

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

Monday, 16 September 2013 at 14:00

**Mansfield District Council, Civic Centre, Chesterfield Road
South, Mansfield, Notts. NG19 7BH, [Venue Address]**

**There will be a pre-meeting for Panel Members
only at 1.00 pm in the Meden Room**

AGENDA

- | | | |
|----------|---|----------------|
| 1 | Minutes of last meeting held on 24 June 2013 | 3 - 16 |
| 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 | Police and Crime Commissioner's Update | 17 - 48 |
| 5 | Regional Collaboration Update Report | 49 - 52 |
| 6 | Domestic Violence Update | 53 - 62 |
| 7 | Work Programme | 63 - 68 |
| 8 | Review of Membership - Update | 69 - 70 |

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 such meetings.
- (b) Declarations of Interests – Persons making a declaration of interest should have regard to their own Council's Code of Conduct and the Panel's Procedural Rules.

Members or Officers requiring clarification on whether to make a declaration of interest are invited to contact Keith Ford (Tel. 0115 9772590) or a colleague in Democratic Services at Nottinghamshire County Council prior to the meeting.

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

Customer Services Centre 0300 500 80 80

(d) Membership

Councillor Chris Barron – Ashfield District Council
Councillor Eunice Campbell – Nottingham City Council
Councillor David Challinor – Bassetlaw District Council
Councillor John Clarke – Gedling Borough Council
Councillor Jon Collins – Nottingham City Council
Councillor Georgina Culley – Nottingham City Council
Mayor Tony Egginton – Mansfield District Council
Mrs Christine Goldstraw – Independent Member
Mrs Suma Harding – Independent Member
Councillor John Handley – Nottinghamshire County Council
Councillor Glynn Gilfoyle – Nottinghamshire County Council
Councillor Pat Lally – Broxtowe Borough Council
Councillor Bruce Laughton – Newark and Sherwood District Council
Councillor Keith Longdon – Nottinghamshire County Council
Councillor Debbie Mason – Rushcliffe Borough Council
Councillor Carole McCulloch – Nottingham City Council

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

MINUTES OF THE MEETING HELD ON 24 JUNE 2013 AT 10.30AM AT ASHFIELD DISTRICT COUNCIL

MEMBERS PRESENT

(A denotes absent)

Chairman - Councillor John Clarke – Gedling Borough Council

Vice-Chairman - Executive Mayor Tony Egginton – Mansfield District Council

Councillor Chris Baron – Ashfield District Council

Councillor David Challinor – Bassetlaw District Council

Councillor Eunice Campbell – Nottingham City Council - A

Councillor Jon Collins – Nottingham City Council - A

Councillor Georgina Culley – Nottingham City Council - A

Councillor Glynn Gilfoyle – Nottinghamshire County Council

Christine Goldstraw – Independent Member

Suma Harding – Independent Member

Councillor Pat Lally – Broxtowe Borough Council - A

Councillor Keith Longdon – Nottinghamshire County Council – A

Councillor Debbie Mason – Rushcliffe Borough Council

Councillor Carole McCulloch – Nottingham City Council

Councillor Bruce Laughton – Newark and Sherwood District Council

OFFICERS PRESENT

Jayne Francis-Ward – Monitoring Officer

) Nottinghamshire

Keith Ford – Senior Democratic Services Officer

) County Council

(Host Authority)

OTHERS PRESENT

Paddy Tipping – Police and Crime Commissioner

Chris Cutland – Deputy Police and Crime Commissioner

Superintendent Paul Anderson – Nottinghamshire Police

Kevin Dennis – Chief Executive, Office of the Police and Crime Commissioner

Chief Constable Chris Eyre – Nottinghamshire Police

Charlotte Radford – Treasurer, Office of the Police and Crime Commissioner

1. APPOINTMENT OF CHAIR

RESOLVED 2013/011

That Councillor John Clarke be appointed Chair of the Panel for the 2013/14 municipal year.

2. APPOINTMENT OF VICE-CHAIR

RESOLVED 2013/012

That Tony Egginton be appointed Vice-Chair of the Panel for the 2013/14 municipal year.

3. MINUTES OF LAST MEETING

The minutes of the meeting held on 15 April 2013, having been previously circulated, were agreed as a true and correct record and were confirmed and signed by the Chairman.

4. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Campbell, Collins, Culley, Longdon and Lally.

5. DECLARATIONS OF INTERESTS

Christine Goldstraw declared a private, non-pecuniary interest in agenda item 12 – Review of Balanced Appointment Objective, as one of the Independent Members who was recommended for reappointment, and left the meeting whilst that item was considered.

Suma Harding declared a private, non-pecuniary interest in agenda item 12 – Review of Balanced Appointment Objective, as one of the Independent Members who was recommended for reappointment, and left the meeting whilst that item was considered.

6. RULES OF PROCEDURE

RESOLVED 2013/013

That the Panel's Rules of Procedure, as set out in the appendix to the report, be noted.

7. POLICE AND CRIME COMMISSIONER'S UPDATE

The Commissioner introduced his update report and highlighted the following key points:-

- the recent increase in crime had now levelled out somewhat but was currently still showing a 5% increase in 2013/14 . The Commissioner, through his weekly meetings with the Chief Constable, had been given assurances that appropriate measures had been put in place to address this rise. A slight improvement had been seen in the May and June figures (which were not yet in the public domain);
- some progress had been made in increasing the percentage of Black and Minority Ethnic people recruited to Police Officer and Police and Community

Support Officer (PCSO) posts but further improvements were needed as part of the recruitment drive planned for Spring 2014;

- the recent Government announcement about the future spending plans had highlighted that the Force would clearly be faced with further budget reductions in 2015 and 2016. The planned independent base budget review would help to highlight any opportunities and priorities in this regard and the Commissioner was seeking a Panel member to join this process;
- with regard to the Community Safety Partnership Fund of £500,000, which had been discussed at the 15 April Panel meeting, approximately 85 organisations had made bids totalling £1.3m. The Commissioner was exploring whether Proceeds of Crime Act monies could be used to increase this funding pot in future;
- the Commissioner felt that further work was needed to ensure that restorative justice measures (Restorative Justice Disposals and Community Resolutions) were used appropriately and professionally;
- the Commissioner was keen to ensure that Nottinghamshire did not lose out as a result of the planned reforms to the Probation Service and the proposals to have a Public Probation Body and procurement units;
- the Commissioner thanked the Chair for his planned involvement in the joint Alcohol Strategy conference taking place on 1 July 2013.

During discussions, the following points were discussed:-

- the evaluation of the Partnership Fund bids would include checks to ensure that the bodies were legal, recognised entities followed by assessment against the agreed criteria (which were in line with the Policing and Crime Plan priorities);
- Members highlighted the potential impact of the cuts with regard to the closure of local police stations. The Commissioner recognised that the further Government cuts could potentially have an impact upon the Force's capital programme and local policing but the Commissioner was keen that the Force utilised available opportunities to do more for less, as with joint service bases and co-location with partner agencies. The Force was hoping to save £2m in estate costs and as a result the whole estate was being looked at. No decisions had been made as yet but any proposals would be discussed with the relevant partner agencies, including District and Borough Councils;
- Members welcomed the appointment of new PCSOs, working alongside Community Protection Officers, Special Police Officers and other volunteers. They felt that the presence of PCSOs and CPOs in public houses and shops was having a positive effect and contributing towards the public's perceptions of safety. They also suggested extending the 'walk through' approach to town centres such as Ashfield and Hucknall;

- Members underlined the need for regular Beat Manager or PCSO attendance at Safer Neighbourhood and parish council meetings, whilst recognising that not every meeting could be attended. The Commissioner highlighted the resource implications of such attendance and stated that discussions were ongoing to improve liaison with such organisations. The Commissioner felt there was a need for better input into such meetings, including utilising new technology where appropriate. Members highlighted that in some wards, reports were submitted to town council meetings if the officers were not able to attend in person. This helped to achieve a common understanding of community policing and to raise issues to feed into the local Strategic Assessments, alongside other issues including employment, housing, education etc. The Commissioner recognised the wider context to crime and acknowledged that, although he was not responsible for the latter issues, there were clear linkages between those and policing and crime. The Commissioner felt that the partnership arrangements in Nottinghamshire were as good as any in the country but that there was still room to improve. The Commissioner also highlighted his and the Chief Constable's links to national bodies and the Home Office that could help to influence the national agenda;
- the Chief Constable outlined the measures in place to address the recent increase in crime, including reciprocal sharing of best practice with other Forces and input from external advisors. Corporate Performance Reviews and Operational Performance Reviews were being held on a monthly basis and Force Performance Meetings were held twice a week. He underlined the active scrutiny which the Commissioner and Deputy Commissioner were undertaking;
- Members felt that one effect of the base budget review may be to accelerate a creeping regionalisation of Police Forces. The Commissioner stated that the five Commissioners in the East Midlands region were committed to sharing costs and pooling resources where this could deliver savings across the Forces, although he himself had opposed plans to increase the Force's financial commitment at this stage. He highlighted the recent Philpott Murder inquiry and Members highlighted recent fraud prosecutions as good examples of successful collaboration. The Commissioner and the Chief Constable both felt that the increased regional working enabled more resources to be available to reinforce neighbourhood policing. The five Commissioners had asked Her Majesty's Inspectorate of Constabulary to assess the regional work undertaken so far to judge how successful it had been and to highlight further opportunities. A report on this was due back in September 2013;
- the Commissioner clarified that the extra 150 officers that had been recruited this year were all new and extra provision but officers were leaving the Force at a much faster rate than expected (with the overall numbers being 300 down from a year ago). Further recruitment was planned in the Spring 2014 and by the end of the Commissioner's term of office there should be 150 more officers in broad terms than in 2012;
- in response to a Member's query about the main drivers for crime, the Commissioner clarified that he felt that too much focus had been placed on

drugs rather than alcohol in the past which was why he was now seeking to develop an Alcohol Strategy. He highlighted that the County Council was looking to retender substance misuse services from 1 April 2014 and he personally felt that that timescale was too quick to re-commission services. He felt that services should be commissioned over a three year period rather than a one year period. In response to a Member query, he clarified that the Police Authority had stopped funding the DARE programme in schools a number of years ago but he would like to see more work done with schools, with a number of other organisations also offering such services;

- Members felt that officers attending incidents and getting things right first time was the best way of making savings. The Commissioner highlighted that 50% of calls to the Police nationally were from people asking for updates on their cases. With regard to other Force's decisions to commission services from private bodies such as GS4 he felt that any initial savings made from such decisions were short-term and thereafter not able to achieve further savings. He was committed to keeping the core activity of the Force public but had held discussions with GS4 about very small pilot projects such as around improving the collection of unpaid fines. In response, Members highlighted that offenders were now receiving text reminders of unpaid fines from the Courts. The Force was also progressing other means of tailoring services to customer demand, such as the 'Track my Crime' online facility. Of the 1.3m calls received by the Force each year, 24% were due to the callers not being able to contact the most relevant partner agency out of hours;
- with regard to CCTV, Members highlighted a proposal for a select committee review of the value obtained from such facilities, in light of the part-funding from local authorities, and queried whether it would not be better to build this into the Commissioner's base budget review. The Commissioner felt that this was worth some further thought, including consideration of best practice within other Authorities. Members and the Chief Constable agreed upon the benefits offered by such technological input into the judicial system and into crime prevention. The Chief Constable and the Commissioner both felt that there could be leaner, more efficient ways of deploying CCTV but cautioned against undermining the existing approach in light of the benefits it delivered. The Commissioner was also aware of CCTV and policing issues in relation to taxis, having held recent discussions with taxi drivers. He underlined the need for further work with local authorities around licensing;
- with regard to the changes to the Probation Service and the planned procurement units, members asked how the Panel could assist the Commissioner and the Force in ensuring a smooth transfer of services to private bodies via the new procurement units. The Commissioner expressed his thanks for the input which Probation gave to the criminal justice system. He reported that the 3 Commissioners for Nottinghamshire, Leicestershire and Derbyshire had written to the Ministry of justice to say that they were interested in bidding for these services. They were not clear that they could put a bid together but felt that this approach alone could at least trigger some further discussions with private providers such as GS4 to enable positive solutions to be found for the future. The Commissioner stated that he would

write to Panel Members by the 5 July 2013 to highlight the resources put in place about this;

- Members queried whether the benefits of social media were being fully utilised and in response the Commissioner underlined his commitment to such channels of communication, including Twitter;
- Members requested an in-depth update on Domestic Violence to alternate Panel meetings, commencing in September 2013;
- Members requested an update around the issue of attacks on police officers to a future meeting of the Panel;
- Members underlined the need for caution around coverage of the relatively small rise in crime and felt that overly negative coverage could lead to further increases if it resulted in policing being perceived as weak currently.

