# NOTTINGHAMSHIRE
# POLICE AND CRIME PANEL

## Thursday, 29 June 2017 at 14:00

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

**There will be a pre-meeting for Panel Members only in the Rufford Suite at 1.15pm**

## AGENDA

| | | |
|---|---|---|
| 1 | **Appointment of Chair (see note 1b below)** | |
| 2 | **Appointment of Vice-Chair** | |
| 3 | **Minutes of last meeting held on 24 April 2017** | **5 - 16** |
| 4 | **Apologies for Absence** | |
| 5 | **Declarations of Interests by Members and Officers:- (see note below)**<br>(a) Disclosable Pecuniary Interests<br>(b) Private Interests (pecuniary and non-pecuniary) | |
| 6 | **Rules of Procedure** | **17 - 26** |
| 7 | **Review of Membership - Balanced Appointment Objective** | **27 - 30** |
| 8 | **Work Programme** | **31 - 36** |

| | | |
|---|---|---|
| **9** | **Regional Collaboration Workshop Event** | **37 - 40** |
| **10** | **Police and Crime Commissioner's Update Report** | **41 - 66** |
| **11** | **End of Year Finance Report - Provisional Outturn - 2016-17** | **67 - 78** |
| **12** | **Specific Focus on Police and Crime Plan Strategic Priority Theme 5 - Reduce the threat from organised crime** | **79 - 90** |


**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) Nominations for the position of Chair / Vice-Chair for the 2017/18 municipal year will be requested at the meeting. Nominations will need to be seconded. In the event of more than one nomination being received, voting will take place by a show of hands.

(c) 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.

(d) 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

(e) Membership To Be Confirmed (as at 21 June 2017 ):-

Mayor Kate Allsop – Mansfield District Council
Mr Rizwan Araf – Independent Member
Councillor Cheryl Butler – Ashfield District Council
Councillor David Ellis – Gedling Borough Council

Councillor Keith Girling – Newark &Sherwood District Council
Councillor Kevin Greaves – Bassetlaw District Council
Mrs Christine Goldstraw OBE – Independent Member
Mrs Suma Harding – Independent Member
Councillor Nicola Heaton – Nottingham City Council
Councillor Tony Harper – Broxtowe Borough Council
Councillor Debbie Mason – Rushcliffe Borough Council
Councillor Toby Neal - Nottingham City Council
Councillor Francis Purdue-Horan – Nottinghamshire County Council
Mr Bob Vaughan-Newton – Independent Member
Councillor Linda Woodings – Nottingham City Council

1 further Councillor - Nottingham City Council – To Be Confirmed

# NOTTINGHAMSHIRE POLICE AND CRIME PANEL 1

## MINUTES OF THE MEETING HELD ON MONDAY 24th APRIL 2017 AT 2.00 PM AT POLICE HQ, SHERWOOD LODGE

**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 Cheryl Butler – Ashfield District Council
Councillor Dave Challinor – Bassetlaw District Council **-A**
Councillor Azad Choudhry – Nottingham City Council **-A**
Councillor Michael Edwards – Nottingham City Council
Councillor David Ellis – Gedling Borough Council
Councillor Glynn Gilfoyle, Nottinghamshire County Council **-A**
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 **-A**
Councillor Keith Longdon – Nottinghamshire County Council **-A**
Councillor Francis Purdue-Horan – Nottinghamshire County Council
Bob Vaughan-Newton – Independent Member
Councillor Linda Woodings – Nottingham City Council

**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)
Craig Guildford - Chief Constable, Nottinghamshire
Sallie Blair - Office of PCC (OPCC)
Kevin Dennis - Chief Executive, OPCC
Mark Kimberley - Head of Finance, Notts Police
Charlotte Radford - Chief Finance Officer, OPCC

The Chair thanked the Chief Constable for the briefings earlier in the day which contained many important topics for the forthcoming months and also asked that the

Panel's thanks be passed on to the staff for their demonstration of dog control, firearms and the work of the control room.

## 1. MINUTES OF LAST MEETING

The minutes of the meeting held on 6 February 2017, having been previously circulated, were agreed as a true and correct record, and were confirmed and signed by the Chair of the meeting.

## 2. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor David Challinor, Councillor Azad Choudhry, Councillor John Handley, Councillor Nicola Heaton and Councillor Keith Longdon.

## 3. DECLARATIONS OF INTEREST

The independent members of the Panel - Rizwan Araf, Christine Goldstraw, Suma Harding and Bob Vaughan-Newton all declared a Disclosable Pecuniary interest in Item 4 on the agenda, 'Review of Membership – Independent Co-opted Members.' The Panel agreed to take this item last on the agenda when the independent members would leave the meeting.

## 4. WORK PROGRAMME

The Chairman drew the Panel's attention to the fact that some of the dates contained in the report were incorrect and informed the Panel that a schedule of the correct dates would be circulated with the minutes of the meeting (see appendix).

Keith Ford introduced the report and informed the Panel that because of the announcement of the General Election for the 8th June the Panel meeting originally scheduled for 5th June would be re-arranged. Keith informed the Panel that this would also affect the need for the July Panel meeting and undertook to examine the proposed dates and issue a revised timetable (see appendix).

During discussions the Panel raised the following point:

- The Panel asked Keith to discuss with the Commissioner's office the challenge of how changing performance indicators could be compared over time. The Commissioner confirmed that the issue was being discussed in his office at the moment and that the Panel's requirements would be taken into consideration.

**RESOLVED 2017/005**

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

**b) That a report concerning the challenge of comparing changing performance indicators over time be brought to a future meeting of the Panel.**

## 5. POLICE AND CRIME COMMISSIONER'S UPDATE REPORT – TO JANUARY 2017

The Commissioner introduced the report and informed the Panel that the latest performance figures published before Easter showed a 13.7% increase in recorded crime, but that this could be attributed to a large extent to the change in recording practices. The Commissioner reassured the Panel that the situation in Nottinghamshire remained stable and that when incidents were examined and the British Crime Survey consulted, the position was good and that although other Forces' results have not been published the Commissioner shared with the Panel that informally it was known that the recorded increase in crime in Nottinghamshire was average. The Commissioner shared with the Panel that he was confident that when the HMIC examined the Force's recording practices they would be find them satisfactory.

The Commissioner spoke about recruitment and informed the Panel that in the short term the aim was to employ 200 PCSOs with recruitment and training ongoing as a result of the inevitable movement. The Commissioner spoke of the numbers of PCSOs employed by other Forces informing the Panel that, bar Leicestershire, Nottinghamshire employed the most PCSOs in the East Midlands, having double the number of Derbyshire. In terms of Police Officer numbers the Commissioner informed the Panel that resources should allow the Force to increase the number of officers by a minimum of 80 over the next two years. The Commissioner spoke of the relevance of the funding formula and informed the Panel that he had been involved in the discussions about the proposed changes and that the original aim of consulting on the changes had been affected by the calling of the General Election. The Commissioner told the Panel that officials still wanted to implement the changes from 1st April 2018 but that he was not as confident as he was that this would be achieved. The Commissioner confirmed to the Panel that he thought the Force would gain slightly from the changes.

The Commissioner spoke to the Panel about the PEEL Effectiveness report (2016) which had been published on 2nd March 2017. The Commissioner informed the Panel that the report contained much on the subject of mental health as well as joined up IT systems where the Force has been engaged in work on the development of a national IT system, having received funding to move work forward and having submitted a bid for more monies. The Commissioner informed the Panel that the report referred to an erosion of neighbourhood policing and informed the Panel that although such teams continued to exist they were smaller than in the past. The Commissioner told the Panel that he had met many influential decision makers and that the feedback had been that the teams had not been as involved within community meetings as historically and the Commissioner confirmed his intention to remedy this.

The Commissioner spoke about the Policing and Crime Act 2017 that had received Royal Assent on 31st January 2017 and which placed a statutory duty on the police, fire and rescue, and emergency ambulance services to collaborate. The Commissioner informed the Panel that he had written to the Chair of the Nottinghamshire and City of Nottingham Fire & Rescue Authority requesting that he became a member of the Authority and explained that although there were other models available under the Act this was the preferred model for Nottinghamshire.

The Commissioner referred to the Nottinghamshire Victim CARE (Cope and Recovery Empowerment) case study which was appended to the Update report. The Commissioner informed the Panel that the social enterprise, Catch 22, working with

Restorative Solutions, had won the contract to deliver Nottinghamshire Victim CARE. The Commissioner invited the Panel to visit Catch 22, who are based in the City centre, and who are working with partners to create support hubs throughout the County.

During discussions the Panel raised the following points:

- The Panel asked the Commissioner whether the rise in recorded crime had occurred in specific geographical areas. The Commissioner replied that crime was increasing in the County rather than the City with the perpetrators living in the City but targeting the County. The Commissioner also spoke of the widespread problem with shoplifting and informed the Panel that despite the lead officer, Sue Fish, retiring it was an area that the Force continued to pursue strongly. The Panel agreed that the major retailers could be doing more to combat the problem. The Chief Constable informed the Panel that with the changes made to crime recording it would take time for a new norm to be established but reassured the Panel that it was important not to jump to conclusions just because definitions had changed and gave examples to the Panel that pushing and shoving on a Friday night was now classed as a crime and harassment via Facebook could now be recorded as a violent crime.

- The Panel asked the Commissioner about the figures for repeat domestic violence victims as because of software problems these figures had not been available for some time. The Commissioner replied that the figures were available and assured the Panel, as the presentations earlier in the day had made clear, this is a key issue for the Force with repeat victims treated as a priority.

- The Panel asked the Commissioner about victim satisfaction in relation to the magistrates' court who confirmed that this information is not collected at present but that he was engaged in discussions with magistrates on a range of issues and would speak to them on this subject to see if anything could be done.

- The Panel asked the Commissioner when the response to the HMIC report would be ready and the Commissioner replied that work was ongoing, with the response and covering letter both now in draft form. The Commissioner undertook to send a copy of the final response to Keith Ford for circulation to Panel members.

- The Panel expressed its frustration at its lack of involvement in the process and the Commissioner shared with the Panel his view that the more people who contacted the HMIC regarding the process the better. The Panel criticised the time lag where the report is published 12-14 months after the original investigation but a response is required very quickly. The Commissioner highlighted the HMIC's current approach within Nottinghamshire and his concerns about that.

- Some Members of the Panel pointed out that even though the report was now quite dated its findings had been accepted by the Commissioner who was asked by the Panel whether there were still areas for improvement that needed to be addressed as listed on page 7 of the template. The Commissioner replied that some issues did still need addressing but that he

had a clear understanding of where changes needed to be made and assured the Panel that the Notts Force was a good Force with a high level of inspectors employed compared to other Forces.

- The Panel asked the Commissioner how optimistic he was about the outcome of the revised funding formula process. Some Panel Members shared their feeling that the experience of making savings in local government had been painful. Some Members referred to their time spent earlier in the day in the control room where staff were disappointed that they could not deliver the service they wanted to because of budgetary constraints and asked the Commissioner why the public did not seem to be aware of the effects of budget cuts. The Commissioner replied that he felt the calling of the General Election may delay the implementation of the revised funding formula, that hopefully Nottinghamshire would gain under the new formula, and that he did not expect there to be much focus on the level of Police funding in the run up to the Election as crime was still decreasing and because of the 'can do' attitude and image of the Police force as a whole. The Chief Constable informed the Panel that only 17% of demand on the Force's time was crime related, the remainder being either vulnerability or mental health related issues.

- The Panel stated that it understood the environment of austerity in which the Force currently operated but with a £1m underspend at a time when recorded crime was increasing asked the Commissioner whether more monitoring or supervision was required, the Panel also asked the Commissioner to comment on the fact that in the Control Room the mental health nurse was not employed full-time. The Commissioner replied that the nurse in the control room was employed at peak times, which were the afternoon and evenings, and as an example of his commitment in this area reminded the Panel of the nurses employed in the triage cars in the City and north of the County and the nurse employed at the Bridewell, all funded by himself and partners.

- The Panel commented on the positive impression made on them by the morning visit to the control room but asked the Commissioner whether there was a plan aimed at reducing the volume of incoming calls and whether there was any assistance the Panel could provide. The Commissioner replied that national research showed that it was clear that one of the main demands from the public is for the police to attend when they were needed. The Commissioner spoke of the work undertaken by the community safety hubs who work together throughout the County to problem solve before '999' is rang. The Commissioner spoke of the need to improve both the service offer and the quality of the information submitted and how national templates would be useful in this area. The Commissioner also informed the Panel about the ongoing work designed to allow crime to be reported on-line and the need to confirm the process before rolling out further. The Commissioner spoke of the plethora of numbers the public could use to report crime and spoke of the need for one number nationally and informed the Panel that preliminary discussions have started but that it is a substantial piece of work. The Commissioner also spoke of the need to prevent crime in the first place and referred to the work being undertaken in schools and on early intervention. The Chief Constable informed the Panel that the volume of calls had been high for a period of time and this could partly be explained by the Force's

partnership working and its determination to listen and work with callers to try to solve problems rather than just provide callers with another number to ring.

- Some Panel members queried whether resources could be deployed differently given that 83% of demand on the Police's time was not related to crime with some members speaking of crimes happening in their electoral divisions which were not occurring 18 months previously. The Commissioner reiterated the partnership approach adopted by the Force and spoke of the work the Force inevitably becomes involved with that is not classed as crime, including that concerning missing persons, where extra resources have been called upon both regionally and nationally. The Commissioner informed the Panel of the high number of people that went missing from the QMC, with the Force in discussions with the QMC to see what can be done. The Commissioner also spoke of the people that went missing from care homes where the police again would become involved and the problem of shoplifting, where retailers needed to become more proactive in prevention. The Commissioner also told the Panel about the recent holding of a seminar for bikers on how to make bikes safer as an example of the preventative work being undertaken by the Force.

- Some Panel members warned against using the Police as a political football which would please criminals and adversely affect Force morale. The Commissioner agreed.

**RESOLVED 2017/006**

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

## 6. FINANCE PERFORMANCE & INSIGHT REPORT FOR 2016/17 AS AT JANUARY 2017

The Commissioner introduced the report and thanked Mark Kimberley, Head of Finance for Notts Police, for all his work. The Commissioner reported that though the final outturn was not available quite yet, he was confident that expenditure would be close to budget. The Commissioner explained that the £1m underspend had been due to the turnover of staff and officers and that it had not been possible to recruit quickly enough to replace them. The Commissioner explained that some in-year adjustments had also resulted in savings that would be added to reserves which were some of the lowest in the Country and which the Commissioner was anxious to replenish.

**RESOLVED 2017/007**

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

## 7. POLICE AND CRIME PLAN – PRIORITY THEME 3 – 'FOCUS ON PRIORITY CRIME TYPES AND THOSE LOCAL AREAS THAT ARE MOST AFFECTED BY CRIME AND ANTI-SOCIAL BEHAVIOUR'

The Commissioner introduced the report and informed the Panel that while it was right for the Chief Constable to focus resources on areas with the highest needs

everyone had a right to feel protected by the Police. The Commissioner spoke of the initiatives being undertaken in rural areas including the use of Automatic Number Plate Recognition (ANPR) cameras. The Commissioner informed the Panel that some of the cameras were now out of date with the management of their use needing to be improved. The Commissioner informed the Panel that he hoped to bring forward proposals soon for the procurement of more cameras and the improved management of them.

The Commissioner also spoke of the only red rated activity contained in the report which related to the proposed joint protocol with both Nottingham universities, including the designation of a police officer within the sexual violence team to respond to the specific needs of the students. The Commissioner informed the Panel that a senior officer was now liaising with both universities and he was confident the target could now be achieved. The Commissioner acknowledged the importance of students to Nottingham which justified the allocating of resources to this area.

During discussions the Panel raised the following points:

- The Panel asked whether the Commissioner had approached district councils for Section 106 monies that could be spent on ANPR cameras. The Commissioner confirmed that Newark & Sherwood District Council and Bassetlaw District Council had already provided funding for some cameras and there were plans to install more.

- The Panel expressed its view that the problems at the universities may be partly caused by the change in drinking culture and felt that the role played by business should be acknowledged. The Commissioner reminded the Panel of the funding provided to the Street Pastors and informed the Panel that the two universities also ran a system during the week to support students who experienced difficulties. The Commissioner informed the Panel that the City and County were successful in a bid in the first round pilot stage to become a Local Alcohol Action Area (LAAA) with the aim of developing good practice around alcohol consumption. The Commissioner informed the Panel that the intention was to make a bid to participate in the second round of the pilot where an action plan would be developed following consultation with the retail sector, consideration of the effects of drinking at home and the role of alcohol in domestic violence.

- The Panel questioned the Commissioner about tagging, asking him how the pilot was progressing and what the plans were for the future. The Commissioner replied that because of the Ministry of Justice (MoJ) his reply needed to be guarded. The Commissioner confirmed that the plan was for the scheme to be rolled out nationally but at the moment the results for the pilots could not justify this. The Commissioner informed the Panel that there was a new Recorder in Nottingham with an interest in this area of work and the use of tags may be expanded, for example in domestic violence cases or by running more local pilots. The Chief Constable informed the Panel that he hoped there would be further opportunities to expand the use of tags following the General Election and that his aim was for Nottinghamshire to participate fully.

**RESOLVED 2017/008**

**That the contents of the report and the progress made be noted.**

## 8. REGIONAL COLLABORATION:

### (a) PRESENTATION

Kevin Dennis, the Chief Executive of the Office of the Police and Crime Commissioner, made a presentation to the Panel on the subject of Regional Collaboration that covered the following areas:

- Current scope of regional collaboration
- Governance arrangements
- Performance and assurance mechanisms
- Achieved and planned financial savings
- Areas for further development

During discussions the Panel raised the following points:

- The Panel asked the Commissioner if the success of collaboration depended on other Forces participating. The Commissioner replied that if savings were to be made investment needed to take place upfront with pay back periods being 2-3 years rather than 5, which the Force was working hard towards achieving. The Commissioner informed the Panel that collaboration was now taking place over payroll/settlement of invoices with other Forces, including Cheshire. The Commissioner stated that the greater the number of Forces cooperating, the easier the process becomes, the lower the costs involved and the quicker savings can be achieved.

