

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

Monday, 04 June 2018 at 14:00
County Hall, West Bridgford, Nottingham, NG2 7QP

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

AGENDA

- | | | |
|----------|---|----------------|
| 1 | Election of Chairman | |
| 2 | Election of Vice-Chairman | |
| 3 | Minutes of last meeting held on 23 April 2018 | 5 - 14 |
| 4 | Apologies for Absence | |
| 5 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
| 6 | Review of the Balanced Appointment Objective | 15 - 18 |
| 7 | Work Programme | 19 - 24 |
| 8 | Police and Crime Commissioner's Update - to March 2018 | 25 - 52 |
| 9 | Nottinghamshire Police Collaboration Update | 53 - 58 |

10	Police and Crime Plan - Strategic Priority Theme 2 - Helping and Supporting Victims	59 - 64
11	Complaints Update	65 - 72

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 2018/19 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 (as at 24 May 2018) – to be confirmed:-

Mayor Kate Allsop – Mansfield District Council
 Mr Rizwan Araf – Independent Member
 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 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
Councillor Jason Zadrozny – Ashfield District Council

MINUTES OF THE MEETING HELD ON MONDAY 23 APRIL 2018 AT 2.00PM AT COUNTY HALL

MEMBERS PRESENT

(A denotes absent)

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

Executive Mayor Kate Allsop – Mansfield District Council **A**
Rizwan Araf – Independent Member **A**
Councillor Cheryl Butler – Ashfield District Council **A**
Councillor Bill Drewett (substitute for Mayor Allsop) – Mansfield District Council
Councillor David Ellis – Gedling Borough Council
Councillor Keith Girling – Newark and Sherwood District Council **A**
Councillor Kevin Greaves – Bassetlaw District Council **A**
Suma Harding – Independent Member
Councillor Tony Harper – Broxtowe Borough Council
Councillor Toby Neal – Nottingham City Council
Councillor Francis Purdue-Horan – Nottinghamshire County Council
Councillor Maddy Richardson (Substitute for Cllr Greaves) – Bassetlaw District Council
Councillor Mike Smith (substitute for Cllr Butler) – Ashfield District Council
Bob Vaughan-Newton – Independent Member **A**
Councillor Linda Woodings – Nottingham City Council **A**

OFFICERS PRESENT

Keith Ford - Team Manager, Democratic Services - Nottinghamshire County Council
(Host Authority)

OTHERS PRESENT

Paddy Tipping - Police and Crime Commissioner (PCC)
Craig Guildford – Chief Constable, Notts Police
Kevin Dennis - Chief Executive, OPCC
Detective Sergeant Mike Ebbins - Notts Police
Charlotte Radford - Chief Finance Officer, OPCC
John Robinson – Gedling Borough Council (Lead Safer Nottinghamshire Board officer for Modern Slavery)

1. MINUTES OF LAST MEETING HELD ON 7 FEBRUARY 2018

The minutes of the meeting held on 7 February 2018, 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 Christine Goldstraw OBE, Rizwan Araf, Bob Vaughan-Newton, Mayor Kate Allsop (Councillor Bill Drewett attended in her place), Councillor Cheryl Butler (Councillor Mike Smith attended in her place), Councillor Keith Girling, Councillor Kevin Greaves (Councillor Maddy Richardson attended in his place) and Councillor Linda Woodings.

In the absence of the Chair, the meeting was chaired by the Vice- Chair, Councillor Debbie Mason.

3. DECLARATIONS OF INTEREST

Suma Harding declared a disclosable pecuniary interest in agenda item 9 – Review of Membership – Independent Co-opted Members and left the meeting prior to consideration of that item.

4. WORK PROGRAMME

Further to discussions at the previous Panel meeting, Councillor Debbie Mason fed back from the inaugural meeting of the national Police and Crime Panels Special Interest Group at which she had represented the Panel. An Annual General meeting of this group was planned for November 2018. Councillor Mason had raised concerns at that meeting about a proposal to increase Panels' contributions towards the set-up of this group from £500 to £1000.

Keith Ford introduced the report and informed the Panel that following discussions with the Chair and Vice Chair of the Panel, the Force and the Office of the Police and Crime Commissioner, it was proposed that the planned September meeting date be rearranged to 8 October. In light of that, further consultation would take place with Members about the possibility of moving back the 26 November date to December to enable a more regular cycle of meetings.

Councillor Girling's written request for further information on the issue of grooming gangs was reported to the meeting and it was agreed that this should be considered as part of the planned June agenda item about Strategic Priority Theme 2 – Helping and Supporting Victims or the Commissioner's Update report to that meeting.

Councillor Mason underlined the benefits of remaining part of the regional Police and Crime Panel network and supported the continuation of the subscription to this body.

RESOLVED 2018/006

- 1) That the work programme be updated in line with Members' suggestions.**
- 2) That the dates of the meetings of the Police and Crime Panel for 2018-19 be agreed, subject to further consultation with Members about the November date.**
- 3) That the Panel subscribes to the regional PCP network for 2018/19 at a cost of £500.**

5. **MODERN SLAVERY UPDATE**

John Robinson, Chief Executive of Gedling Borough Council and lead officer for the Safer Nottinghamshire Board on modern slavery and Detective Sergeant Mike Ebbins of Nottinghamshire Police attended the meeting to give a presentation which included the following key issues:-

- the definition of modern slavery;
- the scale of the problem, which remained unquantified at both local and national levels (the Home Office estimated there were currently between 10-13,000 potential victims in the United Kingdom);
- the increased reporting, which was now coming from a wider range of agencies;
- characteristics and demographics of victims;
- the co-ordinated City and Countywide approach to improving awareness and responses which was being developed by the Nottingham and Nottinghamshire Modern Slavery Partnership and the Partnership's activity and outcomes to date, including:-
 - the Hope for Justice training programme which had so far been completed by approximately 1,000 people from local government and voluntary sector organisations;
 - the development of Nottinghamshire's first Modern Slavery Profile;
 - ongoing work to clarify reporting and referral pathways;
 - a table-top emergency planning exercise;
 - liaison with high street banks to assist in the identification of possible victims and perpetrators;
 - joint enforcement operations between bodies such as the Police, Customs and Excise, Trading Standards and Environmental Health – e.g. around car washes and rogue landlords;
 - public awareness raising campaigns;
 - the 'Making a Slavery Free Nottinghamshire declaration which sought support from local agencies and organisations to ensure supply chains were free from slavery;
- the current progress and the planned priorities including:-
 - developing networks and professional relationships further;
 - the increases in referral rates and sources, disruption activity and intelligence;
 - the utilisation of £182K Home Office funding to assist victims around housing and employment and civic and community leadership on this issue.

Detective Sergeant Mike Ebbins headed up the Modern Slavery and Safeguarding team within the Force, which included nine other members of staff, underlining the priority which was being given to this issue within Nottinghamshire. DS Ebbins highlighted recent convictions and those currently in progress and gave specific examples of cases that had been tackled. Partnership activity included a programme of training offered by the University of Nottingham to ensure that new

staff were able to understand the impact upon victims to enable them to gather the best possible evidence to aid prosecutions.

Members thanked Mr Robinson and DS Ebbins for a thorough and interesting presentation. The following points were clarified in response to issues raised by Members:-

- actions taken against the perpetrators included custodial sentences and 15 year civil orders (which carried restrictions such as limits on the number of mobile phones, only family members being allowed as passengers in their car etc) and deportation would be pursued where appropriate;
- with regard to the priorities in terms of next steps, an assessment of current activity in South Nottinghamshire had recently been undertaken by the Safer Nottinghamshire Board in order to agree targeted work with specific groups and service providers;
- members of the public were able to raise concerns through a Modern Slavery helpline and certain agencies were classed as 'first responders', with specific duties to refer to the national reporting mechanism where relevant;
- it was confirmed that referrals were being received from the health service.

RESOLVED 2018/007

That the contents of the presentation and responses to issues raised by Members be noted.

6. POLICE AND CRIME COMMISSIONER'S UPDATE REPORT – TO FEBRUARY 2018

The Police and Crime Commissioner circulated a letter and briefing document at the meeting about recorded crime in Nottinghamshire in 2017-18. He introduced the update report and highlighted the following key issues:-

- the changing nature of crime (with issues such as Modern Slavery, Female Genital Mutilation) and the increasing amount of partnership working in response was underlined;
- with regard to the crime figures, the Commissioner highlighted that the reporting cycles were different for these and the Government's figures (which covered December 2016 to December 2017). He stated that the 18.4% increase in crime overall was largely down to changes in recording standards and that the number of 999 calls had reduced slightly. He added that those Forces with the better recording compliance rates had experienced the greatest rises in crime. He believed that actual crime levels had risen slightly in Nottingham and Nottinghamshire but not to the extent of an 18.4% increase and he highlighted the changing nature and threat of crime (with an increase in issues such as historical rape cases);
- in the latest round of Her Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) Effectiveness Inspections, Nottinghamshire had

received an overall good rating, whilst five Forces nationally were in the Requires Improvement category. The Commissioner underlined the upward trend in the Nottinghamshire ratings whilst acknowledging that was still room for improvement in some areas of practice;

- the Commissioner had published a survey to seek views on rural crime;
- work continued to increase representation from Black and Minority Ethnic (BME) communities within the Police's workforce. The latest developments included a new apprenticeship scheme which would include specific work with BME communities;
- the provisional financial year end figures backed up the previous £2.5 million underspend forecast and the Commissioner felt that the financial position was a lot more stable than in the past. The next big task would be to start preparations for the 2020/21 Comprehensive Spending Review.

In response to issues raised by Members, the following points were clarified:-

- Members raised concerns about crime in rural areas, with specific reference to two recent major arson and criminal damage incidents in the Bassetlaw area. In response, the Commissioner underlined his commitment to addressing rural crimes whilst acknowledging the Chief Constable's need to balance limited resources and target areas of greatest need. He highlighted the two teams of Rural Special Constables and the Chief Inspector post with specific responsibility for rural areas. Also, part of the Innovation Fund was earmarked for rural areas;
- The Commissioner agreed that the issues about compliance with recording standards nationally did result in the current national average figures being depressed and highlighted the example of Durham which had recorded a 35% increase in crime as a result of increased compliance. Only 3 out of the 22 Forces had so far been inspected in relation to compliance and a rolling programme was taking place over the next two years at which point it would be possible to establish the new norm. The Commissioner felt that there continued to be under-reporting of crime nationally;
- with regard to concerns about rising crime in South Nottinghamshire and the City's conurbation area the Commissioner underlined his willingness to provide figures to local MPs to assist any call for greater resources. He also felt that a proper discussion was needed about the boundaries of the conurbation;
- in response to Members' concerns about the courts and file quality and the fact that Crown Court conviction rates had not improved as yet, the Commissioner explained that this issue was being progressed with discussions about digital transfers of files continuing;
- Members commended the Commissioner's commitment to increasing the proportion of people from BME communities within the workforce and queried how the historical issues with the recruitment process were being addressed. The Commissioner recognised that the assessment processes in the past had been a problem with some implied prejudice within those processes. The College of Policing had assisted the Force in looking at this issue. The Chief Constable

added that the Force now had a dedicated resource to address this issue, enabling positive action with schools and colleges and helping people to negotiate and better understand the recruitment processes. With regard to retention, the Force now had a number of mentors to help address this. The Force was also working with PATRA to help develop apprentices. The Commissioner underlined that different groups were represented appropriately throughout the Force, including at Chief Inspector and Inspector level. Long-term acting up arrangements were also now being addressed, ensuring that permanent appointments were made where appropriate. The Black Police Officer Association was very supportive and positive about the work the Force was doing in this area;

