

NOTTINGHAMSHIRE Police & Crime Panel

Annual Report 2022-23



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FOREWORD FROM THE CHAIR OF THE POLICE AND CRIME PANEL

It has been a busy and interesting year for panel members. Highlights of the year, as expected, have been largely focused on the Police and Crime Commissioner's Annual Plan.

The Commissioner has been extremely adept and successful at attracting significant amounts of central funding to accelerate and support priority areas of the plan. This has provided an interesting challenge for the Panel. With this increased investment, the Panel has seen a proliferation of the number and range of groups and organisations receiving this money. This has proven difficult to reconcile against specific targets within the Annual Plan. Beneficiaries included the Safer Streets Programme, Violence Against Women and Girls (VAWG) including domestic abuse; challenged families and safeguarding, and investment into support for young people.

A key event during the latter part of 2022 was the search to recruit a new Chief Constable. The Commissioner presented to the Panel a rigorous process and timetable. Included were a number of group discussions, and an Independent Observer (selected through a competitive process). The Independent Observer was invited to present their report to the Panel meeting, the Panel asked questions of the candidate, and in due course, we welcomed Kate Meynell as Nottinghamshire's new Chief Constable.

Our final challenge was as usual the issue of the Budget Precept. This was extremely difficult, acknowledging the Commissioner's remit on uplift, coupled with the Panel's recognition of the cost of living challenges faced by many people. However, the various canvassing of the public undertaken by the Commissioner's team supported the proposed uplift.

Now, the 2022/23 Panel year is finished, the local elections are over, and the consequence is clear. Our panel membership will have many changes. Not just an overall change from Blue to Red, but members taking on new roles and responsibilities. The other part of the shift in the political mood is the increasing number of elected members defined as elected Independent Members, some of whom have joined together under different banners. These are not to be confused with our Appointed Independent Members. All this presents a challenge in trying to maintain a manageable number of Panel members whilst giving a true representation of the outcomes of the election results. As the Panel membership shifts, I would like to thank those members from 2022/23 who will not be returning in 2023/24. I am also grateful to those Panel members who will be re-joining us in 2023/24 and look forward to working with Councillors who are coming to the Panel for the first time.

On behalf of the Panel, I would like to thank the Commissioner and her team for their support through the year, providing the information we have requested and answering our questions.

Finally, having welcomed Nottinghamshire's new Chief Constable, I would like to close by recording our best wishes to the former Chief Constable Craig Guildford, and to thank him for his unstinted support to our Panel.



Christine Goldstraw
OBE JP DL

BACKGROUND INFORMATION ABOUT THE POLICE AND CRIME PANEL

Police and crime panels (PCPs) provide support and scrutiny to elected Police and Crime Commissioners. The Police and Crime Commissioner (PCC) for Nottinghamshire is Caroline Henry.

The Panel conducts its work in public, reviewing information provided by the Commissioner and asking questions on it. It does this on behalf of the people of Nottinghamshire.

The PCC sets policing priorities by talking to local communities and responding to their concerns. She ensures local and national priorities are suitably funded by setting a budget. She also monitors the performance of the police force. Essentially, the PCC sets the strategic direction of the force, and the Chief Constable implements that operationally.

The Panel focuses on the PCC's key strategic decisions, and actions planned and undertaken, including whether the Commissioner has:

- Achieved the aims set out in the Police and Crime Plan (Make Notts Safe Plan)
- Considered the priorities of community safety partners
- Consulted appropriately with the public and victims

The Panel has a range of powers to help it conduct its functions. It also has specific responsibilities relating to the Police and Crime Plan and the annual report, which sets out how the plan has been implemented.

The PCP must consider the Commissioner's proposed precept (the amount of Council Tax that goes towards the costs of policing). It has the power to veto the amount proposed and ask the Commissioner to think again. Before the Commissioner makes a senior appointment, the Panel must consider it and share its views. When considering the appointment of a proposed Chief Constable, the Panel has the power of veto if necessary.

