

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

Monday, 27 March 2023 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 | Minutes of the meeting 7 February 2023 | 3 - 24 |
| 2 | Apologies for Absence | |
| 3 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
| 4 | Work Programme | 25 - 28 |
| 5 | Police and Crime Commissioners Update Report | 29 - 60 |
| 6 | Police and Crime Plan Performance Update to December 2022 | 61 - 82 |
| 7 | Crime Data and Integrity Report | 83 - 86 |

Notes

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

Members or Officers requiring clarification on whether to make a declaration of interest are invited to contact Keith Ford (Tel. 0115 977 2590) or a colleague in Democratic Services at Nottinghamshire County Council prior to the meeting.

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

Customer Services Centre 0300 500 80 80

- (d) Membership: -

Christine Goldstraw OBE – Independent Co-optee– Chair
Councillor David Ellis – Gedling Borough Council – Vice-Chair

Executive Mayor Andy Abrahams – Mansfield District Council
Councillor Scott Carlton – Nottinghamshire County Council
Lesley Dalby – Independent Co-optee
Councillor Kevin Greaves – Bassetlaw District Council
Suma Harding – Independent Co-optee
Councillor Rob Inglis – Rushcliffe Borough Council
Councillor Mike Introna – Nottinghamshire County Council
Councillor Neghat Khan – Nottingham City Council
Councillor John Lee – Newark & Sherwood District Council
Councillor Richard MacRae – Broxtowe Borough Council
Councillor Helen-Ann Smith – Ashfield District Council
Bob Vaughan-Newton – Independent Co-optee
Councillor Linda Woodings – Nottingham City Council

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

MINUTES OF THE MEETING HELD ON TUESDAY 7 FEBRUARY 2023 AT 10.30AM AT COUNTY HALL

MEMBERS PRESENT

Christine Goldstraw OBE – Independent Member (Chair)
 Councillor David Ellis – Gedling Borough Council (Vice Chair)

Executive Mayor Andy Abrahams – Mansfield District Council – **Apologies**
 Councillor Scott Carlton – Nottinghamshire County Council
 Lesley Dalby – Independent Member – **Apologies**
 Councillor Michael Edwards – Nottingham City Council (substitute for Councillor
 Linda Woodings)
 Councillor Kevin Greaves – Bassetlaw District Council - **Absent**
 Suma Harding – Independent Member – **Apologies**
 Councillor Rob Inglis – Rushcliffe Borough Council
 Councillor Mike Introna – Nottinghamshire County Council
 Councillor Neghat Khan – Nottingham City Council
 Councillor John Lee – Newark and Sherwood District Council
 Councillor Richard MacRae – Broxtowe Borough Council
 Councillor Stuart Richardson – Mansfield District Council (substitute for Mayor Andy
 Abrahams)
 Councillor Helen-Ann Smith – Ashfield District Council
 Bob Vaughan-Newton – Independent Member
 Councillor Linda Woodings – Nottingham City Council – **Apologies**

OFFICERS PRESENT

Keith Palframan – Financial Services Team } Nottinghamshire County Council
 Manager } (Host Authority)
 Jo Toomey - Advanced Democratic Services }
 Officer
 Laura Webb – Assistant Democratic Services
 Officer

OTHERS PRESENT

Caroline Henry - Police and Crime Commissioner (PCC)
 Sharon Caddell – Chief Executive of the Office of the PCC (OPCC)
 Gillian Holder – Chief Financial Officer (OPCC)
 Dan Howitt – Head of Strategy and Performance (OPCC)
 Chief Constable Kate Meynell (Nottinghamshire Police)
 Deputy Chief Constable Steve Cooper (Nottinghamshire Police)
 Mark Kimberley - Chief Financial Officer (Nottinghamshire Police)

1. MINUTES OF THE LAST MEETING HELD ON 21 NOVEMBER 2022

The minutes of the meeting held on 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

- Suma Harding (Independent Member)
- Lesley Dalby (Independent Member)

Councillor Stuart Richardson replaced Mayor Andy Abrahams for this meeting only.

Councillor Michael Edwards replaced Councillor Linda Woodings for this meeting only

3. DECLARATIONS OF INTEREST

Councillor Richard MacRae declared a non-pecuniary interest because he was an ambassador for the Violence Reduction Partnership.

4. WORK PROGRAMME

Ms Toomey presented the work programme to the Panel. Ms Toomey highlighted the proposed dates for the Police and Crime Panel meetings for the 2023/24 municipal year.

RESOLVED 2023/001

1. That the work programme be noted.
2. That the following dates be agreed for the Panel's meetings in the 2023/24 municipal year:

Monday 5 June 2023 – AGM (already agreed)	2pm
Monday 25 September 2023	2pm
Monday 20 November 2023	2pm
Wednesday 24 January 2024 – Budget Workshop	10.30am
Tuesday 30 January 2024 – Budget Workshop	10.30am
Monday 5 February 2024 – Budget meeting	2pm
Monday 18 March 2024	2pm
Monday 17 June 2024 – AGM	2pm

5. POLICE AND CRIME COMMISSIONER'S PRECEPT & BUDGET 2023-24

Before the Police and Crime Commissioner presented her precept and budget proposal for 2023-24, the Chairman thanked the Commissioner and her team for taking the time to present to the Panel at the recent budget workshop and for also answering the questions which were sent to them in advance of the meeting. The

questions and answers are appended to these minutes. The Chairman also thanked officers from the County Council for their contributions.

The Commissioner presented her precept and budget proposal for 2023/24. In doing so she highlighted that the Police were facing the same financial pressures as residents and other public sectors. The Commissioner proposed an increase in the Police Precept of £14.94 for Band D properties for 2023/24 and highlighted her duty to ensure an efficient and effective police force for Nottinghamshire. It was noted that increases in cost were set against increases in demand.

The Commissioner concluded that the consultation undertaken by the Office of the Police and Crime Commissioner showed that residents of Nottinghamshire valued the role of the police and were sympathetic to the financial challenges it was facing.

The Chief Financial Officer for the Office of the Police and Crime Commissioner delivered a presentation to the Panel which outlined the gross budget requirement for 2023/24 for both the Office of the Police and Crime Commissioner and the Chief Constable. The total net budget position of £261.7m took account of core grants and commissioning, efficiencies and savings, and specific income. The total net budget requirement for the OPCC was £6.9m. The net total budget for the Chief Constable was £251.8m. The net budget requirement also took account of direct revenue funding to the capital programme and savings achieved through the ceasing of the multi-force shared service for finance. Budgeted expenditure was shown against anticipated income.

The Chief Financial Officer explained that to fund the expenditure, the income required would be composed of:

- £154m core police grant announced by the government in December 2022
- Legacy council tax and pension grant settlement which had been in place for a number of years
- Ringfenced funding of £4.9m to support the police uplift programme
- A £0.3m surplus on collection funds
- £89.4m police precept
- £1.5m from reserves which was being brought forward to balance the budget

Members noted that £19m of budget pressures had been identified during the budget review, which related to staff costs, price increases and inflation. The Panel was informed that £4.7m of savings and efficiencies had been identified.

The Panel was reminded that the Commissioner had a statutory duty to obtain views on the precept proposal; in total approximately 4,500 residents participated in consultation. Consultation was conducted throughout 2022/23 as part of the Police and Crime survey, reaching a robust and representative sample across Nottinghamshire, a series of focus groups and an online poll. The OPCC Head of Strategy and Performance stated that on balance, across each consultation method, most people had supported an increase. He also highlighted the reasons people gave when supporting or not supporting an increase. A suggestion was raised that it would be possible to reach a broader range of people through going to district, borough and parish councils.

The Panel was informed that Nottinghamshire Police was currently funded as a medium size police force but lobbying was taking place to persuade the government that it should be funded more fairly.

Following the presentation, the OPCC agreed to supply detailed statistics from the surveys conducted broken down by the different districts in Nottinghamshire.

The Panel questioned the level of pressure placed on ministers for an increase in grants to reduce the pressure on residents to pay the increased precept. The Commissioner stated that she was currently working cross-party with Nottinghamshire's MPs and lobbying ministers for changes to the funding formula. She recognised that the policing area included a major city and highlighted that there were areas with high levels of deprivation.

The Panel asked questions about whether the new staffing structure for the Office of the Police and Crime Commissioner was delivering the expected efficiencies. The Commissioner stated that the quality of bids written by the new team was exceptional and gave an example of how it helped secure over £1m of funding to help children who had suffered from domestic abuse. The Commissioner also referred to the impact the new community engagement team was having.

Concerns were raised that the composition of the focus groups was not representative of the ethnic diversity, particularly of the city, which was stated as being 42.7% ethnically diverse. Members were advised that it would be difficult to ensure that the sample size for the focus group would be truly representative. It was noted that representation was achieved through feedback from over 1000 city residents who participated in the Police and Crime Survey

The Panel asked about the resource allocation of the police as some members felt that those who lived in rural areas were more likely to pay more but would see less police presence in their neighbourhood. The Chief Constable explained that the allocation of police officers was based on an assessment of risk of different types of crimes being committed in that area. The Chief Constable noted that the visibility of the police was important and that in addition to specialist resources to target specific types of crime, Nottinghamshire Police had force-wide resources which could be allocated across all areas of Nottinghamshire.

The Chief Financial Officer for the Force clarified the way in which full time equivalent police officers, which were published in the budget report, were estimated. The current uplift figure equated to a full time equivalent of 2,337 and would be maintained with monthly monitoring to ensure that this figure met by 31 March 2024. The impact of recruiting in cohorts on estimated figures was noted. The Commissioner clarified that it was unclear whether bonus payments for exceeding Uplift targets would be available in future years.

Questions were raised about the neighbourhood impact of Operation Reacher and the issues it was being used to address, with Panel members from different areas sharing their reflections. It was agreed that a report which reviewed the impact of Operation Reacher and neighbourhood policing could be provided at a future meeting of the Panel.

Members sought to clarify whether there were any grants that the Commissioner would be prevented from applying for if the precept was not increased by the maximum allowed. The Commissioner confirmed that there was not however it would affect her ability to lobby for additional funding. She added that she would continue to apply and bid for a range of grants and that there would be continued investment in the prevention of crime and lobbying for fairer funding.

The Commissioner highlighted that without increasing the precept to the £15 threshold set by the government, even with significant efficiency savings, reductions to front line support services would be required to achieve a balanced budget.

The Commissioner was confident that the efficiencies target of £4.7m would be met and highlighted that the target set for the 2022/23 financial year had been exceeded. The Chief Financial Officer for the Office of the Police and Crime Commissioner had also been tasked to present a long-term efficiencies strategy.

A statement was read by one member authority which did not support the 5.9% precept increase citing increased funding available for the police from central government, the cost of living and funding that could be brought forward from reserves.

In response to a question, the Commissioner stated that further investment in preventative work would ensure the force was able to provide continued support to those who were vulnerable and struggling financially during the cost-of-living crisis.

A vote was taken on whether the Panel supported the proposed precept increase. Ten members voted in support of the proposed increase whilst two members voted against it. Those members who supported the increase recognised the increased pressures that were faced by Nottinghamshire Police.

RESOLVED 2023/002

1. That the increase in Band D council tax of £14.94 to £269.19 be approved.
2. The panel be provided with an update report which would review the impact of Operation Reacher
3. The Panel be supplied with detailed statistics from the surveys conducted with a breakdown of opinions from residents from the different districts in Nottinghamshire

6. POLICE AND CRIME COMMISSIONERS UPDATE REPORT

The Police and Crime Commissioner summarised her update report which covered her activities since September 2022 and highlighted the following:

- Making media appearances to engage with the public
- Partnership activity to promote Nottingham as a safe space
- Work around steering young people away from harm
- The Violence Reduction Unit had been renamed the Violence Reduction Partnership, with a recent event bringing together 100+ partners

- A provider had been appointed to deliver accredited youth work training to the voluntary and community sector
- The Divert Plus custody intervention had gone live
- Nottinghamshire had been awarded just over £1m from the Home Office Children Affected by Domestic Abuse Fund.
- A further £1.7m had been secured from the Ministry of Justice to support sexual and domestic violence support services
- To tackle the impact of misogynistic influencers there was a push on activities around consent and school visits exploring toxic relationships
- Preparations that were underway for the implementation of the new out of court disposals framework
- The Commissioner recently undertook the regional portfolio for Serious and Organised Crime
- Reviewing and reforming the way in which the victim care service worked so that all victims were automatically referred into Notts Victim CARE unless they requested otherwise.

Members of the Panel asked questions about the divert plus custody intervention programme and were informed that there were links between those who were referred to the programme and those not in education, employment, or training. Members also noted the overlap with speech and language needs not being identified at an early stage. The Commissioner added that there was a pilot programme at the Stone Soup Academy in Nottingham which would see the employment of a parent engagement officer who would act as a liaison between the school, pupils and the parents and would assist in helping to keep children in education.

Panel members raised concerns about the increase in First Time Entrants (FTE) into the Youth Justice System seen in both the City and County over recent months. The Chief Executive assured the Panel that this was being further explored in the context of out of court disposals and other outcomes that would prevent criminalisation. She added that there was work to be done by partners around early intervention and getting people the right support at an early stage.

It was suggested that Nottinghamshire Police could collaborate with positive male role models to mitigate against rising popularity of misogynistic social influencers who were widely acknowledged to have stimulated damaging discourse and attitudes amongst younger people. It was noted that the Commissioner was working with the youth commission, an independent advisory group of young people to gauge their views on the increase of misogyny. It was suggested that misogyny should be treated as a hate crime and that lobbying should continue for social media websites to amend the content that was allowed to be published.

The Chief Executive Officer provided the Panel with an update on the progression of a tender exercise which would see the implementation of a detached youth worker model which would be deployed in hot spot areas in Nottingham. It was anticipated that there would be three providers ready to commission from week commencing 24th March and a framework would be developed as quickly as possible to assist children and young people who were at risk of being impacted by serious violence and or exploitation.

The Commissioner stated that applications were open to apply for the rural crime grants and that applications would soon be open for community chest and innovation grants which had been built into the proposed budget for 2023//24.

RESOLVED 2023/003

The Police and Crime Commissioner's Update Report be noted.

7. PUBLIC TRUST AND CONFIDENCE IN THE POLICE

The Head of Strategy and Performance delivered a presentation to the Panel which detailed an overview of trends in public confidence in the police and the activity underway to address the decline in public confidence both locally and nationally during 2022.

Key points raised during the presentation included:

- Public confidence measured by the police and crime survey remained stable until March 2020 when it increased however, since June 2021 public trust and confidence in the police fell.
- There was a 4.5% reduction in trust and confidence in the police compared to pre-covid statistics from those women and girls who were consulted. This was attributed to national news stories including the murder of Sarah Everard. Consequently, women were feeling less safe at night and believed that the police were not treating them with integrity and respect.
- South Nottinghamshire saw a 6.7% decrease in confidence and trust in the police and those consulted stated that this was due to the police not dealing with issues that were important to them and lack of visibility
- Those consulted in Mansfield and Ashfield saw a marked increase in trust and confidence in the police due to improvements around visibility, communications, Operation Reacher and the Police and Crime Commissioner's safer streets funding.

Following the presentation, members of the Panel were informed that police officers were working hard to keep residents safe despite the way the police were depicted in the media. Panel members spoken in support of the impact of the neighbourhood policing model and the opportunities it presented for improved visibility and engaging with hard-to-reach communities. They saw this as a key tool to help build confidence between the police and communities. Some members gave specific local examples of good practice and individuals who had made positive impacts to specific areas.

Concerns were also raised about the increase of assaults on police officers and whether this was any link between this and the lack of trust and respect.

The Panel commented that sometimes, despite residents making complaints about crime in their area, it took the police too long to respond which often resulted in more serious crime taking place and that this could be a reason public confidence in the police had decreased.

RESOLVED 2023/004

That the report be noted.

8. VETTING, MISCONDUCT AND MISOGYNY INSPECTION 2022

Members' attention was drawn to the inspection of vetting procedures by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services which assessed Nottinghamshire as 'good'. The Panel was advised that the Force had an action plan that was updated regularly so that the Commissioner could understand progress against required actions.

Reference was made to requirements for every police force to check all officers and staff against the national police database. This followed high profile national cases where serving police officers had been prosecuted for criminal behaviour. The Panel was pleased to hear that all data was gathered and was ready to be checked when instructed.

It was clarified that vetting of existing police officers had been paused to prioritise vetting of new recruits entering as part of the uplift programme. Despite priority being given to new recruits, Members were reassured that re-vetting for existing police officers and staff had continued around uplift work.

One member referred to a statement that had been made by the Commissioner of the Metropolitan Police which raised concerns around the power to dismiss police officers. Reassurance was sought that the Chief Constable felt she had sufficient power to dismiss police officers and staff when necessary. Members noted that these procedures were being reviewed by the Home Office. However, the Commissioner was satisfied that Nottinghamshire Police made use of both powers, including a fast-track option, when required.

RESOLVED 2023/005

That the report be noted.

The meeting was closed at 1.03pm.

Budget Questions

General

1. You are proposing an increase of £14.94 for a Band D property. Do you have any indication what other Commissioners have proposed and how your proposed increase compares?

As I understand it most PCCs are in the position of increasing their council tax by the full amount, the Minister confirmed that the increase from £10 to £15 was in recognition of the financial pressures police forces are facing. The proposals of the surrounding counties are in the table below.

PCC	Increase £	Increase %	Band D £
Lincolnshire	14.94	5.4	291.24
Derbyshire	15.00	6.0	266.60
Leicestershire	15.00	5.8	273.23
Northants	15.00	5.4	293.04
Humberside	14.99	5.9	268.19
Sth Yorks	15.00	6.7	238.04
Notts	14.94	5.9	269.19

2. Across all areas in Nottinghamshire, the main reason given by those who did not support an increase in the precept was the cost of living. How have you taken account of the impact the proposed increase will have on Council Taxpayers?

The cost per week was reviewed and for most households in Nottinghamshire the rise is 29p per week or less. I understand that some did not support the increase and cited the cost of living as a reason, which in the current climate was to be expected, however the majority did support the increase. I am conscious of the service impact on taxpayers of Nottinghamshire if the increase is not maximised, not only in 2023/24 but in future years where budget gaps are emerging.

3. You were notified in December 2022 about being able to increase the precept by £15 rather than £10 which was late in the budgeting process; what difference has that made to deliverables within the budget? Please explain what you plan to do with an almost 50% uplift in precept at a local level.