RESOLVED 2013/014

- 1) That the contents of the update report be noted.
- 2) That Councillor Glynn Gilfoyle be nominated as the Panel's representative on the independent base budget review panel.

8. POLICE AND CRIME COMMISSIONER'S ANNUAL REPORT

The Commissioner introduced his annual report which covered his first six months in office.

RESOLVED 2013/015

That a letter be sent to the Commissioner underlining the Panel's broad support for the annual Report.

9. ESTATES RATIONALISATION (PHASES 1 AND 2) UPDATE

The Commissioner introduced the report which had been previously requested by Members.

RESOLVED 2013/016

That the report be noted.

10. UPDATE ON SPECIALS, VOLUNTEERS, POLICE CADETS AND APPRENTICES

Superintendent Paul Anderson introduced the report and highlighted the following key points:-

- the numbers of Specials had recently fallen slightly which could be due to recruitment to the regular service being widened;
- the proportion of Black and Minority Ethnic Specials was in excess of the numbers in the Force and the key priority was to replicate such proportions within the Force;
- the County Council had given £32,000 funding to assist in recruitment;
- the vision was to have a volunteer force of 1000 volunteers;
- the partnership with Nottingham Trent University would involve each Criminology student working 200 hours per year for the Force. There would be a saving in subsequent training hours if any such students went on to join the Force in permanent positions;
- the Police Cadets process was still being finalised and the Force was seeking an initial cohort of 70-90 Cadets, ideally with 16-17% of these being from Black and Minority Ethnic backgrounds.

During discussions, the following issues were raised:-

- Members commended Superintendent Anderson for his role in the increase in numbers and the approach being taken;
- Members highlighted the potential benefits of using volunteers at community events to assist in reducing the costs of such events and therefore making them possible.

RESOLVED 2013/017

That the progress to date and the proposed approach be noted.

CHAIR

The Chair left the meeting at this point and the Vice-Chair chaired the meeting for the following item.

11.COMPLAINTS PROCEDURE

Jayne Francis-Ward introduced the report which sought to amend the existing procedure to clarify the definition of a complaint.

RESOLVED 2013/018

That the definition of ‘complaint’ as set out in paragraph 6 of the report be added to the Complaints Procedure for clarity.

CHAIR

The Chair rejoined the meeting and chaired the rest of the meeting.

12. REVIEW OF MEMBERSHIP – BALANCED APPOINTMENT OBJECTIVE

Having declared private, non-pecuniary interests, Christine Goldstraw and Suma Harding left the meeting prior to this item being considered.

Jayne Francis-Ward introduced the report which proposed changes to the Panel's membership to meet the balanced appointment objective.

RESOLVED 2013/018

- 1) That approval be sought from the Secretary of State for a further co-option of a Conservative member to enable the Panel's membership to be politically balanced and, subject to that approval, a nomination be sought from the County Council's Conservative group.
- 2) That Suma Harding and Christine Goldstraw, the existing independent members, be re-appointed for a period of two years.
- 3) That Secretary of State approval be sought for the further co-option of two more independent members and, subject to that approval, an open recruitment exercise be undertaken targeting people with community and voluntary sector skills and experience.

13. MEMBERS' EXPENSES AND ALLOWANCES

Christine Goldstraw and Suma Harding rejoined the meeting.

RESOLVED 2013/019

That the latest position on expenses and allowances be noted.

14. WORK PROGRAMME AND DATES OF FUTURE MEETINGS

Members requested that a further item to consider the running costs of the Office of the Commissioner, including benchmarking against other Commissioner Offices nationally, be added to the work programme for Spring 2014.

RESOLVED 2013/020

- 1) That the work programme be noted.
- 2) That a further item be added to the work programme about the running costs of the Office of the Commissioner.

- 3) That a development session be arranged for all Panel members on the morning of 16 September 2013, ahead of the Panel meeting that afternoon.**

The meeting closed at 12.23 pm

CHAIRMAN
M_24June2013

This matter is being dealt with by:

Keith Ford

Reference:

T 0115 9772590

E keith.ford@nottscc.gov.uk

W nottinghamshire.gov.uk



**Nottinghamshire
County Council**

Mr Paddy Tipping
Police and Crime Commissioner
County Hall
West Bridgford
Nottingham

cc Kevin Dennis, Chief Executive

19 July 2013

Dear Paddy,

**OUTCOME OF PANEL'S CONSIDERATION OF POLICE AND CRIME
COMMISSIONER'S ANNUAL REPORT 2012-13**

I am writing to confirm the outcome of the Police and Crime Panel's consideration of your first Annual Report at the Panel meeting of 24 June 2013.

As you are aware from attending the meeting, Panel Members broadly supported this annual report and raised no concerns or queries about its contents or format.

Members acknowledged the issues involved in preparing an annual report which only covered the initial six month period of your office, whilst recognising that the report also included the work undertaken by the former Police Authority in the transition to the new Policing governance arrangements.

The Panel looks forward to considering your next Annual Report in 2014 and hopes to see you continuing your progress in meeting your pledges.

Yours sincerely,

Cllr John Clarke
Chairman of Nottinghamshire Police and Crime Panel



Cllr John Clarke
Chairman of the Police and Crime Panel
Gedling Borough Council
Civic Centre
Arnot Hill Park
Arnold
Nottingham
NG5 6LU

22nd August 2013

Dear John

**Re: Response to Panels Consideration of Police and Crime Commissioners
first Annual Report 2012 – 2013**

I write in response to your letter received on the 19th July 2013 regarding the panel's consideration of the first annual report.

Thank you for your response and the Panel's supportive comments about my first six months in office. 2012 – 2013 was a successful year and the former Police Authority made an important contribution and laid a solid foundation for me to build upon.

The force in partnership with other organisations ended the financial year with a 12% (9313 less offences) exceeding the policing plan target of 8% by 4.6%. We all should celebrate in this excellent news for the people and victims in Nottingham and Nottinghamshire. This success will mean achieving the 10% reduction target for this even more challenging. There has also been success in other areas, such as the reduction in first time entrants into the criminal justice system, and anti social behaviour.

Without the support of partner organisations these achievements would not have been possible. The force could not have achieved these improved results alone.

The year ahead will no doubt present is with fresh challenges, but I'm excited about the relationships we're building and the increasingly active role the public is playing in fighting crime. Despite the state of the economy and the very challenging savings targets for Policing over the next few years, I am confident we can continue to create safer peaceful Communities.

I am grateful for the Panel's challenge and support in the work, I and Chris Cutland, Deputy Police and Crime Commissioner have undertaken to date.

Yours sincerely

Paddy Tipping
Nottinghamshire Police and Crime Commissioner

For Consideration	
Public/Non Public*	
Report to:	Police and Crime Panel Audit and Scrutiny Panel
Date of Meeting:	16th September 2013
Report of:	Paddy Tipping Police Commissioner
Report Author:	Kevin Dennis
E-mail:	kevin.dennis@nottinghamshire.pnn.police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	4

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 June 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 (this should include background information and options appraisal if applicable)
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POLICING AND CRIME PLAN – (2013-18)

- 4.1 This is the second report in relation to the Police and Crime Plan 2013-18. The previous Policing Plan had three strategic priorities; this plan has 7 strategic themes. Performance against targets across all themes is contained in the tables at **Appendix A** up to July 2013.
- 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.

Theme 1 Protect, support and respond to victims, witnesses and vulnerable people (July 2013)

Performance

- 4.6 It will be seen that 87.4% of victims of crime are completely, very or fairly satisfied with the service they have received from Nottinghamshire Police which is just 2.6% away from the 90% target and the Force remains within the top eleven forces when looking at the national position for overall satisfaction. The County is 1.7% short of the target and the City is 3.9% short.

- 4.7 As of December 2012, 49.4% of people agreed that the Police and Council are dealing with local anti-social behaviour and other crime issues. This is 10.6% short of the 60% target to be achieved by 2015-16 and the Force is ranked 39th (out of 42) and below the national average of 58.8%. The Force is also ranked 7th (out of 8) and below the MSG average of 56.4%.
- 4.8 These results are a little surprising since ASB reduced 34% last year and continues to exceed target this year.
- 4.9 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
 - Hate Crime
 - Anti-Social Behaviour
- 4.10 This is a new indicator and identifies the extent to which positive action to tackle repeat victimisation has been successful or not. Identifying repeat victims and taking positive action should result in reduced numbers of repeat victims. The Force is currently achieving the year-to-date target for this measure, having recorded a 16.5% reduction in repeat victims compared to last year. The highest reductions level relate to antisocial behaviour. However, repeat victimisation of domestic violence and hate crime has increased (6.6% and 60% respectively) as shown in the table below.

Offence	Repeat Victims			
	2013/14	2012/13	Vol. Change	% Change
Domestic Violence	675	633	42	6.6%
Hate Crime	24	15	9	60.0%
Anti-Social Behaviour	2717	3443	-726	-21.1%
Total	3416	4091	-675	-16.5%

- 4.11 The change in domestic violence repeat victims continues to be driven by a rise in victims residing in the City division, which follows a similar pattern to domestic violence offences recorded between April and July 2013. The increases in the City are recorded against all risk levels, however the main volume increase is for offences risk assessed as medium with the volume of standard and high risk offences lower in comparison.
- 4.12 The target for the 2013 calendar year is a 9.0% reduction, and at present the Force is on track to achieve this, with the quarter 1 figures (January – March 2013) revealing that KSIs have reduced by 28.9% (37 people) when compared to the same period of last year. The largest percentage reduction is seen in the Fatalities group, with a reduction of 57.1% (4 fewer fatalities), while Serious injuries have reduced by 27.3% (33 KSIs) and Slight injuries are down 14.8% (115 KSIs).

- 4.13 Validated figures for the 2012 calendar year revealed that the Force recorded a reduction in the number of persons Killed or Seriously Injured on Nottinghamshire's roads when compared to the previous year. Whilst this direction of travel is positive, the reduction recorded was not sufficient to enable the Force to meet the 17.4% reduction for the year, and this in turn impacts on the long term target of a 50% reduction in KSIs by 2020 ^a.
- 4.14 Geographic factors continue to show the majority of the most serious collisions to take place on the County A-class roads. The analysis suggests that more people are moving away from car ownership (possibly due to the current economic climate) and taking up more vulnerable means of transport. This increase in vulnerable road users appears to be driving the KSI figures and impacting on the overall reduction level.

Activity:

- 4.15 The Force is fully aware of the performance issues and taking various action to address the key problems e.g. to improve keeping victims informed, introducing 'TrackMyCrime', introducing a performance framework to identify officers and teams who do well and those who do not and targeted interventions to vulnerable road users.
- 4.16 The Force has developed a Public Engagement Strategy 2013-2018 has been to deliver increased and more meaningful public engagement activity throughout Nottingham and Nottinghamshire. The aims of the strategy are to contribute positively to the Commissioner's policing priorities and enhance the public's perception.
- 4.17 The Force has implemented its new website having completely rebuilt it to improve the user's browsing experience, increase accessibility, bring multimedia content to the audience and enhance two-way communication with the public.
- 4.18 The Force has also commenced a project to evaluate Case Management systems that can be accessed by both police and partner agencies to allow a full partnership approach to the management of ASB vulnerable and repeat victims, thereby further reducing risk to vulnerable persons.
- 4.19 A new Stop and Search mobile data application has been introduced that allows stop and searches to be recorded by officers at the point of engagement. This replaces the previous paper-based process. Details of the encounter are captured together with GPS co-ordinates of the location to allow mapping of stop and search activity. Neighbourhood teams will then be able to present data at community engagement meetings to aid public understanding.

^aTo reduce by 50% in 2010-2020 compared to 2005-2009 average of 688 KSI casualties. This equates to a 9.0% or 53 KSI reduction in the 2013 calendar year when compared to the 2012 calendar year.

- 4.20 A Volunteer Police Cadets Scheme has been approved. The aim is to increase greater engagement between the force and young people aged between 16 and 18, especially those from minority, under represented and deprived sections of the community. It is encouraging that 17% of applicants are from BME backgrounds.

Theme 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process (July 2013)

- 4.21 The Table below details the conviction rates for both Magistrates and Crown Court for April to June 2013. There is a partnership target to be consistently in line with Crown Prosecution Service (CPS) national averages. In this respect, for both Courts this performance is above National and Regional averages for the month of June 2013, and in terms of performance against national averages this performance is mirrored for the Crown Court for the whole of Q1 for 2013/14, whilst the Magistrate Court is line with the national conviction rate.

