p>Both Crown and Magistrates courts are recording a reduction in early guilty plea rates in quarter one compared to last year, and rates remain below the national average.</p> <p>Crown Court performance appears relatively stable with a rate of 34.0%, which is less than one percentage point (pp) below the rate recorded in the same period of last year. The national average for Crown Court for quarter one is 38.9%, meaning that Nottinghamshire is performing below the national average.</p> <p>The Magistrates Court rate has deteriorated by the greater amount, with an early guilty plea rate of 61.1%, compared to 67.7% in the previous year. Nottinghamshire is recording a rate significantly lower than the national average for Magistrates Court (71.0%).</p>

4	Percentage of effective trials in the Magistrates' and Crown Courts (HMCTS Measure)	The Police and CPS to effect continued improvement in the Effective Trial Rate for the Crown Court and Magistrates Court	<ul style="list-style-type: none"> a) Reduce % ineffective trials due to prosecution team reasons compared to 2015-16. b) Achieve a year on year improvement in effective trial rates. 	East Midlands Criminal Justice Service (EMCJS) advise that this data is currently unavailable. Effective trial data is provided by the Ministry of Justice (MOJ). The release of this data is governed by the UK statistics authority and at the current time the Force is not permitted to publish this data.
<p>Why is it important?</p> <p>Partnership working to improve an efficient and effective criminal justice system.</p> <p>Improving efficiency and effectiveness in the criminal justice system for positive outcomes for victims and witnesses.</p> <p>The Commissioner is focused on the needs of victims, and supporting them to take an active role in restorative justice.</p>				

COMPLAINTS UPDATE

Purpose of the Report

1. To update the Police and Crime Panel on complaints considered under the Complaints Procedure.

Information and Advice

2. The Police and Crime Panel (the Panel) is required to make suitable arrangements for handling complaints against the Police and Crime Commissioner. Criminal complaints must be referred to the Independent Police Complaints Commission, while local arrangements are required for dealing with other complaints. The Panel has adopted a complaints procedure which is attached for reference as an **Appendix** to this report.
3. Since the last report to Panel in April 2016 five complaints have been addressed to the Police and Crime Panel. These are complaints about the Police and Crime Commissioner and all relate to the same issue. These complaints are ongoing and are being dealt with together and in line with the agreed procedure.
4. An update on the outcomes of these complaints will be submitted to the Panel at the earliest opportunity.

Other Options Considered

5. The report is for noting only.

Reasons for Recommendation/s

6. The report is for noting only.

RECOMMENDATION/S

That the Police and Crime Panel note the complaints received in respect of the Police and Crime Commissioner since April 2016.

Background Papers and Published Documents

None

For any enquiries about this report please contact:-

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0115 9773378

NOTTINGHAMSHIRE POLICE AND CRIME PANEL COMPLAINTS PROCEDURE

BACKGROUND

1. This procedure has been adopted to ensure compliance with the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 which are issued under the Police Reform and Social Responsibility Act 2011.
2. There are separate procedures for complaints against the Commissioner's office and staff, and complaints regarding operational policing, the Chief Constable and other police officers. Details are available on the Commissioner's website and on the PCP website.

AIMS/OBJECTIVES

3. To set out the way complaints against the Police and Crime Commissioner (the Commissioner) and the Deputy Police and Crime Commissioner (the Deputy Commissioner) will be handled by the Police and Crime Panel (PCP).
4. To reassure the public that complaints against the Commissioner and the Deputy Commissioner are dealt with fairly and appropriately.
5. To reassure the public that any complaint relating to a criminal offence will be referred by the PCP to the Independent Police Complaints Commission.

INITIAL HANDLING OF COMPLAINTS

Meaning of 'Complaint'

6. This Procedure relates to complaints about the conduct of the Commissioner and the Deputy Commissioner. 'Conduct' means the way things are done or not done, statements are made and decisions taken. It does not cover complaints about the merits of a decision, for example where somebody disagrees with a policy the Commissioner has introduced. The PCP can consider whether a decision was taken properly and in accordance with procedures, but it cannot substitute another view for that of the Commissioner.