The additional amount generated by the increase of £5 (at the 23/24 taxbase level) is £1.6m. The current budget proposal includes £1.5m use of reserves. £0.5m of this is specifically included to balance the budget, having already factored in £4.7m of efficiencies and savings and a £14.94 increase in council

tax. Therefore, if the council tax was reduced to £10 it would increase the budget gap by £1.6m meaning a further use of reserves would be needed next year, whilst the underlying budget gap is addressed, and the budget gaps in future years would be significantly increased, with a higher likelihood of reductions in front line policing operations – most likely resulting in a reduction of PCs and PCSOs during the medium term planning period.

4. What consideration was given to an increase between £10 and £15?

I considered the level of precept increase based on the budget and MTFP information presented and the outcome of the consultations. It was clear that any amount less than maximising the precept would cause shortfalls next year and in future years, which would impact on service delivery for years to come. I am maintaining pressure on government to complete the formula funding review for policing and feel that my case is weakened if I don't maximise funding opportunities before asking for more from the core grant. Equally I am focused on delivering efficiencies, with £4.7m included this year. Without this continued focus the maintenance of current service levels could be compromised.

5. During last year's budget process, feedback from Focus Groups was that they wanted more transparency. How was this implemented within this year's budget-setting process and given that you received similar feedback this year what more can you do?

Providing the optimum level of information to participants as part of the budget consultation exercise remains an ongoing challenge. Whereas some respondents call for extensive technical detail, others are deterred from engaging in the consultation should the supporting information appear overly complex. We try to strike the right balance and have made a concerted effort to make more information available to participants in 2022/23 in response to the feedback received in previous years. This has included more detailed contextual information provided within focus group presentations and more detail relating to how the precept would be used in the police and crime survey. Consequently, we have seen a 2% point reduction in the proportion of respondents stating that they 'did not know or needed more information' in 2022 (down from 25% to 23%). Whilst this represents some progress, we recognise that there is more to be done.

Feedback from our focus groups indicates that residents would like to see more detail throughout the year on how police funding is being used and what efficiencies are being made. The Commissioner's Accountability Board is bringing a greater degree of openness, transparency and scrutiny to these matters than has ever been seen in Nottinghamshire previously. The Financial Strategy this year also has far more evidence of future efficiencies that are planned by the Chief Constable. Work will continue throughout 2023 to

proactively publicise this information and seek the views of local residents on this matter.

6. Noting you have provided some information around the composition of the focus groups, please can you provide information about the representativeness of the people who participated in consultation to provide reassurance that the sample was representative beyond age, race and gender?

The focus groups aimed to ensure broad representation on the basis of age, ethnicity, gender and locality. No further stratification of the sample was undertaken, however participants were randomly drawn from respective areas as part of a randomised telephone-based recruitment method. It should be noted that the focus groups were designed to obtain a deep and rich understanding or resident views and as such, the small sample sizes concerned affect our ability to determine a statistically robust and representative sample.

The Police and Crime Survey by contrast achieved a truly robust and representative sample of views from across the police force area with respondents being representative of the local population at local authority area by age, gender, employment status, ethnicity and deprivation. This is achieved via sampling points set in each of the 189 wards of the local authorities, reaching every lower super output area (approximately 200 households) within the police force area. Further details of the sample frame can be shared with panel members on request if required.

7. What weight can be given to the feedback collected through the Police and Crime Survey given that the indicative figure is below the proposed level and the survey was carried out on a rolling basis in 2022 during which time the economic context has changed?

Whilst we recognise that it was not possible to take account of the additional flexibility afforded by the government in December 2022 as part of the police and crime survey, our consultation clearly demonstrates indicative support for an increase in the precept in 2023. This has been triangulated with findings from our focus groups and online polls – both of which consulted on a £15 proposed increase in precept and elicited a similar level of support.

There are considerable benefits to collating views on the budget and precept throughout the year. For example, this method helps to avoid significant skews in the data which can occur at different times of the year or as a result of extraordinary events; it helps us to monitor emerging trends more effectively and it helps us to achieve a larger and more geographically representative sample of respondents within the budget available. We appreciate, however, that the economic climate at the beginning of the year was very different to that seen at the end of the year. Panel members should be assured, however, that levels

of support for an increase in the precept remained broadly stable throughout 2022. Of the 1,068 residents surveyed between 29 October and 13 December 2022, 47% supported an increase in the precept compared to 29% that did not.

	Jan-Mar 2022	Apr-Jun 2022	Jul-Sep 2022	Oct-Dec 2022
Yes	47.0%	44.9%	45.6%	47.4%
No	30.2%	31.3%	32.0%	29.4%
Don't know	22.9%	23.8%	22.4%	23.2%
	100.0%	100.0%	100.0%	100.0%

8. How did you advertise the online survey to optimise the number of respondents and what alternatives were in place for people who were unable to complete the survey online? What monitoring data do you hold that shows the representativeness of the people who completed the online poll?

The online survey was hosted on the OPCC website and shared extensively on our social media channels (Facebook, Instagram, Twitter, LinkedIn). The survey also featured in Commissioner Henry's monthly PCC newsletter, 'Connect'. The OPCC has used available networks such as the City Council, County Council and each borough and district council communications team to ask that the consultation is shared – or for social media posts to be created by partner agencies themselves to promote it the consultation.

We shared three different posts on social media, a launch of consultation, a reminder and a last chance to have you say. The Commissioner's first two posts relating to the consultation achieved 4,044 impressions on social media with 255 engagements.

Due to the open access method employed, the online poll is unable to provide a truly representative sample of the resident population. Of the responses received as at 2 February 2023, however, the distribution was as follows: Nottingham (11.5%), Mansfield and Ashfield (28.3%), Bassetlaw, Newark and Sherwood (15.9%), South Nottinghamshire (57.5%). Male (57%), female (38%). 16-24 (8.6%) 25 to 44 (36.7%), 45 to 64 (44.5%), Over 65 (10.2%). Non-White British (17.2%).

The door step 'knock and drop' method via the police and crime survey provides a non-digital means by which we are able to obtain the views of a robust and representative sample of the general population.

Workforce

9. Now that all posts within the new structure have been filled, is the new structure delivering the efficiencies you had projected?

Yes, we believe it is. However, it is hard to quantify these at the present time, until we have had at least a full year of the new structure posts being filled.

There were some delays in filling all posts, due to a variety of reasons such as re-advertising and vetting. While all posts are now filled, many of the staff remain on a steep learning curve and as such it would be fair to say they are not quite where we need them to be to see the maximum efficiencies.

In the interim, huge improvements are being made already including:

- Building an inhouse comms function (thereby saving on contracted out services) to increase our ability to let people know about the activities of the Office and any key opportunities*
- Increased capacity to ensure partnership engagement, contributing more fully to local crime, policing, health and wellbeing fora.*
- Capacity to improve governance arrangements around data protection and publishing of specified information, in line with statutory duties*
- Build on the relationship with volunteers*
- Improved arrangements for the joint audit committee that is convened between the PCC and CC.*
- Better community engagement*
- Proactive approach and visibility on what the PCC and the office are delivering and providing more opportunities for the public to engage with the PCC.*
- Capacity for horizon scanning and analytics*
- Producing quality bids for funding*
- Proactive approach on the best use of the grants and commissioning budget, as well as better governance and more structure which will lead to the best outcomes going forward.*
- Refocussing the Violence Reduction Unit (VRU) to the Violence Reduction Partnership (VRP) to better support partners subject to the Serious Violence Duty*

It is anticipated that the full benefits will become evident during 2023, but the early signs are very positive.

10. The Panel has been advised during its previous meetings that Nottinghamshire Police is ahead of schedule with its uplift targets.

- Where are new recruits on the progression scale and are they fully funded?

- Where Nottinghamshire is ahead of schedule in terms of officer uplift, is funding released early or does funding for the early meeting of the target have to be met locally until the funding for the tranche is released?
- If it is necessary to wait for funding to be released, what impact does that have on Nottinghamshire's budgeting?
- What is the impact of new staff progressing through the pay scales compared to the average funding?
- Is this the last year of uplift or are more planned – how does the number of incoming officers compare with the churn?
- The closing balance for the FTE equivalent of Police Officers was projected last year as 2,342 on 31 March 2023. The figure in this year's papers state a figure of 2,337. Please could you explain the difference?

New recruits will be on various points on their pay scales dependent on experience and relevant start dates. For budget purposes however actual individual salaries and projected incremental progression has been used for budget build purposes, so is fully budgeted for in the annual budget and MTFP projections.

The Force funded the advancement of the uplift targets by the use of Uplift Performance Grant, an additional amount available each year to Forces that were delivering their uplift targets - as this funding was not built into the annual budget this had no net impact on the annual budget. Some impact of additional pay progression along their pay scales do arise, but as stated above, this is built into the budget build.

Most new recruits pay is generally still below that funded by uplift (as this is based on average national pay costs), this 'additionality' has been used in past years to fund Direct Revenue Financing (DRF) of the capital programme. As a result of the higher than budgeted for pay award in 2022-23, expected DRF (£2m) in 2023-34 has been reduced to the £0.6m as stated in the Annual Budget Report.

No net additional Officers are planned in 2023-24, although on-going recruitment is required as Officers retire or leave the Force, this is designed to maintain the operating model of 2,337 FTE Officers (2,378 headcount). This is an increase of 397 from the 2019-20 base (357 as a result of Uplift, with 40 being locally funded).

The 5 Officer difference between the estimated outturn in the previous years annual budget report of 2342 and the actual opening number in the 2023-24 report of 2,337 is due to officer churn in the last 3 months of the year being slightly higher than that estimated in December 2022.

11. Further guidance on what the implications are regarding Para 12 of the Reserves Strategy, which talks about the level of back-office support being at its lowest quartile making it difficult to find additional savings to fund shortfalls. Where can you find additional savings to fund the shortfalls and how much do you see this affecting the number of police officers who would be pulled to back-office roles and how will this impact the delivery of the Make Notts Safe Plan?

The MTFP gives full details of where efficiencies to meet shortfalls are expected to be delivered, this report shows that the MTFP is considered to be in a sustainable financial position during the period of the strategy (to 2027-28), based on the prudent assumptions made.

There is no intention of increasing the number of police officers engaged in 'back office' functions during the period of the MTFP

12. Within the report, it is stated that conditions for the Uplift ringfenced grant are not yet known.
- Have you been given an indication of when they will be available?
 - What risks do you foresee either within the requirements of those conditions and the timing of that information becoming available.

The settlement letter in December referred to providing details of the ringfence mechanism in the New Year. In a letter from the Minister to Police & Crime Commissioners Treasurers' Society at the end of January it confirms that the funding will be released on a bi-annual basis, following the publication of police workforce statistics, and will be based on officer headcount in forces as at 30th September and 31st March. Should forces not meet the necessary requirements to claim the funding available at the mid-year point, this funding will not be available to forces at the end of the year.

This further information is timely and has reduced the risk that we perceived on this ringfenced element of the funding settlement. We don't have any concerns about meeting the target officer numbers.

Revenue Budget

13. With regard to the robustness of the estimates, what confidence do you have around assumptions for the rate of general inflation and any increased burden of energy costs. Are you confident that you have allowed for all inflation increases (e.g. energy, costs of materials) and what sensitivity analysis has been undertaken?

The latest information available at the time of building the budget was used for inflation assumptions (appendix A includes more details used to build the budget). In addition, due to the current levels of uncertainty, an additional 'volatility' allowance of £1.4m has been provided for. As CFO this gives added assurance that overall, the estimates are robust. Should any extreme events occur beyond the estimations, the use of reserves would be considered to fund any pressures arising that could not be accommodated within the budget. There is a balance to achieve in terms of not over inflating the revenue budget versus including prudent estimations for uncertainties.

14. Next year you are hoping to achieve £4.7m in efficiency savings. To give the Panel confidence please can you set out how you have performed against your efficiency targets in the previous three years? What contingency plans do you have if the budgeted efficiency savings are not delivered?

- A £1.30m efficiency was identified in ICT budgets; given the redundancy rate of technology and increased reliance on it in modernising services and ways of working, what impact will this have. How does this fit alongside the procurement of equipment following further delays in the national rollout of the Emergency Services Network?

Savings/reductions in the past 3 years have generally exceeded targets set. Budgets have been built on the assumption that savings will be delivered, and plans are in place to ensure delivery. If savings, or spend levels, appear not to be on target then cohort recruitment of PCs, PCSOs, PSIs or Contact Management staffing could be delayed (but not reduced). It is not expected that this will be required, indeed in past years recruitment has been advanced where budget allows.

15. Stepping away from the Multi Force Shared Service has an estimated saving of £1.9m.

- What certainty do you have around achieving this level of saving and how has this been calculated.

- Please also provide any additional comment on the statement in the papers that now the functions undertaken by the shared service have been brought back in house there is limited scope for future savings.

There is a high level of certainty regarding the MFSS savings as we have now been operating the new arrangements for over 9 months and 2023-24 has budgeted for the required staffing and system costs associated with the new delivery model. These savings are on-going amounts and have been built into the MTFP projections.

However, as a result of the high level of savings already achieved it is not considered prudent to assume that further savings can be achieved at this time, especially as long term contractual arrangements for the supply of systems and hardware are now in place.

16. Recent capital projects, specifically the new custody suite and joint headquarters were promoted on the basis of the savings they would bring from co-location and energy efficiency. The Panel has also been made aware of wider changes within the police estate. The revenue report indicates that there has been a £0.3m reduction in premises costs but the overview of budget changes states that premises expenditure has increased by £0.8m due to a full year of the new builds at force headquarters and custody alongside increases in energy costs. Please can you explain this further?

The £0.3m reduction in premises costs is specifically due to sale/vacation of 3 properties. The increase in premises costs (generally because of increased energy costs), would have been higher had it not been for the efficiencies delivered as part of the estates strategy. Further savings from operations are expected in future years, and these are identified in the Financial Strategy.

17. What are your plans around reducing energy costs?

There is provision in the revenue budget for the Carbon Trust to undertake a review of the Force's sustainability agenda. It is estimated that recommendations will be focused on delivery of energy reductions (previous budgets have identified spend on new boilers, energy efficient lighting as well as solar panels on new buildings). The capital programme has resources dedicated to sustainability investment on an ongoing basis to support the outcomes of the Carbon Trust report.

Capital Programme -

18. The proposed capital programme states that there is £3,513k slippage from the 2022/23 capital programme. Please provide commentary to cover:

- What projects have slipped?
- What has caused that slippage?
- What is going to happen to that slippage?
- How can we prevent similar slippage in future years?
- What impact is previous years' slippage going to have on the deliverability of this capital programme
- Taking into account the size of the slippage again how confident are you of the estimated cost and profile spend in the capital programme?
- Does the slippage of the capital programme have implications on costs given the cost of materials etc.is increasing significantly? How has sufficient inflation been factored in to the projected 5-year capital programme?

The following table shows the estimated slippage, with reasons, expected in the 2022-23 capital programme:

Slippage as at Q3 2022/23

£'000			
Estates	Building Condition Works	1,438	Reluctant to commence works at Phoenix House until lease is signed. Other projects have just had tenders returned and contractors are going through vetting process which has delayed many projects
Estates	Custody Improvements	8	retention to be paid in 23-24
Estates	Estates Improvements	646	Delayed start on converting office space due to request for additional funding. Estates waiting on Net Zero Carbon Trust strategy before commencing other works.
Fleet	Fleet	1,397	Vehicles on order but not likely to arrive before the end of March
Information Technology	Is Investment Programme	24	Esn Delayed Until 2027, budget being used to fund replacement Airwave Radios (see 23/24 Capital Programme)
TOTAL:		3,513	

It is anticipated that this slippage will be carried forward to the 2023-24 programme in due course. Slippage is a normal part of Capital Expenditure, which by its very nature is often programmed over multiple years. The anticipated slippage of £3.5m is less than the previous year (£4.9m), and represents outturn spend at over 70% of the programme. This is within what is considered normal operating parameters for an organisation of our size.

Outturn spend of capital has improved significantly over the last 6 years, (when outturn was below 40%), and for the last 3 years this has been stabilised in the 60%-75% range, giving confidence that the 2023-24 expenditure is appropriately budgeted for.

As schemes covers multi-years the Capital Expenditure Report shows indicative spend over the next 5 years, with this level of investment being provided for in the MTFP projections.

19. Reference is made to further delays in the rollout of ESN which has meant current airwave terminals need to be refreshed; what is the timeline for this project now and what representations have been made by the PCC to government about the impact of delays on the budget and the burden on the council tax payer? Have we previously funded the national programme and are there expectations around a need to fund them in future?

The roll out of ESN is expected to be delayed by approximately 5 years, although this is a national project which the Force has little control over. The Force does not contribute to the funding of this national programme (although funds are top sliced from total police allocations). We have however funded local regional implementation costs; these are now in abeyance.

The Commissioner is working cross party with colleagues in the APCC to bring the issue to the attention of the Home Office.

Medium Term Financial Plan

20. The Draft Financial Strategy and MTFP annex talks about pensions revaluation and assumes a net increase on 3.5% for police officer pensions. Earlier in the document reference is made to the previous revaluation which states that employer contributions following the last revaluation were high and are anticipated to be high again (40%) following the next valuation. Please could you provide the Panel with an explanation and highlight any risks and steps you've taken to mitigate them.

In previous years any increase in pension costs as a result of revaluation has been funded by additional Home Office Grant, and it would be reasonable to assume that this would be the case going forward.

However, as we are in uncertain times for future public sector funding, and that actual deficit may be as much as 10%, a net impact has been assumed for the MTFP. This is considered a prudent approach, recognising that there could be a net impact on the local cost of policing. This also demonstrates the general level of prudence built in to the MTFP projections.

21. Paragraphs 4.2 to 4.4 make assumptions on the basis of Fairer Funding review. Please can you provide a further explanation on the funding position of Nottinghamshire Police regarding government grants, the assumptions you have made and whether they are realistic?

Assumptions for additional grant have only been made in the later years of the MTFP as detailed in the report. The last funding formula review, which was not fully implemented, would have identified an increase in grant funding to Nottinghamshire Police in excess of £10m.

It is considered reasonable therefore to assume that Nottinghamshire would be a net gainer out of such a review in the future. Assumptions for this gain are much more modest than the previous review would suggest and allows for any gains to be scaled over a number of years. As more details emerge the MTFP will be updated accordingly.

22. Last year members were provided with side-by-side comparison of budget headline costs that showed changes in allocation from the previous year (page 69 of the agenda pack: [Document.ashx \(nottscc.gov.uk\)](#)). Please could you provide a similar analysis for this year's budget (Annex A)?

The current annual budget report has this detail, in a new format, at appendix B of the budget report at annex A. This is designed to provide a more readable analysis and adds additional high level supporting commentary as to the reasons for changes to the budget.