Nottinghamshire County Council hosts the Panel, with meetings taking place at County Hall in West Bridgford. Meetings are broadcast live on YouTube and recordings remain available to view after the event.

Besides the public meetings, the Panel also holds workshops and briefing sessions. At these informal sessions, members explore issues in detail, for example, as part of the budget-setting process.



Membership of the Police and Crime Panel

Every council in the Nottinghamshire Police Force area (including Nottingham City) nominates councillors to join the Panel. Panels must also have at least two independent members.

The Panel reviews its membership to make sure it is as politically representative as possible. Membership must reflect the administrations across Nottinghamshire as well as all councils in their totality. To achieve this, the Panel can co-opt further elected Members. During 2022/23 each district and borough council had one seat on the Panel. Nottingham City Council held a second seat to reflect the population of that Council's area. Nottinghamshire County Council also held an extra seat to better reflect the political landscape of Nottinghamshire.

The Panel must also ensure its membership reflects the communities it serves. Members must also have an appropriate spread of skills, knowledge and experience. Recruitment of co-opted members can help the Panel achieve this.

The Nottinghamshire Panel has chosen to co-opt four independent members. The term of office for the current co-opted members ends on 31 May 2024. The Home Office review of PCCs and PCPs highlighted the value of independent members. Whilst national discussion around co-opted members continues, to date no recommendations have come forward.



The Panel elects its Chair and Vice-Chair at its Annual Meeting in June each year.

The Panel's membership during 2022/23 was:



Chair

Christine Goldstraw OBE
Independent
Co-optee



Vice-Chair

Councillor David Ellis
Gedling Borough Council



Executive Mayor Andy Abrahams
Mansfield District Council



Councillor Scott Carlton
Newark & Sherwood District 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

KEY ACTIVITIES IN 2022-23

At each Panel meeting, the Commissioner updates members on key activities and projects. Members also receive regular performance reports and budget updates. The Commissioner also shares significant decisions she is scheduled to make.

The Panel reviews reports before the meeting, raising questions and concerns as part of its challenge role. If members ask for more information, the Commissioner can provide a report at another meeting or share it outside the meeting.

The Commissioner attended all the Panel's meetings to introduce her reports and respond to questions. The PCC may also invite members of her team or the Chief Constable (or their representative) to contribute.

The Panel met formally 6 times in 2022/23. You can view Panel meetings on the County Council's YouTube channel. We have included the website address for a couple of meetings, so that you can access them easily.

- Annual meeting (6 June 2022)
<https://youtu.be/qyfadk-WVig>
- Budget meeting (7 February 2023)
<https://www.youtube.com/watch?v=9kgNYUu9v2g>

The Panel held two budget workshops. These helped members prepare for the formal consideration of the Commissioner's proposed precept. Those members who assisted in preparing this annual report also held informal workshops.



Links into regional and national networks

Panel members and support officers continue to play an active part in regional and national networks. The Panel continues to subscribe to the East Midlands regional network. The Panel's Chair and support officers find these useful for sharing best practice regionally.

The Panel is also represented on the National Association of Police, (Fire) and Crime Panels by Suma Harding.

The Annual Police (Fire) and Crime Panel conference took place in November 2022. For the first time, the conference was a hybrid event, with delegates either attending in person at Warwick University or remotely. Suma Harding attended the conference in Warwick on behalf of the Panel. The Panel's support officer also attended, but remotely.

Hot topics

Inspections

During 2022/23, the Panel considered the outcome of three inspections. Each of these was of interest to the Panel because they addressed “hot topic” matters and the robustness of police performance data.

Inspection of police effectiveness, efficiency and legitimacy (PEEL)

On 28 April 2022, Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) published its inspection of Nottinghamshire Police. It assessed the force’s effectiveness, efficiency and legitimacy.

HMICFRS graded Nottinghamshire Police’s performance across nine areas of policing. It found the force was ‘good’ in two areas, ‘adequate’ in six areas and ‘requires improvement’ in one area.