- The Panel asked the Commissioner how much money had been saved through collaboration and how much was being spent on collaboration. The Commissioner replied that the savings equated to the percentage of the sum contributed with many advantages of collaboration being of a qualitative nature. The Commissioner shared his view with the Panel that the Force benefited from collaboration by more than its fair share with the ability to call on extra resources when needed. In terms of the level of expenditure on collaboration, Mark Kimberley, the Head of Finance of Notts Police, confirmed that globally the figure was approximately 16-17% of the budget which consisted predominantly of officer time.

### (b) PROPOSAL FOR A REGIONAL COLLABORATION WORKSHOP EVENT

Keith Ford introduced the report which requested Panel approval to hold a Regional Collaboration Workshop. The Commissioner confirmed that he was happy to be involved with any Workshop but questioned the ability of all five Police and Crime Commissioners and all five Chief Constables to attend on a single date.

**RESOLVED 2017/009**

**a) That the contents of the presentation be noted.**

**b) That the holding of a Regional Collaboration Workshop be approved, subject to a further report being brought before the Panel in July 2017 clarifying further details, including costs, venue and date.**

## 9. COMPLAINTS UPDATE

Keith Ford introduced the report informing the Panel that it contained details of the complaints received in respect of the Police and Crime Commissioner since April 2016.

**RESOLVED 2017/010**

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

## 10. REVIEW OF MEMBERSHIP – INDEPENDENT CO-OPTED MEMBERS

Having declared a disclosable pecuniary interest in this item, Rizwan Araf, Christine Goldstraw, Suma Harding and Bob Vaughan-Newton left the meeting prior to the consideration of this item and did not return.

**CHAIR**

In the absence of Christine Goldstraw, Councillor Debbie Mason took the Chair.

Keith Ford introduced the report and informed the Panel that he had canvassed all elected members' views prior to the meeting and the feedback he had received regarding the independent members' contributions was positive. Keith informed the Panel that the term of office of all 4 independent members expired at the same time and that the proposal in the report was to stagger the reappointments. Keith explained to the Panel however that because of difficulties experienced during the last recruitment process it was not proposed to stagger the actual appointments and that the decision on exactly who to appoint could be taken at a later date.

During discussions the Panel raised the following points:

- The Panel felt that a rolling programme for recruitment was a good idea as it avoided the scenario where all 4 members were lost at the same time. The Panel expressed its opinion that new members did take time to understand the requirements of the role and the nuances of the process.

- The Panel commented positively on the diverse mix of skills and the calibre of the independent members.

- The Panel asked Keith if it were possible for the existing independent members to re-apply if they so wished as it was felt it would be counterproductive to allow a member to leave if they did not want to and the Panel also wanted them to stay. Keith informed the Panel that this was possible and a revised recommendation was consequently agreed.

**RESOLVED 2017/011**

**a) That each of the four current independent co-optees be offered a further two year term of office up to May 2019;**

**b) That the issue be considered again in April 2018 with a view to:-**

**i) ceasing the membership of two of the four current independent co-optees from May 2019;**

**ii) extending the membership of the other two independent co-optees to May 2020;**

**iii) starting the process to recruit four independent co-optees, with two successful candidates taking up office from June 2019 and two more successful candidates taking up office from June 2020, and with the incumbents being given an opportunity to reapply as part of this process.**

The meeting closed at 4.22pm

CHAIRMAN

## POLICE & CRIME PANEL MEETINGS / WORKSHOPS 2017/18

Panel dates for the forthcoming year:-

- Thursday 29 June 2017 – 2pm (Changed from 5 June due to General Election)
- Monday 18 September 2017 – 2pm
- Monday 27 November 2017 – 2pm (changed from 20 November)
- Wednesday 7 February 2018 – 10am
- Monday 23 April 2018 – 2pm
- Monday 4 June 2018 – 2pm

There are also two budget workshops for Members to attend:-

- Budget Workshop with PCC - Friday 26 January 2018 – 10am
- Budget Workshop with Chief Finance Officer - Friday 2 February 2018 – 10am

# NOTTINGHAMSHIRE POLICE AND CRIME PANEL
# 29 JUNE 2017

**6**

# RULES OF PROCEDURE

**Purpose of the Report**

1. To inform Members of the Nottinghamshire Police and Crime Panel's ("**Panel**") Rules of Procedure.

**Information and Advice**

2. The Rules of Procedure, as set out in the appendix to this Report, were agreed by the Panel at its first meeting on 19 October 2012.

**Other Options Considered**

3. None – it is not proposed that the Rules of Procedure be changed.

**Reason/s for Recommendation/s**

4. To ensure new Members are aware of the Panel's Rules of Procedure.

**RECOMMENDATION/S**

1) To note the Panel's Rules of Procedure as set out in the appendix to this report.

Background Papers and Published Documents

1) Police Reform and Social Responsibility Act 2011 (published)
2) Report to the Police and Crime Panel – 19 October 2012 and minutes of that meeting.

For any enquiries about this report please contact:

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

## APPENDIX

## RULES OF PROCEDURE

### PART A – RULES OF THE PANEL MEETING

### 1. Chairman of the Police and Crime Panel

1.1. The Chairman and Vice Chairman of the Police and Crime Panel ("Panel") will be appointed in June or at the first meeting of the Panel following the appointment of members by constituent councils. The Chairman and Vice-Chairman will be drawn from amongst the Panel members.

1.2. In the event of the resignation of the Chairman or Vice-Chairman, a new appointment will be made from amongst the Panel members.

1.3. The Chairman or Vice-Chairman may be removed by a resolution of the Panel and in that event a new appointment will be made from amongst the Panel members.

1.4. The Panel will elect a person to chair a meeting if the Chairman and Vice-Chairman are not present.

### 2. Meetings of the Police and Crime Panel

2.1. There will be a minimum of four ordinary meetings of the Panel held in public in each year to carry out the functions of the Panel. In addition, extraordinary meetings may be called from time to time.

2.2. An extraordinary meeting may be called by the Chairman or by four members of the Panel.

2.3. An extraordinary meeting may also be called by the Proper Officer of the host authority.

2.4. Ordinary meetings will take place in accordance with a programme decided by the Panel, and will start at the time decided by the Panel.

### 3. Notice of meetings

3.1. At least five clear working days' notice of all Panel meetings will be given.

### 4. Minimum attendance (Quorum)

4.1. A meeting of the Panel cannot take place unless three Members are present.

4.2. Substitute councillor members from the same authority may attend a meeting in place of the relevant councillor members of the Panel that are unable to attend that meeting. Details of any substitutions must be notified to Democratic Services at the host authority no later than 3.30pm on the working day before the relevant meeting.

4.3. Details of any changes in authority representation must be notified to Democratic Services at the host authority no later than 3.30pm on the working day before the relevant meeting.

## 5. Work programme

5.1. The Panel will be responsible for setting its own work programme.

5.2. The work programme must reflect the responsibilities set out in the terms of reference for the Panel as appropriate.

## 6. Agenda items

6.1. Any member of the Panel will be entitled to give notice to the Proper Officer of the host authority that they wish an item relevant to the functions of the Panel to be included on the agenda for the next available meeting.

6.2. The Panel's agenda will be issued to Panel Members at least five clear working days before the meeting. It will also be published on the host authority's website and by sending copies to each of the member authorities.

## 7. Order of Business

7.1. The order of business can be varied at the discretion of the Chairman.

## 8. Declarations of Interest

8.1. Where any Panel Member has an interest in any matter to be discussed or decided, they will, in accordance with their authority's code of conduct (in the case of co-opted independent members, the host authority's Councillor Code of Conduct), declare the existence and nature of that interest and whether the interest is Disclosable Pecuniary Interest. Any declaration of interest will be recorded in the minutes of the meeting.

8.2. Where any Panel Member has declared a Disclosable Pecuniary Interest in any matter, they will leave the room in which the meeting is being held while the matter is under consideration unless:

a) they have been granted a dispensation in accordance with the host authority's procedures; or

b) the matter is only under consideration by the meeting as part of a report of the Minutes of a committee or sub-committee and is not itself the subject of debate.

8.3. If the Panel Member has chosen to remain within easy reach, that Panel Member will be recalled by an appropriate member of staff before any further business is started.

8.4. Any person or member of staff who is appointed to do anything in connection with the Panel which enables them to speak at meetings, will make the same disclosures of interests and will withdraw from the room in which the meeting is being held on the same occasions as they would have to do if they were a Panel Member.

## 9. The Rules of Debate

9.1. If a Panel Member wishes to speak they should indicate their intention by raising their hand.

9.2. The Chairman will decide the order in which speakers will be heard. Any Panel Member who wishes to speak will be given the opportunity to do so unless any of the exceptions contained in these rules of debate apply.

9.3. Panel Members must speak strictly to the subject under discussion.

9.4. Any Panel Member may at anytime during a meeting request that the meeting be adjourned for up to one hour. The Chairman of the meeting has discretion to decide whether to agree the request and, if agreed, to determine the length of any such adjournment.

9.5. At any time during the meeting the Chairman can adjourn the meeting.

## 10. Amendments to Recommendations and Motions

10.1. Amendments to a motion can be moved or seconded by any Panel Member to leave out words, to add words or both provided that such changes must not have the effect of reversing a proposal (for example to recommend approval instead of refusal) and must be relevant to the original motion.

## 11. Commissioner and officers giving account

11.1. The Panel may scrutinise and review decisions made or actions taken in connection with the Commissioner's role. As well as reviewing documentation, in fulfilling its scrutiny role it may require the Commissioner, and members of that Commissioner's staff, to attend before the Panel to answer any questions which appear to the Panel to be necessary in order to carry out its functions.

11.2. Where the Commissioner, or a member of his staff, is required to attend the Panel under this provision the Chairman will inform them in writing**.** The notice will state the nature of the item on which he or she is required to attend to give account and whether any papers are required for production for the Panel. Where it is necessary for the Commissioner to submit a report, sufficient time will be given to allow preparation.

11.3. Where, in exceptional circumstances, the Commissioner or their Deputy is unable to attend on the required date, then an alternative date for attendance may be arranged following consultation with the Chairman of the Panel.

11.4. On occasions where the Commissioner is required to attend, the Panel may also request the Chief Constable or their representative to attend the same meeting to answer any questions.

## 12. Sub-committees and task groups

12.1. Time limited task groups may be established from time to time by the Panel to undertake specific task based work.

12.2. Any special functions of the Panel under the Police Reform and Social Responsibility Act 2011 may not be discharged by a sub-committee or a task group. These include the following:

a) Scrutiny of Police and Crime Plan;

b) Scrutiny of annual report;

c) Review of senior appointments;

d) Issuing precepts;

e) Scrutiny of appointment of the Chief Constable.

12.3. A full project brief will be provided by the Panel for any such sub-committee or task group together with timescales for completion and reporting.

## 13. Voting

13.1. All Panel Members may vote in proceedings of the Panel. Voting will be by show of hands and by simple majority unless otherwise required.

13.2. Where there is an equal number of votes for and against a motion the Chairman can exercise a second or casting vote. In the event that the vote relates to the removal of the Chairman, the Vice-Chairman will have the casting vote.

13.3. Any Panel Member can require that the minutes of the meeting record how they voted on any decision taken.

## 14. Reports from the Police and Crime Panel

14.1. Where the Panel submits a report to the Commissioner, it will publish the report or recommendations.

14.2. The Commissioner must provide a response and the Panel may set a deadline for this. In providing a response the Commissioner must:

a) consider the report or recommendations;

b) respond to the Panel indicating what (if any) action they propose to take;

c) publish the response.

14.3. The publication of reports or recommendations is subject to the exclusion of any exempt or confidential information as defined in the law on access to information.

14.4. If the Panel cannot unanimously agree on a final report to the Commissioner then members may request the submission of a separate report for consideration along with the majority report.

14.5. In its report the Panel will specify a deadline for a response from the Commissioner taking into account the circumstances.

## 15. Attendance by others

The Panel may invite anyone to address it, discuss issues of local concern and/ or answer questions as it sees fit.

## 16. Disorderly conduct

16.1. In the event of a general disturbance which in the opinion of the Chairman makes business impossible, the Chairman, may adjourn the meeting for any period considered necessary and/or order that the public leave.

## PART B – FUNCTIONS OF THE PANEL

### 17. Carrying out 'special functions'

Further to the procedures outlined in paragraph 14 above there are additional requirements in relation to the special functions as set out below.

Police and Crime Plan

17.1. On receipt of the Commissioner's draft Police and Crime Plan (or draft of any variation to it) the Panel must meet to review it and report or make recommendations to the Commissioner.

Annual report

17.2. As soon as possible after receipt of the Commissioner's Annual Report the Panel must meet and the Commissioner will be required to attend to present the report and answer questions. The Panel will submit a report or recommendations on the annual report to the Commissioner.

Senior appointments

17.3. Where an appointment of the Chief Executive, Chief Finance Officer or Deputy Commissioner is being made by the Commissioner, the Panel will need to hold a confirmatory hearing. This will be held at the next available meeting of the Panel unless the appointment timescale requires an earlier hearing, in which case an extraordinary meeting will be arranged.

17.4. Confirmatory hearings will be held in public, where the candidate is requested to appear for the purpose of answering questions relating to the appointment. Following this hearing, the Panel submit a report to the Commissioner on the appointment including a recommendation as to whether or not the candidate should be appointed.

Chief Constable's appointment

17.5. Where an appointment of the Chief Constable is being made by the Commissioner, the Panel will need to hold a confirmatory hearing. The Panel is required to hold a confirmation hearing within three weeks from the day on which it receives notification.

17.6. Confirmatory hearings will be held in public, where the candidate is requested to appear for the purpose of answering questions relating to the appointment. Following this hearing, the Panel submit a report to the Commissioner on the appointment including:

a) a recommendation as to whether or not the candidate should be appointed; or

b) a statement that the Panel vetoes the appointment (this option must be supported by the required majority of at least two-thirds of the existing membership) with reasons.

17.7. If an appointment is vetoed the Commissioner may name a reserve candidate for appointment. Within three weeks of receiving any such notification the Panel will call another confirmatory hearing to review the proposed appointment. The Panel will submit a report to the Commissioner with a recommendation as to whether or not the candidate should be appointed. The Panel cannot veto the reserve candidate's appointment.

Appointment of an Acting Police and Crime Commissioner

17.8. The Panel must appoint a person to act as Commissioner if:

a) no person holds the office of Commissioner;

b) the Commissioner is incapacitated, or

c) the Commissioner is suspended.

17.9. The Panel may appoint a person as Acting Commissioner only if the person is a member of the Commissioner's staff at the time of the appointment.

17.10. In appointing a person as Acting Commissioner in a case where the Commissioner is incapacitated, the Panel must have regard to any representations made by the Commissioner in relation to the appointment.

17.11. The appointment of an Acting Commissioner ceases to have effect when any of the following occurs:

a) the election of a person as Commissioner;

b) the termination by the Panel of the appointment, or resignation of the Acting Commissioner;

c) where the Commissioner ceases to be incapacitated, or

d) where the Commissioner ceases to be suspended.

Proposed precept

17.12. By 1 February of each year the Commissioner will notify the Panel of their proposed precept for the forthcoming financial year (the proportion of

council tax levied for the Police Force). The Panel must review the proposed precept by 8 February and submit a report which may include recommendations as to the proposed precept.

17.13. In the event the Panel does not agree to the proposed precept, it may veto the proposed precept (by the required majority of at least two-thirds of the existing membership) and the report must include a statement to that effect

17.14. The Panel will require a response to the report and any recommendations.

17.15. If the proposed budget has been vetoed by the Panel the Commissioner will notify the Panel of the proposed revised precept by 15 February. By 22 February, the Panel will review the proposed revised precept and submit a further report to the Commissioner. The report may either support or reject the proposal and may make recommendations. The Panel cannot veto the revised precept.

## 18. Suspension of the Commissioner

18.1. The Panel may suspend the Commissioner if they have been charged in the United Kingdom, the Channel Islands or the Isle of Man with an offence which carries a maximum term of imprisonment exceeding two years. The suspension of the Commissioner ceases to have effect when any of the following occurs:

a) the charge being dropped;

b) the Commissioner being acquitted of the offence;

c) the Commissioner being convicted of the offence but not being disqualified by virtue of the conviction, or

d) the termination of the suspension by the Panel.

## 19. Suspension of the Chief Constable

19.1. The Commissioner must notify the Panel if they suspend the Chief Constable.

## 20. Removal of the Chief Constable

20.1. The Commissioner must notify the Panel of their proposal to call upon the Chief Constable to retire or resign together with reasons.

20.2. The Chief Constable has the opportunity to provide representations to the Commissioner. The Commissioner must consider any representations received and provide the Panel with a copy of these. Following this opportunity the Commissioner must notify the Panel accordingly (the

'further notification') if they still propose to call for retirement or resignation.

20.3. Within six weeks of receiving the further notification the Panel must make a recommendation to the Commissioner in respect of the proposal. Before making any recommendation the Panel may consult the Chief Inspector of Constabulary, and must hold a meeting ('the scrutiny hearing').

20.4. The scrutiny hearing is a private Panel meeting to which the Commissioner and Chief Constable are entitled to attend to make representations. Representation can be made in person, or via telephone or video link.

20.5. The Panel must make and publish a recommendation which the Commissioner must consider. The Commissioner must notify the Panel of their final decision.

20.6. The Commissioner may not call upon the Chief Constable to retire or resign until the end of this scrutiny processor six weeks from notification if the Panel has not made a recommendation by that time.

20.7. In calculating the six week period, the Commissioner's post-election period is ignored.

## 21. Complaints

21.1. Criminal and non-criminal complaints in relation to the Commissioner or other office holders should be dealt with and/or delegated in accordance with the relevant legislation and any procedure adopted by the Panel.

# NOTTINGHAMSHIRE POLICE AND CRIME PANEL
# 29 JUNE 2017

**7**

# REVIEW OF MEMBERSHIP – BALANCED APPOINTMENT OBJECTIVE

## Purpose of the Report

1. To consider the Panel's membership and any changes required to meet the balanced appointment objective as required by legislation.

## Information and Advice

2. The Panel needs to review its membership at its Annual Meeting in June (or following elections which may have affected the Panel's political balance).

## Elected members and proportional representation

3. The Police and Social Responsibility Act 2011 stipulates that Police and Crime Panels must represent all parts of the relevant area, be politically balanced and have a membership that has the necessary skills, knowledge and experience.