- with regard to the allocation of Drugs Fund monies to the various Districts within the County, the Commissioner explained that Neighbourhood Inspectors were asked to make bids for this funding. With regard to the funding for Mansfield, The Commissioner said that he would welcome any suggestions for improving the process from the Executive Mayor and her colleagues;
- in response to the ongoing lack of clarity about the scope and costs of a new build Force Head Quarters (which it had been explained previously was described as Control Room improvements within the budget papers) the Commissioner explained that the Chief Constable was seeking a new Control Room and better facilities for staff. However, the Commissioner was mindful of his statutory duty to work closely with Fire and Rescue Services and was conscious that the Nottinghamshire Fire and Rescue Service Head Quarters was relatively close to Force Head Quarters. A consultant had been employed to explore the potential for sharing a site and the likely level of capital receipt which could be generated. The Commissioner underlined that at this stage discussions were ongoing and no decisions had been made. The Commissioner added that any joint working with the Fire and Rescue Service needed to consider how the organisations worked together rather than simply focussing on buildings and co-location was already happening – for example, the local Neighbourhood Police Team was due to move into the new Fire Station on London Road. He cited the example of all partner agencies having emergency planning departments as an example of duplication of effort, in his opinion;
- with reference to the ongoing concerns about the quality of prosecution case files, national high profile cases, such as in Surrey, and the recent article in The Times which highlighted examples of officers being trained not to disclose evidence, Members queried whether the Commissioner had subsequently made enquiries about local disclosure practice by the Force. In response, the Commissioner said he had discussed this issue with the Chief Constable and colleagues and was confident that there was no nefarious practice. He underlined the resource implications of investigating information on mobile and electronic devices. The Chief Constable was the lead Chief Constable nationally on this issue and he had spoken to the Head of the Crown Prosecution Services (CPS) in the region who felt that Nottinghamshire is performing well in this respect. Any lessons from before and after cases were shared between the Force and the CPS and built into subsequent training courses. The Commissioner added that regular meetings were also held with defence lawyers to talk through any issues and concerns had not been raised about disclosure in Nottinghamshire. Good disclosure practice was seen as a means of speeding up the overall process and narrowing down areas of debate;

- with regard to the commentary within the report about the under-target performance with Proceeds of Crime Act orders, Members queried whether the Crown Prosecution Service had ever decided not to pursue an order requested by the Police. The Chief Constable was unable to give a definitive answer on this but his experience from elsewhere was that such orders would only not be pursued if the likelihood of success was small;
- Members thanked the Deputy Chief Constable for leading the Members' tour of the Bridewell, with those attending recognising that the existing building was not fit for purpose. The Commissioner stated that he hoped to be in a position to share the finer details of the proposals for the new Bridewell at the next meeting of the Panel.

RESOLVED 2018/008

That the contents of the report and the response to issues raised by Members be noted.

7. POLICE AND CRIME PLAN – UPDATE ON THEME 1 - PROTECTING PEOPLE FROM HARM

The Commissioner introduced the report and during discussions the following main issues were raised:-

- The Commissioner took a different stance to the national view on 'Paedophile Hunter' groups and felt that the Force should be looking to form better relationships with such groups. He saw such groups as a possible source of evidence which the Force should be acting upon, with children's safety being paramount. There were approximately 15 of these groups nationally and although the Force could not be seen to direct or control them, they were keen for such groups to act appropriately and within the law. Evidence from such groups had led to 26 convictions already in Nottinghamshire and others were still in progress. Members welcomed the stance which the Commissioner was taking on this;
- The Commissioner underlined his pride at the joint working with NHS colleagues which had helped ensure people with mental health illnesses were receiving more appropriate responses;
- work with partner agencies was crucial in addressing the impact of the rise in new psychoactive substances;
- 3 schools officer posts had been introduced to work with 15 targeted schools. There would be a dedicated schools officer in each of the Neighbourhood Police Teams going forward. It was hoped that this could make a difference with young people encountering the Police in a non-confrontational way and enabling proper discussions of issues such as healthy relationships, alcohol and substance misuse and knife crime. This would require a long-term investment and could not deliver overnight successes but a similar approach in Scotland over the last 4-5 years had proven successful. Members welcomed this planned approach and queried whether there were any plans to reintroduce the DARE drugs education programme into schools;

- potential issues with social media were highlighted by Members, including the sharing of information about the initial release of charged perpetrators after arrest which could lead to the public perception that justice was not being served. Members queried whether the issue of bail was being given further consideration in light of this issue. In response, the Commissioner said that the changes to bail arrangements introduced a year ago had not proven successful to date and that the Force was working with other forces to try and define good practice around this issue. The Chief Constable added that perpetrators could now be released under investigation, with a summons to appear in court at some point in the future and that fewer people were now being released under bail conditions. He felt that the overall approach was likely to be reconsidered in the next 6-12 months. He added that joint work at the Bridewell with the Youth Offending Team aimed to achieve the best outcomes focussing on individual crimes;
- with regard to the fact that all activities within the Delivery Plan for this theme were rated Green, the Commissioner stated that this was due to the fact that the new Police and Crime Plan was still in its infancy.

RESOLVED 2018/009

That the progress made be noted.

8. HER MAJESTY'S INSPECTORATE OF CONSTABULARY AND FIRE RESCUE SERVICES – PROPOSED INSPECTION PROGRAMME, FRAMEWORK AND METHODOLOGY

The Commissioner introduced the report and highlighted the implementation of the new Force Management Statements nationally. With reference to the amount of work which the Police now undertook with partner agencies he underlined the benefits of some joint inspections in future. He also felt that the existing inspection process had focussed more on service failure instead of promoting good practice.

In response to a request from Members, the Commissioner confirmed that the Force Management Statements for Nottinghamshire Police would be published and agreed that these could be submitted to future meetings of the Panel for Members' consideration.

RESOLVED 2018/009

That the contents of the report be noted.

9. REVIEW OF MEMBERSHIP – INDEPENDENT CO-OPTED MEMBERS

Suma Harding, having declared a disclosable pecuniary interest in this item, left the meeting prior to consideration of this item.

The Commissioner, the Chief Constable and the officers from the Office of the Police and Crime Commissioner also left the meeting at this point.

Keith Ford introduced the report and explained that 3 of the 4 existing Independent Co-opted Members had expressed an interest in reapplying as part of the planned

recruitment process. In light of that it was agreed that no decision should be made about the end dates of the 4 existing Independents until the recruitment process had been completed. It was also felt that the recruitment process should begin in November 2018 with interviews in January 2019 to enable the overall situation to be clarified in early 2019.

RESOLVED 2018/010

- 1) That the proposed approach agreed by the Panel in April 2017 be implemented, with the recruitment process commencing in November 2018.**
- 2) That the end date of the terms of office of the existing 4 Independent Co-opted Members be agreed once the outcomes of the recruitment process were known.**

The meeting closed at 3.52pm

CHAIRMAN

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 as politically balanced as possible and have a membership that has the necessary skills, knowledge and experience.
4. At the Panel meetings of 29 June 2017 and 18 September 2017 it was agreed to reduce the number of elected members on the Panel, subject to further review of the additional 2 co-optee places previously granted to Nottingham City Council (this had been a long-standing arrangement initially agreed by the Panel in October 2012, in light of the City's relative population).
5. The Panel membership agreed for 2017/18, subject to further review of the City Council's co-options, was therefore:-

<u>Council</u>	<u>Number of Members</u>	<u>Political Party of Members</u>
Ashfield District Council	1	Labour
Bassetlaw District Council	1	Labour
Broxtowe Borough Council	1	Conservative
Gedling Borough Council	1	Labour
Mansfield District Council	1	Mansfield Independent Forum
Newark & Sherwood District Council	1	Conservative
Nottingham City Council	2 (subject to review)	Labour x 2
Nottinghamshire County Council	1	Conservative
Rushcliffe Borough Council	1	Conservative

6. Following the recent change in control at Ashfield District Council (through which Labour no longer hold the majority), the political balance across the County has been recalculated. The Leader of the Ashfield Independents Group is now the Leader of the District Council and has been nominated as that Council's representative on the Panel.
7. In light of this change of nomination it is no longer possible for the Panel to be politically balanced with 10 elected members (as Labour are entitled to 5 seats, the Conservatives are entitled to 4 seats and the Mansfield Independent Forum are entitled to 1 seat). By increasing to at least 11 members, a further place becomes available for the Ashfield Independents (on the basis that they are the next largest political party across the Panel's area).
8. The following options are therefore available:-

Option A – increase to 11 elected members, apportioned as follows:-

Total Seats	Labour	Conservative	Mansfield Independent Forum	Ashfield Independents
11	5	4	1	1

Option B – increase to 12 elected members, apportioned as follows:-

Total Seats	Labour	Conservative	Mansfield Independent Forum	Ashfield Independents
12	6	4	1	1

Option A – Increase to 11 Elected Members

9. This is the smallest increase which the Panel could make to achieve political balance.
10. If this is the Panel's preferred option then the Panel will need to agree which Council should be approached to provide the additional Labour member co-optee required.
11. One option would be for Nottingham City Council to be approached in light of the previously mentioned Panel decision to reduce their number of co-optees, which was subject to further review.

Option B – Increase to 12 Elected Members

12. This option offers the Panel greater resilience in terms of widening the pool of Panel Members available to attend meetings.
13. It would also offer the opportunity to reinstate both of the previous co-optee places for the City Council, should the Panel so wish.

Council Representatives

14. Other than the change in Ashfield, at this stage there have been no other changes to representation on the Panel reported by the relevant Councils. Any subsequent changes received will be reported to the Panel meeting.

Independent Members

15. The Panel has agreed to commence a recruitment process in November 2017 to review the existing co-options.

Other Options Considered

16. The Panel could continue to operate with 10 elected members but political balance would not then be possible.
17. The Panel could ask Ashfield District Council to nominate a Labour representative but each Council is entitled to decide its own representative. The Panel is required to try and ensure that its membership is as politically balanced as possible.

Reason/s for Recommendation/s

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

RECOMMENDATIONS

- 1) That the Panel decide whether to increase the elected member representation on the Panel to 11 or 12.
- 2) That the Panel decide which Council/s be asked to provide the additional Labour elected members co-option/s required.
- 3) 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 meeting of 19 October 2012 and minutes of that meeting (published)
- 5) Reports to Police and Crime Panel of 29 June 2017 and 18 September 2017 and minutes of those meetings.

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

4 JUNE 2018

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)**.

Information and Advice

2. The work programme is intended to assist with the Panel's agenda management and forward planning. The draft programme will be updated and reviewed regularly in conjunction with the Chairman and Vice-Chairman of the Panel and is subject to detailed discussion with the Chief Executive of the Office of the Police and Crime Commissioner (OPCC).
3. The work programme is updated to include specific focus on each of the Strategic Priority Themes included in the Police and Crime Plan at each meeting of the Panel.
4. The schedule for future meetings has been updated in line with the revised Strategic Themes within the new Police and Crime Plan 2018-21.
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.

