

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

Monday, 24 June 2013 at 10:30

**Ashfield District Council, Council Chamber, Urban Road,
Kirkby-in-Ashfield, NG17 8DA**

AGENDA

- | | | |
|----------|---|----------------|
| 1 | Appointment of Chair (see note (b) below) | |
| 2 | Appointment of Vice-Chair | |
| 3 | Minutes of last meeting held on 15 April | 5 - 12 |
| 4 | Apologies for Absence | |
| 5 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
| 6 | Rules of Procedure | 13 - 22 |
| 7 | Police and Crime Commissioner's Update | 23 - 50 |
| 8 | Police and Crime Commissioner's Annual Report | 51 - 68 |
| 9 | Estate Rationalisation (Phase 1 and 2) Update | 69 - 74 |

10	Update on Specials, Volunteers, Police Cadets and Apprentices	75 - 84
11	Complaints Procedure	85 - 86
12	Review of Membership - Balanced Appointment Objective	87 - 90
13	Members expenses and allowances	91 - 94
14	Work Programme	95 - 100

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) Nominations for the position of Chair/ Vice-Chair for the 2013/14 municipal year will be requested at the meeting. Nominations will need to be seconded. In the event of more than one nomination being received, voting will take place by a show of hands.
- (c) Declarations of Interests – Persons making a declaration of interest should have regard to their own Council's Code of Conduct and the Panel's Procedural Rules.

Members or Officers requiring clarification on whether to make a declaration of interest are invited to contact Keith Ford (Tel. 0115 9772590) or a colleague in Democratic Services at Nottinghamshire County Council prior to the meeting.
- (d) Members of the public wishing to inspect 'Background Papers' referred to in the reports on the agenda or Schedule 12A of the Local Government Act should contact:-

Customer Services Centre 0300 500 80 80

(e) Membership

Councillor Chris Barron – Ashfield District Council (replaces Councillor John Knight)
 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 Glynn Gilfoyle – Nottinghamshire County Council (replaces
Councillor Eric Kerry)
Councillor Pat Lally – Broxtowe Borough Council
Councillor Bruce Laughton – Newark and Sherwood District Council (replaces
Councillor Tony Roberts MBE)
Councillor Keith Longdon – Nottinghamshire County Council
Councillor Debby Mason – Rushcliffe Borough Council (replaces Councillor
Eddie Fearon)
Councillor Carole McCulloch – Nottingham City Council (replaces Councillor
Alex Norris)

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

MINUTES OF THE MEETING HELD ON 15 APRIL 2013 AT 2.00PM AT COUNTY HALL, WEST BRIDGFORD, NOTTINGHAM

MEMBERS PRESENT

(A denotes absent)

Chairman - Councillor John Clarke – Gedling Borough Council

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

Councillor David Challinor – Bassetlaw District Council

Councillor Eunice Campbell – Nottingham City Council

Councillor Jon Collins – Nottingham City Council

Councillor Georgina Culley – Nottingham City Council - A

Councillor Eddie Fearon – Rushcliffe Borough Council

Christine Goldstraw – Independent Member

Suma Harding – Independent Member

Councillor Eric Kerry – Nottinghamshire County Council

Councillor John Knight – Ashfield District Council

Councillor Pat Lally – Broxtowe Borough Council

Councillor Keith Longdon – Nottinghamshire County Council

Councillor Alex Norris – Nottingham City Council - A

Councillor Tony Roberts MBE – 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

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

Assistant Chief Constable (ACC) Sue Fish OBE – Nottinghamshire Police

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

1. MINUTES OF LAST MEETING

The minutes of the meeting held on 6 February 2013, having been previously circulated, were agreed as a true and correct record and were confirmed and signed by the Chairman.

2. APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor Alex Norris.

3. DECLARATIONS OF INTERESTS

None.

4. POLICE AND CRIME PLAN 2013-18

During discussions, Members raised the following issues:-

- it was felt that the targets within the Plan could have been expanded further and the overall document made more concise to assist with public engagement. In response, the Commissioner stated that his Plan contained more targets than many others that he had looked at and underlined that a number of these targets had been agreed with partner agencies, which was not always an easy process. Members recognised that the targets captured a particular moment in time and would continue to be developed. The Commissioner also highlighted that more detailed information on a district basis was available via the relevant Community Safety Partnership and that a summary of the Plan was available for public engagement;
- the Commissioner clarified that there would be separate performance monitoring processes for the Panel and for his own Audit and Scrutiny Panel;
- Members highlighted the success of fixed penalty notices for juveniles in addressing anti-social behaviour (ASB) and queried why this tool had been discontinued. The Commissioner clarified that Nottinghamshire had been one of the areas which piloted Penalty Notices for Disorderly Behaviour but these had not been widely used here or nationally. However, fixed penalty notices and other forms of restorative justice were still available. The Commissioner planned to hold a summit on restorative justice to discuss how such approaches could be made more effective. ACC Fish underlined that there was a range of tools available which needed to be used to address both initial behaviour and re-offending;
- with regard to Nottinghamshire County Council's 2012 Annual Residents Survey, the Commissioner agreed to write to Members to clarify how many of the 8,000 people within the sample group had responded to the survey;
- Members highlighted the importance of targeting a reduction in repeat victims of crime and ACC Fish agreed, underlining the Force's focus on victim / offender / location and the need to strengthen the work (including with partner agencies) around victims.

RESOLVED 2013/005

That the finalised version of the Police and Crime Plan 2013-18 and the amendments made as a result of consultation be noted.

5. POLICE AND CRIME COMMISSIONER'S UPDATE

The Commissioner introduced his update report for discussions, during which the following issues were raised:-

- with regard to the Force's continuing underspend, the Commissioner clarified that this was largely due to officer vacancies. He reiterated his plans to undertake a base budget review, which he would like the Panel to feed into;
- The Commissioner outlined the changes within the Chief Officer Team and explained his decision to extend the Chief Constable's contract to 2017 due to his successful tenure and in order to enable some stability for the Force (in light of a number of such posts being advertised nationally currently). In response to Members' queries he explained that the changing pension arrangements were resulting in a high level of retirements both locally and nationally;
- Members commended the overall reductions in crime but underlined the need for such figures to be presented with contextual information including national figures. In response, the Commissioner stated that the national figures were not yet available but the national reduction was understood to be approximately 3%, with reduction levels in both the City and County currently surpassing that level;
- Members highlighted the increasing gap between the overall crime reduction figures for the City and the County and queried what was being done to ensure more consistent performance. The Commissioner recognised Members' concerns about this issue and ACC Fish added that discussions with partner agencies were underway to assist in sharing best practice. For example the work in 'Partnership Plus' areas such as Cotgrave had proven very successful, whereas priority wards in the City had not had the same level of focus. The Commissioner underlined that 50% of all crime in the City occurred in five wards and resources needed to be targeted more effectively to address this;
- Members highlighted that performance in a number of areas was beginning to dip slightly. In response, the Commissioner felt that some crimes were more cyclical than others and ACC Fish highlighted the very strong performance in the first half of 2012/13, which was partly a result of various external factors (including very poor weather and the 'Olympics factor') and underlined the general success in terms of progress being made. With regard to the drop in reduction of overall crime figures between December 2012 and February 2013, the Commissioner felt that this followed a regular pattern with reductions proving more difficult to maintain in the latter months of a year. He also emphasised that the initial wholesale reductions achieved by an improving force and new ways of doing things were often easier to achieve than subsequent further, relatively smaller, reductions. The Commissioner felt that the target set for next year of a further 10% reduction would be stretching but achievable. ACC Fish highlighted the 20% reduction which had been achieved in April 2012 and underlined the Force's desire to continue driving crime down;

- in response to Members' queries, the Commissioner confirmed that he would not be appointing a Youth Police and Crime Commissioner (as other Commissioners had done recently) as he planned to continue to drive down the costs of the Commissioner's Office. However, in terms of getting input from young people he would be consulting the Youth Councils of Broxtowe and Nottingham City;
- with regard to performance in Priority 3 – 'To earn your trust and confidence', Members reiterated the need for further contextual information to help assess performance, such as national performance figures and sample sizes;
- the Commissioner reported progress with police officer and Police and Community Support Officer (PCSO) recruitment. Over 2000 applications had been received for the former posts and although there had been an increase in the number of Black and Minority Ethnic (BME) applicants, the increase was not as high as had been hoped and this was likely to reduce the number of subsequent successful BME candidates to below target. The amount received was slightly higher than the County's BME population. Recruitment events had been focussed on the City. The Commissioner underlined the need to learn lessons from this round of recruitment, in relation to communications, support and qualifications needed (the latter point would need to be addressed at a national level in terms of removing any cultural bias inherent within the recruitment process). Members felt that the lessons from the previous round of recruitment had not been learnt. They raised concerns about the track record of the relevant personnel officers on this issue and felt that this work should be outsourced to a Force with a good track record in this respect. The Commissioner stated that he had requested a full review to look at different processes and providers and was in discussions with West Midlands Police, the Metropolitan Police, Nottingham City Council and former members of the Police Authority in order to share best practice;
- Members highlighted that the differences between the top of the PCSO salary grades and the potential starting salaries of police officers could also be proving a deterrent to people wishing to progress within the Force. The Commissioner recognised this and discussions with the Chief Constable had revealed that few officers would start at the minimum point of £19,000, with previous experience taken as a contributory factor to their starting salary. ACC Fish confirmed that this message had been promoted via the staff associations and stated that many special constables, PCSOs and control operators had taken such posts as a route into police officer posts. Members requested an update to a future meeting on the successful work being undertaken around the recruitment and deployment of special constables. The Commissioner highlighted the plan to increase the number of specials from 400 to 1000 and for each parish to have their own special constable;
- with regard to the employment tribunal around the A19 process, final submissions were to be made in May 2013 and the findings were expected before the end of July 2013. The Commissioner felt whichever party lost was likely to appeal. A reserve fund had been set aside by the former Police

Authority and legal costs were being shared by the five Forces involved. Members commended officers for achieving the ongoing reductions in crimes and sickness levels against a backdrop of the loss of a large number of experienced officers. However, they raised concerns in relation to neighbourhoods where prolific criminals were returning after serving custodial sentences. The Commissioner highlighted his awareness of the areas in question;

- Members requested an update on the estate rationalisation process to a future meeting of the Panel. The Commissioner reported a number of developments in this respect including:-
 - he had a meeting planned for later that day with the City Council to discuss Central Police Station;
 - Harworth Police Station was being relocated;
 - a suitable site was being sought in Retford, having missed out on an opportunity to co-locate with the Fire and Rescue Service;
 - co-location with partner agencies was also being explored in Gedling and Broxtowe;
 - the joint youth centre in Rushcliffe also involved co-location and integration of services;
 - talks were continuing about a contact centre in Mansfield.