4. The Panel membership for 2016/17 was:-

   Ashfield District Council (1); Bassetlaw District Council (1); Broxtowe Borough Council (1); Gedling Borough Council (1); Mansfield District Council (1); Newark & Sherwood District Council (1); Nottingham City Council (2 & 2 co-optees); Nottinghamshire County Council (1 & 2 Conservative co-optees and 1 Liberal Democrat co-optee); Rushcliffe Borough Council (1), plus 4 Independent Member co-optees.

5. Following the recent Nottinghamshire County Council election, the political balance across the County has been recalculated. Previously the Panel had gained Secretary of State approval to use co-options to increase its elected member representation to 15 elected members in order to achieve political balance.

6. In light of the results of the recent election, it is no longer possible for the Panel to be politically balanced with 15 elected Members. It is therefore proposed that the Panel has two options to best achieve political balance.

Option A - reduce to 14 elected members, apportioned as follows:-

| Total Seats | Labour | Conservative | Independents |
|---|---|---|---|
| 14 | 7 | 5 | 2 |

Option B - reduce to 10 elected members, apportioned as follows:-

| Total Seats | Labour | Conservative | Independents |
|---|---|---|---|
| 10 | 5 | 4 | 1 |

7. It should be noted that The Liberal Democrats no longer qualify for a seat based on their proportion of seats across the Panel's area (City, County and District/Borough Councils).

**Option A – Reduce to 14 Elected Members**

8. This is the smallest reduction which the Panel could make to achieve political balance.

9. By following this option, the Panel can continue to offer two additional co-options to Nottingham City Council (4 Members in total). This has been a long-standing arrangement initially agreed by the Panel in October 2012, in light of the City's relative population.

10. If this is the Panel's preferred option then two further co-options will be required to achieve political balance:-

    a. with the Conservatives now taking up the County Council's seat, only one further Conservative co-optee would be required to enable political balance across the area (previously 2 co-options were needed). It is proposed that a single Conservative co-optee should therefore be sought from Nottinghamshire County Council, in line with previous Panel practice.

    b. with regard to the remaining places, a further co-option would be available to an Independent Member. The Mansfield Independent Forum has 22 elected Members across the Panel's area, including the Elected Mayor of Mansfield who continues to have a seat on the Panel. The next largest independent group is the Ashfield Independents / Selston Independents Group with 14 elected Members (including 3 Selston Independents). It is therefore proposed that the remaining co-option for an Independent member should therefore be offered to the Ashfield Independent Group of Nottinghamshire County Council.

**Option B – Reduce to 10 Elected Members**

11. This option offers the smallest number of elected members possible, whereby no political co-options would be required. Therefore Nottingham City Council's number of seats would be reduced to two, with no other co-options required to achieve political balance across the County / City area.

12. This option also offers some benefits in terms of efficiency and costs and the grant from the Home Office would be reduced accordingly.

**Council Representatives**

13. There have also been some changes to representation on the Panel made by the relevant Councils. These are as follows:-

    i. Councillors Azad Choudhry and Michael Edwards have been replaced by Councillor Toby Neal and another Councillor (name to be confirmed) as two of the City Council's representatives;

    ii. Councillor David Challinor has been replaced by Councillor Kevin Greaves as Bassetlaw District Council's representative.

**Independent Members**

14. In order to retain the existing knowledge, ensure greater continuity of membership and help the Panel's membership reflect the communities it serves, the Panel agreed in April 2017 that the term of office of all four Independent co-optees be extended to May 2019 (with two of the four to be further extended to May 2020), subject to a further planned review in April 2018.

**Other Options Considered**

15. The Panel could continue to operate with 15 elected members but political balance would not then be possible.

**Reason/s for Recommendation/s**

16. To enable the Panel to meet the balanced appointment objective to the best of its ability.

**RECOMMENDATIONS**

1) That the Panel decided whether to reduce the elected member representation on the Panel to 14 or 10 (Option A or B respectively) to enable political balance to be best achieved.

2) That if Option A is the preferred option then the following further co-options be sought to achieve political balance:-

    a. a Conservative co-optee from Nottinghamshire County Council;

    b. an Independent co-optee from the Ashfield Independents Group of Nottinghamshire County Council.

3) That the changes in Council representation on the Panel, as detailed in paragraph 13 above, be noted.

4) That the Home Office be informed of any changes in the Panel's membership as appropriate.

Background Papers and Published Documents

1) Police Reform and Social Responsibility Act 2011 (published)
2) Nottinghamshire Police and Crime Panel's Panel Arrangements (published)
3) Political Balance calculations
4) Report to Police and Crime Panel of 19 October 2012 and minutes of that meeting (published)

For any enquiries about this report please contact:

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

# NOTTINGHAMSHIRE POLICE AND CRIME PANEL

## 29 JUNE 2017

## WORK PROGRAMME

### Purpose of the Report

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

2. To seek Members' approval to continue the subscription to the regional PCP network.

### Information and Advice

3. 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 Chief Executive of the Office of the Police and Crime Commissioner (OPCC).

4. 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. Members' views are welcomed on the initial suggested updated cycle of Priority Themes included within the work programme.

5. Discussions take place with the Chair and Vice-Chair and the OPCC to schedule future agenda items as appropriate. Suggestions about future agenda items are welcome from Members and the PCC at any time.

### Confirmation of Panel Meeting Dates

6. Further to discussions at the last Panel meeting, the dates of future Panel meetings can now be confirmed as:-

    - Monday 18 September 2017 – 2pm
    - Monday 27 November 2017 – 2pm
    - Wednesday 7 February 2018 – 10am
    - Monday 23 April 2018 – 2pm
    - Monday 4 June 2018 – 2pm

    As usual, the Panel meetings will be preceded by a half hour Members' pre-meeting.

    The following dates are proposed for the two Budget Workshops:-

    - Budget Workshop with PCC - Friday 26 January 2018 – 10am

- Budget Workshop with Chief Finance Officer - Friday 2 February 2018 – 10am

**Performance Framework Workshop**

7. Further to discussions at the last meeting about the difficulties faced in comparing performance in light of changing definitions, recording practices and Home Office guidance, the Force is currently working with community safety partners to review the performance framework in order to make it more fit for purpose. The OPCC has suggested that this would be a suitable topic for a workshop with the Panel in October 2017, linking in with the annual strategic assessment process and the findings of a forthcoming new residents' survey. Members' views are sought on this suggestion.

**Regional Police and Crime Panel Network**

8. At the Panel meeting of 28 April 2014, the Panel agreed to subscribe to a regional network (which had been established by Frontline Consulting) for 2014/15. The Panel agreed to renew the subscription for 2016/17 at the 1 February 2016 meeting.

9. The annual subscription is due for renewal and the price remains at the original price of £500 per Police and Crime Panel.

10. The subscription offers the following benefits:-

- Two regional meetings each year at which the Chairman, Vice-Chairman and support officer (substitutes allowable) of each Panel share information and experience, to problem-solve and to collaborate as appropriate; with agendas devised by the participants, including a regional update based and 'hot topics' of challenges to address across the five Force areas.

- A 'helpline' facility (by telephone, e-mail and online) supported by Tim Young, Frontline Consulting's Lead on Policing and Crime, to answer queries and provide advice

- A website www.pcps-direct.net, which all PCP members and support officers can sign up for, for free, to share their experiences and good practice, including:

  - an Information section: open-access pages that include a digest of news covering issues around Police and Crime Panels that will interest councillors, Independent Members and support officers, plus occasional features. There will be provision for Panels to post films, articles and more in-depth pieces about latest PCP developments; and

  - an Exchange section, offering scope for you to network with each other across PCPs by setting up personal circles or engaging in broader

networks by theme, role, activity or Force area. One of the Networks is Ask Tim, where you can post your queries.

In addition:-

- A free place at the annual PCP conference on 6 November 2017 at Warwick Conference Centre (equivalent to a £99 discount). The Panel also obtained a number of free places at the national PCP conferences arranged by Frontline Consulting in October 2014 and July 2015, in return for hosting the events.

- a 10% discount on any learning and development sessions that PCPs might want to engage Frontline Consulting to deliver.

11. The Panel was represented at each of the regional network meetings in 2014, 2015 and 2016 and the recent meeting held on 2 March 2017.

12. Officers and Members have continued to find the opportunity to network across the region very beneficial.

**Forthcoming National PCP Events**

13. Members are reminded of the forthcoming national events for which the PCP can obtain places:-

    a. Local Government Association PCP Workshop - London – 12 July 2017
    b. National PCP Conference – Warwick University – 6 November 2017

14. Further details will follow for both events but at this stage Members are invited to confirm if they would like to attend.

**Induction for new PCP Members**

15. We are keen to offer a brief induction session for Members who are new to the PCP.

16. The recent Power Check review of PCPs underline the benefits of such sessions and all new Members are encouraged to contact the Panel's support officers to arrange this. This could be provided on a joint or individual basis, subject to Members' preferences and availability.

**Other Options Considered**

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

18. Members had previously raised the possibility of the five Panels in the region arranging regional networking meetings themselves. However it is felt that the £500 cost of the subscription offers good value for money as well as the opportunity to utilise Frontline Consulting's knowledge of the national context

(the Panel continues to benefit from the research, guidance and briefing notes produced by Frontline Consulting).

**Reasons for Recommendation/s**

19. To enable:-
    a. the work programme to be developed further;
    b. the difficulties in performance monitoring to be addressed;
    c. the Panel to continue to receive the benefits offered by the subscription to the regional PCP network;
    d. places to be obtained at forthcoming national events;
    e. appropriate induction support to be offered.

**RECOMMENDATIONS**

1) That the work programme be updated in line with Members' suggestions as appropriate.

2) That Members consider the OPCC's proposal to arrange a Performance Framework workshop in October 2017.

3) That the Panel subscribes to the regional PCP network for 2017/18 at a cost of £500.

4) That Members contact Keith Ford / Peter Barker if they would like to attend the LGA workshop on 12 July or the National Conference on 6th November.

5) That New Members contact Keith Ford / Peter Barker to arrange an induction session.

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 15 June 2017)**

| Agenda Item | Brief Summary |
|---|---|
| **18 September 2017 – 2.00pm** | |
| Police Complaints Process | Update on the implications of the Police and Crime Bill in relation to specific issue of how Police complaints are dealt with (issue raised at November 2016 Panel meeting). |
| 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. |
| Specific focus on one of the Police and Crime Plan Strategic Priority Themes. | Panel to focus on a specific Priority Theme 4 – Reduce the impact of drugs and alcohol on levels of crime and anti-social behaviour |
| Police and Crime Commissioner's Annual Report | Panel to consider and make recommendations as appropriate. |
| **27 November 2017 – 2.00pm** | |
| Police and Crime Commissioner's update, (including update on PEEL Effectiveness inspection recommendations, 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. |
| Specific focus on one of the Police and Crime Plan Strategic Priority Themes. | Panel to focus on a specific Priority Theme 7 – Spending your money wisely |
| **7 February 2018 – 10.00am** | |
| Proposed Precept and Budget 2018/19 | To consider the Commissioner's proposed Council Tax precept. |
| Police and Crime Plan 2014-18 Delivery Plan Refresh | To seek the Panel's views on the draft refreshed Police and Crime Plan Delivery Plan. |
| Police and Crime Commissioner's update, (including Budget and Efficiency | 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 |

| **Agenda Item** | **Brief Summary** |
|---|---|
| Programme update, details of decisions taken and overview of Force Performance). | 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. |
| Specific focus on one of the Police and Crime Plan Strategic Priority Themes. | Panel to focus on a specific Priority Theme 1 – Protect, support and respond to victims, witnesses and vulnerable people. |
| **23 April 2018 – 2.00pm** | |
| Independent Member recruitment | To consider the issue of independent member recruitment following the decision of the Panel on 24 April 2017. |
| 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. |
| Specific focus on one of the Police and Crime Plan Strategic Priority Themes. | Panel to focus on a specific Priority Theme 2 – Improve the efficiency, accessibility and effectiveness of the criminal justice process. |
| **4 June 2018 – 2.00pm** | |
| Appointment of Chairman and Vice-Chairman | To appoint the Chairman and Vice-Chairman of the Panel for the 2018/19 year. |
| Review of Balanced Appointment Objective. | The Panel will review its membership to see whether any actions are required in order to meet the requirements for:-<br>• the membership to represent all parts of the police force area and be politically balanced; and<br>• members to have the skills, knowledge and experience necessary. |
| 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. |
| Specific focus on one of the Police and Crime Plan Strategic Priority Themes. | Panel to focus on a specific Priority Theme 6 – Prevention, early intervention and reduction in reoffending. |

# NOTTINGHAMSHIRE POLICE AND CRIME PANEL

## 29 JUNE 2017

## REGIONAL COLLABORATION WORKSHOP EVENT

**Purpose of the Report**

1. To seek approval to progress plans for a workshop on the issue of Police Regional Collaboration.

**Information and Advice**

2. At its meeting of 24 April 2017, the Panel agreed in principle to further develop a proposal to hold a workshop event to look at the issue of Regional Collaboration between the five Police forces and Police and Crime Commissioners (PCC) in the region.

3. The Workshop aims to:-

   - enable an agreement on a structure for how Panels can collect evidence and monitor regional collaboration activities on an ongoing basis. This will be so they can support and challenge their respective PCCs.

   - provide the opportunity to review the agreed common set of questions on regional collaboration for each East Midlands PCC.

   - provide the opportunity to give respective Panels the same level of knowledge and understanding of regional collaboration activities and those from outside the East Midlands area.

   - provide the opportunity to learn from other Panels across the country on how they challenge and support their PCC on collaboration.

   - allow Panels to challenge and support the governance, accountability and performance monitoring arrangements of the East Midlands Regional Collaboration.

4. A further planning meeting has subsequently been held with the potential organisers Frontline Consultancy, attended by the support officers for the Nottinghamshire and Derbyshire Police and Crime Panels (Panels).

5. A suitable central location is being sought, with one possible option being East Midlands Councils at Melton Mowbray, which kindly hosts the ongoing Regional NPCP Network meetings.

6. It is hoped that Her Majesty's Inspectorate of Constabulary, who produced a review of Collaboration Arrangements in the region in 2013 at the request of the five PCCs, will be able to send a representative to the event.

7. The draft outline programme for the event consists of:-

    - 10.30am – Arrivals and refreshments
    - 11.00am – Context setting and information sharing – with input from HMIC, PCCs and Chief Constables
    - 12.30pm – Lunch
    - 1.00pm – 3.00pm – Workshop – Next steps in reviewing Collaboration Arrangements - Panel Members only, facilitated by Frontline Consultancy

8. At this stage, plans are still being finalised but it is anticipated that the workshop will take place in the week commencing 9th October 2017 and all five PCCs and Chief Constables will be invited to attend or send appropriate representatives. Availability is currently being canvassed in order to finalise the date. Each PCP will be able to send five Members to the event.

9. It is hoped that Her Majesty's Inspectorate of Constabulary, who produced a review of Collaboration Arrangements in the region in 2013 at the requests of the five PCCs, will be able to send a representative to the event.

10. The costs are likely to be approximately £550 per Panel (subject to all five Panels confirming their initial agreement to being involved), which will include the cost of lunch and refreshments.

**Other Options Considered**

11. It is proposed that a regional workshop event is the best way of progressing this issue. It could be argued that the support officers of each Panel could arrange the workshop event without external input but this would prevent the Panels utilising the wider experience and specialist skills of an organisation such as Frontline Consultancy.

**Reasons for Recommendation/s**

12. To enable a consistent and clear understanding of progress with Regional Collaboration to be shared across the five Panels in the East Midlands region.

**RECOMMENDATION**

That approval be given to finalise plans for the workshop event, to be facilitated by Frontline Consultancy.

Background Papers and Published Documents

1) HMIC Report 2013 – Working Together – A review of the arrangements for collaboration between the five East Midlands police forces, commissioned by the police and crime commissioners for the region (published).

2) Report to 24 April 2017 meeting – Proposal for a Regional Collaboration Workshop Event and minutes of that meeting (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

| For Consideration | |
|---|---|
| **Public/Non Public*** | **Public** |
| **Report to:** | **Police and Crime Panel** |
| **Date of Meeting:** | **29th June 2017** |
| **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:** | **10** |

# POLICE AND CRIME COMMISSIONER'S UPDATE REPORT – TO MARCH 2017

## 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 end of year performance for 2016-17 where data is available.

## 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 January 2017.[a] This report details performance from 1st April to 31st March 2017 where data is available.

#### 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 March 2017. 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 only 13 (59%) of these measures are Amber, Green or Blue indicating that the majority of measures are close, better or significantly better than the target. Currently 36% (8) of targets reported are Red and significantly worse than target.

| KEY to Performance Comparators | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Performance Against Target | | Jun-16 | %Total | Aug-16 | %Total | Sep-16 | %Total | Jan-17 | %Total | Mar-17 | %Total |
| ☑ | Significantly better than Target >5% difference | 7 | 32% | 3 | 14% | 1 | 5% | 1 | 5% | 1 | 5% |
| ✦ | Better than Target | 4 | 18% | 4 | 18% | 5 | 23% | 3 | 14% | 4 | 18% |
| ± | Close to achieving Target (within 5%) | 8 | 36% | 9 | 41% | 8 | 36% | 9 | 41% | 8 | 36% |
| ☒ | Significantly worse than Target >5% difference | 3 | 14% | 5 | 23% | 7 | 32% | 8 | 36% | 8 | 36% |
| ☐ | No Longer Measured | 0 | 0% | 1 | 5% | 1 | 5% | 1 | 5% | 1 | 5% |
| | **Total** | 22 | 100% | 22 | 100% | 22 | 100% | 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 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 one target (5%) graded blue.