Reserves

23. On specific reserves – some of these again look like they will stay the same amount for the next 4 years.

- What process do you undertake to assess the need for the reserve?
- How confident are you that you really need those reserves where there has been no change in a significant number of years and looks to be staying the same for the next 4 years?
- Can you explain why you continue to hold all reserves when you do not use them?

The Home Office published a Revised Financial Management Code of Practice for the Police Forces of England and Wales in 2018. This states that Reserves should be held by the PCC and managed to balance funding and spending priorities and to manage risks.

They should be split into three categories:

- *Funding for planned expenditure on projects and programmes over the period of the current medium term financial strategy.*

- *Funding for specific projects and programmes beyond the current planning period.*
- *As a general contingency or resource to meet other expenditure needs held in accordance with sound principles of good financial management (e.g. insurance).*

Each reserve is reviewed, and its future use considered with regard to the budget and MTFP being proposed.

It is reasonable to hold reserves for specific reasons for many years, e.g. statutory restrictions on the use (Police Property Act), or one off events that you would not wish to increase the base budget for, or to provide funds for invest to save projects when they become viable.

The latest Home Office national comparison on Police reserves was published in May 2021, this showed the percentage of reserves to funding (grant and precept) for each force. Nottinghamshire had 12.1% compared to the England and Wales percentage of 11.7% so not excessive nor meagre.

Appendix A - Detailed Assumptions

Area/Year	2023/24	2024/25	2025/26	2026/27	2027/28	Notes:
Pay:						
Police Officers	2.0%	2.5%	2.5%	2.5%	2.5%	Locally Funded. Treasury expectations and future market pressures, as at 23/24, move financial impact to April from September each year from 2023/24.
Chief Officers	2.0%	2.5%	2.5%	2.5%	2.5%	As Police Officers
Staff	2.0%	2.5%	2.5%	2.5%	2.5%	Locally Funded. Treasury expectations and future market pressures, as at 23/24, move financial impact to April from September each year from 2023/24.
PCSO's	2.0%	2.5%	2.5%	2.5%	2.5%	As Police Staff
PSI's & GI's	2.0%	2.5%	2.5%	2.5%	2.5%	As Police Staff
Pension:						
LGPS (Staff Pension)	18.2%	18.2%	18.2%	19.0%	19.0%	Current review takes us to 2022/23; this review changed the rate to 18.2% this is fixed for 3 years, assume increase to 19% for the following 3 years (not including remedy)
Police Pension	31.0%	34.5%	34.5%	34.5%	34.5%	Current review takes us to 2023/24; then fixed for 3 years; assume each review causes an increase of 3.5%. Revised to leave as 34.5% due to the increase in officer numbers, which in turn will increase contributions thereby mitigating against future increases.
Effective officer take up adjustment	2.0%	2.0%	2.0%	2.0%	2.0%	Assessment of scheme take up, affects planning of new intakes
Pay Vacancy Rate:						
Police Officers	0%	0%	0%	0%	0%	Known attrition rates and planned recruitment
Staff	3.5%	4.5%	4.5%	4.5%	4.5%	Variable based on size and local knowledge
Investigators	3.5%	4.5%	4.5%	4.5%	4.5%	Variable based on size and local knowledge
Custody	2.0%	2.0%	2.0%	2.0%	2.0%	Variable based on size and local knowledge
Contact Management	2.0%	2.0%	2.0%	2.0%	2.0%	Variable based on size and local knowledge
PCSO's	4.0%	4.0%	4.0%	4.0%	4.0%	Known attrition rates and planned recruitment
Inflation Rates:						
Gas	96.0%	5.0%	-20.0%	5.0%	5.0%	Market assumption, assuming by 2025/26 other market solutions will be in place www.ons.gov.uk/economy/inflation price indices
Electric	54.0%	5.0%	-10.0%	5.0%	5.0%	Market assumption, assuming by 2025/26 other market solutions will be in place www.ons.gov.uk/economy/inflation price indices
Water	3.8%	2.5%	2.0%	2.0%	2.0%	Market assumption www.ons.gov.uk/economy/inflation price indices
Business Rates	12.3%	2.5%	2.0%	2.0%	2.0%	Market assumption, linked to RPI
Diesel	10.0%	2.0%	2.0%	2.0%	2.0%	Market assumption; base line amended for increase in vehicles; vehicle efficiency in mix of fleet; increase in officers 1:6 cars:officers
Petrol	20.0%	2.0%	2.0%	2.0%	2.0%	Market assumption; base line amended for increase in vehicles; vehicle efficiency in mix of fleet; increase in officers 1:6 cars:officers
General Inflation	5.0%	2.5%	2.0%	2.0%	2.0%	Market assumption
Insurance	10.0%	5.0%	4.0%	4.0%	4.0%	base on outturn + 10%, generally expect double inflation due to costs and valuation increases
Collaboration	2.0%	2.5%	2.5%	2.5%	2.5%	Based on Officer Pay
Police ICT Charges	10.0%	10.0%	10.0%	10.0%	10.0%	Market assumption
Home Office IT	10.0%	10.0%	10.0%	10.0%	10.0%	Market assumption

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

27 March 2023

WORK PROGRAMME

Purpose of the Report

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

Information and Advice

3. The work programme is intended to assist with the Panel's agenda management and forward planning. The draft programme will be updated and reviewed regularly in conjunction with the Chairman and Vice-Chairman of the Panel and is subject to detailed discussion with the Chief Executive of the Office of the Police and Crime Commissioner (OPCC).
4. 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.

Regional Police and Crime Panel Network

5. At the Panel meeting on 28 April 2014, the Panel agreed to subscribe to a regional network (which was established by Frontline Consulting) for 2014/15. The Panel has agreed to renew the subscription each subsequent year.
6. The annual subscription is due for renewal. Whilst formal notice of arrangements for 2023/24 had not been received at the time the agenda was being prepared, in recent years Frontline has either maintained the subscription or applied a small increase. In 2022/23 the renewal cost was £420.
7. An update on renewal will be provided verbally at the meeting. Should no confirmed renewal cost be available at the time of the meeting, members will be asked to approve the sum of up to £450 to cover the cost. If the renewal exceeds this level a further report will be brought back to the Panel at its next meeting. If the exact renewal cost is confirmed in advance of the Panel meeting on 27 March 2023, members will be asked to approve the specified amount.
8. The subscription offers the following benefits:
 - Two regional meetings each year at which the Chair or Vice Chair and support officer (substitutes allowable) of each Panel share information and experience, to problem-solve and to collaborate as appropriate; with agendas devised by the participants, including a regional update based on hot topics and the discussion of potential solutions to difficult situations experienced by the five local authorities in the region

- Access to advice, expertise and best practice on an ongoing basis with access to a helpline facility (by telephone or email)
 - A 10% discount on any learning and development sessions that Police (Fire) and Crime Panels engage Frontline Consulting to deliver
9. The Panel has been represented at the regional network meetings held since 2014 and officers and members have continued to find the opportunity to network across the region beneficial.

Police and Crime Panel Annual Report – 2022-23

10. The Panel produces an Annual Report highlighting the activities it has undertaken during the year. Input from Members is requested to assist the Chair and Vice-Chair in developing the report, with assistance from the Panel's support officers.
11. It is proposed that the sub-group will meet virtually between April and July 2023.
12. The final version of the Panel's Annual Report for 2022/23 will be considered at its meeting in September 2023 and publicised as appropriate.

Other Options Considered

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

Reasons for Recommendation/s

14. 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 members agree to commit up to £450 for the cost of renewing the Panel's membership of the Regional Police and Crime Panel Network.
- 3) That a sub-group be established by the Panel to produce the Annual Report 2022/23 and to identify Members to join it.

Background Papers and Published Documents

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

For any enquiries about this report please contact:

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**Nottinghamshire Police and Crime Panel Work Programme
(as at 15 March 2023)**

<u>Agenda Item</u>	<u>Brief Summary</u>
5 June 2023, 2pm – Annual Meeting	
Appointment of Chairman and Vice-Chairman	To appoint the Chairman and Vice-Chairman of the Panel for the next municipal year
Review of Balanced Appointment Objective	The Panel will review its membership to see whether any actions are required 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 • members to have the skills, knowledge and experience necessary
Complaints Annual Report	An overview of complaints made against the Police and Crime Commissioner during 2022-23
Commissioner's update on Force complaints	The Commissioner will update the Panel on key trends and themes from those Force complaints she has reviewed
Safer streets	The Panel will receive a report and presentation giving an overview of the different phases of Safer Streets projects
Police and Crime Commissioner's update	The Panel will review any actions taken by the Commissioner and progress against the Make Notts Safe Plan
Performance update	The Panel will also consider the Commissioner's response to the key performance issues within the Force
25 September 2023, 2pm	
Police and Crime Panels Annual Report 2022/23	Members will consider the Panel's draft annual report for 2022/23
Police and Crime Commissioner's Annual Report	The Annual Report of the Police and Crime Commissioner giving an overview of activity and outcomes in 2022-23
Make Notts Safe Plan refresh	The Commissioner will present her refreshed 'Make Notts Safe' Plan
Police and Crime Commissioner's update	The Panel will review any actions taken by the Commissioner and progress against the Make Notts Safe Plan
Performance update	The Panel will also consider the Commissioner's response to the key performance issues within the Force

20 November 2023, 2pm	
Divert Plus	The Panel will receive a presentation giving an overview of the Divert Plus programme
Review on scrutiny work	The Panel will receive an overview of the Independent Community Scrutiny Panel and the work it is undertaking
Police and Crime Commissioner's update	The Panel will review any actions taken by the Commissioner and progress against the Make Notts Safe Plan
Performance update	The Panel will also consider the Commissioner's response to the key performance issues within the Force
Independent Member Recruitment	To agree the process for reappointing / recruiting to the role of Independent Co-opted Members
24 January 2024, 10.30am - Informal Budget workshop 1	
Budget proposals	The Police and Crime Commissioner will informally present her precept and budget proposals to the Panel
30 January 2024, 10.30am - Informal Budget workshop 2	
Budget meeting - question preparation	Panel members will consider the precept and budget information produced by the Commissioner and develop questions
6 February 2024, 2pm	
Proposed Police precept and budget	To consider the Commissioner's proposed Council Tax precept
Police and Crime Commissioner's update	The Panel will review any actions taken by the Commissioner and progress against the Make Notts Safe Plan
Performance update	The Panel will also consider the Commissioner's response to the key performance issues within the Force
18 March 2024, 2pm	
Police and Crime Commissioner's update	The Panel will review any actions taken by the Commissioner and progress against the Make Notts Safe Plan
Performance update	The Panel will also consider the Commissioner's response to the key performance issues within the Force
17 June 2024, 2pm – Annual meeting	
Appointment of Chairman and Vice-Chairman	To appoint the Chairman and Vice-Chairman of the Panel for the next municipal year.
Review of Balanced Appointment Objective	The Panel will review its membership to see whether any actions are required 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 • members to have the skills, knowledge and experience necessary
Complaints Annual Report	An overview of complaints made against the Police and Crime Commissioner during 2022-23
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Performance update	The Panel will also consider the Commissioner's response to the key performance issues within the Force

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	27 March 2023
Report of:	Commissioner Henry (PCC)
Report Author:	Dan Howitt
E-mail:	ExecutiveSupport@notts.police.uk
Other Contacts:	None
Agenda Item:	5

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT

1. PURPOSE OF THE REPORT

- 1.1 This report provides the Police and Crime Panel with an overview of the activities undertaken by the Police and Crime Commissioner and her office since January 2023 in undertaking their statutory duties¹ and delivering against the ambitions of the 2021 to 2025 Police and Crime Plan.
- 1.2 Supplementary papers include a summary of delivery against the Commissioner's 2022/23 Police and Crime Delivery Plan (Appendix A), the Revenue and Capital outturn position as at 31 December 2022 (Appendix B) and a forward plan of key OPCC and force decisions for the latest planning period (Appendix C).

2. RECOMMENDATIONS

- 2.1 The Police and Crime Panel is invited to scrutinise the contents of these reports and briefings and seek assurance on any specific areas of concern. The Panel is also invited to request further information where required and make relevant observations and recommendations within the scope of their role².
- 2.2 The Police and Crime Panel has a statutory duty³ to undertake scrutiny of the Commissioner in fulfilling her statutory duties (Section 14 of the Policing Protocol 2011). These reports are designed to assist the Police and Crime Panel in fulfilling these responsibilities.

¹ Section 13 of the Police Reform and Social Responsibility (PR&SR) Act 2011 requires the Commissioner to, subject to certain restrictions, provide the Panel with any information which they may reasonably require in order to carry out their functions, and any other information which the Commissioner considers appropriate

² [Police and Crime Panels: A Guide to Scrutiny](#), Local Government Association, Updated 2016

³ Police Reform and Social Responsibility Act 2011

3. Police and Crime Delivery Plan 2022/23

3.1 The Commissioner's annual delivery programme shown at Appendix A outlines a range of specific actions and objectives planned for 2022/23 which underpin the strategic Make Notts Safe Plan. This section highlights progress made against the plan by the OPCC, police and partner agencies since January 2023.

Preventing Violence Against Women and Girls (VAWG)

3.2 The OPCC has been working closely with key partners across the statutory and voluntary sector to develop a strategy for tackling Violence Against Women and Girls, based on the five key pillars of preventing, responding, supporting, including and strengthening local service provision.

3.3 The five year strategy will seek to reduce the prevalence of violence against women and girls, bring more perpetrators to justice and increase the support available to victims and survivors. This includes underpinning objectives to increase confidence to report VAWG-related crimes among victims and third parties, develop and implement schools based healthy relationships programmes and ensure that a consistent range of trauma-informed services are available to support survivors.

3.4 The strategy is informed by the views and experiences of survivors, front line service providers and the general public through stakeholder workshops, focus groups and surveys. The Commissioner launched a consultation on the partnership strategy as part of engagement events in the City and County on 8 March 2023 alongside an [online consultation](#)⁴ which will be open until 31 March 2023. The strategy will be underpinned by a series of detailed delivery plans which will be developed for 2023/24.

Improving our approach to reducing reoffending

3.5 The OPCC convened the Nottinghamshire Reducing Reoffending Board on 8 March 2023 bringing together a wide range of partners to confirm the delivery plan 2023/24 and assign appropriate lead roles and responsibilities. The delivery plan focuses on the priority themes of resettlement, substance dependency, mental health, domestic violence and abuse, weapon-enabled offending, disproportionality within the criminal justice system and the priority cohorts of women, care leavers and ex-armed service personnel

3.6 Home Office funding has been secured for the regional roll out sobriety tags following the conclusion of a successful Nottinghamshire pilot. The pilot

⁴ <https://www.ibyd.com/vawg>

monitored over 2,500 hours of activity in which 90% saw users with alcohol-related needs abstaining. Further tags and remote breathalysers will be rolled out across the region, with Nottinghamshire force being one of the first in Europe to make use of facial recognition enabled breathalyser technology. The project will work local treatment providers to ensure the provision of longer-term recovery support for those subject to sobriety tag interventions.

Policing the digital beat

- 3.7 The OPCC has reviewed and supported a range of local activity to tackle and prevent fraud in Nottinghamshire, which has included:
- Operation Signature - preventing vulnerable people from becoming victims of fraud through proactive work to identify and provide advice and guidance to those that may be at risk
 - Events in banks to train staff in relation to banking protocols and provide an opportunity for the public to speak with specialist protect officers
 - Work to develop a fraud advice booklet which incorporates details of common scams, where to access support and how to avoid being a victim
 - Attendance at university freshers fairs, job fairs and the Nottinghamshire Show to provide opportunities to speak with Protect and Prevent officers in collaboration with Victim Care.
 - Provision of Call Blockers to prevent scam. These are monitored and assessed to establish how many calls have been prevented and quantify the estimated financial savings to victim and the police.
- 3.8 The Commissioner attended the APCC's Fraud Deep Dive event in January 2023 which provided an opportunity to discuss and explore emerging good practice in relation to protect and prevent fraud initiatives which could be replicated locally. The OPCC is now liaising with West Midland OPCC to capture and apply learning from their public health approach to tackling fraud. The OPCC is also working to establish a local Fraud Partnership which will aim to improve the understanding and co-ordination of strategic activity to prevent, respond to and support victims of fraud in Nottinghamshire.
- 3.9 Furthermore, the OPCC are involved in a range of APCC meetings to influence and keep up to date with national developments in this area, including the Corporate Transparency Bill and Online Safety Bill. The OPCC is also supporting the delivery of consistent messaging, advice and campaign material alongside the City of London Police and Action Fraud. The benefits of this approach were seen during the 12 Frauds of Christmas campaign in December. At a regional level, the Regional Organised Crime Unit continues to roll out Proactive Economic Crime Teams (PECTs), whilst the East

Midlands Specialist Operations Unit (EMSOU) is due to receive an uplift to bolster regional Fraud and Economic Crime capabilities.

- 3.10 The Commissioner continues to support, challenge and scrutinise force activity to improve the response to crimes committed or facilitated online. In 2022/23, this included increasing the number of cyber investigators within the specialist Cyber Pursue team, improving the capability to pursue crypto currency and digital proceeds of crime and improving in the knowledge and understanding of cyber crime among frontline officers and staff via additional training and support.

Responding to issues of greatest community concern

- 3.11 The OPCC convened a second ASB taskforce on 7 February 2023 which brought a wide range of partners together from police, local authorities, housing, community safety, youth justice and fire and rescue to improve the strategic response to ASB across the area.
- 3.12 Partners discussed the changing trends in ASB and opportunities to develop a better understanding of the prevalence and impact of ASB on communities through greater sharing of partnership information. Options to improve recording and case management approaches to ASB were also discussed alongside a review of the approach to managing and promoting the Community Trigger process.
- 3.13 Work is now underway to improve the quality and consistency of local policies and protocols in response to ASB which will also aim to ensure clarity of the roles and responsibilities of respective statutory agencies.
- 3.14 The response to rural crime and the needs of rural communities remains an important priority for the Commissioner, having relaunched her Rural Crime thematic grants in January 2023. Applications are now being reviewed and evaluated with the successful bids being announced shortly.
- 3.15 The Commissioner's target hardening funding, [Safer For All](#), has helped to secure a dedicated rural crime prevention officer for the [Bassetlaw, Newark and Sherwood \(and Rushcliffe?\)](#) area. Part of their role involves visiting victims of rural crime, completing crime prevention assessments and arranging the installation of security and target hardening products where appropriate and necessary. This is helping to reduce risk of repeat victimisation and increase feelings of safety among victims of rural crime.