Whilst the inspection found Nottinghamshire Police was good at investigating crime, it said the force needed to do more to ensure it records crime effectively. HMICFRS audited 557 incidents, determining the force should have recorded 470 crimes, whereas it had captured 411. The main areas missed related to behavioural crime, non-injury common assault, low level public order offences and malicious communications where they were additional to the most serious victim-based crime (which was recorded).

Over the meetings that followed, the Panel took a robust approach, seeking assurance that the areas of concern were being addressed. It asked for updates on planned remedial actions, progress against them.

At its meeting on 27 March 2023, the Panel received a detailed update on progress made against those areas the inspection identified as requiring improvement. The report outlined audit and data quality work and the impact it was having. The Commissioner informed the Panel that with the information the Chief Constable had provided, she was reassured by the action the force was taking. The Commissioner’s ongoing scrutiny of the issue was continuing through her Accountability Board.

A second area around which recommendations were raised was the recording of equality data. The Panel questioned the Commissioner about the approach being taken in Nottinghamshire, which was to collect equality data only where a person’s protected characteristic was perceived to be a motivating, aggravating or relevant factor to the crime or incident. Panel members sought assurance that the force’s ability to track trends in data and commission preventative activity would not be affected by this approach. Some concern was also expressed about whether failing to implement this recommendation might affect the outcome of future inspections of the force. Members noted the Commissioner’s comments that this recommendation had been made in respect of several forces, about collecting data only where there was a policing purpose, and ongoing work with the Association of Police and Crime Commissioners to lobby government about changing the requirement of the recommendation.

Vetting, Misconduct and Misogyny

Following the murder of Sarah Everard by a serving police officer, HMICFRS was commissioned to inspect the police's vetting and counter-corruption arrangements. This included assessing forces' ability to detect and deal with misogynistic and predatory behaviour by police officers and staff. Whilst Nottinghamshire was assessed as 'good', it still held an action plan as part of its commitment to high standards. The Commissioner received regular updates so she could understand progress against the plan.

The Panel was reassured that re-vetting for existing police officers and staff had continued around Uplift work and vetting of new staff. The Chair of the National Police Chiefs' Council asked all Chief Constables to check all officers and staff against the police national database before the end of March 2023. Members sought and received assurance that Nottinghamshire Police was on track to meet that deadline.

East Midlands Special Operations Unit (EMSOU)

In March 2023, HMICFRS published the outcome of its inspection of the East Midlands regional response to serious and organised crime. The report provided an assessment of both the regional organised crime units and all the forces within the region. The regional unit, EMSOU, was assessed as inadequate, whilst the performance of Nottinghamshire was considered adequate.

The report outlined causes of concern and areas for improvement both regionally and for each of the constituent forces.

The Panel was interested in the action being taken to address the areas highlighted by HMICFRS, and how the Commissioner could use her new role as the regional lead for serious and organised crime to secure the required improvements.

Violence against women and girls (VAWG)

Since her election, Commissioner Henry has highlighted tackling VAWG as a priority. It is also a matter of national significance following high-profile cases involving officers of the Metropolitan Police Service.

Some of the areas the Panel learned about during the year included:

- The Violence Against Women and Girls Strategy 2023-25
- Work taking place in schools around healthy relationships
- Projects and campaigns led by the consent coalition
- Commissioned services



Trust and confidence

During the year, trust and confidence has been an area of interest for the Panel as reports indicated deteriorating performance. Trust in the police is also strongly linked with other matters explored by the Panel as hot topics and is key to the model of policing by consent.

The Panel was advised that, amongst women and girls, trust and confidence in the police had reduced by 4.5% when compared to levels pre-COVID. This was attributed to national issues and events, including the murder of Sarah Everard. Women felt less safe at night and believed that the police were not treating them with integrity and respect.

In south Nottinghamshire, lower rates of confidence were attributed to a lack of visibility and the police not dealing with issues that were important to local people. Conversely, in Mansfield and Ashfield, improvements around visibility, communications, Operation Reacher and Safer Streets had positively impacted trust and confidence.

During discussions, Panel members advocated opportunities that the neighbourhood policing model could deliver in respect of trust and confidence. It improved visibility and opportunities for police to engage with hard-to-reach communities. The neighbourhood policing model and its benefits were advocated by the new Chief Constable during her confirmation hearing.