Measure	Apr-13	May-13	Jun-13	Q1 13/14
Magistrate Court Conviction Rate				
East Midlands	84.3%	82.2%	84.1%	83.5%
National	85.3%	84.4%	84.4%	84.7%
Nottingham	85.7%	82.8%	85.4%	84.5%
Crown Court Conviction Rate				
East Midlands	84.2%	86.6%	86.4%	85.7%
National	81.7%	81.5%	81.1%	81.4%
Nottingham	86.4%	83.5%	92.1%	87.0%

- 4.22 There is also a partnership target to reduce the % of ineffective trials in the Magistrates' and Crown Courts (HMCTS Measure) compared to 2012-13 and maintain or exceed a 50% effective trial rate. In this respect, performance across both Courts has been fairly static over the last 14 months although the Crown Court has seen a slight reduction compared to the same period last year.
- 4.23 Currently (the year-to-date average, April to July), the Magistrates Court (MC) is 43.5% effective and Crown Court (CC) 42.6%.

Activity:

- 4.24 The Force is aware of the issues and continues to work with its 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 has been established to tackle the range of issues.

Theme 3: Focus on those local areas that are most affected by Crime and anti-social behaviour (ASB) (July 2013)

- 4.25 The Force remains off target on reducing crime, having recorded an increase in All Crime of **+3.2%** (747 offences) year-to-date. However, this is an improvement as it was previously at +5% in June 2013. The main drivers behind the increase in All Crime are Theft and Handling (mainly shoplifting and other theft like mobile telephones), Violent Crime and Burglary Dwelling offences all continuing to record year-to-date increases in volume.
- 4.26 The Force is maintaining a year-to-date reduction in Anti-Social Behaviour (ASB) incidents and is currently exceeding the 8% target reduction set for this measure. Despite this, there are indications that the downward trend evident throughout 2012-13 is losing momentum, with the year-to-date reduction smaller, at -15.8%, than the -24.3% reported in the June report.
- 4.27 Although the County's Partnership Plus Areas are subject to costed delivery plans which are funded through the PCC to the Safer Nottinghamshire Board and subjected to higher stretch targets of -18%, and a range of partnership interventions, recent analysis identifies disproportionate increases in Total Crime. This is also the case in most of the City's Top 5 High Impact Wards. For example the top 5 areas with the highest percentage increases are:
- Eastwood South +40.8% (+71)
 - Arboretum +27.7% (+112)
 - Hucknall East +20.9% (+38)
 - Carr Bank +20.4% (+19)
 - Woodlands +17.7% (+41)
- 4.28 In terms of volume, the top 5 areas are:
- Arboretum +112 (+27.7%)
 - Eastwood South +71 (+40.8%)
 - St Anns +53 (+12.8%)
 - Sutton Central and East +51 (+8.1%)
 - Woodlands +41 (+17.7%)
- 4.29 Key crimes include Shoplifting, violence with injury, other thefts (i.e. mobile telephones) and burglary dwelling.

Activity:

- 4.30 The Commissioner has a plan of activity to visit all of these key crime areas with the Deputy Commissioner over the next month to better understand the issues at grass roots levels and in liaison with Partners ensure that what can be done is being done. Officers from the Commissioner's Office have also attended Divisional Performance meetings and the Commissioner and Deputy Commissioner have also met with both new Assistant Chief Constables and Divisional Commanders to review plans to address the performance issues.

- 4.31 These increases reflect national trends and the Force has recently held three partnership Crime Summits (i.e. Burglary, Violence and Shoplifting) to review and respond to the emerging issues.
- 4.32 As a result, it has been agreed that key Crime Gold Groups be established to tackle the various issues emerging. The table below identifies the Gold Group and Chairs (including Partners) who will help drive performance improvements.

Burglary Gold Group	Violence Gold Group	Retail Crime
Chair: Philip Marshall Ashfield CEO Vice Chair: Ch Supt Ian Waterfield	Chair: Dave Wakelin Gedling Director Vice Chair: Ch Supt Ak Khan	Ch Supt Khan as Force champion

- 4.33 The Force has initiated a raft of measures to tackle the emerging issues including a Week of Action with tactical and media plans to address 'Reduction of Alcohol Related Harm' and a Violence campaign in September.
- 4.34 There is problem solving partnership working in various localities on a daily and monthly basis and numerous referrals are made from the Licensing team. Section 27 Direction to Leave an area have increased and followed up with ASBO letters.
- 4.35 The Proactive Licensing Team target problem premises in the City with numerous test purchase operations taking place. Offender management will now include 'Violence' offenders.
- 4.36 Officers continue to be deployed to patrol on trams/buses with body cams which is well received and Street Pastors are briefed to patrol key Hotspots daily. Also 'Street Triage'^b for mental Health is being developed for implementation in November in the City, and to be rolled out subsequently to the County.
- 4.37 An initiative to prevent robbery/theft of mobile phones through awareness (£10 Comms cards) is in place.
- 4.38 A peer review by Merseyside will also take place in September; and best practice used by Kent in respect of developing a 'Micro beats' approach to violence in City Central and North.

^b

Street Triage: See <http://www.bbc.co.uk/news/uk-england-23759565>

'Nurses will join patrols, assist on emergency calls and in control rooms as part of the street triage scheme. Trials have already been established in Leicestershire and Cleveland. The new pilots will involve the British Transport Police and the Metropolitan, Thames Valley, West Midlands and West Yorkshire forces. The extension was announced by care and support minister Norman Lamb. The scheme, funded by the Department of Health and backed by the Home Office, is aimed at improving the way people with mental health problems are treated during emergencies.'

Theme 4: Reduce the impact of drugs and alcohol on levels of crime and anti-social behaviour (July 2013)

- 4.39 The volume of hospital alcohol related admissions in Q3 of 2012/13 was 1,832 for Nottingham City, 3,745 for Nottinghamshire County and 733 per for Bassetlaw. These totals represent increases for Nottingham City (+6.8% or 116 admissions) and Nottinghamshire County (+1.9% or 71 admissions), with only Bassetlaw recording a reduction (-2.7% or 21 admissions) compared to the same quarter the previous year.
- 4.40 Nationally, the rate of admission in the Q3 of 2012/13 (in England) was 492 per 100,000 population, a 1% increase from the corresponding quarter in 2011/12. The number of admissions for the same period was 311,095, up 1% on 2010/11. As in all four quarters of 2011/12, the rate of growth in the first two quarters of 2012/13 is lower than the annual rates of growth observed in preceding years.
- 4.41 However, monitoring of the new proxy measures for the proportion of alcohol related crime is 15.5% (3,695 offences) for April-July 2013, compared to 18.2% (or 4,192 offences) for the same period in 2012. So on the one hand whilst hospital admissions for alcohol related incidents are up slightly, alcohol related crime is down.
- 4.42 In terms of divisional proportions in 2012/13 the City's was 20.9%, with the highest month being October (24.3%) and the lowest month being January with a proportion of 17.2%. The County recorded an overall proportion of 15.6% and its highest month was December with a proportion of 18.5% and its lowest month was October with a proportion of 14.1%.
- 4.43 Comparing proportions year-on-year (comparing April-July 2013 to April-July 2012), the Force, despite recording an increase in overall crime volume, has recorded a proportional drop in the number of offences which were alcohol related – dropping from 18.2% in 2012 to 15.5% in 2013. This pattern is repeated across both the City and County, with both divisions recording year-on-year drops, the City from 21.1% to 17.1% and the County from 16.0% to 14.3%.
- 4.44 The number of Alcohol Related Crimes is being monitored as a proxy measure due to current recording limitations and as such there is no target for this measure. The current results should be therefore be noted but treated with some caution during this monitoring phase.

Activity:

- 4.45 Improvements in recording practices continue to be undertaken and monitored with a view to setting a target in later years once the measure is considered reliable.

- 4.46 The Force has developed a Substance Misuse Performance Framework in consultation with Force leads and is ready for sign off.
- 4.47 A system for improving Alcohol / Drug Tagging continues to be developed between Performance and Insight and Crime Management Bureau. This will require officers to ensure that crimes which are considered a factor in the crime are tagged on the crime report. This will enable analyst to better identify alcohol and drug related crimes.
- 4.48 Contact Management are being briefed to help better understanding of the processes for Alcohol tagging of Incidents.
- 4.49 There is a “Super strength” project in partnership with Nottingham City Council with the ambition of removing supers strength alcohol from sale in the City.
- 4.50 The Commissioner is in the process of developing an alcohol strategy. In this respect, on 1st July Nottinghamshire’s Inaugural Alcohol Conference chaired by the Office of the PCC and the Police and Crime Panel took place at Nottingham Racecourse. National Speakers attended from London and Glasgow to give their views on what works in managing alcohol related harm and well over 100 delegates contributed from a wide range of statutory agencies, voluntary agencies, the trade and local businesses.
- 4.51 Eight workshops were held to allow all delegates the opportunity to discuss ideas for future action planning. The feedback from these has been received by the Commissioner’s office and the write up from the conference will be available on the Commissioner’s website from 23rd September. Key themes to emerge from the Conference include:
- Improved communication
 - An improved focus on working with young people
 - Greater partnership working and shared best practice especially between statutory and non statutory agencies
 - Better use of licensing tools.
- 4.52 These along with all the ideas from the Conference and the ongoing consultation across the county will help to inform the Strategy. The Commissioner’s next steps will be to work together with partners to agree specific objectives and how interventions will be taken forward.

Theme 5: Reduce the threat from organised crime (July 2013)

- 4.53 The Force Threat, Harm and Risk (THR) Level is slightly reduced when compared to that recorded at the end of last year. The 2013 Nottinghamshire Police Strategic Intelligence Assessment identifies the criminal activities of

Organised Crime Groups as the main external threat to policing in Nottinghamshire.

- 4.54 The Proceeds of Crime Act is an effective tool in combating organised crime. In this respect a total of £357,538.70 has been recovered from 63 recovery orders with an average value per order of £5,675.22. This represents an increase in the average order value of £387.06 (7.3%) compared to last year.
- 4.55 Based upon the 192 orders (Confiscation and Forfeiture orders) recorded in 2012/13 the Force is expected to record a total of 211 orders in 2013/14. For the current year-to-date period the Force has recorded 63 orders (eight Forfeiture orders and 55 Confiscation orders) compared to the 64 orders recorded for the same period last year (nine Forfeiture order and 55 Confiscation orders). This represents a decrease in order volume of 2.0% comparing this year to last.

Activity:

- 4.56 Each active Organised Crime Group has a specific management plan and Lead Responsible Officer, with progress monitored through the Force Tasking and Coordination process in line with National Intelligence Model (NIM) guidelines.
- 4.57 The Financial Investigation Unit is currently reviewing its processes to ensure maximum benefit is being accrued by the Force in respect of POCA legislation.
- 4.58 The unit has been re-launched with far more communication and support for those officers working on the front line.
- 4.59 It is the intention going forward that money obtained from POCA will contribute towards the Commissioner's Community Safety Partnership Fund which provides funding to partners and third sector organisations to support initiatives to prevent crime and improve community safety.
- 4.60 Work is underway to consider whether money taken from those involved in crime can be put back into areas of policing and the community from where it was taken.

Theme 6: Prevention, early intervention and reduction in re-offending (July 2013)

- 4.61 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.
- 4.62 The Force has increased its use of Community Resolution disposals over the last 12 months. This means that fewer young people are entering the youth

justice system as they are being dealt with through these more informal outcomes.

- 4.63 There have been 160 First-Time Entrants (FTEs) this year (April - July 2013). This is a reduction of 27.3% (60 FTEs) compared to last year.
- 4.64 The Force continues to maintain a strong position against target for this measure, with a reduction of 27.3% (37 FTEs) when compared to last year, meaning that the 10% reduction target has been achieved. This is particularly positive performance as the year-to-date reduction has been growing month-on-month (April -13.0%, May -18.9%, June -22.2%), this trend suggests that reductions are expected to continue throughout the rest of the year.
- 4.65 The main types of offences committed by FTEs are Theft & Handling (mainly shoplifting), Violence Against the Person (mainly Common Assault), Drug Offences, and Criminal Damage. The majority of offence types have recorded a reduction in FTEs this year, although the area that is driving the Force level reduction is Theft and Handling Stolen Goods, which has seen a reduction of 71.4% (45 fewer FTEs) this year.
- 4.66 This strong reduction is likely to be the result of an increase in the use of Community Resolutions (which are predominately used for youth offenders and low-level offences such as shoplifting) as an alternative method of disposal. Areas which are showing the largest increases in FTEs are motoring offences (7 FTEs compared to 2 in the same period of last year) and Criminal Damage offences (23 FTEs compared to 18 in the same period of last year).
- 4.67 There are currently 323 Integrated Offender Management (IOM) nominal's managed by the Force with over half on the County. Comparing the cohort in June to May, 10 nominals are no longer managed as part of the IOM scheme with an additional 13 added in June. The majority of nominals are adult^c with just under seven percent currently classed as a juvenile.
- 4.68 Following a successful Restorative Justice (RJ) Summit earlier this year, the Commissioner is working with the Local Criminal Justice Board (LCJB) and REMEDI^d (a leading expert in restorative justice) to develop a local strategy and development of occupational standards to ensure that RJ and Community Resolution practices are delivered to a consistent standard. The Commissioner is also hosting a national conference with an organisation called 'NoOffence'^e in Nottinghamshire on 3rd December 2013.

