

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

Monday, 23 November 2020 at 14:00
Virtual meeting

This meeting will be held virtually and broadcast live.

Members are requested to join the meeting from 1.45pm

AGENDA

1	Minutes of last meeting held on 7 Sept 2020	1 - 10
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	11 - 18
5	Police & Crime Commissioner's Update Report to Sept 2020	19 - 66
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Notes

- (a) Members of the public are welcome to attend to observe meetings of the Police and Crime Panel. Please note that there is no opportunity for the public to speak at these meetings.
- (b) Nominations for the position of Chair and Vice-Chair for the 2020/21 municipal year will be requested at the meeting. Nominations will need to be seconded. In the event of more than one nomination being received, a formal vote will take place.
- (c) Declarations of Interests – Persons making a declaration of interest should have regard to their own Council's Code of Conduct and the Panel's Procedural Rules.

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

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

Customer Services Centre 0300 500 80 80

- (e) Membership:-

Executive Mayor Andy Abrahams – Mansfield District Council
Councillor Leslie Ayoola – Nottingham City Council
Councillor Scott Carlton – Newark & Sherwood Borough Council
Lesley Dalby – Independent Co-optee
Councillor Tony Eaton – Bassetlaw District Council
Councillor David Ellis – Gedling Borough Council
Christine Goldstraw – Independent Co-optee
Suma Harding – Independent Co-optee
Councillor Rob Inglis – Rushcliffe Borough Council

Councillor Richard MacRae – Broxtowe Borough Council

Councillor Francis Purdue-Horan – Nottinghamshire County Council

Bob Vaughan-Newton – Independent Co-optee

Councillor Linda Woodings – Nottingham City Council

Councillor Jason Zadrozny – Ashfield District Council

**MINUTES OF THE VIRTUAL MEETING HELD ON
MONDAY 7 SEPTEMBER 2020 AT 2.00 PM**

MEMBERS PRESENT

(A denotes absent)

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

Executive Mayor Andy Abrahams – Mansfield District Council
Councillor Leslie Ayoola – Nottingham City Council - **A**
Councillor Scott Carlton – Newark and Sherwood District Council
Lesley Dalby – Independent Member
Councillor Tony Eaton – Bassetlaw District Council
Councillor Michael Edwards (substitute for Councillor Woodings) – Nottingham City Council
Suma Harding – Independent Member
Councillor Rob Inglis – Rushcliffe Borough Council
Councillor Richard MacRae – Broxtowe Borough Council
Councillor Francis Purdue-Horan - Nottinghamshire County Council
Councillor Helen-Ann Smith (substitute for Councillor Zadrozny) – Ashfield District Council
Bob Vaughan-Newton – Independent Member
Councillor Linda Woodings – Nottingham City Council - **A**
Councillor Jason Zadrozny – Ashfield District Council - **A**

OFFICERS PRESENT

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

OTHERS PRESENT

Paddy Tipping - Police and Crime Commissioner (PCC)
Craig Guildford - Chief Constable, Notts Police
Kevin Dennis - Chief Executive, Office of PCC (OPCC)
Emma Foody - Deputy PCC
Charlie Radford - Chief Finance Officer, OPCC
Rebecca Atchinson, Senior Public Health and Commissioning Manager at NCC
Anna Clark, Chief Executive of Equation
Mandy Green, Head of Services, Nottinghamshire Women's Aid
Jane Lewis, Community Safety Strategy Manager of the Crime and Drugs Partnership
Yasmin Rehman, Chief Executive of Juno Women's Aid

1a. MINUTES OF THE LAST MEETING HELD ON 1 JUNE 2020

The minutes of the meeting held on 1 June 2020, having been previously circulated, were agreed as a true and correct record, and were confirmed and signed by the Chair.

1b. MINUTES OF CONFIRMATION HEARING HELD ON 1 JUNE 2020

The minutes of the confirmation hearing held on 1 June 2020, having been previously circulated, were agreed as a true and correct record, and were confirmed and signed by the Chair.

2. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Ayoola, Councillor Woodings and Councillor Zadrozny.

3. DECLARATIONS OF INTEREST

No declarations of interest were made.

4. DOMESTIC VIOLENCE UPDATE – POSITION PAPER

The Commissioner introduced the report and informed members that compared with other areas Nottinghamshire was in a relatively good place and that with assistance from the County, City and districts funding had been maintained.

The Commissioner stated that the Force's approach had been reviewed and that the draft review report ('Improving the response to domestic violence and abuse in Nottinghamshire, a whole systems approach') would be circulated for wider consultation after the Panel's discussion today, with publication of the final report due in November. The Commissioner informed the Panel that the pandemic required fresh thought in this area and that the effects on the BAME community also needed to be considered.

Ms Foody, the Deputy Commissioner, then spoke to the report and informed the Panel that the issue was a priority for the Commissioner and one that he had asked her to focus upon. The Deputy Commissioner thanked all the partners that had worked hard to produce the draft report and spoke of the fresh perspective that had been taken and the need to think of the wider context with data available both nationally and locally. The Deputy Commissioner informed the Panel that the report was the final consultation draft and that comments were welcomed.

The Deputy Commissioner stated that the topic was a huge one which was constantly evolving but remained a priority for all the authorities involved. She highlighted some of the highlights within the very detailed review report and referred to the Force's Threat Assessment which was high and which demonstrated the strong response from providers/agencies/the Commissioner who were all working in partnership. The Deputy Commissioner spoke of the trends identified in the report including the prevalence of emotional abuse, financial control, the use of technology, the increased use of knives and adolescents perpetrating violence on parents. The Deputy Commissioner stated that generally figures for Nottingham and Nottinghamshire were higher than in the East Midlands as a whole but that strong arrangements were already in place with campaigns being run and work taking place with the workforce and in schools.

The Deputy Commissioner referred to the work being done by the Multi-Agency Risk Assessment Centres (MARAC) and the Violence Reduction Unit (VRU) and the substantial financial investment the Commissioner had made in DV support services. The Deputy Commissioner spoke of her pride in the services provided but stated that there as no room for

complacency - the services needed to grow, some groups were under-represented, for example men and those from a BAME background, and local refuge provision was low. The Deputy Commissioner informed the Panel that since 2017 the results from the Offender Management Scheme had been good and that a bid had been submitted to fund perpetrator programmes.

The Deputy Commissioner then spoke of the effects of COVID and the fact that the last 6 months had been challenging with the restrictions making it more difficult for families and victims to call for help. The Deputy Commissioner informed the Panel that calls had increased by more than 50% than expected and that additional funding had been made available to increase capacity. The Deputy Commissioner stated that it was difficult to assess the impact of COVID but that the death rate was expected to rise and informed the Panel that funding from the Ministry of Justice (MoJ) would cease at the end of 2021 and that increased funding may continue to be required. The Deputy Commissioner concluded by stating that recent times had been challenging but that the arrangements with partners had ensured the response had been strong but that there would be difficult times ahead.

Following the Commissioner's and Deputy Commissioner's statements the Panel raised the following issues:

- In response to the Panel raising the issue of DV peaking at certain times, for example during England football matches, the Deputy Commissioner stated that the Police do use their social media channels to promote services and that it was important that the Police do marry up their communications to inform people where help is available.
- The Panel expressed its concern that the rise in DV incidents was framed positively and sought assurance that this was the case. The Commissioner replied that there were gaps in the data but that there had been an improvement in the recording of incidents along with a greater confidence in reporting such incidents. The Deputy Commissioner confirmed that that the Force was capturing more incidents.
- The Deputy Commissioner informed the Panel that in terms of consultation the draft report has been distributed to the public for comments, that public meetings will be held to capture feedback and that the draft report is available on the Force's website.
- The Panel spoke of the positive benefits of Sanctuary in reducing homelessness and praised the use of 17 Sanctuaries in the City. The Deputy Commissioner stated that the use in the City had been made possible because funding had been increased and that the intention was to roll out this positive option across the County.
- The Panel asked about the need stated in the Executive Summary for more refuges. The Deputy Commissioner replied that the requirement depended on the contents of the forthcoming Bill which would define the provision expected. Jane Lewis, the Community Safety Strategy Manager of the Crime and Drugs Partnership, informed the Panel that she thought the Bill would require an additional 10 refuges to the existing total of 37 and that an extra £1m in funding would be needed to fulfil all the statutory duties, though as it was unlikely that this amount of extra funding would be forthcoming difficult choices would have to be made.
- The Panel brought up the subject of male victims of DV and though most victims of DV are female, the Deputy Commissioner acknowledged that the understanding of the male problem needed to improve. The Deputy Commissioner informed the Panel that men are

less likely to use refuges than women but that there were other options available to them. The Deputy Commissioner stated that much work had been undertaken in the last year on the problem, that men do suffer and do need supporting.

- The Panel raised concern that at the same time as incidents of DV were increasing the number of prosecutions and convictions was decreasing. The Deputy Commissioner responded by informing the Panel that victims do not always want to go down the criminal justice route. The Chief Constable stated that it is possible to carry out victimless prosecutions with evidence from body worn video, recordings of 999 calls and neighbours' statements, but that the CPS has a very high threshold for charging in such cases.

Representatives from the organisations involved in DV were then given the opportunity to address the Panel:

Yasmin Rehman, Chief Executive of Juno Women's Aid

Ms Rehman paid tribute to the wide range of services available in Nottinghamshire, which is not the case in other areas, and spoke of the well-developed eco system in the County and the dedicated staff involved. Ms Rehman informed the Panel of the exponential rise in the demand for services that had occurred in the past year, an increase of 224%, with survivors regularly threatening suicide. Ms Rehman spoke of the effects of COVID and informed the Panel that she expected to see a rise in DV cases as a result. In terms of the criminal justice system, Ms Rehman informed the Panel that tactical complaints from the father were often made against her organisation and that it was difficult to unpick exactly what was happening.

Mandy Green, Head of Services, Nottinghamshire Women's Aid

Ms Green echoed the points made by Ms Rehman and spoke of the strangeness of the current situation where the impact of COVID was still unknown. Ms Green informed the Panel that her organisation had seen a rise in the numbers of women and children accessing support and spoke of the challenges around safeguarding, referring to the difficulties in contacting victims where they might live with the perpetrator. Ms Green spoke about the 2 refuges in North Notts that had remained open safely during the pandemic despite the challenge of having shared facilities. Ms Green informed the Panel that staff were available for 100% of the time as it was felt that it was important for victims to receive a welcoming response at a safe base with someone to talk to.

Ms Green informed the Panel about the work of the Domestic Abuse Support Workers (DASW) and how there had been a large increase in the demand for their services. Ms Green told the Panel that there would be 2 DASWs on duty to cope with incoming calls which could come from those already being supported or from those thinking of leaving relationships. Ms Green stated that this work was time consuming and that there were only so many incoming lines available at any one time.

Ms Green informed the Panel that while some workers had been able to return to work, with social distancing being practised, use was being made of the phone and Teams software for virtual meetings. In terms of children and young people, they were being contacted when it was safe to do so with Zoom and Teams being used for virtual meetings. Ms Green informed the

Panel that worksheets were also being used with children and young people, these were posted out weekly so the recipients are kept informed as to which session is to be expected and Ms Green informed the Panel that this system was working for the older clients.

Ms Green informed the Panel that at the beginning of the pandemic referrals to MARAC had decreased but that the number of cases had increased by 25 recently. Ms Green told the Panel that Zoom and Teams were being used to support victims but that this was affected by where and how the victim lived and what technology was available in each case. Ms Green spoke of the well-developed partnerships around schools, which were now back, and also the good relationship the organisation had with the magistrates' courts.

Ms Green informed the Panel that it was a worrying time with demand increasing, the difficulty of predicting the effects of the pandemic, the fact that it will take a year for some group programmes to catch up and deliver and whether there will be localised increases in demand now that the schools are back, but Ms Green informed the Panel that the aim was to make sure that all received the support they needed.

Anna Clark, Chief Executive of Equation

Ms Clark paid tribute to the quality of support available in Nottinghamshire and emphasised the importance of training. Ms Clark informed the Panel that one of the positive aspects of COVID was that it had allowed the development of a communications strategy with a consistent message. Ms Clark spoke of the work that had been undertaken in the past in schools and informed the Panel that when restrictions were lifted that work, which had taken place over the last 15 years, would help children to speak out.

The Chair thanked all of those involved in the production of the report and requested that the next update include a commentary on the effects of COVID on the CPS/courts service.

RESOLVED 2020/019

That the contents of the report be noted.

5. WORK PROGRAMME

Mr Ford introduced the report and informed the Panel that this was the usual report drawn up in consultation with the Commissioner's office. Mr Ford informed members that it was planned to bring a report to a future meeting of the Panel on findings of Part One of the Home Office Review in to the role of Police and Crime Commissioners. Mr Ford expressed his hope that the national PCP Conference organised by Frontline and due to be held in November would still go ahead, albeit with social distancing in place.

RESOLVED 2020/020

That the contents of the report be noted.

6. POLICE AND CRIME COMMISSIONER'S UPDATE REPORT TO JUNE 2020

The Commissioner introduced the report and spoke of the budget outturn with the overspend of £92k being smaller than previously forecast due to the impact of COVID. The Commissioner referred to the two capital schemes of the Bridewell and the Joint HQs and informed the Panel that both projects were broadly on track with good progress being made in difficult conditions. The Commissioner spoke of the effects of COVID on policing and informed the Panel that crime rates had fallen significantly at the peak of the pandemic, both locally and nationally, but that coming out of lockdown crimes are returning to their former levels with some offences such as DV reaching higher rates than previously, though not as high as had been anticipated.

The Commissioner then spoke of the work being undertaken with those from the BAME community and the demonstrations being held in the UK as a result of the death of George Floyd and others, including in Nottinghamshire. The Commissioner informed the Panel that the policing of the demonstration at the Forest recreation ground had been highlighted as an exemplar by the Home Affairs Select Committee. The Commissioner referred to the Black Lives Matter (BLM) movement and informed the Panel that it was mainly young people involved with new leaders emerging in the community. The Commissioner stated that he thought it was an opportunity for change with discussions being held as to the way forward with proposals and a timetable to be published in the near future. The Commissioner stated that he thought the position in Nottinghamshire was a good one with work with the BAME community a priority where good progress continued to be made. The Commissioner informed the Panel that while Stop and Search had increased significantly in Nottinghamshire, knife crime had reduced, which bucked the national trend.

The Commissioner informed the Panel that the Force was recruiting heavily with 147 officers appointed last year and while there had been no final confirmation from the Home Office regarding funding it was hoped to recruit a further 150 officers this year. The Commissioner informed the Panel that the Force was aspiring to become the first police force in the UK to be proportionately representative of the community it serves (11.2% BAME) and stated that at 7% the Force was over half way there. The Commissioner spoke of the need to refresh the way work with the BAME community was carried out and informed the Panel that discussions were ongoing with the first meeting of the Community Listening Group due to take place. The Commissioner informed members that an independent panel would be set up to advise the police on such issues as handcuffs, tasers and the use of force.

Following the Commissioner's statement the Panel raised the following issues:

- The Panel welcomed the BAME case study contained in the report ('Improving BAME Experiences of Policing In Nottinghamshire') and questioned the Commissioner about hate crime. The Commissioner replied that statistics showed that such incidents tended to peak during national and international events, for example Brexit, the election of the US president, a terrorist incident or a pandemic. The Commissioner spoke of the need to examine the figures carefully and gave the example of offences against the Chinese community which were small in number but appeared high when expressed as a percentage. The Commissioner informed the Panel that he was aware there had been concern about which groups were being issued with fixed penalty notices as a result of the COVID measures and that some disproportionality had occurred, but that in Nottinghamshire the number of notices issued was one of the lowest in the country.
- The Panel queried whether intelligence led stop and search could be classed as racial profiling. The Chief Constable stated that this was absolutely not the case and informed members that the level of complaints was very low with figures which showed knife seizures up 13% proving that the police were targeting the right people.
- The Panel asked the Commissioner about missing persons and whether it was possible to put preventative measures in place. The Commissioner replied that the Force has one of the few dedicated missing persons teams in the country which identifies vulnerable people and does try to intervene. The Chief Constable informed members that the force worked closely with care providers and the existence of the dedicated team allowed its members to become familiar with where missing people might be found.

- The Panel brought up the subject of anti-social behaviour (ASB) which had increased during lockdown. The Commissioner responded by informing the Panel that the majority of complaints to the Police had been from people complaining about others ignoring the restrictions imposed because of COVID. The Commissioner explained that a national discussion about police involvement was taking place but that there are only guidelines in place and that some of the messages from government have not been as helpful as they might have been.
- The Commissioner responded to a question about county lines by stating that this was a top priority for government, that this was not a new development but one now known by a different name, and that there was evidence to suggest this activity was more widespread in rural areas. The Commissioner informed the Panel that work was ongoing to determine what needed to be done at a local, regional and national level and that progress should be seen in the next 12 months. The Chief Constable informed members that the force was carrying out more covert work with the tracking of Nottinghamshire children who travelled elsewhere resulting in drug seizures outside the county.
- The Commissioner informed the Panel that he was aware of the drugs problem in the Meadows and that work was in hand.
- The Commissioner responded to a query about begging and informed members that the Force was keen to work with the City to find a solution.
- The Panel referred to the recent march in the city centre and the Commissioner stated that a number of causes were represented by the marchers with no consistent or coherent message emerging as a result. The Commissioner informed the Panel that no arrests had been made, though there were some anxious moments on the day.
- The Commissioner undertook to visit the Harworth & Bircotes area with Inspector Bellamy but stated that the crime figures for the area did not seem to warrant the level of concern expressed by local councillors. In reply to a question about the numbers of officers deployed in Worksop Town Centre, the Commissioner stated that he would not want to broadcast the numbers involved but that extra officers were brought in from other areas if required.
- Responding to a question about roads policing, the Commissioner stated that this subject had been in the news recently and that he would be speaking to the relevant Chief Inspector next week and would discuss the subject with the Chief Constable too, but did point out that other agencies than the police did police the roads.
- Regarding officer welfare, the Commissioner referred members to his public statement issued 2-3 weeks previously as well as the recent report produced by Police Chiefs. The Commissioner informed the Panel that he would be speaking to the Chief Constable about the way forward locally.
- The Panel thanked the Commissioner for providing them with a comprehensive report regarding absence levels.
- The Panel asked the Commissioner whether there were now financial figures available for the new financial year and the Commissioner undertook to provide the Panel with up to date figures.

