

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	3 February 2025
Report of:	The Police and Crime Commissioner (PCC)
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Agenda Item:	6

NOTTINGHAMSHIRE POLICE AND CRIME PLAN 2025-29

1. PURPOSE OF THE REPORT

- 1.1 This report presents the Police and Crime Panel (Panel) with the final Nottinghamshire Police and Crime Plan (the Plan) for 2025 to 2029 which has been developed in consultation with Nottinghamshire Police, local communities and key stakeholders since August 2024.
- 1.2 As key stakeholders, Panel members have been issued with ongoing updates on the development of the Plan, including interim working drafts which have been circulated for comment and review.

2. RECOMMENDATIONS

- 2.1 The Panel is invited to review and make recommendations on the Plan to the PCC in line with their statutory responsibilities¹. The Panel is also invited to seek assurance on any specific aspects of the development process and request further information where required and within the scope of their role.

3. BACKGROUND

- 3.1 PCCs have a statutory duty under the Police Reform and Social Responsibility Act 2011 to issue a police and crime plan for their police force area. Plans must be issued as soon as practicable after they take office (and before 31 March of the following year) and must be developed in consultation with the Chief Constable and other stakeholders.
- 3.2 The Plan should set the PCC's priorities for their period in office and detail:-
- The PCC's police and crime objectives for the area;
 - The resources which the PCC is to provide to the Chief Constable;

¹ [*Police Reform and Social Responsibility Act 2011, Section 28\(3\)*](#)

- The means by which the Chief Constable will report to the PCC;
- The means by which the Chief Constable's performance will be measured;
- The services which the PCC is to arrange to support crime and disorder reduction, or help victims or witnesses of crime and ASB
- Any grants the PCC is to make, and their conditions.

3.3 In compiling the Plan, the PCC has a duty to:-

- Make arrangements for engaging with local people²;
- Co-operate with responsible authorities³ in formulating / implementing local crime and disorder strategies giving due regard to their respective priorities;
- Co-operate with local criminal justice bodies⁴ to provide an efficient and effective criminal justice system for the police area;
- Have regard to the Strategic Policing Requirement and any guidance or codes of practice issued by the Secretary of State;
- Have regard to the need to safeguard and promote the welfare of children;
- Fulfil duties relating to equality and diversity⁵ and securing value for money⁶.

3.4 This paper provides an overview of how the PCC has complied with these duties in developing the draft Plan. This has included public and stakeholder consultation and an evidence-led review of the needs, issues, risks and threats impacting upon local communities.

4. ENGAGING WITH LOCAL PEOPLE

4.1 The PCC has obtained feedback from of over 2,000 local residents on the priorities and objectives of the draft Plan through a variety of methods. These include an online survey, targeted face-to-face fieldwork and engagement with residents at a series of summer events and engagement with Independent Advisory Groups (IAGs) and other groups representing local communities. Specific methods included:

- The Office of the PCC (the OPCC) hosted an online survey between throughout Summer 2024⁷ which was promoted to over 20,000 local subscribers to the Notts Alert service and achieved an organic reach of over 4,500 residents via Facebook and X (formerly Twitter). The survey received

² [Section 34 Police Reform and Social Responsibility Act 2011](#)

³ *Responsible authorities s5 of the Crime and Disorder Act 1998: Police, Local Authority, Fire and Rescue Authorities, Integrated Care Boards that are wholly or partly within the police force area*

⁴ [Section 10\(2\)](#) - *Criminal justice bodies incorporate the Chief Constable, Crown Prosecution Service, His Majesty's Courts and Tribunals Service, HPPS, Youth Justice Services and Probation Trusts*

⁵ [Equality Act 2010 \(Specific Duties\) Regulations 2011](#)

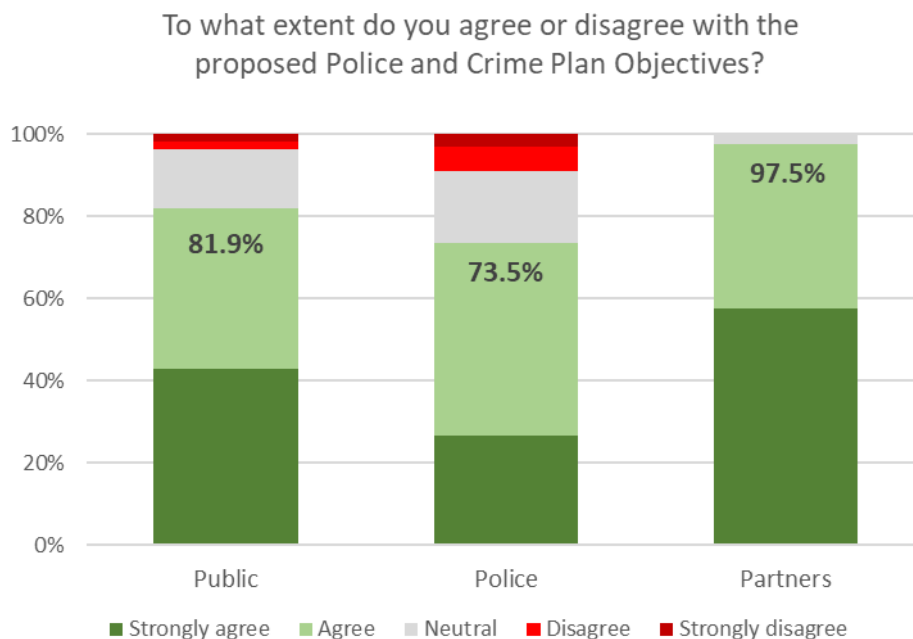
⁶ [Section 35 Police Reform and Social Responsibility Act 2011](#)