Government grant income

The Panel asked the Commissioner for information on grant funding awarded to Nottinghamshire. Members were interested in the range of grants awarded to the PCC and their duration. Members also wanted to understand whether there were key dates when multiple funding streams were due to expire, potential impacts of that and the actions to mitigate them.

The report presented to the Panel identified multiple time-limited grants that were due to expire in March 2025. Members of the Panel were given assurance around planning for when funding ends. Members were also advised that the Commissioner was preparing a detailed risk register for each funding stream and had begun to identify

activity to sustain the benefits of the relevant programme and/or mitigate its loss. These plans included:

- Exploring opportunities to leverage funding from other sources
- Use of in-kind resources
- Planning projects to include long-term benefits
- Independent evaluation of programmes to explore value for money
- Building sustainability into bids

The understanding gained by members from this report helped their consideration of the proposed precept.

Nottingham custody suite benefits realisation

Panel members were invited to tour Nottingham's new custody facility in September 2021. After that visit, the Panel scheduled an update to review whether the development had met its objectives. The Panel also wanted to understand how lessons learned were being applied to future projects.

At its meeting on 21 September 2022, the Panel received an update report, which included details of outstanding issues and challenges that the Force was working to address. In discussing the update report, Panel members:

- Received assurance the new custody suite met the standards required by the Home Office and the National College of Policing.
- Noted benefits around increased safety, and health and wellbeing of staff.
- Were advised about the support that could be provided through the centre to vulnerable or disabled detainees.

Members were advised that a post-implementation review would be carried out, which would recognise both hard cash savings and softer outcomes.

Panel processes

Support

Areas of performance welcomed and commended by Panel members during 2022/23:

- Measures to address anti-social behaviour on and around public transport in Nottingham and Nottinghamshire.
- Multiple rounds of safer streets funding successfully bid for by the Commissioner to tackle neighbourhood crime hotspots.
- The introduction of a new online chat service for people wishing to contact Nottinghamshire Police.
- Make Notts Safe grants targeted to the Commissioner's priorities, including hate crime and hidden harm and community speedwatch.
- Support was expressed for work that was being undertaken in schools, particularly noted were the programmes designed to tackle domestic abuse and promote healthy relationships.
- Measures to tackle substance misuse including strategic programmes that were being developed with public health as part of the 'From Harm to Hope' drug strategy.
- Measures for tackling online fraud.
- Contributions made by officers, staff, volunteers and cadets from Nottinghamshire Police in support of memorial and commemorative events following the death of Her Majesty the Queen.
- The Divert Plus custody intervention which enabled children access to language and speech therapy.
- Measures to support mental wellbeing of police employees.
- Projects to get young people into employment.
- Opportunities for early intervention and out of court disposals.
- Work with the youth commission and development of a youth charter.
- The strategy for tackling violence against women and girls.
- Taking advantage of technology, e.g., use of facial recognition enabled breathalysers and DigiVans (mobile digital forensic units).
- Work to improve the consistency with which anti-social behaviour was being tackled across the county and understanding of the community trigger.
- Operation Uplift and additional funding awarded to the force in the short term to bring through an additional cohort, together with the range of access routes for people wishing to join Nottinghamshire Police, for instance a pathway for military service leavers.

Panel member insight

At our November 2022 meeting the Panel heard that the Divert Plus Custody Intervention had been live since April and was starting to demonstrate positive outcomes for participants. As of September, a personalised plan had been developed for 29 children and young people across the City and County, the majority of whom have been young males aged 15-17 years. A key part of the Divert Plus model has been enabling children and young people to access speech and language therapy (SLT); national and local research already highlights that a high number of those who offend have diagnosed or undiagnosed speech and language difficulties. 82% of young people referred to Youth Justice Services have difficulty understanding information and often lack the linguistic skills to understand what is happening as part of the judicial process. This programme is unique in providing SLT assessment and therapy.