RESOLVED 2020/021

That the contents of the report be noted.

7. NATIONAL AND REGIONAL DEVELOPMENTS – POLICE AND CRIME COMMISSIONER UPDATE

The Commissioner introduced the report, informing members that a large part of his time was spent working on the spending review and that he spoke to the Home Office and the Treasury most weeks. The Commissioner informed the Panel that the Chancellor should be making an announcement in the November budget.

The Commissioner spoke about the Airwave communication system used by the emergency services of Great Britain which was due to move to a digital platform at a tremendous cost and to a challenging timetable. The Commissioner assured the Panel that locally the planned transfer was proceeding well.

The Commissioner also spoke about the National Police Air Support (NPAS) and informed the Panel that there were significant issues which needed resolving with increased capital funding required.

The Commissioner referred to the forensics service which used to be organised on a force by force basis, but which was now organised both regionally and nationally with the involvement of the private sector. The Commissioner informed members that discussions about the way forward were planned.

The Commissioner spoke about the problems facing the East Midlands Criminal Justice Services (EMCJS), in particular the effects of COVID, which have meant the courts have not been able to function as well as normal with the Crown Courts being particularly affected.

Following the Commissioner's statement the Panel raised the following issues:

- The Panel praised the Force's successful use of drones and the Commissioner replied that debates were taking place on their use compared with helicopters and that this was an issue that had been picked up as part of the spending review. The Commissioner stated that he thought the use of drones would only increase in the future.
- Given the effects of COVID, the Panel requested a report on the state of the criminal justice system and asked why Nottinghamshire had not organised extra court sittings as other areas had done. The Deputy Commissioner replied that Her Majesty's Courts & Tribunals Service (HMCTS) was drawing up a report and a recovery plan but that there was frustration within the criminal justice system at the slow response. The Deputy Commissioner acknowledged that there were 'Nightingale' courts elsewhere in the Country but that there were none in the East Midlands, though a case was being made to change that. The Deputy Commissioner stated that a report on progress made and the remaining challenges facing the criminal justice system would be brought to the next meeting of the Panel.

RESOLVED 2020/022

That the contents of the report be noted.

8. HOME OFFICE REVIEW INTO THE ROLE OF POLICE AND CRIME COMMISSIONERS

The Commissioner introduced the report and informed the Panel that the Government had announced that the review would take place in 2 phases with the first phase taking place in November and the second phase taking place after the PCC elections in May 2021. The Commissioner informed members that he had seen the Home Office questions and was aware that the national office had submitted evidence to the Review Panel. The Commissioner stated that there was an aim to make PCCs more visible amid concern at the low turnout figures. The Commissioner informed the Panel that the Advisory Committee, of which he was a member, was due to meet for the first time this week. The Commissioner also informed members that the White Paper on devolution for councils was due to be published in October and that this may have implications for the PCC review. In conclusion the Commissioner informed the Panel that after 8 years as a PCC it was a good time to take stock and make recommendations for the future.

RESOLVED 2020/023

- 1) That the aims and timescales involved in the two stages of the review be noted.**
- 2) That the Panel Members' views submitted to the LGA on 21 August 2020 be noted.**
- 3) That a further update report be submitted to a future meeting of the Panel following the Home Office's publication of the outcomes of part one of the review.**

9. POLICE AND CRIME COMMISSIONER'S ANNUAL REPORT 2019-20

The Commissioner stated that it was a lengthy report and asked members to comment within one month in writing via Mr Ford.

RESOLVED 2020/024

That the Panel consider the contents of the report and return any comments in writing to Mr Ford within one month.

10. POLICE AND CRIME PANEL ANNUAL REPORT 2019-20

Mr Ford introduced the report and informed members that he was pleased with the Annual Report considering that it was the first such report produced by the Panel. Mr Ford informed the Panel that he thought the member reference group had been very useful in drafting the report which was a good pointer for the future and from which lessons would be learned. Mr Ford asked the Panel to return comments to him on the format and content of the report within 2 weeks and informed members that he could share the report either electronically or through sending out hard copies.

Following the Mr Ford's introduction the Panel raised the following issues:

- The Panel suggested the possibility of sending the final report to town and parish councils, universities, schools, libraries and the Chair of the Bench so that it could be forwarded to magistrates.
- The Panel suggested making the entry on DV more prominent.

RESOLVED 2020/025

That subject to any changes requested by Members, the draft Annual Report be finalised and published on the Panel's webpages on the Nottinghamshire County Council website.

The meeting closed at 4.20pm

CHAIR

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

23 NOVEMBER 2020

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.
5. At this stage it is expected that the Panel will continue to meet virtually but this will be reviewed on an ongoing basis in line with the latest rules and guidance from Government.

The Panel's focus on the Strategic Priority Themes of the Police and Crime Plan

6. The work programme is updated to include specific focus on each of the Strategic Priority Themes included in the Police and Crime Plan at different meetings of the Panel, offering Members the opportunity to look at the implementation of the various strands of the Police and Crime Plan Delivery Plan in more detail. The schedule for future meetings has previously been updated in line with the revised Strategic Themes within the refreshed Police and Crime Plan.
7. It is hoped that further informal discussions can take place at the forthcoming Budget workshops in January 2021 around the potential for making the Thematic focus items more effective. The cycle for reviewing the themes and the format of the review reports will be considered as part of those workshops.
8. Members' views on the current arrangements and suggestions about potential alternative arrangements are welcomed.

Frontline National Police and Crime Panel (PCP) Conference – 23-25 November 2020 – Virtual Conference

9. The Conference is going ahead albeit as a virtual event. This has enabled the organisers to spread it across three days and offer delegates a chance of attending a wider number of workshops than in previous years.

10. The conference will include the Nottinghamshire PCC, Paddy Tipping, as one of the keynote speakers on the morning of 23 November.
11. Expressions of Interest in attending the event have previously been requested from Members. As a result, Nottinghamshire PCP has 6 places booked for the event. Christine Goldstraw, Suma Harding and Councillor Jason Zadrozny are booked into the event. Councillor Helen-Ann Smith, who is Councillor Zadrozny's substitute Ashfield District Council Member on the Panel will also be attending. The two remaining places will be filled by the Panel's support officers.
12. The revised programme is attached at **Appendix B** for information.
13. Attendees will feedback on the headline issues to the February 2021 meeting of the Panel but may want to share their views on the initial sessions held on the morning of 23 November at today's Panel meeting.

Other Options Considered

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

Reasons for Recommendation/s

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

RECOMMENDATIONS

- 1) That the work programme be updated in line with Members' suggestions as appropriate.
- 2) That the plan to review the format and timing of the Strategic Priority Theme reports be discussed further at the Budget Workshops in January 2021 be noted and Members' views on the current arrangements and suggestions for possible alternative arrangements be shared with the Panel's support officers in advance.
- 3) To note the revised arrangements for the Frontline National PCP Conference and consider any feedback from the initial sessions held on the morning of 23 November.

Background Papers and Published Documents

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

For any enquiries about this report please contact:-

Keith Ford, Team Manager, Democratic Services, Nottinghamshire County Council
keith.ford@nottsc.gov.uk Tel: 0115 977 2590

APPENDIX A

Nottinghamshire Police and Crime Panel Work Programme (as at 10 November 2020)

<u>Agenda Item</u>	<u>Brief Summary</u>
22 January 2021 – Budget Workshop (N.B. Not a public meeting)	
With the Police & Crime Commissioner	To include consideration of Strategic Priority Theme reporting and monitoring arrangements.
29 January 2021 – Budget Workshop (N.B. Not a public meeting)	
With the host authority's Finance Officers	To include consideration of Strategic Priority Theme reporting and monitoring arrangements.
4 February 2021	
Proposed Precept and Budget	To consider the Commissioner's proposed Council Tax precept.
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, details of decisions taken and overview of Force Performance).	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes	Panel to focus on new Priority Theme 1 – Protecting People from harm
Findings of Part One of the Home Office Review into the Role of Police and Crime Commissioners.	To share the findings of Part 1 of this review undertaken by the Government over the summer of 2020. Report to also cover Devolution White Paper.
29 March 2021	
Domestic Violence Update	This item will be an update on the September 2020 item and if at that stage the meeting can be held in person, will also include presentations from service providers and opportunities for wider information-sharing. The item will review progress with the implementation of the recommendations of the Review.
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, details of decisions taken and overview of Force Performance).	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance and financial issues within the Force.
Update on the Complaints Process	In February 2020, The PCC adopted Option 1 of the new process options developed by the Home Office for dealing with complaints about the Force. This report will provide the Panel with an update on complaints received and overall outcomes.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes.	Panel to focus on new Priority Theme 2 - Helping and Supporting Victims Page 17 of 90

<u>Agenda Item</u>	<u>Brief Summary</u>
7 June 2021 (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 in order to meet the requirements for:- <ul style="list-style-type: none"> • the membership to represent all parts of the police force area and be politically balanced; and • members to have the skills, knowledge and experience necessary.
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, details of decisions taken and overview of Force Performance).	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes.	Panel to focus on Priority Theme 3 - Tackling Crime and Anti-Social Behaviour

Ninth Annual Conference for Chairs, Members and Support Officers of Police (Fire) and Crime Panels

Online from Monday 23 to Wednesday 25 November 2020

Follow @pcpsdirect; retweet and comment using #PFPCConf2020 leading up to and during the Conference. Sessions will be recorded and made available only to Conference delegates

PROGRAMME

Monday 23 November 2020

Theme: Policy

10.30 am Welcome to day one of the Online Conference by Lord Toby Harris, Co-Chair of the All Party Parliamentary Group on Policing and Security

Conference plenary speakers

- Minister for the Constitution and Devolution, Chloe Smith MP (invited)
- Chair of the Association of Police and Crime Commissioners, Paddy Tipping
- Chair or Member of the Home Affairs Select Committee (invited)
- Greater Manchester Combined Authority Mayor and PCC, Andy Burnham (tbc)

12 noon Lunch break

1.30 pm **Conference breakout sessions. Good practice and Panel development**
Thematic policy seminars of one hour each

In the light of the morning plenary, an opportunity to explore how Panels fulfil our roles of support of and challenge to our Commissioners and how we might develop our activity as Panels on key topical issues

1.30 pm Public policy and policing
Rick Muir, Police Foundation

2.45 pm Public policy and criminal justice
Lorraine Atkinson, Howard League

4 pm Tackling human trafficking and modern slavery
Courtenay Forbes, Unseen

5 pm Close of day one of the Conference

Tuesday 24 November 2020

Theme: Partnerships

- 9.30 am **AGM of the National Association of Police (Fire) and Crime Panels (NAPFCP)
By separate invitation**
- 10.15 am Welcome to day two of the Online Conference by Paul Grady, Head of Police and Engagement Lead, Public Services, Grant Thornton UK LLP
Theme: 'Collaboration. The bigger picture for Panels. Initiatives, opportunities and challenges for policing, fire and criminal justice in the 2020s'
- Conference plenary speakers**
- Chief Constable Olivia Pinkney QPM MA, Hampshire Police Service
 - Becci Bryant QFSM MBA MIFireE Hon DPP, Chief Fire Officer, Staffordshire Fire & Rescue Service
 - Frances Crook, Chief Executive, Howard League for Penal Reform
- 12 noon **Conference breakout sessions. Good practice and Panel development**
Practitioner led workshops of one hour each
- In the light of the morning plenary, an opportunity to explore how Panels fulfil our roles of support of and challenge to our Commissioner and how we might develop our activity as Panels
- 12 noon Police and Crime Plans, budgets, audit and engagement
Grant Thornton
- 1 pm Lunch break
- 2 pm Working together – police and mental health triage
Vicki Noble, Leicester NHS Trust and Samuel Watson, Leicestershire Police
- 3.15 pm Elections for Commissioners in 2021 – a briefing for Panels
Dr Christopher Kemp, formerly of Norfolk Police and Crime Panel
- 4.30 pm Working with public health around early intervention
Lynn Gibbons, Public Health Consultant, South Gloucestershire Council and Professor Kieran McCartan, Sociology & Criminology, University of the West of England
- 5.30 pm Close of day two of the Conference

Wednesday 25 November 2020

Theme: Practice

- 10 am **Conference breakout sessions. Good practice and Panel development**
 Practical workshop and peer to peer forums of one hour each
- Welcome to day three of the Online Conference by Dave Burn, Senior Associate and Lead on Policing and Crime, Frontline Consulting
- Theme: Exploring key messages from earlier discussions and the implications for our activity as Panels and identifying what we might need to help us better to fulfil our roles of support of and challenge to our Commissioners
- 10.15 am Effective Scrutiny by Police and Crime Panels and Police, Fire and Crime Panels
 Facilitated by Dave Burn, Frontline Consulting
- 11.30 am Forum for Independent Members of Police and Crime Panels and Police, Fire and Crime Panels
 Facilitated by Keith Walker, Staffordshire PFCP
- 12.30 pm Lunch break
- 1.30 pm Forum for Police, Fire and Crime Panels
 Facilitated by Diane Parsons, North Yorkshire PFCP
- 2.45 pm Forum for Chairs of Police and Crime Panels and Police, Fire and Crime Panels
 Facilitated by Cllr Wendy Schmitt, Essex PFCP
- 4 pm Forum for Support Officers of Police and Crime Panels and Police, Fire and Crime Panels
 Facilitated by Khalid Ahmed, Thames Valley PCP
- 5 pm Conference closes

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	23 November 2020
Report of:	Paddy Tipping Police and Crime Commissioner
Report Author:	Kevin Dennis
E-mail:	Kevin.Dennis@nottinghamshire.pnn.Police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	5

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT TO SEPTEMBER 2020

1. PURPOSE OF THE REPORT

- 1.1 This report provides the Police and Crime Panel (Panel) with an update on progress in delivering the Police and Crime Commissioner's (Commissioner) Police and Crime Plan (2018-21), in compliance with the Commissioner's statutory duties^a.
- 1.2 The report also provides a summary of performance headlines for quarter 2 of the 2020/21 financial year (Appendix A), the revenue and capital financial outturn position for 2019/20 (Appendices B and C) and a summary of key OPCC and force decisions made over the latest planning period (Appendix D).

2. RECOMMENDATIONS

- 2.1 The Panel is invited scrutinise the contents of this report, seek assurance from the Commissioner on any specific areas of concern, request further information where required and make recommendations within the scope of their role^b.
- 2.2 The Police and Crime Panel has a statutory duty^c to provide scrutiny of performance and delivery against the ambitions of the Police and Crime Plan and of the Commissioner in fulfilling his core statutory duties (Section 14 of the Policing Protocol 2011). This update report is designed to assist the Panel in fulfilling these responsibilities.

^a 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

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

^c Police Reform and Social Responsibility Act 2011

3. POLICE AND CRIME PLAN PERFORMANCE (2018-21)

- 3.1 The Commissioner's Police and Crime Plan (2018-21) set 57 performance indicators and 12 sub-measures across four strategic themes. These indicators are tracked by the force and OPCC on a quarterly basis as part of the Performance and Insight Report shown at appendix A. Previous versions of the report can be accessed via the Commissioner's website^d.
- 3.2 **Protecting vulnerable people from harm:** Ongoing improvements in proactivity, training, risk management and effective partnership working are helping to support sustained increases in safeguarding referrals (+22%). The work of a dedicated Missing Persons team and the use of new technology to assist in tracing missing people has also helped to secure a 19% reduction in missing persons reports over the last year. Proactive police and partnership activity in response to modern slavery and county lines has also led to referral rates almost doubling (+93%) over the last year. Levels of police recorded online crime continue to rise (+16%), partly impacted by increases in online activity as a result of the Coronavirus Restriction measures in place.
- 3.3 **Helping and supporting victims:** Force compliance with the Victim's Code of Practice (92%) also remains strong and improving following the introduction of stringent reviews across adult and child public protection since June 2020 and continued robust screening of rape and serious sexual offence compliance. Levels of police recorded domestic abuse are stabilising despite some increases in the latest quarter which may be attributable to the impact of Coronavirus restrictions. The proportion of crimes resolved via community resolution has been falling throughout the year (-1.8% pts), however plans are underway to reinvigorate the force's approach to out of court disposals.
- 3.4 **Tackling crime and Anti-social Behaviour:** Police recorded crime, and most notably theft from person, vehicle crime and burglary, fell markedly between April and June 2020 coinciding with the period of stringent Coronavirus Restrictions. Crime rates have since returned closer to pre-lockdown levels. While violent knife crimes have been in general decline since 2018, positive outcome rates for these offences have also fallen. The roll out of Operation Reacher has led to sustained increases in use of stop and search over the last year (+11%) which is likely to continue over the coming months. Positive stop and search outcomes remain strong (40%) but have deteriorated slightly over recent months at both a local and national level.

^d <https://www.nottinghamshire.pcc.police.uk/Public-Information/Performance/>

3.5 Transforming services and delivering quality policing: Reflecting national trends, calls to the 999 emergency service began to fall for the first time in two years in April 2020, while calls to the 101 service have also continued to decline. Compliance with National Crime Recording Standards (NCRS) has increased to the highest level recorded on over a year (97.2%). Public trust and confidence (+5.7%) in the police has seen a marked improvement over the last year, largely driven by increases during the post-lockdown period in 2020.

