

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	28th April 2014
Report of:	Paddy Tipping Police Commissioner
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Agenda Item:	5

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT

1. PURPOSE OF THE REPORT

- 1.1 This report presents the Police and Crime Panel (Panel) with the Police and Crime Commissioner's (Commissioner) update report.
- 1.2 In accordance with section 13 of the Police Reform and Social Responsibility (PR&SR) Act 2011 and subject to certain restrictions, the Commissioner must provide the Panel with any information which the Panel may reasonably require in order to carry out its functions. The Commissioner may also provide the Panel with any other information which the body thinks appropriate.
- 1.3 This report provides the Panel with an overview of current performance, key decisions made and his activities since the last report in December 2013.

2. RECOMMENDATIONS

- 2.1 The Panel to note the contents of this update report and consider and discuss the issues.

3. REASONS FOR RECOMMENDATIONS

- 3.1 To provide the Panel with information so that they can review the steps the Commissioner is taking to fulfil his pledges and provide sufficient information to enable the Panel to fulfil its statutory role.

4. Summary of Key Points

POLICING AND CRIME PLAN – (2013-18)

- 4.1 Performance against targets across all themes is contained in the tables at **Appendix A** up to February 2014.
- 4.2 It should be emphasised that some of the performance data is only readily available on a quarterly basis (especially partnership and other national data) and therefore not available for this report. However, some data is now reported on to show comparative City and County performance.
- 4.3 The Performance data contained in this report has been taken from the Force's detailed and validated unrestricted monthly Performance and Insight Reports and Commissioner's weekly performance reports in respect of key Policing Plan priorities.
- 4.4 The Commissioner has a statutory duty to ensure that the Force is efficient, effective and provides value for money. A range of performance indicators relating to the 7 strategic themes contained within the current Police and Crime Plan are monitored by the Office of Commissioner and where performance is identified as a risk the Commissioner holds the Chief Constable to account to seek assurances that action is being taken to address the performance concerns.
- 4.5 The Commissioner will do this through bilateral weekly meetings with the Chief Constable and through an extended bimonthly Resource and Performance meeting with the wider Chief Officer Team. In addition, the Commissioner, his Deputy and various members of his office attend a number of Force and Divisional performance meetings where necessary assurances are sought and obtained.
- 4.6 The following performance indicators identify areas which are currently off target. Further explanation is given in the respective theme and also **Appendix A**:
- 60% of people agree that the Police and Council are dealing with local Anti-Social Behaviour and other crime issues – Currently 51.5%
 - Improve the current timeliness and quality of files – quality and timeliness still an issue at Magistrates Court – only 0.6% off target and the data are unreliable as four months' worth is missing.
 - Reduce % of ineffective trials in the Magistrates' and Crown Courts – still an issue in both Crown and Magistrates Courts
 - 10% reduction in All Crime across the Force - +0.2% in February 2014
 - 37% detection rate (including Positive Outcomes) for recorded offences – 33.1% in February 2014

- 10% increase (year on year) in the numbers of confiscation and forfeiture orders compared to 2012-13: -5.2% compared to previous year
- Total number of days lost due to sickness (3.7%) – Officers only 4.02%
- BME representation (to close the gap) - Current BME representation in Force stands at 4.3% overall, 4.1% for Officers and 4.6% for staff (February 2014) and BME community representation is 11.2%.

4.7 The Commissioner is satisfied that the Chief Constable is aware of these issues and is taking appropriate action to address them all.

Theme 1 Protect, support and respond to victims, witnesses and vulnerable people

Performance

4.8 As of December 2013, it will be seen that 87% of victims of crime are completely, very or fairly satisfied with the service they have received from Nottinghamshire Police which is just 3% away from the 90% target. The County is 87.5% and the City is 86.3%.

4.9 In December, 96.7% of victims and witnesses were satisfied or very satisfied with the services provided in Court and the 90% target has been achieved in each of the last 12 months. Year-to-date figures (April - Dec 2013) show an average satisfaction level of 94.5%, while 75.3% felt confident to give evidence.

4.10 Over the past 12 months ending in September 2013, 51.5% of people agreed that the Police and Council are dealing with local anti-social behaviour and other crime issues. Performance is stable but remains below the 60% target (by 2015-16).