I am delighted that, once again, Nottinghamshire is at the forefront of positive work to reduce future offending.

Bob Vaughan-Newton - Independent Co-opted Member

Challenge

Areas of concern or where further information or updates were requested by the Panel during 2022/23:

- Increases in knife crime and serious violence.
- The deterioration of public trust and confidence in the police, trends in levels of confidence, and strategies to improve it.
- The deteriorating rate of response for grade 2 calls.
- Decreases in the percentage of reasonable stop and searches and methods of monitoring this.
- A rise in the rate of hate crime and whether this was the result of increasing numbers of offences or greater confidence in reporting.
- A decrease in the number of Stalking Protection Orders issued and the use of other tools like bail conditions, Domestic Violence Protection Notices and Domestic Violence Protection Orders.
- The impact of court delays on victims of crime and progress made following a report published by the Justice Committee which asked Government to increase capacity in courts.
- Mechanisms through which the Commissioner held the Chief Constable to account.
- The impact of Nottingham City Council's decision to remove the late-night levy and the implementation of the night-time economy needs assessment.
- Procedures around the use of body worn video following an historic incident that saw the force pay £40,000 compensation to the complainant; during this incident the officers body worn video devices were not activated.

- Low conviction rates for sexual violence and abuse.
- The Make Notts Safe Plan priority action related to improving the response to mental health and multiple complex needs.
- Delays commissioning a targeted youth outreach programme.
- The impact of the cost of living crisis on priorities in the 'Make Notts Safe Plan'.
- The baseline against which performance was monitored and when it would be possible to move away from pre-COVID data.
- The increase in first-time entrants to the youth justice system in both the city and the county.
- The length of time taken over investigations into officer conduct and the impact of long investigations on staff morale and welfare.
- Reducing numbers of PCSOs and special constables arising as a result of Operation Uplift.

Panel member insight

The Panel welcomed early action to use uplift funding to increase police officer numbers to 2,439 (as of June 2023) in the County. It is pleasing to note a number of PCSOs and Special Constables were successful in the recruitment, however the Panel expressed concern about the resulting impact of less numbers of PCSOs and Special Constables which had potential to reduce the overall effectiveness of the force. They were reassured that situation was temporary, due to finite training capacity and once the current new police officers had completed training recruitment of PCSOs and Special Constables would begin. The Panel will continue to monitor the situation.

Lesley Dalby - Independent Co-opted Member





Complaints

The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 require Panels to make arrangements for handling complaints made against the Police and Crime Commissioner. Panels must refer any serious complaints or conduct matters to the Independent Office for Police Conduct (IOPC).

The Panel has delegated initial handling of complaints for local management, together with other aspects of the process, to Nottinghamshire County Council's Monitoring Officer (MO). On 5 June 2023, the Panel received a report on how the MO had used their delegated authority during the preceding 12-months.

During 2022/23 the Panel became aware of five speeding offences by the Commissioner. These were going through the court process. Hearing dates became milestones around which the number of complaints escalated. As the courts dealt with the offences, the complaints received were not in the remit of the Panel to consider or refer to the IOPC.

Some Panel members expressed frustration they were unable to carry out their role holding the Commissioner to account because the Regulations meant the complaints were out of scope. Members also felt there was disparity with other conduct regimes that allowed criminal prosecution alongside code of conduct complaints.

Panels are also required to make referrals to the IOPC about:

- All recorded conduct matters
- All serious complaints (i.e., a complaint which constitutes or involves, or appears to constitute or involve, the commission of a criminal offence)
- Any conduct matter or serious complaint that the IOPC has told the panel that it must be referred

In line with the above, the Panel was contacted by the IOPC to find out why it had not referred the matter at an earlier time. Panel members only became aware of the matter after articles were published by local media and picked up nationally (at the same time as the IOPC). This highlighted a further challenge about how the Panel fulfils its responsibilities since there is nothing that compels a Commissioner to notify the Panel they are the subject of any such action. The lack of requirement to disclose meant that the Panel was not able to make the required referrals to the IOPC.