^c Aged 18 and over

^d <http://www.remediuk.org/restorativejustice.htm>

^e <http://www.no-offence.org/content.php>

Activity:

- 4.69 There is a Targeted Support & Youth Justice Services Prevention Team that works with young people.
- 4.70 Several districts within the County area are using diversionary schemes, such as weekly football matches and stay safe schemes, to give young people something to do with their spare time, in the hope that this will steer them away from crime and anti social behaviour.
- 4.71 The Commissioner's Community Safety Partnership Fund aims to prevent young people from becoming involved in crime and ASB. At the conclusion of the process there were 87 applications received totalling £1.4m of which 31 grants have already been approved resulting in the Commissioner paying £388,848 to community and third sector groups providing services across the City and County.
- 4.72 It should be pointed out that some applicants withdraw at the last minute for personal reasons which is beyond the Commissioner's control.

Theme 7: Spending your money wisely (July 2013)

- 4.73 Actual net expenditure for the four months to July 2013 was £65.152m against a budget of £65.841m. The resulting position against budget was an under spend of £0.689m. This under spend is largely as a result of releasing the accrual for community support grant of £0.417m and not incurring the budgeted agency spend £0.270m on Operation Daybreak, both of which will be incurred later in the year. Therefore after adjusting for this the actual year to date is broadly on budget.
- 4.74 Police pay and allowances expenditure was £34.363m year to date. This represented a £0.069m over spend against budget. Whilst actual average number of FTE's was lower than the budget of 2,026, the actual mix of ranks compared unfavourably to the budget rank mix resulting in this overspend. The budget in July assumed **an additional 34 FTE's, 16 new recruits and 18 transferees**, however there was **only 29 (15 new recruits and 14 transferees)**.
- 4.75 Included is an accrual for £0.029m relating to allowances for officers released to the G8 summit which has been offset by income. The budget was based on the workforce plan by applying an average cost per rank. The workforce plan and costing basis is being updated as part of the first quarter forecast.
- 4.76 The Force's Officer overtime expenditure during July 2013 was £0.241m, which is an over spend of £0.034m against a budget of £0.207m. Staff overtime expenditure was £0.062m during July 2013, which is an over spend of £0.019m against a budget of £0.043m.

4.77 Currently the sickness rate over 12 months is 3.89% (8.6 days per Officer) against a target of 3.70% (8.2 days) and 3.83% and (8.5 days per Officer) year to date. For Police Staff 12 months rolling is 3.68% (8.2 days per person) against a target of 3.70% (8.2 days) and 3.35% (7.4 days per person) year to date.

Activity:

4.78 Further work is ongoing to improve the resilience of overtime recording processes and data capture systems to improve the quality of Management Information. Once this improvement is implemented further analysis of the drivers behind monthly overtime will be investigated, reported and responded to.

4.79 The Absence Management Policy, Procedure and Management Guide were launched in October 2012 and continue to be implemented. This policy appears to be achieving the desired results of reducing levels of sickness. For example, as at the end of July 2013, the rolling year staff sickness rate was 3.68% (8.2 working days). This has reduced from 4.44% in October 2012, when the updated Attendance Management policy was implemented. Staff sickness in the year to July 2013 amounted to a yearly cost to the Force of £1.504m. This has reduced from £1.807m as at the end of October 2012.

4.80 A Base Budget Review has been commissioned by the Commissioner using external consultants to ensure independence. The final report is expected at the end of September 2013. CIPFA has also been helpful in providing benchmarking data and comparisons over the past 4 years.

4.81 A new system, 'Artemis', is being introduced which will allow the Force to review the vehicle utilisation scientifically and better allocate the fleet to business requirements.

VIOLENCE AGAINST THE PERSON – ASSAULT ON A CONSTABLE

4.82 At the Police and Crime Panel meeting in June it was requested that the Commissioner report back at the next meeting on the number of Police Assaults. The Table below identifies that there were 155 Police Assaults reported to the Force Health and Safety Officer over the past 12 months and provides a breakdown of which roles are particularly vulnerable.

4.83 It will be seen that officers on response in the County report the most assaults (53, 34.2%) followed by Response Officers in the City (36, 23.2%).

155 Police Assaults (23 Aug 2012 to 22 Aug 2013)										
City		%	County		%	Crime & Justice		%	Other	
Response	36	23.2%	Response	53	34.2%	Custody	14	9.0%	DM	1
NPT	14	9.0%	NPT	14	9.0%	Child Abuse	1	0.6%	TSG	2
Intel/IOM	3	1.9%	Intel/CID	6	3.9%				OSG	9
									Reg Op	2
Total	53		Total	73		Total	15		Total	14
% of Total	34.2%			47.1%			9.7%			9.0%

4.84 The table below provides a breakdown of where the assaults took place. It can be seen that most take place in the street or a house (58, 37 and 37.4%, 23.9% respectively).

Count of Assault Location		
Assault Location	Total	%
In the Street	58	37.4%
In a house	37	23.9%
Other, please specify	17	11.0%
NULL	17	11.0%
Police Station Custody Suite	16	10.3%
Police Vehicle	7	4.5%
Licensed Premises	4	2.6%

4.85 Between 1st April and 21st July 2013 there were 87 'Assaults without Injury on a Constable' which is 13% less than the same period last year and equates to 3.97% of all Violence Against the Person Without Injury'. In the table above, 'Null' means that the location has not been reported or is not known.

POLICE OFFICER, PCSO RECRUITMENT AND BME PROJECT

4.86 The Commissioner has a target in his Police and Crime Plan to reduce the gap in current BME representation within the Force and local BME community representation.

4.87 In this respect, the Force launched its Positive Action programme towards the end of last summer and a number of events were held to encourage underrepresented groups to apply for positions within the organisation.

4.88 In February this year, the Commissioner commissioned a project to help him better understand the root causes to current under representation. The finding(s) of the research was launched at an event held on 15th July 2013. A copy of the report is available for download from the Commissioner's web site^f.

^f

<http://www.nottinghamshire.pcc.police.uk/Public-Information/Scrutiny-Findings/BME-Report.aspx>

- 4.89 More than 500 BME residents were asked to give their feedback as part of the three-month study. The findings show that amongst those asked members of the BME community are twice more likely to become victims of crime than the rest of the population while 'hate crime' is the most commonly experienced crime among BME residents. It also shows more than one third of those who had been a victim of crime did not report it to the police – something the Commissioner is passionate about improving.
- 4.90 The Commissioner has agreed to review and implement the 30 recommendations and report back to the BME Project Steering Group. In this respect, a Joint Working Group is to be established jointly chaired by the Commissioner and DCC Fish to oversee the program of work which will be reported to the BME Project Steering Group on a regular basis.

Recruitment

- 4.91 A time table showing the time line Workforce Planning - Recruitment is shown at **Appendix B**.
- 4.92 There are 4 Competency Based Questions (CBQs) on the Police Officer application form. This is part of the national assessment process used to identify whether the candidates can demonstrate the core competencies needed to be effective in the role of a police constable. They cover effective communication, personal responsibility, resilience and respect for race and diversity. The 4 CBQs are marked externally by independent assessors and have an overall pass mark of 10 in accordance with the National recruitment process.
- 4.93 In respect of the recent Police Officer Recruitment, the current breakdown at 28th August 2013 is as follows ⁹:
- CBQ Unsuccessful * – 1,135 (55%)
 - CBQ Successful * – 476 (25%)
 - Assessment Centre * – 478 candidates have been invited to attend. Of the results received (439 total results returned), 257 have passed (59%), 182 were unsuccessful (41%). The remaining candidates did not turn up for the Assessment Centre.
 - Interviews * – A total of 210 interviews have been conducted to date of which 134 have passed (64%) and 76 have been unsuccessful (36%).
 - Cohorts * – to date 30 have commenced training in Cohorts 28 / 29. 18 will commence training in Cohort 30 on the 06/09/2013, with a further up to 18 candidates starting in each of the remaining cohorts in the 2013/14 financial year. The remaining successful candidates will make up part of the 2014/2015 recruitment numbers for Police Officers.

⁹

* Denotes - Withdrawn from Process at various stages (to date) - 31

4.94 In respect of the BME Breakdown, this is currently as follows;

- CBQ Successful * – Total 476 (White 91.39%, BME 7.98%, Prefer not to say 0.63%)
- CBQ Unsuccessful * – Total 1,135 (White 92.25%, BME, 7.40%, Prefer not to say 0.35%)
- Assessment Centre Successful * – Total 257 (White 93.39%, BME 5.84%, Prefer not to say 0.78%)
- Assessment Centre Unsuccessful * – Total 182 (White 92.31%, BME 7.69%)
- Interviews Successful * – Total 134 (White 93.28%, BME 5.22%, Prefer not to say 1.49%)
- Interviews Unsuccessful * – Total 76 (White 94.74%, BME 5.26%)

4.95 In respect of the recent PCSO, the current breakdown at 27/08/2013 is as follows;

- CBQ Successful – 90 (36%)
- CBQ Unsuccessful – 100 (40%)
- Assessment – 88 candidates have been invited to attend. Results breakdown as follows: 60 have passed (78%), 17 were unsuccessful (22%). The remaining candidates did either not show up for the Assessment.
- Interviews – A total of 60 interviews have been conducted to date of which 29 have passed (48%) and 31 were unsuccessful (52%). Cohorts – to date 12 have commenced training in Cohorts 18.

DECISIONS

4.96 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

4.97 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:

- To support the business case for the Estates Rationalisation Phase 3 - Harworth Police Station. The review of the Harworth Police Station is part of the Estates Rationalisation Phase 3 work stream to provide a fit for purpose, flexible and sustainable estate enabling savings to be delivered of £2.4m over 2 years.

- Approved the appointment of Deloitte for Base Budget Review Work. The PCC has initiated a Base Budget Review which is based on zero based and priority based budgeting principles.

ACTIVITIES OF COMMISSIONER

4.98 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. A copy of the Commissioner's latest partnership newsletter is attached as **Appendix C**.

4.99 As detailed in section 2 above, the Commissioner and Deputy Commissioner have taken numerous 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.

4.100 The Commissioner is inviting 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. Financial Implications and Budget Provision

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

6. Human Resources Implications

6.1 None - this is an information report. However, the report does provide some information about recruitment of staff and BME representation.