RESOLVED 2013/006

That the contents of the update report be noted.

6. POLICE AND CRIME COMMISSIONER ALCOHOL STRATEGY AND CONFERENCE

The Commissioner introduced the report and stated that the conference would take place in June (date to be confirmed). He had held initial talks with various partner agencies in order to consider the whole route of access to alcohol, from point of sale and licensing to the night time economy, including treatment programmes. It was hoped that the event would result in an action plan to progress the development of an Alcohol Strategy.

During discussions, Members raised the following issues:-

- the need to involve the City and County Health and Wellbeing Boards in this area of work was recognised and the Commissioner had held discussions with the Director of Public Health about this;
- Members referred to the previously successful 'Aegis Project' which had addressed the links between crime and drugs and suggested inviting relevant officers involved in that work to share lessons learnt. The Commissioner and Members recognised that a similar holistic approach had not been taken around the links between alcohol and crime previously, including only limited court referrals of offenders to accredited treatment programmes. Members also underlined the need for educational programmes and minimum prices.

They highlighted the recent successful approach in Ipswich whereby the large supermarkets had agreed to stop selling very high alcohol drinks such as white ciders and this had resulted in a reduction in violence in the area. A similar approach had been attempted in Nottingham but had not as yet been successful in gaining the full support of supermarkets. In response, the Commissioner recognised the importance of a minimum price but was keen to ensure that responsible drinkers were not penalised as a result. He commended the work of the licensing officers across the County and the Councillors involved in Licensing Panels;

- Members felt that further work was needed to fully utilise licensing powers to ensure effective enforcement (possibly through the use of by-laws). Issues to be addressed included street drinking and the sale of alcohol to people who were already intoxicated. Powers already existed to address such issues but further resources were needed to enable appropriate levels of management, which was the purpose of the proposed Night Time Levy in the City. The Commissioner stated that none of the District Councils had so far supported the Night Time Levy but were committed to using the existing licensing powers more stringently.

RESOLVED 2013/007

That the Police and Crime Panel jointly host an event with the Commissioner to inform and shape an alcohol strategy.

7. COMMUNITY SAFETY PARTNERSHIP FUND 2013-14

The Deputy Commissioner introduced the report and the following issues were raised during discussions:-

- in response to Members' concerns that the length of the guidance notes and application form could deter applicants, the Deputy Commissioner explained that although the amounts of funding available were relatively small, legal requirements still needed to be met. The Commissioner's Office was able to advise prospective applicants, whilst other organisations offered similar advice on accessing funding. Charlotte Radford added that the guidance and application form were based on Home Office templates and these had not deterred groups from applying for similar amounts of Home Office funding in the past;
- in response to Members' concerns about the relatively small amount of funding available overall, the Deputy Commissioner clarified that further funding would follow in future and that the money could be used to access match funding. The money was limited at this stage as the future levels of government funding for the Commissioner were not clear at this stage. It was hoped that some of the future Proceeds of Crime Act income could also be redirected into this. The funding would be targeted towards organisations which had never obtained funding previously;

- Members underlined the need for the Police to access all available sources of funding, including that arising from the Community Infrastructure Levy and Section 106 monies relating to property developments. The Commissioner acknowledged that the Police use of Section 106 monies had been negligible in the past;
- Members underlined the need to maintain ongoing relations with schools that had become Academies. The Commissioner stated that he would be visiting an academy in Worksop in the near future.

RESOLVED 2013/008

That the report be noted.

The meeting adjourned at 3.30pm and reconvened at 3.45pm.

8. FEEDBACK FROM LOCAL GOVERNMENT ASSOCIATION (LGA) POLICE AND CRIME PANEL EVENT (INCLUDING MEMBERS' ALLOWANCES)

Councillor David Challinor, Councillor Eddie Fearon and Keith Ford introduced the report and fed back from the LGA event which they had attended.

With regard to the issue of allowances, Members requested further details of what other Panels were doing about this issue. They raised concerns about a lack of allowances for independent members in particular, whereas elected members were often nominated onto the Panel due to having other related portfolio commitments (for which they already received a Special Responsibility Allowance). Members requested that this issue be raised with the Home Office.

Members requested that an informal meeting of the Panel be arranged to discuss allowances, to review membership ahead of consideration at the annual meeting in June and to consider the future focus of the Panel.

RESOLVED 2013/009

- 1) That the key issues raised at the LGA event be noted.**
- 2) That further work be undertaken to enable a report on a possible joint independent remuneration panel to be considered at the annual meeting in June 2013.**

9. WORK PROGRAMME AND DATES OF FUTURE MEETINGS

Keith Ford introduced the report. With regard to the review of the Complaints Procedure scheduled for June 2013, Jayne Francis-Ward reported that one complaint against the Commissioner had been received so far but that this related to a principle of policy (rather than concerns about how the decision had been taken) and was therefore outside of the complaints scheme criteria. Further work would be undertaken to clarify this point within the Complaints Procedure.

RESOLVED 2013/010

- 1) That the work programme be noted.**
- 2) That the proposed dates of future meetings be agreed.**
- 3) That the proposed venues for future meetings be progressed.**

The meeting closed at 4.11 pm

CHAIRMAN
M_14April2013

RULES OF PROCEDURE

Purpose of the Report

1. To inform Members of the Nottinghamshire Police and Crime Panel's ("**Panel**") Rules of Procedure.

Information and Advice

2. The Rules of Procedure, as set out in the appendix to this Report, were agreed by the Panel at its first meeting on 19 October 2012.

Other Options Considered

3. None.

Reason/s for Recommendation/s

4. To ensure new Members are aware of the Panel's Rules of Procedure.

RECOMMENDATION/S

- 1) To note the Panel's Rules of Procedure as set out in the appendix to this report.

Background Papers and Published Documents

- 1) Police Reform and Social Responsibility Act 2011 (published)

For any enquiries about this report please contact:

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Tel: 0115 9772590 E-mail: keith.ford@nottscc.gov.uk

APPENDIX

RULES OF PROCEDURE

PART A – RULES OF THE PANEL MEETING

1. Chairman of the Police and Crime Panel

- 1.1. The Chairman and Vice Chairman of the Police and Crime Panel (“Panel”) will be appointed in June or at the first meeting of the Panel following the appointment of members by constituent councils. The Chairman and Vice-Chairman will be drawn from amongst the Panel members.
- 1.2. In the event of the resignation of the Chairman or Vice-Chairman, a new appointment will be made from amongst the Panel members.
- 1.3. The Chairman or Vice-Chairman may be removed by a resolution of the Panel and in that event a new appointment will be made from amongst the Panel members.
- 1.4. The Panel will elect a person to chair a meeting if the Chairman and Vice-Chairman are not present.

2. Meetings of the Police and Crime Panel

- 2.1. There will be a minimum of four ordinary meetings of the Panel held in public in each year to carry out the functions of the Panel. In addition, extraordinary meetings may be called from time to time.
- 2.2. An extraordinary meeting may be called by the Chairman or by four members of the Panel.
- 2.3. An extraordinary meeting may also be called by the Proper Officer of the host authority.
- 2.4. Ordinary meetings will take place in accordance with a programme decided by the Panel, and will start at the time decided by the Panel.

3. Notice of meetings

- 3.1. At least five clear working days’ notice of all Panel meetings will be given.

4. Minimum attendance (Quorum)

- 4.1. A meeting of the Panel cannot take place unless three Members are present.
- 4.2. Substitute councillor members from the same authority may attend a meeting in place of the relevant councillor members of the Panel that are

unable to attend that meeting. Details of any substitutions must be notified to Democratic Services at the host authority no later than 3.30pm on the working day before the relevant meeting.

- 4.3. Details of any changes in authority representation must be notified to Democratic Services at the host authority no later than 3.30pm on the working day before the relevant meeting.

5. Work programme

- 5.1. The Panel will be responsible for setting its own work programme.
- 5.2. The work programme must reflect the responsibilities set out in the terms of reference for the Panel as appropriate.

6. Agenda items

- 6.1. Any member of the Panel will be entitled to give notice to the Proper Officer of the host authority that they wish an item relevant to the functions of the Panel to be included on the agenda for the next available meeting.
- 6.2. The Panel's agenda will be issued to Panel Members at least five clear working days before the meeting. It will also be published on the host authority's website and by sending copies to each of the member authorities.

7. Order of Business

- 7.1. The order of business can be varied at the discretion of the Chairman.