4.11 The Force has been set a target (5% year-on-year compared to 2012-13) to reduce the number of repeat victims of:

- Domestic Violence (DV)
- Hate Crime (HC)
- Anti-Social Behaviour (ASB)

4.12 During the year repeat victimisation has decreased by 9.9% which is driven by ASB (-14%). The Table below also shows the current performance for Domestic Violence (+5.9%, was +9.3%) and Hate Crime (+35.9%, was +46.4%):

Domestic Violence	Year-to-date performance				Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
City	701	613	88	14.4%	582	119	17.0%
County	941	937	4	0.4%	890	51	5.4%
Force	1642	1550	92	5.9%	1473	169	10.3%

Hate Crime	Year-to-date performance				Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
City	28	15	13	86.7%	14	14	50.0%
County	25	24	1	4.2%	23	2	8.0%
Force	53	39	14	35.9%	37	16	30.2%

Anti-Social Behaviour	Year-to-date performance				Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
City	2,498	2,677	-179	-6.7%	2,543	-45	-1.8%
County	2,984	3,696	-712	-19.3%	3,511	-527	-17.7%
Force	5,482	6,373	-891	-14.0%	6,054	-572	-10.4%

- 4.13 The numbers for Hate Crime are low which makes the percentage change more pronounced. The City has greater repeat victimisation in both crime types (+14.4% DV, +86.7% HC).
- 4.14 The Force continues to record significant reductions in the number of persons Killed or Seriously Injured (KSI) on Nottinghamshire's roads. The reductions during quarters one, two and three (January – September) have been so strong that the Force is easily achieving the 9.0% adjusted target for the current year, and also remains in a favourable position against the long-term Road Safety Partnership target of a 40% reduction by the year 2020 .
- 4.15 Reductions are recorded in all of the road-user groups when compared to last year, with the largest percentage reduction in the fatalities group.
- 4.16 Quarter four provisional data suggests that the current trend will continue, allowing confidence that Nottinghamshire is experiencing a consistent reduction in the number of persons Killed or Seriously Injured on the roads .
- 4.17 Although the overall KSI reduction figure for 2013 looks very promising there is no room for complacency as the number of recent fatalities has shown. December 2013 saw 10 deaths, January and February 2014 - 7 and 1 respectively. The current figure is now 12 deaths in 2014 a figure we only reached in July 2013. Each collision is under investigation and a number of causation factors are emerging which are being translated into police enforcement activity throughout the year.

Activity:

- 4.18 The Force continues to work with partners to reduce the number of repeat victims by providing effective intervention at the time of the first incident. An increase in repeat victims of Domestic Violence is a concern and suggests that positive action to tackle repeat victimisation in this area is proving to be challenging. Domestic Violence repeat victims are being managed at a local

level to ensure that those who are most vulnerable are receiving an appropriate level of support.

- 4.19 The Commissioner has emphasised the importance of reducing repeat victimisation for DV victims in his refreshed Police and Crime Plan and the Force is committed to taking swifter action but are also reliant on partnership support.
- 4.20 The Force is currently making preparations for Operation Drosometer 3, which begins on the 1st of April and will run for two months. Activity will focus on the fatal 4 road offences (mobile phones, seatbelts, speeding, drink/drug driving) and is timed to coincide with a seasonal uplift in road casualties.
- 4.21 New national guidance has come into effect which ensures all victims of crime are treated appropriately and kept informed regarding the progress of their case.
- 4.22 The new Code of Practice for Victims of Crime, which came into force in December 2013, aims to improve the experience of victims of crime from the point of reporting a crime through to the end of a trial. It sets out the services and information all victims are entitled to receive from criminal justice agencies and the extra support required for victims of the most serious crime, persistently targeted and vulnerable or intimidated victims. It includes reform that allows victims to choose whether to make a Victim Personal Statement to be read out in court on a guilty verdict which details the emotional and physical effects of their experience at the hands of the offender.
- 4.23 The Deputy Commissioner has been appointed as chair of the Local Criminal Justice Board's Victims' Group which is dedicated to improving the experience of victims and delivering more efficient justice. She will also lead on the commissioning of victims' services, which transfers to the OPCC from October 2014, and oversee the roll out of the Victims Code providing victims with a legal right to information about their case.
- 4.24 Victims of crime in Nottinghamshire are now being given access to a brand new web-based service 'Track My Crime' which gives them instant access to the status of their case.
- 4.25 Victims can log on and view progress updates and also register for email alerts when something is updated in a bid to make their journey through the criminal justice system smoother. The system, which has been designed to work on Smartphone's, tablets and desktop computers, is similar to internet banking and promises to revolutionise how police communicate with the public as well as save officer time. Victims will still be able to receive face-to-face updates, letters and phone calls if they prefer this mode of contact.