Submitting a complaint

7. The PCP has delegated authority for the initial handling of complaints, together with other aspects of the process, to the Host Authority's Monitoring Officer (Nottinghamshire County Council's Monitoring Officer) under Section 101(2) of the Local Government Act 1972.

Complaints should be sent to:

**The Monitoring Officer
Nottinghamshire County Council
County Hall**

**West Bridgford
Nottingham
NG2 7QP**

Or emailed to Jayne.Francis-Ward@nottsc.gov.uk

8. When submitting a complaint it is helpful to provide as much information as possible, to be specific regarding what was allegedly said or done, the date it happened, and whether there were any witnesses. A form is available on the website.

Timescales

9. Wherever possible complaints will be acknowledged within 5 working days, and concluded within 40 working days if dealt with through informal resolution (see paragraph 29 below).

Duty to preserve evidence

10. Where a complaint is made, the first task is to ensure that all appropriate steps are taken to obtain and preserve evidence relating to the complaint. This duty is ongoing until or unless arrangements are made for the complaint to be dealt with through informal resolution (see paragraph 29 below). This is the exception because informal resolution does not involve the investigation of the complaint (i.e. obtaining evidence about it).

Notification and recording of complaints

11. If the complaint relates to another police force area, the police and crime panel for that area must be notified.
12. If the complaint relates to the PCP's police force area it will be recorded.
13. If the complaint is recorded, the complainant and the person complained against will be provided with a copy of the record of complaint. However:
 - The record may be altered to protect the identity of the complainant or any other person.
 - In some cases the Monitoring Officer may decide not to provide a copy of the record, if doing so might prejudice any criminal investigation or pending proceedings or would in some other way not be in the public interest. Any decision not to provide the record will be kept under regular review.
 - This duty to provide a copy of the record does not apply where the complaint has been, or is already being, dealt with by criminal proceedings, or where the complaint is withdrawn.
 - If a decision is taken not to notify or record a complaint, the complainant must be advised and given the reason.

Notification and recording of conduct matters

14. If an issue arises because of a media report or legal proceedings for example, and it appears that the Commissioner or Deputy Commissioner may have committed a criminal offence, this is referred to as a conduct matter.
15. A conduct matter is therefore where no formal complaint has been received, but the matter should be treated in the same way as if there was a complaint.
16. Such matters will be recorded in the same way as a complaint unless it has already been recorded as a complaint or is the subject of criminal proceedings.

Reference to the Independent Police Complaints Commissioner (IPCC)

17. The PCP is not responsible for investigating or determining whether a crime has been committed. The PCP has delegated authority to the Host Authority's Monitoring Officer for filtering complaints and deciding which complaints may amount to criminal conduct and should be referred to the IPCC. The Monitoring Officer may take advice from the IPCC before making a referral.
18. Any conduct matter (see paragraphs 14-16 above) and any serious complaint (a complaint about conduct that constitutes or involves, or appears to, the commission of a criminal offence) must be reported to the IPCC as soon as possible.
19. Any other complaint must be referred if the IPCC requires it.
20. Referrals should be made as soon as possible and no later than the close of business the day after the PCP becomes aware that the matter should be referred.
21. The complainant and the person complained about should be notified, unless doing so might prejudice a future investigation.
22. It is possible for the IPCC to refer any complaint back to the PCP for resolution.

Circumstances when the PCP does not need to deal with a complaint

23. The Monitoring Officer can decide not to refer the complaint for resolution, or to take no action at all, in the following circumstances: -
 - A complaint by a member of the Commissioner's staff, arising from their work
 - A complaint that is more than 12 months old where there is no good reason for the delay or the delay would be likely to cause injustice
 - A complaint about conduct that is already the subject of another complaint

- An anonymous complaint
 - A complaint which is vexatious, oppressive or otherwise an abuse of process for dealing with complaints
 - A repetitious complaint
24. The complainant will be notified if the decision is taken not to deal with a complaint.