---

[a] http://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Performance/2017/Performance-and-Insight-Report-to-March-2017.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.*

| ☑ | Objective / Target – RAGB Status Blue | Jun-16 | Aug-16 | Sep-16 | Jan-17 |
|---|---|---|---|---|---|
| | 1. A reduction in the number of non-crime related mental health patients detained in custody suites | 80.00% | 94.10% | 94.10% | 54.50% |

4.7 The table below provides an overview of the 8 targets (36%) graded red, one more than the previous Panel report of which most relate to volume crime and have increased largely due to the back record conversion of crimes in order to comply with the National Crime Recording System (NCRS). This is explained more fully later in the report (see section 6.23).

| ☒ | Objective / Target RAGB Status Red ● | Jun-16 | Aug-16 | Sep-16 | Jan-17 | Mar-17 |
|---|---|---|---|---|---|---|
| | 1. 90% of victims of crime are completely, very or fairly satisfied with the service they have received from the police | 83.7% | 83.0% | 82.8% | 81.8% | 82.3% |
| | 2. A 10% increase in the number of POCA orders compared to 2016-16 | -3.7% | -16.8% | -21.0% | -16.8% | -12.2% |
| | 3. Increase BME representation within the Force to reflect the BME community (11.2%) | 4.5% | 4.5% | 4.5% | 4.5% | 4.5% |
| | 4. NEW: Early Guilty Plea rate for the Crown and Magistrates' Courts - to be better than national average | 8.9% | -9.9% | -2.0% | -1.4% | -8.7% |
| | 5. NEW: A reduction in the number of repeat victims of hate crime compared to 2015-16 | N.avail | -5 | -4 | -6 | 4 |
| | 6. A reduction in All Crime compared to 2015-16 | -9.5% | -6.6% | -1.8% | 10.1% | 13.7% |
| | 7. A reduction in Victim-Based Crime compared to 2015-16 | -8.9% | -6.7% | -2.3% | 8.1% | 11.7% |
| | 8. To reduce the levels of rural crime compared to 2015-16 and report on: 1.1. Rural and 1.2. Urban | -6.7% | -1.0% | 2.2% | 9.3% | 12.1% |

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 As of 31st March 2017, 11 people have been presented to custody as a first place of safety during the year. This compares to a total of 50 last year and an improvement of 78%. On average this year, less than 3% of mental health patients have been taken to custody, with the vast majority taken to the mental health suite.

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. However, the scheme has been in operation now for a number of years and it will become more challenging to maintain the level of reductions seen thus far.

5.3 In January 2016 Nottinghamshire Police Control Room collaborated with the mental health trust to place a mental health nurse in the control room 09:00-16:00 Mon-Fri to supplement the Triage Car.

5.4 The benefits of this pilot are that control room staff and frontline officers can be passed information to provide the correct response based on the persons mental health status. The Control Room Nurse can coordinate with mental health services to unlock better help for the member of public. Post incident they can refer the person to services or update their current care team of the incident. This then allows them to act to de-escalate the person's mental health issue.

5.5 The Triage Team continue to work with beat teams and health on repeat callers to assist with information sharing and appropriate decision making based on the whole picture of the subject. There has been a significant reduction in the use of police time attending repeat callers and where appropriate a number of prosecutions have been successful to those who having every opportunity to engage with services continue to offend / repeat call.

## 6. Red Rated Measures (● significantly worse than Target >5% difference)

### R1. 90% of victims of crime are completely, very or fairly satisfied with the service they have received from the police

| ☒ | Objective / Target RAGB Status Red ● | Jun-16 | Aug-16 | Sep-16 | Jan-17 | Mar-17 |
|---|---|---|---|---|---|---|
| | 1. 90% of victims of crime are completely, very or fairly satisfied with the service they have received from the police | 83.7% | 83.0% | 82.8% | 81.8% | 82.3% |

6.1 Satisfaction for incidents reported in the 12 months to March 2017 has remained at similar levels (currently 82.3%). Performance remains below the 84.6% level achieved for the same period of last year.

6.2 In terms of the aspects of satisfaction, ease of contact and treatment remain high in the mid-nineties (96.6% and 94.9% respectively) for all user groups, and these positions remain unchanged from the figures reported for the last three months. There has been a month on month deterioration in satisfaction levels for keeping people informed and in January this reduced slightly to 68.2%.

6.3 The Force has commissioned colleagues at Nottingham Trent University to carry out a bespoke piece of analysis on victim satisfaction service delivery, exploring what the Force are doing well and where we can improve – with a focus on keeping victims updated. The university plan to run focus groups this month, with a view to the findings being reported in June 2017.

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

| ☒ | Objective / Target RAGB Status Red ● | Jun-16 | Aug-16 | Sep-16 | Jan-17 | Mar-17 |
|---|---|---|---|---|---|---|
| | 2. A 10% increase in the number of POCA orders compared to 2016-16 | -3.7% | -16.8% | -21.0% | -16.8% | -12.2% |

6.4 The Force recorded 5 fewer Confiscation and Forfeiture Orders this year compared to last year; this equates to a reduction of 2.2%, placing the Force more than 12% below the 10% increase target. It should be noted that any decision to apply for an order is made by the Crown Prosecution Service and not the Police. A decision to grant an order is one for the Court alone.

6.5 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.

6.6 The Force ended the year recording 23 offences of profiting from or concealing knowledge of the proceeds of crime. POCA orders will be generated from a number of other offences types however, not just from these.

6.7 Performance information for the value of orders is currently unavailable.

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

6.8 There has been no deterioration in this measure, but is rated red because the 11.2% representation as defined by the 2011 Census has not been achieved. BME headcount is 4.53% for Police Officers and 4.43% for Police Staff and overall its 4.5%. Furthermore, Police Cadets (26%) and Special Constables (8%).

6.9 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 did hamper progress. However, the Chief Constable has opened up recruitment for both PCSOs and Police Officers. The recruitment process in January 2017 attracted 660 applicants of which 66 applicants were from BME communities as shown in the table below representing 10%.

6.10 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.

6.11 To achieve an 11.2% BME representation an additional 144 BME police officers would need to be recruited. The Commissioner has worked closely with the Chief Constable during the recruitment of Police officers in January and May 2017. Prior to this a range of positive activities were undertaken to attract applicants from BME communities under Operation Voice which included talent spotting, buddying, awareness events, marketing publications. Of the 660 applications received for Police Officers 66 (10%) was from BME communities; of the 131 applications for PCSO posts, 12.98% were from BME communities.

6.12 A further recruitment process has opened up for Police officers with a closing date of 24th March 2017 and to encourage applicants from BME communities an awareness event was held on 11th March 2017 at the Afro-Caribbean National Artistic (ACNA) Centre in Nottingham. There will be further recruitment ongoing throughout the year, including more events encouraging a diversity of applications.

6.13 More recently the second Police officer recruitment process (closing date 26th May 2017) has resulted in 627 applicants of which 81 (13%) are from BME communities.

### R4. NEW: Early Guilty Plea rate for the Crown and Magistrates' Courts - to be better than national average (Crown Court)

| ☒ | Objective / Target RAGB Status Red ● | Jun-16 | Aug-16 | Sep-16 | Jan-17 | Mar-17 |
|---|---|---|---|---|---|---|
| | 4. NEW: Early Guilty Plea rate for the Crown and Magistrates' Courts - to be better than national average | 8.9% | -9.9% | -2.0% | -1.4% | -8.7% |

6.14 Data for this measure is released quarterly. The measure relates to quarter 3 data covering October to December 2016 (Qtr 3). Rates for both Courts remain below the national average but for Crown Court in quarter 3 was performance was 40.2%, (8.7% below the national average). The trend as seen in the table above swings + or – 8% or 9% during the year. Quarter 4 data has just been released and reveals an improvement in Crown Court to 41.3% a shortfall of 2.7% from the national average.

6.15 The East Midlands region continues to work with the Efficiency and Effectiveness Board to look at these issues in the round. They may relate to file quality, to Non electronic IDPC[d], defence practitioner's understanding around Transforming Summary Justice (TSJ), lawyer reviews being timely, or robust court management. All of these issues feature in the Court Observations Action plan (managed via the East Midlands Criminal Justice Board [EMCJB]) borne out of a series of observations we led earlier in the year which have proved very useful in understanding key system wide issues.

6.16 In Nottinghamshire the Force has launched a performance model that will see files checked against an agreed set of questions, staff allocated to 'fix' issues before submission and immediate feedback to officers upon review. Alongside that a whole series of officer in the case (OIC)/Sgt based data will become available to operational supervisor to manage not just staff but the particular issues that reflect file quality. This was scheduled to go live mid-October in Nottinghamshire. The Force is also now feeding back to operational teams weekly reviews by the Crown Prosecution Service as part of the National Case Quality Assessment. As previously stated file quality is but one issue and the Action Plan contains actions for each agency so that the whole system improves going forward.

6.17 The guilty plea at first hearing has also been made the number one priority for this performance year by the Regional Criminal Justice Board (RCJB) and the Effectiveness and Efficiency Board chaired by DCC Knighton.

### R5. NEW: A reduction in the number of repeat victims of hate crime compared to 2015-16

| ☒ | Objective / Target RAGB Status Red ● | Jun-16 | Aug-16 | Sep-16 | Jan-17 | Mar-17 |
|---|---|---|---|---|---|---|
| | 5. NEW: A reduction in the number of repeat victims of hate crime compared to 2015-16 | N.avail | -5 | -4 | -6 | 4 |

[d] *IDPC is colloquially known as information and evidence in the case.*

6.18 The Force definition of a repeat victim is based on the national definition. A hate crime repeat victim is a victim of a hate crime or incident in the current month who has also been a victim of one or more hate crimes or incidents at any point in the previous twelve months.

6.19 Of a total of 118 hate crime victims in the month of March 2017, 17 had been a victim of one or more previous hate crimes in the 12 months prior (April 2016 – March 2017). This compares to a baseline monthly average for the 2015/16 year of 13 repeat victims per month, which represents 4 more repeat hate crime victim in March compared to the baseline figure. As a proportion, 14.4% of hate crime victims in March were repeat victims. This figure is higher than the baseline monthly average for the previous year (10.9%).

6.20 However, comparing performance annually, during 2015-16, there were 13 victims of Hate crime on average per month representing 10.9% of all victims. In 2016-17 this monthly average increased to 15.2 (an increase of 2.2, or +16.7%) representing 11.46% of all victims also an increase. So although the Commissioner's target was to reduce repeat victimisation, it has increased mainly due to Brexit which occurred in June 2016.

**R6. New: A reduction in All Crime compared to 2015-16**

**R7. New: A reduction in Victim-Based Crime compared to 2015-16**

**R8. New: To reduce the levels of rural crime compared to 2015-16**

| ☒ | Objective / Target RAGB Status Red ● | Jun-16 | Aug-16 | Sep-16 | Jan-17 | Mar-17 |
|---|---|---|---|---|---|---|
| | 6. A reduction in All Crime compared to 2015-16 | -9.5% | -6.6% | -1.8% | 10.1% | 13.7% |
| | 7. A reduction in Victim-Based Crime compared to 2015-16 | -8.9% | -6.7% | -2.3% | 8.1% | 11.7% |
| | 8. To reduce the levels of rural crime compared to 2015-16 and report on: 1.1. Rural and 1.2. Urban | -6.7% | -1.0% | 2.2% | 9.3% | 12.1% |

6.21 As previously reported, the above three targets have all been significantly impacted by the back record crime conversion which took place during quarter 3 (2016-17) to ensure compliance with the National Crime Recording Standard (NCRS).

6.22 The table above shows the trend i.e. that the Force started the year with a relatively high crime reduction across all three indicators, but since September 2016 this changed in line with the back record crime conversion activity. It can be seen that as of 31st March 2017, Total Crime is 13.7% (+9,931 offences) up compared to the same period last year. Similar increases are seen with victim based crime (+11.7%) and rural crime (+12.1%). A review of Iquanta data identifies that some forces have seen much higher increases of over 30%. Only, 2 forces have experienced crime reductions of around 2%.

6.23 Monthly volumes between September and November peaked to the highest levels recorded in the last five years as a result of the proactive National Crime Recording Standards (NCRS) audit programme, with Violence Against the Person, Sexual Offences, Public Order offences and Hate Crimes in particular seeing large increases.

6.24 Whilst the NCRS audit is now complete, the Force has put in place new daily processes to maintain compliance with the national standards. This means that recorded crime volume remains at a higher level and this is expected to continue as the accepted new 'normal' level, driven primarily by the offences types listed above.

6.25 All Crime volume in March 2017 was 31.7% higher than last March, which equates to 1,902 additional crimes being created in the month.

6.26 Victim-Based crime has increased by 11.7% (7,614 offences) this year, while Other Crimes Against Society have increased by 32.4% (2,317 offences). The increase in Other Crimes Against Society is driven by a 92.7% increase in Public Order offences, the majority of which were recorded as a result of the NCRS audit. Public Order offence volumes remain high following the audit, as a result of the daily incident checks now in place in force.

6.27 The overall volume of Victim-Based crime increased by 7,614 offences compared to last year. Violence Against the Person (VAP) and Sexual Offences have both been a major cause of the increase. This was due to the increase in offences as a result of, and the subsequent daily checks following the NCRS compliance audit.

6.28 VAP has seen a 25.2% increase (+4,483 offences). Performance is driven by an increase in Violence without Injury with a 49.4% increase (+3,782 offences). Sexual Offences have increased by 25.5% this year (+125 Rape and +406 Other sexual offences).

6.29 The Force recorded an increase in Burglary Dwelling between October and December but monthly volumes have reduced since then. None-the-less the Force ended the year with a 10.4% increase (+348 offences) in Burglary Dwelling.

6.30 Theft ended the year with a 12% increase compared to last year which is 2,262 additional crimes. Within theft there was an 11.6% increase (+891 offences) in shoplifting and a 20.7% increase (+1,700 offences) in Other Theft.

6.31 This year the Force has recorded 9,766 rural crimes, an increase of 1,054 offences (12.1%) on last year. Over the same period crime in urban areas has increased by 13.3% (8,436 offences). The rate of offences per 1,000 population in rural areas is 45.790 compared to 81.854 in urban areas.

6.32 Crime in rural towns and fringes has increased by 12.8% (648 offences) this year, while crime in rural villages has increased by 14.6% (371 more offences).

6.33 Rural areas continue to record an increase in Burglary offences (+120 or +8.8%). Other crime types are showing increases in line with the offences that were part of the NCRS audit (VAP/Sexual/Public Order offences). The position is similar on the Urban areas due to the NCRS increases, but burglary actually reduced on urban areas this year (-12 offences).

## HMIC PEEL EFFECTIVENESS INSPECTION 2016 - UPDATE

6.34 At the last Panel meeting the Commissioner provided an update on Her Majesty's Inspectorate of Constabulary (HMIC), PEEL Effectiveness (2016) report published 2nd March 2017 following its inspection of the Force in September last year. He explained that in order to ensure that every critical aspect of the HMIC report including comments, areas for improvement, areas of concern and recommendations are all considered and responded to, that the Chief Constable would provide a written response for each point so he can be fully assured that improvements are being made in every area. Since then, the fully completed template has been sent to Panel members and the Commissioner has provided his written response to HMIC and the Home Office as required.[e]

6.35 In his letter to HMIC the Commissioner states:

> *In addition, to obtaining written assurance on all points of criticism, it is my intention to go further by asking my internal auditors to test some of the new procedures implemented by the Force to ensure that vulnerable victims will never be exposed to the risk identified by HMIC. In this respect, my auditors will:*
>
> *a. Review every point of criticism relating the management of* ***domestic incidents*** *as identified in the Assurance Framework Template to provide me with assurance that that victims are not exposed to any further risk.*
>
> *b. Review every point of criticism relating to the need to better* ***understand local communities*** *identified in the Assurance Framework Template to provide me with assurance that officers do understand the risks they face, together with their vulnerabilities and their priorities.*
>
> *Finally, I will seek to obtain further assurance personally through the Chief Constable by undertaking more detailed assurance checks into those areas highlighted as a concern.*

### Holding the Chief Constable to Account

6.36 The Commissioner is represented at the key Thematic, 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.

6.37 In addition, the Commissioner meets quarterly 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 3rd April 2017 and the next meeting will take place on 19th June 2017.

6.38 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)

---

[e] http://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/HMIC-Reports/Responses-to-HMIC/PCC-Response-PEEL-Police-Effectiveness-2016.pdf

Improving BME Policing Experiences, (4) Hate Crime and Knife Crime (5), Stop and Search (6) Rural Crime and (7) the new victim services CARE have been prepared. For this meeting, a case study has been prepared in respect of the Evaluation of Community Remedy (see **Appendix A**).

**Activities of the Commissioner**

6.39 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.[f]

**DECISIONS**

6.40 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.[g]

6.41 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.

## 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.

---

[f] http://www.nottinghamshire.pcc.police.uk/News-and-Events/Latest-News.aspx

[g] http://www.nottinghamshire.pcc.police.uk/Public-Information/Decisions/Decisions.aspx

## 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 The Commissioner publishes a horizon scanning document[h] every two weeks and can be downloaded from his website. The horizon scanning undertaken involves reviewing information from a range of sources, including emerging legislation, government publications, audits and inspections, consultation opportunities and key statistics and research findings, in order to inform strategic planning and decision making locally.

## 13. Details of outcome of consultation

13.1 The Chief Constable has been consulted on this report.

## 14. Appendices

A. Case Study – Evaluation of Community Remedy

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)
- Peel: Police Effectiveness 2016 - Nottinghamshire Police

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

[h] http://www.nottinghamshire.pcc.police.uk/Public-Information/Horizon-Scanning/Horizon-Scanning.aspx

# COMMUNITY REMEDY EVALUATION

8th June 2017

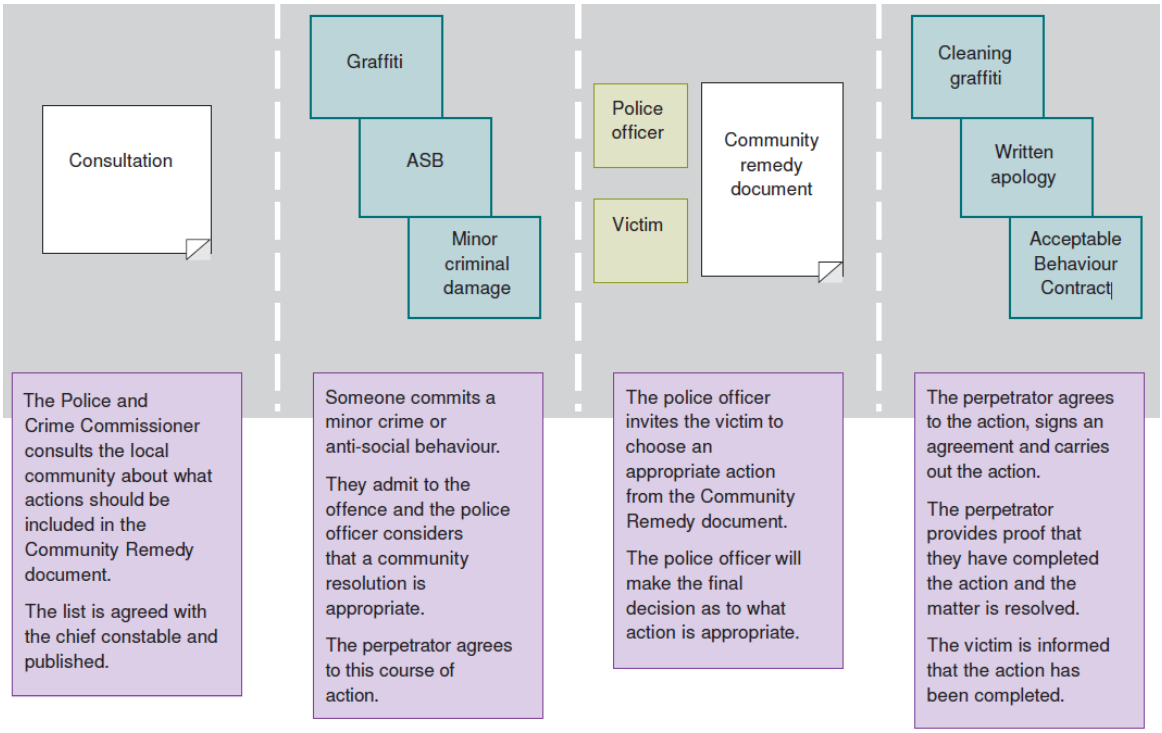
P. A. Gilbert (NOPCC)

## 1. PURPOSE OF THE REPORT

1.1 The Commissioner's Police and Crime Delivery Plan (2017-18) includes a strategic activity to undertake a review of the Commissioner's 'Community Remedy' document to ensure clear pathways with Youth Offending services. This report fulfils that requirement.