Theme 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process

- 4.26 The Crown Court continues to meet target in terms of both file quality and timeliness, with the current year to date (data is to January 2014) error rate and late rate lower than the positions reported last month. Examining monthly performance for files submitted to the Crown Court suggests an improvement in quality, with the error rate reducing month-on-month through the majority of this year.
- 4.27 **Please note that there is no new data available for the Magistrates Court^a.** The Magistrates Court is achieving the file quality target, but not the timeliness target, with a late rate that is slightly higher than that reported last month. Monthly performance for files submitted to the Magistrates Court appears to show a high level of fluctuation, meaning that it is not possible to provide an indication of trends in the long-term. This is further compounded by the fact that the Magistrates Court also failed to return any data to the Force for the month of September.
- 4.28 Nottinghamshire Criminal Justice Area is showing a year-to-date conviction rate of **84.2%** for cases prosecuted through the Magistrates' Courts (MC) and **85.3%** for cases prosecuted through the Crown Court (CC).
- 4.29 The Crown Court have achieved target year-to-date, having recorded a rate more than four percentage points higher than the national average rate. The Magistrates Court is within reach of target, at only 0.3pp below the national average. The Crown Court is showing the greater improvement when compared to last year's position, with an increase of 6.0 pp at the end of quarter three, while the Magistrates court has recorded a rate similar to last year.
- 4.30 Year-to-date figures to December 2013 show that the current effective trial rate is 43.4% for the Crown Court and 41.9% for the Magistrates Court, meaning that neither court is achieving the effective trial rate target of 50%.
- 4.31 Performance across both courts has been fairly static since the start of 2012, and there is little change in the effective trial rate for either court this month. The proportion of cracked trials (where the defendant offers on acceptable plea or the prosecution offers no evidence) and ineffective trials (where no final outcome is reached) also remain broadly similar to last year.
- 4.32 Current trends suggest that the target will be a challenging one to achieve this year. Improvements in file quality and timeliness may help to support the Criminal Justice Service in improving the effective trial rate for the courts.

^a It has not been possible to update this information as the Magistrates Court failed to return data for the months of November through to January

Activity:

- 4.33 The Force continues to work with its local criminal justice partners to take action to increase the quality and timeliness of the evidence submitted by officers. Key issues have been identified and a Force working group continues to meet in order to tackle the range of issues.
- 4.34 The Commissioner has recently launched independent research project into an offender reconciliation scheme. Independent research companies are invited to bid for a contract that will enable him to deliver enhanced restorative justice services across the county.
- 4.35 The Deputy Commissioner has launched a formal tendering process which will appoint an experienced researcher or consultancy agency to examine current restorative justice practice in Nottinghamshire and provide evidence on how the initiative can help heal victims' experiences and reduce re-offending. The successful applicant will also help the Commissioner to devise a restorative justice strategy for the county and consult with victims and the public to gain their feedback on the possible sanctions that could be offered to offenders as part of a community resolution or conditional caution.
- 4.36 Imprisonment is not enough to deter the most prolific criminals and rehabilitation is really the only solution. Restorative justice brings emotion into offending and holds those responsible to account so they are forced to take responsibility for the actions – possibly for the first time.

Theme 3: Focus on those local areas that are most affected by Crime and anti-social behaviour (ASB)

- 4.37 Year-to-date the Force continues to record a similar volume of offences to that recorded last year (an increase of 0.2% or 151 offences). Despite this, the Force is still a considerable distance away from the 10% reduction target and will not be able to achieve this by year end.
- 4.38 Violence Against the Person (VAP), Theft & Handling and Burglary Dwelling continue to generate a large volume of recorded offences for the Force, however recent performance has been more favourable with the period November-February recording either decreases or marginal increases for these groups compared to last year. The month of February is normally expected to be a low volume month; however, this February recorded the lowest monthly crime volume for over five years and continues a downward trend from May 2013.
- 4.39 The table below shows the performance of the 15 Priority Plus and High Impact Areas.

Partnership Plus Area	Year-to-date performance				Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Stretch Target	Difference from Target	Percentage Difference from Stretch Target
Arboretum	1,367	1,227	140	11.4%	933	434	31.7%
Aspley	1,414	1,559	-145	-9.3%	1185	229	16.2%
Bridge	852	915	-63	-6.9%	695	157	18.4%
Bulwell	1,705	1,726	-21	-1.2%	1312	393	23.0%
St Anns	1,105	1,033	72	7.0%	785	320	29.0%
Carr Bank	276	274	2	0.7%	225	51	18.5%
Portland	809	733	76	10.4%	601	208	25.7%
Woodlands	794	731	63	8.6%	599	195	24.6%
Hucknall Central	335	396	-61	-15.4%	325	10	3.0%
Hucknall East	595	476	119	25.0%	390	205	34.5%
Kirkby East	515	542	-27	-5.0%	444	71	13.8%
Sutton Central/East	991	960	31	3.2%	787	204	20.6%
Castle/Magnus	1,187	1,205	-18	-1.5%	1012	175	14.7%
Worksop	2,297	2,226	71	3.2%	1870	427	18.6%
Eastwood South	667	490	177	36.1%	402	265	39.7%
Netherfield And Colwick	520	568	-48	-8.5%	466	54	10.4%