Future Police and Crime Panel Dates

6. The finalised dates for future Panel meetings are as follows (N.B. following consultation with Members it was agreed to keep the 26 November date rather than change this to a December date):-

Monday 8 October 2018	2.00pm
Monday 26 November 2018	2.00pm
Friday 25 January 2019 Budget Workshop (PCC to attend) (non-public)	10.00am
Friday 1 February 2019 (Host Authority's Section 151 Officer to attend) (non-public)	10.00am
Thursday 7 February 2019	2.00pm
Monday 1 April 2019	2.00pm
Monday 3 June 2019 (annual meeting)	2.00pm

Frontline Consulting Annual Conference

7. The seventh Annual Conference for |Police and Crime Panels (and Police, Fire and Crime Panels) will take place on Monday 12 November 2018 – 10am – 4pm at Scarman House, Warwick Conference Centre.
8. These events have proven very successful in the past and offer opportunities to network, share national best practice, receive updates on key issues and hear talks from key speakers (the Home Secretary has been invited to attend).
9. Members are encouraged to attend this event with funding available to cover costs and expenses as appropriate (a 10% saving on the usual costs of £100 per place is available if the Panel sends 3 representatives).

National Association of Police, Fire and Crime Panels

10. Councillor Debbie Mason fed back to the last Panel meeting from the inaugural meeting of this special interest group.
11. The Chairman of the newly named Association has subsequently written to the Chair of the Panel to share the agreed Terms of Reference which are as follows:-
 - To provide a forum for collaborative discussion of issues relating to and impacting on Police and Crime Panels and Police, Fire and Crime Panels (PCPs / PFCPs)
 - To share ideas and experience in response to the expanding role of PCCs and PFCCs and thereby PCPs / PFCPs
 - To create a mechanism for direct liaison between PCPs / PFCPs and the Home Office
 - To provide an opportunity for dialogue with relevant bodies such as the Association of Police and Crime Commissioners, Association of Police and Crime Chief Executives and others
 - To support the development of joint PCP /PFCP responses to relevant consultations
 - To promote professional standards
 - To share good practice and create guidance and other supporting materials for PCPs /PFCPs
 - To ensure stability and collective memory in a landscape where PCPs / PFCPs can have significant changes in membership
 - To provide capacity for horizon scanning across all PCPs / PFCPs.
 - To promote better public understanding of the role of PCPs / PFCPs.

12. A constitution for the Association is currently being developed.
13. The Panel's previous decision to pay a £500 initial subscription to the Association will be actioned once the invoice is received.
14. The first Annual General Meeting of the Association will be held at the Annual Conference in Warwick in order to maximise potential attendance.

Members' Induction

15. It is proposed that an induction session be arranged for any new and existing Members who have yet to undertake such training.
16. It is important that members attend this session which aims to clarify the role and remit of the Panel.

Other Options Considered

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

Reasons for Recommendation/s

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

RECOMMENDATIONS

- 1) That the work programme be updated in line with Members' suggestions as appropriate.
- 2) That the finalised dates of the meetings of the Police and Crime Panel for 2018-19 be noted.
- 3) That any Members wishing to attend the national Police and Crime Panel Conference on 12 November contact Peter Barker or Keith Ford.
- 4) That the update information on the National Association of Police, Fire and Crime Panels be noted.
- 5) That an induction session be arranged for new and existing Panel Members who have yet to undertake such training.

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@nottsc.gov.uk Tel: 0115 9772590

Nottinghamshire Police and Crime Panel**Work Programme (as at 11 May 2018)**

<u>Agenda Item</u>	<u>Brief Summary</u>
8 October 2018	
Cyber-enabled crime	A presentation on the work which the Force is undertaking, and the resources involved, to tackle this (as agreed at Panel meeting of 7 February 2018).
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 new Priority Theme 3 – Tackling Crime and Anti-Social Behaviour
26 November 2018	
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 new Priority Theme 4 – Transforming Services and Delivering Quality Policing
Estates Strategy and Estates Rationalisation Update	Update requested at Panel meeting of 7 February 2018.
7 February 2019	
Proposed Precept and Budget 2019/20	To consider the Commissioner's proposed Council Tax precept.
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.

<u>Agenda Item</u>	<u>Brief Summary</u>
Specific focus on one of the Police and Crime Plan Strategic Priority Themes.	Panel to focus on new Priority Theme 1 – Protecting People from Harm
1 April 2019	
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 Priority Theme 2 – Helping and Supporting Victims
3 June 2019 – 2.00pm	
Appointment of Chairman and Vice-Chairman	To appoint the Chairman and Vice-Chairman of the Panel for the 2019/20 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:- <ul style="list-style-type: none"> the membership to represent all parts of the police force area and be politically balanced; and members to have the skills, knowledge and experience necessary.
Police and Crime Commissioner's update, including 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 new Priority Theme 3 – Tackling Crime and Anti-Social Behaviour

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	4th June 2018
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:	8

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT – TO MARCH 2018

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 performance in respect of the full year 1st April to 31st March 2018 where data is available in relation to his Police and Crime Plan (2016-18) which has been superseded by his new plan Police and Crime Plan (2018-21).

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 targets and measures across all seven themes is contained in the Performance section of the Commissioner's website to March 2018.^a This report details performance for the full year 1st April 2017 to 31st March 2018 where data is available and is the final report submitted to the Panel for this financial year 2017-18 and in relation to the Police and Crime Plan (2016-18).

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 2018.^{bc}
- 4.4 It can be seen that 11 (50%) of these measures are Amber, Green or Blue indicating that half of measures are close, or better than the target which is a slightly worse position from the previous report when it was 59%. Currently 45% (10) of targets reported are Red and significantly worse than target. It can be seen that 2 more targets have moved to Green to Red.

KEY to Performance Comparators											
Performance Against Target		Jul-17	%Total	Sep-17	%Total	Dec-17	%Total	Feb-18	%Total	Mar-18	%Total
<input checked="" type="checkbox"/>	Significantly better than Target >5% difference	0	0%	0	0%	0	0%	0	0%	0	0%
◆	Better than Target	5	23%	8	36%	5	23%	8	36%	6	27%
±	Close to achieving Target (within 5%)	9	41%	4	18%	7	32%	5	23%	5	23%
<input checked="" type="checkbox"/>	Significantly worse than Target >5% difference	7	32%	9	41%	9	41%	8	36%	10	45%
<input type="checkbox"/>	No Longer Measured	1	5%	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.

^a <https://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Performance/2018/Performance-and-Insight-Report-to-March-2018.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 RAGB symbols have been used for this report in case readers are limited to black and white print.

- 4.6 The table below provides an overview of the 10 targets (45%) graded Red, which is two more than the previous Panel report as denoted by **New** in the table.

<input checked="" type="checkbox"/> Objective / Target RAGB Status Red ●	Jul-17	Sep-17	Dec-17	Feb-18	Mar-18
1. A reduction in All Crime compared to 2016-17	35.9%	29.6%	21.6%	19.8%	18.4%
2. A reduction in Victim-Based Crime compared to 2016-17	33.6%	27.8%	21.0%	19.4%	17.9%
3. To reduce the levels of rural crime compared to 2016-17	28.9%	25.3%	19.4%	6.1%	18.9%
4. A 10% increase in the number of POCA orders compared to 2016-17	-46.0%	-48.7%	-47.3%	-41.1%	-42.0%
5. Increase BME representation within the Force to reflect the BME community	4.3%	4.7%	4.9%	4.9%	5.2%
6. Percentage of people who agree that the police and local councils are dealing with Anti-Social Behaviour and other crime issues	56.7%	55.7%	55.4%	56.7%	56.7%
7. A reduction in the number of repeat victims of hate crime compared to 2016-17	-1	7	8	1	4
8. The number of people Killed or Seriously Injured (KSIs) on Nottinghamshire's roads	-40.1%	-33.6%	-33.2%	-33.2%	-33.5%
New: 9. A reduction in the number of repeat victims of domestic violence compared to 2016-17	90	-13	-24	-69	15
New: 10. To be better than the national average for Early Guilty Plea rate for the Crown Courts	-2.7%	-4.8%	-2.9%	2.1%	-9.9%

- 4.7 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.

- 4.8 The Force has provided the following responses to these questions in sections 5 and below. There are no Blue measures identified during this reporting period.

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

- R1. A reduction in All Crime compared to 2016-17**
R2. A reduction in Victim-Based Crime compared to 2016-17
R3. To reduce the levels of rural crime compared to 2016-17

<input checked="" type="checkbox"/> Objective / Target RAGB Status Red ●	Jul-17	Sep-17	Dec-17	Feb-18	Mar-18
1. A reduction in All Crime compared to 2016-17	35.9%	29.6%	21.6%	19.8%	18.4%
2. A reduction in Victim-Based Crime compared to 2016-17	33.6%	27.8%	21.0%	19.4%	17.9%
3. To reduce the levels of rural crime compared to 2016-17	28.9%	25.3%	19.4%	6.1%	18.9%

- 5.1 As can be seen in the table, the Force outturn for All Crime in 2017-18 was +18.4% (+15,181 offences) the trend of which showed an improvement month on month during the year.
- 5.2 Victim-Based crime has increased by 17.9% (13,061 offences) year-to-date. Other Crimes Against Society have increased by 22.3% (2,120 offences). The increase in Other Crimes Against Society is driven by a 34.9% increase in Public Order offences. Public Order offence volumes remain high following the NCRS audit, as a result of the daily incident checks now in place in force.

- 5.3 Following the NCRS audit last year, 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. The force is now recording around 2,000 offences more each month than this time last year.
- 5.4 The most recently published national data (covering performance in the 12 months to September 2017) reveals that almost all forces in England and Wales are recording increases in crime. Nottinghamshire is recording an increase above both the national and regional average.
- 5.5 At present, the local performance position is comparing a period of higher recording (following the change in process described above) to a lower period prior to this change, and as a result a large percentage increase is seen. Following two months of above-forecast volumes, the forecast has been recalculated to year-end. The revised forecast position suggests that the force will end the year with a 19% increase in recorded crime.
- 5.6 The overall volume of Victim-Based crime year-to-date has increased by 13,061 offences compared to last year (+17.9%).
- 5.7 Increases are apparent across most of the sub-categories within the Victim-Based crime group. Crime levels have remained consistent at approximately 7,000 crimes per month in the last 12 months which is the highest level seen in the last five years.
- 5.8 Violence Against the Person (VAP) offences are responsible for a large proportion of the increase in overall Victim-Based crime. This is as a result of processes put in place to maintain compliance with the national standard; ensuring that the Force is responding to victims and putting in place the appropriate support, safeguarding and investigation.
- 5.9 VAP has seen an 18.0% increase (4,019 offences) in the 12 months to March 2018 when compared to last year. Performance is driven by an increase in Stalking and Harassment which has increased by 42.8% (1,636 offences) and Violence without Injury, with a 19.1% increase (+1,454 offences).
- 5.10 Sexual Offences have increased by 35.6% (+921 offences) over the same period.
- 5.11 In the last financial year, the Force has also recorded increases in Burglary (+4.3% or +342 offences), Robbery (+21.9% or +195 offences), Vehicle Offences (+34.5% or +2,433 offences), Theft (+17.9% or +3,782 offences) and Criminal Damage & Arson (+12.6% or +1,369 offences).
- 5.12 Performance exceptions are monitored at the Force's monthly Operational Performance Review meetings, with action to manage identified exceptions tasked from this meeting where appropriate.
- 5.13 The five areas of Nottingham City that have been identified as experiencing high levels of crime have recorded a total of 9,426 crimes this financial year. This represents a +13.3% (+1,107 offences) increase in All Crime compared to last financial year.