8. Declarations of Interest

- 8.1. Where any Panel Member has an interest in any matter to be discussed or decided, they will, in accordance with their authority's code of conduct (in the case of co-opted independent members, the host authority's Councillor Code of Conduct), declare the existence and nature of that interest and whether the interest is Disclosable Pecuniary Interest. Any declaration of interest will be recorded in the minutes of the meeting.
- 8.2. Where any Panel Member has declared a Disclosable Pecuniary Interest in any matter, they will leave the room in which the meeting is being held while the matter is under consideration unless:
 - a) they have been granted a dispensation in accordance with the host authority's procedures; or

- b) the matter is only under consideration by the meeting as part of a report of the Minutes of a committee or sub-committee and is not itself the subject of debate.
- 8.3. If the Panel Member has chosen to remain within easy reach, that Panel Member will be recalled by an appropriate member of staff before any further business is started.
- 8.4. Any person or member of staff who is appointed to do anything in connection with the Panel which enables them to speak at meetings, will make the same disclosures of interests and will withdraw from the room in which the meeting is being held on the same occasions as they would have to do if they were a Panel Member.

9. The Rules of Debate

- 9.1. If a Panel Member wishes to speak they should indicate their intention by raising their hand.
- 9.2. The Chairman will decide the order in which speakers will be heard. Any Panel Member who wishes to speak will be given the opportunity to do so unless any of the exceptions contained in these rules of debate apply.
- 9.3. Panel Members must speak strictly to the subject under discussion.
- 9.4. Any Panel Member may at anytime during a meeting request that the meeting be adjourned for up to one hour. The Chairman of the meeting has discretion to decide whether to agree the request and, if agreed, to determine the length of any such adjournment.
- 9.5. At any time during the meeting the Chairman can adjourn the meeting.

10. Amendments to Recommendations and Motions

- 10.1. Amendments to a motion can be moved or seconded by any Panel Member to leave out words, to add words or both provided that such changes must not have the effect of reversing a proposal (for example to recommend approval instead of refusal) and must be relevant to the original motion.

11. Commissioner and officers giving account

- 11.1. The Panel may scrutinise and review decisions made or actions taken in connection with the Commissioner's role. As well as reviewing documentation, in fulfilling its scrutiny role it may require the Commissioner, and members of that Commissioner's staff, to attend before the Panel to answer any questions which appear to the Panel to be necessary in order to carry out its functions.

- 11.2. Where the Commissioner, or a member of his staff, is required to attend the Panel under this provision the Chairman will inform them in writing. The notice will state the nature of the item on which he or she is required to attend to give account and whether any papers are required for production for the Panel. Where it is necessary for the Commissioner to submit a report, sufficient time will be given to allow preparation.
- 11.3. Where, in exceptional circumstances, the Commissioner or their Deputy is unable to attend on the required date, then an alternative date for attendance may be arranged following consultation with the Chairman of the Panel.
- 11.4. On occasions where the Commissioner is required to attend, the Panel may also request the Chief Constable or their representative to attend the same meeting to answer any questions.

12. Sub-committees and task groups

- 12.1. Time limited task groups may be established from time to time by the Panel to undertake specific task based work.
- 12.2. Any special functions of the Panel under the Police Reform and Social Responsibility Act 2011 may not be discharged by a sub-committee or a task group. These include the following:
 - a) Scrutiny of Police and Crime Plan;
 - b) Scrutiny of annual report;
 - c) Review of senior appointments;
 - d) Issuing precepts;
 - e) Scrutiny of appointment of the Chief Constable.
- 12.3. A full project brief will be provided by the Panel for any such sub-committee or task group together with timescales for completion and reporting.

13. Voting

- 13.1. All Panel Members may vote in proceedings of the Panel. Voting will be by show of hands and by simple majority unless otherwise required.
- 13.2. Where there is an equal number of votes for and against a motion the Chairman can exercise a second or casting vote. In the event that the vote relates to the removal of the Chairman, the Vice-Chairman will have the casting vote.

- 13.3. Any Panel Member can require that the minutes of the meeting record how they voted on any decision taken.

14. Reports from the Police and Crime Panel

- 14.1. Where the Panel submits a report to the Commissioner, it will publish the report or recommendations.
- 14.2. The Commissioner must provide a response and the Panel may set a deadline for this. In providing a response the Commissioner must:
- a) consider the report or recommendations;
 - b) respond to the Panel indicating what (if any) action they propose to take;
 - c) publish the response.
- 14.3. The publication of reports or recommendations is subject to the exclusion of any exempt or confidential information as defined in the law on access to information.
- 14.4. If the Panel cannot unanimously agree on a final report to the Commissioner then members may request the submission of a separate report for consideration along with the majority report.
- 14.5. In its report the Panel will specify a deadline for a response from the Commissioner taking into account the circumstances.

15. Attendance by others

The Panel may invite anyone to address it, discuss issues of local concern and/ or answer questions as it sees fit.

16. Disorderly conduct

- 16.1. In the event of a general disturbance which in the opinion of the Chairman makes business impossible, the Chairman, may adjourn the meeting for any period considered necessary and/or order that the public leave.

PART B – FUNCTIONS OF THE PANEL

17. Carrying out ‘special functions’

Further to the procedures outlined in paragraph 14 above there are additional requirements in relation to the special functions as set out below.

Police and Crime Plan

- 17.1. On receipt of the Commissioner’s draft Police and Crime Plan (or draft of any variation to it) the Panel must meet to review it and report or make recommendations to the Commissioner.

Annual report

- 17.2. As soon as possible after receipt of the Commissioner’s Annual Report the Panel must meet and the Commissioner will be required to attend to present the report and answer questions. The Panel will submit a report or recommendations on the annual report to the Commissioner.

Senior appointments

- 17.3. Where an appointment of the Chief Executive, Chief Finance Officer or Deputy Commissioner is being made by the Commissioner, the Panel will need to hold a confirmatory hearing. This will be held at the next available meeting of the Panel unless the appointment timescale requires an earlier hearing, in which case an extraordinary meeting will be arranged.
- 17.4. Confirmatory hearings will be held in public, where the candidate is requested to appear for the purpose of answering questions relating to the appointment. Following this hearing, the Panel submit a report to the Commissioner on the appointment including a recommendation as to whether or not the candidate should be appointed.

Chief Constable’s appointment

- 17.5. Where an appointment of the Chief Constable is being made by the Commissioner, the Panel will need to hold a confirmatory hearing. The Panel is required to hold a confirmation hearing within three weeks from the day on which it receives notification.
- 17.6. Confirmatory hearings will be held in public, where the candidate is requested to appear for the purpose of answering questions relating to the appointment. Following this hearing, the Panel submit a report to the Commissioner on the appointment including:
- a) a recommendation as to whether or not the candidate should be appointed; or

- b) a statement that the Panel vetoes the appointment (this option must be supported by the required majority of at least two-thirds of the existing membership) with reasons.
- 17.7. If an appointment is vetoed the Commissioner may name a reserve candidate for appointment. Within three weeks of receiving any such notification the Panel will call another confirmatory hearing to review the proposed appointment. The Panel will submit a report to the Commissioner with a recommendation as to whether or not the candidate should be appointed. The Panel cannot veto the reserve candidate's appointment.

Appointment of an Acting Police and Crime Commissioner

- 17.8. The Panel must appoint a person to act as Commissioner if:
 - a) no person holds the office of Commissioner;
 - b) the Commissioner is incapacitated, or
 - c) the Commissioner is suspended.
- 17.9. The Panel may appoint a person as Acting Commissioner only if the person is a member of the Commissioner's staff at the time of the appointment.
- 17.10. In appointing a person as Acting Commissioner in a case where the Commissioner is incapacitated, the Panel must have regard to any representations made by the Commissioner in relation to the appointment.
- 17.11. The appointment of an Acting Commissioner ceases to have effect when any of the following occurs:
 - a) the election of a person as Commissioner;
 - b) the termination by the Panel of the appointment, or resignation of the Acting Commissioner;
 - c) where the Commissioner ceases to be incapacitated, or
 - d) where the Commissioner ceases to be suspended.

Proposed precept

- 17.12. By 1 February of each year the Commissioner will notify the Panel of their proposed precept for the forthcoming financial year (the proportion of council tax levied for the Police Force). The Panel must review the proposed precept by 8 February and submit a report which may include recommendations as to the proposed precept.

- 17.13. In the event the Panel does not agree to the proposed precept, it may veto the proposed precept (by the required majority of at least two-thirds of the existing membership) and the report must include a statement to that effect
- 17.14. The Panel will require a response to the report and any recommendations.
- 17.15. If the proposed budget has been vetoed by the Panel the Commissioner will notify the Panel of the proposed revised precept by 15 February. By 22 February, the Panel will review the proposed revised precept and submit a further report to the Commissioner. The report may either support or reject the proposal and may make recommendations. The Panel cannot veto the revised precept.

18. Suspension of the Commissioner

- 18.1. The Panel may suspend the Commissioner if they have been charged in the United Kingdom, the Channel Islands or the Isle of Man with an offence which carries a maximum term of imprisonment exceeding two years. The suspension of the Commissioner ceases to have effect when any of the following occurs:
- a) the charge being dropped;
 - b) the Commissioner being acquitted of the offence;
 - c) the Commissioner being convicted of the offence but not being disqualified by virtue of the conviction, or
 - d) the termination of the suspension by the Panel.

19. Suspension of the Chief Constable

- 19.1. The Commissioner must notify the Panel if they suspend the Chief Constable.