4.40 The table below shows the All Crime Breakdown by Area.

	Year-to-date performance				Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
Force	62,418	62,280	138	0.2%	56,052	6,366	10.2%
City	27,488	27,664	-176	-0.6%	24,898	2,590	9.4%
County	34,930	34,616	314	0.9%	31,154	3,776	10.8%
Ashfield/Mansfield	12,208	11,951	257	2.2%	10,756	1,452	11.9%
Ashfield	6,092	6,102	-10	-0.2%	5,492	600	9.9%
Mansfield	6,116	5,849	267	4.6%	5,264	852	13.9%
Bassetlaw/N & S	11,109	10,838	271	2.5%	9,754	1,355	12.2%
Bassetlaw	6,274	6,178	96	1.6%	5,560	714	11.4%
Newark & Sherwood	4,835	4,660	175	3.8%	4,194	641	13.3%
South Nottinghamshire	11,613	11,827	-214	-1.8%	10,644	969	8.3%
Broxtowe	4,329	4,219	110	2.6%	3,797	532	12.3%
Gedling	4,254	4,444	-190	-4.3%	4,000	254	6.0%
Rushcliffe	3,030	3,164	-134	-4.2%	2,848	182	6.0%
City	27,488	27,664	-176	-0.6%	24,898	2,590	9.4%
City Central	7,597	7,056	541	7.7%	6,350	1,247	16.4%
City North	7,815	7,858	-43	-0.5%	7,072	743	9.5%
City South	5,417	5,485	-68	-1.2%	4,937	481	8.9%
City Centre	6,659	7,265	-606	-8.3%	6,539	121	1.8%

4.41 The Force is maintaining a year-to-date reduction in the volume of Anti-Social Behaviour (ASB) incidents and is also achieving the 8% target reduction. A slowdown in trend noted in previous reports remains this month, with the current year-to-date reduction of 8.1% (2,868 incidents) lower than the position reported at the end of January.

4.42 This has been driven by a 27.3% (259 incidents) increase recorded on the City in February, and this compares to an 8.2% reduction (114 incidents) on the County. As a result of performance on the City, the Force has recorded an increase of 6.2% (145 incidents) in February when compared to February last year.

- 4.43 The Force is currently recording a detection rate of 33.1% year-to-date, a 3.0 percentage point (pp) drop compared to same period of last year and 3.9pp below the Police & Crime Plan target. When considering detections awaiting approval the rate increases to around 33.5%, also below the 37% Police and Crime Plan target.
- 4.44 Detection rates on the divisions are similar to those seen at Force level (33.6% on the City, 32.4% on the County).
- 4.45 One driver behind the drop in detection rate is a reduction in the volume of detections recorded against an increase in offence volume. The reduction in detection volume appears to be predominately driven by a large drop in the volume of TIC disposals, across both City and County. This drop seems to have been partially driven by external factors and the Force will require a significant increase in the volume of detections it achieves in the remainder of the year in order to stand a chance of meeting target.

Activity:

- 4.46 This Force's proactive work to reduce violence, such as the '**Alliance Against Violence**' campaign, is having a positive effect on performance.
- 4.47 In March 2014 the Commissioner unveiled details of the 2014-15 grants scheme which will help local groups and community-based organisations support victims of crime and reduce offending.
- 4.48 Some £250,000 from his Community Safety Fund has been ring-fenced for this purpose and grants of up to a maximum of £25,000 are available. This year, the Commissioner is particularly keen to support services which focus on early intervention such as those that provide support for victims of hate crime, sexual violence and domestic violence in ways not currently being met. He is also interested in hearing from BME projects which aim to build trust and understanding of the police and those initiatives which aim to reduce antisocial behaviour.
- 4.49 The Commissioner has completed his walk about activity visiting all key crime areas with the Deputy Commissioner between October 2013 and March 2014 and has a better understanding of the issues at grass roots levels. These visits provide him with assurance that what can be done is being done. However, these visits also provided him with valuable insight into key issues which he has taken into account as part of the Police and Crime Plan and Delivery Plan refresh.
- 4.50 The Commissioner continues to obtain assurance that the Chief Constable is firstly aware of the issues and is taking appropriate action to tackle them. In support of this, officers from the Commissioner's Office continue to attend Force and Divisional Performance meetings and the Commissioner and Deputy Commissioner are subsequently briefed on any emerging risks to performance.