- 5.14 All five areas are recording an increase compared to last year, with these ranging from +1.7% on St Ann's (+25 offences) to +23.1% on Bridge (+282 offences). The percentage increase of 13.3% recorded over the five City areas is less than the increase of 18.1% over the same period for the City overall.
- 5.15 The increase on the areas reflects the force level picture, with increases in Violence and Public Order driven by the NCRS audit activity.
- 5.16 The County priority areas have recorded a total of 16,860 crimes this financial year, which equates to an 18.6% (+2,642 offences) increase in All Crime compared to the last financial year. This is similar to the increase of 18.3% for the County area as a whole.
- 5.17 All of the 19 County priority areas are recording an increase in crime compared to the last financial year. Hucknall East has had the largest percentage increase with 476 more crimes year-to-date which is a 77.0% increase. Stanton Hill recorded the second highest increase on the County this month with 80 more crimes, which is a 69.0% increase. These two areas have consistently been the top two priority areas with the largest percentage increase on the County for the past nine months.
- 5.18 The Force has recorded 11,750 rural crimes this financial year, which is an increase of 1,870 offences (18.9%), compared to last financial year-to-date. This is similar to the overall All Crime performance for the Force. Over the same period crime in urban areas has increased by 18.3% (13,186 additional offences).
- 5.19 The average monthly volume last year was 823 rural crimes per month and so far this year the monthly average is 979.
- 5.20 The rate of offences per 1,000 population in rural areas is 55.1 compared to 97.0 in urban areas. This is higher than the same period last year, 46.3 in rural areas and 82.0 in urban areas.
- 5.21 Crime in rural towns and fringes has increased by 25.3% (+1,442 offences) this financial year, crime in rural villages has increased by 1.1% (+34 offences) and crime in rural hamlets and isolated dwellings has increased by 33.9% (+394 more offences).
- 5.22 Rural areas recorded increases in Arson and Criminal Damage offences year-to-date with a 30.6% increase (+402 more offences). Other crime types are showing increases in line with the offences that were part of the NCRS audit (VAP/Sexual Offences/Public Order offences). The position is similar on the Urban areas with the crime types included in the NCRS audit showing increases.

R4. A 10% increase in the number of POCA orders compared to 2016-17

<input checked="" type="checkbox"/> Objective / Target RAGB Status Red ●	Jul-17	Sep-17	Dec-17	Feb-18	Mar-18
4. A 10% increase in the number of POCA orders compared to 2016-17	-46.0%	-48.7%	-47.3%	-41.1%	-42.0%

- 5.23 The Force recorded 72 fewer Confiscation and Forfeiture Orders compared to last year-to-date; this equates to a reduction of 32.0%, placing the Force 42.0 percentage points below the 10% increase target.

- 5.24 It should be noted that any decision to apply for an order is made by the Crown Prosecution Service, based on information and advice provided by the police.
- 5.25 A decision to grant an order is one for the Court alone.
- 5.26 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.

R5. Increase BME representation within the Force to reflect the BME community (11.2%)

<input checked="" type="checkbox"/> Objective / Target RAGB Status Red ●	Jul-17	Sep-17	Dec-17	Feb-18	Mar-18
5. Increase BME representation within the Force to reflect the BME community	4.3%	4.7%	4.9%	4.9%	5.2%

- 5.27 This measure is rated Red because the 11.2% representation as defined by the 2011 Census has not been achieved.
- 5.28 March data shows that the BME headcount (excluding those officers and staff seconded out of force) is at 4.6% for Police Officers, 5.2% for Police Staff and 10.9% for Police Specials.
- 5.29 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.
- 5.30 When the Commissioner took office in 2012 BME representation was 3.7% so overall representation has increased by 1.5% overall. Austerity and the 2 year recruitment freeze did hamper progress. However, during 2017 and 2018, the Chief Constable has undertaken numerous recruitment processes for both Police Officers and PCSOs.
- 5.31 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 2017 in relation to the recruitment of Police Officers especially from BME communities. A range of positive activities have been undertaken to attract applicants from BME communities under Operation Voice which included talent spotting, buddying, awareness events, marketing publications.
- 5.32 The Chief Constable intends to recruit a total of 200 officers in 2017-18 (which started in September 2017) and has ambitions to recruit a further 158 in 2018-19.^d The Commissioner hopes to see the number of officers grow in Nottinghamshire to a figure approaching 2,000.
- 5.33 In February this year, the Chief Constable opened an apprenticeship scheme and is working in partnership with PATRA to recruit Police Constables for its apprenticeship scheme. It is envisaged that this scheme will provide an additional pathway for members of the BME communities to start a career in the Police

^d <http://www.nottinghampost.com/news/nottingham-news/chief-constable-pledges-200-new-281085>

service. As part of an apprenticeship, successful applicants will be able to study for a degree in policing.

- 5.34 On 31st March 2018, the Force establishment was shown in the table below:

Number of	Head Count	FTE
Police Officers	1965	1917.21
PCSOs	193	185.32
Police Staff	1275	1158.29
Police Specials	175	-
Cadets	35	-
Volunteers	134	-

- 5.35 The figures include staff on a career break but exclude those seconded out of the Force. The BME workforce representation overall, including Special Constables, Cadets and Police Volunteers is 5.42%.
- 5.36 The BME workforce representation in supervisory roles/senior ranks (Police Sergeant and above) is 4.44%.

Police Recruitment

- 5.37 Due to the need to recruit large numbers of officers quickly in 2017 the Force's Positive Action campaign was widespread making use of social media, bus and tram adverts and widespread recruitment events.
- 5.38 During 2017, the Force received 2,182 Police Officer applications of which 251 (11.5%) were from BME communities. So far, 259 applicants have been successful at the interview stage including 28 (10.8%) from the BME communities. Of this number, there are 196 new joiners including 13 (6.63%) from the BME communities. This number may rise as there are 9 further BME applicants undergoing pre-employment checks and so potentially there could be 22 new BME Police officers in post (11.22%) in line with the 2011 Census representation.
- 5.39 Further proactive work continues. For example, a mentors briefing took place on 16 April 2018 and allocation of mentors and application support via email commenced on 7th May 2018. There are Positive Action Seminar events planned to take place in May 2018.

Police Community Support Officers (PCSO) 2017

- 5.40 Recruitment for PCSOs opened on 21st July 2017 and closed midnight 18th August 2017. There were 216 applications of which 22 (10%) were from BME Communities. Furthermore, 46 applicants were successful at the interview stage including 10 (21.7%) from the BME communities.

Police Constable Degree Apprenticeship (PCDA)

- 5.41 Recruitment opened on 9th February 2018 to 9 March 2018 resulting in 133 applications (including transferees) of which 29 (21.8%) were from BME Communities and 26 of these were successful at the interview stage equating to 21.3% representation.
- 5.42 Talking Blues preparation for BME applicants took place on 14 April 2018.
- 5.43 Candidates will now have to undergo an Assessment Centre (AC) planned to take place week commencing 7th May 2018 and 14 May 2018 with results known in June 2018.
- 5.44 To help prepare BME applicants further AC support will be provided by local police officers and the Positive Action Coordinator as follows:
- Introduction to AC welcome pack - 09 April 2018
 - Interactive (role play) - 16 April 2018
 - Written Incident report - 23 April 2018
 - Structured Interviews and further support - 30 April 2018

R6. Percentage of people who agree that the Police and local Councils are dealing with Anti-Social Behaviour and other crime issues

<input checked="" type="checkbox"/> Objective / Target RAGB Status Red ●	Jul-17	Sep-17	Dec-17	Feb-18	Mar-18
6. Percentage of people who agree that the police and local councils are dealing with Anti-Social Behaviour and other crime issues	56.7%	55.7%	55.4%	56.7%	56.7%

- 5.45 Current performance covers interviews in the year to September 2017. Please note that this information is updated quarterly.
- 5.46 The Force is 3.3 percentage points below the 60% target. Considering the trend in the long term, there appears to be a slight downward trend, however the change on the previous year's position (58.3%) is non-significant. The average for the Force's Most Similar Force group is 56.0% and Nottinghamshire is ranked in 4th place in this group of 8.

R7. A reduction in the number of repeat victims of hate crime compared to 2016-17

<input checked="" type="checkbox"/> Objective / Target RAGB Status Red ●	Jul-17	Sep-17	Dec-17	Feb-18	Mar-18
7. A reduction in the number of repeat victims of hate crime compared to 2016-17	-1	7	8	1	4

- 5.47 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.
- 5.48 Of a total of 185 hate crime victims in the month of March, 19 had been a victim of one or more hate crimes in the 12 months prior (April 2017 – March 2018).

- 5.49 This compares to a baseline monthly average for the 2016/17 year of 15 repeat victims per month, which represents 4 more repeat hate crime victims in March compared to the baseline figure.
- 5.50 As a proportion, 10.3% of hate crime victims in March were repeat victims. This figure is less than the baseline monthly average for 2016/17 (11.5%).
- 5.51 Nottingham City Council has a Community Cohesion and Hate Crime group attended by the portfolio holder for community safety which meets with partners and Police officers to discuss and tackle hate crime. The Safer Nottinghamshire Board has a Hate Crime Steering Group chaired by the Chief Executive Officer for Broxtowe Borough Council and extensively attended by Police officers, partners and third sector providers. The Commissioner provides funding for these groups to help tackle identified problems.

R8. The number of people Killed or Seriously Injured (KSIs) on Nottinghamshire's roads (Target is 50% by 2020)

<input checked="" type="checkbox"/> Objective / Target RAGB Status Red ●	Jul-17	Sep-17	Dec-17	Feb-18	Mar-18
8. The number of people Killed or Seriously Injured (KSIs) on Nottinghamshire's roads	-40.1%	-33.6%	-33.2%	-33.2%	-33.5%

- 5.52 Data for quarters one, two, three and four (1st January 2017 – 31st December 2017) shows a 33.5% reduction (231 fewer persons) in persons Killed or Seriously Injured (KSI) on Nottinghamshire's roads compared to the 2005-2009 baseline period.
- 5.53 However a slight increase is apparent when comparing the current year to the equivalent period of last year (+0.7% or 3 persons).
- 5.54 All user groups are seeing a reduction in KSIs when compared to the baseline average.
- 5.55 KSIs in the 0-15 age group have reduced by 55.5% (42 persons) compared to the 2005-2009 baseline. However a significant increase is apparent when comparing the current year to the equivalent period of last year (+26.9% or 7 persons).

R9. NEW: A reduction in the number of repeat victims of domestic violence compared to 2016-17

<input checked="" type="checkbox"/> Objective / Target RAGB Status Red ●	Jul-17	Sep-17	Dec-17	Feb-18	Mar-18
New: 9. A reduction in the number of repeat victims of domestic violence compared to 2016-17	90	-13	-24	-69	15

- 5.56 Of a total of 1,066 Domestic Abuse victims in the month of March 2018, 366 had been a victim of one or more previous domestic abuse incidents or crimes in the 12 months prior (April 2017 – March 2018).
- 5.57 This compares to a baseline monthly average for the 2016/17 year of 351 repeat victims per month, which equates to an increase of 4.3% in the month of March.

- 5.58 As a proportion, 34.3% of DA victims in March were repeat victims, which is above the baseline average of 30.8%.

R10. NEW: To be better than the national average for Early Guilty Plea rate for the Crown Court

<input checked="" type="checkbox"/> Objective / Target RAGB Status Red ●	Jul-17	Sep-17	Dec-17	Feb-18	Mar-18
New: 10. To be better than the national average for Early Guilty Plea rate for the Crown Courts	-2.7%	-4.8%	-2.9%	2.1%	-9.9%

- 5.59 The Guilty Plea at first hearing rate recorded in the Crown Court in Quarter 4 was 36% across the region, which is below the national average of 40.5%. Nottinghamshire currently has the lowest performance within the region; the yearend stocktake undertaken by the CPS has adversely affected the figures. The position for Nottinghamshire in March 2018 was 40% which was better than the national average at that point which was 39.3%.
- 5.60 The Guilty Plea at first hearing rate recorded in the Magistrates' Court in Quarter 4 was 77.7% across the region, which is above the national average of 76.6%. Nottinghamshire's performance is currently the best in the region with a rate of 79%.

