

Police and Crime Plan 2013-2018

Vision

'The Peoples' Commissioner'

...giving victims and citizens a bigger VOICE in policing to achieve a safer Nottingham and Nottinghamshire...

To achieve outcomes of:

- Safer communities
- Improved trust and confidence in policing
- Delivering value for money policing services

To achieve objectives of:

- Reduced crime and anti-social behaviour
- Fairer treatment of victims and citizens
- Better use of resources

To be measured by demonstrating:

- Ranked in the top 10 police forces for reducing crime
- Ranked in the top 5 forces for victims satisfaction
- Efficient and effective use of budget and resources
- Increased representation of BME through recruitment

Reducing crime and anti-social behaviour by working with communities, businesses, partners, voluntary and third sector.

Pledges

- Campaign against Government funding cuts to Nottinghamshire's Police budget.
- Improve Community Policing across Nottinghamshire by taking on 150 extra Police Officers and 100 Police Community Support Officer's.
- Work in partnership to reduce anti-social behavior by 50%.
- Give extra priority and resources to domestic violence and crimes against girls and women.
- Ensure that the victims of crime are treated as people, not cases, and will properly fund Victim Support.
- Be fair, honest and will protect tax-payers money.

Community Engagement and Consultation

We Value

Victims – by listening and taking action to protect and safeguard vulnerable people

Openness – by putting victims and the public at the heart of open and transparent decision making

Inclusiveness – by working effectively working with communities and businesses to tackle crime and anti-social behaviour

Communities – by ensuring fairness, respect and accountability to victims and communities

Empowering – by engaging with victims and communities to help shape policing services and build stronger partnerships

Strategic Themes and Key activities for the Delivery Plan

Protect, support and respond to victims, witnesses and vulnerable people	Improve the efficiency, accessibility and effectiveness of the criminal justice process	Focus on those local areas that are most affected by crime and anti-social behaviour	Reduce the impact of drugs and alcohol on levels of crime and anti-social behaviour	Reduce the threat from organised crime	Prevention, early intervention and reduction in re-offending	Spending your money wisely
<div>C Develop a Victims Strategy' and Commissioning Framework based upon evidence of need.</div> <div>C Work with 'Victim Support' to secure funding for Anti-Social Behaviour Case Workers.</div> <div>C Improve support to young victims of crime.</div> <div>C Through better understanding, protect and reduce violence to young women and girls in gangs.</div> <div>C Protect, support and respond to repeat victims of domestic abuse, especially high and medium risk.</div> <div>C Protect and support victims of sexual violence.</div> <div>C Improve BME experience of policing through better engagement and being more responsive to needs.</div> <div>F Working in partnership with other organisations to focus on hate crime.</div> <div>F Ensure Stop and Search transparency and proportionality.</div> <div>F Ensure the police workforce continues to respect and represents the communities it serves.</div> <div>P Promote and develop opportunities for local communities, individuals and businesses to work together to reduce crime.</div> <div>P Improve witnesses and victims experience and participation levels in the Criminal Justice system by removing barriers.</div>	<div>C The Commissioner will work with Criminal Justice Partners to agree ways in which the Criminal Justice System can be more accessible to all communities.</div> <div>C Monitor the effectiveness of the Youth Justice and Criminal Justice System, including timeliness and compliance with national standards on sentencing decisions.</div> <div>F Improve the timeliness and quality of case files.</div> <div>F Digitalise the way case files are produced and transferred.</div> <div>P Improve the effectiveness and support of victims and witnesses going through the Criminal Justice System.</div> <div>P Ensure that all agencies deal fairly with offenders from all backgrounds.</div> <div>P Promote and align community payback with local neighbourhood priorities to improve the local environment.</div> <div>P Develop opportunities to involve victims of anti-social behaviour and crime in neighbourhood justice.</div> <div>P Providing public information on the sentencing and names of offenders.</div>	<div>C Combat crime and create safe public open spaces, such as the Forest Recreation in the City.</div> <div>C Explore the benefits and evidence for creating safer school routes.</div> <div>C Improve public transport safety and introduce with partners a safer Cab Scheme.</div> <div>C Continue to support partnership working on high impact neighbourhoods across the City and partnership priority areas across the County.</div> <div>C Work with partners to protect local natural environments from issues of trespass and damage and reduce rural crime of theft and improve cross border working.</div> <div>F Zero tolerance to violence.</div> <div>F Work with partners to achieve a safe and secure night time economy for the City and other towns.</div> <div>F Work with social landlords, private landlords and other partners in combating anti-social behaviour.</div> <div>F Reduce crime by designing out opportunities in residential, business and commercial developments.</div> <div>F Improve the continuity of police officers to achieve sustainable workforce planning for neighbourhood policing and other specialist policing services.</div>	<div>C Better alignment of partnership budgets to reduce alcohol and drug misuse.</div> <div>C Work to ensure that alcohol is a strategic and resource priority for all partners.</div> <div>C Work with local authorities to create safer night time economy.</div> <div>F Continue to provide drug testing, assessment and wrap around support for drug misusing offenders.</div> <div>P Improve drug and alcohol treatment and assessment in custody, prisons and the community.</div> <div>P Increase the use of Civil and Criminal Enforcement remedies to manage the impact of excessive drinking.</div> <div>P Develop interventions to prevent and tackle 'illegal highs' to address the impact on violent crime.</div> <div>P Ensure the robust enforcement of licensing conditions of pubs and clubs causing the most concerns.</div> <div>P Consider and explore the benefits of family drug and alcohol courts.</div>	<div>C Work in partnership to manage the national threat assessment and meet the Strategic Policing Requirement (cyber crime, terrorism, public order, and civil emergencies).</div> <div>C Encourage greater regional collaboration between Forces for crime , criminal justice and operational support.</div> <div>C Support the Ending Gang Partnership programme and enhance community involvement.</div> <div>C Promote activities to build active communities to improve relationships and community cohesion.</div> <div>F Co-operate and share information across force boundaries to manage risks and threats.</div> <div>F Pursue criminals through the courts to confiscate and seize assets to ensure no one profits from crime.</div> <div>F Ensure neighbourhoods are free from organised crime.</div> <div>F Proactively investigate and manage individuals involved in the sexual exploitation of women and children.</div> <div>F Deter and prevent the use of the roads by criminals through ANPR and reduce the number of people who are seriously injured or killed on the roads.</div>	<div>C Work in partnership to address the mental health needs of offenders and the impact of substance misuse and alcohol.</div> <div>C Provide positive activities for young people at most risk of getting involved in offending and anti-social behaviour.</div> <div>F Reduce re-offending and deter the number of persistent and problematic offenders through robust offender management (statutory and non-statutory), in addition to proactively managing dangerous offenders, perpetrators of domestic abuse and individuals involved in shoplifting.</div> <div>P Actively manage through MAPPA dangerous sex and violent offenders to reduce the threat to communities.</div> <div>P Expand the use of restorative justice by partners and roll out the new conditional Youth Caution Scheme.</div> <div>P Intervene early and provide support to complex and priority troubled families.</div> <div>P Save resources through co-location and shared services such as; AURORA, Targeted Youth Support, MASH, Local anti-social behaviour and Offender Management Teams.</div>	<div>C Create a partnership fund and provide resources to local communities to help resolve local problems and concerns.</div> <div>C Build resource allocation for policing from zero based budgets to improve value for money.</div> <div>C Achieve greater financial savings from existing regional collaboration.</div> <div>C Review the policing estate and custody arrangements in Worksop and the north of the county.</div> <div>C Build sustainability into policing and reduce the carbon footprint and improve energy management.</div> <div>C Recruit more volunteers, including cadets, Parish Constables, Specials, Neighbourhood Watch and 'Mystery Shoppers' to support the work of the Commissioner.</div> <div>F Invest in police leadership and the development of sergeants and inspectors.</div> <div>F Improve the recruitment, retention and progression of for BME and other officers and staff to reflect the local community.</div> <div>F Improve attendance by reducing sickness and stress related absence of police officers and police staff.</div> <div>F Redesign the Police workforce and expand the use of civilian investigators.</div>