4.51 The three Partnership Gold Groups continue to meet and implement their action plans.

4.52 In addition to activities undertaken by Gold Groups and Community Safety Partnerships (CSPs), key actions being taken by the Force on other key performance risks include:

Crime Type	Location	Current Actions
All Crime	County	The County's Partnership Plus Areas are subject to costed delivery plans which are funded through the Safer Nottinghamshire Board. These plans are monitored and delivered through the Community Safety Partnerships for each of the County Operational Areas. The Partnership Plus areas are subject to an inflated All Crime reduction target of 18% (16% in Bassetlaw/Newark & Sherwood) due to the increased funding available to these areas to tackle Crime and Anti-Social Behaviour.
All Crime	City	The City's Priority Wards are monitored through the City Crime and Disorder Partnership and are subject to additional activity in order to tackle the high volume issues in these areas.
VAP	Hotspot areas	A micro-beat technique is being used to identify sub-beat level areas within hotspot locations for VAP offences, such as those areas in town and city centres where violence offences are likely to occur. It is intended that this technique will allow officers to prevent or diffuse potentially violent situations before they can escalate.
VAP	Force-wide	Directed activity to target Violent Crime (particularly VAP) continues to be managed through the Force Violence gold group.
VAP	City	Operation Promote has now concluded on the City Centre. This operation aimed to reduce VAP offences where drugs such as cocaine are a contributory factor. Results analysis covering the period that the operation ran reveals a notable reduction in VAP offences, and a number of persons were arrested and referred to the Criminal Justice Intervention Team (CJIT) in relation to drugs offences over this time.
Theft and Handling	City	Operation Dormice continues to run in the City. This operation is working to reduce shop thefts in the top retail premises by identifying and managing prolific offenders through the Integrated Offender Management team. The operation has also been extended to West Bassetlaw in response to high numbers of shoplifting offences this year.

Theme 4: Reduce the impact of drugs and alcohol on levels of crime and anti-social behaviour

4.53 Year-to-date figures reveal that 13.8% of All Crime in Force was alcohol related, compared to 16.1% last year. (Year-to-date: City 15.5%, County 12.2%). Over the same time periods, 24.9% of Violent Crime (All VAP, Robbery but excluding Sexual Offences) was alcohol related in 2013/14, compared to 28.8% in 2012/13. The current position of 24.9% appears at odds with CSEW results for 2011/12 where the national average for the same offences was 47%.

4.54 Due to current recording limitations there is no target for this measure and the current results should be treated with some caution during the monitoring phase. Improvements in recording practices are monitored with a view to setting a target in later years.

4.55 The Force Alcohol Tactical Group continues to monitor alcohol-related crime performance through its quarterly meetings.

Activity:

- 4.56 The Alcohol Strategy continues to be implemented and the Commissioner. In conjunction with partners it will expand support services for those affected and bring tougher enforcement. It will also ensure a unified approach to tackling the problem in the future.
- 4.57 Twenty areas across England and Wales are being set up as Local Alcohol Action Areas (LAAAs) to combat drink-fuelled crime and disorder and the damage caused to people's health. Work in the LAAAs will also be focused on promoting diverse night time economies. Nottingham and Nottinghamshire County have been successful in a joint bid to the Home Office to become a LAAA. There was considerable competition for LAAA status and the award represents a vote of confidence in the city and the county's approach to alcohol.
- 4.58 LAAAs will receive additional support and insight from government to assist local agencies to tackle alcohol related crime, anti-social behaviour and the health harms caused by alcohol misuse. They will be able to draw on expertise and support from the highest level while sharing best practice with others facing similar challenges. This validates the emphasis the Commissioner has placed on tackling alcohol abuse and gives additional impetus to the delivery of the county-wide alcohol strategy.
- 4.59 The Commissioner will seek to ensure that there is cohesive action between all the different organisations impacted by alcohol-related issues within his countywide Alcohol Strategy.
- 4.60 The increased level of engagement with the Home Office which the LAAA represents will allow issues for Nottingham and Nottinghamshire to be raised at the highest level helping to ensure the best outcomes for citizens.

Theme 5: Reduce the threat from organised crime

- 4.61 There is no update on the THR level since last month. In terms of criminal intent and capability, the current threat from Serious, Organised Crime in Nottinghamshire remains significant and consistent despite evidence of successful disruption within the last 12 month period as a result of various Nottinghamshire Police and EMSOU operations.
- 4.62 The current intelligence picture relating to organised criminality, coupled with the upcoming prison release of key individuals linked to organised crime, suggests that the medium term threat from Serious, Organised Crime in Nottinghamshire will not change from its current threat status of significant and consistent.
- 4.63 The activities of Organised Crime Groups present one of the priority external threats to policing in Nottinghamshire. They have a direct and indirect involvement in a wide range of serious criminality including Murder, Serious Violence, the Criminal Use of Firearms, Drugs Supply, Serious Acquisitive

Crime, Fraud and Sexual Exploitation. They impact upon confidence and satisfaction, community cohesion and police endeavours to reduce crime and keep people safe from the risk of harm.