3.6 Key areas for consideration as part of the latest insight report include:-

- Ongoing issues relating to the reporting of resource data following transition to the new 'SAFE' Command and Control system^e in January 2020. This has impacted upon the ability to accurately report on service response times. Force Information Services have been working to resolve compatibility issues with the Force's principle data extraction tool and are working with the developer to script a potential automated solution. It is anticipated that this work will be completed soon enabling resourcing data to be fully and accurately reported. It should be noted that response times are reviewed on a live time basis by Force Control Room (FCR) managers and on a daily basis by FCR senior leaders. Outstanding demand levels for emergency and non-emergency calls remains low, with anecdotal evidence from FCR managers that response times have improved since the introduction of SAFE and additional resources delivered via the Uplift programme.
- Understanding and responding to the rising level of reported online crime victimisation, including the risks to vulnerable children and young people during the period of coronavirus restrictions. National increases in online phishing and scam emails relating to Covid-19, Test and Trace and HMRC have been observed over recent months.
- Driving improvements in the use of community resolution and other appropriate out of court disposals as part of changes to the force's framework for delivering these outcomes.
- Monitoring increases in 101 abandoned call rates since January 2020, considered, in part to have been affected by the COVID-19 pandemic, turnover of staff and the impact of training new starters in call handling. Performance in this area is expected to improve over the coming months in line with increases in organisational capacity.

^e The SAFE' system replaced the Legacy system in March 2020 which was no longer compliant with Home Office requirements. SAFE provides Command and Control, telephony and Airwave radio interfaces into the control room, with all data transactions, including those from the mobile and web clients, being recorded by the system in real time. This provides the foundation for producing near real-time reports.

- 3.7 The force and OPCC will continue to closely monitor and assess the impact that the Coronavirus Pandemic and changes in restrictions may have on levels of crime, ASB and service demand over the coming months.

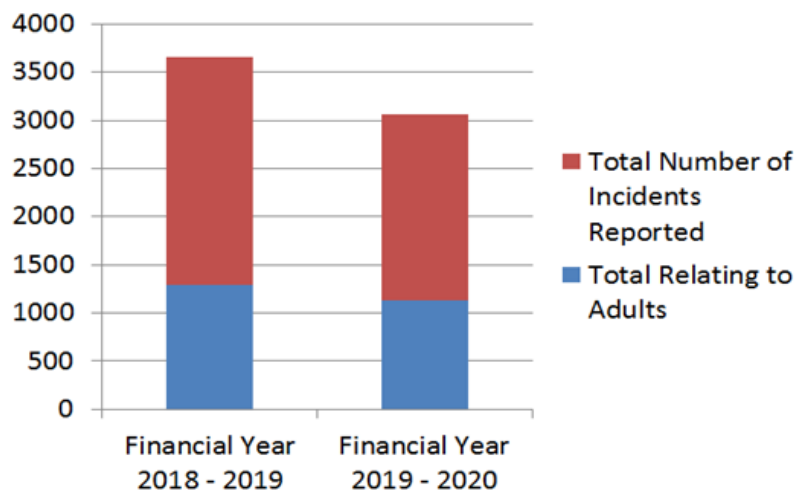
4. Case Study: Missing From Home Teams

- 4.1 Nottinghamshire's Police and Crime Plan includes a priority focus on protecting vulnerable people, including actions to ensure the effective response and safeguarding of vulnerable people missing from home. An HMICFRS Inspection of Nottinghamshire's Missing From Home (MFH) team in 2015 identified a number of specific areas for improvement, which included the management of data, trigger plans for repeat missing persons and improving the multi-agency response to persistent and repeat missing children. This case study highlights the actions that have been taken to address each of these recommendations and the considerable progress that has been made in this area since 2015.
- 4.2 The force has worked to gather information from forces that have been subject to more recent HMICFRS inspections in this area in order to identify best practice and promote organisational learning. All information is assessed and, where appropriate, translated into an action and recorded in the '4P' action plan – Prevent, Pursue, Protect and Prepare. The plan provides the basis for a monthly performance meetings chaired by the Chief Inspector lead for MFH and reviewed by the Force Strategic Lead (Superintendent) for MFH on a quarterly basis.
- 4.3 The team have embedded a daily multi-agency response at a tactical level through meetings which link vulnerable and repeat missing persons into social care services and other relevant partners. Risks associated with Child Sexual Exploitation (CSE) and County-lines are identified and mitigated by working closely with dedicated teams linked to Modern Slavery, County Lines and Child Abuse – with a view to sharing information and identifying emerging trends.
- 4.4 MFH work together in two teams – the Locate Team responsible for finding people of all risk levels when they are reported missing and the Safeguarding team which focuses on prevention and longer term problem-solving approaches to addressing repeat missing episodes. The teams have shared responsibility for the safeguarding oversight of Missing no Apparent Risk (MISNAR).
- 4.5 Key developments in the last year have included greater proactive use of police protection and Child Abduction Warning Notices (CAWNs) to ensure that high risk and repeat missing persons can be quickly located and robustly safeguarded, and the use of new technology (Terragence) to assist in tracing missing people by processing phone data more effectively. This technology reduces the time spent

searching and the resources required to do so, putting the force at the forefront nationally when searching for missing persons.

- 4.6 Missing no Apparent Risk (MISNAR) incidents are primarily managed within the control room, but can be converted to a “police attend” incident and dealt with by the MFH team at any point and in any case once a maximum 72 hour threshold has been reached^f. MISNAR demand remains relatively static in Nottinghamshire, with 2,865 incidents recorded in 2018/19 and 2,944 recorded in 2019/20.
- 4.7 The number of Missing from Home episodes of all risk levels, meanwhile, has reduced by 18% among children to 1,933 per year and by 12% among adults to 1,130 per year over to the same period. The improved approach outlined above has been instrumental in achieving these reductions and the positive trajectory seen over recent years.

Fig 1. Missing From Home Demand 2018/19 to 2019/20 (Low, medium and high risk)



- 4.8 Reflecting other areas of service MFH reports saw a steep decline during the period of stringent Coronavirus lockdown restrictions, with a gradual return to normality as the restrictions eased. The April to August 2020 period for example saw a 39% reduction in Missing No Apparent risk reports and a 23% reduction in MFH reports. The average length of time that a reported person remained missing, however, reduced from 32 hours to 14.5 hours (-54%).
- 4.9 Comparisons based on the month of September in both 2019 and 2020, however, provide a more accurate reflection of the trajectory in performance. This shows a 21% reduction in overall Missing reports (181), a 32% reduction in under 18 reports (99), a 14% reduction in average time missing (7.98 hours), a 46%

^f The control room review and risk assess MISNAR incidents at a maximum interval of every 6 hours during this period

reduction in repeat reports (35) and a 60% reduction in 'in care' reports. The Police have also maintained a 100% completion rate for return interviews.

- 4.10 Whilst it is difficult to attach a cost to the work undertaken by the MFH team and the costs associated with this type of demand, national statistics estimate the cost of an average Low to Medium risk investigation to be around £2,500 and the cost of a High risk case to be around £8,500. Much of this cost can be attributed to the investment of police resources and time allocated to locate MFH's.
- 4.11 The developments and improvements in approach to MFH investigations (based on time savings made in medium risk cases) is therefore estimated to have delivered a £1.3 million saving across this area of business over the last 12 months, with a combined reduction of 1.75 million over the last 4 years. While the overall cost of implementing the Terragence system is still pending, the benefits in terms of reduced length of time of a missing and number of staff required is also predicted to demonstrate substantial efficiencies.
- 4.12 Nottinghamshire Police continue to build on this success and embed learning and best practice from other areas. This has included, for example, Actions taken, for example, implementing an "access to support" approach to improve mental health provision for missing people on their return and linking with the Street triage team for further input. This application of best practice and commitment to continuous improvement has been a critical factor in the team's ongoing success over recent years.

5. Activities of the Commissioner

5.1 The Commissioner is represented at key thematic, partnership and force performance boards to obtain assurance that the police and partners are aware of the current performance threats and taking appropriate action to address emerging issues and challenges. This is reported to the Commissioner who holds the Chief Constable to account on a weekly basis. The Commissioner also meets heads of Investigations and Intelligence and Operations on a quarterly basis to gain a deeper understanding of threats, harm and risk to performance. The Commissioner seeks regular assurance that the Chief Constable has identified the key threats to performance and taken swift remedial action as appropriate. Key activities are reported on the Commissioner's website.⁹

5.2 The Commissioner's partnership and community engagement schedule has been significantly affected by the impact of Covid-19 lockdown restrictions since

⁹ <http://www.nottinghamshire.pcc.police.uk/News-and-Events/Latest-News.aspx>

23 March 2020, however the OPCC has maintained business continuity during this exceptional period by adapting to new ways of working. The commissioner continues to engage with partner agencies and communities in accordance with social distancing guidelines, though events such as the launch of the Hucknall Tri-Service station (18 August), West Bridgford co-location station (16 October) and the PCC Partnership Awards (23 October). The Commissioner has also supported the Community Listening Group (28 August 2020) and undertaken a community walkabout in Stanton Hill (5 November TBC).

- 5.3 Nottinghamshire's Deputy PCC has also undertaken a wide range of engagement activities during this period, which have included visits to the Bridewell Custody Suite, Radford Road Police Station and the West Bridgford Co-location Station. Voluntary and Community Sector engagement has included work with 'Jumpers 4 Goalposts (Farnborough Academy) and the African Women Empowerment Forum.
- 5.4 Work continues to deliver improvements in lighting, CCTV and ANPR use and home and bicycle security as part of the £550k Home Office Safer Streets funding which was successfully secured by Nottinghamshire PCC on 28 July 2020. Funding is being used to tackle and reduce acquisitive crime, such as burglary, vehicle crime and bicycle theft in the Chatham and Northgate area of Newark.
- 5.5 On 22 July 2020, the Home Secretary announced a review of the role of Police and Crime Commissioners in line with the government's manifesto commitment to sharpen and expand the role and further improve public accountability. Measures to be considered include: raising the profile of the PCC model to help the public access information about their PCC; ensuring PCCs have sufficient resilience in the event that they cannot undertake their role, considering how to improve the current scrutiny model for PCCs and better share best practice and; the effectiveness of the current PCC and Chief Constable oversight dynamic.
- 5.6 The review will be held in two parts with the first being undertaken during summer 2020 and reporting in the autumn. This will be used to inform the Government's priorities for pre-May 2021 PCC model reform. The second stage of the review will be undertaken following PCC elections in May 2021 and will focus on longer-term reform, including the role PCCs play in tackling re-offending. Further plans to increase the number of mayors with responsibility for policing will be detailed in the Local Recovery and Devolution White Paper, which was due to be published in the autumn 2020, but has been delayed on account of the COVID-19 pandemic.

5.7 Nottinghamshire PCC has been successful in securing government funding to pilot a local perpetrator programme. The funding will support joint working between Freeva, who have been successfully delivering these programmes in Leicester since 2012, and Equation in delivering a series of programmes for domestic abuse perpetrators. In addition to funding the programmes, the PCC will fund a 0.5 FTE post with Juno and Notts WA to work with the partners of the perpetrators on the programmes. The PCC will also commission an independent review of the programmes to help inform the local and national evidence base. This will include an evaluation of the DVA IOM scheme. Consultation on the Commissioner's Domestic Abuse Position Paper closed on 11 November. The paper will be finalised taking account of the feedback received and will inform the development of an action plan in early 2021.

5.8 The Operation Reacher programme continues to be rolled out across Nottinghamshire's priority areas and neighbourhoods with a focus on proactive enforcement, community engagement and partnership working. Between 1 April and 7 November 2020, the combined Bestwood, City North and Gedling Reacher Teams have achieved:-

- 282 arrests including people interviewed under caution
- 180 traffic offence tickets issued
- 158 vehicles recovered/seized from illegal use (e.g. no insurance, disqualified drivers), of which 16 were stolen vehicles
- 77 warrants
- 109 PACE searches (section 32 section 18)
- 182 drug seizures
- 515 stops and stop searches
- 61 offensive weapons recovered
- £341,070 recovered in criminal cash
- 506 pieces of intelligence generated and submitted

6. Decisions

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

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

6.2 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 contained in **Appendix D**.

7. Financial Implications and Budget Provision

- 7.1 The Commissioner's Strategic Resources and Performance meetings (SSRP) provide a formal mechanism for holding the Chief Constable to account. At this meeting the Chief Constable submits a number of financial reports for scrutiny.
- 7.2 The forecast financial outturn for 2020/21 was reported to the SSRP meeting held on 4 November 2020. As at 30 September 2020, the review of revenue expenditure shows a forecasted outturn position of £209k overspend for Police and an on budget position within the OPCC.
- 7.3 At the end of Q2 2020/21, the force has incurred additional costs/loss of income of £622k in relation to Covid-19 as well as £300k in relation to orders that have been delayed, the cost of which should have been incurred during 2019/20. These costs along with additional overtime spends would have resulted in a larger overspend position than that being reported, however the considerable savings on vacant staff posts have off-set much of those costs.

Nottinghamshire Police - Forecast Revenue Position as at Q2 2020/21

Expenditure Type	Total Base £'000	Virements £'000	Revised Budget £'000	Q2 Outturn £'000	Variance Over/(Under) £'000
Employee	142,858	1,594	144,452	143,563	(889)
Pension	34,460	366	34,825	35,012	187
Agency & Contract Services	12,763	32	12,794	14,068	1,274
Supplies & Services	9,834	394	10,228	10,971	743
Comms & Computing	8,915	377	9,292	9,825	533
Capital Financing	8,482	1,000	9,482	9,171	(311)
Transport	6,144	2	6,146	6,310	164
Premises	6,118	(1)	6,117	6,495	378
Income	(13,054)	(3,729)	(16,784)	(18,653)	(1,870)
	216,519	35	216,554	216,762	209

Overspends shown as positive numbers, under-spends shown as () numbers.

- 7.4 Agency and Contracted Services costs show a current forecast overspend of £1,272k. Whilst MFSS costs have reduced, the force has received a £1,696k charge from the region for EMSOU collaboration.

- 7.5 Employee costs show a current forecast underspend of £889k as a result of underspend on staff pay (£480k) on account of a high number of vacant posts and an underspend on officer pay (£345k) reflecting an increase in retirees and an adjustment to the start date of IPLDP officers. Overtime is currently predicted to overspend at around £99k, however a 2 hours self-approval process has been removed from the system as at 28th September to ensure greater control. External training course costs shows a forecast underspend of £168k due to courses being cancelled as a result of the pandemic.
- 7.6 Income including grants, partnership funding, fee income and seconded officers' recharges is currently forecast to increase by £1,870k. £733k reflects the income due to off-set the EMSCU charges and £1,684k reflects the income from EMSOU CID for officers in kind contributions. The forecast also includes £179k off-sets costs of regional buildings and £161k additional income generated from investment interest which off-set loss of income from sporting events of £418k as a result of Covid-19.
- 7.7 The total gross Capital expenditure budget approved by the OPCC for 2020/21 was set at £34,589k. This has increased by £87k for CED (Conducted Energy Devices) purchase. A decision was made to reduce the Information Technology budget by £500k and increase the Estates budget by £500k to enable car park extension works (decision record 2020.050) Slippage of £1,169k from 2019/20 has also been added.
- 7.8 The review of capital expenditure shows a forecasted outturn position of £25,678k, which represents an underspend of £1,076k and anticipated slippage of £9,091k. Within the Estates projects are the three new build projects for Nottingham Custody Suite, new Joint HQ Build and the SARC (Sexual Adult Referral Centre). These three areas alone amount to a combined budget of £25,159k and also amount to the majority of the slippage figure currently being forecast of £6,133k.
- 7.9 Within the Assets/Estates projects are the three new build projects for Nottingham Custody Suite, new Joint HQ Build and the SARC (Sexual Adult Referral Centre). These three areas alone amount to a combined budget of £25,169k and also amount to the majority of the slippage figure currently being forecast of (£4,546k).
- 7.10 The multiyear custody project to deliver a new Nottingham Custody Suite at a new location within the City is now ahead of schedule. The in-year budget allocation is therefore at risk of overspending in 2020/21. A request will be made to bring forward budget allocated to 2021/22 into the current financial year.

7.11 The multiyear Joint Force HQ build for Nottinghamshire Police and Nottinghamshire Fire and Rescue is taking place on land currently owned by Nottinghamshire Police. The project is well underway and the build contract has recently been let to Henry Brothers. It is expected that the project will generate a reasonable underspend.

7.12 A new build Sexual Assault Referral Centre (SARC) is being developed close to the existing Centre which was deemed unsuitable, in need of reparation and without scope for extension. It is expected that design and planning fees will be incurred during the current financial year with a view to the build commencing April 2021. The capital budget is therefore slightly out of alignment with the planned works with potential for slippage into 2020/21.

Capital Projects 2020/21 As at Q12 2020/21

	Revised Budget	Out-turn	Under Spend	Slippage to 2021/22
	£'000	£'000	£'000	£'000
Estates				
Nottingham Custody Suite	12,400	13,003	0	603
New HQ Joint Build	11,959	5,229	(628)	(6,102)
Building Improvement, Renovation & Conversion Works	2,640	906	(66)	(1,668)
SARC New Build	800	166	0	(634)
Estate Improvements	582	186	(319)	(77)
Northern Control Room Conversion & Refurb.	362	2	0	(360)
Custody Improvements	166	101	0	(66)
West Bridgford Relocation	183	183	0	0
Hucknall EMAS	17	17	0	0
Operation Uplift - Estates	500	500	0	0
	29,608	20,292	(1,013)	(8,303)
Information Services				
Technology Services Refresh & Upgrades	2,573	2,573	0	0
Operation Uplift - IS	1,426	1,426	0	0
ESN	800	12	0	(788)
ANPR Camera Project	244	244	0	0
Command & Control	0	(2)	(2)	0
	5,043	4,253	(2)	(788)
Other Projects				
Operation Uplift - Fleet	572	572	0	0
Vehicle & Equipment Replacement	435	374	(61)	0
Operation Uplift - Other	100	100	0	0
Taser	87	87	0	0
	1,194	1,133	(61)	0
Total	35,845	25,678	(1,076)	(9,091)

7.1 ESN is a national programme to replace the current airwave service. The project has experienced a number of setbacks since its inception and the types of devices being deployed are yet to be determined. It is expected that the only costs to improve our firewall capability in preparation for the transition will be

incurred this financial year and that the project will slip further in 2022/23 where £800k is already allocated. The overall budget is likely to increase considerably and discussions at a national level are being held as to how the project will progress.