Holding the Chief Constable to Account

- 5.61 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.
- 5.62 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.
- 5.63 Panel Members have asked if a case study could be prepared for each meeting. Previous case studies were:
1. Shoplifting
 2. The Victims Code
 3. Improving BME Policing Experiences
 4. Hate Crime
 5. Knife Crime
 6. Stop and Search
 7. Rural Crime
 8. The new victim services CARE
 9. Evaluation of Community Remedy
 10. ECINS database
 11. Data Integrity and Compliance with NCRS
 12. Prosecution File Quality Improvements
- 5.64 For this meeting, a further case study has been prepared in respect of (13) Knife Crime (see **Appendix A**).

Activities of the Commissioner

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

DECISIONS

- 5.66 The Commissioner has the sole legal authority to make a decision as the result of a discussion or based on information provided to him by the public, partner organisations, Members of staff from the Nottinghamshire Office of the Police and Crime Commissioner (NOPCC) or Chief Constable. The Commissioner's web site provides details of all significant public interest decisions.^f
- 5.67 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**.

6. Child Sexual Exploitation (CSE) Grooming

- 6.1 At the last Panel meeting a member asked the Commissioner if there was evidenced of organised CSE grooming. Enquiries reveal that the Force has received and responded to intelligence previously but there is no known activity at present and no groups are being actively pursued.

7. Financial Implications and Budget Provision

- 7.1 The Commissioner holds the Chief Constable to account formally at his Strategic Resources and Performance meetings. At this meeting the Chief Constable submits a number of financial reports for scrutiny.
- 7.2 The provisional outturn for the Force in respect of 2017-18 is £182,920k which is an underspend of £2,428k against the original budget, and £228k lower than reported by the Force at the end of February 2018. Year on year the Force expenditure has reduced by £1,508k or 0.8% from £184,428k.
- 7.3 This is an excellent performance in a year which included an efficiency programme of £1,250k to achieve a balanced budget. The provisional outturn for the OPCC is £4,758k which is as per the original budget. Actual spend in the year was £3,738k and a transfer of £1,020k was made to the Grants & Commissioning reserve.
- 7.4 Some expenditure categories contributing to the underspend include:

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

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

- Transport costs which were £5,457k for the year, resulting in an underspend of £201k against the budget. This was mainly due to vehicle insurance costs of £200k which were transferred to Other supplies & services and fuel savings of £146k where there has been a benefit from a lower cost per litre than anticipated, combined with having a smaller number of petrol vehicles in the fleet. This was partly offset by £55k on the Vensons pence per mile (PPM) and daily slot charges (DSAF); and vehicle repairs and maintenance of £56k.
- Comms & Computing was £7,428k for the year, which was an underspend of £535k against the budget. This was largely due to £480k for the ESN project where costs have been deferred into future years; Holmes cloud £98k where the budget included the full cost but it is now regional so we only pay a share; and an amendment to an inflation adjustment of £225k. This has been partly offset by various hardware and software purchases of £281k.
- Forensics & investigative costs was £2,075k for the year, which was an underspend of £155k against the budget. This was largely due to savings on DNA sampling costs and translators.
- Capital financing was £4,026k for the year, which was an underspend of £505k against the budget. This saving is due to lower interest charges of £323k as a result of reduced borrowing; and a reduction in the Minimum Revenue Provision (MRP) of £182k as a result of the actual 2016/17 capital spend being lower than budgeted assumption, combined with reduced borrowing.

7.5 **Appendix C** of this report provides a more detailed position for each item. However, 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.

8. Human Resources Implications

8.1 None - this is an information report.

9. Equality Implications

9.1 None

10. Risk Management

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

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

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

12. Changes in Legislation or other Legal Considerations

- 12.1 The Commissioner publishes a horizon scanning document⁹ 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 sent a copy of this report.

14. Appendices

- A. Case Study – Prosecution File Quality Improvements
- B. Forward Plan of Key Decisions for the OPCC and the Force
- C. Revenue Budget Monitoring Table as at December 2017

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

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

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⁹ <http://www.nottinghamshire.pcc.police.uk/Public-Information/Horizon-Scanning/Horizon-Scanning.aspx>

APPENDIX A

Case Study – Knife Crime

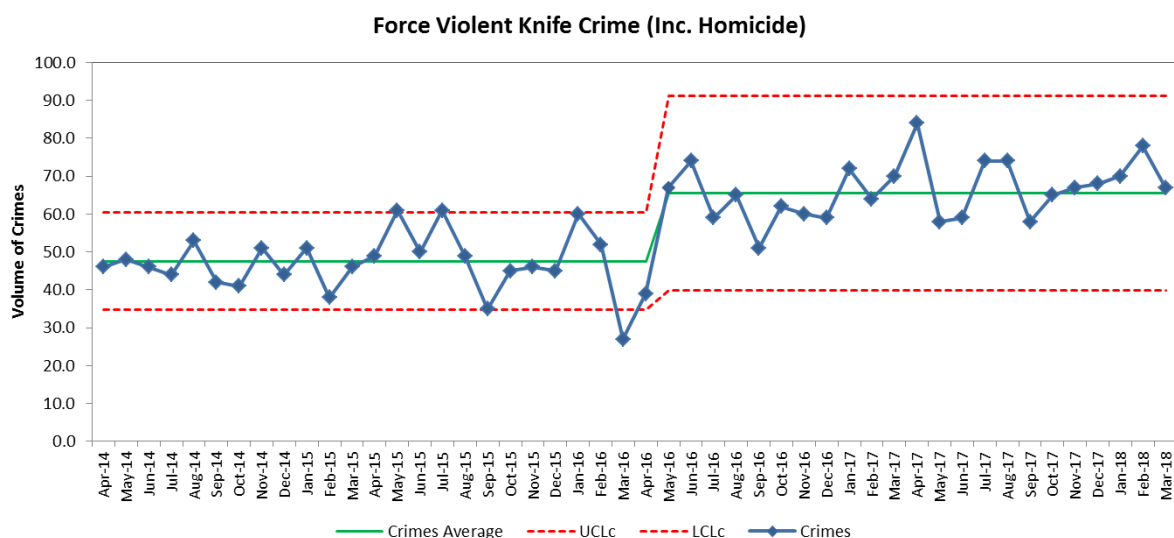
Report Date: 2nd May 2016

P. A. Gilbert

1. Police and Crime Plan (2018-21)

- 1.1 The Commissioner emphasised the importance of tackling knife crime in his new Police and Crime Plan (2018-21) indicating that there are risks relating to youth offending and emerging crime groups getting involved in knife-related violence and the distribution of illicit drugs.
- 1.2 He highlighted, the risk of serious harm which has increased over the last year alongside the national emergence of a culture of knife possession and involvement in local emerging crime networks among a minority of most vulnerable and marginalised young people.
- 1.3 Whilst Nottingham and Nottinghamshire does not have the same level of problems as London he was keen that this worrying trend does not spread locally so he has taken action to tackle the problem in a number ways as detailed in this case study.

2. Violent Knife Crime – Nottinghamshire Trend (April 2014 to March 2018)

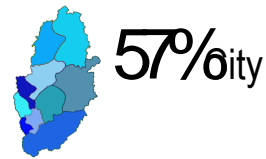


- 2.1 It can be seen in the chart above that there is an apparent step change from April 2016 which in part is due to changes in the Police crime recording standards. There are on average around 65 offences committed each month across Nottinghamshire.

- 2.2 The breakdown of knife possessions and violent knife crime is shown in the table below. It can be seen that most occur in the City.

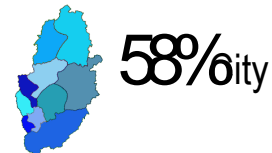
487

Knife Possessions in Nottinghamshire



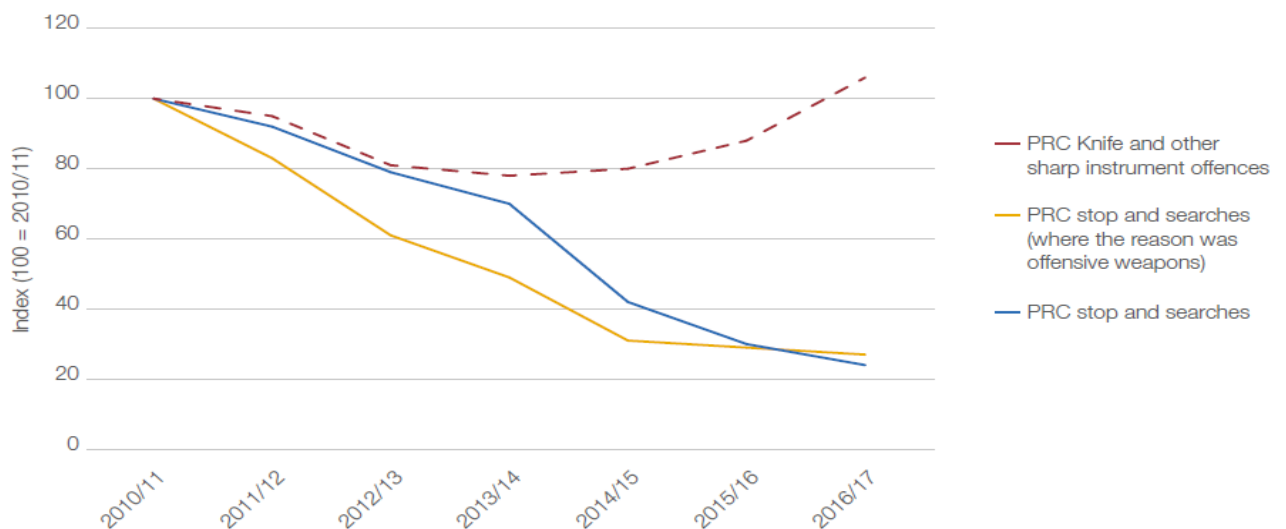
822

Violent Knife Crimes in Nottinghamshire



3. Stop and Search

Figure 5: Indexed trends in police recorded knife crimes and stop and searches, 2010/11 - 2016/17



Source: Home Office police recorded crime (PRC) and police powers and procedures statistics

- 3.1 The above chart shows the national fall in the number of stop and searches overall and those where an offensive weapon was suspected compared to the increase in knife crime offences. Locally, the positive outcome rate for stop and searches conducted by the knife crime team is 47.4% due to greater emphasis placed on intelligence led stop and searches.
- 3.2 It is unclear whether the increase in knife crime is related to the fall in the number of stop and searches and whilst there is concern that the Police need to do more, it is important that any increase is intelligence led.

4. Performance Measures (2018-21)

4.1 The Commissioner has set the Chief Constable a number of performance measures to ensure that weapon enabled crime is monitored and scrutinised in relation to:

4.1.1 Number of weapon enabled crime compared to 2017-18:

- a. Gun Crime
- b. Violent knife crime
- c. Possession of offensive weapon
- d. Positive outcome rate for violent knife crime

5. Strategic Activity

5.1 The Commissioner stated in his Plan that he would ensure that a Knife Crime Strategy Manager was appointed to improve joint working and mainstream the knife crime team. In this respect, a Police Superintendent was appointed to the role on 19th February 2018 and the Knife Crime Team (the only dedicated team outside of the Metropolitan Police) continues to successfully target offenders based on good intelligence resulting in a high positive outcomes for stop and search.