- 4.64 In respect of the number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders, the target for this measure is to increase the number of confiscation and forfeiture orders compared to last year, currently the Force is recording a slight decrease in the number of orders, with 165 orders this year compared to 174 last year (a reduction of 5.2%).
- 4.65 This reduction in the number of orders means that the Force has not achieved the year-to-date target volume, with 165 orders compared to a target of 191, meaning that the Force has fallen short of target by 26 orders or 16.0% based on year-to-date figures. It is worth noting that despite monthly fluctuations at the start of the year, this year-on-year picture appears to be fairly stable, with the current gap to the target and comparisons to last year both being similar to last month.
- 4.66 So far this year the Force has recorded a total order value of £887,973.01 (down £451,962.61 or 33.7% compared to last year). This equates to an average order value of £5,381.61, a decrease of 33.7% compared to the average order value recorded during the same period of last year (£7,700.78). Again, it should be noted that this position is similar to that reported last month.

Activity:

- 4.67 In terms of the management of each active Organised Crime Group by the police, each group has a specific management plan and Lead Responsible Officer, with progress monitored through the Level I and Level II Force Tasking and Coordination process in line with National Intelligence Model (NIM) guidelines.
- 4.68 The Force has recently appointed 5 new staff to support POCA investigations and some local housing keeping and streamlining will lead to a year on year increase in the numbers of confiscation and forfeitures. However, it should be noted that some cases may take up to 4 years to be concluded.

Theme 6: Prevention, early intervention and reduction in re-offending

- 4.69 There have been 425 First-Time Entrants (FTEs) into the Youth Justice System this year (April – February 2014). This is a reduction of 10.9% (52 FTEs) compared to last year. The current year-to-date target has therefore been achieved i.e. currently 1.0% or 4 FTEs better than target.
- 4.70 The largest reduction this year is seen on the County, where a 18.0% reduction was recorded, while the City recorded a reduction of 3.4%.

- 4.71 The use of Restorative Justice disposals and Community Resolutions came into force at the beginning of 2012-13 and it is expected that as it gathers momentum there will be less FTEs year on year.
- 4.72 National data published by the Ministry of Justice covering the 12 months to March 2012 suggests that Nottinghamshire had a 'proven' reoffending rate of 36.7% (compared to 37.6% for the 12 month period ending December 2011), 2.9 percentage points above the national average of 33.8%, placing the Force 32nd out of 36 areas. However, please note that this data relates to activity over 12 months ago albeit the most recent.
- 4.73 When considering the Force's Acquisitive Crime cohort (data to end of February 2014), there are currently 304 IOM (Integrated Offender Management) nominals managed by the Force with just over half in the City. The majority of nominals are adult, with 9% currently classed as a juvenile.
- 4.74 Cross referencing the 304 nominal's against named offenders and/or suspects for offences recorded in 2013/14 (April – February) reveals that 579 offences have had an IOM nominal listed as an offender and a further 487 offences have had an IOM nominal listed as a suspect. This activity can be linked to 203 nominals or two thirds of the current IOM cohort. These offences combined account for 1.7% of recorded crime in 2013/14

Activity:

- 4.75 The Commissioner will receive ring-fenced funding from Government from April 2014 to deliver restorative justice services. Funding for victims' support services will follow from October 2014. A new model of victims' support services, which will include the independent delivery of a high quality restorative justice service, will be delivered from April 2015. It is hoped that partners' funding for these types of services can be aligned with the Commissioner's funding.
- 4.76 On 14th March 2014 the Commissioner launched a Consultancy tender brief 'Restorative Practice Strategy' the purpose of which is to:
- § fill the gaps in knowledge of restorative justice practices across Nottinghamshire;
 - § define an evidence base of how restorative practice can contribute towards repairing harm to victims and reducing re-offending;
 - § develop a Nottingham/shire restorative practice strategy, defining common definitions, services and occupational standards for organisations and individuals involved in providing services and delivering restorative practice;
 - § advise and make recommendations on how generic victim services and restorative practice should best work together to ensure an integrated pathway of support for victims;
 - § advise on the likely need and future demand for restorative justice services;

- § develop a delivery model for the future delivery restorative practice; and
- § consult with victims and members of the public on their views on a list of sanctions to be offered as part of community resolution or conditional caution.

Theme 7: Spending your money wisely

4.77 The Government's grant has reduced significantly and in order to balance the budget, savings of £8.6m need to be made in 2013-14. Detailed plans are in place to ensure the savings target is met. Confirmed efficiencies are currently being made through staff savings and savings from Fleet, Estates and Collaboration.