## 2. Summary of Key Points

### Statutory Guidance




2.1 Section 101 of the Anti-social Behaviour, Crime and Policing Act 2014, is designed to place the victim at the heart of decision making and requires the Commissioner and Nottinghamshire Police to consult with community members and Partners relating to the use of Community Remedy.

2.2 The Home Office statutory guidance for frontline professionals concerning the use of Antisocial behaviour powers and in particularly Community Remedy promotes the above process and in addition states that each of the actions (disposals) must have a:

- Punitive element, reflecting the effects on the victim and the wider community; or

- Reparative element, to provide appropriate restitution/reparation to the victim; or
- Rehabilitative element, to address the causes of the perpetrator's behaviour; or
- Combination of the above.

**Victim Preferences**

2.3 During 2014, 569 people were consulted by the Commissioner concerning the use of out of court disposals (i.e. the way offenders might be dealt with without going to Court). The chart below illustrates the type of disposal suggested together with the % of respondents.

2.4 It can be seen that the top suggested disposals of 80% or over include:

1. Compensation
2. Treatment for offender
3. Reparation of damage by offender
4. Structured activity for offender
5. Parental contract
6. ABC (Acceptable Behaviour Contract)

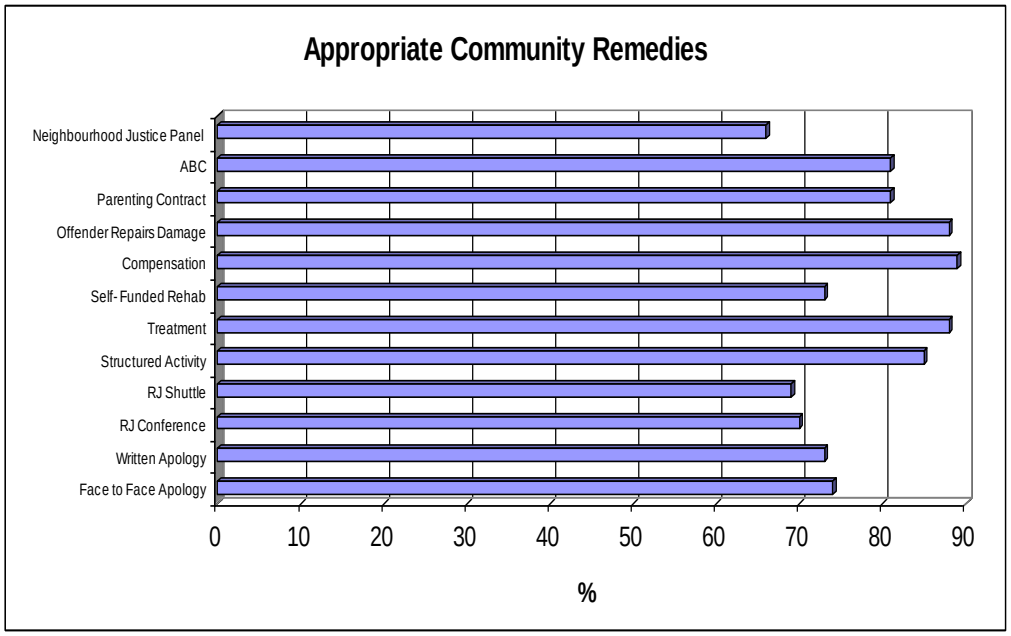
2.5 This correlates with the statutory guidelines.

2.6 The least suggested disposals less than 70% include:

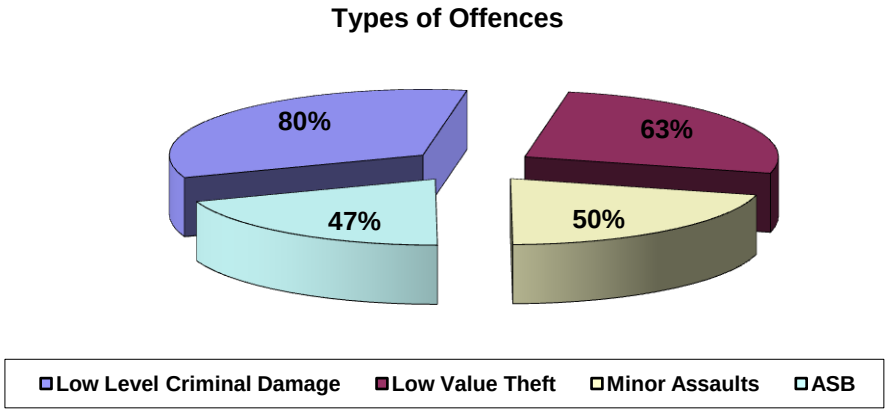
7. Neighbourhood Justice Panel
8. Restorative Justice Shuttle
9. Restorative Justice Conference

2.7 Those neither high nor low (70% 80%) include:

10. Self-funding rehab
11. Written apology
12. Face to face verbal apology



2.8 The survey revealed the type of crimes which respondents felt suitable for community resolution as depicted in the chart below.




2.9 The most suitable crime type is low level criminal damage (80%) then low level theft (63%) followed by minor assaults (50%) and finally antisocial behaviour (47%).

2.10 Following the consultation, the Commissioner's office worked closely with the Police lead for Community Remedy[a] and a policy document was prepared and implemented on 20th October 2014 and as such has been in operation for over 2 years. The document concludes:

> *The new legislation requires the victim to be at the centre of decision making when using Community Remedy and that it should be considered when dealing with low level offences. Officers should ensure that in partnership with their victim the most appropriate reparation is assigned to the offender and in line with current guidelines on the use of out of court disposals.*
>
> *Community Remedy will be continuously reviewed to ensure that those remedies that are being offered are consistent with the views of the victim and the wider communities of Nottinghamshire e.g. where an offender has victimised a number of people, community remedy may not be appropriate.*
>
> *Ensuring the victim is part of the decision making process will increase their confidence and further enhance the victim satisfaction and resolution.*

2.11 The purpose of this evaluation is to determine the type of crimes in which Community Remedy has been used and consider whether this aligns with the initial consultation and statutory guidance.

**Analysis of Community Remedy**

2.12 The Force is unable to undertake quantifiable analysis of crimes in which Community Remedy has been used. It was therefore necessary to consider an alternative method which might provide some insight. In this respect, the Force

[a] http://www.nottinghamshire.pcc.police.uk/Our-Work/Supporting-Victims/Restorative-Justice-Community-Remedy.aspx

reviewed and analysed a sample of 100 case files between June 2015 and August 2016 from 2,050 cases which were all randomised by the Force's Management Information Team, i.e. the first 100 (5%, 1 in every 20) cases out of this 2,050 were reviewed. Based on the sample size the findings of this evaluation are likely to be in the region of + or – 10% in terms of accuracy.

### Actual Disposals

2.13 The table below provides a breakdown of how the 100 cases reviewed were resolved under the Community Remedy process. This information helps to determine the extent to which actual disposals reflect victims top preferences seen at section 2.3 above e.g. by rank Compensation, Treatment for offender, Reparation of damage by offender, Structured activity for offender, Parental contract, ABC (Acceptable Behaviour Contract).

2.14 It can be seen that only one of these seven top Community Remedy disposals (i.e. compensation) has been used as an out of court outcome, albeit in 22% of cases. Some cases involved more than one outcome and as such there are more than 100 entries in the table below.

| Community Resultion Outcome | Verbal Apology | Written Apology | Mediation | Compensation to the victim | Banning Notice | Other |
|---|---|---|---|---|---|---|
| Verbal Apology Only | 32 | | | 10 | 10 | |
| Written Apology Only | | 13 | | | 1 | |
| Mediation Only | | | 2 | | | |
| Compensation to the Victim Only | 10 | 1 | | 10 | | |
| Banning Notice Only | 10 | | | | 8 | |
| Compensation & Banning Notice | 2 | | | | | |
| Verbal Apology & Compensation & Banning Notice | | | | 2 | 2 | |
| Keep Away + No contact with Victim | 2 | | 1 | | | 3 |
| Police Advice/Warning/Reprimand | | | | | | 4 |
| Dog to be muzzled in public | | | | | | 1 |
| YOT Conditions/Interventions | | 1 | | | | 1 |
| **Grand Total** (Some double counting due to multiple disposals) | 56 | 15 | 3 | 22 | 21 | 9 |

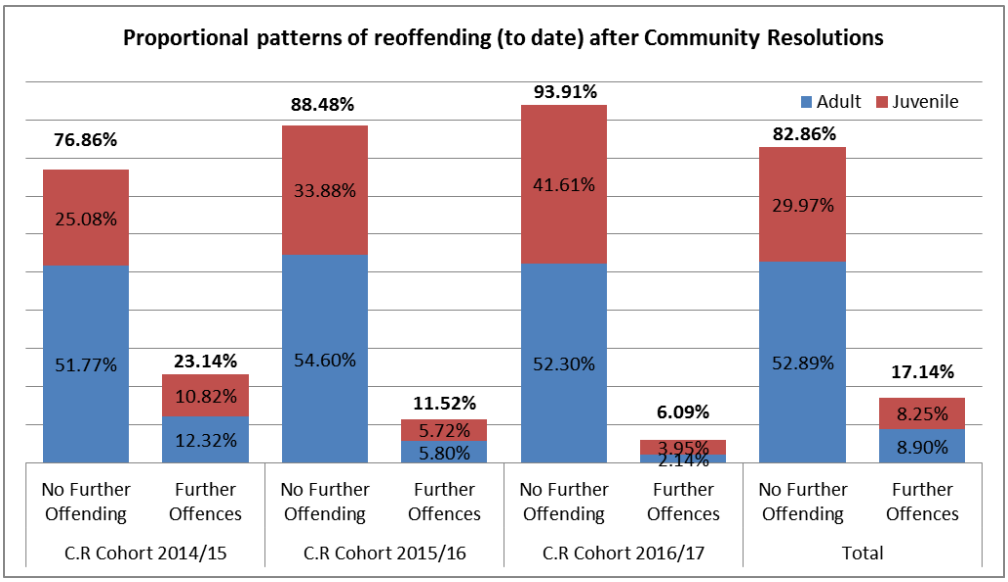
2.15 The table below shows a comparison of the survey ranking and the ranking by disposal actually used. Other than Compensation and Restorative Justice Shuttle (Mediation) there is a mismatch indicating that the current type of disposals do not align with the preferences made by the 569 survey respondents in 2014.

| | Survey Rank | Actual Use Rank |
|---|---|---|
| Compensation | 1 | 2 |
| Treatment for offender | 2 | |
| Reparation of damage by offender | 3 | |
| Structured activity for offender | 4 | |
| Parental contract | 5 | |
| ABC (Acceptable Behaviour Contract) | 6 | |
| Neighbourhood Justice Panel | 7 | |
| Restorative Justice Shuttle (Mediation) | 8 | 6 |
| Restorative Justice Conference | 9 | |
| Self-funding rehab | 10 | |
| Written apology | 11 | 4 |
| Face to face verbal apology | 12 | 1 |
| Banning Notice | Not listed | 3 |
| Other | Not listed | 5 |

2.16 However, the community remedy process should be victim focused and if the procedure has been strictly adhered to then the findings may simply reflect the wishes of these 100

victims. That said, it is unknown whether victims were made aware of what options were available to them.

2.17 What is striking is the lack of preventative reoffending disposals, and begs the question as to how effective the process has been at preventing further reoffending? The chart below[b] reveals that the reoffending rate[c] in 2015/16 was 11.52% overall, or 1 in 10 offenders.




2.18 Further analysis undertaken in early 2016, reveals the average time period for reoffending was 5 months after the original offence. The reoffending bar chart for 2016-17 should be ignored as the figures do not include offenders who may have reoffended 12 months after the original offence hence the much lower figure (6.09%).[d]

2.19 With reference to the statutory guidance referred to in section 2.2 above, there is no rehabilitative element, to address the causes of the perpetrator's behaviour and other than Compensating the victim in 22% of cases there appears to be no actual reparation by the offender to the victim and as such does not entirely meet the statutory guidance or preferences of respondents surveyed.

### Written and Verbal Apology

2.20 The table below reveals that 71% of cases reviewed involved a verbal or written apology (15%) but mainly most were verbal (56%).

| Row Labels | Count of Outcome | % |
|---|---|---|
| Verbal | 56 | 56% |
| Written | 15 | 15% |
| **Grand Total** | **71** | **71%** |

[b] *Extracted from other research undertaken in 2016*

[c] *Where a further offence was committed within 12 months after the original offence*

[d] *The research would have to be undertaken again in August 2017 to allow a 12 month period to check if there was any reoffending.*

| Row Labels | Count of Verbal Apology | % |
|---|---|---|
| Theft | 23 | 23% |
| Common Assault | 22 | 22% |
| Criminal Damage | 7 | 7% |
| Harassment | 2 | 2% |
| ABH | 1 | 1% |
| S.5 Public Order | 1 | 1% |
| **Grand Total** | **56** | **56%** |

| Row Labels | Count of Written Apology | % |
|---|---|---|
| Common Assault | 7 | 7% |
| Theft | 5 | 5% |
| Criminal Damage | 3 | 3% |
| **Grand Total** | **15** | **15%** |

2.21 Since this disposal was the most frequent, a breakdown of the type of offences is provided to check whether this would be an appropriate outcome. As can be seen in the above table, the type of offences in which a verbal apology was used relates mainly to Theft (23%) and Common Assault (22%). The most frequent disposal using a written apology also relates to Common Assault (7%) and such cases are mainly female offenders who are less than 24 years of age (i.e. 5 of the 7 cases).

### Compensation

2.22 After Verbal Apology, Compensation is the most frequent type of disposal (22% of cases) and the table below identifies that this is mostly used for Criminal Damage (11%) and Theft (9%). Paying for a damaged fence or stolen food seems likely but the statutory guidance suggests that there should be some actual reparation by the offender e.g. fixing the damage; that said the victim may prefer to have the compensation and do it themselves or have someone professional do the work.

| Row Labels | Count of Compensation | % |
|---|---|---|
| Common Assault | 2 | 2% |
| Criminal Damage | 11 | 11% |
| Theft | 9 | 9% |
| **Grand Total** | **22** | **22%** |

### Banning Notices

2.23 As seen in the table at section 2.12, Banning Notices were used in 21% of cases, 11 in conjunction with a Written or Verbal Apology, 8 on its own and 2 with other disposals. 19 related to Theft offences and 2 for Common Assault. The main locations were NG1 (33%) and NG6 (19%) and usually the same store e.g. Primark. This disposal seems sensible since 19 (almost half) out of 40 of incidents of Theft, resulted in a banning notice.

### Mediation

2.24 The table below identifies 3 cases which involved mediation and all were for Common Assault, one of which involved a condition to stay away from the victim.

| Category | Gender | Age |
|---|---|---|
| Common Assault | F | 48 |
| Common Assault | M | 46 |
| Common Assault | F | 22 |

### Other Disposals

2.25 There were 9 other disposal types as listed below not mentioned by survey respondents of which 4 involved Police Advice, a Warning or Reprimand. A further 3 involved a condition to keep away or make contact with the victim. This outcome seems sensible as all of them related to Common Assault. There was only one outcome (1%) which involved YOT Conditions or YOT Interventions which is surprising.

| Community Resultion Outcome | Verbal Apology | Written Apology | Mediation | Compensation to the victim | Banning Notice | Other |
|---|---|---|---|---|---|---|
| Keep Away + No contact with Victim | 2 | | 1 | | | 3 |
| Police Advice/Warning/Reprimand | | | | | | 4 |
| Dog to be muzzled in public | | | | | | 1 |
| YOT Conditions/Interventions | | 1 | | | | 1 |
| **Grand Total** (Some double counting due to multiple disposals) | 56 | 15 | 3 | 22 | 21 | 9 |

### Crime Type

2.26 The table below lists the crime types (by volume and % - column 1) in which Community Remedy was used as an Out of Court disposal. These crime types do appear to be in keeping with the spirit of Community Remedy document and a reflection of the public survey. Of course, there is an assumption that these particular cases were low level in terms of threat, harm in line with the policy.

| Row Labels | Count of Category % and Volume | Survey Results - Types of low Level Crimes Suitable for CR % |
|---|---|---|
| Theft | 40 | 63 |
| Common Assault | 39 | 50 |
| Criminal Damage | 15 | 80 |
| Harassment | 3 | |
| ABH | 1 | |
| Burglary - non dwelling | 1 | |
| S.5 Public Order | 1 | |
| ASB | | 47 |
| **Grand Total** | **100** | |

2.27 The second column details what survey respondents felt should be the type of crime used in Community Remedy. As can be seen although 47% of respondents stated that low level ASB should be used for Community Remedy there are no cases reviewed. This may be due to the fact that unlike incidents denoted as crimes, incident outcomes of ASB are not recorded.