- 7.2 **Appendices B and C** contain the full finance revenue and capital reports submitted to the Strategic Resources and Performance Board on 4 November 2020 and provide more detail regarding the forecast 2020/21 position as at quarter 2.

8. Human Resources Implications

- 8.1 None - this is an information report.

9. Equality Implications

- 9.1 None

10. Risk Management

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

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

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

12. Changes in Legislation or other Legal Considerations

- 12.1 The Commissioner publishes a horizon scanning briefing on a fortnightly basis which is widely accessed by OPCC, policing and other partner agencies nationally. The briefing captures information from a wide range of sources including 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. The briefings can be accessed via the Commissioner's websiteⁱ.

13. Details of outcome of consultation

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

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

14. Appendices

- A. Nottinghamshire Performance and Insight Report - Quarter 2 - 2020/21
- B. Finance Revenue Budget Position for Q2 2020/21 as presented to Strategic Resources and Performance Board on 4 November
- C. Finance Capital Budget Position for Q2 2020/21 as presented to Strategic Resources and Performance Board on 4 November
- D. Forward Plan of Key Decisions for the OPCC and the Force to October 2020

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

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

For any enquiries about this report please contact:

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NOTTINGHAMSHIRE POLICE AND CRIME PLAN PERFORMANCE AND INSIGHT REPORT 2020/21

QUARTER 2: PERFORMANCE TO SEPTEMBER 2020

Guidance notes:

1. The following performance indicators are taken from the Police and Crime Commissioner's (PCC) plan 2018-21. The information is structured according to the four strategic priority themes.
2. Wherever possible, performance information is provided for a 12 month rolling period compared to the equivalent 12 months of the previous year. This provides a more stable indication of trends over time. Where information provided is for an alternative period, this is stated.
3. Additional insight is included in the report in order to provide context in relation to performance exceptions only.
4. Data sources are specified at Appendix A, including details of any information supplied outside of the Nottinghamshire Police Management Information team.
5. Amendments and additions have been added to this edition of the P&I report, in line with the revised Police and Crime Plan Strategic Framework (2018-21)
6. Face-to-face fieldwork as part of the PCC's Police and Crime Survey was temporarily suspended during summer 2020 due to the Coronavirus Restrictions in place. Two consecutive waves of fieldwork were undertaken in September and October 2020 as the survey programme resumed.

Performance exceptions:

Performance exceptions, both positive and negative, are indicated within the report by the following markers:-

- Positive exception: Significant improvement in latest quarter, or improving trend over three successive quarters
- Negative exception: Significant deterioration in latest quarter, or deteriorating trend over three successive quarters

Summary of Key Performance Headlines and Exceptions

Theme 1: Protecting Vulnerable People from Harm – Pages 3 to 4

- Safeguarding referrals continue to increase, largely attributed to improved training and better Partnership working in relation to CSE, PPNs and Knife crime.
- Missing Persons Reports have continued to reduce, reflective of force investment in dedicated teams, new technology and use of ‘best practice’ to gather information from forces that have been inspected. Social distancing has increased ‘attendance’ at online meeting and improved information sharing.
- Recorded Modern Slavery offences increased markedly over the last year (+93.2%) partly due to the dedicated team & on-going training & awareness raising
- Police recorded Child Sexual Exploitation (CSE) offences continue to reduce, with a 16.4% reduction seen over the latest 12 month period
- Online crime has increased in the latest quarter, reflective of more online activity during COVID restrictions and national increases in phishing / scam emails.

Theme 2: Helping and Supporting Victims – Pages 5 to 6

- Overall satisfaction among domestic abuse victims surveyed (April – July 2020) has seen a slight reduction.
- Adult Serious Sexual Assaults have seen sustained reductions over the last year, with Child Assaults also seeing a reduction the latest quarter. These trends are indicative of the lockdown measures in place.
- The positive outcome rate has increased again this quarter; attributable to the positive measures and more robust identification and charging procedures of the Public Protection unit.
- VCOP compliance has seen further improvement this quarter.

Theme 3: Tackling Crime and Anti-social Behaviour – Pages 7 to 10

- Both the Police and Crime Survey and police recorded crime indicate reductions in levels of crime experienced by local residents over the last year.
- Crime in urban areas has continued to decrease at a more significant rate than that of rural areas of the force.
- Of the 23 Priority Areas, Basford and Arboretum once again recorded the highest severity scores in the 12 months to September 2020.
- Gun Crime saw noticeable decreases between March and May 2020 and then increases from June 2020 with a high rate of 22 offences in August 2020.
- Knife Crime positive outcomes reduced by 3.5% points over the 12 month comparison.
- Both Alcohol related Violence and ASB continued to see reductions in this period compared to the previous two years.

Theme 4: Transforming Services and Delivering Quality Policing – Pages 11 to 14

- PSD timeliness for complaint resolution has increased markedly over the last year as positive steps have been taken to clear historic cases
- Public confidence in the police has increased markedly over the last year, likely to have been impacted in part by the Coronavirus response
- Police Officer establishment continues to increase with a further 132 officers.
- Sickness across all staff has seen reductions this 12 month period when compared to the previous 12 months.
- 101 calls have continued to decrease, while abandoned 101 rates have increased.
- NCRS compliance has improved again this quarter and stands at 97.2%

Theme 1: Protecting Vulnerable People from Harm

Theme 1A: More Vulnerable People Safeguarded and Protected

	Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year		
							%	Actual	
1A.1	Adult and Child Safeguarding Referrals	Increase	6,401	6,739	7,056	7,450	● 7,804	+21.9%	+1,403
1A.2	Missing persons	Monitor	3,153	2,964	2,895	2,712	● 2,542	-19.4%	-611
1A.3	Missing: No apparent risk	Monitor	3,016	3,008	3,103	2,838	2,817	-6.6%	-199
1A.4	Mental health-related incidents	Monitor	18,456	18,416	18,818	19,249	18,722	+1.4%	+266

Safeguarding Referrals

Overall, safeguarding referrals continue to increase in Nottinghamshire during 2019-2020, and have continued the trend in the latest quarter. Overall, referrals increased by 21.9% during the year.

This positive trend provides the force and partner agencies with confidence that improvements are being made in the identification and recording of safeguarding concerns, enabling agencies to take appropriate safeguarding actions to minimise the risk of harm. Improved training and better Partnership working in relation to CSE, PPNs and Knife crime are believed to have impacted upon this positive trend.

Missing Person Reports

Missing Person reports have been falling since May 2018 following investment in a dedicated Missing Team to work collaboratively on safeguarding issues and investment in new technology in 2020 to assist in tracing missing people by processing telephone data more effectively. Saving time and resources in the search process, this represents a cost saving to the force while also increasing in performance.

The latest quarter has seen further reductions with average monthly reports falling from 262 to 211 in the last year. The MFH Team continue to gather information and learning from recently inspected forces, including for example, improving access to mental health support. Social distancing practices have also led to increased 'attendance' at (online) meetings and improved information sharing.

Reports of 'Missing with no apparent risk' increased sharply during February and March 2020 – reaching the highest monthly rate (302) since July 2018. The latest quarter, however, saw a reduction with the monthly average falling to 234.

Mental Health-Related Incidents

The last 12 months have seen a monthly average of 1,560 police recorded mental health reports, which is a slight increase on the previous year monthly average of 1,538. Police recorded mental health incidents had been in decline since Summer 2019, but saw a marked increase during the previous two quarters; most likely attributable to the emotional and mental impact of Covid-19 and lockdown measures. The latest quarter has seen a downturn in incidents, however, the yearly total to September 2020 1.4% higher than the previous 12 month period.

Theme 1: Protecting Vulnerable People from Harm

Theme 1B: Improved Response to Serious and Emerging Threats

	Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
							%	Actual
1B.1	Fraud Offences	3,049	3,006	3,013	2,877	2,834	-7.1%	-215
1B.2	Online Crime	3,504	3,556	3,641	3,813	4,053	+15.7%	+549
1B.3	Drug Trafficking and Supply Offences	890	947	908	959	946	+6.3%	+56
1B.4	Police recorded Child Sexual Exploitation	573	560	525	520	479	-16.4%	-94
1B.5	Police recorded Modern Slavery offences	73	102	116	132	141	+93.2%	+68

Drug Trafficking and Supply Offences

Recorded drug trafficking and supply offences have maintained an upward trend over the last year (+6.3%). Since July 2020, the Operation Reacher team has undertaken 17 individual drug seizures, conducted 9 warrants, made 27 arrests and seized over £200k of illegal money. Warrants executed in Calverton and Mapperley Plains yielded nearly 500 cannabis plants. October saw further Reacher teams launched across Nottinghamshire, with social media and TV exposure sending the clear message 'We're coming for you'.

Online crime

Online crime continues to represent a significant challenge to the force and a growing demand on resources. Recorded offences have increased by 15.7% over the last year, impacted in part by increased online activity during the period of Coronavirus Restrictions. There has also been a national increase in the number of Online phishing and scam emails relating to Covid-19, Track and Trace and HMRC etc.

Child Sexual Exploitation

The latest quarter has seen a further reduction in police recorded CSE, with a 16.4% decrease over the last year. There are no definitive factors that can be evidenced to explain this reduction, however, it should be noted that:-

- Increased public education and awareness raising of the risks relating to CSE is likely to have reduced opportunity and propensity to offend
- There has been a shift in priority focus from CSE to Child Criminal Exploitation (CCE) over recent months
- There remain opportunities to drive further increases in the identification of CSE via training and experience gained by our new recruits and further proactivity in the identification of hidden harm

Fraud offences

Recorded fraud offences saw a further reduction this quarter with a 7.1% reduction over the last 12 months.

Modern Slavery

The last financial year saw significant increases in recorded modern slavery offences. This has continued during the latest quarter, with reports showing a 93.2% increase on the previous year. This positive trend largely reflects on-going training and proactivity among officers and an increased awareness of the nature, risk, legislation and signs of slavery.

The force has a dedicated Modern Slavery and County Lines Team and continues to take a proactive approach to identifying and tackling modern slavery. This involves seeking out offences, ensuring survivors are protected and that offenders are brought to justice.

Theme 2: Helping and Supporting Victims

Theme 2A: Improved Reporting and Response to Domestic and Sexual Violence and Abuse

	Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year		
							%	Actual	
2A.1	Police recorded domestic abuse crimes	Monitor	14,871	15,124	15,119	15,176	15,150	+2.1%	+305
2A.2	Domestic abuse repeat victimisation rate	Monitor	34.4%	34.5%	34.1%	33.8%	33.4%	-1.0% pts	n/a
2A.3	Domestic abuse: Positive Outcome Rate	Monitor	13.8%	13.4%	13.7%	13.2%	13.3%	-0.5% pts	n/a
2A.4	% Domestic abuse victims satisfied (overall)	Monitor	90.0%	88.0%	88.8%	87.5%*	87.5%*	-2.5% pts	n/a
2A.5	Serious sexual offences: Adult	Monitor	1,439	1,466	1,431	1,340	● 1,310	-9.0%	-129
2A.6	Serious sexual offences: Child	Monitor	1,404	1,387	1,408	1,233	1,144	-18.5%	-260
2A.7	Sexual Offences: Positive Outcome Rate	Monitor	7.2%	7.3%	7.8%	8.2%	● 8.4%	+1.2% pts	n/a

Domestic Abuse

The area has seen an increasing trend in reporting over the last two years due, in part, to improvements in recording and a likely increase in survivor confidence to come forward and seek support from the force and partner agencies.

Domestic abuse crimes increased by 2.1% in the year ending September 2020. Levels in the latest quarter remain higher than average and could be attributable to the social and economic impact of Coronavirus restrictions. The proportion of victims that are repeats has reduced marginally during the year while positive outcome rates remain consistent at around 13%.

Levels of satisfaction with the police among survivors of domestic abuse began to reduce between April 2018 and December 2019, largely driven by reductions in satisfaction among victims with being kept informed. The Force devised an audit to review numerous crimes for VCOP compliance in keeping victims informed. This deals with non-compliance through a series of emails and later personal interventions from managers.

*** NB: Due to Covid-19 restrictions, survey data is only current up to July 2020 based on April surveys. There have been 3 new starters on the survey team who are in the process of being inducted, it is hoped that survey data will catch up in the coming month.**

Sexual Abuse

Both Adult and Child Serious Sexual Offences saw decreases of 9.0% and 18.5% respectively in the year ending September 2020 when compared to the previous 12 months.

Both Adult and Child offences recorded by police dropped markedly between March and May 2020, potentially attributable to the Covid-19 lockdown / restriction measures.

The positive outcome rate has continued to increase this quarter reaching 8.4%. This is in part attributable to the positive measures in place in the Public Protection unit and more robust identification and charging of suspects.

Theme 2: Helping and Supporting Victims

Theme 2B: Victims Receive High Quality and Effective Support Services

	Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
							%	Actual
2B.1	Victims Code of Practice Compliance	Monitor	90.0%	90.4%	91.4%	● 91.7%	+1.7% pts	n/a
2B.2	Victim Services: Closed Cases	Monitor	3,526	3,545	3,565	n/a	n/a	n/a
2B.3	Improved cope and recover outcomes (all)	Monitor	80.6%	79.5%	78.4%	n/a	n/a	n/a
2B.4	% crimes resolved via community resolution	Monitor	10.7%	10.4%	10.0%	● 8.9%	-1.8% pts	n/a

Victims Code of Practice

The Victims Code Of Practice (VCOP) requires that a VCOP assessment is made and recorded for every victim of a crime, and that victim services are offered to victims as part of this assessment. In order to be VCOP compliant, every victim-based crime should have a completed VCOP recorded and the officer should record that victim services have been offered.

Improvements in compliance have been made over the past year (+1.7% points), which are likely to have been affected by continued robust screening of rape and serious sexual offence (RASSO) offences and VCOP compliance. For Adult and Child public protection compliance, stringent reviews have been put in place since June 2020. Overall, compliance in these two areas has improved as more teams have been included in the mandatory review process while maintaining high compliance.

Victim Services

Ministry of Justice data return is currently in preparation. Results will be available in early November 2020.

Community Resolution

The proportion of crimes resulting in community resolution has seen a steady downward trend in the past 12 months, with a further 1.8% point reduction in the 12 months to September 2020.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3A: People and communities are safer and feel safer

	Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year		
							%	Actual	
3A.1	Victim-based crime: Total	Monitor	92,350	92,076	90,797	83,899	80,796	-12.5%	-11,554
3A.2	Victim-based crime: Rural areas	Monitor	10,983	11,388	11,406	10,718	10,458	-4.8%	-525
3A.3	Victim-based crime: Urban areas	Monitor	80,463	79,532	78,351	72,279	69,315	-13.9%	-11,148
3A.4	Average Crime Severity: Force-wide	Monitor	163.34	163.01	159.06	158.23	162.07	-0.8%	-1.27
3A.5	Average Crime Severity: Priority areas	Monitor	165.87	164.22	164.99	164.52	165.69	-0.11%	-0.18
3A.6	Residents reporting experience of crime	Monitor	18.1%	18.9%	18.0%	17.5%	16.9%	-1.2% pts	n/a
3A.7	% residents feeling safe in area by day	Monitor	89.2%	88.7%	89.2%	89.9%	90.1%	+0.9% pts	n/a
3A.8	% residents feeling safe in area after dark	Monitor	61.1%	61.0%	61.5%	62.7%	64.0%	+2.9% pts	n/a
3A.9	% reporting drug use / dealing as an issue	Reduce	48.9%	43.3%	42.8%	37.5%	32.1%	-16.8% pts	n/a

Police recorded crime

Police recorded crime, decreased by 11,554 offences in the year September 2020, largely impacted by decreases between April and June 2020 coinciding with the stringent Coronavirus restriction measures in place. Notable reductions were seen in robbery (-20.5%) and theft offences (-23.3%) during this period. Reductions in police recorded crime have been more pronounced in the urban areas of the force.

Self-reported experience of crime, as captured by the Nottinghamshire Police and Crime Survey, has fallen markedly since April 2020. This mirrors trends in police recorded crime over this period and is likely to reflect the reduced opportunity for offending.

Crime Severity

The average crime severity score of offences recorded by police (based on weightings via the ONS Crime Harm Index) has increased in the latest quarter. This is likely to have been impacted by reductions in the volume of lower level offending recorded during the period of Coronavirus restrictions. Trends in crime severity will be closely monitored over the coming months as rates of recorded crime return to their new norm.

The 23 Priority Areas have seen a slight decrease in overall crime severity over the last year, following a reducing trend seen throughout 2019. Arboretum and Basford continue to record the highest severity scores this quarter (220.21/200.96).

Resident concerns regarding drug use and dealing

The proportion of residents reporting concerns relating to drug use and dealing in their area has declined significantly over the last year to the extent that this no longer represents the leading crime and community safety concern among local residents. These reductions coincide with extensive targeted enforcement activity linked to Operation Reacher.

Feelings of safety

The proportion of residents reporting that they feel very or fairly safe in their area after dark has been increasing April 2020. This may have been impacted by the Coronavirus restrictions in place during this period and increased levels of trust and confidence in the police (see page 11).