5.2 The Chief Constable has appointed an Assistant Chief Constable to provide leadership and a Police led Strategy Group has been meeting for over a year.

5.3 A small Partnership Strategic Advisory Group involving the Director of Health & Community Wellbeing of Gedling Borough Council, the Head of Community Safety and Cohesion in the City and the Head of Strategy and Assurance in the Commissioner's office has been meeting with the ACC lead for the past six months to discuss and provide advice on the role of Knife Crime Strategy Manager and action to be taken to best tackle knife crime.

5.4 Since 19th February 2018, the Knife Crime Strategy Manager has been undertaking the tasks set out in his job description which includes:

5.4.1 Researching best practice and problem solving relating to weapon enabled crime and writing a detailed draft partnership weapon enabled strategy addressing the 4 Ps (pursue, protect, prevent, and prepare) together with detailed structured delivery plan using appropriate performance measures and outcomes in consultation with strategic leads.

5.4.2 Providing leadership, overseeing effective implementation of all strategic, tactical and operational activity in liaison with nominated Delivery Plan lead officers; resolving blockages through effective negotiation and partnership influence escalating issues of concern as appropriate to achieve successful outcomes.

5.4.3 Obtaining a detailed understanding of the full range of all weapon enabled activity being undertaken across Nottinghamshire and take appropriate action to ensure joined up working; to be the point of contact for providing specialist weapon enabled crime advice and guidance to Command

Officers, Commissioner, OPCC, Partners, various Community Groups, and colleagues as well as local and national media.

6. Funding

- 6.1 On 27th April 2018, three innovative youth projects were been granted funds by the Commissioner to curb knife crime and divert young people from street violence in Nottinghamshire.
- 6.2 Following on from his recent budget pledge, the Commissioner and the Chief Constable provided more than £50,000 funding for community-led work reaching those at risk of gang involvement and knife crime across the county.
- 6.3 Each project will work closely with the Knife Crime Strategy Manager to develop the work and ensure they are targeting the right age groups and geographical areas to maximise the impact of the campaign.
- 6.4 They include football-led workshops, free boxing sessions and an online support network.

“If we’re going to dismantle knife culture and lead young people away from street violence then we need the help of the people they know and trust from within their communities,”

“We recognise the immense power of our youth leaders to motivate, build self-confidence and promote self-respect among young people, particularly those who feel alienated from society. We need to harness these skills to tackle this serious issue.

“As positive role models, they can have a lasting impression on young people and transform lives and nowhere is this work more vital than in addressing knife crime.

“This funding will support their efforts and ensure young people have access to people who understand the challenges they face, have personal experience of overcoming them and can support them to make the right choices in the future.”

said Mr Tipping.

- 6.5 The successful projects are:

“Lives not Knives!” - Nottingham Forest Community Trust and the Pythian Club

- 6.5.1 This project will receive £20,132 to use the positive power of professional football and free boxing sessions to engage young people in high-quality structured activity, proving free access to established diversionary programmes which promote positive communication, respecting rules that support safe behaviour, healthy physical activity and team working.

“Don’t Hate – Be a Mate” – Switch Up CIC

6.5.2 This project will receive £15k to deliver free boxing sessions for young people at risk of knife or hate crime or extremist views. Partner agencies will be able to refer young people at risk and the boxing sessions will encourage young people to work together and develop healthy relationships based on their shared love for sports.

“Tackling Knife Crime through Safe Space” – Fearless Youth Association

6.5.3 The project will receive a grant of £15k to develop a physical and online “Safe Space” where young people can meet and discuss issues while learning skills and receiving support from appropriate professionals. The focus will be on improving relationships with intervention partners and diverting young people from crime and antisocial behaviour.

7. Knife Crime Conference and School Liaison officers
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- 7.1 On 30th April 2018, over 160 representatives from the Police and Partner organisations, led by the Commissioner, came together for a major conference on knife crime.
- 7.2 The Commissioner invited Community Safety, Criminal Justice, Local Authority and third sector Partners from across the County and beyond to take part in his Knife Crime Conference to assess current knife crime problems in the City and County and identify action in preparation for the launch of his Knife Crime Strategy later this summer.
- 7.3 The event, which was hosted at The Atrium in Carrington, Nottingham, also featured the powerful testimony of Trish Bergan whose 27-year-old son Jerome Eugene Bergan was killed following a single stab wound to the chest in Strelley, Nottinghamshire, in December 2002.
- 7.4 The conference heard the Commissioner outlining a raft of new measures to tackle knife crime across the County including the recruitment of 11 dedicated knife crime officers who will be assigned to Schools in the County at an investment of more than £500,000.
- 7.5 The new police School Liaison Officers will be tasked with re-educating pupils on the dangers of carrying knives and building stronger relationships with young people at risk of knife crime as perpetrators or victims.
- 7.6 The Commissioner, who has already committed funding to employ a Knife Crime Strategy Manager, said at the conference,

“Knife crime is one of the most serious threats facing our young people today and it’s imperative that we act now before the next generation of children grow up and duplicate the violence they see from their peers.

“We need to stop young people carrying knives and this means reaching young children at an impressionable age who’ve not yet formed opinions or ideas about who they want to be. This is why it’s so

important we develop a strong presence in our schools and steer young people in a positive direction.

“This conference brought together everybody affected by knife crime and those responding to it including the police, criminal justice partners and the third sector to decide the best way forward.”

7.7 Chief Constable Craig Guildford said:

“The fact that so many agencies came together at this conference shows just how committed and enthusiastic we are about the Lives not Knives project and how strongly we feel that working together is the key to tackling this national problem.

“Like all other forces with a core city, we have seen an increase in knife crime following changes to crime recording but it still only accounts for a tiny proportion of all the crimes we deal with. Reducing knife crime remains one of our key priorities but this issue is far more complex than police just locking up offenders which is why it requires a united front from all avenues of our community.

7.8 Nottingham City Council's Portfolio Holder for Community and Customer Services, Cllr Toby Neal also attended the conference, and said:

“Knife crime is something we all have a part to play in tackling and so it's very positive for a range of agencies to come together to discuss the best ways to do this.

“It was a productive meeting where all organisations were able to share their own ways of approaching the issue and we discussed next steps in the fight this crime which can have such a devastating effect on victims, offenders, their families and the wider community.”

7.9 Dave Wakelin, Chair of the South Notts Community Safety Partnership Operational Group, added:

“Today has been a key meeting to harness the Counties determination to reduce the harm caused by knives. Community Safety Partnerships are key to drive the activity needed around prevention in local areas, over the coming months we'll be involving a range of local partners to join us in building up and delivering a range of interventions that are prevention and enforcement focused.”

7.10 The Conference featured presentations from knife crime experts including Patrick Green, chief executive of the Ben Kinsella Trust; Rachel Tuffin OBE, director of the College of Policing; Chief Constable of Nottinghamshire Police Craig Guilford; and Det Supt Simon Firth from Nottinghamshire Police.

7.11 Following the presentations, delegates were invited to take part in a host of table-top workshop discussions discussing safeguarding and prevention.

8. Next Steps

- 8.1 Table facilitators have been tasked with preparing and feeding back to the Commissioner's office detailed notes of the discussions around 14 key themes. The Knife Crime Strategy Manager will analyse this feedback and use it to inform the Weapon Enabled Strategy and the development of a comprehensive Action Plan.

APPENDIX B

Decisions of Significant Public Interest: Forward Plan

April 2018

1.0 Business cases						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available.</i>	Contact Officer	Report of OPCC / Force
None to report with the exception of those noted under 2.0 Contracts and 3.0 Estates, ICT and Asset Strategic Planning						

2.0 Contracts (above £250k)						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available.</i>	Contact Officer	Report of OPCC / Force
2.1	TBC	New Custody Suite Consultants and Contractors	Following Business Case, award contract	£17,000,000 est.	Ronnie Adams EMSCU	Force
2.2	TBC	Hucknall EMAS Works	Building Contractors	£515,000	Ronnie Adams EMSCU	Force
2.3	TBC	ANPR	Procurement of ANPR hardware, support and maintenance	TBC >£250k	Ronnie Adams EMSCU	Force
2.4	August 2018	Command and Control System	Provision of new Command and Control System	£8m	Ronnie Adams EMSCU	Force
2.5	TBC	ESA Licences	Renewal of Microsoft licences	>£250k	Ronnie Adams EMSCU	Force
2.6	TBC	Water Services	Contract for Water Services	>£250k	Ronnie Adams EMSCU	Force



Nottinghamshire

POLICE & CRIME COMMISSIONER

2.7	March 2018	Queens Building	Award of Contractor for refurbishment	£250k	Ronnie Adams EMSCU	Force
2.8	July 2018	Driver Awareness Courses	Award of Contractor	>£250k	Ronnie Adams EMSCU	Force

3.0 Estates, ICT and Asset Strategic Planning						
3.1	April 2018	Nottingham Bridewell	Replacement of the Bridewell.	Project Team working up details and costs for final Business Case.	Insp Duncan Collins – EMCJS/ Tim Wendels, Estates and Facilities.	Force
3.2	March 2018	Hucknall Police Station	Construction of extension at Hucknall Ambulance Station, sale of Hucknall Police Station and termination of lease at Watnall Road training centre.	Business Case and cost to be finalised.	Tim Wendels, Estates and Facilities	Force
3.3	March 2018	Worksop Police Station	Lease of office accommodation at BDC Offices, Queens Buildings and sale of existing Police Station.	Business Case and cost to be finalised.	Tim Wendels, Estates and Facilities	Force
3.4	April 2018	Bunkered Fuel Sites	Decommissioning and repair of bunkered fuel sites around Nottinghamshire. Sharing of NFRS bunkered fuel sites. Please note, the improvement of bunkered fuel site at FHQ, has now been approved.	Business Case and cost to be finalised.	Tim Wendels, Estates and Facilities	Force

4.0 Workforce Plan and Recruitment Strategies
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Nottinghamshire

POLICE & CRIME COMMISSIONER

Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available.</i>	Contact Officer	Report of OPCC / Force
None to report.						

5.0 Strategic Issues including Finance						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available.</i>	Contact Officer	Report of OPCC / Force
4.1	Apr to June 2018	Fiscal year end and final accounts			Mark Kimberley, Head of Finance	Force
4.2	May 2018	Annual Governance Statement			Supt McFarlane, Corporate Development	Force
4.3	May 2018	Force Management Statement			Supt McFarlane, Corporate Development	Force

Nottinghamshire Police

Revenue Budget Monitoring as at March 2018



	2017/18 Approved Budget £'000	2017/18 Expenditure £'000	Year to Date Variance £'000
Operations			
Uniformed Operations	51,156	52,616	1,460
Contact Management	12,873	13,472	600
Citizens in Policing	309	538	229
	64,338	66,626	2,288
Intelligence & Investigations	40,565	38,212	(2,353)
Collaboration - Operational			
EMOpSS	10,300	10,721	421
EMCJS	8,765	9,183	418
Forensics	2,565	2,404	(162)
CSI	1,125	1,100	(25)
Special Branch	759	780	21
Major Crime	2,588	2,791	202
EMSOU CID	2,888	2,847	(41)
TSU	615	599	(16)
EMSOU SOCU	2,306	2,088	(218)
	31,913	32,514	601
Corporate Services			
Assets	6,060	6,339	279
Fleet	2,913	2,273	(640)
Finance	727	584	(143)
Human Resources	4,266	4,568	302
Information Services	9,759	8,646	(1,113)
Corporate Development	2,659	2,377	(281)
Corporate Communications	703	605	(98)
Command	595	847	252
PSD	1,458	1,484	26
Procurement	701	854	152
Central Codes	12,798	11,700	(1,098)
Other	1,237	452	(786)
	43,875	40,729	(3,146)
Collaboration - Corporate Services			
MFSS	2,500	2,773	273
Learning & Development	781	756	(25)
EMSCU	173	154	(19)
Force Collaboration	143	116	(27)
Collaboration Contributions	-	(43)	(43)
IS Transformation	-	25	25
Legal	549	577	28
OHU	510	480	(30)
	4,656	4,838	182
Externally Funded	-	-	-
Seconded Officers	-	-	-
Force Total	185,347	182,920	(2,428)
OPCC	4,758	4,758	-
Group Position Total	190,105	187,678	(2,428)

For Information	
Public	Public
Report to:	Police and Crime Panel
Date of Meeting:	4th June 2018
Report of:	Nottinghamshire Police and Crime Commissioner
Report Author:	Chief Constable Craig Guildford
E-mail:	claire.rukas3755@nottinghamshire.pnn.police.uk
Other Contacts:	nopcc@nottinghamshire.pnn.police.uk
Agenda Item:	9

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

Nottinghamshire Police Collaboration Update

1. Purpose of the Report

- 1.1 The purpose of this report is to provide the Police and Crime Panel with an update on collaboration relating to Nottinghamshire Police.