2.28 It is a surprise to see Community Remedy used for a crime of Burglary Non-Dwelling. Further analysis reveals the offender to be a 15 year old boy who was subject to the only YOT Conditions/Intervention seen in the cases reviewed.

### Location of Offence

2.29 The table below ranks the top 10 locations by postcode and it can be seen that NG1 Nottingham City Centre is the top location being just short of 1/5th of all cases reviewed. Further analysis identifies that 14 of the 18 cases relate to Theft and 1/3rd are from the same postcode as a well-known retail store in which a verbal apology was given by mainly female offenders under 25 years.

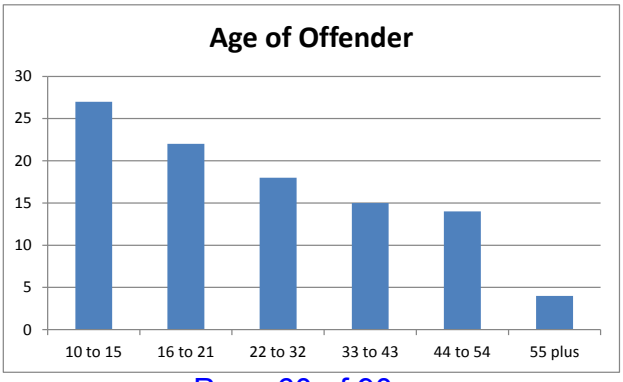
2.30 The next highest ranking location is NG6 (Basford/Bestwood) area where 8 cases (8%) were reviewed in which most of crimes (50%) related to Common Assault in which most victims were given a Verbal or Written Apology by a mixture of young and old male and female offenders.

| Row Labels | Count of Post Code | Area |
|---|---|---|
| NG1 | 18 | Nottingham City Centre |
| NG6 | 8 | Basford/Bestwood |
| NG17 | 7 | Sutton-in-Ashfield/Kirkby-in-Ashfield |
| NG9 | 6 | Beeston/Bramcote/Chilwell/Toton/Stapleford |
| NG18 | 6 | Mansfield South |
| NG2 | 6 | West Bridgford/ Gamston/Sneinton/Lenton |
| NG5 | 5 | Arnold/Woodborough |
| NG7 | 5 | QMC/Lenton/Hyson Green |
| NG3 | 4 | St Anns/Gedling |
| DN22 | 4 | Retford |

### Gender and Age of Offenders

2.31 The tables below provide a breakdown of the gender and ages of offenders.

| | Count |
|---|---|
| Male | 58 |
| Female | 42 |
| Total | 100 |



2.32 It can be seen that the majority of offenders are male (58%) and over a quarter (27%) of all offenders are 10 to 15 years of age. Nearly half (49%) are between 10 and 21 years of age with most offences being Common Assault (35%) or Theft (41%) in which a Verbal or Written Apology was given. Interestingly, in 11 of these 49 cases, 11 (22%) Compensation was given mainly for Criminal Damage (50%).

2.33 In respect, of the cases relating to offenders 55 years plus, offences were either Criminal Damage or Common Assault in which all but one case resulted in a Verbal Apology and Compensation being made.

**Findings**

2.34 The sample size of 100 cases reviewed may mean that the findings of this evaluation may only be 90% accurate. Even so, it is clear that the actual means of disposal currently used for Community Remedy do not entirely reflect the preferences of the 569 respondents initially surveyed in 2014.

2.35 Furthermore, with reference to the statutory guidance referred to in section 2.2 above, there is no rehabilitative element, to address the causes of the perpetrator's behaviour and other than compensating the victim in 22% of cases there appears to be no actual reparation by the offender to the victim and as such does not entirely meet the statutory guidance or preferences of respondents surveyed. This may explain why 1 in 10 offenders typically reoffend within 5 months of the process as explained in section 2.15 above.

2.36 A verbal apology is the most frequent means of disposal (56%) used and there are large gaps where respondents preferences have not been used once i.e. Treatment for Offender, Reparation of Damage by the Offender, Structured Activity for the Offender, Parental Contract, Acceptable Behaviour Contracts.

2.37 Community Remedy does not appear to have been used for antisocial behaviour in line with 47% respondents of the local survey or the Home Office statutory guidance.

**Recommendations for Consideration**

1. The Commissioner's office and Force lead for Community Remedy to make proposals which will lead to greater reparation by the offender to the victim as detailed in section 2.2.
2. The Force leads for Community Remedy to ensure that Community Remedy is also used for resolving incidents of ASB and to establish monitoring arrangements.
3. NOPCC to support appropriate pathways which may assist in preventing reoffending by offenders subject to Community Remedy.

**Assurance Meeting**

2.38 In response to the findings of this evaluation on 8th June 2017, the NOPCC CEO and Head of Strategy and Assurance met with the Force Superintendent lead for Out of Court disposals and discussed the report and agreed a way forward to increase activity in respect of Treatment and Reparation (for and by) offenders. The following actions were agreed:

## Action in Response to Findings

1. In order to obtain further assurance, the Head of Strategy and Assurance will be invited to sit on the Out of Court Scrutiny Group which meets quarterly to review a number of cases and provide feedback on the process.
2. The Force lead for Community Remedy will have a sample of ASB incidents reviewed to determine how such cases suitable for community remedy have been resolved and feedback the results.
3. The need to bolster the use of conditional cautions and limit the use of simple cautions has gained national support and if implemented locally would address some of the issues raised in this evaluation report. A Police officer from Hampshire Police is the national lead and once proposals have been signed off by the National Police Council the Force lead will take steps to implement the new arrangements ensuring that NICHE IT systems are suitably modified. This will hopefully be implemented before the end of the financial year 2017-18.
4. The Force community remedy lead will explore and implement as appropriate a Victims Awareness Course currently organised by Victims Support and funded by offenders in a similar way to the way minor speeding awareness course are run. West Midlands Police operates such a scheme to good effect. This would bolster the Treatment for Offenders category listed at section 2.15.
5. The Force community remedy lead will liaise with the City and County YOTs to explore whether they could provide support to individuals at risk of further offending e.g. a 14 year old boy who has committee low level assault on his mother.
6. The Force community remedy lead to liaise with the Commissioner's Commissioning Manager to consider whether the voluntary sector could be used to provide support to such offenders as part of the Commissioner's Community Safety Grants.
7. The Force lead for community remedy will consider how the Youth Commission might help alongside the out of court disposal process by requiring offenders to take part in a PEER pseudo Court trial.
8. The Commissioner to review Community Remedy process again in another 12 months.

Nottinghamshire
POLICE & CRIME COMMISSIONER

# APPENDIX B

## Decisions of Significant Public Interest: Forward Plan

## March 2017

| Thematic Model Business cases | | | | | | |
|---|---|---|---|---|---|---|
| **Ref** | **Date** | **Subject** | **Summary of Decision** | **Cost (£)** *Where available.* | **Contact Officer** | **Report of OPCC / Force** |
| 1.1 | March 2017 | Strategic Service Specification: Local Policing *Police Staff* | Strategic Service Specification to inform allocation of resources in each thematic area within the resource envelope of the MTFP. | TBC | Supt Paul Winter | Force |

| Contracts (above £250k) | | | | | | |
|---|---|---|---|---|---|---|
| **Ref** | **Date** | **Subject** | **Summary of Decision** | **Cost (£)** *Where available.* | **Contact Officer** | **Report of OPCC / Force** |
| 2.1 | March 2017 | Selected Medical Practitioner | Provision for a Force medical practitioner. | >£250k | Ronnie Adams EMSCU | Force |
| 2.2 | March 2017 | Face to Face Interpreters | Regional procurement led by Leicestershire however there will be a requirement for each Force to sign individual contracts | >£250k | Ronnie Adams EMSCU | Force |
| 2.3 | March 2017 | SEIU Storage and Infrastructure | IT storage solution | >£250k | Ronnie Adams EMSCU | Force |
| 2.4 | March 2017 | Airwave Contract Extension | Extension to the current contract to cover transition to ESN | <£250k | Ronnie Adams EMSCU | Force |
| 2.7 | May 2017 | BWV – Head mounted | Procurement and implementation of BWV equipment and associated | £275,200 | Ronnie Adams EMSCU | Force |

| | | | | | | |
|---|---|---|---|---|---|---|
| | | | software for Firearms Officers. | | | |
| 2.5 | TBC | ESN Devices | National Programme for the replacement of Airwaves | TBC >£250k | Ronnie Adams EMSCU | Force |
| 2.6 | TBC | BMS Contractor | Replacement of the Building Management Systems (BMS) that control the heating and cooling of buildings. | >£370,000 | Ronnie Adams EMSCU | Force |

| **Estates, ICT and Asset Strategic Planning** | | | | | | |
|---|---|---|---|---|---|---|
| 3.1 | March 2017 | Jubilee House, Arnold | Revised proposal to relocate Arnold Police Station to Gedling BC premises at Jubilee House rather than the originally agreed proposal to move to Sir John Robinson House. | £16,000 per annum revenue. Estimated £65,000 capital. | Tim Wendels, Estates and Facilities | Force |
| 3.2 | March 2017 | Worksop Police Station | Surrender of Lease of former Custody Suite at Worksop Police Station. | Capital receipt from surrender to be subject of negotiations with freeholder. | Tim Wendels, Estates and Facilities | Force |
| 3.3 | April 2017 | Review of Neighbourhood Offices | Review of the future of small, neighbourhood offices and drop in facilities used mainly by Neighbourhood Teams. | The review will assess potential savings. | Tim Wendels, Estates and Facilities | Force |
| 3.4 | April 2017 | Bunkered Fuel Sites | Decommissioning, repair and addition of bunkered fuel sites around Nottinghamshire. | Business Case awaiting ratification from Finance | Tim Wendels, Estates and Facilities | Force |
| 3.5 | April 2017 | Hucknall Police Station | Lease of replacement premises for Neighbourhood Team and Training facilities. Sale of existing Police Station. | Business Case in course of preparation. | Tim Wendels, Estates and Facilities | Force |

| | | | | | | |
|---|---|---|---|---|---|---|
| 3.6 | September 2017 | Nottingham Bridewell | Replacement of the Bridewell. | Project Team working up details and costings for final Business Case. | Tim Wendels, Estates and Facilities/Ch. Supt. Julia Debenham – EMCJS. | Force |

| **Workforce Plan and Recruitment Strategies** | | | | | | |
|---|---|---|---|---|---|---|
| **Ref** | **Date** | **Subject** | **Summary of Decision** | **Cost (£)** *Where available.* | **Contact Officer** | **Report of OPCC / Force** |
| None to report. | | | | | | |

| For Information / Consideration / Comment / Decision (delete as appropriate) | |
|---|---|
| **Public/Non Public*** | **Public** |
| **Report to:** | **Police and Crime Panel** |
| **Date of Meeting:** | **29th June 2017** |
| **Report of:** | **Paul Dawkins – Director of Finance** |
| **Report Author:** | **David Machin** |
| **E-mail:** | **David.Machin10991@Nottinghamshire.pnn.police.uk** |
| **Other Contacts:** | **Mark Kimberley – Head of Finance** |
| **Agenda Item:** | **11** |

# Provisional Outturn Report for 2016/17

## 1. Purpose of the Report

1.1 The purpose of this report is to provide an update on the provisional financial outturn position against the key financial performance headlines for Nottinghamshire Police as at 31st March 2017 (Period 12).

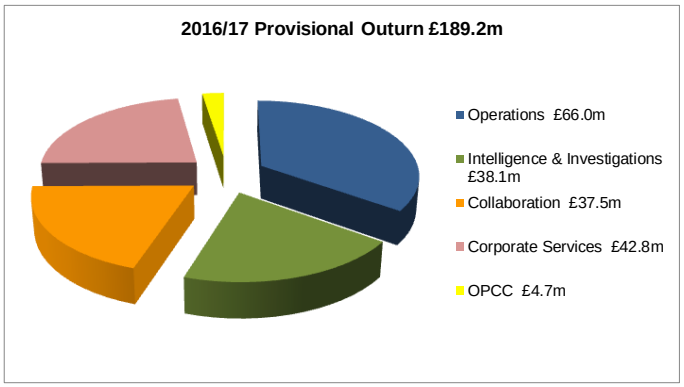
## 2. Recommendations

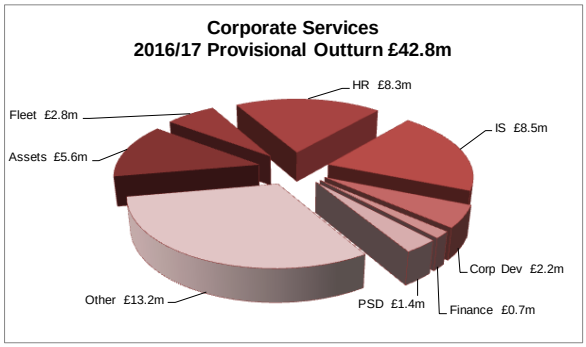
2.1 It is recommended that the outturn position for each legal entity and the net position for the Group is noted:

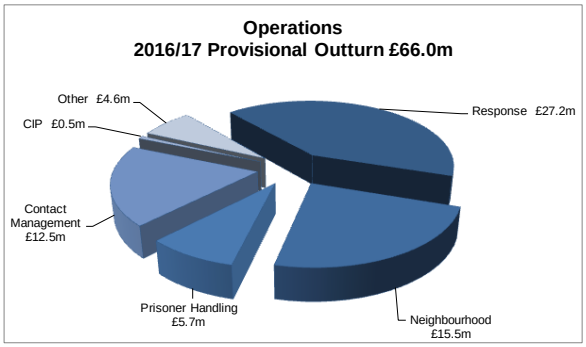
| Entity | Budget £'000 | Actual £'000 | Outturn Variance £'000 |
|---|---|---|---|
| Force | 185,438 | 184,428 | (1,010) |
| OPCC | 4,729 | 4,731 | 2 |
| **Group** | **190,166** | **189,159** | **(1,007)** |

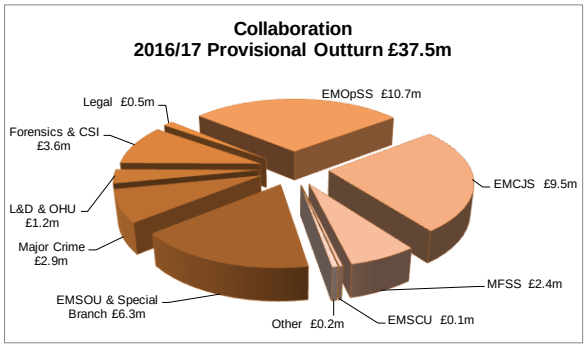
2.2 It is recommended that the Commissioner approves the transfer to the Medium Term Financial Plan (MTFP) reserve £1,010k from the above underspend; and the transfer from the Grants & Commissioning reserve of £2k to meet the above overspend.

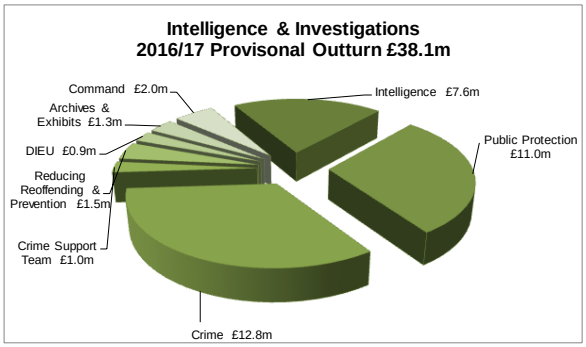
# Analysis of the 2016/17 Provisional Outturn

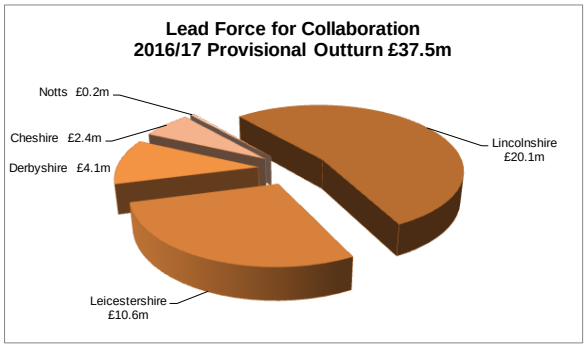


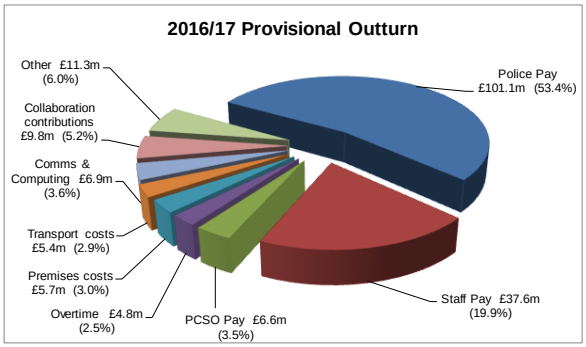




## 3. Reasons for Recommendations

3.1 To update the Chief Officer Team and the Office of the PCC on the Force's budgetary position for 2016/17 and complies with good financial management and Financial Regulations.

## 4. Summary of Key Points

### The Force

4.1 The provisional outturn for the Force is £184,428k which is an underspend of £1,010k against the original budget, and £59k better than reported at the Quarter Three review.

This is an excellent performance in a year which included an efficiency programme of £12.0m to achieve a balanced budget. It is recommended that this underspend is to be transferred to the MTFP reserve as a contribution to repay the reserves that were required to offset the overspend for the financial year ended 31st March 2016. Appendix A provides a more detailed position.

The provisional outturn for the OPCC is £4,731k which is an overspend of £2k against the original budget. The projected outturn assumed a balanced budget position, this overspend will be met from a transfer from the Grants & Commissioning reserve.

The figures in this report are subject to external audit by KPMG during June and will therefore remain provisional until the satisfactory conclusion of that audit.