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3B: Fewer People Commit Crime and offenders are supported to rehabilitate

	Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
							%	Actual
3B.1	Violent knife crime	Monitor 803	812	762	739	768	-4.4%	-35
3B.2	Violent knife crime: Positive outcomes	Monitor 29.8%	29.6%	27.3%	26.9%	● 26.3%	-3.5% pts	n/a
3B.3	Gun crime	Monitor 153	175	163	149	165	+7.8%	+12
3B.4	Possession of weapons offences	Monitor 1,214	1,263	1,205	1,112	1,084	-10.7%	-130
3B.5	Stop and Searches	Monitor 4,608	5,405	5,487	5,377	5,103	+10.7%	+495
3B.6	Stop and Search: Positive outcomes	Monitor 42.4%	42.5%	40.4%	39.8%	39.6%	-2.8% pts	n/a
3B.7	Alcohol-related violence	Monitor 16.9%	16.4%	16.0%	15.4%	15.6%	-1.5% pts	n/a
3B.8	Alcohol-related ASB	Monitor 9.5%	9.4%	8.9%	7.8%	● 7.5%	-2.0% pts	n/a

Violent Knife Crime

There has been a steady reduction in the number of violent Knife Crimes recorded since 2018, with a further 4.4% reduction recorded in the last 12 months compared to the previous 12 months. However, levels in July and August 2020 were considerably higher than previous months (80 and 77 respectively). The proportion of offences resulting in a positive outcome, however, has also reduced by 3.5% pts over the last year – although a lag in the finalisation of unresolved crimes should be taken into consideration.

Gun Crime (see Appendix A for further detail)

Police recorded gun crime has decreased by more than 7% over the last year, with large monthly decreases being observed between January and May 2020. It should be noted, however, that August 2020 saw a marked increase (22 offences).

Stop Searches

There has been a significant increase in the number of stop searches conducted since January 2018, largely attributable to Operation Reacher. Levels have remained high throughout the year, with the trend likely to continue on account of new community teams being rolled out in September 2020.

Positive Outcomes improved steadily in 2019, although, small reductions have been seen in 2020. The consistent level of positive outcomes is primarily associated with targeted intelligence led operations which derive from local commanders identifying a specific crime issue in a given location that can be addressed through on-street proactive policing activity. The force continues to work with communities in our use of these powers.

Possession of Weapons

Police recorded Possession of Weapons offences decreased by 10.7% to September 2020 compared to the previous year; this reflects the continued positive proactive work of Op Reacher and the neighbourhood community teams in taking more weapons taken off the streets. For example, the City South Team recovered 12 weapons in a two-week period.

Alcohol-related violence and ASB

The force is working to develop an accurate picture of alcohol-related crime via use of an alcohol marker on the Niche crime recording system. The monthly rate has remained stable with alcohol-related violence continuing to see steady reductions over the previous two years. Alcohol-related ASB has also seen a steady downward trend over the previous two years.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3B: Fewer People Commit Crime and offenders are supported to rehabilitate

	Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year		
							%	Actual	
3B.9	IOM: Offenders subject to monitoring	Monitor	281	302	317	385	269	-4.3%	-12
3B.10	IOM: Offenders successfully removed	Monitor	108	96	78	61	93	-13.9%	-15
3B.11	IOM: Reduction in average re-offending risk	Monitor	-44.9%	-45.1%	-45.3%	-46%	-56.3%	+11.4% pts	n/a
3B.12	Youth Justice First Time Entrants: City	Monitor	154	146	140	109	105	-31.8%	-49
3B.13	Youth Justice First Time Entrants: County	Monitor	141	129	123	116	115	-18.4%	-26
3B.14	Crimes with an identified suspect (average)	Monitor	2,829	2,882	3,039	3,095	3,120	+10.3%	+291
3B.15	Positive outcomes: All crime	Monitor	15.5%	15.4%	15.4%	15.6%	15.2%	-0.3% pts	n/a
3B.16	Positive outcomes: Victim-based crime	Monitor	11.9%	11.8%	11.7%	11.9%	11.8%	-0.1% pts	n/a

Integrated Offender Management (IOM)

The IOM scheme monitored reoffending risk among 93 offenders removed from the scheme during the previous year. Of these, the average reoffending risk scores (RRS) per offender fell 11.4% points giving a reduction rate of 56.3%.

A further 362 offenders have been actively engaging with the scheme over the last year.

DVIOM Scheme

A total of 152 offenders have been accepted onto the DVIOM programme since October 2017. They were identified using the Priority Perpetrator Identification Tool (PPIT) which requires key professionals to score each offender based on an assessment criteria. The highest risk score each offender can attain is 20.

Of the 93 offenders have been accepted onto DVIOM with a combined PPIT score of 1123, and were removed with a combined PPIT score of 570 equating to a 49.4% reduction. The Risk Re-offending Score of those offenders also reduced by 37.5% (from 15587 to 9909) following reductions in the frequency and severity of offending. IOM are further developing the IOM performance tool using Power BI to enable more interactive interrogation and extraction of data at individual cohort level.

Youth Justice – First Time Entrants

The latest City FTE figure sees further reductions on the previous quarter and a 31.8% reduction on the previous 12 month period.

The latest County FTE figure sees continuing reductions on previous quarters and an 18.4% reduction on the previous 12 months.

Identified Suspects

The number of Niche crime outcomes with a named suspect has been increasing steadily since April 2018, with a further 10.3% increase in the past year to September 2020.

Positive Outcomes: All Crime & Victim Based Crime

Positive outcome rates for both All Crime and Victim Based Crime remain relatively stable.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3C: Build Stronger and More Cohesive Communities

	Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
							%	Actual
3C.1	Police recorded hate occurrences	Monitor 2,357	2,320	2,351	2,379	2,395	+1.6%	+38
3C.2	Hate crime repeat victimisation rate	Monitor 15.3%	14.7%	14.4%	14.3%	15.4%	+0.1% pts	n/a
3C.3	% Hate crime victims satisfied (overall)	Monitor 84.2%	85.4%	84.0%	84.7%	83.8%*	-	-
3C.4	% feeling there is a sense of community	Monitor 51.1%	52.6%	54.0%	57.3%	59.6%	+8.5% pts	-
3C.5	% feeling different backgrounds get on well	Monitor 53.1%	53.4%	54.7%	58.1%	61.4%	+8.3% pts	-
3C.6	Anti-social Behaviour Incidents	Monitor 31,647	31,455	32,137	39,019	41,947	+32.6%	+10,300
3C.7	Anti-social Behaviour Incidents: % Repeats	Monitor 28.4%	28.4%	28.4%	26.9%	27.6%	-0.8% pts	n/a
3C.8	Alcohol-related ASB	Monitor 9.5%	9.4%	8.9%	7.8%	7.5%	-2.0% pts	n/a

Hate Crime

Recorded Hate Crime has remained relatively stable over the previous two years. The proportion of hate crime victims that are repeat victims has increased during the latest quarter following reductions earlier in the year. Despite this, repeat victimisation rates remain comparable to levels seen in 2019. Victim Satisfaction rates have remained relatively stable (84%).

NB: Hate Crime survey results are 2-3 months behind real time. The latest data shown is up to May 2020 occurrences, reflected in August surveys.

There have been 3 new starters on the survey team who are in the process of being inducted, it is hoped that survey data will catch up in the coming month.

Community Cohesion

The proportion of residents feeling that their area 'has a sense of community' and that 'people from different backgrounds get on well' has increased markedly over the last year. While an increasing trend was evident prior to the emergence of the COVID-19 pandemic, the collective experience of Coronavirus restrictions since April 2020 is likely to have contributed to an acceleration of this trend.

Anti-social Behaviour

ASB saw large increases from April to September 2020, marking a 32.6% increase on levels recorded during the previous year. This was largely impacted by concerns reported in the wake of Coronavirus restriction measures. The proportion of reports involving repeat victims remains broadly stable. Reports of alcohol related ASB have decreased over the previous year (-2%) mirroring trends in alcohol-related violence.

New questions introduced into the PCC's Police and Crime Survey in 2019 will continue to provide a consistent measure of self-reported experience of ASB and its impact in 2020, once Covid-19 restrictions have been lifted.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4A: Further Improve Public Confidence in Policing

	Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year		
							%	Actual	
4A.1	Police are dealing with the issues that matter	Monitor	40.9%	42.0%	41.7%	42.5%	44.0%	+3.1% pts	n/a
4A.2	Residents feeling the Police do a good job	Monitor	47.9%	49.3%	50.0%	51.7%	53.4%	+5.5% pts	n/a
4A.3	Residence reporting confidence in the police	Monitor	53.6%	54.9%	55.4%	57.8%	59.3%	+5.7% pts	n/a
4A.4	% residents satisfied with the police	Monitor	60.4%	59.2%	58.4%	57.9%	56.9%	-3.5% pts	n/a
4A.5	PSD Recorded Complaints	Monitor	994	989	896	904	893	-10.2%	-101
4A.6	PSD Recorded Complaints: Timeliness (days)	Monitor	83.9	90.9	94.5	96.9	95.5	+13.8%	+11.6

Public Confidence in the Police

Marked increases have been recorded across all measures of public confidence in the police in Nottinghamshire over the last year. While an increasing trend was evident prior to the emergence of the COVID-19 pandemic, it is likely that the emergence of and response to the pandemic have contributed to an acceleration of these trends since April 2020.

Satisfaction with police

Around 24% of respondents to the Nottinghamshire Police and Crime Survey reported having had contact with the police over the last year, which marks a small reduction on levels recorded during the previous year (26%).

The proportion of those respondents reporting that they were very or fairly satisfied with the service they received has fallen by 3.5% points over the last year, largely due to an increase in the proportion stating that they were neither satisfied nor dissatisfied (up from 14.7% to 17.6%). The proportion reporting dissatisfaction with the police meanwhile has fallen marginally from 25.2% to 23.5%.

PSD Recorded Complaints: Timeliness

The average timeliness for the resolution of PSD complaints has risen from 83.9 days to 95.5 days in the past 12-month period. The year-end columns by quarter have altered and increased since the last iteration of this report, due to revised practices in PSD, a sustained overhaul of the Centurion system and historical complaints now being finalised. The benefits of the overhaul saw a reduction this latest quarter of 1.4 days when compared to timeliness up to June 2020.

See Appendix A for further detail.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4B: Achieving Value for Money – Budget and Workforce

	Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Dec 2019	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
							%	Actual
4B.4	Staffing vs Establishment: Officers	Monitor 98.9% 1,939/1,960	98.2% 1,935/1,970	98.2% 1,935/1,970	98.66% 2,059.01/2,087	*99.32% 2,071.81/2,087	+0.42% pts	+132.81
4B.5	Staffing vs Establishment: Staff	Monitor 96.9% 1,157/1,123	97.0% 1,166/1,131	97.0% 1,166/1,131	99.84% 1,198.89/1,138.67	103.83% 1,186.41/1,142.67	+6.93% pts	+29
4B.6	Staffing vs Establishment: PCSOs	Monitor 87.7% 175/200	84.6% 169/200	84.6% 169/200	83.42% 166.83/200	80.85% 161.7/200	-6.85% pts	-13.3
4B.7	% Contracted days lost to Sickness: Officers	Monitor 5.33% 20,311	5.29% 20,733	5.24% 20,718	4.83% 19,628	4.21% 20,718	-1.12% pts	+407
4B.8	% Contracted days lost to Sickness: Staff & PCSOs	Monitor 5.11% 14,521	5.10% 14,225	5.13% 14,426	4.80% 13,741	4.50% 14,426	-0.61% pts	+95

Budget vs Spend: Revenue/Capital

In terms of budget vs actual spend for the first quarter (Apr-Jun) 2020/21, the Force was predicting a £143k overspend for the full year outturn ending 2020/21 for our revenue budget. The total outturn expected was £221,802k versus a budget of £221,659k.

For capital spend for the first quarter 2020/21 we spent a total of £3,305k and the full year outturn position was £28,241k versus a full year budget of £35,845k which is a difference of £7,604k which is split as slippage of £7,068k and an underspend of £536k.

Staffing: Officers / Staff / PCSOs

As of 30 August 2020, officer establishment levels were showing an increase of 132 officers when compared to the previous year. The number of Police Staff has also increased over the same period (+29), while the number of PCSOs has reduced by 13.

Sickness: Officers / Staff & PCSOs

Overall officers and staff sickness rates have been reducing over the previous two years. The Force has followed government guidelines in response to the pandemic and implemented self-isolation, shielding and in some cases, authorised absences through the Personal Assessment process. These cases are recorded outside of the standard sickness absence process. Nevertheless, absence levels do not appear to have been adversely affected by the pandemic. This may be a result of: greater flexibility and processes encouraging people to stay at home; gyms and sporting activities being restricted – leading to fewer injuries; the arrival new officers increasing overall staffing numbers; changing work practices and workloads reducing leading to reductions in pressure/stress; an increased motivation and sense of duty during a time of crisis.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4C: Achieving Value for Money – Demand Management

	Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year		
							%	Actual	
4C.1	Calls for Service: 999	Monitor	189,325	190,968	195,050	188,570	184,039	-2.8%	-5,286
4C.2	Abandoned Call rate: 999	Monitor	0.057%	0.111%	0.515%	0.70%	0.86%	+0.8% pts	n/a
4C.3	Calls for Service: 101	Monitor	406,989	400,047	388,671	372,991	358,777	-11.9%	-48,212
4C.4	Abandoned Call rate: 101	Monitor	2.0%	2.1%	5.1%	7.4%	10.9%	+8.9% pts	n/a
4C.5	Response times: Grade 1 Urban	Monitor	78.7%	79.3%	-	-	-	-	-
4C.6	Response times: Grade 1 Rural	Monitor	74.6%	74.2%	-	-	-	-	-
4C.7	Response times: Grade 2	Monitor	52.1%	52.5%	-	-	-	-	-
4C.8	Compliance with NCRS	Monitor	94.0%	94.0%	94%-96%*	96.1%	97.2%	+3.2% pts	-

Calls for Service: 999 and 101

999 calls saw successive increases over the last two years, however, the latest year to September 2020 has seen a reduction of over 5,000 calls compared to the previous 12 months. Abandoned call rates for 999 remain extremely low.

Calls to the 101 non-emergency service have also fallen markedly during the year (-12%) and appear to have been unaffected by removal of the nominal call charge. Abandoned call rates for the 101 service, however, have been increasing steadily, following marked decreases since 2018. The recent rise in abandoned call rates is largely attributable to the COVID-19 pandemic, turnover of staff and the impact of training new starters.

Response Times within Target

Response times for the latest full year to June 2020 continue to be affected by the introduction of SAFE and are not available at this time.

Compliance with NCRS

Force NCRS compliance remains strong at 97.2% overall. Priority incident types of Burglary, Robbery, Sexual Offences including Rape, Violence, Knife, Stalking/Harassment and Vehicle, have compliance in excess of 95%.

APPENDIX A

Gun Crime

A Force problem profile for Gun Crime was completed in July 2020; covering the date parameters of 1st January 2018 to 30th March 2020.

Key Insight and Inferences:-

- Recent gun crime increases in Nottinghamshire are attributed to non-lethal weapons and possession offences, assault with injury and criminal damage to dwellings.
- The increase in August 2020 primarily involved the use of air weapons/BB guns by under 18's in open spaces and has been flagged in the Firearms Control Strategy.
- The increase in possession offences is linked to improved proactive policing and intelligence.
- While lethal barrel discharges, namely shotguns, have increased over the past 3 years, organised crime group activity is linked to the majority of them, with a quarter of discharges on 2019/20 being linked to one series.
- While Ashfield saw the highest number of gun crime offences, the City had a greater ratio of serious offences.
- Nottinghamshire nominals appear to primarily source firearms from contacts in larger UK cities.
- There is a growing trend of using vulnerable people to store firearms.

PSD Timeliness

After the implementation of the new Schedule 3 complaints process in February 2020, it was decided that as the new reporting process was being imbedded it would be an opportunity to look at the outstanding complaints still on the Centurion system.

In June 2020 there were 14 complaint cases that were recorded prior to January 2019. By the end of September 2020, only 1 case remains recorded before January 2020. The knock on effect of these cases being cleared, is that the average number of days to complete a complaint case has been inflated significantly (for example in July 2020 a complaint was finalised that was recorded in December 2018 (completed after 411 working days). However, as most of these cases have now been cleared and a robust system to follow up outstanding complaint cases has been implemented, the average number of days to finalise a complaint case should now be stabilised and an improvement in the average number of days to complete is anticipated.

Further developments within PSD in the 6 months to September 2020 compared to the same 6 month period last year, saw significant improvement in the average number of working days to complete a conduct case; reducing from 214 days to 122 days.

The restructure also saw two local resolution Sergeants moved from the City and County into the PSD umbrella, meaning stronger supervision and more stringent scrutiny of historical complaints. As a result, local investigations have shown a large improvement in turnaround time from 199 days to 153 days in the 6 months to September 2020 when compared to the 6 months to September 2019.

For Information	
Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	4th November 2020
Report of:	Mark Kimberley
Report Author:	Tracey Morris
E-mail:	Tracey.morris@nottinghamshire.pnn.police.uk
Other Contacts:	Mark Kimberley
Agenda Item:	

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

Quarter 2 2020/21 Revenue Year to Date Position.

1. Purpose of the Report

- 1.1 The purpose of this report is to provide the forecast financial outturn position for revenue for the financial year 2020/21.

2. Recommendations

- 2.1 That the Force Executive Board and the Office of the Police and Crime Commissioner notes the outturn position as detailed in the report.

3. Reasons for Recommendations

- 3.1 To update the Office of the PCC on the Force's forecast outturn position for 2020/21 as at the end of quarter 2 and also to comply with good financial management and Financial Regulations.

4. Summary of Key Points (this should include background information and options appraisal if applicable)

4.1 Summary

As reported in the 2020/21 budget £3m ring fenced Performance Grant in relation to the uplift of an extra 20,000 officers nationally was reported. The grant has been approved and the income is being received monthly this is to alleviate any cash flow issues that may have been caused through Covid-19.

At the end of Q2 the force has incurred additional costs/loss of income of £622k in relation to Covid-19 as well as £300k in relation to orders that have been delayed, the cost of which should have been incurred during 2019/20. These costs along with additional overtime spends would have resulted in a larger overspend position than that being reported, however the considerable savings on vacant staff posts have off-set much of those costs.

- 4.2 The total net expenditure budget approved by the OPCC for 2020/21 was set at £221.6m, this is split between Police and OPCC as per the table below.