The Panel received seven complaints beyond those relating to the speeding offences. In each instance the complaint was either not substantiated or outside the scope of the Panel's responsibilities.

Confirmation Hearings

During 2022/23 the Panel held one confirmation hearing. Chief Constable Craig Guildford had accepted a new post as the Chief Constable of West Midlands Police. The Commissioner began a recruitment exercise, following which she nominated her preferred candidate for the post of Chief Constable of Nottinghamshire Police.

On 21 September 2022, the Panel held a confirmation hearing for the new Chief Constable. The Commissioner's preferred candidate, Kate Meynell, was Derbyshire Constabulary's Deputy Chief Constable.

In reaching a view on the proposed appointment, the Panel took account of:

- The recruitment process and the comments and assurance provided by independent panel member, Professor Dame Elizabeth Fradd DBE DL who observed the process to make sure it was fair and transparent.
- The competences demonstrated by the candidate across a range of areas and her clarity and knowledge around the delineation of roles and responsibilities.
- The candidate's focus on re-building trust and confidence, including reinvigorating neighbourhood policing.
- The ambitions of the candidate around organisational culture, values and behaviours.
- Consultation with internal and external stakeholders on the context in which the new Chief Constable would work
- The candidate's answers to questions put by Panel members.

The Panel unanimously supported appointing Kate Meynell as Chief Constable of Nottinghamshire Police.



Police Precept

Before the Commissioner presented her proposed precept to the Panel at its meeting on 7 February 2023, the Panel held two workshops. The first workshop gave the Commissioner's team an opportunity to outline the proposals. During the second workshop Panel members prepared questions to submit for a response in advance of the meeting at which it would formally consider the proposed precept. Members were grateful for the answers that they received.

The Commissioner proposed increasing the precept for a Band D property by £14.94. In considering the Commissioner's proposal, Panel members explored:

- Areas of budget pressures and planned savings and efficiencies.
- Consultation undertaken by the Commissioner on policing priorities and the proposed precept and how representative the consultation sample was of Nottinghamshire's communities.

- Lobbying activity and the fairer funding agenda.
- Investment in 'on the street' resources and the value for money received by residents in different parts of the city and county.
- The potential impact of not increasing the precept and the effect of the cost of living crisis on people's ability to pay the increased precept.

Following a lengthy question and answer session, a majority of members voted to support the proposed increase to the precept however members were concerned about whether the increase was appropriate and affordable in the context of the financial climate.

Make Notts Safe Plan and Commissioner's Annual Report

At each meeting, as part of its updates from the Commissioner, the Panel received an update on progress against priority actions in the Make Notts Safe Plan. At its meeting on 21 September 2022 the Commissioner presented her annual report to the panel, which detailed both progress against the plan and how she was exercising her functions.

In discussing the Commissioner's annual report, Panel members reflected on the Accountability Board, including how it was addressing recommendations made during the PEEL assessment of Nottinghamshire Police. Panel members also raised questions about funding work the Commissioner was undertaking with community safety partnerships, investment in rural crime and communications and engagement.



The Police Estate and Facilities

The Panel has been interested in the shape of the police estate and its facilities, as, over the years these have previously been areas used to achieve potential savings, either by selling parts of the estate that were no longer required or investing in new replacement facilities to achieve savings.

During 2022/23, several estates and facilities matters were of particular interest to panel members including:

- Whether anticipated savings from the joint headquarters building were on track to be achieved.
- The closure of the custody suite at Newark Police Station, and, should there be increased operational demand, whether facilities were in a condition that they could be reinstated.
- Police station facilities around the county, with reference being made to use of facilities at Newark Police Station, any potential for future provision in Worksop and relocation of a police station in Nottingham City.

Investment was also made to improve facilities. For instance, 2022/23 saw the opening of a new sexual assault referral centre designed to expand capacity of the existing offer in Nottinghamshire and meet new forensic standard requirements and improve the experience for survivors.

National developments

National guidance

Between 2020 and 2022 the Home Office carried out a review of Police and Crime Commissioners. One of the recommendations raised during the review related to improving the checks and balances in place. It also considered consistency between Panels. During 2022/23, the Home Office has issued guidance to support Panels with their role.