2. Recommendations

- 2.1 It is recommended that members of the Panel note the contents of this report.

3. Reasons for Recommendations

- 3.1 The Panel is requested to read and note this report in order to ensure that they are up-to-date in relation to the Force's and Police and Crime Commissioner's approach to collaboration.

4. Summary of Key Points

- 4.1 Nottinghamshire Police remains committed to the strategic vision and the key principles of collaboration, which are that; local policing will remain local, it will focus on operational and non-operational support, and the benefits and costs will be shared between the five Forces.
- 4.2 The Force collaborates as part of a number of five and four force collaborations, which are outlined in the table below:

Table 1 – Five and Four Force Collaborations: Nottinghamshire Police

Five Force Collaborations	Four Force Collaborations
East Midlands Special Operations Unit (EMSOU)	HR Learning and Development (EMCHRS L&D)
East Midlands Legal Services	East Midlands Criminal Justice Service (EMCJS)
HR Occupational Health (EMCHRS OH)	

- 4.3 Nottinghamshire Police is also in collaboration with Northamptonshire Police for commercial and procurement provisions.
- 4.4 The Nottinghamshire Chief Officer Team receive regular updates from each of the five and four force collaborative areas at the Force Executive Board on a quarterly basis. This includes updates on the Force's contribution in terms of resources and financial matters. Performance of the collaborations is also monitored at the Force Performance Board.
- 4.5 The East Midlands Police and Crime Commissioner (PCC) Board oversees each of the collaborations in terms of governance and individual Chief Constables are held to account by their respective PCCs via local governance arrangements for performance.

Tri Force Collaboration

- 4.6 At the Tri Force Collaboration Board on 6th March 2017, the three Forces (Nottinghamshire, Leicestershire and Northamptonshire) decided not to progress with the proposal for a joint control hub and a single Professional Standards alongside other joint business areas and systems.
- 4.7 It was also decided at meeting in March 2017 that Nottinghamshire Police would retain its own Head of HR.
- 4.8 Finally, it was agreed at the meeting that the Tri Force Collaboration Board would be disbanded with immediate effect and, therefore, all work relating to the tri-force collaboration would cease under this umbrella. Work with regards to future sharing for HR, IT and Finance would then be taken forward by the East Midlands Collaboration Board.
- 4.9 However, due to the Northamptonshire PCC seeking other options in relation to IT, plans for HR, IT and Finance to be delivered through collaboration are no longer being developed. Nottinghamshire Police is continuing to look at options to deliver these projects more efficiently and effectively, including opportunities for collaborative solutions where appropriate.

East Midlands Operational Support Services

- 4.10 EMOpSS was established in May 2015 between the four forces of East Midlands Police Services (Leicestershire, Lincolnshire, Northamptonshire, and Nottinghamshire).
- 4.11 In 2017, Chief Constable Guildford, as the responsible lead officer for EMOpSS, commissioned a post implementation review of EMOpSS.
- 4.12 Following the review, it was agreed by the four forces that Nottinghamshire would return to delivering the functions previously provided by EMOpSS to local delivery in Nottinghamshire.

- 4.13 In May of this year Nottinghamshire Police moved all operational resources involved in the East Midlands Operational Support Services (EMOpSS) back to Nottinghamshire. The Nottinghamshire Operational Support Department has been established to provide the functions previously delivered through EMOpSS for Nottinghamshire Police.
- 4.14 These functions are:
- Armed policing, including armed police training
 - Strategic roads policing and serious collision investigation
 - Specialist search
 - Operational and emergency planning
- 4.15 The force is currently working with EMOpSS Armed Police Training until 1st October 2018. During this period, Nottinghamshire Police will work with EMOpSS and the College of Policing to obtain a training licence to enable the Force to deliver armed police training in Force.

Blue Light Collaboration

- 4.16 Nottinghamshire Police and Nottinghamshire Fire and Rescue Service (NFRS) are working together under the strategic guidance of the Blue Light Strategic Collaboration Board. The Board is attended by the PCC, the Chair of the Fire Authority, the Chief Constable and the Chief Fire Officer.
- 4.17 Some examples of areas in which there has been notable progress include:
- Provision of a Police 'Front Desk' facility at Carlton Fire Station.
 - The commissioning of a joint Estates Strategy for NFRS, Nottinghamshire Police and East Midlands Ambulance Service (EMAS); examining potential rationalisation of estates across the three organisations and the sharing of surplus accommodation.
 - Provision of a Neighbourhood Policing 'drop in' at London Road Fire Station for the Meadows Neighbourhood Policing Team.
 - Development of a Rural Safety Folder to support prevention activities.
 - Co-location of NFRS Resilience and Emergency Planning Station Manager at Sherwood Lodge three days per week.
- 4.18 Work is continuing a pace in this area of business. Working collaboratively with NFRS will produce many benefits including improved efficiency and effectiveness across many areas of service delivery for both organisations.
- 4.19 Other work that is currently in development includes:
- A scoping exercise into the possibility of crews assisting the Police and Notts Search and Rescue in their searches for high risk vulnerable persons. This would help facilitate an enhanced response to missing persons utilising the capacity and specialisms of NFRS.
 - Work is being undertaken to scope the potential for NFRS to assist with entry to buildings when the police require more specialist equipment.

- Work is on-going to look at how the two agencies can further work together to respond to CBRN incidents.
- A Prevention work stream is considering how by adopting an improved Multi-agency approach progress can be made in tackling some of the big issues relating to the districts most vulnerable and at risk families and individuals.

5. Financial Implications and Budget Provision

- 5.1 Nottinghamshire Police Chief Officer Team monitor the financial implications of collaboration at their Force Executive Board on a monthly basis, through regular briefings with the Head of Finance and at the monthly Force Performance Board, chaired by the Deputy Chief Constable.
- 5.2 Collaborative budgets indicate a funding shortfall across the East Midlands collaborations for 2019/20 and 2020/21. To address this, a Regional Efficiency and Leadership Board has been established to carry out an efficiency review. The Board will be chaired by a Chief Constable and will report directly to the Joint PCC/Chief Constable Board. The timescale for reporting back to the PCCs and CCs on findings and efficiency options is September 2018.
- 5.3 Nottinghamshire Police is committed to keeping collaboration opportunities under review to collaborate where it is in the interests of the efficiency and effectiveness of the Force area. This is in line with the Police Reform and Social Responsibility 2011 Act.
- 5.4 Collaborative opportunities for Nottinghamshire will provide value for money through the optimisation of financial, human and other resources.

6. Human Resources Implications

- 6.1 The Chief Officer Team monitor the Force contribution in terms of resources to the collaborations at the Force Executive Boards on a quarterly basis.

7. Equality Implications

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

8. Risk Management

- 8.1 Any significant risks relating to the collaborations are monitored by the Chief Officer Team at the Force Executive Boards on a quarterly basis.

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

- 9.1 There are no policy implications in relation to this report.
- 9.2 Collaboration opportunities are intrinsically linked to the Commissioner's Police and Crime Plan priorities. Specifically priorities 3, 'Focus on priority crime types and those local areas that are most affected by crime and anti-social behaviour (ASB) and 7, 'Spending your money wisely'.

- 9.3 We are committed to exploring opportunities for collaboration and partnership working to improve the resilience and effectiveness of local services.

10. Changes in Legislation or other Legal Considerations

- 10.1 There are no changes in legislation or other legal considerations to take into account regarding this report.

11. Details of outcome of consultation

- 11.1 There has been no other consultation in relation to this report.

12. Appendices

- 12.1 There are no appendices attached to this report.

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

13. There are no background papers relating to this report.

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	4th June 2018
Report of:	Paddy Tipping Police Commissioner
Report Author:	Kevin Dennis
E-mail:	kevin.dennis@nottinghamshire.pnn.police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	10

POLICE AND CRIME PLAN (2018-21) – THEME 2: HELPING AND SUPPORTING VICTIMS

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to provide the Police and Crime Panel with a progress report on how the Commissioner is delivering his strategic activities in respect of Theme 2 of his new Police and Crime Plan for 2018-21.
- 1.2 The report identifies an outline of the activities that are planned for 2018-2019 or have been progressing across policing and community safety.

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 2 in its work plan for 2018-19.
- 3.2 This monitoring report provides an overview of the delivery of the activity and performance in respect of Theme 2 of the Police and Crime Plan (2018-21).

4. Summary of Key Points

- 4.1 On 7th February 2018, the Commissioner presented his new Police and Crime Plan (2018-21) for implementation commencing 1st April 2018. The new plan has four new themes:
 - T1. Protecting People from Harm
 - T2. Helping and Supporting Victims

- T3. Tackling Crime and Antisocial Behaviour
- T4. Transforming Services and Delivering Quality Policing

4.2 Panel members requested that the Commissioner provide an update on Theme 2 at its June meeting. However, it should be noted that the new Plan has only been in place for one month so Members should be mindful that progress will be limited.

4.3 **Appendix A** provides a table summarising the progress and achievements in respect of Theme 2 of the new plan. The activities have been graded in terms of completion/progress and it will be seen that 57% of activity is currently graded Green and 43% Amber. There are no Red activities.

5. Details of outcome of consultation

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

6. Appendices

6.1 **Appendix A:** Table detailing the progress and achievements of the Commissioner's toward Theme 2 of the Commissioner's Police and Crime Plan (2018-21).

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

- [Police and Crime Plan 2018-2021 \(published\)](#)

For any enquiries about this report please contact:

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APPENDIX A



POLICE AND CRIME DELIVERY PLAN (2018-21)

Working with you for a safer Nottingham and Nottinghamshire

COMMISSIONER'S STRATEGIC THEME 2 UPDATE - QRT 1 UPDATE (May 2018)

Final

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 strong likely that it won't be achieved	White (NS)	Not Started but Planned to take place during later Qrt
Number & %	8/14 (57%)	Number & %	6/14 (43%)	Number & %	0/14 (0%)		0/14 (0%)

THEME 2: HELPING AND SUPPORTING VICTIMS

No	Organisation	SPECIFIC DELIVERABLES OF COMMISSIONER, CHIEF CONSTABLE AND PARTNERS	RAG Status
1	NOPCC	Develop a dedicated website for victims on where to go to access support	A
In January the PCC published an on-line survey for victims to tell us what they wanted from a website. The findings have been collated and are being incorporated into a specification for the new website. Quotations will be sought in May 2018.			
2	FORCE	Continue to support both City and County MASH to identify top repeat victims for partnership interventions	G
Update 19.04.2018: There are now two MASH (Multi-Agency Safeguarding Hub) with Nottinghamshire. The County MASH is based at Annesley and the City MASH at Loxley House. Both have multi-agency working and information sharing well embedded.			

