

## **MINUTES OF THE MEETING HELD ON MONDAY 5<sup>th</sup> SEPTEMBER 2016 AT 2.00 PM AT COUNTY HALL**

### **MEMBERS PRESENT**

(A denotes absent)

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

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

### **OFFICERS PRESENT**

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

### **OTHERS PRESENT**

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

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

## **1. MINUTES OF LAST MEETING**

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

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

## **2. APOLOGIES FOR ABSENCE**

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

## **3. MEMBERSHIP**

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

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

## **4. DECLARATIONS OF INTEREST**

No declarations of interest were made.

## **5. WORK PROGRAMME**

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

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

### **RESOLVED 2016/020**

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

## **6. POLICE AND CRIME COMMISSIONER’S UPDATE**

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

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

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

During discussions the Panel raised the following points:

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

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

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

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

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

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

**RESOLVED 2016/021**

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

**7. POLICE AND CRIME PLAN ANNUAL REPORT 2015-16**

The Commissioner introduced the report.

During discussions the Panel raised the following points:

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

**RESOLVED 2016/022**

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

**8. REFRESHED POLICE AND CRIME DELIVERY PLAN 2016-2018**

The Commissioner introduced the report.

**RESOLVED 2016/023**

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

The meeting closed at 3.40pm

CHAIRMAN