4.78 The latest 12 month rolling sickness data for the Force has shown that officer sickness reduced to 4.02% in February 2014 from 4.53% in March 2013 and 4.55% in February 2013. HR is continuing to work closely with line managers to reduce the number of officers on long term sick. (See Section 5 below for a more detailed

4.79 Current BME representation in Force stands at 4.3% (January 2014). This shows little change from the proportion recorded in March 2012, however the Force is in the process of recruiting new officers following a positive action campaign and therefore a change may be seen in the representation statistics in the coming months.

4.80 The 4.3% figure is lower than the BME population of Nottinghamshire, which stands at 11.2% (Source: 2011 Census Data).

Activity:

4.81 The Commission has met recently with the Chief Constable to discuss options for further efficiency savings. The HMIC report '*Policing in Austerity: Rising to the Challenge Compendium*' was used in preparation for those discussions.^b

4.82 The BME Project Steering and Joint Working Group continue to meet monthly to discuss the key themes of stop and search, recruitment and training.

5. ATTENDANCE MANAGEMENT

5.1 At the last Panel meeting there was a request that the Commissioner provides a more detailed report on sickness absence reports. This section of the report provides an overview.

^b The HMIC Report details numerous practical examples from the 2013 valuing the police inspections where forces have made efficiency savings. <http://www.hmic.gov.uk/publication/policing-in-austerity-rising-to-the-challenge-compendium/>

5.2 The Attendance Management Policy was introduced in October 2012. Since then, the 12 month rolling average (Force wide) police officer sickness has reduced from 4.67% to 3.99% (a reduction of 15%), and police staff sickness has decreased from 4.44% to 3.69% (a reduction of 17%).

5.3 Comparing the end of October 2012 with the end of January 2014:-

- § Sickness within Contact Management for police staff has reduced by 22% over the reference period (from 7.85% to 6.10%). The 12 month rolling average police staff sickness within Contact Management peaked at 8.96% in August 2012 and has reduced to 6.10% as at the end of January 2014.
- § The 12 month rolling average for Crime and Justice (C&J) sickness for officers and staff has decreased to 4.25% and 4.09% respectively in Jan 2014 (from 6.09% and 4.91%).
- § Sickness rates for officers in City and County Divisions reduced to 3.70% and 4.08% at the end of January 2014 (from 4.22% and 4.62% respectively in October 2012).
- § Operational Support Department (OSD) officer sickness has increased to 5.99%. This is primarily due to officers on long term sickness.
- § Corporate Services police staff sickness has reduced by 29% from 2.56% to 1.82%

5.4 The cost of officer sickness in the period from Oct 2012 until to Jan 2014 has reduced by £0.7m, and police staff sickness in the same period reduced by £0.2m.

Year on year comparison

5.5 The latest 12 month rolling data for Officers (as at the end of January 2014) shows sickness has decreased to 3.99% compared to 4.41% in January 2013, and police staff has decreased to 3.69% (from 4.20% in January 2013). This represents a reduction of 10% for officers and 12% for police staff during this 12 month period.

5.6 Table 1 below provides a summary of sickness rates comparing the end of January 2013 to the end of January 2014.

Table 1 - Police Officers	Officers	
	January 2013	January 2014
City	4.40%	3.70%
County	4.54%	4.08%
Corporate Services	1.78%	2.98%
Crime & Justice	4.83%	4.25%
CM	9.56%	11.18%
OSD	4.81%	5.59%

Total	4.41%	3.99%
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5.7 Table 2 below provides a summary of sickness rates comparing end of January 2013 to end of January 2014.

Table 2 - Police Staff	Police staff	
	January 2013	January 2014
City	2.50%	2.63%
County	4.09%	3.77%
Corporate Services	2.77%	1.82%
Crime and Justice	4.94%	4.09%
Contact Management	6.90%	6.10%
OSD	1.86%	1.42%
Total	4.20%	3.69%

5.8 Force wide, table 3 below provides a summary of the 12 month rolling data for sickness on a quarterly basis since September 2011.

Table 3 – Summary of 12 month sickness

	Officers	Police Staff
Sept 11	4.83%	4.08%
Dec 11	4.89%	3.95%
March 12	4.86%	3.87%
June 12	4.77%	4.01%
Sept 12	4.68%	4.32%
Dec 12	4.69%	4.40%
March 13	4.53%	4.24%
June 13	4.18%	3.94%
Sept 13	4.05%	3.80%
Dec 13	4.03%	3.77%

5.9 During the period identified above, sickness has reduced by 17% for officers 8% for police staff.

5.10 Since the beginning of the 2013/14 financial year, 624 individuals have breached the first stage short term trigger and 17 individuals stage 2. Of these, HR has been advised that 489 have had a formal attendance management Stage 1 meeting with line managers (76%). The figures represent an improvement from 73% which was reported at the December 2013 Professional Standards and Integrity Board which the Deputy PCC attends.