7. Equality Implications

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

8. Risk Management

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

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

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

10. Changes in Legislation or other Legal Considerations

10.1 None which affects the content of this report.

11. Details of outcome of consultation

11.1 The Deputy Chief Constable has been consulted on this report and feedback responded to.

12. Appendices

- A. Performance Tables
- B. Workforce Planning - Recruitment Timeline (Updated 27 Aug 2013)
- C. Commissioner's Latest Newsletter (August 2013)

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

- Police and Crime Plan 2013-2017
- Force Performance and Insight Reports – July 2013
- Exploring BME Policing Experiences (July 2013) Professor Wright
<http://www.nottinghamshire.pcc.police.uk/Public-Information/Scrutiny-Findings/BME-Report.aspx>

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APPENDIX A Performance Tables

Strategic Priority Theme 1: Protect support and respond to victims, witnesses and vulnerable people.					
Proposed Measure		Target	July 2013		
			City	County	COMMENT
1	% of victims of crime are completely, very or fairly satisfied with the service they have received from the Police	<ul style="list-style-type: none"> 90%. To be in the top five Forces nationally 	86.1% (Mar-13)	88.3% (Mar-13)	With a rate of 87.4%, the Force is ranked 11 th nationally and 3 rd in its MSG (MSG average 86.5%). The County is 1.7% short of the target and the City is 3.9% short.
2	% of victims and witnesses satisfied with the services provided in Court	<ul style="list-style-type: none"> 90% satisfied with service received 85% feel confident to give evidence in court Improved satisfaction levels compared to 2012-13 	<i>No Split available</i> 95.6% of victims and witnesses extremely or very satisfied 88.0% feel confident to give evidence (average Apr – Jun 2013)		This will be measured using the 'Witness Service Quality of Service Survey'. In the absence of an overall outcome measure for satisfaction, this provides a useful proxy indicator of user satisfaction with an important element on the support they receive to improve their experience of the CJS and increase willingness to participate.
3	% of people who agree that the Police and Council are dealing with local anti-social behaviour and other crime issues	<ul style="list-style-type: none"> 60% by 2015-16 	<i>No Split available</i> 49.4% (Mar 13)		The Force is currently 10.6% below the 2015-16 target, is ranked 39th (out of 42) and below the national average of 58.8%. The Force is ranked 7th (out of 8) and below the MSG average of 56.4%
4	% reduction of people that have been repeat victims within the previous 12 months	Reduce the number of repeat victims of: <ul style="list-style-type: none"> Domestic Violence Hate Crime Anti-Social Behaviour By 5% year on year compared to 2012-13	12.3% reduction (Apr – Jul 13)	19.6% reduction (Apr – Jul 13)	This new indicator will identify the extent to which positive action to tackle repeat victimisation has been successful. Identifying repeat victims and taking positive action should result in reduced numbers of repeat victims. The Force is currently achieving the year-to-date target for this measure, having recorded a 16.5% reduction in repeat victims.
5	The number of people Killed or Seriously Injured (KSIs) on Nottinghamshire's roads.	<ul style="list-style-type: none"> 40% reduction in all Killed and Seriously Injured RTCs by 2020 (from 2005-09 average) Monitor KSIs for 0-15 year olds 	<i>No Split available</i> 28.9% (37 KSIs) reduction (Jan – Mar 2013)		This is both a City and County target. The County has a 40% KSI reduction target for 0-15 year olds but the City has not The reduction target of 9.0% (105 KSI casualties - 2013 calendar year) has been achieved. The current performance shows a 28.9% reduction in KSIs in quarter 1 of 2013 compared to the same period of 2012 8th nationally in terms of casualties per 100M vehicle kms,

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

Proposed Measure		Target	July 2013		
			City	County	COMMENT
1	% of Crown Court files to be submitted by the police to the CPS on time and without deficiencies Crown Court and Magistrates conviction rates	<ul style="list-style-type: none"> To improve the current timeliness and quality of files To be better than the national averages To be consistently in line with CPS national averages	<i>No Split available</i> <u>Quality: Error rate</u> Magistrates Court (MC) – 9.9% / Crown Court (CC) – 52.4% <u>Timeliness: Late Rate</u> MC – 22.4% / CC – 62.7% (Apr – Jun 13)		In terms of target position, there has been a slight deterioration on last months position in terms of Quality (MC -1.7%) and Timeliness (CC -4.2%). There is no change in Timeliness (+/-0.0%) in the Magistrates Court, while the Crown Court recorded an improvement in Quality (+1.4%)
2	% of effective trials in the Magistrates and Crown Courts (HMCTS Measure)	<ul style="list-style-type: none"> Reduce % ineffective trials compared to 2012-13 Achieve an effective trial rate of: <ul style="list-style-type: none"> 50% for Magistrates Court 50% for Crown Court 	<i>No Split available</i> Magistrates Court – 43.5% / Crown Court – 42.6% (Average Apr - Jul 13)		Both courts are currently performing below the target rate at this time. The Magistrates Court have recorded a slight improvement (+3.7%) in its rate, whereas the Crown Court performance remains at a similar level (-0.9%)

Strategic Priority Theme 3:
Focus on those local areas that are most affected by crime and anti-social behaviour.

Proposed Measure		Target	July 2013														
			City	County	COMMENT												
1	Reduction in 'All Crime' across the Force.	<ul style="list-style-type: none">10% reduction compared to 2012-13	+5.3% (Apr – Jul 13)	+1.7% (Apr – Jul 13)	<p>The Force is currently +3.2% (Year to Date) compared to last year. Since the target is -10% performance is 13.2% above target.</p> <p>However, recent monthly totals suggest an improvement in performance.</p> <p>The increases are due to Theft & Handling mainly shoplifting, violent crime and burglary.</p> <p>The Force is ranked 32nd (out of 42) nationally in terms of offences per 1,000 population and 4th out of 8 in its MSG.</p>												
2	Reduction in anti-social behaviour incidents across the Force	<ul style="list-style-type: none">8% reduction year on year from 2013-14 to 2015-16A 50% reduction in anti-social behaviour incidents across the Force by 2015-16 compared to 2011-12	-13.5% (Apr – Jul 13)	-17.4% (Apr – Jul 13)	<p>The Force is currently achieving the reduction target, having reduced ASB volume by 15.8% (2,423 incidents). A further year on year reduction of 8% would also satisfy the local partnership target of reducing anti-social behaviour by 50% by 2015-16.</p>												
3	The detection rate (inc. positive outcomes) for recorded offences	<ul style="list-style-type: none">37% (inc. positive outcomes) rate for all crime. <p>To monitor Home Office Disposals</p> <table><tr><td>1</td><td>Charge/Summons</td></tr><tr><td>2</td><td>Caution/Reprimand/Warning</td></tr><tr><td>3</td><td>Taken into consideration</td></tr><tr><td>4</td><td>Penalty Notice for Disorder</td></tr><tr><td>5</td><td>Cannabis Warning</td></tr><tr><td>6</td><td>Community Resolution</td></tr></table> <p>6 – new from 1st April 2013</p>	1	Charge/Summons	2	Caution/Reprimand/Warning	3	Taken into consideration	4	Penalty Notice for Disorder	5	Cannabis Warning	6	Community Resolution	32.0% (Apr – Jul 13)	31.0% (Apr – Jul 13)	<p>The current Force detection rate is 31.5% which is 5.5% below target.</p> <p>Community resolutions continue to be utilised both locally and nationally as an effective and efficient disposal method which under certain conditions better meets the needs of the victim and are likely to increase.</p> <p>Community Resolutions currently equate to 18.0% of positive disposals with most offences resulting in a charge or report for summons (48.8%)</p> <p>A detailed breakdown of disposal types will be provided in the monthly Performance & Insight reports.</p> <p>The Home Office intend to change the way Forces report crime disposal by introducing an outcome framework.</p>
1	Charge/Summons																
2	Caution/Reprimand/Warning																
3	Taken into consideration																
4	Penalty Notice for Disorder																
5	Cannabis Warning																
6	Community Resolution																

** Estimated

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

Proposed Measure	Target	July 2013		
		City	County	COMMENT
1 Number of alcohol related admissions to hospital The number of Alcohol Related Crimes (proxy measure)	<ul style="list-style-type: none"> A reduction in the number of alcohol related admissions to hospital compared to 2012-13 Monitor the number of crimes which appear alcohol related 	<p>Nottingham City: +6.8% or 116 admissions</p> <p>Nottinghamshire County: +1.9% or 71 admissions</p> <p>Bassetlaw: -2.7% or 21 admissions (Oct – Dec 2012)</p> <p><i>No split available</i></p> <p>Proportion of alcohol related crime – 15.5% (3,695 offences) (Apr – Jul 13)</p>		<p>Anecdotal evidence and experience suggests that a far higher proportion of substance related crime, particularly violence and theft, are committed than is recorded on Force systems.</p> <p>The current proxy measure for April reveals 15.5%* of crime across the Force was alcohol related. This is a reduction on the 18.2% recorded during the same period of 2012.</p> <p>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 will be monitored this year with a view to setting a target in later years.</p>
2 % of Successful completions of OCU & Non OCU (Opiate and Cocaine Users)	<ul style="list-style-type: none"> 1% Increase compared to 2012-13 	Not yet Available	Not yet Available	<p>Increasing the number of successful treatment completions of OCU users will reduce the impact of drugs on levels of crime and anti-social behaviour</p> <p>There is a quarterly time lag but baselines for 2012-13 will be established when current year-end data is available.</p> <p>Analysis identifies that both City and County are on target to exceed 1% but not 2%.</p> <p>County: Baseline 2012-13 - 8.8% Target 2013-14 - 9.8%</p> <p>NB: Not all users are referred from the criminal justice route. James to supply</p>

* Estimated – treat with caution as this is a new proxy measure and new recording practices will take time to embed and may cause this to change over time.

**Strategic Priority Theme 5:
Reduce the threat from organised crime.**

Proposed Measure		Target	APRIL 2013		
			City	County	COMMENT
1	The number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders.	<ul style="list-style-type: none"> 10 % increase (year on year) in the numbers of confiscation and forfeiture orders compared to 2012-13 	<p><i>No Split available</i> 63 orders recorded (8 forfeiture orders / 55 confiscation orders) (Apr – Jul 13)</p>		<p>So far this year the Force has recorded a total order value of £357,538.70 which equates to an average order value of £5,675.22, an increase of 7.3% compared to the average order value recorded during the same period of last year. The Force has not achieved the target volume of orders year-to-date, with 63 orders compared to a target of 70 orders.</p>
2	Force threat, harm and risk (THR) assessment level.	<ul style="list-style-type: none"> To reduce THR to below the 2012-13 level. 	<p><i>No Split available</i> The year-to-date THR Level is slightly reduced when compared to that recorded at the end of last year</p>		<p>The <i>current threat</i> from Serious, Organised Crime in Nottinghamshire can be described as significant and consistent but with evidence of successful disruption within the last 6 month period.</p> <p>In terms of <i>criminal intent and capability</i>, there remains a significant number of Organised Crime Groups in Nottinghamshire that are classified as being a <i>competent structured group of individuals involved in violence and serious criminality</i>. However, despite the <i>criminal intent and capability</i> remaining significant it can also be described as being reduced in the last 6 month period following successful disruption resulting from various Nottinghamshire Police and EMSOU operations.</p> <p>The year-to-date THR Level is slightly reduced when compared to that recorded at the end of last year</p>

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

Proposed Measure		Target	APRIL 2013		
			City	County	COMMENT
1	First Time Entrants (FTEs) into the Youth Justice System.		-8.4% (Apr – Jul 13)	-45.1% (Apr – Jul 13)	<p>There have been 160 First-Time Entrants (FTEs) this year (Apr - Jul 13). This is a reduction of 27.3% (60 FTEs) compared to last year.</p> <p>The current year-to-date target has been achieved. Currently 23.8% or 38 FTEs better than target.</p> <p>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.</p>
2	<p>National Reduce the offending of offenders managed and supervised by IOM (Integrated Offender Management) that cause significant harm</p> <p>Local</p> <ul style="list-style-type: none"> - Acquisitive Crime Cohort - High Risk of Harm Offenders - Young Adult offenders (18yrs to 21yrs) 	<ul style="list-style-type: none"> • 10% reduction (year on year) compared to 2012-13. • Reduce (proven) re-offending to be below the national average, less than 32.4 per cent. <ul style="list-style-type: none"> • Monitor • Monitor • Monitor 	<p><i>No split available</i> Proven re-offending rate of 36.9% (12 months to Jul 11)</p> <p>This places the Nottinghamshire above the national average of 33.9%, meaning that Nottinghamshire is not achieving target at this time</p>		<p>There are currently 314 IOM nominal's managed by the Force with just over half on the County. The majority of nominal's are adult with just under 6% currently classed as a juvenile. IOM Cohorts fall into three levels.</p> <p>Effective targeting and management of prolific offenders will have a considerable impact on the Force achieving the 'All Crime' reduction target.</p> <p>National data published by the Ministry of Justice covering the quarters April 2010 to March 2011 suggest that Nottinghamshire had a 'proven' re-offending rate of 36.9 per cent, 2.7 per cent above the national average, placing the Force 31st out of 36 areas.</p> <p>The Force are currently working in partnership with the Probation service to provide a joined up performance management framework to enable more timely monitoring of performance. This will be used to inform the Force Policing Plan in term supporting the indicators within the Police and Crime Plan.</p>