20. Removal of the Chief Constable

- 20.1. The Commissioner must notify the Panel of their proposal to call upon the Chief Constable to retire or resign together with reasons.
- 20.2. The Chief Constable has the opportunity to provide representations to the Commissioner. The Commissioner must consider any representations received and provide the Panel with a copy of these. Following this opportunity the Commissioner must notify the Panel accordingly (the 'further notification') if they still propose to call for retirement or resignation.

- 20.3. Within six weeks of receiving the further notification the Panel must make a recommendation to the Commissioner in respect of the proposal. Before making any recommendation the Panel may consult the Chief Inspector of Constabulary, and must hold a meeting ('the scrutiny hearing').
- 20.4. The scrutiny hearing is a private Panel meeting to which the Commissioner and Chief Constable are entitled to attend to make representations. Representation can be made in person, or via telephone or video link.
- 20.5. The Panel must make and publish a recommendation which the Commissioner must consider. The Commissioner must notify the Panel of their final decision.
- 20.6. The Commissioner may not call upon the Chief Constable to retire or resign until the end of this scrutiny processor six weeks from notification if the Panel has not made a recommendation by that time.
- 20.7. In calculating the six week period, the Commissioner's post-election period is ignored.

21. Complaints

- 21.1. Criminal and non-criminal complaints in relation to the Commissioner or other office holders should be dealt with and/or delegated in accordance with the relevant legislation and any procedure adopted by the Panel.

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

24th June 2013

COMMISSIONER'S UPDATE REPORT

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 April 2013.

POLICING AND CRIME PLAN – 2013-18

- 2.1 This is the first 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 C**.
- 2.2 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.
- 2.3 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.
- 2.4 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.

- 2.5 The Commissioner will do this through bi bilateral weekly meetings with the Chief Constable and through an extended bi monthly Resource and Performance meeting with the wider Chief Officer Team.

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

Performance

- 2.6 It will be seen that 87.7% of victims of crime are completely, very or fairly satisfied with the service they have received from Nottinghamshire Police which is just 2.3% away from the 90% target and the Force remains within the top ten forces when looking at the national position for overall satisfaction.
- 2.7 As of December 2012, 53.1% of people agreed that the Police and Council are dealing with local anti-social behaviour and other crime issues. This is short of the 60% target to be achieved by 2015-16. There has been a slight fall in satisfaction since March last year (59.6%) and it is uncertain whether the 'Coppers' television documentary broadcast during January and February 2012 has had a negative impact on the results.
- 2.8 There was a reduction of 4.5% or 27 people Killed or Seriously Injured (KSIs) between January to December 2012 which means that the reduction target of 17.4% (105 KSI casualties - 2012 calendar year) was not achieved. Analysis of the figures shows that 320 of the 578 KSI's came from the vulnerable road user groups such as cyclists, pedestrians and motorcyclists. Given that these groups represent a small proportion of the travelling public this further highlights their enhanced exposure to road risk.
- 2.9 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:

- 2.10 The Force is undertaking a number of Operations to target motorcyclists and pedal cyclists during the peak summer months. The second pedal cycle operation ran from September 25th Until October 17th 2012 and over 2500 high visibility cycle packs were distributed across Nottinghamshire. November 17th 2013 will see a one day operation to highlight the risks to motorcyclist over the winter period.
- 2.11 On 30 January 2012 the Government published the consultation document '*Getting it right for victims and witnesses*' in which it set out wide-ranging proposals for improving support to victims and witnesses. In response to the consultation and feedback in July 2012 the Government published '*Getting it right for victims and witnesses: the Government response*'.

- 2.12 The Government has made it clear that that Police and Crime Commissioners will have responsibility for commissioning most victims' services locally and will undertake work to make this happen in October 2014.
- 2.13 In response, a scoping project has been commissioned to better understand current provision for victims and witnesses in Nottinghamshire so that gaps can be identified and plugged to improve satisfaction.
- 2.14 The findings of this scoping project will help inform a more substantial commissioned project during 2013-14 to ensure that the Commissioner is in a position to implement any changes in time for the handover in October 2014.

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

- 2.15 Data is not yet available for this theme.

Activity:

- 2.16 The Force continues to address issues which adversely affect the quality and evidence of prosecution files.

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

- 2.17 The Force is +4.4% above April's rate last year and is therefore 14.4% above target. In part this is because last year the baseline was extremely low i.e. 17.1% lower than the previous year.
- 2.18 However, increases due to Theft & Handling (mainly shoplifting), violent crime and burglary are current threats to performance.
- 2.19 The Force is currently achieving a 24.4% reduction in ASB. 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.
- 2.20 The current Force detection rate is 29.1% for April 2013 which is 7.85% below the 37% target although it should be emphasised that detected crime takes longer to finalise due to a variety of reasons including time to investigate. 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.
- 2.21 Community Resolutions currently equate to 16.3% of positive disposals with most offences resulting in a charge or report for summons i.e. 47.4%.

Activity:

- 2.22 The Commissioner is investigating whether the upturn in crime is a national or local trend.

- 2.23 The Force launched Operation Accelerate which aimed to tackle areas of high volume across the City and the County. The first phase ended in January 2013, with the second phase continuing into the new performance year. A continuing review of the operation with an update will take place at the June Corporate Performance Review (CPR) meeting.
- 2.24 There has been a transfer of resources from Operation Metallic (Metal Theft) to Mobile Phone Theft Team on the City Division with a focus on volume crime in the City Centre.
- 2.25 The Priority Families Programme has been running force wide with a full partnership approach to identify opportunities for early intervention to support and deter offending.
- 2.26 The Complex Persons Panels are established across the force area which addresses adults with enduring complex needs who are causing or experiencing ASB which affects themselves or their communities referred through local policing locality boards
- 2.27 There is a Force wide Integrated Offender Management approach which focuses on the most prolific and harmful offenders using support guidance and enforcement through a partnership approach.
- 2.28 Implementing the Substance Misuse agenda through the force through the creation of a Substance Misuse Board and Alcohol and Drug Tactical Groups to drive activity which focuses on Alcohol and Drug related Crime as detailed in the Police and Crime Plan. Partnership Alcohol Conference is scheduled for 1st July 2013.
- 2.29 A Force-wide Serious Acquisitive Crime Silvers (Command Structure) meeting has been established to focus on reducing Serious Acquisitive Crime.
- 2.30 Research of national best practice nationally and amongst peers continues.
- 2.31 The Commissioner organised a partnership event in May 2013 in relation to Restorative Justice to consider its effectiveness in meeting the needs of victims and justice.
- 2.32 Attendees of the event agreed to work better to develop an over arching strategy, locally determined quality standards and to establish a system of independent scrutiny and auditing of restorative justice cases.

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

- 2.33 Data is not yet available for this theme. However, monitoring of new proxy measures for April reveals that 10.4% of crime across the Force was alcohol related (14.7% City and 9.7% County). 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.

Activity:

- 2.34 Improvements in recording practices will be undertaken and monitored this year with a view to setting a target in later years once the measure is considered reliable. A system for improving Alcohol / Drug Tagging is being developed between Performance and Insight and Crime Management Bureau.
- 2.35 The Commissioner is in the process of developing an alcohol strategy. A conference has been organised for 1st July 2013 to help inform the development of the strategy. Members of the panel have been invited to attend and the chair of the Panel will be giving an introduction speech at the Conference. **Appendix A** provides an outline of the event.

Theme 5: Reduce the threat from organised crime

- 2.36 The Force Threat, Harm and Risk (THR) Level is at a similar level to that recorded at the end of last year.
- 2.37 Currently for the month of April the Force has recorded 13 orders (two Forfeiture orders and 11 Confiscation orders) compared to the 15 orders recorded for the same month last year (one Forfeiture order and 14 Confiscation orders). This represents a drop of 13% comparing this year to last.
- 2.38 In terms of order value the Force recorded a total value of £1,354,817.81 in 2012/13 which equates to an average order value of £7,130.62 for the year. Reviewing April 2013 values the Force has recorded a total order value of £19,801.80 which equates to an average order value of £1,523.22, a drop of 3.4% compared to the average order value recorded in the same month last year (£1,576.58).

Activity:

- 2.39 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.
- 2.40 The Financial Investigation Unit is currently reviewing its processes to ensure maximum benefit is being accrued by the Force in respect of POCA legislation.
- 2.41 The unit has been re-launched with far more communication and support for those officers working on the front line.
- 2.42 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.

- 2.43 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

- 2.44 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.
- 2.45 The Force has increased its use of Community Resolution disposals over the last 12 months (see Crime Detections section of this report for more detail). This means that fewer young people are entering the youth justice system as they are being dealt with through these more informal outcomes.
- 2.46 There have been 36 First-Time Entrants (FTEs) this year (April 2013). This is a reduction of 20.0% (9 FTEs) compared to last year.
- 2.47 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.

Activity:

- 2.48 There is a Targeted Support & Youth Justice Services Prevention Team that works with young people.
- 2.49 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.
- 2.50 The Commissioner's Community Safety Partnership Fund aims to prevent young people from becoming involved in crime and ASB. To date, the fund has received just over 80 applications totalling £1.3m.

Theme 7: Spending your money wisely

- 2.51 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.
- 2.52 The full year net revenue budget for 2013-14 is **£196.998m**. Actual net expenditure for April 2013 was **£16.294m** against a budget of **£16.514m**. The resulting position against budget was an under spend of **£0.220m (-1.33% of budget)**. It is too early in the year to make sensible measure of progress against the target.
- 2.53 Currently the sickness rate is **3.75% (8.3 working days)** for officers and **3.57% (7.9 working days)** for police staff.