⁷ 15 July and 2 September 2024

a total of 638 responses from members of the public, community representatives and partner organisations⁸.

- The OPCC also obtained views on the priorities of the Plan via the quarterly Police and Crime Survey⁹ achieving feedback from 1,019 residents representative of the police force area by age, gender, ethnicity and community safety partnership area.
- Facilitated engagement via IAG structures (LGBTQ+, Disability, Students, Asylum seekers and refugees, African and Caribbean, Gypsy, Roma, Traveller, South Asian, Young People) and Mencap-led engagement with people with learning disabilities, physical disabilities and neurodiversities across Nottingham and Nottinghamshire.

4.2 The consultation programme identified strong levels of support for the priorities of the Plan with 82% of residents, 97% of partner agencies and 73% of police officers responding to the online poll stating that they agreed with and supported the Plan’s priorities and objectives, compared to less than 4% that did not.



4.3 The strongest levels of support, as identified via the Police and Crime Survey, were expressed for the priorities of:

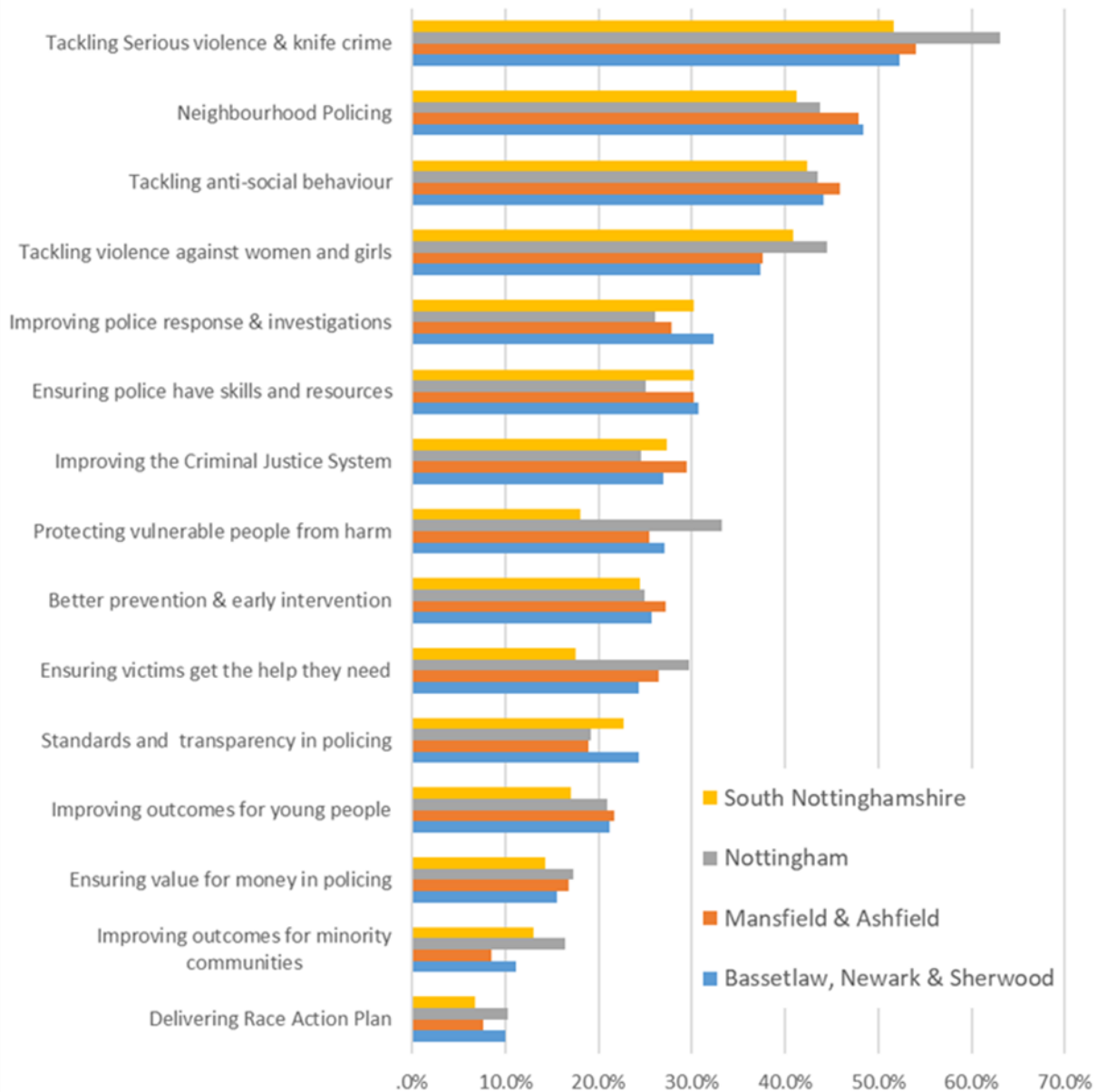
- Tackling serious violence and knife crime (55%), particularly in the City (63%)