Net expenditure budget	Police £m	PCC £m	Total Base £m
Employee	142.9	0.9	143.7
Premises	6.1	0.0	6.1
Transport	6.1	0.0	6.2
Comms & Computing	8.9	0.0	8.9
Supplies & Services	9.8	-	9.8
Agency & Contract Services	12.9	5.6	18.4
Pension	34.5	0.1	34.6
Capital Financing	8.5	-	8.5
Income	(13.1)	(1.5)	(14.6)
Grand Total	216.5	5.1	221.6

4.3 Detail

The review of revenue expenditure shows a forecasted outturn position of £209k overspend for Police and an on budget position within the OPCC. This report will review each of the expenditure areas relating to the Police element of the budget.

Expenditure Type	Total Base £'000	Virements £'000	Revised Budget £'000	Q2 Outturn £'000	Variance Over/(Under) £'000
Employee	142,858	1,594	144,452	143,563	(889)
Pension	34,460	366	34,825	35,012	187
Agency & Contract Services	12,763	32	12,794	14,068	1,274
Supplies & Services	9,834	394	10,228	10,971	743
Comms & Computing	8,915	377	9,292	9,825	533
Capital Financing	8,482	1,000	9,482	9,171	(311)
Transport	6,144	2	6,146	6,310	164
Premises	6,118	(1)	6,117	6,495	378
Income	(13,054)	(3,729)	(16,784)	(18,653)	(1,870)
	216,519	35	216,554	216,762	209

Employee costs; includes pay, allowances and overtime but excludes pension contributions.

The current forecast shows an underspend position of (£889k); this relates to underspend on staff pay of (£480k) representing a high number of vacant posts; an underspend on officer pay of (£345k) reflecting an increase in retirees and an adjustment to the start date of IPLDP officers; and a slight overspend on PCSO pay of £8k. Overtime is currently predicted to overspend at around £99k; this is partly due to the 2 hours self-approval process not yet being removed from the system, this will take effect from 28th September. Within this section are other employee expenses, included in that area are external training course costs, this shows an underspend position of (£168k) and is due to courses being cancelled

due to Covid-19 issues, much of this will therefore be an added pressure in the 2021/22 budget as accredited training requirements are caught up.

Pension costs include payments for employees along with pension's payrolls for ill health and injury pensions.

The forecast currently shows an overspend position of £187k. An accrual for £150k has been made in respect of pension remedy compensation claims, which is off-set by a saving on staff standard pension contributions reflecting the current vacant posts in the organisation. A review of pension injury payments shows an increase in costs of £100k.

Agency and Contracted Services costs; includes collaboration charges, partnership costs and mutual aid charges.

Current forecast is an overspend position of £1,272k. MFSS costs have reduced; £342k of this is a reduction in the GEN 2 costs with inflation and relative growth being £312k lower than expected.

A charge from the region for EMSOU collaboration charges of £1,696k has been received, this will in part be off-set by income, however there will be an overall shortfall of £211k representing officer in kind payments.

There is likely to be a reduction in income generated by EMSCU of £210k.

Supplies and Services costs; includes all non-pay operational costs.

Current forecast is an overspend position of £743k; the majority of this reflects an increase in insurance premiums of £310k. As a result of increase insurance premiums the contribution to the Insurance reserve will be reduced by £310k. A fee of £219k has been incurred in respect of Avon and Somerset Police opting out of the MFSS (Multi Force Shared Services) Collaboration. £250k efficiency saving allocated here will be incurred in other areas, it is anticipated that this will be achieved in full across the force.

The force will incur an additional £230k of professional fees and consultant's fees re EMSCU which is off-set in income.

Communications and Computing costs includes the costs of the information technology estate incorporating call charges, software licences, upgrades, networking, airwave and postage costs.

Current forecast is an overspend position of £533k and this relates to £320k increase of costs from the Home Office, a rise of 19% on previous years. £157k of orders that were delayed due to Covid-19 and now impact on the 2020/21 financial year; £355k of costs in relation to increase in airwave, Niche, licence and air time costs reflecting the growth in officer numbers. These costs have

been off-set by income from the uplift performance grant and savings of (£116k) in relation to closing of systems and phone/data lines no longer required. The balance of £172k relates to various contract renewals being higher than anticipated.

Capital Financing includes the transfers in and out of reserves, contributions to capital financing, MRP (Minimum Revenue Provision) charges and interest costs.

Current outturn position is (£311k) underspend. The MRP has been increased by £332k to reflect the shorter lifetimes of assets that have been funded by borrowing, capital receipt contributions are also expected to be lower. This is off-set by (£456k) transfer from general reserves. A review and removal of property stored on force premises resulted in (£147k) funding from the Property Act Fund.

Transport costs, includes the cost of running the force fleet and other travel costs.

Current forecast is an overspend position of £164k. The position reflects rising prices per litre for fuel, and an increase in contract charges for higher specification vehicles. There has been a higher number of written off vehicles, some of the cost of these will be recouped through insurance claims in due course.

The increase in costs are off-set in part by (£240k) relating to a decision by the Speed Camera Partnership not to replace some of the existing fleet, an opposite entry to reserves is shown in Capital Financing.

Premises costs include the running and upkeep costs of the estate.

The current forecast shows an overspend position of £378k. The overspend is due to retaining buildings for longer than expected, Worksop and Holmes House being the main costs at £110k. An additional £36k relates to cleaning costs due to Covid-19.

The force is now incurring costs for regional buildings which sit within our County, these costs are being recharged back to the region £208k and show as additional income.

Income includes grants, partnership funding, fee income and seconded officers' recharges.

Currently forecast to increase by (£1,870k). (£733k) reflects the income due to off-set the EMSCU charges. (£1,684k) reflects the income from EMSOU CID for officers in kind contributions; (£179k) off-sets costs of regional buildings; (£161k) additional income generated from investment interest, this is off-set by £418k loss of income for sporting events as a result of Covid-19. A reduction of £901k income from the Speed Camera Partnership, due to a decision not to replace vehicles which are off-set by reduced contribution to capital financing and a reduction in income due to Covid-19.

5. Financial Implications and Budget Provision

5.1 The financial information relating to this item is contained within item 4.

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 Monitoring of the accounts is problematic and errors in the data continue to be reported.

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 on monthly basis.

12. Appendices

12.1 None

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

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

NB

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

For Information	
Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	4th November 2020
Report of:	Mark Kimberley
Report Author:	Tracey Morris
E-mail:	Tracey.morris@nottinghamshire.pnn.police.uk
Other Contacts:	Mark Kimberley
Agenda Item:	

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

Quarter 2 2020/21 Capital Year to Date Position.

1. Purpose of the Report

- 1.1 The purpose of this report is to provide the forecast financial outturn position for capital for the financial year 2020/21.

2. Recommendations

- 2.1 That the Force Executive Board and the Office of the Police and Crime Commissioner notes the outturn position as detailed in the report.

3. Reasons for Recommendations

- 3.1 To update the Office of the PCC on the Force's forecast outturn position for 2020/21 as at the end of quarter 2 and also to comply with good financial management and Financial Regulations.

4. Summary of Key Points (this should include background information and options appraisal if applicable)

- 4.1 **Summary**
The Capital Programme for 2020/21 to 2024/25 was presented and approved at the Police and Crime Panel meeting on 6th February 2020.
- 4.2 The total gross expenditure budget approved by the OPCC for 2020/21 was set at £34,589k; this has increased by £87k for CED (Conducted Energy Devices) purchase (decision record 2020.022). A decision was made to reduce the Information Technology budget by £500k and increase the Estates budget by £500k to enable car park extension works (decision record 2020.050) Slippage of £1,169k from 2019/20 has also been added. The programme is summarised in the table below:

	New Budget 2020/21 £'000	Slippage From 2019/20 £'000	In Year Approvals £'000	Revised Budget £'000
Estates	28,770	838	0	29,608
Information Technology	4,712	331	0	5,043
Other Projects	1,107	0	87	1,194
Total	34,589	1,169	87	35,845

- 4.3 The review of capital expenditure shows a forecasted outturn position of £25,678k. This represents an underspend of (£1,076k) and anticipated slippage of (£9,091k). A breakdown of all the projects can be found in Appendix A.
- 4.4 Within the Estates projects are the three new build projects for Nottingham Custody Suite, new Joint HQ Build and the SARC (Sexual Adult Referral Centre). These three areas alone amount to a combined budget of £25,159k and also amount to the majority of the slippage figure currently being forecast of (£6,133k).
- The custody project is a multiyear project to deliver a new Nottingham Custody Suite at a new location within the City, work is now ahead of schedule, and we are therefore at this point in time predicting that the budget allocated to this financial year is at risk of overspending. A request will be made that identifies budget allocated to 2021/22 and recommends that this be brought forward to the current financial year. It is expected that the project will be delivered on budget in totality, but the phasing maybe a little out of line with costs being incurred. For a multi-million pound project, over multi years this is not unusual.
 - The new Joint FHQ build is a multiyear project to deliver a new headquarters supporting the needs of Nottinghamshire Police and Nottinghamshire Fire and Rescue. The build is taking place on existing land, currently owned by Nottinghamshire Police; as such the difficulties experienced with the new custody suite have been avoided with this project. The project is well underway and the build contract has recently been let to Henry Brothers. It is expected that the project will generate a reasonable underspend, the full amount of this needs to be assessed in detail.
 - The current Topaz Centre (SARC) is deemed as unsuitable; there is no scope for extending the building, and no opportunity for co-locating and integrating support services to provide a seamless support package for victims. In addition, the Topaz Centre is in need of reparation and improvement from a forensic perspective and requires urgent mitigation work to bring the building up to United Kingdom Accreditation Standards (UKAS) forensic standards. As a result of this assessment a new build is being undertaken close to the existing Centre. During this financial year it is expected that design and planning fees will be incurred with a view to the build starting April 2021. The

capital budget is therefore slightly out of alignment with the planned works, hence the potential for slippage into 2020/21.

- Other projects within the Estates area consist of building improvement, renovation & conversion works, this is an annual programme and reflects the risks identified within the building condition survey. The survey assessed each building in terms of mechanical, electric and fabric works that is required to keep buildings in top condition, the works have been prioritised and these form the basis for this element of the capital programme. Within the plans for this financial year are replacement windows and roof for Radford Road and Oxclose Lane police stations, this work needs to be completed during summer months and due to covid this work is now delayed and will be undertaken next financial year. This is reflected in the slippage figure above.
- Custody improvement project. With the new building being undertaken for the city it became apparent that the facilities at Mansfield may need to be improved to ensure both suites operate to a similar standard wherever possible, this project is intended to upgrade and deliver essential works to Mansfield Custody suite. Estates have commissioned some feasibility works, but no commitments have been entered into. It is expected that Estates will develop a business case to further this project with a view to completing next financial year.
- In July it was decided to increase the number of car parking spaces at a number of stations to accommodate the increase in officer numbers, this budget was achieved by way of a virement from Information Technology Uplift project to create an Estates uplift project, the value approved was £500k.

4.5 The Information Technology host of projects includes refreshing and upgrading the existing IT suite of equipment, continuation of the roll out of ANPR (Automatic Number Plate Recognition), an uplift in equipment representing the increase in officer numbers and ESN (Essential Services Network) which is a National project to replace the current airwave system and devices.

- Technology refresh is a recurring project that has been developed to provide the financial support to refresh and upgrade existing equipment that has reached end of life. The plans for this financial year include the ongoing procurement of BWV (Body Worn Video) devices, replacement laptops, tough books and workstations, DIR (Digital Interview Recording) suites & laptops, nimble storage, Hyper V server hardware refresh, replacement multi-functional devices (printers) and archive storage expansion. Orders have now been placed with contractors to refresh a number of mobile devices within the organisation.
- Operation Uplift includes the increase in BWV and airwave devices.

- ESN is a national programme to replace the current airwave service. The project started some years ago and has seen several setbacks, progress is still fragmented and types of devices have yet to be established. It is expected that the only cost this financial year will be to improve our firewall capability in preparation. It is expected that this project will slip again, with a further £800k already allocated to 2021/22, it is expected that this budget will slip into 2022/23. The overall budget is likely to increase considerably and discussions at a national level are being held as to how the project will progress.
 - Replacement of static ANPR cameras around the County is the focus of this project. Existing cameras are old and the failure rate is high, a number of cameras were replaced last financial year, with the last instalment delayed due to manufacturing issues in relation to Covid-19. There is scope and plans for further cameras to be replaced this financial year.
- 4.6 Other projects include vehicle replacement, increase in the fleet and more recently an increase in CED devices.
- Operation Uplift represents the impact on the force in relation to vehicles tied in with the increase in officers, costs currently attributed to this area are 11 Skoda Octavia's for operation Reacher, 3 Skoda Octavia's for additional capacity across the force. The running costs for the vehicles have been reflected in the revenue element of the Transport budget.
 - Vehicle replacement is an annually recurring project that has been developed to provide the financial support to replace non-Venson vehicles that have reached end of life. There is a plan on which vehicles this will provide and progress is being made in delivering the plan which is expected to be on budget at the end of the year.

5. Financial Implications and Budget Provision

5.1 The financial information relating to this item is contained within item 4.

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 Monitoring of the accounts is problematic and errors in the data continue to be reported.

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 on monthly basis.

12. Appendices

12.1 Appendix A – Capital Projects

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

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

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

APPENDIX A

Capital Projects

	Revised Budget	Out-turn	Under Spend	Slippage to 2021/22
	£'000	£'000	£'000	£'000
Estates				
Nottingham Custody Suite	12,400	13,003	0	603
New HQ Joint Build	11,959	5,229	(628)	(6,102)
Building Improvement, Renovation & Conversion Works	2,640	906	(66)	(1,668)
SARC New Build	800	166	0	(634)
Estate Improvements	582	186	(319)	(77)
Northern Control Room Conversion & Refurb.	362	2	0	(360)
Custody Improvements	166	101	0	(66)
West Bridgford Relocation	183	183	0	0
Hucknall EMAS	17	17	0	0
Operation Uplift - Estates	500	500	0	0
	29,608	20,292	(1,013)	(8,303)
Information Services				
Technology Services Refresh & Upgrades	2,573	2,573	0	0
Operation Uplift - IS	1,426	1,426	0	0
ESN	800	12	0	(788)
ANPR Camera Project	244	244	0	0
Command & Control	0	(2)	(2)	0
	5,043	4,253	(2)	(788)
Other Projects				
Operation Uplift - Fleet	572	572	0	0
Vehicle & Equipment Replacement	435	374	(61)	0
Operation Uplift - Other	100	100	0	0
Taser	87	87	0	0
	1,194	1,133	(61)	0
Total	35,845	25,678	(1,076)	(9,091)

Decisions of Significant Public Interest: Forward Plan

November 2020

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	November 2020	DEMS	Procurement Award	>£250k	Mark Kimberley	Force
2.2	October 2020	Middleware and Mobile ID	Procurement Award	>£250K	Mark Kimberley	Force
2.3	October 2020	SVA Hub	Contract signature	>£250K	Mark Kimberley	OPCC
2.4	TBC	Mansfield Custody Suite Improvements	Procurement Award	>£250K	Mark Kimberley	Force
2.5	November 2020	Technology procurement for Project Regain	Procurement Award	>£250K	Mark Kimberley	Force
2.6	October 2020	Multi-Functional Devices	Procurement Award	>£250K	Mark Kimberley	Force
2.7	TBC	Condition Survey Phase 4	Procurement Award	>£250K	Mark Kimberley	Force
2.8	TBC	Car Park Extensions and Improvements	Procurement Award	>£250K	Mark Kimberley	Force
2.9	December 2020	Cleaning Contract	Procurement Award	>£250K	Mark Kimberley	Force

3.0 Estates, ICT and Asset Strategic Planning						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
3.1	TBC	Sale of Hucknall Police Station	New Training Centre is being constructed at Sherwood Lodge and the Hucknall Police Station site is to be marketed and sold.	TBC	Tim Wendels, Estates and Facilities	Force
3.2	TBC	Lease of Phoenix House, Mansfield	Lease renewal.	TBC	Tim Wendels, Estates and Facilities	Force
3.3	October/November, 2020	Neighbourhood Offices	Consider the outcome of consultation on the future of Neighbourhood Offices	TBC	Tim Wendels, Estates and Facilities	Force
3.4	TBC	Lease of part of lower car park at Burntstump Country Park	Lease of car park to become Visitors' car park for the Joint Police/Fire HQ.	TBC	Tim Wendels, Estates and Facilities	Force
3.5	TBC	Review of the future of Newark Police Station	The PCC will be asked to consider the future of Newark Police Station and the possible replacement with a more suitably sized alternative Station.	TBC	Tim Wendels, Estates and Facilities	Force
3.6	December	Replacement body-worn video cameras	October 2020: This project is complete and devices have been issued.	Excess of £900k	Julie Mansfield	Force

APPENDIX D

3.7	June	Refresh of the MFD Estate	The procurement for MFDs has been completed and the final contract details are being drafted. This audit resulted in a reduction in fleet and the procurement has identified significant savings to the Force.	Hardware £150k support and maintenance contract £119,791.00 for 3 years or £183,651.00 for 5 years	Chief Superintendent Gerard Milano	Force
3.8	June – 18 months	National Enabling Programmes	National Enabling Programmes .Continued hardware refresh of the end user computers will form part of this project.	-	Chief Superintendent Gerard Milano	Force
3.9	Ongoing	DEMS	In accordance with the force procurement approach, and to ensure full compliance with relevant legislation, the project team, supported by EMSCU, have chosen to utilise the Value Added Reseller (VAR) framework as the most advantageous procurement route throughout the life of the project. As a result NICE have been invited to complete a Request For Quote (RFQ). This has been marked by the team (21/10/2020), with a number of clarifications being requested prior to potentially moving towards a Tender Award.		Chief Superintendent Gerard Milano	Force

APPENDIX D

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	October	Operation Uplift	Potential additional costs. Work is being undertaken at pace to both secure the relevant services and clarify costs required, especially in consideration of COVID-19 challenges, which has required large parts of the training and assessments to be performed virtually.		Superintendent Suk Verma	Force

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 viraments and additional budget		Mark Kimberley	Force
5.2	February 2020	Setting a precept and approving the annual capital and revenue budgets and supporting financial strategies	Band D precept amount set		Charlie Radford	OPCC

6.0 Other OPCC Commissioning						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
6.1	December 2020	Domestic abuse schools based prevention and professional development	To award the contract, following a City Council led compliant procurement process, to deliver a city based domestic abuse prevention and workforce development service.	Up to £967,500 (over up to 9 years)	Nicola Wade	OPCC
6.2	November/December 2020	Domestic Abuse perpetrator work	To make various direct awards to deliver a safe domestic abuse perpetrator programme.	Up to £172,307	Nicola Wade	OPCC
6.3	November/December 2020	Domestic Abuse perpetrator work	To commission an independent evaluation of the domestic abuse perpetrator programme.	£35k	Nicola Wade	OPCC
6.4	March 2020	Community Safety Fund	To award various small grants following an open application process.	To be confirmed	Nicola Wade	OPCC
6.4	March 2020	Community Safety Partnerships	To award grants to the Safer Nottinghamshire Board and Crime and Drugs Partnership.	To be confirmed	Nicola Wade	OPCC

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	23rd November 2020
Report of:	Paddy Tipping Police Commissioner
Report Author:	Kevin Dennis
E-mail:	kevin.dennis@nottinghamshire.pnn.police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	6

POLICE AND CRIME PLAN (2018-21) – THEME 4 (2020-21 Delivery Plan): THEME 4: TRANSFORMING SERVICES AND DELIVERING QUALITY POLICING

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to provide the Commissioner with a progress report on how the Chief Constable and partners delivered his strategic activities in respect of **Theme 4** of his Police and Crime Plan for 2018-21 for year **2020-21**.
- 1.2 The report identifies an outline of the strategic activities that were progressed across policing and community safety since **1st April 2020**.