Improving outcomes and experience of the CJS for victims

3.16 The Commissioner's Victims and Witnesses subgroup was held on 22 February 2023 whereby key criminal justice and victim support partners considered changes to monitoring arrangements for Victims' Code compliance, the draft Nottinghamshire Violence against Women and Girls Strategy and any issues of concern affecting local victim service providers.

3.17 The PCC and force continue to drive improvements in the police and criminal justice response to rape and serious sexual offences (RASSO) with investment in two unmarked mobile digital forensic units (DigiVans). They vans are equipped with technology to enable forensic recovery and 'at scene' with a 24-hour turn-around time for extracting data from victim's mobile devices. The turnaround for securing digital material from the mobile phones of victims has reduced from 413 hours in April 2022 to around 21 hours, significantly reducing the impact that this process has on victims. Evidence of this nature is now used in around 35% of all adult rape cases and is helping to secure improvements in criminal justice outcomes.

Supporting Communities to Make Notts Safe

3.18 The Commissioner continues to support and promote increased involvement in volunteering and community-led watch schemes across Nottinghamshire.

3.19 The Nottinghamshire Cadet programme continues to grow, with 93 cadets and 97 on the waiting list to join. The force has 38 cadet leaders and two pending vetting. As well as engaging with the police, the cadets are engaging extensively with local communities through events such as Pride, the Remembrance Day parade, selling poppies and undertaking test purchasing operations for fireworks and knives. A new programme has also been developed for the cadets to work towards earning badges in recognition of their work.

3.20 A further Make Notts Safe Innovation Fund is scheduled to be launched in early 2023 to support third sector organisations to research, develop or pilot and evaluate new initiatives which aim to enable local delivery against PCC priorities.

4. Governance and accountability

4.1 The OPCC is working in partnership with Nottinghamshire Police to embed the Independent Community Scrutiny Panel (ICSP) and Independent Advisory Groups (IAG) as mechanisms for capturing recommendations and advice from local residents as part of a robust scrutiny and engagement process.

- 4.2 The Independent Community Scrutiny Panel enables local communities to independently scrutinise Police activity and decision making in areas of significant public interest such as use of force and stop and search. Nottinghamshire's panel is made up of six vetted individuals who reside in the area and have specific expertise in handling and critically analysing complex data. Since its inception the panel they have engaged in a wide variety of scrutiny activity, including a stop and search panel where they analysed body worn footage and officer behaviour in the community. They have also requested to view specific data on hate crime and convened a panel where they have viewed hate crime incidents, from the first contact through to follow up calls and offers for victim support.
- 4.3 To date, the panel has made a number of recommendations for senior officers to improve and change police practice in the areas of:
- Community engagement to explain the stop and search process and the rights of the individual
 - Force data reports to inform the ICSP of officers with a high rates of stop and search.
 - Contact management to work on reassuring victims on calls that units have been dispatched.
 - Improvement in keeping victims informed of case progress and ensuring compliance with this area of the victims' code.
- 4.4 The PCC has also launched a Youth Independent Advisory Group (YIAG) in collaboration with the Nottinghamshire Youth Commission which will work with young people and the police across a range of settings to drive improvements in levels of trust and confidence in the police. The Youth Commission is made up of over 30 young people from across Nottinghamshire who are passionate about their community and being involved in driving improvements in Policing. The group has met the PCC to discuss their work programme for the year and have met with the Chief Superintendent of local policing to discuss the drives of trust and confidence in the police among young people. Actions to date have seen Youth Commission members advise the force communications team on how they can best reach and engage with young people, including those with lived experience of the criminal justice system and violence against women and girls. The OPCC will continue to monitor outcomes from these initiatives and ensure recommendations are embedded within policy and practice where appropriate.
- 4.5 In addition to these developments, a partnership has also been formed with the Majority Black Led Churches group, who are seeking to use their influence in the community to reach those who are most disillusioned with

the police due to historic experiences of the community that go back decades. This will result in a series of workshops aimed at improving community cohesion by bringing together members of the Black community and senior officers in neutral venues to build relationship and share food together. The PCCs office will also be attending an Islamic Awareness session to strengthen cultural competency and understanding the experience of the Muslim community.

- 4.6 The OPCC convened further Accountability Boards on 14 February and 14 March 2023 as part of a regular programme of oversight and scrutiny which is helping to ensure a priority focus on the objectives of the Make Notts Safe Plan. Areas of focus included detection and charge rates, out of court disposals, compliance with the Victims' Code of Practice, violence against women and girls, hotspot patrols and a review of corporate performance. The February Board was observed by members of the Independent Community Scrutiny Panel who provided positive feedback and assurance.
- 4.7 In addition to the Accountability Board, the Commissioner maintains a weekly dialogue with the Chief Constable and Force leads about matters of organisational significance, or that impact upon community safety and criminal justice across Nottingham and Nottinghamshire.

5. Consultation and Engagement

- 5.1 The Commissioner met with the Veterans' Minister Johnny Mercer on 9 February 2023 to discuss Nottinghamshire Police's Military Service Leavers' Pathway into policing. The trailblazing scheme is one of a number of ways in which Nottinghamshire is finding new ways to attract fresh talent to the force.
- 5.2 The Commissioner was a guest speaker at the Newark Business Club breakfast and attended Newark College campus and the launch of Deafinitely Women's Nottingham and Nottinghamshire in February 2023. In March 2023 the Commissioner attended Nottingham Muslim Women's Network's AGM and jointly hosted an event with Nottinghamshire's Women's Aid, opening of the Hickling Women's and Children's Centre.
- 5.3 The Commissioner held a Walkabout Wednesday event in Worksop town centre on 11 January 2023, visiting the Safer Streets projects in the area and meeting representatives from North Notts Bid, Bassetlaw District Council and the local neighbourhood policing team. The Commissioner undertook a walkabout in Clifton on 8 February along with the local PC and PCSO, visiting the NTU Clifton campus to meet local stakeholders.

- 5.4 The Commissioner and her office have continued to undertake a range of community engagement activity from January 2023. This has included:
- Base 51's 30th Anniversary event (19 January)
 - Mansfield Day of Action, Oaktree Estate (23 January)
 - Mansfield CVS's Community Network Meeting (1 February)
 - Chat with Caroline visit to Notts LGBT+ Network volunteers (7 February)
 - Rushcliffe Rural Crime Forum (16 February)
 - Nottingham Nightlife Safety Forum (16 February)
 - Nottinghamshire's Rainbow Heritage Awards evening hosted by Nottingham City Council (22 February)
 - Visit to Notts Trans Hub (23 February)
 - Nottinghamshire's joint Police, Fire & Rescue and OPCC family event for LGBT+ History Month (25 February)
 - Nottingham City Council's International Women's Day event (8 March)
 - International Women's Day Rugby Event (8 March)
- 5.5 The OPCC continue to expand the physical and online reach of the Commissioner's monthly newsletter. To subscribe to the electronic version of the newsletter, please visit: <https://forms.office.com/r/ZXgx5NTkdB>. Future Walkabouts are scheduled for Mansfield town centre (22 March), Bestwood (12 April) and Kirkby-in-Ashfield (24 May).

6. Finance, use of resources and value for money

2022/23 Budget Monitoring

- 6.1 The Commissioner approved a Revenue Budget and Capital Programme for 2022/23 in February 2022. This set out the overall budget for the PCC including the budget that is delegated to the Chief Constable.
- 6.2 The Commissioner's Accountability Board provides a formal mechanism for holding the Chief Constable to account for the budget that the Commissioner has delegated. At this meeting the Chief Constable submits both revenue and capital budget monitoring reports for scrutiny. The reports as at the end of December 2022 were discussed at the February 2023 Accountability Board and are attached at Appendix B for information.

Revenue

- 6.3 The 2022/23 forecast outturn for revenue expenditure at Q3 shows a £2,089k forecast underspend both the Chief Constable's budget and the OPCC budget. The 2022/23 budget is shown in the following summary table.

	Working Budget £'000	Forecast Outturn £'000	Variance £'000
Chief Constable	236,431	235,840	(591)
OPCC	6,950	5,452	(1,498)
Total	243,381	241,292	(2,089)

This is expanded by expenditure type in the tables below.

Chief Constable

Spend Type	Original Budget £'000	Virements £'000	Working Budget £'000	Forecast Outturn £'000	Variance £'000
Agency & Contract Services	16,621	477	17,098	17,375	277
Capital Financing	5,072	438	5,510	6,586	1,076
Comms & Computing	10,675	(132)	10,543	10,370	(173)
Employee	159,785	907	160,692	162,066	1,374
Income	(16,825)	(3,030)	(19,855)	(24,696)	(4,841)
Pensions	37,786	290	38,076	38,610	534
Premises	8,423	57	8,480	8,429	(51)
Supplies & Services	10,468	997	11,465	12,772	1,307
Transport	4,425	(4)	4,421	4,329	(93)
Total	236,431	0	236,431	235,840	(591)

OPCC

Spend Type	Original Budget £'000	Virements £'000	Working Budget £'000	Forecast Outturn £'000	Variance £'000
Agency & Contract Services	9,957	(80)	9,877	10,722	845
Capital Financing	0	80	80	80	0
Comms & Computing	12	0	12	18	6
Employee	1,156	0	1,156	1,028	(128)
Income	(4,925)	0	(4,925)	(7,158)	(2,233)
Pensions	167	0	167	213	46
Premises	6	0	6	5	(1)
Supplies & Services	564	0	564	522	(42)
Transport	13	0	13	22	9
Total	6,950	0	6,950	5,452	(1,498)

- 6.4 There are several variances within the forecast outturn on the Chief Constable's budget that are described in detail in Appendix B, the summary of those variances is shown below, the overall impact is a £591k forecast underspend.

Summary	£'000
Payawards	3,100
Overtime	1,901
Capital Financing	1,076
Inflation	751
Insurance	724
Uplift	(2,400)
Staff Pay	(2,500)
In-Year Savings	(1,146)
Seconded Officers	(663)
Addnl Income Generation	(658)
Investment Interest	(500)
Other	(276)
	<u>(591)</u>

- 6.5 The forecast outturn for the OPCC takes into account the addition of in year grant income, (and corresponding expenditure) that was pending a decision record at the time. The income and expenditure budget has since been increased by £3.5m. There is the potential for an underspend on the OPCC budgets of some £1m. Some of this is due to the timing of Community Safety Grants and Commissioning activity, this will need to be carried forward at year end to fund the activity next year. There will be an underspend on the OPCC staff budget given so many posts were filled part way through the year.

Capital

6.6 The capital budget is £12,587k, an increase of £200k since last month, forecast outturn at the end of 2022/23 is £8,824k, generating a variance of (£3,764k). This is broken down to (£251k) underspend and (£3,513k) slippage. The 2022/23 Capital Programme budget summary is shown in the table below.

Capital Summary 2022/23 £'000

Department	Original Budget	Slippage from 2021/22	Addnl Approved Budget	Virements	Working Budget	Forecast Outturn	Variance	YTD Actual Spend
Estates	3,568	2,779	915	0	7,262	4,949	(2,313)	3,786
Fleet	2,422	1,991	80	0	4,493	3,096	(1,397)	1,183
Information Technology	458	174	200	0	832	778	(54)	452
Operations	0	0	0	0	0	0	0	0
Total:	6,448	4,944	1,195	0	12,587	8,824	(3,764)	5,422

6.7 More detail on the forecast variances on the capital programme is available in Appendix B.

2023/24 Budget

6.8 The Commissioner approved the revenue budget and council tax requirement for 2023-24, and a medium-term financial plan and capital programme through to 2027-28 on 21 February, Decision Record number DR2023.018 refers.

6.9 The following strategies will be published in March:

- Financial Strategy (incl. Value for Money & Efficiencies)
- Reserves Strategy
- Capital Strategy
- Treasury Management Strategy

6.10 The Commissioner met again with the Minister for Policing, Chris Philp, in February 2023 to discuss enhancing productivity and efficiency in policing, the need for increased revenue to meet the police pay settlement, the continued pressures of displaced mental health demand upon policing, and crime counting rules for burglary of domestic and non-domestic dwellings. The Commissioner continues to amplify Nottinghamshire's voice during Government consultations, particularly in relation to the fairer national funding formula for policing.

6.11 The Commissioner organised a Westminster meeting between Nottinghamshire Police Federation representatives with cross-party Nottinghamshire politicians to discuss the challenges faced by Nottinghamshire Police rank and file officers.

6.12 The Commissioner convened a meeting with Dame Carol Black, author of the Government's From Harm to Hope 10-year drug strategy, and public health colleagues from both Nottingham City and Nottinghamshire County Council.

7. National Developments

7.1 The OPCC has also issued responses to a number of national consultations during this period, which include:

- Government consultation on new legislative measures to strengthen how law enforcement agencies tackle serious and organised crime which was launched on 24 January 2023
- Home Office consultation on the Anti-social behaviour and Vagrancy Act closed on 3 February 2023 sought PCC views on the operation of ASB tools and powers alongside views on the replacement of the Vagrancy Act. The OPCC provided insight and practical examples of how ASB is being tackled in the area.
- The Home Office and the Department of Levelling Up, Housing and Communities (DLUHC) consultation which closed on 6 February 2023. The OPCC together with Nottingham City Homes provided evidence of ASB best practice and the challenges faced by social housing providers when dealing with ASB issues.
- Advisory Council on the Misuse of Drugs, Call for Evidence which closed on 21 February 2023. The OPCC together with partners and stakeholders collected written evidence on the health and social harms of nitrous oxide and its impact on local communities.

8. Decisions

8.1 The Commissioner has the sole legal authority to make a decision as the result of a discussion or based on information provided to her 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.⁵

8.2 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 shown at Appendix B.

⁵ <http://www.nottinghamshire.pcc.police.uk/Public-Information/Decisions/Decisions.aspx>

9. Human Resources Implications

9.1 None - this is an information report.

10. Equality Implications

10.1 The Commissioner's decisions and strategic direction are fully compliant with the Equality Act 2020

11. Risk Management

11.1 There are no significant risks within this report that need to be drawn to the attention of the Police and Crime Panel.

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

12.1 This report provides Members with an update on performance in respect of the Make Notts Safe Plan and provides information on emerging policy and legislative developments.

13. Changes in Legislation or other Legal Considerations

13.1 The Commissioner undertakes routine horizon scanning of emerging legislation, government publications, audits and inspections and significant consultations, statistics and research findings in order to help inform local strategic planning and decision making.

13.2 Changes to the Specified Information Order came into force on 31 May 2021 requiring Police and Crime Commissioners to publish on their websites:

- A statement on how their force is performing in relation to key national priorities for policing;
- Copies of HMICFRS PEEL inspection reports, and a summary assessment of the force's performance; and
- Copies of IOPC data on force complaints, and a statement on how the PCC (or Mayor's Office) is exercising its complaints-handling functions under the Police Reform Act 2002.

13.3 The Commissioner has taken steps to ensure compliance with the amended legislation.

14. Details of outcome of consultation

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

15. Appendices

- A. Make Notts Safe Delivery Plan 2022/23 – March Update
- B. Revenue and Capital Outturn Position to December 2022
- C. Forward Plan of Key Decisions for the OPCC and the Force - February 2022

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

Make Notts Safe Plan 2021 - 2025

For any enquiries about this report please contact:

Sharon Caddell, Chief Executive and Monitoring Officer of the Nottinghamshire Office of the Police and Crime Commissioner, Tel: 0115 8445998

Dan Howitt, Head of Strategy and Performance of the Nottinghamshire Office of the Police and Crime Commissioner, ExecutiveSupport@notts.police.uk, Tel: 0115 8445998

Make Notts Safe Delivery Plan 2022/23 March 2023

OBJECTIVE	OUTCOME	ON TRACK	ACTIVITY	STATUS
PREVENTING	A1: Making our streets, villages, towns and city safer		Safer Streets / Safer for All Programme: South Nottinghamshire	G
			Safer Streets / Safer for All Programme: Mansfield & Ashfield	G
			Safer Streets / Safer for All Programme: BNS	G
			Safer Streets / Safer for All Programme: Nottingham City	G
			Safer for All: Target Hardening Programme	G
			Implement recommendations of the NTE Needs Assessment	A
	A2: Steering Vulnerable young people away from crime		Develop and embed the Youth Work Programme	A
			Divert Plus: Strengthen the use of Custody Diversion	G
			Develop and implement a trauma informed strategy across the partnership	A
			Commission & implement a targeted youth outreach programme	G
			Lead the implementation of the Serious Violence Duty	G
			Strengthening data sharing, insight and evidence	A
	A3: Preventing Violence Against Women and Girls		Primary and secondary school healthy relationships programmes	A
			Co-produce a VAWG strategy for Nottinghamshire	G
			Support the work of the Consent Coalition to tackle sexual violence	G
			Seek funding for evaluation and roll out of preventing VAWG initiatives	G
A4: Improving Our Approach to Reducing Reoffending		Development of the Reducing Reoffending Board	G	
		Increase number of offenders in drug treatment and improve outcomes	A	
		Improving the use of tagging technology, incl. curfew, location & sobriety	G	
		Support delivery of the Notts Domestic Violence Perpetrator Programme	A	
RESPONDING	B1: Visible and Responsive Neighbourhood Policing		Further strengthen front line capacity across Nottinghamshire	G
			Further develop local communication and engagement strategies	A
			Maintain strong call handling performance	G
			Improve response to mental health and multiple and complex needs	A
	B2: Policing the Digital Beat		Increase digital reach and engagement, incl. Single Online Home & Live Chat	G
			Improving response to crimes committed or facilitated online	G
			Improving digital media investigation capabilities	G
			Maximise use of crime prevention tools and materials to reduce online fraud	A
	B3: Responding to Issues of Greatest Community Concern		Continue to increase capacity and capability of the Operation Reacher Teams	G
			Improving understanding and response to hate crime (early intervention)	G
			Award Make Notts Safe Grants to third sector orgs tackling crime & ASB	G
			Establish ASB Taskforce to improve partnership response to ASB	G
	B3R: Tackling Rural Crime		Convene and facilitate an annual rural crime summit	A
			Award Make Notts Safe Grants to third sector orgs tackling rural crime	A
			Explore opportunities to improve service response for repeat victims of RC	G
			Continue to invest in rural crime training and professional development	G
B4: A Hostile Environment for Serious and Organised Crime		Strengthen Serious and Organised Crime Partnership engagement / outcomes	G	
		Ensure VfM from Serious and Organised Crime regional investment	A	
		Increase criminal asset recovery applications and outcomes	G	
		Expand use of ANPR across Nottinghamshire	G	
SUPPORTING	C1: Improving Outcomes for Victims of Crime and ASB		Recommissioning local Victim CARE service	A
			Invest further new funding into domestic abuse and SV support services	G
			Continue to co-commission joined up and high quality DSA support services	G
			Improve support for victims of slavery and exploitation	A
	C2: Improving Victims' and Witnesses' Experience of the CJS		Co-commission a new 'Restorative Nottinghamshire Service'	A
			Improve the use of evidence-led prosecutions where appropriate	G
			Establish a new Victim and Witness CJ Group to report to the LCJPB	G
			Scrutiny of compliance with the Code of Practice for Victims	A
	C3: Exposing Hidden Harm, Safeguarding Vulnerable People		Improving reporting and referral pathways for hidden harm	A
			Roll out Slavery and Exploitation Risk Assessment Conferences	G
			Commission hidden harm support services	A
			Improve availability of pre-NRM support for potential victims of slavery	A
	C4: Supporting Communities to Help Make Notts Safe		Increase involvement in volunteering, police cadets and specials	G
			Improve coverage and consistency of Community Speedwatch scheme	A
			Support development of the rural neighbourhood Alert programme	G
			Hold regular 'Meet the Commissioner' sessions across Notts	G
			Embed and further promote take up of the Neighbourhood Alert service	A

For Information	
Public/Non Public*	
Report to:	Accountability Board
Date of Meeting:	
Report of:	Mark Kimberley
Report Author:	Tracey Morris
E-mail:	tracey.morris@notts.police.uk
Other Contacts:	Danny Baker
Agenda Item:	

Revenue Outturn Report 2022/23 as at the end of December.