Activity:

- 2.54 The Absence Management Policy, Procedure and Management Guide were launched in October 2012 and continue to be implemented. It is envisaged that this will assist managers to reduce levels of sickness.
- 2.55 A Base Budget Review is planned to be undertaken using external consultants to ensure independence. Contract submissions will be evaluated and consultants interviewed mid June with an anticipated immediate start. CIPFA has also been helpful in providing benchmarking data and comparisons over the past 4 years.
- 2.56 It is intended that there will be an independent panel to review the work being undertaken and the recommendations being made. It is therefore requested that the Police & Crime Panel nominate a member to be part of the independent review panel.

POLICE OFFICER AND PCSO RECRUITMENT

- 3.1 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.
- 3.2 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.
- 3.3 The Police Commissioner has recently commissioned a project to help him better understand root causes to current under representation. This research will be completed and reported at an event organised for 15th July 2013.
- 3.4 In respect of the recent Police Officer Recruitment, the majority of the Competency Based Question (CBQ) results have now been received. There are 77 results still pending.
- 3.5 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.
- 3.6 The results thus far reveal that there were 2,049 applicants received of which 149 (7.27%) were from BME applicants. So far, 71% of BME applicants failed the CBQ compared to 64% of white applicants. However, there are still 11 BME and 66 white applications pending results.

- 3.7 In respect of the recent PCSO recruitment process, the Force is waiting for the CBQ results; however, it is known that of the 252 applications received 9.52% were from BME applicants.
- 3.8 Once the recruitment process is complete priority will be given to ensure that Police officers and PCSOs are posted to support local policing.
- 3.9 A time table showing the time line Workforce Planning - Recruitment is shown at **Appendix B**.

NEIGHBOURHOOD PRIORITY SURVEYS – (2012-13)

- 4.1 At the last Police and Crime Panel meeting the Commissioner was asked a question about Neighbourhood Priority Surveys. This section provides a brief update.
- 4.2 The online survey was re-launched in February 2011 and provides a facility for members of the public to go online and influence local policing activity.
- 4.3 The survey asks people who live in Nottinghamshire to say what matters to them and what they want police to focus on in their area by completing an online Neighbourhood Priority Survey.
- 4.4 The results are then used when Neighbourhood Policing Teams are consulting with the community on what the policing priorities should be for each area.
- 4.5 The new online survey allows everyone in Nottinghamshire with access to the internet to tell police what issues are affecting them, at a time and place convenient to them.
- 4.6 Completed anonymously, the survey asks visitors to explain what concerns they have about criminal activity where they live. It asks for information about a range of concerns, including antisocial behaviour, speeding, street drinking, nuisance vehicles and other criminal activity.
- 4.7 Respondents can give more information about the offences being committed and the days and times incidents are happening. They can also pinpoint exactly where the problems are, with a marker on a map.
- 4.8 This is not a vehicle for reporting emergencies or specific crimes, the information received helps Neighbourhood Policing Teams to set local priorities for their area and develop long-term solutions to persistent problems.
- 4.9 Neighbourhood Policing is all about responding to local concerns and directing Police resources in the right way to ensure the Force deals with issues that affect people's lives.

- 4.10 Officers encourage as many people as possible to log on and complete the survey. The more responses received, the better equipped local officers will be to set local priorities according to local concerns and ensure our teams are accurately focusing their efforts.
- 4.11 The results of the surveys are fed directly into a database which Neighbourhood Policing Teams use as part of the process to set local policing priorities in consultation with partners and community representatives at Safer Neighbourhood Committee meetings.
- 4.12 Updates on progress that has been made against the priorities for each area are published regularly on the Force website www.nottinghamshire.police.uk
- 4.13 The online survey cost £2,500 to develop, which the Force believes represents excellent value for money if it potentially allows an estimated 75 per cent of households in the county to have their say on policing priorities in their own area
- 4.14 Members of the public will still be able to complete paper-based Neighbourhood Priority Surveys on request, either by contacting their local beat team, requesting a survey at local policing events or visiting their local police station.
- 4.15 The table below provides a breakdown of the number of neighbourhood surveys submitted online by Policing area in 2012-13.

Number of Internet Surveys by NPA in 2012/13				
NPA Area	No. Surveys	% Total	No. Reporting 'no Issues'	% Total
NEWARK	1913	10.6%	517	27.0%
BROXTOWE SOUTH	1840	10.2%	1058	57.5%
WEST BASSETLAW	1830	10.2%	821	44.9%
MANSFIELD NORTH	1593	8.8%	544	34.1%
ASHFIELD NORTH	1262	7.0%	570	45.2%
GEDLING SOUTH	1168	6.5%	304	26.0%
EAST BASSETLAW	1066	5.9%	646	60.6%
RUSHCLIFFE NORTH	939	5.2%	529	56.3%
CITY CENTRAL	902	5.0%	210	23.3%
CITY NORTH	812	4.5%	292	36.0%
MANSFIELD SOUTH	757	4.2%	202	26.7%
RUSHCLIFFE SOUTH	726	4.0%	253	34.8%
ASHFIELD SOUTH	711	3.9%	286	40.2%
BROXTOWE NORTH	640	3.6%	203	31.7%
CITY SOUTH	615	3.4%	136	22.1%
SHERWOOD	512	2.8%	151	29.5%
Unknown	434	2.4%	-	-
GEDLING NORTH	303	1.7%	72	23.8%
Grand Total	18023	-	6794	38.6%

- 4.16 The NPA area is based on the postcode entered by the respondent and therefore there are a number of incomplete, missing, or incorrect postcodes,

and some that are outside the Force boundary area. Where the NPA is unknown, the issue postcode is used IF the issues as per the survey are all in the same NPA area.

DECISIONS

- 5.1 The Commissioner has the sole legal authority to make a decision as the result of a discussion or based on information provided to him by the public, partner organisations, members of staff from the Nottinghamshire Office of the Police and Crime Commissioner (NOPCC) or Chief Constable.

Significant Public Interest Decisions

- 5.2 The Commissioner's web site provides details of all significant public interest decisions. Such decisions have been in respect of:
- a) The introduction of the Mystery Shopping Scheme to increase the PCC's pool of volunteers to include quality service testing and observations from the perspective of the customer
 - b) The Independent Custody Visiting and Animal Welfare Lay Visiting Schemes Annual reports outline the yearly progress of the Police and Crime Commissioner's Volunteer Schemes in relation to performance and future focus
 - c) In compliance with the principles of good governance established a Joint Corporate Code of Governance to set the standard which will govern the two corporations sole; both jointly and separately, to ensure that they are doing the right things, in the right way, for the right people, in a timely, inclusive, open and accountable manner.
 - d) Following a review of the core functions and responsibilities of the Commissioner as defined by legislation, protocols and financial code of practice a business case which sets out a new staffing structure for the Office of the Police and Crime Commissioner. The proposed structure is still subject to consultation and change and will be made available when finalised.
 - e) A key responsibility of the Police and Crime Commissioner is to hold the Chief Constable to account for the operational delivery of policing, including in relation to the strategic policing requirement as published by the Home Secretary. In November 2012 the Commissioner approved the Corporate Governance Framework for his office and agreed for future work to be completed on meeting structure options.
 - f) INPHASE Performance Management Software. To approve the purchase of this software to facilitate performance management by the OPCC
 - g) Approved the budget requirements, as at the end of Quarter Two 2013-14.

- h) Approved the withdrawal of the current notice for the SBH/PBH contract with Eurocopter and set a further notice period of 3 months in place. The collaboration agreement was approved subject to confirmation of the level of the level of compensation that we will receive.
- i) Approved the financial regulations following review and updates by the Finance Team. A further review may be necessary and possible amendment following any stage 2 transfer
- j) The Regional Commissioners after advice from their Chief Finance Officers agreed in principle to approve the regional budgets for 2013-14 as provided at the December meeting. The cost of this budget has been included in the Police & Crime budget for 2013-14 as approved by the Commissioner previously.

ACTIVITIES OF COMMISSIONER

- 6.1 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 D**.

AUDIT & SCRUTINY PANEL – MEMBER APPOINTMENTS

- 7.1 There has been a successful response to the Commissioner's advertisement for panel members with 26 applications being received. These were short listed to 10 quality applications for interview. Interviews took place on 30th May and all 5 members appointed subject to vetting, and should have appointments confirmed in time for the next meeting on 1st July.
- 7.2 Their role covers all aspects of an audit committee responsibility together with oversight and review of any scrutiny work undertaken by the Commissioner in relation to policing activities, crime prevention and issues related to the police and crime plan. Such scrutiny work will be undertaken by appointed independent people with knowledge and experience of the area being scrutinised to improve the service to the public. This is not scrutiny of the Commissioner which is under taken by this panel, but the scrutiny of services that deliver the police and crime plan.

OTHER OPTIONS CONSIDERED

- 8.1 None.

REASONS FOR RECOMMENDATIONS

- 9.1 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.

RECOMMENDATIONS

- 10.1 The Panel to note the contents of this update report.
- 10.2 It is requested that the Police & Crime Panel nominate a member to be part of the independent base budget review panel.