**Nottinghamshire Police Group Position Total:**
**Budget Variance Analysis**

| | Variance to Budget | | | |
|---|---|---|---|---|
| | £'000 | £'000 | £'000 | Note |
| **Pay & allowances** | | | | 4.2 |
| Police officer | (2,014) | | | |
| Staff | (175) | | | |
| PCSO | (1,123) | | | |
| | | **(3,312)** | | |
| **Overtime** | | | | 4.3 |
| Police officer | 554 | | | |
| Staff | 168 | | | |
| PCSO | 8 | | | |
| | | **730** | | |
| Other employee expenses | | 73 | | |
| | | **(2,509)** | | |
| Premises costs | (320) | | | 4.4 |
| Transport costs | (1,065) | | | 4.5 |
| Comms & computing | (620) | | | 4.6 |
| Clothing, uniform & laundry | (98) | | | |
| Other supplies & services | 4,741 | | | 4.7 |
| Collaboration contributions | 1,124 | | | 4.8 |
| Medical retirements | 673 | | | 4.9 |
| Capital financing | (286) | | | 4.10 |
| Other | 882 | | | 4.11 |
| | | **5,030** | | |
| Income | | (3,531) | | 4.12 |
| **Force underspend** | | **(1,010)** | | |
| **OPCC** | | **2** | | |
| **Provisional Group Position Outturn** | | **(1,007)** | | |

## 4.2 Pay & allowances

Police officer pay was £101,060k for the year which was an underspend of £2,014k against a budget that included an efficiency overlay of £3,334k. This underspend was largely due to additional leavers during the year combined with starting the year at a lower position than the budget assumed (c20 FTE's); and the transfer of costs to Other (see note 4.11). The budget assumed a closing position at the end of March 2017 of 1,915 FTE's (including 30 externally funded and 40 seconded FTE's), whereas at actual closing position was 1,844 FTE's (including 22 externally funded and 50 seconded FTE's) which was 71 FTE's below budget, despite having unplanned recruitment of c17 officers during the second half of the year.

Police staff and PCSO pay combined pay was £44,190k for the year, which was an underspend of £1,298k against the budget that included an efficiency overlay of £5,646k. This underspend is largely due to the full year impact of the restructuring programme introduced in the latter half of 2015/16 and from

PCSO's where we have continued to see an increase in leavers, combined with savings generated due to closing 2015/16 with a lower number of FTE's than anticipated.

Additional savings have been realised through Bear Scotland payments of c£100k against the original budget of £500k for the Force.

### 4.3 Overtime

Overtime was £4,762k for the year, which was an overspend of £730k. This has been in part due to the impact of reduced officer and staffing levels; custody for both officers and detention officers due to running below establishment; increase in EMOpSS overtime although this has been offset by the contribution from the ARV uplift grant; providing mutual aid assistance which is offset within income; and operational demands such as Forest Fields murder and Op Vermicular.

### 4.4 Premises costs

Premises costs was £5,707k for the year, which was an underspend of £320k. This was mainly due to savings on utilities of £456k following a year end review and release of accruals; contract cleaning of £63k where the budget reflected an increase for the cost of living; partly offset by an overspend on repairs & maintenance of £163k.

### 4.5 Transport costs

Transport costs was £5,399k for the year, which was an underspend of £1,065k. This was mainly due to vehicle insurance costs of £600k which were transferred to Other supplies & services (see note 4.7); fuel savings of £219k where we benefitted from a lower cost per litre than anticipated; and £275k on the Vensons pence per mile (PPM) and daily slot charges (DSAF) as a result of the combination of lower mileage, continued reduction in vehicle numbers and a lower inflationary increase of 1.7% compared to the budgeted 3.0%.

### 4.6 Comms & Computing

Comms & computing was £6,896k for the year, which was an underspend of £620k. This was largely due to an underspend on the camera safety project of £103k on the Startraq system; £273k on mobile phones resulting from the move to EE from Vodafone and Agile Working, the majority of this will be a one-off saving as income from Innovation has offset some of the spend; Airwaves £47k; savings on the following due their replacement by Niche - Capital SRS support of £75k, NSPIS £32k and Memex £33k; and a reduction in Home Office IT charges of £44k.

### 4.7 Other Supplies & services

Other Supplies & services was £5,937k for the year, which was an overspend of £4,741k. Approximately £2,388k of the overspend has been offset within income. The overspend was largely due to insurance costs of £1,185k, where £600k was a transfer of insurance costs from Transport (see note 4.5) and the remainder being the decision to make an additional payment based on current liabilities; efficiency challenge of £512k which have been achieved across a number of areas of expenditure; legal costs of £148k; professional and consultancy fees of £169k mainly in Agile Working and Tri-Force; partnership grants of £124k; vehicle recovery costs of £84k; specialist operational equipment of £92k; and witness expenses £51k. The following overspends have been offset within income - partnership payments of £1,968k relating to externally funded projects; consultancy fees of £331k in EMSCU; and Licence fees of £89k within externally funded projects.

### 4.8 Collaboration

Collaboration costs was £9,811k for the year, which was an overspend of £1,124k. This was mainly due to the MFSS of £690k as a result of increased costs, the delay of the payroll project and the migration to Fusion (Oracle cloud based solution); Forensics of £248k; EMSOU of £62k; and Legal services £32k.

### 4.9 Medical retirements

Medical retirements was £4,667k for the year, which was an overspend of £673k. This reflects the increased number of officers who have left during the year and a review of the accrual to reflect the number of officers currently under review.

### 4.10 Capital financing

Capital financing was £4,364k for the year, which was an underspend of £286k. This was mainly slippage in the 2016/17 capital programme which has delivered lower interest charges of £877k. This has been partly offset by the Minimum Revenue Provision (MRP) of £591k where an additional in year contribution of £750k was made which will reduce the MRP charge in future years. This demonstrates the significant impact on the revenue budget that variances in capital expenditure can have, emphasising the need for greater accuracy in forecasting of project expenditure. Poor forecasting of capital expenditure has the potential to affect treasury management decisions and could result in significant long term treasury management inefficiencies.

### 4.11 Other

Other costs was £6,172k for the year, which was an overspend of £882k. This is largely due to partnership payments of £1,543k which includes:

- The EMOpSS central management charge £210k

- Mutual aid costs of £240k of which Op Kinic (EDL march) was the main element
- Efficiency challenge of £75k
- Body Worn Video of £89k offset by a Home Office grant within income
- Within Command £113k which is the charge for ACC Prior from Leicestershire and is offset within officer pay
- Transfer from the Community Protection (CP) externally funded project of £242k where the partner only funds 80% of the project, but the charge was budgeted for in officer pay
- Various externally funded projects of £455k which is offset within income

This has been partly offset by underspends on:

- Forensic costs of £460k which is mainly due to savings on forensic analysis of electronic devices of £315k and DNA sampling costs of £92k
- Custody costs of £71k mainly consumables such as clothing, blankets, etc
- Investigative expenses of £97k
- Photocopiers of £69k

**4.12 Income**

Income for the year was £15,904k, which was £3,531k above budget. This is broken down as follows approximately:

- £1,253k of additional income
- £3,478k of income offsetting costs above
- Offset by a £1,200k in year contribution to reserves

The £1,253k of additional income was largely due to:

- Police Lead Prosecution (PLP) income £131k
- Various income from I&I of £167k
- IS transformation of £100k
- Insurance monies received of £149k
- Vehicle recovery of £58k
- Rental of aerial masts of £54k
- IT services of £293k
- PSD income, such as vetting, of £64k
- Contact Management of £51k
- EMSOU and Major crime recharges of £73k
- Recharge of a TSU officer of £62k
- Certificates and other fees such as firearms licences of £73k
- Recharges of a number of buildings such as the Arrow Centre of £42k

The £3,478k of income that offsets costs above is largely due to:

- Recharges for seconded officers and staff of £777k
- Numerous externally funded projects of £1,745k

- EMSCU (including Police ICT) of £147k
- Innovation funding income of £711k, which was split over Agile Working of £560k, Body Worn Video of £83k and Mental Health of £68k
- Income from mutual aid of £98k which offsets against overtime.

### 4.13 Efficiencies

The 2016/17 efficiency target in order to achieve a balanced budget was £12,012k, which was broken down as follows:

| **Efficiencies included in the 2016/17 Budget** | **£'000** |
|---|---|
| Police officer pay | 3,334 |
| Police officer overtime | 200 |
| Police staff pay | 5,646 |
| Police staff overtime | 50 |
| Other employee expenses | 24 |
| Premises costs | 173 |
| Transport costs | 162 |
| Comms & computing | 575 |
| Other supplies & services | 512 |
| Capital financing | 1,062 |
| Other | 175 |
| Income | 100 |
| | **12,012** |

In 2016/17 £9,254k (77.0%) of the efficiency savings were to delivered through employee costs, with the year end position being that further £2,509k were delivered. This additional saving, combined with underspends across other lines of expenditure enabled the Force to make an in year contribution to reserves of £1,200k and £750k capital payment into MRP to reduce future liabilities.

## 5. Financial Implications and Budget Provision

5.1 The financial information relating to this item is contained within Appendix A.

## 6. Human Resources Implications

6.1 There are no immediate Human Resource implications arising from this report.

## 7. Equality Implications

7.1 There are no equality implications arising from this report.

## 8. Risk Management

8.1 Please see attached Appendix A.

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

9.1 There are no policy implications arising from this report.

## 10. Changes in Legislation or other Legal Considerations

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

## 11. Details of outcome of consultation

11.1 The figures included in this report are presented to the Force Executive Board on a monthly basis.

## 12. Appendices

12.1 Appendix A – Revenue Report to March 2017

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

NB
See guidance on public access to meetings and information about meetings for guidance on non-public information and confidential information.

**Appendix A**

# Nottinghamshire Police
# Revenue Budget Monitoring as at March 2017

NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

| | 2016/17 Approved Budget £'000 | 2016/17 Expenditure £'000 | Year End Variance £'000 | Prior Month Projected Year End Variance £'000 | Movement £'000 |
|---|---|---|---|---|---|
| **Operations** | | | | | |
| City | 37,371 | 31,184 | (6,187) | (2,872) | (3,315) |
| County | 35,605 | 34,545 | (1,060) | (4,080) | 3,020 |
| Contact Management | 12,874 | 12,544 | (330) | (410) | 81 |
| Citizens in Policing | 379 | 457 | 79 | (32) | 111 |
| EMOpSS | 9,417 | 10,678 | 1,261 | 1,159 | 103 |
| Intelligence & Investigations | 28,048 | 25,336 | (2,713) | (1,864) | (849) |
| | **123,693** | **114,744** | **(8,950)** | **(8,099)** | **(851)** |
| **Collaboration - Operational** | | | | | |
| EMCJS | 8,933 | 9,472 | 539 | (26) | 564 |
| Forensics | 2,478 | 2,569 | 91 | 45 | 46 |
| CSI | 1,428 | 1,074 | (354) | (367) | 13 |
| Special Branch | 802 | 767 | (35) | 15 | (50) |
| Major Crime | 2,819 | 2,895 | 76 | 28 | 48 |
| EMSOU CID | 2,819 | 2,795 | (24) | (22) | (2) |
| TSU | 632 | 587 | (45) | 12 | (58) |
| EMSOU SOCU | 2,372 | 2,198 | (174) | (267) | 93 |
| | **22,284** | **22,357** | **73** | **(582)** | **655** |
| **Corporate Services** | | | | | |
| Assets | 6,410 | 5,582 | (828) | (157) | (671) |
| Fleet | 4,226 | 2,836 | (1,390) | (366) | (1,024) |
| Finance | 843 | 701 | (142) | (87) | (55) |
| Human Resources | 8,880 | 8,314 | (566) | (361) | (205) |
| Information Services | 9,466 | 8,528 | (938) | (680) | (259) |
| Corporate Development | 3,013 | 2,247 | (766) | (673) | (93) |
| Corporate Communications | 617 | 525 | (91) | (66) | (25) |
| Command | 1,083 | 824 | (259) | (334) | 75 |
| PSD | 1,785 | 1,389 | (397) | (334) | (63) |
| Procurement | 692 | 573 | (119) | (64) | (56) |
| MFSS | 1,783 | 2,437 | 654 | 558 | 96 |
| Central Codes | (2,523) | 9,564 | 12,087 | 8,713 | 3,374 |
| Other | 893 | 1,742 | 849 | 1,772 | (923) |
| | **37,168** | **45,261** | **8,093** | **7,922** | **171** |
| **Collaboration - Corporate Services** | | | | | |
| Learning & Development | 760 | 764 | 4 | - | 4 |
| EMSCU | 240 | 127 | (113) | (87) | (26) |
| Force Collaboration | 214 | 158 | (56) | (58) | 3 |
| HR Shared Services | - | (1) | (1) | - | (1) |
| IS Transformation | 82 | 56 | (27) | (39) | 12 |
| Legal | 494 | 485 | (9) | 8 | (17) |
| OHU | 502 | 478 | (24) | (15) | (9) |
| | **2,293** | **2,067** | **(226)** | **(191)** | **(35)** |
| **Externally Funded** | **(0)** | 0 | **0** | 0 | **0** |
| **Seconded Officers** | **-** | 0 | **0** | - | **0** |
| **Force Total** | **185,438** | **184,428** | **(1,010)** | **(950)** | **(59)** |
| **OPCC** | **4,729** | 4,731 | **2** | **-** | **2** |
| **Group Position Total** | **190,166** | **189,159** | **(1,007)** | **(950)** | **(57)** |

**Appendix A**

# Nottinghamshire Police
# Revenue Budget Monitoring as at March 2017

| | 2016/17 Approved Budget £'000 | 2016/17 Expenditure £'000 | Year End Variance £'000 | Prior Month Projected Year End Variance £'000 | Movement £'000 |
|---|---|---|---|---|---|
| **Pay & Allowances** | | | | | |
| Police Officer | 103,074 | 101,060 | (2,014) | (2,109) | 95 |
| Staff | 37,814 | 37,639 | (175) | 176 | (351) |
| PCSO | 7,673 | 6,551 | (1,123) | (1,112) | (11) |
| | **148,561** | **145,249** | **(3,312)** | **(3,045)** | **(267)** |
| **Overtime** | | | | | |
| Police Officer | 3,440 | 3,995 | 554 | 62 | 493 |
| Staff | 556 | 724 | 168 | 71 | 97 |
| PCSO | 35 | 43 | 8 | 5 | 2 |
| | **4,031** | **4,762** | **730** | **138** | **592** |
| Other Employee Expenses | 929 | 1,002 | 73 | 25 | 48 |
| | **153,521** | **151,013** | **(2,509)** | **(2,882)** | **374** |
| Premises costs | 6,027 | 5,707 | (320) | (3) | (317) |
| Transport costs | 6,464 | 5,399 | (1,065) | (339) | (726) |
| Comms & computing | 7,516 | 6,896 | (620) | 510 | (1,130) |
| Clothing, uniform & laundry | 466 | 368 | (98) | (64) | (34) |
| Other supplies & services | 1,196 | 5,937 | 4,741 | 2,486 | 2,255 |
| Collaboration contributions | 8,688 | 9,811 | 1,124 | 1,253 | (129) |
| Medical Retirements | 3,994 | 4,667 | 673 | 693 | (20) |
| Capital Financing | 4,650 | 4,364 | (286) | (703) | 417 |
| Other | 5,290 | 6,172 | 882 | 920 | (39) |
| | **44,290** | **49,320** | **5,030** | **4,753** | **277** |
| **Total Expenditure** | **197,811** | **200,332** | **2,521** | **1,871** | **650** |
| **Income** | (12,373) | (15,904) | (3,531) | (2,821) | (710) |
| **Force** | **185,438** | **184,428** | **(1,010)** | **(950)** | **(59)** |
| **OPCC** | **4,729** | **4,731** | **2** | **-** | **2** |
| **Group Position Total** | **190,166** | **189,159** | **(1,007)** | **(950)** | **(57)** |

| For Consideration | |
|---|---|
| **Public/Non Public*** | **Public** |
| **Report to:** | **Police and Crime Panel** |
| **Date of Meeting:** | **29TH June 2017** |
| **Report of:** | **Paddy Tipping Police Commissioner** |
| **Report Author:** | **Kevin Dennis** |
| **E-mail:** | **kevin.dennis@nottinghamshire.pnn.police.uk** |
| **Other Contacts:** | **Kevin Dennis** |
| **Agenda Item:** | **11** |

**POLICE AND CRIME PLAN (2016-18) –THEME 5 REDUCE THE THREAT FROM ORGANISED CRIME**

## 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 3 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 1st April 2016 to 31st March 2017.

## 2. RECOMMENDATIONS

2.1 That the Meeting discuss and note the progress made.

2.2 That the Meeting 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 5 in its work plan for 2017-18.

3.2 This 12 monthly monitoring report provides an overview of the delivery of the activity and performance in respect of Theme 5 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 5. The activities have been graded in terms of completion/progress and it will be seen that 100% of activity is Green i.e. has been achieved or adequate progress made.

## 5. Details of outcome of consultation

5.1 The Chief Constable has been consulted on this report.

## 6. Appendices

A. Table detailing the progress and achievements of the Commissioner's toward Theme 5 of the Commissioner's Police and Crime Plan (2016-18).