1. Purpose of the Report

- 1.1 The purpose of this report is to provide the financial outturn position for revenue for 2022/23 as at the end of December.

2. Recommendations

- 2.1 Recommendation 1
It is recommended that the contents of the report are noted.

3. Reasons for Recommendations

- 3.1 To update the Accountability Board on the Force's outturn position for 2022/23 as at the end of December, and to comply with good financial management and Financial Regulations.

4. Summary of Key Points

- 4.1 The Chief Constable's revenue budget is £236,431k, outturn at the end of 2022/23 is currently forecast to be (£591k) underspent.
- 4.2 Summary by spend type:

Spend Type	Original Budget £'000	Virements £'000	Working Budget £'000	Forecast Outturn £'000	Variance £'000
Agency & Contract Services	16,621	477	17,098	17,375	277
Capital Financing	5,072	438	5,510	6,586	1,076
Comms & Computing	10,675	(133)	10,543	10,370	(173)
Employee	159,785	907	160,692	162,066	1,374
Income	(16,825)	(3,030)	(19,855)	(24,696)	(4,841)
Pensions	37,786	290	38,076	38,610	534
Premises	8,423	57	8,480	8,429	(51)
Supplies & Services	10,468	997	11,465	12,772	1,307
Transport	4,425	(4)	4,421	4,329	(93)
Total	236,431	0	236,431	235,840	(591)

- 4.3 The reasons for changes to the budget during 2022/23 are detailed in section 5.

5 Financial Implications and Budget Provision

5.1 Increase in Officers.

The budget was approved and costed to account for an FTE establishment of 2,337 by 31st March 2023. This was increased to 2,387 which includes an addition of 50 officers over and above the forces core uplift target.

The additional 50 officers will be recruited by bringing forward required recruitment from 2023/24 to assist the Government's 20,000 uplift target, this will be funded through a grant of £1m. During 2023/24 officer numbers will return to the original uplift target.

As the officers will start towards the end of the year, the grant will be carried forward into 2023/24 to off-set the salary costs that will impact on that year.

5.2 Pay Awards

Within the budget a Police Officer pay award (of 2%) was included, confirmation has been received that each scale point will be increased by £1,900 per annum, effective 1st September 2022. This increase has been calculated to an across-the-board average increase of 5.1% for all officers.

The financial impact on 2022/23 will be around an extra £3.85m of which the force will receive funding of £1.25m, thus creating an in-year shortfall of £2.6m.

Staff pay award changes created an additional cost of £0.5m that is not funded.

In total an additional cost of £3.1m will impact the 2022/23 budget.

5.3 Overtime

In 2021/22 it was reported that a cost of £1,326k was incurred at the end of the year in respect of the unpredictable nature of Police Officer elected bank holidays, it is anticipated that the force will incur a similar cost this financial year. As these costs were not identified until after the budget for 2022/23 was agreed it was not included in the original budget. It is expected a cost of £1,200k will be incurred this year as well.

5.4 Inflation

A safeguard against increased fuel rises was built into the budget, however current information would suggest that these costs will rise above the safeguard budgeted.

Across gas, electric, petrol and diesel this amounts to an unbudgeted cost of £751k.

5.5 **Insurance**

The Insurance premiums have been renewed for the financial year. This shows an increase in costs of £724k.

5.6 **Staff Pay**

A staff vacancy rate of 3% was built into the budget allowing for a percentage of staff posts to be vacant during the year. We are expected to underspend by a further (£2,500k) due to high staff turnover and difficulty in recruiting to vacant posts.

5.7 **Grant and other Income**

Performance Uplift grant of (£2,400k) will be received at the end of the financial year.

£300k receipts from sales of vehicles will not be achieved as vehicles are being kept longer than anticipated due to market supply chain issues. As a result, capital expenditure is also likely to be lower.

5.8 **London Bridge**

The estimated costs of Operation London Bridge (state funeral of HM Queen Elizabeth II) were calculated to £1,154k, it was anticipated that this cost would be realised through overtime payments, however many officers have elected for time off or worked the operation during duty time, this reduces the overtime costs by (£453k), but has resource implications the cost will be offset by mutual aid recharges of an estimated £408k, leaving an impact of £293k.

5.9 **Change in National Insurance Rates**

The government has reversed the decision to increase national insurance contributions by 1.25%. The decision to increase the rates came into effect in April and was reversed on 6th November. This creates an in year saving of (£819k).

5.10 **Seconded Officers & Staff**

A re-assessment of seconded officers has taken place, this has realised an increase in income of (£663k).

5.11 **Release of Cashable Efficiency Savings**

Following regular review of this data with the Chief Officer Team savings in respect of system costs with the move back to force from MFSS and additional economical savings from fleet have been realised (£500k).

5.12 Capital Financing

Additional contributions to reserves in respect of Safety Camera Partnership, ARIS and Uplift.

5.13 Summary

Summary	£'000
Payawards	3,100
Overtime	1,901
Capital Financing	1,076
Inflation	751
Insurance	724
Uplift	(2,400)
Staff Pay	(2,500)
In-Year Savings	(1,146)
Seconded Officers	(663)
Addnl Income Generation	(658)
Investment Interest	(500)
Other	(276)
	<u>(591)</u>

6 Human Resources Implications

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

7 Equality Implications

7.1 There are no equality implications arising from this report.

8 Risk Management

8.1 There are no risk management implications arising from this report.

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

9.1 There are no policy implications arising from this report.

10 Changes in Legislation or other Legal Considerations

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

11 Details of outcome of consultation

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

12. Appendices

12.1 There are no appendices to report.

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

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

For Information / Consideration / Comment / Decision (delete as appropriate)	
Public/Non Public*	
Report to:	Accountability Board
Date of Meeting:	14 Feb 2023
Report of:	Mark Kimberley
Report Author:	Tracey Morris
E-mail:	Tracey.morris@notts.police.uk
Other Contacts:	Danny Baker
Agenda Item:	

Capital Outturn Report 2022/23 as at the end of December.

5. Purpose of the Report

5.1 The purpose of this report is to provide the financial outturn position for capital for 2022/23 as at the end of December.

6. Recommendations

6.1 Recommendation 1
It is recommended that the contents of the report are noted.

7. Reasons for Recommendations

7.1 To update Accountability Board on the Force's outturn position for 2022/23 as at the end of December, and to comply with good financial management and Financial Regulations.

8. Summary of Key Points

4.1 The capital budget is £12,587k, an increase of £200k since last month, outturn at the end of 2022/23 is £8,824k, generating a variance of (£3,764k). This is broken down to (£251k) underspend and (£3,513k) slippage.

4.2 The budget has grown since approval as follows:

Capital Summary 2022/23 £'000

Department	Original Budget	Slippage from 2021/22	Addnl Approved Budget	Virements	Working Budget	Forecast Outturn	Variance	YTD Actual Spend
Estates	3,568	2,779	915	0	7,262	4,949	(2,313)	3,786
Fleet	2,422	1,991	80	0	4,493	3,096	(1,397)	1,183
Information Technology	458	174	200	0	832	778	(54)	452
Operations	0	0	0	0	0	0	0	0
Total:	6,448	4,944	1,195	0	12,587	8,824	(3,764)	5,422

4.3 The additional budget is accounted for as follows:

- Decision record 2021.123 Funding to support coordination of policing assets in order to provide enhanced offer to tackle rural crime £79,985.

- Decision record 2022.023 Work package 4 Joint Police and Fire HQ Sherwood Lodge £750,000.
- Decision record 2022.045 Sale of land and replacement car parking at Arrow Centre Hucknall £165,000.
- Decision record 2022.121 ANPR Investment, bringing forward budget planned for 2023/24.

4.4 Each area is reported separately in section 5 below

5 Financial Implications and Budget Provision

5.1 Estates

Project £'000	Working Budget	Forecast Outturn	Variance	YTD Actual Spend	Underspend	Slippage
Building Condition Works	1,961	515	(1,446)	152	(9)	(1,438)
Custody Improvements	911	903	(8)	679	0	(8)
Environmental Improvements	134	0	(134)	0	(134)	0
Estates Improvements	1,681	994	(687)	768	(41)	(646)
New Build Projects	2,575	2,538	(38)	2,187	(38)	0
	7,262	4,949	(2,313)	3,786	(221)	(2,093)

5.2 Most of the Estates projects are phased to start towards the end of quarter 3 and into quarter 4, some of these projects are still to commence, there is a risk that these projects will not be delivered or only partially delivered by year end.

5.3 Building Condition Works

Comprised of several projects, the programme reflects the risks identified within the building condition survey. Slippage of (£1,438k) is expected and an underspend of (£9k).

5.4 Custody Improvements

Comprised of 2 projects that aim to ensure the custody suites are maintained to a suitable standard, Slippage of (£8k) is expected.

5.5 Environmental Improvements

Comprised of 1 project to improve the forces carbon footprint, this project was previously shown within Estate Improvements. This project will underspend as no work has been commissioned.

5.6 Estate Improvements

Comprised of several smaller projects designed to ensure best use is made of the space available to the Force. Slippage of (£646k) is expected and an underspend of (£41k).

5.7 New Build Projects

Nottingham Custody suite is expected to underspend by (£38k).

5.8 Fleet

Project £'000	Working Budget	Forecast Outturn	Variance	YTD Actual Spend	Underspend	Slippage
Fleet	4,493	3,096	(1,397)	1,183	0	(1,397)
	4,493	3,096	(1,397)	1,183	0	(1,397)

5.9 Three projects which result in the replacement and growth of fleet vehicles within the force. (£1,397k) slippage is expected on the vehicle replacement programme, vehicles are on order, but unlikely to arrive before the end of March.

5.10 Information Services

Project £'000	Working Budget	Forecast Outturn	Variance	YTD Actual Spend	Underspend	Slippage
Is Investment Programme	560	506	(54)	303	(30)	(24)
Is Replacement Programme	272	272	0	150	0	0
	832	778	(54)	452	(30)	(24)

5.11 IS Investment Programme

Includes OPCC investment for safe haven cameras and ANPR. There is also a small budget for ESN works.

ESN will report slippage to next financial year as the project is delayed by the Home Office (£24k). Safe Haven cameras has been reported as underspend at this time due to no progress being made (£30k).

5.12 IS Replacement Programme

Comprised of an ongoing budget for replacement of static ANPR cameras and replacement video conferencing equipment, these projects are on track.

6 Human Resources Implications

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

7 Equality Implications

7.1 There are no equality implications arising from this report.

8 Risk Management

8.1 There are no risk implications arising from this report.

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

9.1 There are no policy implications arising from this report.

10 Changes in Legislation or other Legal Considerations

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

11 Details of outcome of consultation

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

12. Appendices

12.1 Appendix A – Detailed Project Table.

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

NB

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

Appendix A Detailed Project Table

Estates

Project	Project No	Sub Project	Working Budget £'000	Forecast Outturn £'000	Variance £'000	Actuals £'000
Building Condition Works	CA00004	Oxclose Lane Roof Replacement	12	4	(9)	9
	CA00005	Phoenix House - Flooring & Decoration	150	0	(150)	0
	CA00006	Newark - Refurb Wc'S	85	43	(43)	0
	CA00007	Phoenix Hse - Lights, Replace & Wind Rep	360	22	(338)	22
	CA00008	Radford Road - Fire Alarm Replacement	246	85	(161)	9
	CA00010	Radford Road - Roof & Windows	605	0	(605)	0
	CA00028	Broxtowe - Boiler Replacement	13	13	0	0
	CA00031	Mansfield Lighting	110	110	0	110
	CA00040	Fire Remedial Works (Door & Compart..)	71	1	(70)	1
	CA00042	Tom Ball Hall Lighting	94	94	0	0
CA00043	St. Anns Lighting	216	144	(72)	0	
Project Total:		Sum:	1,961	515	(1,446)	152

Project	Project No	Sub Project	Working Budget £'000	Forecast Outturn £'000	Variance £'000	Actuals £'000
Custody Improvements	CA00011	Mansfield Custody Improvements	835	835	0	612
	CA00029	Oxclose Lane Cells	76	68	(8)	68
Project Total:		Sum:	911	903	(8)	679

Project	Project No	Sub Project	Working Budget £'000	Forecast Outturn £'000	Variance £'000	Actuals £'000
Environmental Improvements	CA00015	Environmental Improvemt (Climate Change)	134	0	(134)	0
	CA00055	Fhq Wind Turbine	0	0	0	0
	CA00056	Fhq Car Port Solar Panels	0	0	0	0
Project Total:		Sum:	134	0	(134)	0

Project	Project No	Sub Project	Working Budget £'000	Forecast Outturn £'000	Variance £'000	Actuals £'000
Estates Improvements	CA00016	Fhq Convert Stores & Printing Office Acc	500	109	(391)	5
	CA00018	Newark Car Parking Alterations	44	38	(6)	36
	CA00019	Newark Vri	74	67	(6)	55
	CA00020	Oxclose - Cooling & Ventilation	50	2	(48)	2
	CA00021	Radford Rd - Cooling & Ventilation	50	3	(47)	3
	CA00030	Dog Kennel Extension	25	25	(0)	25
	CA00034	Condition Survey Works - F&G Fees	30	30	0	15
	CA00035	Arrow Centre Works	175	167	(8)	167
	CA00039	Arrow Centre Car Park Works	165	13	(152)	13
	CA00045	Mansfield Pipework	39	39	0	39
	CA00046	Hq Barrier & Tarmac Works	46	46	0	46
	CA00047	Oxclose Lane Fire Alarm	90	90	0	0
	CA00048	Hq Bms	9	0	(9)	0
	CA00049	Northern Control Room	376	357	(19)	355
	CA00050	Csi Works At Radford Rd	7	7	0	7
	Project Total:		Sum:	1,681	994	(687)

Project	Project No	Sub Project	Working Budget £'000	Forecast Outturn £'000	Variance £'000	Actuals £'000
New Build Projects	CA00001	Nottingham Custody Suite	54	16	(38)	(28)
	CA00002	Joint Fhq Build	2,049	2,049	0	1,798
	CA00032	Sexual Assault Referral Centre	472	472	0	416
Project Total:		Sum:	2,575	2,538	(38)	2,187

Departmental Total:			7,262	4,949	(2,313)	3,786
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Fleet

Project	Project No	Sub Project	Working Budget £'000	Forecast Outturn £'000	Variance £'000	Actuals £'000
Fleet	CA00022	Vehicle Replacement - Contingency	75	75	0	0
	CA00023	Vehicle Write Off'S	432	432	0	137
	CA00044	Vehicle Replacement Programme	3,986	2,589	(1,397)	1,046
Project Total:		Sum:	4,493	3,096	(1,397)	1,183

Departmental Total:			4,493	3,096	(1,397)	1,183
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Information Technology

Project	Project No	Sub Project	Working Budget £'000	Forecast Outturn £'000	Variance £'000	Actuals £'000
Is Investment Programme	CA00025	Safe Haven Cameras	30	0	(30)	0
	CA00026	It Uplift Equipment	0	0	0	(19)
	CA00027	It Equipment For Fhq New Build	6	6	0	(6)
	CA00036	Anpr - Investment Programme	500	500	0	328
	CA00037	Esn / Airwave Radio Replacement	24	0	(24)	0
Project Total:		Sum:	560	506	(54)	303

Project	Project No	Sub Project	Working Budget £'000	Forecast Outturn £'000	Variance £'000	Actuals £'000
Is Replacement Programme	CA00024	Anpr Static Camera Replacement Programme	104	104	0	0
	CA00041	Polycom Room Video Conf	168	168	0	150
Project Total:		Sum:	272	272	0	150

Departmental Total:			832	778	(54)	452
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Decisions of Significant Public Interest: Forward Plan
March 2023

1.0 Business cases						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
2.0 Contracts (above £250k)						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
2.1	March	Accommodation and Air Travel	Contract award	>£250k	Mark Kimberley	Force
2.2	March	Healthcare in Custody	Contract award	>£250k	Mark Kimberley	Force
2.3	March	StarTraq / StarDome	Contract Award	>£250K	Mark Kimberley	Force
2.4	March	Airwave Extension	DN for Extension	>£250k	Mark Kimberley	Force
2.5	March	Fuel Cards	Contract award	>£250k	Mark Kimberley	Force
2.6	March	Windscreen Replacement	Contract award	>£250k	Mark Kimberley	Force
2.7	March	PSU Vehicle Replacements	Contract Award	>£250k	Mark Kimberley	Force
2.8	March	Response vehicle Replacements	Contract Award	>£250k	Mark Kimberley	Force
2.9	March 2023	ISVA and CHISVA Services	Additional MOJ ISVA uplift funding to be awarded to ISVA and CHISVA services	>£250k	Gillian Holder	OPCC
2.10	April	Vehicle Commissioning	Contract Award	>£250k	Mark Kimberley	Force
2.11	April	Mansfield Custody Improvements	Contract Award	>£250k	Mark Kimberley	Force