**Strategic Priority Theme 7:
Spending your money wisely.**

APRIL 2013					
Proposed Measure		Target	City	County	COMMENT
1	Make efficiency savings	<ul style="list-style-type: none"> Save £10.5m by 2013-14 	NA	NA	<p>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.</p> <p>Detailed plans are in place to ensure the savings target is met. However, it is too early in the year to make sensible measure of progress against the target</p> <p>Confirmed efficiencies are currently being made through staff savings and savings from Fleet, Estates and Collaboration.</p>
2	Ensure balanced budget	<ul style="list-style-type: none"> Overall spend v budget Save £10.5m by 2013-14 	NA	NA	<p>The full year net revenue budget for 2013-14 is £196.998m. Actual net expenditure for Apr – Jul 13 was £65.152m against a budget of £65.841m. The resulting position against budget was an under spend of £0.689m (-1.05% of budget).</p> <p>It is too early in the year to make sensible measure of progress against the target</p>
3	Total number of days lost due to sickness	<ul style="list-style-type: none"> 3.7 % for officers and staff (8.2 days) 	<p>Force Wide Only</p> <p>Police Officers 3.89% (8.6 working days) Just short of target</p> <p>Police Staff 3.68% (8.2 working days) Target Achieved</p>		<p>Based on the 12 month rolling performance.</p> <p>The Absence Management Policy, Procedure and Management Guide were launched in October 2012. It is envisaged that this will assist managers to reduce levels of sickness.</p>
4	BME representation	<p>To reduce the gap in current BME representation within the Force and local BME community representation in respect of:</p> <ul style="list-style-type: none"> Recruitment for officers and staff to reflect the local community 	<p><i>No split available</i> BME officer representation – 3.9% BME staff representation 4.4%</p>		<p>It's important that the Police Service reflects the diverse community that it serves not least because it will enhance trust and confidence.</p> <p>The Force launched its Positive Action programme towards the end of last summer, and a number of events are planned to encourage underrepresented groups to apply for positions within the organisation. The Police Commissioner has recently commissioned a project to help him better understand root causes to current under representation.</p> <p>Both officer and staff BME representation figures show little change from last year. Nottinghamshire's current BME representation stands at 11.2% (based on 2011 census)</p>

APPENDIX B

WORKFORCE PLANNING - RECRUITMENT TIMELINE (updated 27 Aug 2013)

	Cohort Number	Start Date	Initial Training Ends	Tutorship (on Division)	Independent Patrol
Police Officers (16 officers)	27	18/01/2013	24/05/2013	27/05/2013	05/08/2013
	28	12/07/2013	15/01/2013	18/11/2013	27/01/2014
	29	16/08/2013	20/12/2013	23/12/2013	03/03/2014
	30	06/09/2013	14/01/2014	20/01/2014	31/03/2014
	31	22/11/2013	11/04/2004	07/04/2014	16/06/2014
	32	17/01/2014	23/05/2014	26/05/2014	04/08/2014
	33	07/02/2014	20/06/2014	23/06/2014	01/09/2014
	34	14/03/2014	17/07/2014	21/07/2014	29/09/2014

PCSO's	14	04/01/2013	22/02/2013	25/02/2013	08/04/2013
	15	25/01/2013	15/03/2013	18/03/2013	29/04/2013
	16	22/02/2013	16/04/2013	17/04/2013	30/05/2013
	17	15/03/2013	08/05/2013	09/05/2013	20/06/2013
	18	02/08/2013	20/09/2013	23/09/2013	04/11/2013
	19	15/11/2013	11/01/2014	20/01/2014	03/02/2014
	20	03/01/2014	21/02/2014	24/02/2014	07/03/2014
	21	07/02/2014	28/02/2014	31/03/2014	12/04/2014

Transferees		Start Date	Initial Training Ends	Deployment
	1	03/06/2013	21/06/2013	24/06/2013
	2	22/07/2013	09/08/2013	12/08/2013
	3	12/08/2013	30/08/2013	02/09/2013
	4	14/10/2013	01/11/2013	04/11/2013

Specials		Start Date	Attestation week & Tutorship	Deployment
	38	10/11/2012	20/05/2013	21/08/2013
	39	10/11/2012	20/05/2013	21/08/2013
	40	05/01/2013	15/07/2013	12/10/2013
	41	05/01/2013	15/07/2013	12/10/2013
	42	09/03/2013	30/09/2013	15/01/2014
	43	09/03/2013	30/09/2013	15/01/2014
	46	29/06/2013	16/12/2013	05/04/2014
	47	29/06/2013	16/12/2013	05/04/2014
	48	31/08/2013	10/02/2014	19/05/2014
	49	Cancelled		

Cadets		Advertised	Interviewed	Start Duty
		29/04/2013	17-30/06/2013	02-15/09/2013

Civilian Investigator		To be confirmed
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THE BEAT



Summer's not over yet, but it's already been hot... and I don't mean just the weather!

Along with partners across Nottinghamshire, I have brought some challenging issues to the forefront in recent months. In the process, I believe we have identified some new and better ways forward that will lead to greater protection for victims and increase our communities' confidence in Nottinghamshire Police.

Improving engagement with BME communities

It's important that everyone in all our diverse communities have trust and confidence in our police service. That's why I set the ball rolling to understand the root of negative perceptions of the police within the black and ethnic minority (BME) community and replace them with positive experiences.

This work began with a research project I commissioned on relations between Nottinghamshire Police and the county's BME community. Professor Cecile Wright from The University of Nottingham's School of Sociology and Social Policy led this research, and I am now studying her recommendations for improvement.

Professor Wright's findings – drawn from more than 500 BME residents who were asked for feedback – show that BME community members are twice more likely to become victims of crime than the rest of the population, with 'hate crime' being the crime they mostly experience. It was also found that more than one third of those who had been victims of crime did not report it to the police.

With this knowledge, we can now target future decisions towards building trust so that BME residents feel more confident in reporting crime to the police. Our new steering group will consider how to put the report's recommendations into practice and will review progress on a regular basis.

As well as highlighting areas where improvement is needed, this valuable report recognises the hard work already undertaken by the force to address any imbalances within the service as perceived by members of the BME community.

I know that Chief Constable Chris Eyre is committed to furthering the force's efforts to acknowledge and address these concerns, and we look forward to achieving the increased safety and confidence that is needed.

Other recommendations in the report include:

- a review of the force's Stop and Search strategy, weighing up its value as a crime detection measure against the negative impact on community relations
- more effective diversity training for all employees
- stopping voluntary searches, and information sessions to be held within the community so that they are aware of their rights
- more work to boost BME representation within the force.



Tackling alcohol misuse

Alcohol misuse that leads to crime, health issues and a drain on the public purse has plagued far too many innocent citizens in recent years. Tough problems... but I'm now hopeful that we can make residents feel safer by introducing some effective solutions.



Following my Alcohol Conference at the beginning of July, I began planning a number of meetings with criminal justice partners to establish a course of action. What is decided will then form part of my Alcohol Strategy.

At the conference, 120 delegates and experts from Nottinghamshire and beyond discussed intervention ideas already piloted in different parts of the country to reduce alcohol-related crime and ease pressure on NHS staff.

A clear message was the necessity to adopt a broad package of intervention measures rather than concentrate on a single solution. The future management of alcohol misuse in Nottinghamshire will be much more joined-up as a result of this conference. That means we will all be working towards the same objectives and make best use of our combined resources to achieve better results. A draft strategy and action will be ready for further consultation in September 2013.

Support for young witnesses

During a recent visit to Victim Support my Deputy, Chris Cutland, was very impressed with the work being done to support young witnesses of crime, with visits to the court, explanations of how it works and what will be expected of them. "Both staff and volunteers do all they can to ensure that court appearances are less threatening and scary to young people," she said.

"This support is so worthwhile," she added. "Explaining the system to young people and staying with them when in court is enormously valuable. It helps to put their fears at rest and, in turn, is likely to encourage more of their peers to come forward to give evidence."

The visit was originally set up so that we could get a greater understanding of the work that Victim Support does to provide appropriate support to both victims and witnesses. One size does not fit all, and different circumstances require different solutions.

It is particularly important that we really get to grips with the service required as within the next 18 months funding for Victim Support will come to the Police and Crime Commissioner and we are both determined to see the very best support provided to those unfortunate enough to be a victim of crime.

STOP! hate crime against people with disabilities



On Disability Awareness Day on 14 July I focused on unforgivable incidents of hate crime against people with disabilities.

In Nottinghamshire last year, we saw a drop in disability crime of almost 44 per cent with 23 offences recorded. That's a relatively low figure but even one incident is one too many. Abusing people who already have enough on their plate is particularly abhorrent, and I want to bring an end to this type of discrimination. If every victim of hate crime reports their experiences to the police we can get a true picture of what's happening, support those who are on the receiving end and bring the offenders to justice.

My walkabout in Hucknall



Taking to the streets of Hucknall on 16 July with PC Shaun Radford and PCSO Simon Gazzard gave me valuable 'talk-time' with local people and businesses.

In the town centre and surrounding areas, I listened to the concerns and views on policing of residents and businesses. Face-to-face encounters like these help to keep me in the loop and give me a clearer focus on any problems that I can take up on your behalf.

Reducing crime through restorative justice

I'm a big supporter of restorative justice as one of my highest priorities as Commissioner is supporting victims of crime. Evidence shows that bringing offenders face to face with their victims to see the harm they've caused and apologise for their actions can have a cathartic effect on victims and bring about positive change in the offender.

In May I met restorative justice leaders in Nottinghamshire to identify how the system can be enhanced to further reduce crime. The Restorative Justice Summit heard how closer working between the agencies involved in delivering this intervention could turn more offenders away from a life of crime.

As a result, plans were made to establish how organisations can move forward together to achieve higher quality restorative justice mediation. I am confident that this will lead to further success in the future. I have asked 'Remedi', who are national experts in Restorative Justice, to support my office and work with partner organisations to develop a strategy with clear quality standards to assist with the delivery of high quality Restorative Justice delivery. If you want to get involved with this work contact the Kevin Dennis, Chief Executive.

More challenging times ahead

A fresh wave of spending cuts announced by the Government for 2015/16 will eat further into Nottinghamshire Police's scarce resources and affect our capacity to tackle crime.

We won't have the exact figures until the autumn but it looks like we will have a gap of an additional £6m. That's on top of the forecasted £10.1m within our Medium Term Financial Plan and on top of the £42m we have had to find in the current Spending Review.

So far, thanks to the hard work of the force's employees, we've been able to protect performance despite the cuts. But it's important to be prepared, and we will be consulting widely with the public about their priorities to help us negotiate these reductions so that we can continue to meet their expectations.

New Victims' Code draws closer

Still with a firm eye on the needs of victims, Deputy Commissioner Chris Cutland also attended a London conference dedicated to 'Putting Victims First', which looked closely at the reforms contained within the Government's proposed Victims' Code.

It's early days yet as the finer details are still being worked out. "It hasn't been finalised but it's good to know that there are changes afoot," she said.

The plan is for there to be three categories: victims of serious crime, persistently-targeted victims and vulnerable victims. Overall, the new reforms seek to give victims clearer entitlements from criminal justice agencies and provide a service that's better tailored to individual need.

We will be watching the progress on this very closely.

- The Office of the Police and Crime Commissioner will soon be commissioning work to support medium risk domestic violence cases. Chris explains: "The Grant and commissioning applications have now all been considered and decisions made. We'll have more details on this and the other commissioning decisions soon."





Mystery shoppers to help improve service quality



Public spirited volunteers will soon be acting as 'mystery shoppers' to help improve customer service in policing.

I'm delighted to be setting up this scheme as it enables local people to make a difference to the quality of service that the public receives.

Our mystery shoppers will act as customers of Nottinghamshire Police, undertaking agreed tasks to monitor the quality of customer service before reporting back on their experiences. Their information will help shape future services and enable me to make changes aimed at increasing the satisfaction and confidence of victims of crime in the services they receive. It's incredibly important that we treat victims in a way that makes them feel understood and confident that we will resolve the situation.

I have huge pride and gratitude for those in our county who give up their time in various ways to help Nottinghamshire Police the best service possible. Our communities deserve this and the Chief Constable and I are united in our commitment to its delivery.

Beating business crime together

Retailers in Nottinghamshire are being asked to become more involved in local crime partnerships to help reduce business crime.

When I spoke at Mansfield 2020's breakfast meeting on 27 June, I was able to tell business leaders that Nottinghamshire Police is seen as a leader in the field of fighting business-related crime. Our Deputy Chief Constable, Sue Fish, is Business Crime lead at the Association of Chief Police Officers, and Inspector

Richard Stones is director of the National Business Crime Forum which has its data sharing hub at Ashfield School.

I know there is still much to do, but one important step forward will be recording business crime under a single definition to enable accurate measurement of offending patterns. This is expected to happen soon in Nottinghamshire and we are also asking all police forces to undertake similar business crime tagging. Knowing the true scale of the problem will help us to fight it.

KEEP *ON* TALKING



I'm delighted that so many people contact me, with problems, compliments and comments. This is particularly important as I need to be able to listen to your views and learn from them and also know that you can keep up to date with what my Deputy, my team and I are doing.

Whatever I do, I am answerable to you, the electorate. You can contact me at any time to ask questions or put your views across.