Background Papers and Published Documents

- Police and Crime Plan 2013-2017
- Force Performance and Insight Reports – April 2013
- Getting it right for victims and witnesses – January 2012
 - https://consult.justice.gov.uk/digital-communications/victims-witnesses/supporting_documents/gettingitrightforvictimsandwitnesses.pdf
 - <https://consult.justice.gov.uk/digital-communications/victims-witnesses/results/a-gov-response-getting-right-victims-witnesses.pdf>
- Neighbourhood Priority Survey <http://www.neighbourhoodprioritysurvey.co.uk/>
- Office for National Statistics, Internet Access 2010 Statistical Bulletin, estimate of households in East Midlands with internet access

For any enquiries about this report please contact:

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APPENDIX A

DRAFT ALCOHOL CONFERENCE PLAN – 1ST JULY 2013

Agenda - Planned activity

09.00	Registration and coffee for a prompt 10.00am start
10.00	Welcome and Introduction
10.05	Introduction - John Clarke – PC Panel
10.15	Paddy Tipping – PCC Police and Crime Plan, Context of event and Strategy
10.25	Host – Interactive Quiz
10.40	National context – John Carnochan, Violence Reduction Unit, Glasgow
11.20	Comfort Break
11.35	Hayden Duncan – Mutual Aid and Self Help Groups – Public Health England
12.15	Local Perspectives; City and County Perspective, Chris Kenny and Peter Moyes
12.35	Panel Question and Answers - Whole Panel
13.00	Lunch
13.45	High Sheriff – Hetty's presentation
13.50	Introduction to Workshops Host <ol style="list-style-type: none">1. Domestic and Sexual Violence2. Mental health3. The Impact of Alcohol on our Towns and Cities4. The Impact of Off Licence Sales5. Working with Families6. Defining the Problem and Recognising Success7. Delivering Effective Treatment and Support8. Industry Perspective on Harm Reduction –
15.15	Host - Plenary – wrap up
15.30	Refreshments and Networking
16.00	Close

APPENDIX B
WORKFORCE PLANNING - RECRUITMENT TIMELINE

	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	31/08/2013	24/02/2014	26/05/2014

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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APPENDIX C Performance Tables

Strategic Priority Theme 1: Protect support and respond to victims, witnesses and vulnerable people.					
Proposed Measure		Target	APRIL 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 	86.2% (Jan-13)	88.9% (Jan-13)	The Force is ranked 10 th nationally and 2 nd MSG (87.7%). The County is 0.15 short of the target and the City is 3.8% 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 	No Split available – Data to be available for May 13 Report	No Split available – Data to be available for May 13 Report	<p>This will be measured using the 'Witness Service Quality of Service Survey'.</p> <p>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.</p>
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 	53.1% (Dec 12)	53.1% (Dec 12)	The Force is currently 6.9% below the 2015-16 target. And ranked 36th (out of 42) and below the national average of 59.7%. The Force is ranked 7th (out of 8) and below the MSG average of 58.1%
4	% reduction of people that have been repeat victims within the previous 12 months	<p>Reduce the number of repeat victims of:</p> <ul style="list-style-type: none"> Domestic Violence Hate Crime Anti-Social Behaviour <p>By 5% year on year compared to 2012-13</p>	Data to be available for May 13 Report	Data to be available for May 13 Report	<p>This new indicator will identify the extent to which positive action to tackle repeat victimisation has been successful.</p> <p>Identifying repeat victims and taking positive action should result in reduced numbers of repeat victims.</p> <p>Baselines for 2012-13 will be established when current year end figures are available.</p>
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 	Data to be available for May 13 Report	Data to be available for May 13 Report	<p>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</p> <p>The reduction target of 17.4% (105 KSI casualties - 2012 calendar year) was not achieved. The outturn being a 4.5% reduction in the headline KSI and currently 12.9% away from target.</p> <p>8th nationally in terms of casualties per 100M vehicle kms,</p>

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

Proposed Measure		Target	APRIL 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	No Split available – Data to be available for May 13 Report	No Split available – Data to be available for May 13 Report	Improving the quality of prosecution evidence and timeliness will reduce the number of cases discontinued and ensure that justice is done and seen to be done. Recent Police Authority scrutiny findings identified that successful court action is often the only time an offender's behaviour is kerbed toward repeat victims especially in domestic violence and neighbourly antisocial behaviour cases. Failed cases can have a dramatic adverse impact on many repeat victims.
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 	No Split available – Data to be available for May 13 Report	No Split available – Data to be available for May 13 Report	The Force currently shows an effective trial rate of just over 40% at Magistrates Courts, and over 50% at Crown Court. Improvements in training and procedures will help to improve this performance. Baselines for 2012-13 will be determined when current year end figures are available.

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

Proposed Measure		Target	APRIL 2013														
			City	County	COMMENT												
1	Reduction in 'All Crime' across the Force.	<ul style="list-style-type: none">10% reduction compared to 2012-13	+6.5%	+2.6%	<p>The Force is + 4.4% above April's rate last year and is therefore 14.4% above target. In part this is because last year the baseline was extremely low at -17.1%</p> <p>The increases are due to Theft & Handling mainly shoplifting, violent crime and burglary.</p> <p>The Force is ranked 30th (out of 41) 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	-25.4%*	-23.4%*	<p>The Force is currently achieving a 24.4% reduction. 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	30.3%	28.0%	<p>The current Force detection rate is 29.1% which is 7.85% 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 16.3%** of positive disposals with most offences resulting in a charge or report for summons i.e. 47.4%**</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																

* Un-validated data

** Estimated

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

Proposed Measure		Target	APRIL 2013		
			City	County	COMMENT
1	Number of alcohol related admissions to hospital	<ul style="list-style-type: none"> A reduction in the number of alcohol related admissions to hospital compared to 2012-13 	Not yet Available	Not yet Available	Evidence suggests that a far higher proportion of substance related crime, particularly violence and theft, are committed than is recorded on Force systems.
	The number of Alcohol Related Crimes (proxy measure)	<ul style="list-style-type: none"> Monitor the number of crimes which appear alcohol related 	14.7%	9.7%	<p>The current proxy measure for April reveals 10.4%* of crime across the Force was alcohol related.</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.</p> <p>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 	No Split available	No Split available	<p>Currently for the month of April the Force has recorded 13 orders (two Forfeiture orders and 11 Confiscation orders) compared to the 15 orders recorded for the same month last year (one Forfeiture order and 14 Confiscation orders). This represents a drop of 13% comparing this year to last.</p> <p>In terms of order value the Force recorded a total value of £1,354,817.81 in 2012/13 which equates to an average order value of £7,130.62 for the year. Reviewing April 2013 values the Force has recorded a total order value of £19,801.80 which equates to an average order value of £1,523.22, a drop of 3.4% compared to the average order value recorded in the same month last year (£1,576.58).</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. 	NA No Change	NA No Change	<p>The current threat from Serious, Organised Crime can be described as significant and consistent. In terms of criminal intent and capability, the number of Organised Crime Groups in Nottinghamshire that are classified as being a competent structured group of individuals involved in violence and serious criminality can also be considered significant and consistent at present.</p> <p>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 NIM guidelines.</p> <p>The year-to-date THR Level is at a similar level 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.		-24.0%	-15.0%	<p>There have been 36 First-Time Entrants (FTEs) this year (April 2013). This is a reduction of 20.0% (9 FTEs) compared to last year.</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 <ul style="list-style-type: none"> - Acquisitive Crime Cohort - High Risk of Harm Offenders - Young Adult offenders (18yrs to 21yrs) </p>	<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 	Not yet Available	Not yet Available	<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 April 2013 was £16.294m against a budget of £16.514m. The resulting position against budget was an under spend of £0.220m (-1.33% 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) 	Not yet Available	Not yet Available	<p>Currently the sickness rate is 3.75% (8.3 working days) for officers and 3.57% (7.9 working days) for police staff.</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 	Not yet Available	Not yet Available	<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.</p> <p>The Police Commissioner has recently commissioned a project to help him better understand root causes to current under representation.</p>

THE BEAT

A community spirit to be proud of!



When I joined the crowds at the Nottinghamshire County Show in Newark I was struck by the strong sense of community and public spiritedness that made the atmosphere so special.

I always feel that shows like these are so much more than a celebration of our county's life and leisure. They help to reinforce the pride that we have in supporting our communities together.

That feeling became even more apparent to me when so many of you shared your thoughts with me on making Nottinghamshire safer. As I talked with people from different areas of the county, I wasn't just hearing about crime in your neighbourhoods; you gave me your ideas on how problems could be overcome.

In the coming months, my Deputy Chris Cutland and I look forward to meeting more of you at the county's summertime celebrations. Chris will be at the joyful Pride event at the Forest Recreation Ground in Nottingham, West Bridgford's Bridgfest for young people and the Gedling Show in Carlton. And I'm looking forward to a spectacular Caribbean Carnival at the Forest Recreation Ground. Other members of my Office staff will be out and about at Newark Carnival, Ashfield Festival, Moorgreen Show, Arnold Carnival, and Riverside. **Great times ahead...see you there!**

Tackling problems together

At the County Show, your views about alcohol-related problems were particularly constructive. What you told me will help me to shape my Alcohol Strategy for addressing drink-related crime and issues which affect town centres and local neighbourhoods. If you haven't already done so, please, do take part in my online Alcohol Survey questionnaire about excessive alcohol consumption.

To help me get a better understanding of things on the front line I recently visited A & E at the Queen's Medical Centre to see how drunken patients affect staff. I also joined the Retford Street Pastors late one night to observe their

work with regard to problem drinking and how it helps to bring an increased sense of safety and security to the community.

**** Please turn the page for more details what we are doing about drink-related crime.***



Getting to grips with alcohol-related crime



We all want to see safer streets, and that includes being free of the fear that drink-related anti-social behaviour can bring. That's why on 1 July I'll be hosting an Alcohol Conference together with the Police and Crime Panel.

Our discussions on alcohol misuse issues will be with key partners and agencies from across Nottinghamshire. And what I hear then, together with your views and my research in these past months, will play an important part in my formal Alcohol Strategy.

By sharing your opinions with me in my online questionnaire, you'll help me to address alcohol-induced issues and criminality – including drink-related violence, street drinking, domestic abuse and anti-social behaviour.