## 7. 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 FIVE UPDATE

# QRT 4 UPDATE (April 2016 to March 2017)

**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 & % | 15/ 15(100%) | Number & % | 0/0 (0%) | Number & % | 0/ (0%) | | 0/ (0%) |

## THEME 5: REDUCE THE THREAT FROM ORGANISED CRIME

| Ref | Lead Officer | Strategic Activity | RAGB STATUS |
|---|---|---|---|
| 5C01 | SF | ***PL3: Work collaboratively with established PROTECT and PREVENT programs in national, regional and local areas, deliver appropriate awareness events to ensure effective, consistent and detailed information is made available to individuals, communities and business. This will allow individuals to understand the risks, and enhance resilience to Cyber Crime.** | G |
| Update | The Force is currently delivering a Fraud and Cyber Protect Plan to victims of crime utilising Citizens in Policing. Vulnerable victims are identified through various data sources (NFIB returns/Calls for Service/NCA). Bespoke advice is identified and provided to victims using the Home Office Segmentation Data. The Force has also now secured an intern through Citizens in Policing who works alongside the Protect Officer in developing the effective delivery of crime prevention advice and reaches identified hard to reach at risk communities (Adult education facilities throughout Nottingham). | | |

| | | | |
|---|---|---|---|
| | The Force utilises a Twitter feed to ensure the Cyber prevent message is circulated and this is supported by material circulated by City Of London Police. This ensures that current crime prevention advice is made available as part of the protect plan. Staff are currently liaising with Market Research to assess performance delivery through a satisfaction survey process. The Force is actively participating with the National User Group around protecting vulnerable victims and providing tactical advice to other forces in relation to the project. The department has just advertised for two newly created Cyber Protect posts to uplift our capacity in this area. | | |
| **5C02** | **DCI Sean Dawson Regional Prevent Lead** | ***PL5: The Nottingham Prevent Team to work closely with statutory partners, community contacts and Police colleagues to safeguard vulnerable people from radicalisation and to prevent the spread of all forms extremist rhetoric and acts of terrorism.** | **G** |
| Update | Prevent Team works with statutory partners through the "Prevent Steering group" forum and CHANNEL[1] – again this is business as usual in terms of mitigating risk and protecting vulnerable persons.<br>• Between April 2016 and January 2017, there were 77 referrals to the prevent Case Management Process of which 67 are now closed. | | |
| **5C03** | **KD/AD** | **Support and provide funding to the regional unit on serious and organised crime** | **G** |
| Update | The Commissioner continues to provide financial support to the East Midlands Special Operations Unit (EMSOU) collaboration to combat Serious and Organised Crime (SOC) across the East Midlands in line with the agreed regional funding formula. Serious and Organised Crime exists in many forms and currently EMSOU is tackling, Cyber Crime, Child Sexual Exploitation and Human Trafficking / Modern Slavery as its highest priorities. EMSOU also continues to tackle more traditional Serious and Organised Crime, such as the Supply of Firearms and Controlled Drugs, Serious Acquisitive Crime and the associated Money Laundering.<br>Recent successes in Nottinghamshire have seen children and vulnerable people made safe, whilst paedophiles have been successfully prosecuted for grooming and sexual offences with children. The threat, risk and harm caused by Organised Crime Groups is being mitigated and the work of EMSOU is having a positive impact on reducing that threat and risk. There have been numerous criminal gangs arrested and prosecuted for their involvement in supplying firearms and controlled drugs. EMSOU continues to make sure that organised criminality does not pay by seizing criminal assets under the Proceeds of Crime Act and ensuring that offender management is in place for those who continue with this criminality.<br>The collaboration of specialist assets and capabilities at EMSOU continues to provide the most efficient and effective way of tackling the Serious and Organised Crime threat across Nottinghamshire and the East Midlands. | | |
| **5C04** | **DCI Sean Dawson Regional Prevent Lead** | **PL5 – New: The Commissioner to work with Partners and key faith leaders and institutions to explore and deliver ways in which radicalised messages can be challenged effectively.** | **G** |
| Update | Through the Force's Prevent team and local SPOCs[2] officers engage with the communities and identified KINS[3] to ensure that Counter Terrorism (CT) Policing is understood and | | |

[1] For the purpose of this guidance, the term 'Channel' or 'Channel programme' refers to the duty to as set out in the CT&S Act 2015

| | | | |
|---|---|---|---|
| | key messages are in place when required to challenge extremism. | | |
| **5F01** | **GM/DJ** | **Publicise the identification of people convicted of serious and organised crimes and successes in seizing their assets.** | **G** |
| Update | Nottinghamshire Police continues to publicise successful prosecution of Organised Crime Group (OCG) nominals and the seizure of their assets. The Organised Crime team have developed the following external media strategy which will:<br>• Protect the integrity of any on-going investigations or court cases.<br>• Take into account the significant personal nature and impact of crimes, keeping victims at the heart of decision-making.<br>• Incorporate detailed analysis before and after communications activity.<br>• Evaluate what works and understand return on investment | | |
| **5F02** | **GM/DW** | **Continue to develop a range of enforcement tactics against organised crime gangs, particularly focusing on enforcement.** | **G** |
| Update | The systematic use and enhancement of enforcement options continue to develop with the progression and implementation of Organised Crime within the Intelligence and Investigations Command. Financial Investigation, surveillance and other covert enforcement options continue to be enhanced within this structure.<br>A process has been implemented to ensure oversight of all investigations and operations targeting Organised Crime Groups. The Senior Investigating Officer will present operational objectives along with appropriate tactical options to the Detective Superintendent with responsibility for managing the Force's response to Organised Crime. This process is reviewed through the same structure to ensure tactical oversight and that the most effective range of tactical options is considered.<br>There has been an increased investment within Fraud and Financial Investigations which allows for a greater targeting and confiscation of funds obtained by organised crime groups and the associated criminality.<br>The increased use of civil enforcement powers to tackle organised criminality also continues to develop. Through close partnership working there has been an increased focus on the use of Serious Crime Prevention Orders and other civil enforcement options | | |
| **5F03** | **GM** | **Develop the Force's physical, people and cyber measures to combat organised crime.** | **G** |
| Update | The Force's physical and people measures to combat organised crime continue to develop with the progression and implementation of Organised Crime within the Intelligence and Investigations Command. This re-structure sees the Force's surveillance provision (formerly the Tactical Unit) and the organised crime investigation provision (formerly the Serious and Organised Crime Task Force) located together.<br>This co-location allows for the development of individuals within both roles as investigators and surveillance operatives to better tackle Organised Crime. The increase in the | | |

[2] Single point of contact (SPOC)

[3] KINS – Key Individual Networks

| | | | |
|---|---|---|---|
| | Force's surveillance provision will allow for 2 deployable surveillance teams on a daily basis, compared to the single team that was previously available.<br>A surveillance strategy has been written, to ensure a consistently professional approach to the management and deployment of surveillance assets as a tactic to combat organised crime. This strategy ensures compliance with Authorised Professional Practice with regards surveillance deployments.<br>The structure within the department provides resilience for the on-going investigation of organised crime groups and response to the daily demand created through organised criminality whilst maintaining the force surveillance provision.<br>Funding is being utilised to fund 4 posts which will be dedicated to the Protect and Prevent elements of organised crime. These roles will ensure community engagement is at the heart of Prevent and Protect working to safeguard the most vulnerable in society who are exploited by Organised Crime groups. | | |
| **5F04** | **GM/AF** | **Improve monitoring and checking of foreign National offenders and involvement in organised crime.** | **G** |
| Update | The Force's Foreign National Offenders (FNO) Team is identifying high risk FNOs through intelligence and ACRO[4] data and jointly managing using E-CINS[5] database and the 'Notify If' function within NICHE.<br>A monthly (Operation Advenus) is held in Force chaired by D/Supt Fuller involving practitioners and other relevant partners. This reviews the effective use by the Force in utilising the full range of tools and powers to manage the highest risk, Operation Nexus / Signal referrals. This shows month-on-month performance improvements. In addition, we review the threat assessment and action where necessary<br>An Immigration Intelligence Officer is embedded part time within Force Intelligence Bureau (FIB) to provide real time intelligence sharing<br>There has been a focused intelligence collection plan with uplift in reporting on FNO. One example is the increased our foreign national cohort of Covert Human Intelligence Sources (CHIS) which is providing unprecedented levels of insight into the culture and offending patterns of foreign national criminal communities, particularly in relation to organised crime linked to illegal trafficking, illicit tobacco, modern slavery, immigration crimes and the supply of controlled drugs<br>Monthly threat assessments feed an annual FNO profile produced by the Force, from which a number of recommendations are made managed through the Advenus meeting. This in turn feeds the regional and national intelligence picture, and allows for improved opportunities through national law enforcement partners to tackle 'up stream' activity | | |
| **5F05** | **GM/DW** | **Deliver tasking co-ordination process, which involves partner agencies.** | **G** |
| Update | The Force has established performance reporting via monthly meetings with Police and CPS, and quarterly Efficiency and Effectiveness meetings… these identify key performance priorities and threats and allocate resources accordingly. | | |

[4] The ACRO Criminal Records Office (ACRO) was founded in 2006 following a decision by the then Association of Chief Police Officers to establish an operationally focussed unit that would organise the management of criminal record information and improve the links between criminal records and biometric information.

[5] E-CINS is the name of software which can be used as a standalone case management system or a multi-agency sharing or search tool to complement legacy systems. Information is managed in one place and reports and statistics can be easily pulled to help partnerships engage and plan better, work faster and deliver joined up working approaches to drive successful outcomes

| | | | |
|---|---|---|---|
| **5F06** | **Ch Insp Rob Taylor Protect / Prepare lead** | **PL5 - New: The Prevent Team to promote the Prevent agenda across the public, private and third sectors and offer support and advice in delivering the statutory duty detailed in the Counter-Terrorism and Security Act 2015.** | **G** |
| Update | The Prevent Team (PT) promotes the agenda business as usual and has done so for several years across the public, private and third sectors. PT also offers support and advice to statutory partners. However PT has moved away from training statutory partners as its focus is safeguarding and protecting vulnerable people. Engagement is maintained through the Nottingham/shire Prevent Steering Group (chaired by the City Council's Head of Community Safety and Cohesion), through the Channel Panel and through referrals that are received weekly from various partners and the public. PT has recently held a safeguarding event at Newark with statutory partners aimed and creating better working practices. There is a Regional Prevent Website which has been developed by EMSOU SB[6] that offers advice and information regarding the prevent strategy. In addition PT has Twitter and Facebook accounts aimed at reaching the public and sharing positive stories. PT has also identified SPOCs[7] to help promote the message. | | |
| **5F07** | **Ch Insp Rob Taylor Protect / Prepare lead** | **PL5 - New: Work with a wide range of sectors (including education, criminal justice, faith, charities, the internet and health) in order to identify and respond to risks of radicalisation.** | **G** |
| Update | As above | | |
| **5F08** | **DCI Sean Dawson Regional Prevent Lead** | **PL5 - New: Continue to work collaboratively in local, regional, national and international structures to obtain, analyse and share intelligence to protect the public from terrorism and extremism.** | **G** |
| EMSOU SB | This is business as usual for the EMSOU SB Prevent Team. Through NCTPHQ[8] and our Regional and Local teams we work collaboratively to ensure that we identify vulnerable individuals who are at risk of radicalisation and seek to safeguard them. This work is also collaborated with Statutory Partners and the Prevent strategy including the CHANNEL[9] | | |

6 East Midlands Special Operations Unit – Special Branch (EMSOU (SB)

7 Single point of contact (SPOC)

8 NCTPHQ: National Counter Terrorism Policing Headquarters

9 For the purpose of this guidance, the term 'Channel' or 'Channel programme' refers to the duty to as set out in the CT&S Act 2015.

| | | | |
|---|---|---|---|
| Response | programme. Due to our Regional alignment with Pursue[10] and the Intelligence function we have access to intelligence and information which, when appropriate, we are able to share with partners in a multi-agency environment to ensure that the public and vulnerable are safeguarded. | | |
| **5F09** | **DCI Sean Dawson Regional Prevent Lead** | **PL5 - New: The Prevent Team (PT) to continue to work alongside 'Pursue' colleagues as the overt arm of Special Branch to ensure that extensive community knowledge, contacts, cultural context and community intelligence are provided to support Pursue operations.** | **G** |
| Update | Prevent sits with EMASOU SB and through the tasking and coordination process work alongside Pursue colleagues – this Is daily business and well established. | | |
| **5P01** | **NW** | **Funding to support activity and interventions to combat gang and youth violence.** | **G** |
| Update | During 2016-7 the Commissioner has continued to invest £140,000 into community based projects in the city through the Serious and Organised Crime Board. The projects work with young people to move them away from gang and youth violence. Work is on-going with the City Council to improve the capture of evidence of impact of the projects. | | |
| **5P02** | **GM/SF** | **PL4: Ensure that the 6 new Government Ending Gang Violence & Exploitation priorities are incorporated into Partnership EGV Action Plan** | **G** |
| Update | The SOC Partnership has focussed on addressing young crime groups who are adaptable and opportunistic in terms of their willingness to cross geographical borders and move into drug markets in non-urban areas or small towns (i.e. through the setting up of 'County Lines'). Such groups are increasingly smaller in size and more fluid in the way they organise. They are becoming less publicly visible, utilising vulnerable people and locations in order to facilitate and expand their criminality. The 6 priorities set out by the government are as follows:<br>1. Tackle County Lines – the exploitation of vulnerable people by a hard core of gang members to sell drugs<br>2. Protect vulnerable locations – places where vulnerable young people can be targeted, including pupil referral units and residential children's care homes<br>3. Reduce violence and knife crime – including improving the way national and local partners use tools and powers<br>4. Safeguard gang-associated women and girls – including strengthening local practices<br>5. Promote early intervention – using evidence from the Early Intervention Foundation to identify and support vulnerable children and young people (including identifying mental health problems)<br>6. Promote meaningful alternatives to gangs such as education, training and employment<br>Local Context - Nottinghamshire no longer has any young crime group defined as an Urban Street Gang[11]. However, 5 of the current mapped OCGs (Organised Crime Group) could be considered as having an impact upon Organised Youth Criminality due to the number of their membership being between the ages of 16 and 25 years | | |

[10] Pursue: to stop terrorist attacks is one of the 4 Ps under the CONTEST Strategy

| | |
|---|---|
| | Furthermore, there has been a growing intelligence picture over the past 12 months inferring the existence of a number of Evolving Youth Crime Networks. These groups are predominantly – but not exclusively – involved in on-going drug dealing and incidents of serious and extreme violence<br><br>Nottinghamshire Police has attempted to formally map a number of these evolving and emerging groups as OCGs, in order to ensure appropriate ownership and the ability to use the full range of police tactics against the groups (supported by partner resources) in order to manage and mitigate the risks they pose to themselves and the public. The Force view this prompt mapping as vital in terms of being able to maximise opportunities for early engagement.<br><br>The new Evolving Crime Networks (ECN) Threat Assessment System incorporates a simple threshold test that allows a senior officer to make an informed subjective judgement as to whether there is evidence of organisation and on-going criminality within the group. A new ECN passing the simple threshold test would then be assessed in 4 impact categories in order to gauge the level of threat they pose:<br><br>1. Risk of Harm to Themselves & Peers<br>2. Risk of Harm to the Public & Vulnerable People<br>3. Scale of Crime Footprint / Links<br>4. Scale of Organisation, Intent & Capability<br><br>Based upon the assessment, the system assigns a threat score and a priority ranking for the ECN. It also allows for an officer to be assigned; a 'status' update to be provided; and an automated link through into the Police's ORCA Organised Crime Group Management System. This will allow the Force, supported by Partners, to establish ownership and management plans for the group in the same way as if they were mapped as an official OCG.<br><br>It is hoped that the system will facilitate a more timely response to the threats posed by emerging and evolving crime networks. Ultimately, it should also aid the OCGM process as the relevant system will inevitably lead to a greater knowledge of a group, which in turn will help improve the quality of any 'triggers' submitted for formal OCGM mapping. |

[11] Nottinghamshire Police use the ACPO definition for Urban Street Gangs (USG's): A relatively durable, predominantly street-based group of young people who; (1) See themselves (and are seen by others) as a discernible group, and (2) Engage in a range of criminal activity and violence They may also have any or all of the following features: (3) Identify with or lay claim over territory (4) Have some form of identifying structural feature (5) Are in conflict with other, similar, gangs.

| PERFORMANCE THEME 5:<br>Reduce the threat from organised crime | | | | |
|---|---|---|---|---|
| **Measure** | | **Objective** | **Target** | **Performance to date** |
| 1 | The number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders | To improve the POCA process and maximise opportunities to publicise successful POCA operations in order to improve public confidence | A 10% increase in the number of orders compared to 2015-16<br>A 10% increase in the total value of all orders compared to 2015-16 | • The Force recorded 5 fewer Confiscation and Forfeiture Orders this year compared to last year; this equates to a reduction of 2.2%, placing the Force more than twelve percentage points below the 10% increase target.<br>• It should be noted that any decision to apply for an order is made by the Crown Prosecution Service and not the Police.<br>• A decision to grant an order is one for the court alone.<br>• 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.<br>• The Force ended the year recording 23 offences of profiting from or concealing knowledge of the proceeds of crime. POCA orders will be generated from a number of other offences types however, not just from these.<br>• Performance information or the value of orders is currently unavailable. |
| 2 | Force threat, harm and risk (THR) assessment level | To meet the Strategic Policing requirements of capability and capacity | To reduce the Threat, Harm and Risk below the 2015-16 level | • Organised Crime Groups (OCGs) continue to present one of the priority external threats to policing in Nottinghamshire.<br>• OCGs have a direct and indirect involvement in a wide range of serious criminality including Drug Supply, Fraud, Violence, the Criminal Use of Firearms, Modern Slavery, Sexual Exploitation and Organised Acquisitive Crime.<br>• Foreign National OCGs are also becoming more evident as is Cyber enabled criminality.<br>• The criminal activities of OCGs impact upon confidence and satisfaction, community cohesion and police and partner endeavours to reduce crime and keep people safe from the risk of harm.<br>• In terms of the managing the threat posed by OCGs, each active group is assigned a Lead Responsible Police Officer and has a specific management plan aimed at mitigating or removing the threat.<br>• In accordance with National Intelligence Model guidelines, scrutiny and resourcing considerations are addressed via the Force's Tasking and Coordination process, to ensure a proportionate police and partner response. |
| 3 | Reported drug offences | To encourage the increased reporting of offences of the production and supply of drugs | To monitor the number of production and supply of drugs offences | • There have been a total of 692 production and supply drug offences this year, which is 22 fewer offences when compared to last year. The number of supply offences increased by 23 offences, while production offences reduced by 45. |

| | | | | |
|---|---|---|---|---|
| 4 | The number of Cybercrimes | To better understand and tackle cybercrime through identification and monitoring cybercrime[12] levels. | Monitor the number of Cybercrimes in 2016-17. | • In the first three quarters of 2016/17 (April 2016 – December 2016) the Force recorded 1,032 online crimes6. This equates to 1.4% of all recorded crime.<br>• The majority of offences are harassment offences. There are also a number of offences in the Miscellaneous Crimes Against Society category which relate to the obscene publications act. |

**Why is it important?**

There are further opportunities to generate income from those involved in organised crime under the Proceeds of Crime Act. Whilst the number of orders has increased during 2015-16, the value of orders has fallen. Increasing the value of POCA will further frustrate criminal activity and provide further income to tackle other criminals.

The threat of an increase in organised crime is highlighted as a national risk, and under the Strategic Policing Requirement (SPR) the Commissioner and the Chief Constable are required to maintain sufficient capacity and capability to support the national Organised Crime Strategy.

Cybercrime is increasing and affecting more and more victims, it's important to increase our understanding to protect victims.

12 'Cybercrime' is a term used to define any crime that takes place online or where a where a digital system is targeted by means of a criminal attack