Balanced Scorecard / MTFP (Savings Programme)

<ul style="list-style-type: none">• Satisfaction of victims with the service they have received.• Percentage of people who agree that the Police and Council are dealing with local anti-social behaviour and other crime issues.• Reduce the number of repeat victims of domestic violence, anti-social behaviour and hate crime.	<ul style="list-style-type: none">• Improve file quality and timeliness.• Improve the effectiveness of trials.	<ul style="list-style-type: none">• Reduction in All Crime across the Force.• A 50 per cent reduction in anti-social behaviour incidents across the Force.• Increase in positive outcomes of recorded offences.	<ul style="list-style-type: none">• Reduction in theft and violence where substance misuse is a contributing factor.• Successful treatment outcomes for IOM (Integrated Offender Management) offenders.	<ul style="list-style-type: none">• Reduction of Killed or Seriously Injured (KSIs) on Nottinghamshire's roads.• Increase in the number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders.• Reduce the Force threat, harm and risk assessment.	<ul style="list-style-type: none">• A continued reduction in First Time Entrants (FTEs) into the Youth Justice System.• Reduce the number of prolific offenders from re-offending.	<ul style="list-style-type: none">• Confirmed efficiencies.• Overall spend v budget.• Sickness data for all staff.• BME recruitment, retention and progression for BME officers and staff to reflect the local community.
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Key for activities: C for the Commissioner, F for the Force, P for Partners

Delivering good governance

Principle 1:
Focusing on the purpose of the PCC and the Force, and on outcomes for the community, and creating and implementing a vision for the local area

Principle 2:
Leaders, officers and partners working together to achieve a common purpose with clearly defined functions and roles.

Principle 3:
Promoting values for the PCC and demonstrating the values of good governance through upholding high standards of conduct and behaviour

Principle 4:
Taking informed and transparent decisions which are subject to effective scrutiny and managing risk.

Principle 5:
Developing the capacity and capability of the PCC, officers of the PCC and the Force to be effective.

Principle 6:
Engaging with local people and other stakeholders to ensure robust public accountability.