2.12	April	Sexual Violence Hub and Therapy contract	Contract Extension permitted under terms of OPCC	>£250k	Gillian Holder	OPCC
2.13	May	Lighting Replacements	Contract Award	>£250k	Mark Kimberley	Force
2.14		Radford Road Window Replacement	Contract Award	>£250k	Mark Kimberley	Force
2.15	June	Victim CARE, Victim Awareness, Restorative Justice and Non Domestic stalking Framework	Contract awards for specific lots	>£250k	Gillian Holder	OPCC
2.16	June	Body Worn Video Subscription	Extension	>£250k	Mark Kimberley	Force
2.17	June	Voice and Text and Data	Extension / Award	>£250k	Mark Kimberley	Force
2.18	June	Domestic Abuse Perpetrator Programmes	Contract Award	>£250k	Gillian Holder	OPCC

3.0 Estates, ICT and Asset Strategic Planning						
Ref	Date	Subject	Summary of Decision	Cost (£) Where available	Contact Officer	Report of OPCC / Force
3.1	TBC	Clifton Police Station	To agree a lease renewal to include additional accommodation.	TBC	Tim Wendels, Estates and Facilities	Force
3.2	TBC	Workshop, Riverside Police Station	To agree to grant a sub-lease of the Workshop up to the end of the PFI Contract, following vacation of the building by the Police	TBC	Tim Wendels, Estates and Facilities	Force
3.3	June – 18 months	National Enabling Programmes	SWORD work ongoing with a view to being completed end of January 2023. Looking to close 365 project, date to be confirmed, and then move fully to team set up to enable	-	Chief Insp Al Pearson	Force

			business change aspect throughout Force. Currently liaising Derbyshire and PDS.			
3.4	Ongoing	DEMS	NICE Investigate is live with four connectors implemented (NICHE, BWV, DIR & SAAB). Work is continuing on the NICE Inform connector and a decision was made for the Motorola AFO BWV system to be our final connector. We are now working towards a project completion deadline of April / May 2023 for all connectors to be implemented.	-	Chief Insp Al Pearson	Force

4.0 Workforce Plan and Recruitment Strategies

Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
4.1	On going	Operation Uplift	The recruitment and L&D budget are on target for financial year end 22/23. All recruitment and training costs are monitored and are on track. Operation Uplift was achieved in March 2022 a year ahead of target as planned. However, maintenance of the establishment position is a priority through to the end of the financial year along with achieving our additional target of 50 recruits by end of March 2023 to assist the national uplift target of 20,000 new officer by the same date. We are on track to maintain our original uplift allocation of 357 officers and the initial 31, along with the recently added 19 to take our additional total to 50 more new officers. These have been absorbed	-	Claire Salter/ Supt Amy Styles-Jones	Force

			<p>into recruitment during this financial year albeit within the last quarter for funding purposes.</p> <p>We are on track to recruit all of those officers by 31.03.2023. We will revert to our agreed establishment, pre allocation of additional officers, of 2378 (headcount) by March 2024. We have amended our recruitment plans to bolster detective numbers via the internal fast track to DC route and also recruit two DC DHEP intakes in 2023/24 financial year.</p> <p>The pioneering Military Service Leavers Pathway into Policing course is underway with ten candidates having started the 12 week residential course at RAF Cranwell on 9th January 2023. The course is being delivered by Nottinghamshire Police and University of Derby. The cost of the course is 10 new Police officers on the PCDA from June 2023.</p>			
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5.0 Strategic Issues including Finance						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
5.1	Each Meeting	Routine monthly monitoring reports in respect of capital and Revenue expenditure'	Approval of virements and additional budget		Mark Kimberley	Force

6.0 Other OPCC Commissioning						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
6.1	March	Homicide Prevention Fund	Home Office Homicide Prevention Fund research contract to be awarded	<£100k	Erica Doran	OPCC (VRP)
6.2	April	Community Resolution	Contract Award	<£40k	Nicola Wade	OPCC
6.3	April	Sums.org	Contract Award for commissioning database	<£10k	Nicola Wade	OPCC
6.4	April	Serious Violence Duty	Publication of Request for Proposals for serious violence data solution	TBC	Erica Doran	OPCC
6.5	April	Substance Misuse Support (city)	To agree contract award for co-commissioned substance misuse provision (City Council lead commissioner)	>£250k	Nicola Wade	OPCC
6.6	May	Hospital based Youth Intervention	Potential re-commissioning of a hospital based youth intervention	TBC	Erica Doran	OPCC
6.7	June	Out of court disposals	Potential commissioning for a range of provision	TBC	Nicola Wade	OPCC

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	27 March 2023
Report of:	Commissioner Henry (PCC)
Report Author:	Dan Howitt
E-mail:	ExecutiveSupport@notts.police.uk
Other Contacts:	None
Agenda Item:	6

POLICE AND CRIME PLAN PERFORMANCE UPDATE TO DECEMBER 2022

1. PURPOSE OF THE REPORT

- 1.1 This report provides the Police and Crime Panel with an update on performance relating to the 2021-25 Nottinghamshire Police and Crime Plan as monitored via the Performance and Insight report to December 2022 shown at Appendix A.
- 1.2 The Performance and Insight report is compiled by the force and OPCC on a quarterly basis and is used to track a wide range of indicators and outcomes directly linked to the ambitions of the Police and Crime Plan. This includes Key Performance Indicators (KPIs) and an assessment of positive and negative performance exceptions based on their 'Red, Amber, Green' (RAG) status.

2. RECOMMENDATIONS

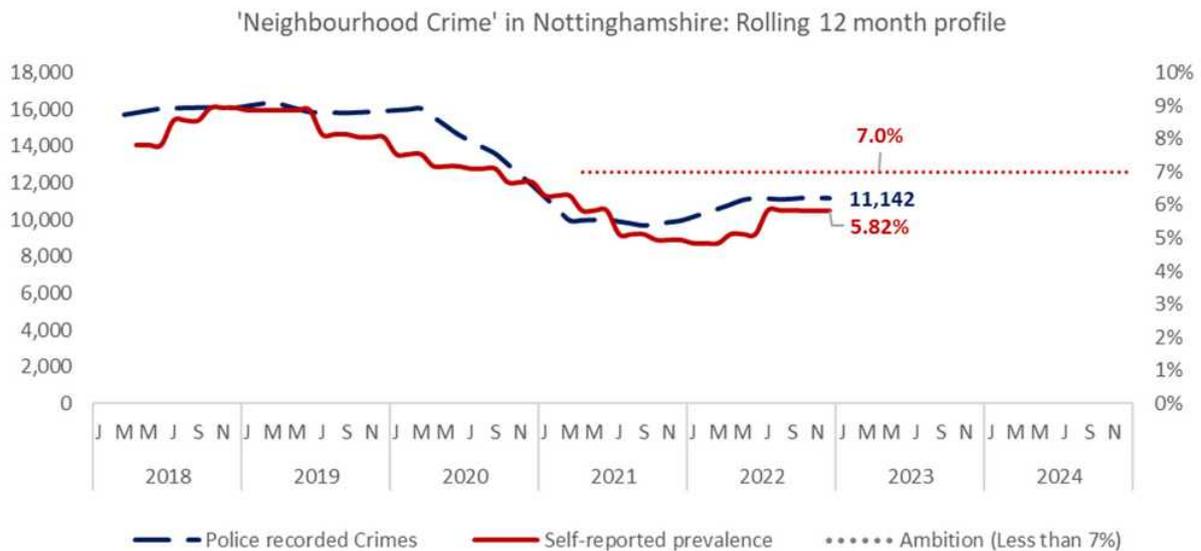
- 2.1 The Police and Crime Panel is invited to scrutinise the contents of this report and seek assurance on any specific areas of concern. The Panel is also invited to request further information where required and make relevant observations and recommendations within the scope of their role¹.
- 2.2 The Police and Crime Panel has a statutory duty² to scrutinise performance in delivering the ambitions of the Police and Crime Plan. This report is designed to assist the Police and Crime Panel in fulfilling this responsibility.

¹ [Police and Crime Panels: A Guide to Scrutiny](#), Local Government Association, Updated 2016

² *Police Reform and Social Responsibility Act 2011*

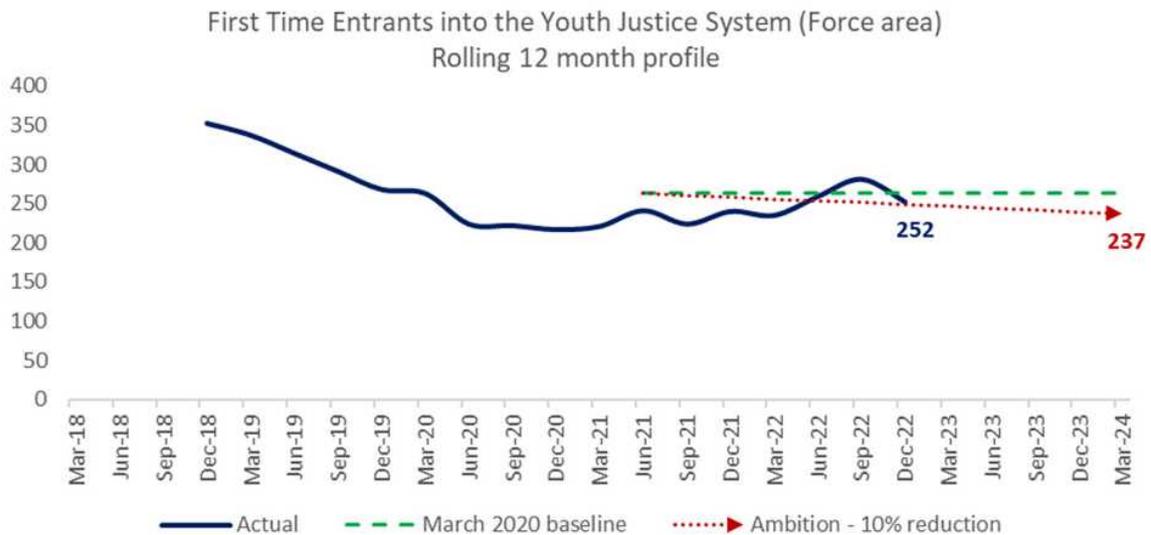
3. Positive exceptions

3.1 Self-reported experience of neighbourhood crime (5.8%) remains significantly lower than the pre-Covid baseline year (7.5%) and the reduction ambition (<7.0%). The police recorded crime picture continues to mirror this trend, with neighbourhood crime rates remaining 31% lower than the pre-pandemic level (year to March 2020). As at November 2022, Nottinghamshire displayed the 12th lowest rate of vehicle crime and 17th lowest rate of residential burglary and per 1,000 population among all 43 police forces in England and Wales.



3.2 Positively, there are now indications that feelings of safety (57.8%) may be increasing across Nottinghamshire after falling to the lowest level on record during 2022 (56.3%). Work continues as part of the Safer Streets programme and in response to the Night Time Economy Needs Assessment to improve feelings on safety within various priority localities across Nottinghamshire.

3.3 The number of first time entrants (FTE) into the Youth Justice System across Nottinghamshire (252) have fallen to levels lower than the pre-pandemic baseline (263) in the year to December 2022 and are now on track to meet the target 10% reduction ambition of 237 by March 2024. This follows a rise in FTEs in the both the City and County during Summer 2022. Rates of FTE in the City, however, remain higher than that of other comparable local authority areas. A Task and Finish Group has been established in the City to better understand the reasons for this.

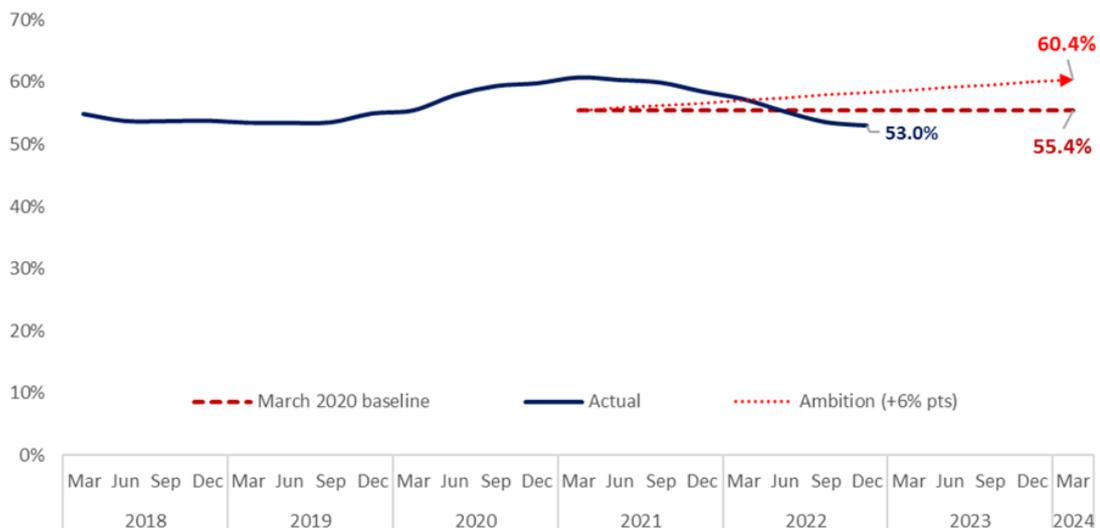


- 3.4 Reporting of domestic abuse has also increased by around 9% over the last year to a level 8% higher than the comparable pre-covid period. This is in line with the Commissioner’s ambition to increase public confidence in the disclosure of domestic abuse offences. Positively, the Police and Crime Survey indicates that there has been no significant change in the underlying self-reported prevalence of domestic abuse crimes during this period, whilst the repeat victimisation rate for domestic abuse remains stable at 33.4%.
- 3.5 Nottinghamshire continues to demonstrate significant reductions in levels of repeat reoffending (-70%) among those subject to Integrated Offender Management arrangements. Around 291 offenders are currently being managed via the scheme, with around 80 being successfully removed during the year following evidenced reductions in their criminogenic needs.
- 3.6 Nottinghamshire maintains one of the strongest levels of 999 call answering performance in the country. Abandonment rates for the 999 (0.4%) and 101 (1.6%) services remain low, despite increases in overall call demand for both 999 (+14.0%) and 101 (+22.6%).
- 3.7 The Performance and Insight report also highlights sustained improvements in compliance with the Victims’ Code of Practice over the last year (up from 95.1% to 96.4%), providing assurance that the care needs of victims are being routinely considered and that victims are being offered support and referral to available victim service providers.

4. Negative exceptions

- 4.1 Public confidence in the police has been in decline since March 2021, with indications that this forms part of a wider national trend³. The proportion of respondents to the Police and Crime Survey stating that they have confidence (53.0%) in the police has deteriorated by 5.4% points over the last year to a level below the March 2020 baseline year (55.4%) and the milestone improvement ambition of 57.5%.
- 4.2 The OPCC has undertaken a detailed analysis of the survey findings and is working with neighbourhood policing teams to develop engagement strategies to help drive improvements in public confidence in the police at a local level.

% Respondents agree that they have confidence in the police in their area
Nottinghamshire Police and Crime Survey



	Year to March 2020	Year to Dec 2022	Percentage Change
South Notts	61.7%	54.1%	-7.6%
Nottingham	59.3%	55.0%	-4.3%
Mansfield & Ashfield	49.5%	52.7%	+3.2%
Bassetlaw, Newark & Sherwood	46.9%	49.0%	+2.1%
Police Force Area	55.4%	53.0%	-2.4%

- 4.3 Levels of reported online fraud have continued to increase since March 2020, with an 18% (+659) increase recorded by police in the latest year. The proportion of respondents to the Police and Crime Survey that report having experienced

³ [YouGov](#) routinely asks the British public about their confidence in the police to deal with crime in their local area. The proportion of respondents stating that they had confidence in the police fell from 53% in March 2020 to 43% in October 2021. The Crime Survey for England and Wales provides the most robust national indicator of trust and confidence in the police, however these questions were temporarily suspended in March 2020 when the Telephone Based Crime Survey was introduced to address Coronavirus-related fieldwork challenges.

fraud or attempted fraud (18.6%) has stabilised since December 2021 but remains significantly higher than the pre-Covid baseline (13.0%).

5. Decisions

5.1 None – this is an information report.

6. Human Resources Implications

6.1 None - this is an information report.

7. Equality Implications

7.1 The Commissioner's decisions and strategic direction are fully compliant with the Equality Act 2020

8. Risk Management

8.1 There are no significant risks within this report that would need to be drawn to the attention of the Police and Crime Panel.

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

9.1 This report provides members with an update on performance in respect of the Make Notts Safe Plan.

10. Changes in Legislation or other Legal Considerations

10.1 Changes to the Specified Information Order came into force on 31 May 2021 requiring Police and Crime Commissioners to publish a statement on how their force is performing in relation to key national priorities for policing on their websites

10.2 The Commissioner has taken steps to ensure compliance with the amended legislation and will be publishing a statement on how the force is performing in relation to the national police outcomes framework when publishing her statutory Police and Crime Plan.

11. Details of outcome of consultation

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

12. Appendices

A. Nottinghamshire Performance and Insight report to March 2022

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

Make Notts Safe Plan 2021 - 2025

For any enquiries about this report please contact:

Sharon Caddell, Chief Executive and Monitoring Officer of the Nottinghamshire Office of the Police and Crime Commissioner, ExecutiveSupport@notts.police.uk,
Tel: 0115 8445998

Dan Howitt, Head of Strategy and Performance of the Nottinghamshire Office of the Police and Crime Commissioner, ExecutiveSupport@notts.police.uk, Tel: 0115 8445998



NOTTINGHAMSHIRE POLICE AND CRIME PLAN

PERFORMANCE FRAMEWORK 2021 TO 2025

QUARTER 3: PERFORMANCE TO 31st DECEMBER 2022

INTRODUCTION

The Nottinghamshire [Police and Crime Plan 2021-25](#) sets the strategic direction for the police and partner agencies in tackling and reducing crime and improving local police and victim services during the 2021 to March 2025 period. The plan sets three simple objectives:

Preventing crime and protecting people from harm

Responding efficiently and effectively to community needs

Supporting victims and communities to be safe and feel safe

This framework is designed to support the Commissioner, partner agencies and the Police and Crime Panel in tracking the delivery of performance outcomes linked to the plan. Indicators are reviewed and reported on a quarterly basis via the statutory Police and Crime Panel and Commissioner's Strategic Resources and Performance Board.

The Coronavirus pandemic and subsequent restrictions imposed from 23 March 2020 had a significant unprecedented impact on trends in crime and service demand during 2020 and 2021. Consequently, the 2020/21 year does not provide a reliable and meaningful baseline against which future performance outcomes can be assessed.