2. RECOMMENDATIONS

- 2.1 Panel members to note the report and provide any feedback to the Commissioner.

3. REASONS FOR RECOMMENDATIONS

- 3.1 The Police and Crime Panel have requested an update on **Theme 4** in its work plan for **2020-21**.
- 3.2 This monitoring report provides an overview of the delivery of the activity and performance in respect of **Theme 4** of the Police and Crime Plan (2018-21) during and up to **quarter 2** of **2020-21**.

4. Summary of Key Points

- 4.1 On 7th February 2018, the Commissioner presented his new Police and Crime Plan (2018-21) for implementation commencing 1st April 2018. The new plan has four new themes:
 - T1. Protecting People from Harm
 - T2. Helping and Supporting Victims
 - T3. Tackling Crime and Antisocial Behaviour

- T4. Transforming Services and Delivering Quality Policing

4.2 **Appendix A** provides a table summarising the progress and achievements in respect of **Theme 4** of the Police and Crime Delivery Plan (2020-21). The activities have been graded in terms of completion/progress and it will be seen that most activity is graded Green.

5. Details of outcome of consultation

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

6. Appendices

6.1 **Appendix A:** Table detailing the progress and achievements of the Commissioner's toward **Theme 4** of the Commissioner's Police and Crime Plan (2018-21).

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

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

For any enquiries about this report please contact:

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APPENDIX A



POLICE AND CRIME DELIVERY PLAN (2020-21)

Working with you for a safer Nottingham and Nottinghamshire

COMMISSIONER'S STRATEGIC THEME 4 UPDATE - UPDATE (Qrt 2)

V1

STATUS KEY and Results: The overall rating is therefore very good

Green	Achieved or Adequate Progress being Made
Number & %	16/16 (100%)

Amber	Started but Inadequate Progress or Risk that it won't be achieved or No update received.
Number & %	0/16 (6%)

Red	Unachieved or strong likely that it won't be achieved
Number & %	0/16 (0%)

White (NS)	Not Started but Planned to take place during later Qrt
Number & %	0/16 (0%)

THEME 4: TRANSFORMING SERVICES AND DELIVERING QUALITY POLICING

No Organisation SPECIFIC DELIVERABLES OF COMMISSIONER, CHIEF CONSTABLE AND PARTNERS			RAG Status
1	Force	Increase visibility and confidence through continuing to deliver the 'Operation Uplift' positive action recruitment strategy	G
<p>13.11.20 MS: Despite COVID-19, PA engagement has continued at great speed. Stronger links within Schools as well as new links through the MBLC (majority black led churches) IAG and also NextGen (BLM) have offered a cohesive approach. Utilising technology and maintaining strong relationships with colleagues in the local media have helped. It is noticeable that lots of information in regards to community tensions, challenges are fed into the HR PA team / CIPD as opposed to local area, showing the strength of relationship developed with local minority communities.</p> <p>The Commissioner will present the Panel with up-to-date figures at the Panel meeting.</p>			

2	Force	Ensure teams/individuals have the necessary specialist skills and experience to manage investigations	A
<p>13.11.20 MS: Since 2019, all force training has been managed locally, and feedback has been positive. A refresh of the training packages has taken place ranging from Initial police learning and development programme (IPLDP) + through to investigators. Stronger emphasis on file quality and detailed investigations. Oversight and governance has been embedded in the improved proud to lead offering (new Sergeant and Inspector courses).</p>			

3	KD	Support the MOJ to implement the new 'Probation Service' model and work with the 'Preferred Delivery Partners' to ensure 'community payback' is responsive to victims and neighbourhood priorities and concerns	G
<p>30.10.20 KD:</p> <p>OPCC is actively engaged and working Probation locally to implement the new model. OPCC Chief Executive now chairs the Nottinghamshire Reducing Reoffending Board and he is currently with Probation, Police and other partners to devise a robust performance management framework to strengthen local accountability arrangements for offender management and reducing reoffending. A New probation service dynamic framework has been launched, which will allow HM Prison and Probation service to purchase a range of rehabilitation and resettlement services. These services include: accommodation, employment, education and training and women services. Nottinghamshire OPCC will be supporting probation with the evaluation of bids for women services over the next few months.</p>			

4	DS	Establish a new race and diversity listening scrutiny panel(S) to improve relationships and confidence in policing	G
<p>29.10.20 DS:</p> <p>The Community Listening and Community Scrutiny processes are being delivered in phases.</p> <ul style="list-style-type: none"> • A framework document detailing the rationale for setting up these processes that is acceptable to the communities most impacted by stop & search, use of force and hate crime. • The framework document following overwhelming support from the BAME community groups is now being implemented • The Community Listening Group has been established to create a two way communication with the Commissioner for communities to escalate community issues. The group has started meeting and is in the process of strengthening governance so that it is able to receive and manage resources. • To complement the work of the Listening Group, professional scrutineers will shortly be recruited to review aggregate operational data on stop and search, use of force and complaints. The involvement of BAME scrutineers would strengthen trust and confidence in policing • The scrutiny process is expected to start in early 2021. 			

5	CG	Invest in community-led initiatives to facilitate positive relationships between BME and/or new and emerging communities and the police	G
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29.10.20 PG:

An external service provider will be commissioned to establish and recruit members of the Independent Community Scrutiny Panel' (ICSP). Budget provision has been earmarked and a tender process has started. It is hoped that this service can be procured to start on 1st January 2021 and for the ICSP to meet during Qrt 4 of 2020/21.

6	Force	Develop a police workforce that is more representative of the communities it serves and implement HR Strategy to fulfil requirements of the Equality Act 2010	G
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13.11.20 MS: Nottinghamshire has topped the tables nationally for representation. During the last financial year, we averaged 25% Black and Minority Ethnic (BAME) new officer recruits, the highest in the country. Overall officer workforce for BAME stands at a record 6.7%, whilst female is 34% (also a record) Recruitment at this rate is set to continue in the medium term, and the challenge is now to retain these diverse staff through opportunities afforded once probationary period is completed, and fair and equitable treatment and leadership.

The Commissioner will present the Panel with up-to-date figures at the Panel meeting.

7	LG	Introduce a new model and accountability arrangements for dealing with complaints against the police	G
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Update 29.4.20

With effect from 1 February 2020, the Police and Police Commissioner obtained responsibility for oversight and accountability of the Police complaints system and complaint reviews.

The Police and Crime Commissioner has commissioned an external company to undertake the police complaint reviews with sufficient expertise to assess the level and nature of reviews for the first 6-12 months. This area of responsibility has been delegated to the Police and Crime Commissioner's Chief Executive.

The external company will act independently under authority from the Nottinghamshire Police and Crime Commissioner's Chief Executive to undertake a review of complaints and make recommendations where the Chief Constable is the appropriate authority.

Their role will be to make an independent determination as to whether the complaint outcome has been handled reasonably and proportionately in accordance with primary legislation and the Independent Office for Police Conduct (IOPC) Statutory Complaints Guidance.

8	NW	Work with partners to identify further collaboration opportunities for pooled budgets, efficiencies and improved services	G
<p>2.11.20 NW:</p> <p>The PCC has regular discussions with his public sector partners and continually seeks to identify areas where pooled budgets may help to improve the effectiveness and efficiency of initiatives. He has agreed a pooled budget approach with the City and County Councils, Bassetlaw and Nottingham and Nottinghamshire CCG to pool a budget for the new sexual violence hub and therapy support service. This arrangement is new and will result in enhanced and more joined up service provision for survivors.</p> <p>Other conversations with public sector funders during 2020 have focussed on service responses to Covid 19, and in particular identifying what the PCC can do to help the strain on service provision.</p>			

9	Force	Develop a programme of collaboration with the Fire and Rescue Service, including sharing estates, vehicles and training	G
<p>13.11.20 MS:</p> <ol style="list-style-type: none"> 1. Police and Nottingham Fire Rescue Service (NFRS) and East Midlands Ambulance Service (EMAS) are now co-located at the Tri-Service Hub at Hucknall this has helped to release the existing Training Centre in Hucknall for sale. 2. Police and NFRS are now co-located at West Bridgford Fire Station which will enable the sale of West Bridgford Police Station towards the end of 2021. 3. Police and fire and co-located at Highfields Fire Station which provides temporary accommodation until the new Head Quarters (HQ) Development is complete. 4. The Legal Framework for the new joint HQ is complete and NFRS are now co-owners of the site. 5. The new Joint HQ development is progressing well for completion and occupation early in 2022. <p>Overall the project is within budget and being constructed to programme plan.</p> <p>Work is on-going with the other work streams including:</p> <ul style="list-style-type: none"> • People • Finance • Estates • Information Technology • Communications 			

13.11.20 MS:

Co-locations in place with local authorities at: -

- Arnold
- Beeston
- Cotgrave
- Eastwood
- Harworth
- Kirkby
- Nottingham
- Retford
- Worksop

Co-locations in place with blue light services at: -

- Beeston
- Carlton
- East Leake
- Hucknall
- Nottingham
- West Bridgford

Agreement in place for “drop in” facility at all Fire Stations.

Agreement in place for use of NFRS bunkered fuel sites.

Planned additional co-locations include: -

- Joint HQ with NFRS at Sherwood Lodge (Under Construction – delivery end 2021)
- Shared accommodation with EMAS at Arnold (Terms agreed).
- Shared accommodation with EMAS at Ollerton (Terms agreed).
- Use of car wash facilities at Fire Stations. (Legal Agreement being finalised).

11	Force	Continue to develop understanding and response to higher than average 999 and 101 call rates and address inappropriate or misplaced calls for service	G
<p>13.11.20 MS:</p> <p>The 999 and 101 performance improvement identified below has been delivered by staffing to establishment and the re-modelled shift patterns that deliver staff when calls are predicted to arrive.</p> <p>Based on Vision data before the move to SAFE (April to Jan 2019/20), 999 calls increased by 4.1% from 155,697 to 162,097 compared to the same period the year before. Performance has remained very strong with 98.5% of calls answered in 10 seconds with an average answer time of 2 seconds and a 0.1% abandoned rate.</p> <p>Over the same period 101 calls decreased by 9.4%, from 341,606 to 309,368. 84.2% of these were answered in 60 seconds and there was an average call answer time of 27 seconds. The number of abandoned calls dropped by 66.3% from 19,161 (5.6%) to 6,456 (2.1%).</p> <p>Calls answered within the switchboard remained static although the number includes some double counting with the 101s due to the methods of call-routing. Call handling within 60 seconds increased from 97% to 97.1% though more significantly the number of calls dropped by 33.3% from 455,537 to 303,647 and the number of abandoned calls dropped by 34.5% from 3,410 to 2,235 or 0.7%.</p> <p>We also recently implemented a change of process so that any calls which are not able to be serviced through switchboard due to excessive demand are redirected to the front counter teams in the police stations where latent capacity exists to take these calls. This has meant that switchboard calls are not fed into the control room, thereby ensuring both the capacity within the control room to deal with incidents and reducing the number of abandoned or unanswered calls.</p> <p>Of particular note, the number of incidents recorded dropped by 1.2% from 308,912 to 305,099 however the call conversion rate rose from 62.1% to 64.7%. In previous years this had remained static at 60%. This follows the launch of a new Intelligent Voice Recognition (IVR) system that was directed by our internal audit work which identified waste-demand that didn't require incident recording. It is estimated that this has reduced call flow into the FCR by 6%.</p> <p>In January 2020, we launched a new command and control system called SAFE. The new system is a more effective call-handling platform and has the advantage of logging every call as a contact record which means previous contact is easier to review. This software has combined eight systems into one, was delivered on time and was procured with significant contractual savings of over £3.3m by going through a competitive tender process rather than adopting versions already in place with other forces. A detailed plan delivered substantial staff familiarisation and training pre-launch.</p> <p>The Police and Crime Needs Assessment prepared by the Nottinghamshire Police and Crime Commissioner (PCC) highlights a number of factors which are anticipated to impact on our incoming demand over the next few years.</p> <p>Like other areas across the country, we continue to see changes in social and economic factors that are likely to impact upon crime, victimisation, vulnerability and risk of harm. These include an aging population and increases in prevalence of illicit drug use, financial hardship, severe multiple disadvantage and common mental health disorders. These factors are clearly evident within the changing profile of demand on local services, where vulnerable people can present as victims, perpetrators, people at risk, or a combination of all three.</p> <p>Marked improvements in proactive safeguarding activity and understanding of risk have led to increases in demand on safeguarding bodies and multi-agency case conferencing arrangements. There are indications, however, that greater proactivity in these areas is resulting in earlier intervention and the prevention of future risk of harm.</p> <p>Overall levels of police recorded victim-based crime are expected to increase over the next year driven by greater recording of violence without injury; ongoing improvements in crime recording processes and practices, increasing levels of targeted police pro-activity, likely increases in confidence to report crime, ongoing improvements in service access and the impact of any new criminal offence categories or areas of national focus during 2020.</p> <p>The proportion of crime that has a digital element is likely to continue to grow for the foreseeable future, requiring greater levels of specialist investigation and expertise. Growing demands in relation to the interrogation, storage and retrieval of digital data are placing increasing costs pressures on the police service locally, regionally and nationally.</p>			

COVID has however presented significant issues both in handling the call demand with staff absences but also made predicting demand for this reporting year extremely difficult if not impossible. As such the year 2020/21 should be viewed as abnormal and the expectation is that with a viable vaccine 2021/22 will return to levels of predicted demand and calls service.

12	Force	Continue to invest in and promote the welfare of officers, staff and volunteers	G
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13.11.20 MS:

There will be a wellbeing programme for 2021. This will include the themes that we will focus on ensuring that they are aligned to the findings of the last staff survey. We are in the process of delivering a pulse survey to the Force to ensure we prioritise and cover topics and items in line with Force needs and expectations. We will also ask the Force whether the information already delivered during the first lockdown was appropriate for the pandemic and crucially what they felt was required and maybe not delivered. The programme for November and December will continue as planned and we will weave into the themes information to support our staff and officers during the second lockdown. The Deputy Chief Constable (DCC) has undertaken 'walk arounds' in the remaining locations following the pause of the DCC Road show earlier in the year due to Covid-19. She will also host a Wellbeing vlog answering questions from the Force on wellbeing during the winter. We also plan to undertake a virtual meeting with the Force Single Point of Contacts (SPOCS) in the coming months.

13	Force	Ensure the force achieves a balanced budget and reduces non-pay costs to grow officer numbers and increase service capacity	G
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13.11.20 MS:

Budget for 2020/21 agreed 6th February 2020, this achieved a balanced position and also allowed for the early recruitment of year 2 uplift (150 Police officers) as well as a significant (£3.5m) contribution to capital investment.

14	Force	Embed the National Enabling Programmes and Digital Policing Strategy 2025 to modernise the management and delivery of IT services	G
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13.11.20 MS:

Phase 2 planning is progressing well and detailed planning of delivery into Chief Officer team, Operational support, Corporate Development and Crime Scene Investigations is under way as we build towards the first deployment in February 2020. A full IT refresh to the 250 users is underway with a central store of new laptops and machines on order to enable the upgrading and deployment of National Enabling Programmes (NEP) compliant builds for all users. External training is booked and paid for so that we can have 60 super users across the force to assist with this phase which should be completed in June 2021. Phase 3, which is the full rollout across the rest of the force, will begin shortly after this and is currently expected to take a year to complete.

15	Force	Support innovative customer-led approaches to better informing and engaging with local communities and support the transition to Single Online Home	G
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13.11.20 MS:

We have recently re contacted Single online Home (SOH) as we are wanting to make plans for joining the service. They have confirmed that they are still waiting for the financial details so that they can plan next years activity. They are now looking at delivering SOH LITE as an option to forces wanting to join who have reservations about some of the services on offer. This service will cost less than the full SOH transition and we are awaiting full details of the options available to us which will be released shortly. We are currently looking at taking a free SOH service that will enable us to take online reports of COVID-19 breaches which will allow for some diversion of 101 calls.