⁸ Including feedback from Women’s organisations, the National Farmers Union, Universities, RoadPeace, neighbourhood groups, the business community, Fraud Partnership, victim service providers, Fire and Rescue Service, Housing, DWP, RSPCA

⁹ The Police and Crime Survey uses a moderated self-completion methodology where teams of interviewers work across Nottinghamshire’s 189 wards to distribute surveys, offer support in completing them if required or leaving the questionnaire with the respondent for self-completion before returning to collect the completed survey later.

- Neighbourhood policing (48%), particularly in the north of the county
- Tackling Anti-social Behaviour (46%)
- Tackling Violence Against Women and Girls (VAWG) (40%), particularly in the City where this was the second highest priority (44%)

Police and Crime Survey, Public Consultation Feedback by area, 2024
Which Police and Crime Plan Objectives do you feel are most important?



4.4 The draft Plan was revised and updated on the basis of feedback received. This included revisions to the Plan to ensure a stronger focus on:

- Speeding and reckless driving as a priority neighbourhood concern
- Drug-related prevention, enforcement and support
- Increased focus on understanding, supporting and responding to the needs of rural and business communities.

5. COOPERATION WITH KEY STAKEHOLDERS

5.1 The OPCC engaged key stakeholders in the development of the Plan, facilitated discussion via existing meeting structures¹⁰ and taking account of partnership plans and strategies for the planning period. The OPCC also held a dedicated engagement session with senior stakeholders¹¹ on 4 November to obtain feedback on the draft Plan. A further engagement event was held on 15 November involving voluntary and community sector representatives from over 30 organisations.

5.2 Those partner agencies responding commonly cited: ‘prevention and early intervention’ (40%) and ‘tackling violence against women and girls’ (37%) as the most important priorities for the Plan. The detailed feedback received as part of the consultation process was used to help shape and further develop the content of the Plan. Key revisions included:

- Increased focus on prevention and early intervention approaches which are at the heart of the PCC’s plans for strengthening partnership working
- Greater focus on ‘Child First’ principles and a ‘Child Centred’ approach
- Specific commitment to foster community cohesion, responding swiftly and appropriately to community tensions and hate crime to ensure victims of hate crime get the response and the support they need
- Specific commitment to continue to invest in drug treatment services and strengthen referral pathways from custody, courts, prisons
- Specific reference to our work to further strengthen the partnership response to slavery and exploitation
- Increased focus on feelings of safety as a priority outcome
- Clearer outline of the plans to deliver the Police Race Action Plan.

¹⁰ E.g. Reducing Reoffending Board, Safer Nottinghamshire Board, Nottingham Community Safety Partnership, Nottinghamshire Criminal Justice Board, Nottinghamshire Fraud Partnership, Strategic Violence Reduction Board, Violence Against Women and Girls Stakeholder group

¹¹ Event included senior representation from agencies including West Notts College, Equation, Ashfield District Council, Imara, Nottingham Trent University, Rushcliffe Borough Council, Nottingham City Council, Notts Fire & Rescue Service, DWP, Mansfield District Council, Nottingham University Hospital NHS Trust, Nottingham College, East Midlands Combined County Authority, YJS (City and County), Remedi UK, Leaders Unlocked, Gedling Borough Council, Newark & Sherwood District Council, Bassetlaw District Council, Notts Sexual Violence Support Services, HMP Nottingham, University of Nottingham, Broxtowe Borough Council, Probation Delivery Unit (Ministry of Justice), Safer Nottinghamshire Board, Public Health, Notts County Council, EMAS, Juno Women’s Aid

6. ADDITIONAL CONSIDERATIONS AND INTERDEPENDENCIES

6.1 The PCC's monthly Planning and Efficiency Group played a key role in overseeing the development of the Plan and ensuring that the priorities and objectives were informed by relevant information, assessments, strategic planning products and discussion on:

- the Force Management Statement and Control Strategy 2024-25
- the Chief Constable's assessment of need
- the Nottinghamshire Police and Crime Needs Assessment 2024
- The budget setting process and broader Force and OPCC strategic planning arrangements
- inspectorate reports and response plans
- key issues arising from PCC and Force strategic risk registers
- horizon-scanning of national plans, strategies, initiatives, and policy reform.