Performance ambitions for the planning period have therefore been set in the context of benchmarking with other police force areas and informed views on what can be reasonably achieved in the current environmental conditions with the resources available. In many cases, this is simply shown as an expected direction of travel.

Where no specific performance ambition has been set, figures are shown in comparison to the 2019/20 pre-COVID baseline year.

Work will be undertaken to migrate the Performance and Insight report to Power BI in 2022 with a view to enabling more interactive profiling of outcomes at community safety partnership level.

STRATEGIC OBJECTIVE 1: PREVENTING CRIME AND PROTECTING PEOPLE FROM HARM

1A. Making our streets, villages, towns and city safer

AIM	Indicator	2019/20 Baseline	12 months to Dec 2021	12 months to Mar 2022	12 months to Jun 2022	12 months to Sep 2022	12 months to Dec 2022	Change over last year	
								%	Actual
< 7.0%	Experience of Neighbourhood Crime ¹ (PCS)	7.5%	4.9%	4.8%	5.1%	5.8%	5.8%	+0.9% pts	Base 4,324
	Total Neighbourhood Crime (Police recorded)	16,098	9,907	10,562	11,122	11,113	11,142	+12.5%	+1,235
	Residential Burglary (Police recorded)	5,429	3,284	3,440	3,534	3,565	3,595	+9.5%	+311
	Vehicle Crime ² (Police recorded)	7,760	5,051	5,348	5,726	5,640	5,613	+11.1%	+562
	Personal Robbery (Police recorded)	1,100	725	830	860	878	895	+23.4%	+170
	Theft from Person (Police recorded)	1,809	847	944	1,002	1,030	1,039	+22.7%	+192
▲	Feelings of safety in the area after dark (PCS)	60.4%	56.9%	56.9%	56.3%	56.3%	57.8%	+0.9% pts	Base 4,324

Self-reported experience of neighbourhood crime (5.8%) remains significantly lower than the pre-Covid baseline year (7.5%) and the reduction ambition (<7.0%). The police recorded crime picture continues to mirror this trend, with neighbourhood crime rates remaining 31% lower than the pre-pandemic level (year to March 2020). Nottinghamshire displayed the 12th lowest rate of vehicle crime and 17th lowest rate of residential burglary and per 1,000 population among all 43 police forces in England and Wales.

Positively, there are now indications that feelings of safety (57.8%) may be increasing across Nottinghamshire after falling to the lowest level on record during 2022 (56.3%). Work continues as part of the Safer Streets programme and in response to the Night Time Economy Needs Assessment to improve feelings on safety within various priority localities across Nottinghamshire.

¹ Residential Burglary, Personal Robbery, Theft from Person, TOMV & TFMV

² Theft of and Theft from Motor Vehicle

STRATEGIC OBJECTIVE 1: PREVENTING CRIME AND PROTECTING PEOPLE FROM HARM

1B. Preventing serious violence and steering vulnerable young people away from crime

Aim	Indicator	2019/20 Baseline	12 months to Dec 2021	12 months to Mar 2022	12 months to Jun 2022	12 months to Sep 2022	12 months to Dec 2022	Change over last year	
								%	Actual
< 253	First Time Entrants into the YJS: Force (YJS)	263	240	235	259	281	252	+5.0%	+12
▼	Youth Justice First Time Entrants: City	140	124	123	131	150	135 ³	+8.9%	+11
▼	Youth Justice First Time Entrants: County	123	116	114	128	131	117	+0.9%	+1
	Violence with Injury ⁴ (Police recorded)	12,099	10,296	11,347	11,696	11,786	11,287	+9.6%	+991
	Homicide (rolling 3 year average)	11.7	9.0	10.3	10.0	11.0	11.3	+25.5%	+2.3
< 851	Violent Knife Crime (Police recorded) ⁵	891	774	850	870	854	852	+10.1%	+78
	Possession of Weapons offences	1,198	1,085	1,150	1,231	1,374	1,465	+35.0%	+380

The number of First Time Entrants (FTE) into the Youth Justice System across Nottinghamshire (252) have fallen to levels lower than the pre-pandemic baseline (263) in the year to December 2022 and are now on track to meet the target 10% reduction ambition of 237 by March 2024. This follows a rise in FTEs in the both the City and County during Summer 2022.

Rates of FTE in the City, however, remain higher than that of other comparable local authority areas. A Task and Finish Group has been established in the City to better understand the reasons for this.

Violence with Injury offences have increased by 9.6% over the last year but remain 6.7% lower than the levels recorded in the pre-COVID baseline of March 2020 (12,099).

The average rate of homicides has also increase over the previous year, partly impacted by a major fire in Clifton which resulted in the death of three family members. Despite this, overall homicide rates remain comparable to levels recorded prior to the pandemic.

Violent knife crimes have increased by 10.1% when compared to the previous year but remain 4.4% lower than levels recorded pre-pandemic (891). Continued monitoring of knife crime offences suggest an improving picture which will be reflected in the following quarterly report.

Positively, the number of possession offences identified by police has increased by 35% over the previous year as a result of ongoing proactive enforcement. This approach remains instrumental in reducing the risk of harm and serious injury.

³ Figures detailed are to 08/12/2022 due to change in case management system

⁴ Section 18, 20 and 47 (GBH & ABH)

⁵ Attempted Murder, Threats to Kill, Wounding/Endangering Life, Assault with Injury, Sexual Offences and Robbery involving a knife or bladed article – figures are based on methodology currently used.

STRATEGIC OBJECTIVE 1: PREVENTING CRIME AND PROTECTING PEOPLE FROM HARM

1C: Preventing Violence Against Women and Girls

Aim	Indicator	2019/20 Baseline	12 months to Dec 2021	12 months to Mar 2022	12 months to Jun 2022	12 months to Sep 2022	12 months to Dec 2022	Change over last year %	Actual
	Domestic Homicide ⁶	4.0	1.3	1.3	1.3	2.3	2.0	+53.8%	+0.7
	Domestic abuse repeat victimisation rate	34.1%	32.6%	32.3%	32.9%	33.3%	33.4%	+0.8 pt	n/a
	Domestic Violence Protection Notices (DVPN)	49	189	210	213	174	175	-7.4%	-14
	Domestic Violence Protection Orders (DVPO)	45	175	195	197	161	166	-5.1%	-9
	DV Disclosure Scheme: Disclosures ⁷	223	384	327	325	363	399	+3.9%	+15
	Stalking Protection Orders ⁸	6 ⁹	7	7	8	13	15	+114.3%	+8
	Sexual Offence Orders ¹⁰	737	960	962	982	978	1,010	+5.2%	+50
	% experiencing domestic abuse in last yr (PCS)	1.6%	1.4%	1.2%	1.4%	1.3%	1.3%	-0.1 pt	Base 4,313
▲	Reported Domestic Abuse Crime (Police)	14,975	14,774	15,396	15,904	15,812	16,134	+9.2%	+1,360
▲	Reported Stalking and Harassment (Police)	10,468	11,276	11,604	11,387	11,185	11,219	-0.5%	-57
▲	Reported RASSO ¹¹ (Police)	2,908	2,867	3,066	3,200	3,202	3,229	+12.6%	+362

The number of DVPNs and DVPOs have decreased from the previous year to date having previously seen a peak in June 2022. Despite this overall decrease, a small increase is seen over the last quarter.

The use of Stalking Protection Orders continues to increase as evidenced with the 114.3% increase in orders granted in the last 12 months. This demonstrates the continued efforts of the Stalking Unit in early identification of these offences and subsequent applications for orders. The use of Sexual Offence Orders also continues to increase with 1010 live orders at the end of December 2022 showing a significant increase from the pre-COVID baseline of 737 live orders.

Reported RASSO has seen a steady but continual increase over the last 12 months whilst reported stalking and harassment has not seen significant changes over the previous 12 months.

⁶ Rolling annual average based on previous 3 years

⁷ Based on 'date received' and including Right to Ask and Right to Know + Disclosure Completed (1)

⁸ Based on SPOs granted during this period

⁹ SPO's went live in Jan 2020

¹⁰ Includes live Sexual Risk and Sexual Harm Prevention Orders

¹¹ Rape & Serious Sexual Offences (RASSO ALL + RASSO outliers)

STRATEGIC OBJECTIVE 1: PREVENTING CRIME AND PROTECTING PEOPLE FROM HARM

1D: Improving our approach to Reducing Reoffending

Aim	Indicator	2019/20 Baseline	12 months to Dec 2021	12 months to Mar 2022	12 months to Jun 2022	12 months to Sep 2022	12 months to Dec 2022	Change over last year	
								%	Actual
▼	Reoffending rate (binary)	28.1%	27.5%	27.0%	27.3%	27.6%	28.6%	+1.1% pts	n/a
▼	Reoffending rate (frequency)	1.64	1.71	1.71	1.76	1.81	1.81	+0.1	+5.8%
	IOM: Managed Cases - overall	236	306	270	291		279	-8.8%	-27
	IOM: Offenders successfully removed	TBC	99	170	80		49	-50.5%	-50
	IOM: Reduction in average re-offending risk	-73.0%	-71.9%	-68.0%	-70.1%	-70.1%	-70.2%	-1.7%pts	n/a
	Offenders with substance misuse needs	3,898	4,242	4,094	4,112	4,077	4,419	+4.2%	177
	% successfully completing ATR / DRR	71.2%	73.0%	77.0%	78.4%	79.0%	72.3%	-0.7% pts	n/a
	% offenders housed 3 months from release	66.9%	66.9%	79.8%	79.5%	80.2%	77.4%	+10.5% pts	n/a
	% offenders in employment 3 months from release	n/a	9.5%	12.2%	31.1%	29.0%	27.9%	+18.4% pts	n/a

The Integrated Offender Management (IOM) programme continues to show reductions in re-offending of around 70% among those leaving the scheme.

Following national reforms to the IOM approach in 2021, the statutory scheme now has a primary focus on the management of serious acquisitive offenders.

STRATEGIC OBJECTIVE 2: RESPONDING EFFICIENTLY AND EFFECTIVELY TO LOCAL NEED

2A: Visible, accessible and responsive crime and policing services

Aim	Indicator	2019/20 Baseline	12 months to Dec 2021	12 months to Mar 2022	12 months to Jun 2022	12 months to Sep 2022	12 months to Dec 2022	Change over last year	
								%	Actual
> 57.9%	Public confidence in the police (PCS)	55.4%	58.5%	57.2%	55.3%	53.6%	53.0%	-5.5% pts	Base 4,324
> 35.2%	Public perception: police visibility (PCS)	32.7%	35.0%	34.9%	33.8%	32.7%	32.7%	-2.3% pts	Base 4,324
< 2.0%	999 Abandoned Call rate	0.5%	0.2%	0.2%	0.2%	0.4%	0.4%	+0.2% pt	n/a
< 5.0%	101 Abandoned Call rate	5.1%	1.2%	1.3%	1.3%	1.4%	1.6%	+0.4% pt	n/a
	Response times: Grade 1 Urban	79.3%	78.3%	77.7%	77.1%	76.8%	76.4%	-1.9% pt	n/a
	Response times: Grade 1 Rural	74.2%	73.8%	72.7%	70.5%	69.4%	69.3%	-4.5% pt	n/a
	Response times: Grade 2	52.5%	55.1%	53.0%	51.0%	49.4%	48.4%	-6.7% pt	n/a
	Calls for Service: 999	193,329	201,867	212,813	219,203	225,817	230,032	+14.0%	+28,165
	Calls for Service: 101	717,163	612,967	652,568	695,219	728,532	751,415	+22.6%	+138,448
	Officer Service Strength ¹² (FTE)	2,078.5	2,242.0	2,352.0	2,351.4	2,368.2	2393.6	+6.8%	+151.65
	Staff Service Strength (FTE)	1,192.7	1,272.0	1,265.2	1,270.8	1,304.2	1330.7	+4.6%	+58.72
	PCSO Service Strength (FTE)	169.2	150.7	142.9	134.6	138.3	137.9	-8.5%	-12.83

The proportion of respondents to the PCS citing they have confidence in the police has further fallen in the latest period and remains below the March 2020 baseline (55.4%).

Even with a significant growth in demand, Nottinghamshire Police maintains strong call handling performance, with abandonment rates for 999 and 101 calls remaining low, despite the addition of online reporting methods. The additional 999 demand has been impacted by greater 'hidden harm' reporting and calls made directly to the police as the principal contact rather than other areas.

These levels of performance are anticipated to improve public confidence when making reports to the police.

The number of deployable officers continues to increase consistently, continuing the upward trend with an increase of 15.2% on the 2020 pre-pandemic baseline.

¹² Strength/FTE includes all Officers and Staff even those seconded Out of Force.

STRATEGIC OBJECTIVE 2: RESPONDING EFFICIENTLY AND EFFECTIVELY TO LOCAL NEED

2B: Improving our capacity, capability and effectiveness in policing the digital beat

Aim	Indicator	2019/20 Baseline	12 months to Dec 2021	12 months to Mar 2022	12 months to Jun 2022	12 months to Sep 2022	12 months to Dec 2022	Change over last year	
								%	Actual
	Online Dependant Crimes ¹³	3,368	4,116	4,146	4,178	4,193	4,213	+2.4%	+97
	Online Facilitated Crimes ¹⁴	361	310	337	309	275	250	-19.4%	-60
	Experience of Online Fraud (PCS)	13.0%	21.3%	20.0%	19.3%	19.2%	18.6%	-2.7% pts	Base 4,313
	Experience of Online Fraud with loss (PCS)	4.3%	5.0%	4.8%	5.1%	5.3%	5.3%	+0.3% pts	Base 4,313
	Confidence in response to Cyber Crime (PCS)	n/a	31.5%	32.6%	30.0%	29.5%	28.8%	-2.7% pts	Base 2,117
	Reported Fraud Offences (Police) ¹⁵	2,833	3,725	4,034	4,226	4,264	4,384	+17.7%	+659
	Reports to Action Fraud (NFIB Portal)	5,987 ¹⁶	7,693	7,308	6,727	6,324	6,238	-18.9%	-1,455

Online dependant crime has continued to rise this period and having increased by 2.4% compared to the previous 12 months. Online facilitated crime has fallen by 19.4%.

Police recorded Fraud offences have increased by 17.7% over the past 12 months. Reports to Action Fraud have seen a steady reduction over recent periods and a 18.9% decrease compared to the previous 12 months.

¹³ Includes crimes with an online NICL qualifier – Notts Cyber Crime Compilation

¹⁴ Includes crimes with an online NICL qualifier

¹⁵ All fraud recorded by Nottinghamshire Police (including calls for service, victim assistance and NFIB referrals)

¹⁶ Based on manual historic data count as portal data unavailable prior to August 2021.

STRATEGIC OBJECTIVE 2: RESPONDING EFFICIENTLY AND EFFECTIVELY TO LOCAL NEED

2C: Improving police and partnership responses to the issues of greatest community concern

Aim	Indicator	2019/20 Baseline	12 months to Dec 2021	12 months to Mar 2022	12 months to Jun 2022	12 months to Sep 2022	12 months to Dec 2022	Change over last year	
								%	Actual
> 43.4%	Police dealing with issues of local concern (PCS)	41.7%	44.4%	43.5%	41.0%	38.9%	37.6%	-6.8% pts	Base 4,324
> 59.9%	% Residents satisfied with police service (PCS)	58.2%	62.7%	62.2%	60.4%	58.3%	58.0%	-4.7% pts	Base 1,022
	Perception that police 'do a good job' (PCS)	50.0%	53.0%	53.2%	50.8%	49.1%	47.8%	-5.2% pts	Base 4,324
	Speeding as local issue of concern (PCS)	33.4%	33.9%	33.2%	33.0%	33.2%	33.2%	-0.7% pts	Base 4,324
	Drug use and dealing as a local issue (PCS)	42.8%	29.6%	30.2%	30.2%	30.6%	29.4%	-0.02% pts	Base 4,324
	People Killed or Seriously Injured on roads ¹⁷	489	385	385	392	365	371	-3.6%	-14
	All Drug Offences (Police recorded ¹⁸)	4,822	4,231	4,043	3,934	4,052	3,956	-6.5%	-275
	% experiencing ASB in the last year (PCS)	64.0%	65.4%	64.2%	63.7%	64.4%	63.4%	-2.0% pts	Base 4,260
	Police recorded Anti-Social Behaviour	32,133	39,408	35,991	33,798	32,940	31,929	-19.0%	-7,479
	Anti-social Behaviour Incidents: % Repeats	28.4%	32.9%	32.5%	31.8%	30.9%	30.8%	-2.1% pt	n/a

The proportion of residents reporting that the police are effective in dealing with the issues that matter most to communities have fallen over the last year to levels below the pre-Covid baseline.

Serious and Fatal injury casualties have seen an increase of 1.6% since the last quarter. Despite this, there has been a decrease over the previous 12 months with figures remaining below the pre-Covid levels (Apr 19 to Mar 20 = 489).

Levels of ASB recorded by the police continue to fall with a further 19% reduction seen over the 12-month period which supports the Police and Crime Survey report of a 2% decrease in experienced ASB in the last 12 months.

Police recorded drugs offences have also seen a decrease since December 2021 of 6.5%.

¹⁷ 3-month delay in reporting to ensure accuracy of figures due to delayed reporting.

¹⁸ Includes Possession + Trafficking

STRATEGIC OBJECTIVE 2: RESPONDING EFFICIENTLY AND EFFECTIVELY TO LOCAL NEED

2D: Investigating Crime, Bringing Offenders to Justice and Tackling Serious and Organised Crime

Aim	Bringing offenders to justice	2019/20 Baseline	12 months to Dec 2021	12 months to Mar 2022	12 months to Jun 2022	12 months to Sep 2022	12 months to Dec 2022	Change over last year	
								%	Actual
	Crimes with an identified suspect (N.)	33.9%	35.4% (33,396)	34.9% (34,807)	35.0% (35,684)	35.8% (36,848)	36.0% (37,132)	+0.6% pts	+3,736
	Victim-based crime Positive outcome rate (N.)	11.7%	10.1% (7,854)	10.1% (8,321)	10.4% (8,883)	11.0% (9,412)	11.0% (9,442)	-0.9% pts	+1,588
	Domestic abuse: Positive outcome rate (N.)	13.7%	12.0% (1,574)	11.6% (1,578)	12.0% (1,685)	11.4% (1,801)	11.5% (1,847)	-0.5%pts	+273
	Sexual Offences: Positive outcome rate (N.)	7.8%	9.7% (279)	10.3% (315)	10.8% (347)	10.5% (335)	8.9% (286)	-0.8% pts	+7
	Violent knife crime: Pos. outcome rate (N.)	26.4%	23.7% (179)	23.6% (178)	23.4% (196)	23.6% (169)	23.9% (204)	+0.2% pt	+25

Aim	Tackling Serious and organised crime	2019/20 Baseline	12 months to Dec 2021	12 months to Mar 2022	12 months to Jun 2022	12 months to Sep 2022	12 months to Dec 2022	Change over last year	
								%	Actual
	Firearm Discharges (rolling 3 year average) ¹⁹	18.0	18.3	17.0	15.3	15.0	14.0	-23.5%	-4.3
	Criminal Asset Applications (POCA 2002) ²⁰	92	97	81	73	80	66	-32.0%	-31
	Criminal Asset Recovery (£) ²¹	£657,496	£618,662	£481,382	£640,011	£686,150	£609,649	-1.5%	-£9,013

The force has seen a percentage reduction in some positive outcome rates despite an increase in the overall volume of positive outcomes. Positive outcomes for violent knife crime have increased over the previous 12 months however the percentage stands marginally below the pre-COVID baseline. Crimes with identified outcomes have seen an increase to 36% over the previous 12-month period.