The guidance included:

- A guide for Panel members
- A guide for Panel chairs
- A guide for Panel support officers
- A guide for the recruitment of independent co-opted members



Casey Review

Following the rape, kidnap and murder of Sarah Everard by a serving Metropolitan Police Officer and other high-profile incidents involving serving police officers, Baroness Casey led an independent review of its culture and standards of behaviour. Baroness Casey's final report was published in March 2023. The report found severe institutional failings across the organisation and concluded that all means of policing by consent in London had been lost. It identified that there was institutional racism, misogyny and homophobia within the force.

Whilst this report is only about the Metropolitan Police, it has been identified as a topic of interest for all PCPs by the National Association of Police (Fire) and Crime Panels. A particular topic of interest is the assurance Chief Constables are providing Commissioners that the culture and conduct

of regional forces is not consistent with the Metropolitan Police. This concern is borne out by recent public statements by the Chief Constables of Police Force Scotland and Avon and Somerset Police that their force is institutionally racist. The Chief Constable of Avon and Somerset Police added that the force was 'likely' to be treating LGBTQ+ people, women and people with disabilities unfairly.

On the back of these announcements by the two Chief Constables, it is not unreasonable to question the local impact and challenge whether confidence in the police generally has been further tarnished. Whilst the Commissioner has assured the Panel that the concerns raised in Baroness Casey's report were not reflective of Nottinghamshire Police, she did acknowledge it would affect trust and confidence nationally.

Future plans and priorities

Membership changes

District and borough Council elections took place on 4 May 2023. The results of these elections have meant that the composition of the Panel has had to change to meet the balanced appointment objective. The changes mean there will a period of adjustment as members settle into their roles and find how best to work together.

The terms of office for the independent co-opted members are due to expire at the end of May 2024. The Panel will consider a report at its meeting in November 2023 on arrangements for independent co-optees from 1 June 2024.



CONTACT DETAILS AND FURTHER INFORMATION

For further information about the Nottinghamshire Police and Crime Panel, please contact:

Jo Toomey

Advanced Democratic Services Officer
Nottinghamshire County Council, County Hall,
West Bridgford, Nottingham, NG2 7QP

E-mail: jo.toomey@nottscc.gov.uk

Tel: **0115 977 4506**

For agenda packs and related papers, which will provide more detailed information: Police & Crime Panel agendas, minutes and reports

https://www.nottinghamshire.gov.uk/dms/Committees/tabid/62/ctl/ViewCMIS_CommitteeDetails/mid/381/id/558/Default.aspx

The PCC's own website can be found using the following link:

<https://www.nottinghamshire.pcc.police.uk/Home.aspx>

Other useful links

PEEL 2021/22 – An inspection of Nottinghamshire Police - HMICFRS (justiceinspectorates.gov.uk)
<https://hmicfrs.justiceinspectorates.gov.uk/publications/peel-assessment-2021-22-nottinghamshire/>

An inspection of vetting, misconduct, and misogyny in the police service - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) – Home | His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) – Home (justiceinspectorates.gov.uk)
<https://hmicfrs.justiceinspectorates.gov.uk/publication-html/an-inspection-of-vetting-misconduct-and-misogyny-in-the-police-service/>

PEEL 2021/22: An inspection of the East Midlands regional response to serious and organised crime (justiceinspectorates.gov.uk)
<https://assets-hmicfrs.justiceinspectorates.gov.uk/uploads/inspection-of-the-east-midlands-regional-response-to-serious-and-organised-crime.pdf>

Operational advice note to police and crime panels on the handling of complaints or conduct matters recorded against police and crime commissioners (policeconduct.gov.uk)
<https://www.policeconduct.gov.uk/publications/operational-advice-note-police-and-crime-panels-handling-complaints-or-conduct-matters>

The Baroness Casey Review | Metropolitan Police
<https://www.met.police.uk/police-forces/metropolitan-police/areas/about-us/about-the-met/bcr/baroness-casey-review/>