You can visit:

www.nottinghamshire.pcc.police.uk

You can follow me

@PaddyTipping and @NottsPCC
or **Facebook PaddyTipping or NottsPCC.**

You can write to me at:

Nottinghamshire Office of the Police and Crime Commissioner, County Hall, West Bridgford, Nottingham NG2 7QP

E-mail me at:

nopcc@nottinghamshire.pnn.police.uk

Telephone me on:

0115 967 0999 ext 801 2005.

For Information	
Public/Non Public*	Public
Report to:	Police & Crime Panel Audit and Scrutiny Panel
Date of Meeting:	16th & 24th September 2013
Report of:	Chief Finance Officer
Report Author:	Charlotte Radford
E-mail:	
Other Contacts:	
Agenda Item:	5

REGIONAL COLLABORATION UPDATE

1. Purpose of the Report

- 1.1 To update and inform Members of the Regional Collaborative work that is being undertaken in 2013-14.

2. Recommendations

- 2.1 Members are requested to consider and note the report.

3. Reasons for Recommendations

- 3.1 Members of the Police & Crime Panel at their last meeting requested information on the work that is being undertaken with other police forces on regional collaboration.
- 3.2 This also complies with the principles of good governance in keeping members informed of activities being undertaken.

4. Summary of Key Points

- 4.1 The following are the service areas where the region already collaborates:
- a) EMSOU – SOC (Serious & Organised Crime) (5 Force Collaboration).
 - b) EMSOU – TSU (Technical Surveillance Unit) (5 Force Collaboration).
 - c) EMSOU – Major Crime Command (5 Force Footprint).
 - d) EMSOU – Forensics (North – 3 Force Collaboration).
 - e) EMCHRS – Occupational Health Unit (5 Force Collaboration).
 - f) EMCHRS – Learning and Development (4 Force Collaboration).
 - g) EM Legal Services (4 Force Collaboration)
 - h) Regional Commercial Unit (3 Force Collaboration)
- 4.2 The regional collaboration revenue budget for 2013-14 is £20,931,299. This was approved by the regional PCC's in February.

- 4.3 The latest forecast out-turn reported to PCC's on 2nd September 2013 is estimated to be £20,699,816 and represents an estimated underspend of £231,483.
- 4.4 The revenue budget is supplemented by Force's Contributions of Officers in Kind who provide the regional services. The estimated Officer in Kind contribution for the year equates to £8,933,237.
- 4.5 The revenue contributions are split based upon each PCC's share of the funding formula for government grant. This equates to the following percentage shares where there are 5 forces collaborating:
- Nottinghamshire 27.3%
 - Leicestershire 22.8%
 - Derbyshire 22.2%
 - Northamptonshire 14.9%
 - Lincolnshire 12.8%

These percentages vary where there are only 3 forces in the collaboration.

- 4.6 The Regional PCC's were presented with a growth budget over the medium term financial plan period, which they did not agree. They requested that a piece of work should be undertaken to identify further efficiencies within the regional services. An Efficiency Board was set up with the aim of identifying savings by the end of July.
- 4.7 At the September 2013 board meeting of the regional PCC's there was a recommendation from the Efficiency Board to action the identified savings of £2.4m phased over the next 3 years.
- 4.8 The regional collaboration also has a capital programme totalling £420,471. This is to provide vehicles and equipment to the regional services. This expenditure will be financed by the use of regional reserves £377,468 and a contribution from the regional collaboration fund £43,003.
- 4.9 Regional Reserves were £1,207,428 as at 01.04.13 and are estimated to be £874,960 as at 31.03.14.
- 4.10 The Regional PCC's have commissioned the HMIC to:
- review the current regional collaboration work, including the work of the Efficiency Board
 - to review current or emerging proposals for collaboration
 - to consider opportunities for future collaboration

This work is due to be complete in early September to be able to feed into the 2014-15 budget planning process.

- 4.11 New areas of Collaboration that will become live during 2013-14 are:

- Serious Collision Investigations Unit (3 Force collaboration – Notts, Derbys & Leics)
- Armed Policing (3 Force collaboration – Notts, Derbys & Leics)
- Protected Persons Unit (3 Force collaboration – Notts, Derbys & Leics)

5. Financial Implications and Budget Provision

5.1 None as direct result of this report.

6. Human Resources Implications

6.1 None as direct result of this report.

7. Equality Implications

7.1 None as direct result of this report.

8. Risk Management

8.1 All risks are managed within each regional project/service. By collaborating risks relating to finances and resilience are being mitigated.

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

9.1 The objective to Spend Your Money Wisely within the Police & Crime Plan includes a commitment to achieve greater savings from existing collaborations.

10. Changes in Legislation or other Legal Considerations

10.1 None as direct result of this report.

11. Details of outcome of consultation

11.1 None as direct result of this report.

12. Appendices

12.1 None

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

13. None

Domestic Violence Update (Police and Crime Plan Strategic Theme 1 - "Protect, support and respond to repeat female victims of medium risk domestic abuse")

Purpose of the Report

1. To present the Police and Crime Panel (the Panel) with an overview of the progress to date on one of the key workstreams of the Police and Crime Plan, Domestic Violence, which is being led by the Deputy Police and Crime Commissioner (Deputy Commissioner), Chris Cutland.

Information and Advice

2. Please see attached report.

Other Options Considered

3. Please see attached report.

Reasons for Recommendation/s

4. The Panel of the 24 June 2013 meeting requested an update on Domestic Violence from the Deputy Commissioner to be presented to the September Panel.

RECOMMENDATION/S

That the Police and Crime Panel consider and discuss the Deputy Commissioner's Report.

Background Papers and Published Documents

- 1) None

For any enquiries about this report please contact:- Karen Sleigh, Programme, Research and Information Manager, Karen.sleigh@nottinghamshire.pnn.police.uk, 0115 967999, ext 801 2002.

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	16 September 2013
Report of:	Deputy Police and Crime Commissioner
Report Author:	Karen Sleigh
E-mail:	Karen.sleigh@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	6

Domestic Violence: "Protect, support and respond to repeat female victims of medium risk domestic abuse"

1. Purpose of the Report

- 1.1 This report presents the Police and Crime Panel (the Panel) with an overview of progress to date on one of the key workstreams of the Police and Crime Plan, Domestic Violence, which is being led by the Deputy Police and Crime Commissioner (Deputy Commissioner), Chris Cutland.
- 1.2 The Police and Crime Commissioner (the Commissioner) for Nottinghamshire is responsible for commissioning a variety of services across the policing and community safety partnership landscape.
- 1.3 The Police and Crime Commissioner has made a commitment within the Police and Crime Plan to prioritise budgets to protecting, supporting and responding to repeat female victims of domestic abuse, especially medium risk.
- 1.4 Following engagement with providers, partner agencies and service users the Deputy Commissioner for Nottinghamshire has identified £130k per annum for the provision of 'protecting, supporting and responding to repeat victims of domestic abuse' as identified in the Police and Crime Plan.¹ The aim is to provide the services through commissioning and to do work to prevent violence against women and girls happening at all, but a key focus will be on reducing repeat victimisation and keeping victims safe from harm. The role of the Deputy Commissioner for commissioning services for Domestic Violence is crucial for the development and sustainability of specialist services for survivors and their children as well as services for perpetrators.

2. Recommendations

- 2.1 That the Panel note the Deputy Commissioner's Report.

¹ [Nottinghamshire Police and Crime Plan 2013-18](#)

3. Reasons for Recommendations

- 3.1 The Panel of the 24 June 2013 meeting requested an update on Domestic Violence from the Deputy Commissioner to be presented to the September Panel.

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

4.1 National Overview

Nationally domestic violence and other forms of domestic abuse are widely underreported in our communities. Last year, around 1.2 million women suffered domestic abuse, over 400,000 women were sexually assaulted, 60,000 women were raped and thousands more were stalked. Fewer than 1 in 4 people who suffer abuse at the hands of their partner - and only around 1 in 10 women who experience serious sexual assault - report it to the police. The Home Office is determined to support victims in reporting these crimes, and to make sure perpetrators are brought to justice.²

4.2 Local Overview

From April 2012 to April 2013 Domestic Violent offences accounted for just over a third of all violence against a person offences. There were 361 victims in Nottingham and Nottinghamshire who had been a victim of domestic violence between 2 and 4 times. Within the same period, there were 256 victims who were victims of domestic violence twice. Since 2004/05 there have been 23 male offenders, and 1 female offender for domestic homicides which have resulted in 21 murders and 3 manslaughter cases, of which 13 were in the City and 11 in the County, some of these were medium risk repeat cases.³

4.3 Identification of Need

So far in 2013/14 there has been a small rise in the number of repeat victims of domestic violence.

Repeat Victims	2013/14	2012/13	Vol. Change	% Change
Domestic Violence	675	633	42	6.6%

- 4.4 Of the total number of repeat victims (675) this performance year so far, 55 have also been highlighted as a repeat victim during the corresponding four month period last year. The remaining 620 victims are potentially new repeat victims who have not previously reported incidents of Domestic Violence or Abuse, or who have reported several incidents of abuse which has escalated to more serious offences such as Domestic Violence.

² <https://www.gov.uk/domestic-violence-and-abuse>

³ [March 2013: Performance and Insight Report](#)

- 4.5 The Force has examined these 620 victims in more detail, identifying that nearly a third appear to be new victims having only ever reported two incidents in the last 28-month period, with just over two thirds of those previously being the victim of a Domestic Incident⁴ which has escalated to a violent offence. A further 126 victims have been the victim of a Domestic Incident and/or Violence three times over the past 28-month period with over half of those previously the victim of a Domestic Incident before reporting a Domestic Violent offence. An additional 105 victims have reported four occurrences of Domestic Incidents and/or Violence, and just under 40 percent of those having only previously reported incidents of Domestic Abuse. The remaining victims highlighted have all reported similar patterns of offending with a history of Domestic Abuse escalating in to violent offences.⁵
- 4.6 The effects of domestic abuse are far ranging. There have been various reviews undertaken to better understand the impact of services and improvements to tackling domestic violence which provides some of the most complex problems facing individuals, families, communities and society as a whole, which include:
- Lessons learned and improvement plans from Independent Police Complaints Commission (IPCC) Inspections of Domestic Violence cases.
 - The restructure of the Public Protection Unit (PPU) of the Police.
 - Progression, monitoring and evaluation by the Deputy Commissioner of the Police Authority Domestic Abuse Scrutiny Committee recommendations, and the subsequent follow up Internal Audit by RSM Tenon on the implementation of the recommendations of the Scrutiny Committee.
 - The statutory authorities commissioning arrangements for domestic violence:
 - The Nottinghamshire County Council commissioning services aimed at women and children affected by domestic violence; and
 - The Nottingham City Council's Safer from Harm review of commissioned services across domestic violence.
 - Project reviewing the harm reduction and protecting the Vulnerable through Multi Agency Safeguarding Hubs (MASH) in Nottinghamshire.
 - Project review by the Nottingham City Council on Multi Agency Risk Assessment Conference (MARAC).
 - Commissioned Academic Review of repeat victims of medium risk domestic abuse.
 - Annual review of commissioned services to ensure innovative preventive solutions to tackling repeat victimisation.

4.7 Lessons Learned from IPCC Inspections

The Police Authority Domestic Abuse Scrutiny Committee set up in 2012, consisted of five Members of the Police Authority working from February to July 2012, hearing a range of evidence from both Police Officers and Partners in respect of issues associated with domestic abuse and findings of the

⁴ A 'Domestic Incident' is a report of an incident where no crime has been committed, such as a verbal argument, as opposed to an offence of 'Domestic Violence' where a Home Office recordable offence has been committed, such as ABH or GBH, which is domestic related.

⁵ Performance and Insight Report July 2013

Independent Police Complaints Commission (IPCC)⁶ investigations into the murders of Casey Brittle and Denise Skilbeck.

- 4.8 The focus was to look at Nottinghamshire Police's implementation of changes to improve the safety of victims / survivors of domestic abuse; to assess the range, depth and sustainability of those improvements; to assess how effectively these have been promulgated across the Force and to its Partners and to gauge how sustainable the implementation of these measures are for the future against the Committees' reported 26 recommendations.

4.9 Progress Assurance

Although Members were fully assured that the majority of the IPCC findings had been addressed, the scrutiny process helped Members identify where further improvements could be made to help survivors of domestic abuse. This was reported in July 2012, with updates presented to the Police Authority in November 2012 before handing over to the Commissioner as part of the Transition Programme.