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	23 November 2020
Report of:	Paddy Tipping Police and Crime Commissioner
Report Author:	Kevin Dennis
E-mail:	Kevin.Dennis@nottinghamshire.pnn.Police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	7

COVID-19: COURTS AND CRIMINAL JUSTICE RECOVERY PLAN 2020/21

1. PURPOSE OF THE REPORT

- 1.1 This report provides the Panel with an update on the national and local Court Recovery Plans established to address additional pressures on the criminal justice system as a result of the COVID-19 pandemic and limited court availability. Whilst decisions relating to court listings sit firmly within the control of the judiciary, Nottinghamshire Police has been working with the CPS and other partners to support recovery planning, particularly in the criminal justice response to major crime, serious and organised crime and domestic violence.

2. RECOMMENDATION

- 2.1 That the contents of the report be noted.

3. NATIONAL COURT RECOVERY PLANS

- 3.1 The Coronavirus pandemic has had a significant impact on the Criminal Justice System (CJS) since lockdown measures were first announced by the Prime Minister on 23 March 2020. This saw widespread closure of Magistrates Courts across England and Wales, with the CPS issuing an Interim Charging Protocol on 1 April, and guidance on the application of the Public Interest test on 14 April to manage the growing backlog of demand on the CJS. This required prosecutors to consider the impact of the pandemic when deciding whether charges are in the public interest.
- 3.2 The CJS continued to operate throughout the early stages of the pandemic, but at a significantly reduced scale. Priority courts were established from 30 March 2020 to deal with urgent applications for matters such as terrorism and domestic abuse. Serious and time-sensitive youth cases were also prioritised where possible, as were cases involving assaults on emergency workers. The majority of hearings related to custody time limits and decisions on detention and bail.
- 3.3 Audio/video technology was used to enable remote hearings to be held and rollout of the Cloud Video Platform was accelerated to enable many more cases to be finalised than would otherwise have been possible. Although preliminary hearings

can be carried out with most participants attending remotely, trials and sentencing hearings often require physical attendance in court. Social distancing requirements, therefore, have continued to have a significant impact on the ability to progress cases through the CJS.

- 3.4 Jury trials were particularly affected, with many courtrooms not being large enough to accommodate the jury and all courts users safely. Jury trials re-commenced in May, but with significantly reduced capacity. As a consequence, Magistrates' Court finalisations fell by around 66% in quarter 1 2020/21, from an average of 96,000 to just under 33,000 nationally. The total live caseload at the end of quarter 1 2020/21 stood at just over 170,000 outstanding cases. This largely fell within the Magistrates' Court where the live caseload more than doubled between 31 March and 30 June 2020 (from 64,201 to 123,287).
- 3.5 The Crown Court, meanwhile, saw only a marginal increase (+5%) in outstanding cases between 31 March and 30 June 2020 (rising from 45,268 to 47,566) as very few cases progressed from the Magistrates' Court to the Crown Court. Consequently, the true impact of restrictions on the backlog of cases presenting to the Crown Court is not yet apparent. Demand on the Crown Court is expected to grow markedly as the capacity of the Magistrates' Court increases over the coming months. Finalisations in the Crown Court decreased significantly during quarter 1 2020/21 from 14,609 to 8,609. As very few jury trials took place. The majority of finalisations during this period were sentencing or guilty pleas.
- 3.6 The national CJS Strategic Command (CJSSC) published their criminal justice recovery plan in September 2020. This included steps to maximise use of the existing estate, open existing buildings for longer periods during the COVID-19 period, continue to use technology to support remote or video hearings and provide additional capacity through the opening of Nightingale Courts.
- 3.7 Specific actions included:-
 - Installing plexiglass screens into over 300 courtrooms and jury deliberation rooms to enable 250 Crown Court rooms to be used for jury trials by Nov 2020
 - Maximising use of Cloud Video Platform (CVP) hearings in open courts and the Prison to Court Video Link (PCVL) which went live on 17 August 2020
 - Spending £80m on a range of emergency measures to tackle to impact of COVID-19, including the recruitment of 1,600 additional staff
 - The opening 18 'Nightingale court' sites between August and October 2020 to increase court capacity.
 - Temporarily extending the Custody Time Limit in the Crown Court^a by 2 months (56 days) for 9 months from 28 September 2020.

^a Temporary extension to address the impact social distancing has had on jury trials and minimise the risk that some defendants pose to the public, or the risk of individuals absconding

4. NOTTINGHAMSHIRE MAGISTRATES COURTS

- 4.1 In Nottinghamshire, the Mansfield Magistrates' Courthouse was closed to the public following the COVID-19 lockdown on 23 March 2020 and used only as a HMCTS administrative centre. All work was diverted to the Justice Centre in Nottingham (Carrington Street), where separate courts sessions are being held on Fridays for Mansfield Anticipated Guilty Plea (GAP) cases and Anticipated Not Guilty Plea (NGAP) cases.
- 4.2 Reflecting the national picture, Nottinghamshire saw a marked increase in outstanding workload in the Magistrates Court during quarter 1 2020/21. A Courts Recovery Plan was initiated in August 2020 with work to clear the backlog of initial hearings in the Magistrates Court being prioritised by case type. A backlog of 178 domestic abuse cases in August 2020 was cleared by October 2020 following the introduction of 23 additional court sittings. A backlog of youth cases was also cleared also in early October 2020, with work now underway to reduce the timeframe for any case needing an adjournment in the youth court.
- 4.3 Despite disposals having largely exceeded receipts in the Magistrates Courts since August 2020, the workload in Nottinghamshire remained around 9% higher than pre-lockdown levels^b as at 4 October 2020, with some trials being adjourned for around 3 months. HMCTS, however, report an improving picture, with four additional trial courts being introduced on 14 October and three crime courts now being run each week in Mansfield which are expected to help reduce delays in adjournments to a level that is in line with the pre-lockdown target (8 weeks).
- 4.4 Cases destined for the Crown Court are being fast tracked through the Magistrates court in similar timescales to pre-lockdown. The full backlog of Magistrates Court cases accrued during lockdown is expected to be cleared in the by the end of the year, after which time, attention will be turned to reducing the delay between the date the police initiate proceedings and the first hearing at court. This delay currently stands at over four months but is likely to be addressed as part of plans to add a further 10 courts to the listings plan over the coming months.
- 4.5 It is anticipated that the backlog of GAP cases will be cleared by 15 January 2021 although HMCTS are working to bring this forward on account of the increasing number of court slots becoming available. It should be noted, however, that a significant amount of new work is to be listed in these court slots with much of the postal requisition work already being listed well into 2021. The backlog of NGAP cases is scheduled to clear by 16 February 2021, however HMCTS are also working to bring this forward on account of the capacity freed up from clearing the youth and domestic abuse court backlog.

^b Provisional unvalidated statistics 4 October 2020: Data includes warrants without bail, motoring offences and prosecutions by local authorities. It should be noted that Nottinghamshire maintains a smaller increase in outstanding workload (+9%) than both the Midlands (+22%) and national average (+27%)

Nottinghamshire Magistrates Court Workload

Court	22 March 2020			13 September 2020			4 October 2020		
	Receipts	Disposals	Outstanding	Receipts	Disposals	Outstanding	Receipts	Disposals	Outstanding
Nottingham	1,031	432	7,472	256	393	8,717	285	718	8,291
Mansfield	90	80	1,103	n/a	n/a	1,168	n/a	n/a	1,056

- 4.6 Charge and Bail matters are given the next available court dates and postal requisitions are listed to any available slots not used by custody. The CJ team ensure that they are effectively managing backlogs taking into account out of time dates, and vulnerabilities such as domestic abuse, youth crime and hate crime.
- 4.7 Police Led Prosecutions work is now 12 months overdue as a result of backlogs which predated the Covid-19 lockdown. While SJP sessions have continued, this has not been at the same speed as prior to lockdown. The number of slots in SJP was subsequently increased from 240 per week to 300 and Saturday PLP courts are being held to help address the backlog. Nottinghamshire Police also report marked reductions in the number of outstanding postal requisition cases, having fallen from 700+ in April to 467 in October 2020. Of these, 274 cases have a court slot and are waiting to be processed, while 193 are waiting to be booked in and given a court slot.

5. NOTTINGHAMSHIRE CROWN COURT

- 5.1 In Nottinghamshire, two of the largest Crown Court rooms available were adapted and made COVID-secure during the early stages of the pandemic. Perspex screens were introduced in areas where two metre distancing could not be assured. The court rooms were used to accommodate Nottinghamshire, Derbyshire and Lincolnshire cases during the pandemic. Derbyshire cases began to move back to their own Crown Court building in early October, freeing up further capacity. A further two trial courts were planned to be in use by the end of October 2020.
- 5.2 In order to facilitate jury trials, additional space was allocated for jury deliberation, such as the Judges dining area and other smaller court rooms. Smaller court rooms which were not deemed suitable for trial preceding during the period of Coronavirus restrictions were also brought into use for police, family and press. A further six smaller courts were adapted with new Perspex screens at the end of September.

- 5.3 Jury trial workloads in the Crown Court reached 896 in October 2020, which was in line with the pre-covid level (902). Non-trial courts continue to operate dealing with PTPH's, PTR's, sentencing, Proceeds of Crime Act (POCA) and mention hearings. These are operating at normal timescales making use of the Cloud Video Platform (CVP) and Prison to Court Video Link (PCVL). Two are also holding 'in-person' hearings which require deep cleaning between each case and managing approx. 6 – 8 hearings per day (4 in each court room).
- 5.4 The Nottingham Crown Court Manager is confident that, with the exception of self-isolation requirements on court users, current COVID restrictions should have little further effect upon local recovery plans, with court and tribunal service staff having keyworker status. The impact on other users, such as victim support and the witness service, however, remains a concern given the restrictions on available space and the availability of volunteers. To mitigate these risks consideration is being given to producing a virtual court visit video which could be shared with victims and witnesses ahead of pre-trial visits and trials.
- 5.5 Determination of the trials to be heard is at the discretion of the Resident Judge and the Listings Manager who currently meet weekly and review all CTL cases. High profile matters and cases where particular vulnerabilities are identified are being prioritised and reviewed for confirmed listings the following week. Recent developments to extend CTL timescales from 6 to 8 months will assist with listing and managing applications to extend, however there remains a risk that this could result in cases remaining in the backlog for longer periods.
- 5.6 The number of 'outstanding matters' in Nottingham's Crown Court saw a marginal (-3%) reduction between 22 March 2020 and 13 August 2020, largely due to limited transfer from the Magistrates Courts. By 4 October, however, the number of 'outstanding matters' had increased by around 4% as the backlog of Not Guilty hearings from the Magistrates Courts began to clear through the system.
- 5.7 It should also be noted that despite having the second highest volume of 'outstanding matters' in the midlands region, Nottinghamshire Crown Court saw the largest regional reduction in sitting days (-54%) and sitting hours (-46%) between w/c/ 22 March and w/c 4 October 2020. The nearest comparable regional Crown Court in terms of workload and backlog saw reductions in sitting days and hours of 18% and 21% respectively over this period.

Nottinghamshire Crown Court Workload

Court	22 March 2020			13 August 2020			4 October 2020		
	Receipts	Disposals	Outstanding	Receipts	Disposals	Outstanding	Receipts	Disposals	Outstanding
Nottingham	48	56	1,183	10	40	1,145	50	34	1,192

6. KEY ISSUES AND RISKS

6.1 A number of key issues and risks continue to impact upon the Courts Recovery Plan. These include:-

- **Victim and witness impact:** CJ partners recognise the adverse impact that court delays and adjournments can have on victim and witness engagement with the CJS, with victim and witness attrition known to increase with each subsequent delay. To effectively manage demand, each main trial listed in the Crown Court will also have 2-3 trials listed as 'backers/standby' which may go ahead should the main trial not proceed. Average caseloads per Witness Care Officer in Nottinghamshire have increased from 200 pre-COVID to 285, with the area having the highest number of live cases in the region (3,429) across both the magistrates and Crown Courts. Furthermore the impact of limitations to face-to-face services on CJ experience among all court users is not yet fully understood.
- **Increasing demand on the Crown Court:** The number of 'outstanding matters' in the Crown Court has been increasing since August as the backlog of Not Guilty hearings from the Magistrates Courts clears through the system. The true impact of the pandemic on the Crown Court is, therefore, not yet apparent.
- **Any potential changes to social distancing requirements** as a result of the second wave of lockdown may also impact upon estimated clearance dates and the ability to effectively accommodate other court users such as victim support and the witness service. Any future relaxation of these requirements, however, would significantly increase options available across the CJ estate.
- **Opportunities for the use of Nightingale courts:** Options for Nightingale courts have been explored across Nottinghamshire, including Hucknall Police station, however no suitable venue has as yet been determined. Use of the Justice Centre and Mansfield court houses remain under consideration.
- **Case adjournments** remain a blocker to listing new backlog cases, which is dependent to some degree on the capacity of the National Probation Service to complete reports at first hearing and prepare relevant parties.

- **Management of multi-hander cases** which require all jointly charged defendants and their representatives to be brought together at a single hearing where possible. Local and national pressures in facilitating these cases in the Crown Court are impacting significantly on the ability to progress a number of trials relating to serious and organised crime.
- **Availability of Legal Advice:** Nottinghamshire Magistrates' Court, like many others in the Midlands region, have struggled to recruit and retain Legal Advisors. Many new staff have recently been recruited and are undergoing training, after which point they will be able to operate courts alone. This should enable Mansfield courts to open and more GAP and NGAP slots to become available.
- **File quality:** CPS and police continue to highlight opportunities to further improve police file quality in order to release more capacity among CPS lawyers.

6.2 Key risks relating to the Courts Recovery plan are being monitored via the CJSSC risk register. Nottinghamshire Police continue are working to maximise the use of out of court disposals where possible in order to relive pressures on the CJS. The Police are also working closely with the CPS to ensure that wherever possible, cases are close to trial ready at the point of charge.

6.3 At a regional level, a Joint agency court recovery group has been established alongside weekly HMCTS meetings and ongoing engagement with senior managers at regional level. Weekly CPS meetings are being held to discuss court listings and charging and areas are being encouraged to hold police meetings with local resident Judges to discuss issues and concerns. Local and regional issues are being raised at national level for support and guidance where necessary.

7. Financial Implications and Budget Provision

8. Human Resources Implications

9. Equality Implications

The Panel may wish to note the impact of audio/video technology, remote hearings and the Cloud Video Platform on court accessibility and the court user experience.

10. Risk Management

As outlined in section 6.

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

The Courts Recovery plan has direct links to and implications for a number of Police and Crime Plan ambitions, most notably:-

- Improving victim journey, including experience of and satisfaction with the police and criminal justice system
- Strengthening links with regional Criminal Justice Board in order to improve the performance and efficiency of CJS for victims and witnesses.
- Ensuring Police and other CJ partners are fully compliant with the 'Victims Code'

12. Changes in Legislation or other Legal Considerations

None

13. Details of outcome of consultation

None

14. Appendices

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

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INDEPENDENT CO-OPTED MEMBERS

Purpose of the Report

1. To consider whether to extend the terms of office of the existing Independent Co-opted Members or undertake a recruitment process.

Information and Advice

2. Following an open and comprehensive recruitment process, the Police and Crime Panel on 3 June 2019 appointed Lesley Darby and re-appointed Christine Goldstraw, Suma Harding and Bob Vaughan-Newton as Independent Co-Opted Members for the period up to the 31 May 2021. At that meeting, the Panel also agreed to receive a report in late 2020 to enable consideration of any reappointments / recruitment at that future point.
3. The Panel Arrangements state the following about such appointments:-

Independent members will be appointed for a term of 2 years. There will be no restriction on the overall time period that an independent member can serve on the Panel.

For clarification, this does not mean that the recruitment process takes place every 2 years. It is for the Panel to decide how often the recruitment process is undertaken.

Possible Options

Option A – extend the terms of office of the existing Independent Co-opted Members

4. All four of the existing Independent Co-opted Members remain fully-engaged and active in the work of the Panel (both locally and at a national level).
5. Unlike in 2019, all four Members have also indicated a willingness to remain involved with the Panel after their current end date of 31 May 2021.
6. It is recognised that three of these Members have been involved with the Panel for a number of years. Due to the high turnover in elected Members on the Panel, this has brought the added benefit of offering a degree of continuity not otherwise possible. These Members have also been able to develop and share their knowledge and expertise in relevant areas, as well as sharing best practice with newly appointed Members.
7. Should reappointment be the Panel's preferred option, the Panel will need to decide whether to opt for a one or two year term of office. Members may feel that there are benefits in extending for a one year period at this stage to enable

recruitment to be undertaken in a year in which there are no local elections (2022).

Option B – start a recruitment process

8. As in 2018, the Panel could choose to start an open recruitment process for up to 4 Independent Co-opted Members.
9. The Panel could also choose to offer the existing Independent Co-opted Members the opportunity to apply again as part of that process.
10. Members may feel that the advantages of potentially being able to bring in new Members at this stage is outweighed by:-
 - possible issues faced in recruiting during the ongoing lockdown restrictions and;
 - the fact that the forthcoming Nottinghamshire County Council election in May 2021 could result in further changes in elected Member representation on the Panel (with further co-options possibly necessary to achieve political balance across the whole of the Panel area) which again could result in further issues in continuity of membership.

Other Options Considered

11. None - the existing terms of office are due to expire on 31 May 2021 and therefore if the Panel does decide to go out to recruit, then consideration at this stage would leave sufficient time to undertake the recruitment process.

Reason for Recommendation

12. To enable timely Panel consideration of the possible options at this stage.

RECOMMENDATION

That the Panel considers which Option (A or B) detailed above it wishes the support officers to implement.

Background Papers and Published Documents

- 1) Police Reform and Social Responsibility Act 2011 (published)
- 2) Nottinghamshire Police and Crime Panel's Panel Arrangements (published)
- 3) Reports to the Police and Crime Panel meetings of 24 June 2013, 30 October 2013, 16 December 2013, 15 June 2015, 24 April 2017, 23 April 2018, 7 February 2019 and 3 June 2019 and the minutes of those meetings.

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