Withdrawn complaints

25. A complainant can withdraw or discontinue their complaint at any time, by notifying the PCP in writing (addressed to the Monitoring Officer) and signing the notification. This must be recorded, and if the complaint has been referred to the IPCC they must be updated too.
26. The PCP may decide not to treat the complaint as withdrawn, but to treat it as a conduct matter and refer it to the IPCC in accordance with the procedure set out above. This decision will be made by the Monitoring Officer in consultation with the Chairman of the PCP.
27. The person who is the subject of the complaint will be kept informed, unless to do so might prejudice a criminal investigation or pending proceedings, or would in some other way not be in the public interest.

Conduct occurring outside England and Wales

28. The Commissioner and Deputy Commissioner are under a duty to notify the PCP via the Monitoring Officer, of any allegation, investigation or proceedings relating to their conduct outside England and Wales. The PCP can take whatever action it thinks fit in these circumstances. This decision will be made by the Monitoring Officer in consultation with the Chairman of the PCP.

Informal Resolution of Complaints

29. If a complaint is not referred to the IPCC or rejected it must be dealt with by informal resolution. This is a way of dealing with a complaint by solving, explaining, clearing up or settling the matter directly with the complainant, without an investigation or formal proceedings. It is a flexible process that may be adapted to the needs of the complainant and the individual complaint.
30. If a complaint has already been satisfactorily dealt with by the time it comes to the PCP's attention, the complaint may be considered resolved and no further action taken. The Monitoring Officer can take this decision following consultation with the Chairman of the PCP.
31. If action is to be taken the Monitoring Officer will make arrangements following consultation with the Chairman of the PCP.

32. The handling of the process can be delegated to : -

- A sub-committee or a single member of the PCP
- Another person, such as the PCC's Chief Executive or the Host Authority's Monitoring Officer
- But the Commissioner and Deputy Commissioner cannot be appointed to consider complaints against each other.

33. If a sub-committee or a person is appointed the PCP can take back responsibility for informal resolution at any time.

34. Informal resolution will be discontinued if the IPCC notifies the PCP that they require the complaint to be referred to them, or if the Monitoring Officer in consultation with the Chairman of the PCP decides the complaint should be referred to the IPCC.

Requirements for informal resolution

35. The intention is for the procedure to be flexible so it can be adapted to individual circumstances.

36. However, there are some formal requirements which are set out below:

No investigation can take place. The PCP has power to require the person complained against to provide information and documents to the PCP and to attend to answer questions. This does not amount to an investigation.
The complainant and the person complained against must be given the opportunity to comment on the complaint as soon as is practicable.
Any failure by the person complained against to comment on the complaint when invited to do so will be noted in the written record.
No apology can be tendered on behalf of the person complained against unless the person has admitted the alleged conduct and agreed to the apology.

The outcome of informal resolution

37. There will be no formal sanctions with informal resolution; ultimately the Commissioner and Deputy Commissioner are held accountable by the ballot box. However the PCP may publish a report or recommendation.

38. The aim is to resolve the complaint to the satisfaction of the parties involved. For example, the person complained against may agree that an apology

would be appropriate, an explanation might resolve the concern, or an agreement on how to move forward may be reached following mediation.

Publishing the outcome of informal resolution

39. A record of the outcome of the informal resolution must be made as soon as practicable after the process is completed. Copies must be provided to the complainant and the person complained against.
40. The record of the outcome of informal resolution can be published if it is considered to be in the public interest. This decision rests with the Monitoring Officer in consultation with the Chairman of the PCP. Before doing so the complainant and the person complained against will be invited to comment, and their views will be considered.

Keeping records

41. A record of all complaints received will be kept until 12 months after the Commissioner and/or Deputy Commissioner leaves office. The record will include the name of the complainant, details of the complaint and how the matter has been dealt with.
42. Summary reports regarding complaints dealt with under this procedure will be submitted to the PCP on a regular basis.

Appeals

43. There is no right of appeal to informal resolution.
44. However a complaint can be made about the way a matter was handled, for example if it was delayed or if there was a failure to record a complaint. In the first instance the complaint should be addressed to the Chairman of the PCP:

The Chairman of the Police and Crime Panel
Nottinghamshire County Council
County Hall
West Bridgford
Nottingham
NG2 7QP

45. If a satisfactory response is not received the complainant can refer the matter to the Local Government Ombudsman:

The Local Government Ombudsman
PO Box 4771
Coventry
CV4 0EH