- 5.11 Regular reports are being provided to line managers detailing individuals who breach 3 or more absences / 10 days in a rolling 12 month period. HR is providing support / coaching as required.
- 5.12 Attendance Management training is contained within 'Shaping Conversations' programme.
- 5.13 The number of long term sickness cases as at 31st January 2014 was 70 - this represents a decrease from 92 in October 2013. A breakdown of the 70 cases are:
- § 34 (49%) Stress / anxiety / depression
 - § 19 (27%) Musculoskeletal
 - § 7 (10%) Serious illness / life threatening conditions
 - § 5 (7%) Operations e.g. Abdominal and Gynaecological
 - § 5 (7%) Other
- 5.14 The national 2013 Chartered Institute of Personnel and Development annual absence survey, which covers public and private sectors, confirmed that stress remained the top reason for sickness absence across all organisations. Nottinghamshire Police is not untypical.
- 5.15 A Force wide 'work and wellbeing' survey has been commissioned from Nottingham University for all officers and police staff. This is currently being undertaken. The aim is to identify a baseline of wellbeing/ stress levels felt by staff. The results will be reported back to the Force in approx April / May.

DECISIONS

- 5.16 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.

Significant Public Interest Decisions

- 5.17 The Commissioner's web site provides details of all significant public interest decisions. Since the last report a number of decisions have been in respect of:
- **Payment of Police Pensions:** An approach to reclaim the overpayment of Police Pension from future police pensioner payments.
 - **Replacement of Oil Fired Heating at Sherwood Lodge with Biomass:** Installation of a biomass boiler at Sherwood Lodge.
 - **Re-imbursments and Allowances:** Payments made currently refer to several documents and can therefore be subject to error. There is now one core document that consolidates these.

- **Business Case ICT Telephony Solution:** Two systems now one service.
- **Regulation A19 Against ET Decision:** Decision made to appeal to the EAT
- **Provision of Temporary Staff to Nottinghamshire Police:** Addecco UK to provide temporary staff as and when required.
- **Refurbishment works to Bridewell, Mansfield and Newark Police Stations Custody Suites:** Successful tender will now carry out these works.
- **Precept Revenue, MTFP, Reserves Strategy, 4 year capital programme and treasury management reports 2014-15:** Approved
- **Integrated Operational Support for the East Midlands Region:** An integrated operational support department for the East Midlands Region approved.
- **Grants and Commissioning 2013:** Final list of small grants approved.
- **Delegations to temporary Chief Finance Officer:** A temporary Chief Finance Officer has been appointed to cover a period of absence of the permanent post holder.
- **County Substance Misuse Contract:** Financial support agreed.
- **New HR Policies and Procedures:** Six HR policies and procedures which have been redrafted to ensure that they conform to Police Regulations 2003 and employment legislation agreed.
- **Independent Victims and Police and Crime Plan Priorities and Police Budget and Precept Research:** Approved.

ACTIVITIES OF COMMISSIONER

5.18 Since the last report, the Commissioner and Deputy Commissioner have been engaged in a number of activities and meetings in relation to strategic matters, media activities, conducted numerous walkabouts and engaged with partners and various communities. These extensive activities reflect the Commissioner's commitment and pledge to be the People's Commissioner.

5.19 As detailed in section 2 above, the Commissioner and Deputy Commissioner continue to take steps to obtain assurances that the Chief Constable has not only identified the key threats to performance but more importantly that swift remedial and appropriate action is being taken to tackle the problems especially in the top 15 Priority Wards in the County and High Impact Wards in the City.

5.20 The Commissioner continues to invite partners to raise their game by working even closer together in partnership with the Police to tackle the emerging issues currently adversely impacting overall performance.

5.21 The Commissioner has consulting with the people of Nottinghamshire to ensure that the refreshed Police and Crime Plan and the budget to deliver it reflect their

views and expectations. A final copy of the plan is available on the PCC web site.

5.22 **Appendix B** contains the Commissioner's newsletter for February 2014 and provides more detail of his and his Deputy's activities since the last Panel report.

6. Financial Implications and Budget Provision

6.1 None - this is an information report. Although the report does contain some information on budget variance.

7. Human Resources Implications

7.1 None - this is an information report. However, the report does provide some information about BME representation.

8. Equality Implications

8.1 None – although it should be noted that high levels of crime occur predominately in areas of high social deprivation.

9. Risk Management

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

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

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

11. Changes in Legislation or other Legal Considerations

11.1 None which affects the content of this report.

12. Details of outcome of consultation

12.1 The Deputy Chief Constable will be consulted on this report and feedback will be taken into account where possible.

13. Appendices

- A. Performance Tables
- B. Commissioner's Newsletter for February 2014

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

- Police and Crime Plan 2013-2017 (published)
- Force Performance and Insight Reports – February 2014

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