The survey asks if alcohol is a problem where you live and whether you would like to see tighter controls over hours of sale, the marketing and promotion of drinking, minimum pricing and underage drinking. Also, who do you think should pay for the policing bill in terms of the night-time economy?

Collectively, we have a responsibility to reduce the harm that alcohol is causing to health, public safety and quality of life in Nottinghamshire. The NHS, the police and other emergency services foot a very large bill every year simply because some people cannot control their alcohol intake.

Impact on health staff



My visit to A & E at the Queen's Medical Centre in April introduced me to the pressures that health workers face due to alcohol misuse.

I came away with the greatest admiration for the health professionals' commitment and professionalism when working in often very difficult circumstances. Indeed, my concerns about the abuse and violence that doctors and nurses in A & E sometimes face prompted me to seek further discussions with the Trust managers to see whether a greater police presence would help to reduce these disgraceful incidents.

Street pastors

It was quite a tonic seeing the work that the Retford Street Pastors do in relation to the night-time economy and revellers in the town. The help they offer to people whose drinking has triggered problems both for themselves and those around them helps foster a stronger feeling of safety in the community.

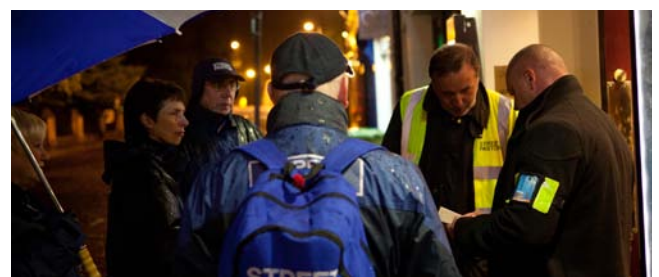
Problems caused by people who drink too much often create a ripple effect on families, public services, businesses and members of the public. So the work of the street pastors is much appreciated on several fronts.

Retford and Worksop Streets Pastors are a common sight in the towns' weekend nightlife scenes. Part of an inter-denominational Church response to late night town-centre problems, they engage with people on the streets to care, listen and help. I'm delighted to know that the scheme, pioneered in London by the Rev. Les

Isaac, Director of the Ascension Trust, has brought some remarkable results including drops in crime.

Working with support from local churches and community groups in partnership with police, council and other statutory agencies, the pastors show us just how effective community effort can be.

• **My survey can be accessed via <http://www.nottinghamshire.pcc.police.uk/Get-Involved/Surveys-and-Questionnaires.aspx>**



Fighting for fairer funding

I've taken my fight for fairer police funding for Nottinghamshire right to the top...but I'm not taking a breather yet.

In April I put my concerns to the Home Secretary along with a number of other PCCs about dwindling funds and the potential impact on police performance. Since then, we've been given a boost by the Association of Police and Crime Commissioners which has now formalised the arguments expressed during the meeting in a written submission to the Home Secretary.

Strength in numbers always feels good, but we'll need to keep at it. The aim is to influence future funding decisions and obtain an improved deal which will offer greater protection to community policing for us and elsewhere in the country.

The Government's current funding formula means Nottinghamshire will lose out on £10.5m this year. It was this sorry state of affairs that led me to fight hard to bring an additional 150 police officers to our streets. These posts will fill the immediate gap in strength but greater investment is needed to achieve some of the goals the Government itself had visualised for PCCs. I'll continue to do all I can to make this happen.



New safety fund to make a difference

Welcome help is on its way from our new Community Safety Partnership Fund to a number of groups and projects tackling drugs and alcohol addiction, anti-social behaviour and other crime and disorder issues.

The fund, launched by my Deputy, Chris Cutland, combines all previous funding streams from the Home Office. But at £2.8m, it's less than the previous total of £3.6m. I have therefore increased the fund to £3m from my police budget and also set aside a further £150,000 to support smaller projects.



Applications are now closed for this fund, but we will look at more applications in the future from organisations whose work helps deliver on the priorities outlined in my Police and Crime Plan.

When launching the scheme, Chris pointed out that localised projects at the heart of our communities are often best placed to deliver permanent solutions to recurring problems. She commented: "This new grant scheme will pump funding into 'grassroots' organisations which are working hard to make Nottinghamshire safer."

Bailing me out has helped to support homeless people



I was Not Guilty, m'Lud, but I still depended on the good people of Nottinghamshire to avoid being thrown into our city's Galleries of Justice gaol.

Coming to my rescue, you bailed me out to the tune of over £1000 – money which has now gone to Framework, a charity that supports homeless people in the county.

Framework had wrongly accused me of impersonating the Chief Constable. As if! But Guilty or not, I was destined for the cells if I couldn't stump up bail of at least £1,000. So a huge thank you to all of those who came – not really to my aid – but in support of a hard-working charity that brings housing-related help for rough sleepers.

Keeping WATCH on performance



An important part of my role is watching over all aspects of policing in order to scrutinise standards, identify where improvements are needed and hold the Chief Constable to account.

I now have a new structure to enable me to carry out this role effectively and ensure that Nottinghamshire receives the best from its force. This includes:

- **Regular Strategic Resources and Performance meetings, open to the public at different venues around the county. The first one was on 21 May in Kirkby-in-Ashfield, the next one is 24 July.**
- **Community Stakeholder Forums to analyse performance progress and identify any areas of weakness needing attention (next ones: City 24 June; County 25 June).**
- **Weekly meetings with the Chief Constable to consider short term performance and receive briefings on significant incidents and events.**

My quarterly meetings with the chairs of key organisations are to ensure they share the same vision to keep Nottinghamshire safe, and to encourage closer working. These partnerships include the Safer Nottinghamshire, Health and Wellbeing, Safeguarding Adults, Nottinghamshire Criminal Justice and Youth Offending Team Boards; and the Nottingham Crime and Drug Partnership and District Community Safety Partnerships.

Altogether, this system puts me in the best possible position to supervise what is happening within local policing, making sure it tallies with what our communities are asking for and that public money and resources are being used sensibly.

Seeking solutions to work with discharged prisoners



The Government has announced radical plans to shake up the Probation system. Alongside many others, I've got big reservations about these proposals and have made my opposition clear.

Nevertheless, the Government is determined to press forward and, in the circumstances, I'm keen to explore possibilities that offer the best for Nottinghamshire.

Following a number of discussions with local partners about finding an appropriate and supportive solution to discharged prisoners, I am now looking into options with the Trust and with private and voluntary sector organisations.

The proposals include contracting out 70% of the service's work. It's clear that this would involve big private sector companies running probation services in Nottinghamshire – and because I'm not sure about their expertise in this area I want to find a more appropriate local solution.

A pivotal element of my plans to reduce crime involves finding innovative and sustainable ways to support people out of the reoffending cycle and I am hopeful that we can build on the work and experience of the Nottinghamshire Probation Trust in the future.

Deputy advises awareness of stalking risks



It's good news that stalking has now been made a specific crime. Stalkers should now be left in no doubt that they will be brought to justice and punished.

But as my Deputy Chris Cutland stresses, it's still important to raise awareness of the terror that stalkers can inflict and ensure that victims know that support is available for them.

Highlighting the increase in cyber stalking and how stalkers with technical know-how can invade people's privacy to a frightening degree, Chris explains: "Innocent people are sometimes pursued with relentless obsession by stalkers who know where their victims live, what they are doing, where they are going.

"So, do be careful of what is revealed when chatting online, using social media like Facebook or taking up online dating."



Deputy Chief Constable

It's time to say goodbye and thank you to the outgoing Deputy Chief Constable Paul Scarrott. Paul has made a massive contribution to the improvements in Nottinghamshire Police performance since joining the force in 2010 and we all wish him well for the future.

Sue Fish, formerly Nottinghamshire's Assistant Chief Constable, has been appointed as the new Deputy.

Sue joined Nottinghamshire Police in 1986 as a constable, working in a variety of uniform and detective roles. In 1999 she moved to West Midlands Police as a Superintendent spent four years there until her return to Notts in 2003 when she was appointed ACC.

In 2009 she began a secondment with ACPO working on the national Tackling Knife Crime and Serious Youth Violence programme, followed by a secondment to the Met Police.

Mrs Fish was awarded the OBE for services to policing in the Queen's Birthday Honours' in 2008, and in the same year was recognised by the Nottingham Business Awards as Woman Achiever of the Year.



I'm delighted for her on this appointment and look forward to working with her.

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 / Decision (delete as appropriate)	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	24 June 2013
Report of:	The Commissioner's– Annual Report
Report Author:	Kevin Dennis
E-mail:	Kevin.dennis@nottinghamshire.pnn.police.uk
Other Contacts:	Karen Sleight
Agenda Item:	8

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

Nottinghamshire's Police and Crime Commissioner's – First Annual Report

1. Purpose of the Report

- 1.1 This report provides the Police and Crime Panel (the Panel) with the Police and Crime Commissioner's (the Commissioner) first Annual Report on achievements for policing and community safety for Nottingham and Nottinghamshire.
- 1.2 This Annual Report covers the first six months of the Commissioner's time as Nottinghamshire's Commissioner and the last six months of the Police Authority.

2. Recommendations

- 2.1 That the Police and Crime Panel considers the Commissioner's first Annual Report and provides a report or recommendations in response.

3. Reasons for Recommendations

- 3.1 The Police Reform and Social Responsibility Act 2011 places a statutory duty on the Commissioner to publish a Police and Crime Plan for their policing area. Section 5(1) of the PRSR Act 2011 requires the Commissioner to '*issue a Police and Crime Plan within the financial year in which each ordinary election is held*'. For the first Plan this meant no later than 31st March 2013. This was achieved, presented to the Panel and launched to the public meeting the requirements of the deadline of the end of March.
- 3.2 The Commissioner is required in legislation to submit a copy of the annual report for consideration and publish his response in relation to the panel's comments.