There is a very mature arrangement between the Police and Partners across the City and County of Nottinghamshire that is delivering increased awareness and understanding of CSE [Child Sexual Exploitation] which has culminated in a multi- agency Nottinghamshire CSE profile.

A few examples of the type of work that is happening is:

- CSE strategy meetings: these involve social care, the Police the CSE Coordinator, Health, Education and any other involved professional. Parents and young people are encouraged to attend these meetings, or at least part of them.
- The Multi-Agency Sexual Exploitation Panel (MASE) (established in the City, currently being developed in the County) is a multi-agency forum chaired by the Director of Children's Integrated Services. The MASE provides a quality assurance function for work undertaken in relation individual young people and correlates information to identify risks associated with possible perpetrators and locations of concern
 - Concerns Network Meeting: The concerns network meeting is chaired by police and the NSPCC (National Society for the Prevention of Cruelty to Children). It is a bi-monthly multi agency meeting where pieces of 'soft' intelligence are shared to gain a bigger picture of CSE across Nottingham City ultimately to disrupt CSE activity.

At a strategic level Nottingham City Safeguarding Children Board funds a CSE Coordinator Post. This post is essential in the operation of the MASE. The CSE Coordinator also manages the small team based in the City Council that lead on return interviews for young people reported as missing. Analysis of Return Interview's has allowed the Force to identify vulnerable young people who otherwise would not have been visible within the system and make connections between young people, locations and possible perpetrators. The Coordinator also leads multi-agency work in relation to children who sexually harm as we know this provides another lens through which it is possible to identify possible sexual exploitation.

Nottingham City Safeguarding Children Board has a specific sub-group that focuses on sexual exploitation. The Child Sexual Abuse Cross Authority Group (CSECAG) is a joint group with Nottinghamshire Safeguarding Children Board. The group leads on the development of multi-agency policy and practice.

3	NOPCC	Continue to improve the partnership response to support victims, preventing hate crime and raising public awareness	G
Force Update - 19.04.2018: The Force will continue to have a Hate Crime Lead who will work with Partners to deliver a response to hate crime in the City and County. Nottingham City Council continues to resource a Hate Crime Project Officer and during 2017/18 the Council has re-recruited to this post indicating an on-going commitment to invest in their hate crime resource.			
The Force is currently awaiting outcomes of the findings from the Nottingham Citizen's Hate Crime Commission research, which is expected in May 2018 and will respond in due course.			

4	NOPCC	Continue to invest in outcomes focussed domestic abuse services for victims and survivors	G
The PCC's co-commissioned domestic abuse support services continue to deliver outcomes focussed support for victims and survivors. In December 2017, to improve the response to high risk victims and survivors in the city, the PCC agreed new additional funding for MARAC (Multi-Agency Risk Assessment Conference) Independent Domestic Violence Advisors (IDVAs).			

5	NOPCC	Invest in and co-commission a new ISVA and CHISVA support service for victims and survivors of sexual abuse	G
The PCC published a tender for Independent Sexual Violence Adviser (ISVA) and CHISVA (Children & Young People's Independent Sexual Violence Advisor) children's ISVA in December 2017. Following a robust procurement process, where victims and survivors were actively involved in assessing bids, the PCC has awarded contracts to NSVSS (Nottinghamshire Sexual			

Violence Support Services) (ISVA) and Imara (CHISVA). The services are mobilising and will begin on 1 July 2018.

6	NOPCC	Work with health partners to drive forward improvements to therapeutic support for sexual violence victims and survivors	A
Following discussions between the PCC and clinical commissioning group (CCG) Chief Officers, the OPCC has been supporting a sexual violence commissioners' task and finish group, which is chaired by mid Notts CCG. The group has agreed to develop a specialist therapeutic support pathway for victims and survivors in the county.			
7	NOPCC	Work with partners to invest in new facilities for the adult Sexual Assault Referral Centre (SARC)	G
The current SARC building (Topaz Centre) is not fit for purpose. Work has begun and negotiations are in hand for a new facility to be located adjacent to the paediatric SARC at the Queen's Medical Centre (QMC) Nottingham. A joint estates board has been set up this project forward and it is expected that an outline business case be signed off over the next two months. Work is underway to involve victims and survivors in the design, look and feel for the new facility. It is the ambition for the new SARC facility to be open by 1st April 2019.			
8	NOPCC	Further embed the new Victim CARE model and expand the number of local community points to improve access to services	A
Victim CARE has significantly expanded the number of community points in 2018. At the end of March 2018 there were 14 community points in place, another 41 completing the application forms and over 100 organisations interested. Victim CARE now has work planned to bring together the community points and further develop the working relationships.			
9	NOPCC	Significantly expand the take up of victim led restorative justice	G
The take up of victim led restorative justice remains a challenge. Discussion is taking place between Victim Care and Witness Care Unit to agree seconding a victim care worker into the unit in order to assess the Court outcomes and victim details. Contact will then be made with victims to obtain written consent to be referred for a restorative justice intervention. This arrangement is expected to substantially expand restorative justice across Nottingham and Nottinghamshire once operational.			
10	NOPCC	Seek assurance that the police and criminal justice system are compliant with the 'Code of practice for victims of crime'	A
Following national changes to victims' satisfaction monitoring requirements, Nottinghamshire Police are monitoring an initial core data sample for Victims Code of Practice (VCOP) compliance. The data sample consists of domestic abuse and hate crime cases. This should allow for a sample of between 100-140 crimes per month. The main focus is around officer compliance on victim updates and recording and we anticipate results being available from July 2018.			

11	NOPCC	Explore and seek support for introducing a Court observer panel for specific crime types	A
The Commissioner has met with senior representatives from HM Courts and the CPS (Crown Prosecution Service) following the publication of the Police and Crime Commissioner for Northumbria's 'Seeing is Believing' report in the Autumn. We are awaiting national responses from both organisations to inform the best way of taking this work forward.			

12	NOPCC	Improve the criminal justice system's response to female offenders	G
The NOPCC (Nottinghamshire Office of the Police and Crime Commissioner) convened a Women Offenders Working Group in April 2018 with involvement of the Nottingham Women's Centre, Opportunity Nottingham, DLNR (Derbyshire, Leicestershire, Nottinghamshire and Rutland) Community Rehabilitation Company and Changing Lives. The group considered early findings from a partnership profile of the prevalence, needs and services available to women and girls in the Criminal Justice System in Nottinghamshire which is being used to inform the development of a local partnership action plan. Further work is underway to finalise membership, terms of reference and scope of the working group in response to the range of issues identified. Changing Lives are also commencing work to rolling out Women-Specific Cautions in Nottinghamshire following a successful bid to the PCC's Community Safety Fund. This will aim to ensure early identification and response to the bespoke needs of female offenders and effective diversion from the criminal justice system where appropriate.			

13	NOPCC	Improve the performance management and quality assurance of victim services	A
The Ministry of Justice (MoJ) finalised its victim's services outcomes framework in early 2018. Whilst performance management is in place for all commissioned services, work is now planned with providers to embed the new reporting required.			
Quality assurance: the OPCC has visited one domestic abuse support service and also conducted a quality visit to the co-commissioned DSVA (Domestic and Sexual Violence Abuse) helpline. A quality assurance visit to Nottinghamshire Victim CARE is planned in June 2018.			

14	FORCE	Mainstream fund the historic and sexual abuse enquiry team	G
Force Update 19.04.2018: Operation Equinox has been established as part of the new Force Operating Model to continue to ensure sufficient resource is allocated to the investigation and detection of historical sex offences.			

COMPLAINTS UPDATE

Purpose of the Report

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

Information and Advice

2. The Police and Crime Panel (the Panel) is required to make suitable arrangements for handling complaints against the Police and Crime Commissioner (the Commissioner). Criminal complaints must be referred to the Independent Police Complaints Commission, while local arrangements are required for dealing with other complaints. The Panel has adopted a Complaints Procedure which is attached for reference as an **Appendix** to this report.
3. In January 2018 the Independent Police Complaints Commission was replaced by the Independent Office for Police Conduct. Terminology will be updated accordingly in the Complaints Procedure.
4. Since the last report to Panel in April 2017 two complaints have been addressed to the Panel.
5. One complaint related to the investigation and handling of issues dating back to the 1990's. The complainant was advised that their complaint was outside the jurisdiction of the Panel, because it related to the merits of a decision the Commissioner made not to record a complaint about Nottinghamshire Police Force. It is not within the remit of the Panel's Complaints Procedure to consider the merits of a decision.
6. The second complaint related to issues that were previously raised by the same individual in 2015. The complainant was advised that the Panel would not be dealing with the complaint as it was identical or repetitious. Some aspects of the complaint related to conduct by Nottinghamshire Police Force staff; the complainant was advised that the Panel does not have jurisdiction to consider matters relating to operational policing or Police Force staff.
7. Government has undertaken a consultation regarding complaints about police and crime commissioners. The reason given for the consultation was that the Government identified a need to expand commissioners' roles within the police complaints system; in tandem with reform to police complaints, it was therefore proposed to make changes to the system for complaints against commissioners, creating a more transparent and easily understood system.

8. A summary of consultation responses and next steps was published in December 2017 and the findings have been summarised as follows: -
- a. Government will take forward non-statutory guidance to clarify the definition of a complaint and the parameters of informal resolution
 - b. Government will ensure that wider police approaches to dealing with unreasonable complainant conduct can be used in response to vexatious complaints made against police and crime commissioners
 - c. Government will introduce the power of investigation for police and crime panels in relation to non-serious complaints where possible
9. Panel will be kept informed about any changes to legislation and statutory guidance, and whether as a result any changes to the Panel's Complaints Procedure are required.

Other Options Considered

10. None.

Reasons for Recommendation/s

11. To ensure the Panel's Complaints Procedure is updated as required by law.

RECOMMENDATION/S

- 1. That the Police and Crime Panel note details of the complaints received in respect of the Police and Crime Commissioner since April 2017.
- 2. For a further report to be brought to Panel regarding any changes in respect of Police and Crime Panel Complaints Procedure.

Background Papers and Published Documents

[Consultation outcome – Complaints about police and crime commissioners - published](#)

For any enquiries about this report please contact:-

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NOTTINGHAMSHIRE POLICE AND CRIME PANEL COMPLAINTS PROCEDURE

BACKGROUND

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

AIMS/OBJECTIVES

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

INITIAL HANDLING OF COMPLAINTS

Meaning of 'Complaint'

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

Submitting a complaint

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

Complaints should be sent to:

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

**West Bridgford
Nottingham
NG2 7QP**

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

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

Timescales

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

Duty to preserve evidence

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

Notification and recording of complaints

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

Notification and recording of conduct matters

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

Reference to the Independent Police Complaints Commissioner (IPCC)

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

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

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

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

Withdrawn complaints

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

Conduct occurring outside England and Wales

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

Informal Resolution of Complaints

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

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

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

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

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

Requirements for informal resolution

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

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

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

The outcome of informal resolution

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

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

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

Publishing the outcome of informal resolution

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

Keeping records

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

Appeals

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

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

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

The Local Government Ombudsman
PO Box 4771
Coventry
CV4 0EH