- 4.10 Through the portfolio responsibility of the Deputy Commissioner, there has been the development of a 'Key Lines of Enquiry' assessment with the Force, requiring updates on actions and activities that are being delivered to ensure that the recommendations of the Police Authority Scrutiny and the independent Internal Audit Review have been addressed. These Key Lines of Enquiry have been worked through with partners to identify further research to be conducted with partners and victims to identify opportunities to streamline services and processes to support and respond to victims' individual needs. A Specialist Panel convened by the Deputy Commissioner will monitor the progress of the Force's Improvement Plan.

4.11 The restructure of the Public Protection Unit (PPU)

The focus of the PPU restructure for Domestic Abuse is to be victims focused, led by Superintendent Chamberlain, providing services that will respond to victims expectations across both the City and the County. This restructure has been progressing, and has included: a review and revision of staffing, a review and revision of policies and procedures across the City and the County. There is also continuing work on the wider restructure of the PPU which is being project managed and reported to the Operational Support Board in the Force, headed up by ACC Jupp and reported to the Deputy Commissioner.

4.12 Commissioning

To ensure that repeat victims of medium risk domestic abuse cases meet the outcomes identified in the Police and Crime Plan, the starting point has been to procure services from current specialist organisations to maintain services and to commission further support and research to assist with improving services for domestic abuse and its impact on individuals. Key reasons for commissioning existing specialist providers include:

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http://www.ipcc.gov.uk/sites/default/files/Documents/investigation_commissioner_reports/casey_brittle_commissioners_report.pdf

- Current specialist providers have a track record of delivery and have previously demonstrated value for money through an open tenders process.
- Existing Providers have established information sharing protocols and partnership arrangements.
- Contracting with established Providers will save set up time and money.

4.13 Commissioned Academic Review of Repeat Victims of Medium Risk Domestic Abuse

The Deputy Commissioner has commissioned a specialist Domestic Violence Research Project⁷, encouraging tenders to be submitted from an individual or an organisation that will assist in making recommendations to identify opportunities to improve services to support and respond to victims' individual needs. This is a timed piece of work and will form a significant contribution to the improved cost effectiveness of domestic violence services. The Project will start on the 1 October 2013 and will submit the final report by August 2015.

4.14 Performance Monitoring for Medium Risk Repeat Victims

The performance monitoring and reporting of Domestic Violence is an essential part of demonstrating value for money against the Police and Crime Plan. The Deputy Commissioner has developed performance measures through consultation which will be managed, monitored and reported in the following way:

Targets	Measure
Protection	
Positive feedback from at least 85% of service users to be measured through provider designed satisfaction form to reflect: <ul style="list-style-type: none"> • Reduction in feelings of fear • Improved Feelings of safety • Improved Confidence in accessing support • Improved quality of life • Reporting of fewer repeat incidents of domestic abuse • Less medium risk women being murdered. 	Annually
Reduction in repeat medium risk survivors in each area by 5 %	Annually
Support	
50% of those who use the service to have reduced risk over a period of 6 months	Annually
Engagement with 40 women survivors over a one year period for each area	Quarterly
Attendance at 90% of appropriate Vulnerable Persons Panels (VPP) / CDAP meetings	Quarterly

⁷ [Domestic Violence Medium Risk Academic Research Tender](#)

Response	
30% to have maintained reduced risk over a period of 6 months	Annually
Contact with Service User within 2 working days of referral in 80% of cases	Quarterly

4.15 Nottingham City Safe from Harm Project

The project has been reviewing Domestic Violence services commissioned across the City. The Deputy Commissioner is a member of the Executive Leadership Group which met in August 2013. The meeting discussed the findings of the Safer from Harm project and the proposed options to agree the way forward. There were five options presented, with the preferred option identified to take forward to the Health and Wellbeing Board for discussion.

4.16 'Nottinghamshire County' Review of Domestic Abuse Services

The Deputy Commissioner, as part of the commissioning process, has agreed a review of Nottinghamshire County Domestic Abuse Services, which will be completed by March 2014, and is being supported by a six month secondment from the Probation Service to the Nottinghamshire Office of the Police and Crime Commissioner.

4.17 Grants

There have been some grant agreements produced for the funding period. The Grants are paid to the recipient in the exercise of the power conferred by the Police Reform and Social Responsibility Act 2011.⁸ These include:

- McKenzie Friends at court (providing moral support; taking notes; helping with case papers; quietly giving advice on any aspect of the conduct of the case).⁹
- Development of work with 16-18 year olds experiencing domestic abuse.
- Further support for child victims of domestic abuse.

4.18 Intended Outcomes

There is a collective ambition to reduce domestic abuse and homicides and their effects in Nottingham and Nottinghamshire through effective partnership working.

5 Financial Implications and Budget Provision

5.1 Following engagement with providers, partner agencies and service users the Deputy Police and Crime Commissioner for Nottinghamshire has identified £130k per annum for the provision of 'protecting, supporting and responding to repeat female victims of domestic abuse' - medium risks.

5.2 The Service Specification identifies a contract value of: £130k (approximately £43k for each area) for 3 Workers: Medium Risk Intervention Workers.

⁸ [Police Reform and Social Responsibility \(PR&SR\) Act 2011](#)

⁹ [McKenzie Friends Guidance](#)

- x1 for the City (provided by Women's Aid Integrated Services (WAIS))
- x1 for the County South (provided by WAIS)
- x1 for the County North (provided by Nottinghamshire Women's Aid Ltd (NWA))

5.3 There is also an Academic Research Tender Brief which outlines work to start from the 1 October 2013 and the final report (consulted on) will be presented by August 2015 to align to the budgets for 2016/17.

6 Human Resources Implications

6.1 There is a small number of staff being resourced to deliver case loads.

7 Equality Implications

7.1 There has been a requirement through the Service Specification that the delivery of commissioned services around 'protecting, supporting and responding to repeat victims of domestic abuse' must be able to meet and reflect the needs of a diverse range of service users to ensure that there is no one disadvantaged due to their cultural background, linguistic ability, sexual orientation, disability, race, religion, marital status, pregnancy or age.

8 Risk Management

8.1 Risk identified the Integrated Partnership Strategic Assessment and outlined for prioritisation in the Police and Crime Plan.

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

9.1 In September 2012, the Home Office announced that the definition of [domestic violence](#) (DV) and abuse would be widened to include those aged 16 to 17 and wording to reflect coercive control. The decision followed a consultation which saw respondents call overwhelmingly for this change.

10 Changes in Legislation or other Legal Considerations

10.3 In November 2012 the Home Office made clear their ambition to tackle violence against women and girls (VAWG) by introducing two new criminal offences for stalking. Additionally, in March 2013 the definition of DV changed to include under 18s and a full review of the VAWG action plan was published by the Home Office.

11 Details of outcome of consultation

- 11.1 Through the Integrated Partnership Strategic Assessment, Domestic Violence was identified as a priority action under the strategic theme of: Protect, support and respond to victims, witnesses and vulnerable people.

12 Appendices

12.1

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

[Ending violence against women and girls in the UK](#)

<https://www.gov.uk/domestic-violence-and-abuse>

Tackling Violence against Women and Girls: [The Government's New Approach](#):

[World Health Organisation: Violence against women](#): Global Picture Health Response

WORK PROGRAMME

Purpose of the Report

1. To give Members an opportunity to consider the work programme for the Panel and to suggest further topics for inclusion (see appendix).

Information and Advice

2. 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.
3. At the informal meeting of the Panel held on 7 June 2013, Members agreed that a development session should be arranged to assist new Members in understanding the roles and responsibilities of the Panel and to enable all Members to reflect further on the strategic direction and focus of the Panel. At the meeting on 24 June 2013, the Panel agreed that this session should take place on the morning of 16 September 2013, ahead of the Panel meeting scheduled for that afternoon.
4. However, in light of the subsequent delay in getting Secretary of State approval to appoint two further Independent members and the fact that some Members were unable to attend on 16 September, the Chairman and Vice-Chairman subsequently agreed that the development session should be postponed until the afternoon of the Panel meeting on 30 October 2013, in order to maximise attendance and to involve all new Members.
5. Further to Members' requests at the Panel meeting of 24 June 2013, regular updates on the issue of Domestic Violence have been added to the work programme and review of the costs of the Commissioner's Office has been added to the work programme for April 2014.

Other Options Considered

6. All Members of the Panel are able to suggest items for possible inclusion in the work programme.
7. The Work Programme has been updated following discussions around the Commissioner's update report at the last meeting. The regular standing items and statutory requirements have also been scheduled into the proposed meeting timetable.

Reasons for Recommendation/s

8. To enable the work programme and the schedule of Panel meetings to be developed further.

RECOMMENDATION/S

- 1) That the work programme be noted.
- 2) That Members suggest any further topics for possible inclusion in the work programme.

Background Papers and Published Documents

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

For any enquiries about this report please contact:-

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Nottinghamshire Police and Crime Panel

Work Programme (as at 5 September 2013)

<u>Agenda Item</u>	<u>Brief Summary</u>
30 October 2013 – 10.30am	
Appointment of Independent Members	The Panel will consider the recommendations of the sub-group which has acted as the recruitment panel for the two new Independent Members.
Police and Crime Plan	Update on progress against objectives.
Police and Crime Commissioner's update (including 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 issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner or Deputy Police and Crime Commissioner.
Alcohol Strategy – TO BE CONFIRMED	Panel to comment on the draft Alcohol Strategy.
Zero Base Budget Review – update	Update on the review being undertaken by the Commissioner and the Force.
30 October 2013 – pm	
Panel Development Session	Development Session for all Panel Members to clarify roles / responsibilities and strategic direction / focus of the Panel.
16 December 2013 – 2.00pm	
Police and Crime Commissioner's update (including 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 issues within the Force.
Domestic Violence update	Regular update on progress with this issue and the related strategic themes and key activities.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner or Deputy Police and Crime Commissioner.
3 February 2014 – 2.00pm	
Police and Crime Commissioner's update (including 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

<u>Agenda Item</u>	<u>Brief Summary</u>
Performance).	issues within the Force.
Police and Crime Plan	Annual Review
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner or Deputy Police and Crime Commissioner.
Proposed Precept and budget 2014/15	To consider the Commissioner's proposed budget and Council Tax precept.
28 April 2014 – 2.00pm	
Police and Crime Commissioner's update (including 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 issues within the Force.
Domestic Violence update	Regular update on progress with this issue and the related strategic themes and key activities.
Review of the Costs of the Commissioner's Office	To review the ongoing costs of the Commissioner's Office, including benchmarking against other Commissioner's Offices nationally.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner or Deputy Police and Crime Commissioner.
18 June 2014 – 10.30am - Annual Meeting	
Appointment of Chairman and Vice-Chairman	To appoint the Chairman and Vice-Chairman of the Panel for the 2013/14 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 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 issues within the Force.
Complaints update	Regular update on any complaints received against the

<u>Agenda Item</u>	<u>Brief Summary</u>
	Police and Crime Commissioner or Deputy Police and Crime Commissioner.

REVIEW OF MEMBERSHIP – UPDATE

Purpose of the Report

1. To update the Panel on the changes to the Panel's membership to meet the balanced appointment objective.

Information and Advice

2. The Secretary of State has now approved the Panel's proposals to co-opt one further Councillor (from Nottinghamshire County Council's Conservative Group) and two further Independent Members (with a community and voluntary sector background).
3. Councillor John Handley has been appointed as the County Council's Conservative Group member (the name of the appointee will need to be reported to the Secretary of State).
4. With regard to the recruitment process for the Independent Members, an advertisement has been placed in The Nottingham Post, The Mansfield and Ashfield Chad, The Newark Advertiser, The Worksop Guardian and The Retford Times. The advertisement has also been circulated to various community and voluntary sector groups, utilising the circulation lists of the Office of the Police and Crime Commissioner.
5. A sub-group of the Police and Crime Panel will act as the recruitment panel for the Independent Member process. The sub-group membership and shortlisting / interviewing dates are currently in the process of being finalised. It is proposed that the panel will consist of the Chairman, Vice-Chairman, one of the existing independent members and one of the Nottingham City Council members. The interviews are due to take place in mid-October. Following the interviews, the sub-group will recommend the successful candidates to the Panel meeting of 30 October 2013 for approval.

Other Options Considered

6. The Panel could choose to continue with its current membership but this would prevent political balance being achieved and would not address the identified gap in terms of community and voluntary sector experience and skills.

Reason/s for Recommendation/s

7. To update the Panel on progress with the proposals unanimously agreed at the meeting on 24 June 2013.

RECOMMENDATION

- 1) That the latest position and the planned recruitment process be noted.

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) Report to meeting of Police and Crime Panel – 24 June 2013 – 'Review of Membership – Balanced Appointment Objective' and minutes of that meeting (published).

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