Firearm discharges have reduced by 23.5% over the previous 12 months.

¹⁹ Non-imitation weapons only (Real Firearm) that have been discharged (Home Office ADR return)

²⁰ Total based on confiscation cases and cash forfeitures

²¹ Total based on confiscations and cash forfeitures

STRATEGIC OBJECTIVE 3: SUPPORTING VICTIMS, SURVIVORS AND COMMUNITIES

3A: Improving services and service outcomes for victims of crime

Aim	Indicator	2019/20 Baseline	12 months to Dec 2021	12 months to Mar 2022	12 months to Jun 2022	12 months to Sep 2022	12 months to Dec 2022	Change over last year %	Actual
	All Victim Based crime	90,684	78,117	82,868	85,624	86,757	86,815	+11.1%	+8,698
>95%	Victims' Code of Practice Compliance	90.4%	95.6%	95.8%	96.2%	96.4%	96.6%	+1.0% pts	Base TBC
	Victim Services: Victim support / interventions	11,071	14,939	14,759	15,120	15,472	TBC	TBC	
>71.9%	% better able to cope and recover from harm	79.0%	76.6%	81.8%	82.4%	83.1%	TBC	TBC	Base 3,636
	% better able to cope & recover: Dom Abuse	83.0%	86.6%	93.2%	94.4%	95.6%	TBC	TBC	Base 1,194
	% better able to cope & recover: Victim Care	76.4%	69.1%	73.0%	73.8%	74.7%	TBC	TBC	Base 1,856
	% Crimes resolved via community resolution	10.0%	15.2%	17.6%	18.7%	19.2%	19.2%	+4.0% pts	n/a
	% Domestic abuse victims satisfied (overall) ²²	88.4%	89.3%	88.3%	88.4%	88.2%	86.7%	-2.6% pts	Base 708
	% Hate crime victims satisfied (overall)	84.0%	80.7%	80.9%	81.7%	82.6%	82.4%	+1.7% pts	Base 572
> 53.9%	% Victims satisfied with police service (PCS)	52.2%	56.2%	55.4%	54.0%	52.7%	52.9%	-3.3% pts	Base 517

Victim Based crime has increased each period and is 11.2% higher than the previous 12-month period; increases driven by Theft and Robbery Offences.

Nottinghamshire maintains strong and improving performance in terms of compliance with the Victims' Code of Practice.

Community Resolution resolved crimes have increased steadily quarter on quarter over previous periods before remaining consistent this period at 19.2%.

Satisfaction rates among victims of Domestic Abuse have seen a decrease of 2.6% since December 2021. Between July and October, 243 victims were spoken with, of which 19 were dissatisfied and a further 19 neither satisfied nor dissatisfied.

The principal reasons for dissatisfaction related to lacking updates and communication, a feeling that reports were not taken seriously, due to a lack of action and response following initial report and response, and the feeling that the perpetrator had 'got away with it' often due to a lack of further action being taken.

The proportion of respondents to the PCS that had reported a crime to the police and were satisfied with the service they received has fallen by 3.3% points over the last year. Despite this, satisfaction levels remain higher than the 2019/20 pre-pandemic year (52.2%).

Ministry of Justice Return for commissioned victim services is compiled on an 6 monthly basis. Due early April 2023.

²² Victim Satisfaction Domestic & Hate survey results reflect data from 3 months previously.

STRATEGIC OBJECTIVE 3: SUPPORTING VICTIMS, SURVIVORS AND COMMUNITIES

3B: Encouraging reporting and identifying hidden harm

Aim	Identification of hidden harm	2019/20 Baseline	12 months to Dec 2021	12 months to Mar 2022	12 months to Jun 2022	12 months to Sep 2022	12 months to Dec 2022	Change over last year	
								%	Actual
	Domestic Abuse Crime (Police)	15,119	14,774	15,396	15,904	15,812	16,061	+8.7%	+1,287
	All Serious Sexual Offences (incl. Rape)	3,375	3,307	3,492	3,630	3,611	3,602	+8.9%	+295
	RASSO: Adult	1,423	1,418	1,521	1,667	1,654	1,697	+19.7%	+279
	RASSO: Child	1,400	1,369	1,447	1,430	1,440	1,439	+5.1%	+70
▲	TOTAL 'HIDDEN HARM' CATEGORY	756	696	616	588	574	595	-14.5%	-101
	Child Sexual Exploitation (Police recorded)	525	455	388	353	321	337	-25.9%	-118
	Child Criminal Exploitation (NRM Referrals)	47	62	56	55	70	71	+14.5%	+9
	Modern Slavery offences (Police recorded) ²³	116	114	100	96	103	115	+0.9%	+1
	Forced Marriage (Police recorded)	4	1	1	1	2	2	+100%	+1
	'Honour'-Based Violence (Police recorded) ²⁴	63	64	71	83	78	70	+9.4%	+6
	FGM (Police recorded)	1	0	0	0	0	0	0%	0

Domestic Abuse crimes reported to police have increased by 8.7% in the past 12 months, with a notable increase following the relaxation of Covid restrictions.

All Sexual Offences (inc Rape) has risen by over 8.9% in the past 12 months, although the latest quarter shows a decrease of -0.5%. The current 12-month level remains higher than the pre-pandemic period of Apr 19 to Mar 20 (3,375 offences).

Levels of overall 'hidden harm' recorded by police based on an suite of available proxy measures, has reduced by around 14% over the previous year, despite increases in recorded child criminal exploitation and Honour Based Violence offences.

Following previously reported figures, Modern Slavery offences have seen an increase which has been applied retrospectively to the affected quarters. These figures reflect the impact of the pandemic on the identification of Modern Slavery events, National Referral Mechanism (NRM) submissions and subsequent crime recording.

A high number of NRM submissions relate to historic events, of which there is a natural delay between the event and the reporting. This has been further impacted as many prescribed responders were not working at their usual rate during COVID19. Furthermore, migration to the UK slowed during this time, reducing the rate of submissions into NRM for overseas Modern Slavery events which caused further delayed reporting post pandemic. A reduction was also seen in both NRM submission and police activity in these areas during that time as reflected.

²³ Modern Slavery figures have been updated for all quarters due to a change in reported figures due to data being extracted from a live crime system.

²⁴ Violence Against the Person offences with an 'honour-based incident' NICL qualifier

STRATEGIC OBJECTIVE 3: SUPPORTING VICTIMS, SURVIVORS AND COMMUNITIES

3C: Improving victim experience of the criminal justice system

Aim	Indicator	2019/20 Baseline	12 months to Dec 2021	12 months to Mar 2022	12 months to Jun 2022	12 months to Sep 2022	12 months to Dec 2022	Change over last year %	Actual	
	Criminal Justice Cases received	TBC	TBC	TBC	TBC	TBC	TBC	n/a	n/a	
	% Cases passing first triage stage	TBC	TBC	TBC	TBC	TBC	TBC	n/a	n/a	
>95%	Victims Code of Practice Compliance	90.4%	95.6%	95.8%	96.2%	96.4%	96.6%	+1.0% pt	Base TBC	
▲	% Police Charge / summons	All RASSO ²⁵	12.0%	6.7% 221/3,309	6.0% 210/3,493	4.6% 165/3,629	2.9% 105/3,603	9.8% 333/3591	+3.1% pt	+112
		Domestic crimes	12.6%	8.9% 1,320/14,772	8.5% 1,301/15,392	8.7% 1,384/15,933	9.5% 1,495/15,773	11.5% 1,847/16,061	+2.6% pt	+527
	% closed via outcome 16	All RASSO	55.8%	30.0% 990/3,309	29.9% 1,042/3,493	29.6% 1,074/3,629	28.0% 1,007/3,603	33.5% 1,205/3591	+3.5% pt	+215
		Domestic crimes	43.5%	64.4% 9,510/14,772	64.6% 9,936/15,392	63.1% 10,048/15,933	63.2% 9,961/15,773	60.6% 9,736/16,061	-3.8% pt	+226
▲	Evidence-led prosecutions: Domestic Abuse ²⁶	n/a	262	331	367	366	368	+40.5%	+106	

The PCC-led Criminal Justice Assurance Board is in the process of developing a suite of indicators to track a progress in this area. This will include the tracking of outcomes relating to criminal justice efficiency and effectiveness and outcomes in relation to rape and serious sexual offences and domestic crimes.

Both the number and proportion of rape offences and domestic crimes resulting in a police charge or summons have increased over the last year, with both areas also seeing a proportional increase on the last quarter. Still, around 33.5% of rape offences and 60.6% of domestic crimes do not progress on account of the victim not supporting or withdrawing support for further police action.

DA Evidence-led prosecutions have seen increases over the last year to date.

²⁵ Percentage shown is Outcome total divided by number of offences – All RASSO includes outliers

²⁶ Data available from July 2020

STRATEGIC OBJECTIVE 3: SUPPORTING VICTIMS, SURVIVORS AND COMMUNITIES

3D: Supporting and enabling communities to help Make Notts Safe

Aim	Indicator	2019/20 Baseline	12 months to Dec 2021	12 months to Mar 2022	12 months to Jun 2022	12 months to Sep 2022	12 months to Dec 2022	Change over last year	
								%	Actual
	Special Constabulary ²⁷	156	163	143	149	128	118	-27.6%	-45
	Police Cadets	263	131	138	94	93	97	-26.0%	-34
	Volunteers	101	68	69	58	61	78	+14.7%	+10
	Crimestoppers: Actionable reports received	2,883	2,631	2,590	2,622	2,691	2,972	+13.0%	+341
	Crimestoppers: Positive conversion rate	5.8%	6.4%	5.4%	4.3%	2.8%	2.3%	-4.1% pts	n/a

Police Cadet numbers have seen a small increase on the last quarter but have decreased over both from the year to date and the pre-pandemic baseline.

Volunteer numbers have seen a significant increase for the last 3 quarters and a 14.7% increase on the year to date.

The number of actionable reports received from the Crimestoppers service has increased by around 13% over the last year, however the positive conversion rate from these reports (actionable reports converted into a positive outcome) has fallen by 4% points to 2.3%.

²⁷ Data is valid as at the month end date – Actual Strength (Core Posts)

EQUALITY OBJECTIVES

Promoting equal opportunities and community cohesion between diverse communities

Aim	Indicator	2019/20 Baseline	12 months to Dec 2021	12 months to Mar 2022	12 months to Jun 2022	12 months to Sep 2022	12 months to Dec 2022	Change over last year %	Actual
	Police recorded hate occurrences ²⁸	2,369	2,616	2,729	2,654	2,534	2,513	-3.9%	-103
	Hate crime repeat victimisation rate	14.4%	15.2%	14.9%	16.2%	16.8%	17.4%	+2.2% pts	n/a
	% feeling there is a sense of community	51.1%	60.8%	60.9%	58.7%	58.6%	58.7%	-2.1% pts	Base 4,313
	% feeling different backgrounds get on well	53.1%	61.3%	61.1%	60.2%	61.0%	61.5%	+0.2% pts	Base 4,313
	Stop and Searches	5,487	4,701	4,470	4,576	4,605	4,429	-5.8%	-272
	Stop and Search: Positive outcomes	40.4%	39.3%	40.3%	41.4%	43.4%	41.5%	+2.2% pts	n/a
▼	Stop and Search: BAME Disproportionality ²⁹	3.1	2.2	2.3	2.6	2.7	2.2 ³⁰	0% pt	0
▲	Workforce representation: Non-White British	5.7%	6.9%	6.6%	6.6%	6.55%	6.6%	-0.3%pt	n/a
▲	Workforce representation: Female	TBC	45.5%	45.1%	45.1%	45.7%	45.7%	+0.2% pt	n/a
	% Public confidence in the police (Overall)	55.4%	58.5%	57.2%	55.3%	53.6%	53.0%	-5.5% pts	Base 4,313
	White British / Minority Ethnic	TBC	59.0% / 60.2%	57.1% / 61.7%	54.5% / 61.6%	52.7% / 60.2%	53.1% / 60.9%	TBC	Base 3,512 / 587
	Male / Female	TBC	58.6% / 58.3%	57.3% / 57.2%	54.6% / 56.0%	53.1% / 54.0%	53.9% / 54.0%	TBC	Base 2,117 / 2,180
	Non-Disabled / Disabled	TBC	58.6% / 54.7%	57.3% / 54.2%	55.4% / 54.8%	53.4% / 50.8%	54.0% / 51.5%	TBC	Base 3,276 / 813

Hate occurrences have decreased by 3.9% compared to the level recorded in the previous year. Within the sub-categories of hate crime, increases in reporting have only been seen in Sexual Orientation (1.6%) and Transgender (1.7%) whilst all other areas have seen a decrease.

The hate crime repeat victimisation rate has seen an increase to 17.4% to the level recorded in the previous year.

Use of stop and search has reduced over the 12 months, however, the positive outcome rate has remained strong, seeing 12-month increase.

²⁸ From Crime & Detections (Hate Occurrences inc. Crime & Non-Crime)

²⁹ Figure shown is weighted by ONS 2011 Census data

³⁰ Figures from December 2022 are based on ONS 2021 Census data

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	27 March 2023
Report of:	Commissioner Henry (PCC)
Report Author:	Dan Howitt
E-mail:	ExecutiveSupport@notts.police.uk
Other Contacts:	None
Agenda Item:	7

CRIME DATA INTEGRITY UPDATE

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to present the Police and Crime Panel with details of activity undertaken or underway to address areas for improvement in respect of crime data integrity as highlighted via Nottinghamshire's PEEL inspection undertaken by His Majesty's Inspectorate of Constabulary and Fire & Rescue Service (HMICFRS) in 2022.
- 1.2 This report also sets out the response from the Force and Office of Police and Crime Commissioner (OPCC) in ensuring that the inspection findings and recommendations are acted upon.

2. RECOMMENDATIONS

- 2.1 That the Panel discuss the report and note the progress made.

3. REASONS FOR RECOMMENDATIONS

- 3.1 For information and assurance purposes, and to enable Police and Crime Panel scrutiny and support of the Commissioner in her oversight of Nottinghamshire Police.

4. Summary of Key Points

- 4.1 HMICFRS conducted a Crime Data Integrity (CDI) audit in September 2021 which identified lower than expected levels of incident to crime conversion compliance (86.4%), particularly in relation to violence offences (83.6%). Of the 557 incidents audited, HMICRFS determined that 470 should have been recorded as crimes, whereas Nottinghamshire Police had captured 411. The main areas missed related to behavioural crime, where a course of conduct requires an additional crime to be

recorded in addition to the most serious victim-based crime, and non-injury common assaults, threats, and malicious communications. The force was given an overall grade of ADEQUATE as part of the inspection with twelve key areas being identified for improvement. An overview and update of current progress is shown below.

PROVIDING A SERVICE TO VICTIMS OF CRIME

4.2 The force should audit crime recording on a regular basis and have effective governance and oversight, to fully understand its crime recording performance.

In relation to the Victim Service Assessment, the force has revised its processes, as follows:

- All crime related incidents closed without an occurrence number are reviewed for compliance – missed crimes are recorded in the original Officer in Charge's (OIC's) collar number and allocated back to them with the appropriate reason/learning.
- All targeted incident types – Domestic (crime & non-crime), Stalking, Harassment, Malicious Communications, Violence against the Person (VAP), Sexual Offences and Rape, are reviewed by the team irrespective of whether they have an occurrence number or not. Again, missed crimes are recorded by the team and allocated back to the original OIC.
- All priority non-crime occurrences – Domestic, Hate – are reviewed for accuracy – reclassified where required, with additional crimes also being recorded where required.

4.3 A monthly Missed Crimes report is produced providing a breakdown of offence types missed; Team's summary; and the Record level data which now forms part of the formal Daily Performance Review (DPR) process overseen by the City and County Chief Inspectors.

4.4 The revised processes have led to significant improvements in crime data integrity resulting in many additional crimes being recorded since April 2022 which previously would not have been. A high proportion of these are in the areas missed in the Crime Data Integrity (CDI) audit, such as behavioural crime, non-injury common assault, low level public order and malicious communications, which are predominantly low severity offences.

4.5 The second AFI in this area was that **'The force needs to improve the recording of equality data'**. It was recognised that the force was efficient at collecting data in relation to gender and ethnicity. The force has made a conscious decision to only

ask and record other protected characteristics (PC) data where a person's PC is, or perceived to be, a motivating, aggravating or relevant factor to the crime or incident being reported. There is no policing purpose to routinely collect and retain the extra data as a matter of course.

- 4.6 The Commissioner has scrutinised force activity to address these findings as part of her monthly Accountability Board in addition to her weekly review meetings with the Chief Constable at which matters of organisational, community safety or criminal justice significance are discussed.

5. Financial Implications and Budget Provision

- 5.1 None - this is an information report.

6. Human Resources Implications

- 6.1 None – all recommendations of relevance to Force HR are already in practice within Nottinghamshire Police.

7. Equality Implications

- 7.1 There is potential for unconscious bias within vetting decisions, and both local & national inspection reports recommend that more is done within Nottinghamshire Police to monitor and understand any disproportionality.

8. Risk Management

- 8.1 . None.

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

- 9.1 None directly identified because of this report.

10. Changes in Legislation or other Legal Considerations

- 10.1 None which affects the content of this report.

11. Details of outcome of consultation

11.1 The Chief Constable has been consulted on this report. Nottinghamshire Police are proactively examining the recommendations, providing early assurance that they are committed to driving ongoing improvement.

12. Appendices

None.

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

A) HMICFRS PEEL Inspection 2022 – Nottinghamshire

For any enquiries about this report please contact:

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