6.2 Further revisions to the Plan in view of these arrangements included commitments to:

- Work with partners to capture the voices of under-represented communities and develop and embed our arrangements for seeking advice and feedback from communities
- Better identify, prevent and safeguard vulnerable people from digitally enabled crime and online harm, particularly via improvements in multi-agency data sharing, analysis and targeted proactive prevention activity
- Improve digital capabilities, including the use of new technology, automation and Artificial Intelligence where there are clear benefits to victims and communities
- Promote dynamic, modern and agile ways of working that enable our services to be more visible and responsive to communities and make best use of our technology, fleet and estate;
- Invest in project evaluation and building upon our knowledge of 'what works'.

7. PERFORMANCE AND DELIVERY

7.1 The draft Plan proposes twelve key performance indicators against which progress will be monitored throughout the planning period. These include:

- 8% point improvement in public confidence in the police
- 8% point improvement in perception that police are visible in the areas of greatest need
- 8% point improvement in perception Police are effectively tackling issues of local concern

- 8% point improvement in victim satisfaction with the services they receive
- 8% reduction in levels of victim-based crime
- 15% reduction in First Time Entrants into Youth Justice System
- 2% point increase in Positive outcomes for VAWG
- Reduction in levels of violent knife crime
- Ensuring more than 90% of 999 calls are answered within 10 seconds
- 5% point improvement in Grade 1 police response within target times
- Ensuring more than 90% of police case files meet the required standard
- 2% point increase in positive outcomes for crime, including rape offences.

7.2 Progress against the key performance indicators and a wide range of associated supplementary measures will be reported to the Panel on a quarterly basis as part of the OPCC's Performance and Insight Report.

7.3 The overarching Plan is underpinned by a series of annual delivery plans which are designed to drive specific actions, interventions and activity. These include delivery plans for the Force, OPCC and thematic partnership groups aligned to the priorities of VAWG and serious violence reduction. Plans will be monitored via a range of internal and external strategic boards and oversight groups, with outcomes being routinely reported to the Panel via the PCC Update Report and published on the PCC's website.

8. DECISIONS

8.1 The PCC 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, OPCC key staff or Chief Constable. The PCC's website provides details of all significant public interest decisions¹².

8.2 Once the Plan has been finalised, following consideration of the Panel's feedback, the final Plan will be approved by the PCC in a formal Decision Record and published on the PCC's website.

9. HUMAN RESOURCE IMPLICATIONS

9.1 None - this is an information report.

¹² <http://www.nottinghamshire.pcc.police.uk/Public-Information/Decisions/Decisions.aspx>

10. EQUALITY IMPLICATIONS

- 10.1 The Equality Act 2010 introduced a duty on public authorities to, in the exercise of their functions, have due regard to the need to; eliminate conduct prohibited by the Act, such as discrimination, harassment and victimisation related to an individual's protected characteristics and to; advance equality of opportunity and foster good relationships between people in carrying out their activities.
- 10.2 The draft Plan affirms the PCC's commitment to fulfilling his duties under the Equality Act 2010 and sets out draft equality objectives for the 2025 to 2029 period. These reflect both objectives against which the Chief Constable will be held to account and objectives of the PCC in discharging governance and commissioning responsibilities.
- 10.3 Consultation on the priorities in the Plan undertaken via the Police and Crime Plan was undertaken as part of a robust programme of social research which was representative of the local population by age, gender and ethnicity. Further engagement was undertaken via the IAG structures to obtain the views of underrepresented communities. .

11. RISK MANAGEMENT

- 11.1 Risks to the delivery of the Plan will be regularly assessed throughout the planning period through existing strategic risk management structures and processes.

12. POLICY IMPLICATIONS

- 12.1 The Plan sets the basis for development and deployment of a wide range of policy initiatives which will be assessed on a case by case basis.

13. DETAILS OF OUTCOME OF CONSULTATION

- 13.1 Stakeholder consultation identified strong support for the overarching priorities and objectives of the draft Plan. Key revisions made to the Plan as a result of subsequent consultation are outlined in this paper.

14. APPENDICES

- A. Nottinghamshire Police and Crime Plan 2025-29

15. BACKGROUND PAPERS (relevant for Police and Crime Panel Only)

For any enquiries about this report please contact:

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