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

- 4.1 This first Annual Report encompasses the Commissioner's early months in office but it also embraces the work of the Police Authority, whose thorough planning and high standards have contributed to the reduction in crime and financial stability to Nottingham and Nottinghamshire in 2012/13. The responsibility to cultivate this good work now falls to Commissioner and the publication of the first Police and Crime Plan sets out exactly how this will be achieved.

5 Financial Implications and Budget Provision
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- 5.1 The production of the plan will be met from the agreed budget for the Office of the Police and Crime Commissioner for 2012/13.

6 Human Resources Implications

- 6.1 The production of the first annual report was produced by the Office of the Police and Crime Commissioner.

7 Equality Implications

- 7.1 An Equality Impact Assessment was produced for the Police and Crime Plan.

8 Risk Management

- 8.1 The Commissioner is under a statutory obligation to produce an annual report and submit it to the Police and Crime Panel for their consideration.

9 Policy Implications and links to the Police and Crime Plan Priorities
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- 9.1 The annual report reflects the performance achievements against the policing plan 2012/13 and reflects the actions since the Commissioner was elected in November 2012. Publishing an annual report and submitting it to the Police and Crime Panel for their consideration is a legal requirement under the Police Reform and Social Responsibility Act 2011.

5 Changes in Legislation or other Legal Considerations

- 10.1 Publishing an annual report for the period of 2012/13 is a statutory requirement.

6 Details of outcome of consultation

- 11.1 As soon as practicable after producing an annual report, the Commissioner must send the report to the Police and Crime Panel. The Commissioner must attend before the Panel at the public meeting arranged by the Panel in accordance with section 28(4), to—

- (a) present the report to the panel, and

(b)answer the panel's questions on the report.

12. Appendices

12.1 Annual Report 2012 -2013

Nottinghamshire's Police and Crime Commissioner's

First Annual Report

2012 - 2013

Contents
Message from the Commissioner
1. Introduction
2. Vision
3. Pledges
4. Summary of performance 2012/13
5. Governance
6. Policing and Community Safety 2012/13
7. Community Safety Partnership Fund - Helping communities reduce crime and protect victims
8. HMIC validation and Audit
9. Way Forward

Message from the Commissioner

Policing will always present both opportunity and challenge and 2012-13 has been no exception. While the funding picture remains bleak, new policies and priorities are being implemented and the potential for improvement is tangible. This first Annual Report encompasses my early months in office but it also embraces the work of my predecessors, the Police Authority, whose thorough planning and high standards have brought safer streets and financial stability. The responsibility to cultivate this good work now falls to me and the publication of my first Police and Crime Plan sets out exactly how I aim to do this.

Back in November, I made a series of pledges demonstrating my commitment to making Nottinghamshire safer and improving the service witnesses, victims and the general public receives from their local police. Among these was a promise to fight for fair funding and campaign against further cuts to our budget, both of which I've tackled at the highest level.

I'm well aware that to deliver the kind of improvements I envisage for Nottinghamshire we need adequate investment and I am continuing to lobby for more and fairer resources from Central Government to achieve this. The public will always feel safer with a strong police presence on their streets which is why I've already adopted a budget which allows us to deploy an additional 150 police officers and 100 Police Community Support Officers in Nottinghamshire.

These new officers will increase our capacity to respond to local crime and will play an instrumental role in reassuring residents. Anti-social behaviour has a significant impact on the fear of crime, perhaps more so than the violence which dominates our news channels. In view of this, I've pledged to reduce anti-social behaviour by half over the next four years and already we are continuing to see reductions. I'm very keen to keep this momentum going and have committed £500,000 to support the work of community based projects aimed at tackling anti-social behaviour, alcohol and supporting victims and vulnerable people. We've also started to develop an alcohol strategy to address crime and disorder which is inextricably linked..

One of my highest priorities as Commissioner is to offer greater protection to vulnerable women who are at risk of becoming victims of crime, particularly domestic abuse. There is an urgent need in Nottinghamshire to step up our support of such victims and ensure our approach is right so that more women feel confident in coming forward. This has been a major factor in my appointment of my Deputy, Chris Cutland, who will take a special responsibility for domestic abuse services, public protection and victims' services. As former Chief Executive of Women's Aid, Chris's background and experience will be of immense value towards this goal.

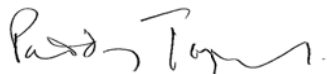
Victims will underpin everything we do. I regard their needs for justice, effective policing and support the most important of all. Already we are looking to expand the opportunities for good quality Restorative Justice in the county to bring more offenders face-to-face with their victims and repair the harm. To build upon the support offered to victims I realise that investment is needed and I will make sure

that such funding is readily available for services which are dedicated to their interests.

While crime fell again this year, we face a challenging year ahead in relation to resources. This will place increasing emphasis on partnership working and shared responsibility. It is my aim to deliver a service which breaks down the barriers of policing and allows normal people to look inside and make their own judgements. Importantly, this will not cost any more to the public as our operating costs are some 10% less than the Police Authority. We will be fair and honest about our decisions and protect taxpayers' money through our on-going scrutiny of the Force.

The initial handover from the Police Authority is complete and we are now working towards the second stage of the transfer process. When the first phase took place in November, all assets and staff belonging to the Police Authority were transferred to Police and Crime Commissioners. Before April next year, the Chief Constable and I will decide which police staff will transfer to his responsibility. The transfer arrangements will need to be approved by the Home Secretary and it will mean for the first time, the Chief Constable will employ staff directly.

The year ahead will no doubt present us with fresh challenges but I'm excited about the relationships we are building and the increasingly active role the public is playing in fighting crime. Despite the state of the economy, I'm confident we can continue to create safer, peaceful communities.



Paddy Tipping
Nottinghamshire Police and Crime Commissioner

1. Introduction

Since my election on the 15 November 2012, I have been working with the Deputy Commissioner to put into action the pledges I made as part of my election campaign. These commitments are now set out in my first [Police and Crime Plan](#) in accordance with the Police Reform and Social Responsibility Act 2011.

I am required by law to produce an annual report and to share it with the Police and Crime panel for their consideration. I will be publishing my response to their comments and recommendations following their meeting in July 2013.

This report covers the whole of the financial year from April 2012 to March 2013, and highlights some of the key achievements I have made since signing the Oath as the first Police and Crime Commissioner for Nottinghamshire on the 20 November 2012. It also importantly reflects the performance improvements achieved by my predecessors, the Police Authority.

My Police and Crime Plan draws strongly on the experiences of the public, shared with us during our extensive engagement and consultation programme. It aims to put their views – and the interests of victims – at the heart of policing for Nottingham and Nottinghamshire and sets out the main priorities for action over the next five years, reflecting on what you have told us needs to happen for you to be safe and feel safe from crime.

The Plan was launched at Mansfield Town Football Club on Thursday March 28, marking the beginning of a new era of policing governance. I am determined to give residents and businesses a bigger voice in policing to build safer communities, improve trust and confidence in policing and deliver value for money policing and community safety services.

My Police and Crime Plan is built on:

- my election pledges
- the seven priorities I have identified through partnership working and consultation; and
- supporting actions aimed at reducing crime and which, in turn, will lead to fewer victims

2. Vision

My vision was clear throughout my Election campaign, to be the 'People's Commissioner', making myself available to individuals, victims of crime and communities and listen to their concerns. There was extensive consultation undertaken within my first weeks as Commissioner, which gave my Police and Crime Plan a clear direction and path of action over the next five years. The focus of everything we do will be on "...giving victims and citizens a bigger voice in policing to achieve a safer Nottingham and Nottinghamshire."

3. Pledges

- **Campaign against Government funding cuts to Nottinghamshire's Police Budget**

I have:

- Met with the Home Secretary and Policing Minister to lobby for fairer funding and more police officers for Nottinghamshire. I will continue to lobby for more resources at every opportunity. An early achievement is the Government's decision to review the funding formula.
- Worked with other Police and Crime Commissioners across the region to discuss and agree regional budgets for major crime, serious and organised crime and other collaborative projects and I plan to do more.
- Consulted and engaged with the community, stakeholders and Police and Crime Panel with regards to the development of the Police and Crime Plan and setting the Police budget and precept.
- Maintained the same level of funding of £3million to local partnerships to provide community safety and victims' services despite a reduction in the Community Safety funding provided by Government.

- **Improve Community Policing across Nottinghamshire by taking on 150 extra Police Officers and 100 Police Community Support Officers**

I have:

- Taken steps to enable the recruitment of 150 Police Officers who will be directed towards local policing.
- Supported the development of the Police Cadet Scheme and begun to have discussion about the roll-out of Parish Constables.
- Supported the increased focus on recruiting Specials.
- Started to recruit volunteers to help review the effectiveness of the Force through a 'Mystery Shopper scheme'.

- **Work in partnership to reduce antisocial behaviour by 50%**

I have:

- Held a Restorative Justice Summit with key partners to ensure victims get the best deal and identify how this approach can be expanded.
- Provided funding to enable partners to work together to combat antisocial behaviour in priority neighbourhoods.
- Set up a Community Safety Partnership fund of £500,000 to support the work of community based projects aimed at tackling anti-social behaviour, alcohol and supporting victims and vulnerable people.
- Started work to develop an alcohol strategy and conference planned for 1st July 2013, securing a Probation Service secondment to help take this work forward.

- **Give extra priority and resources to domestic violence and crimes against girls and women**

I have:

- Identified funding to commission research into gaining a better understanding of girls and young women's involvement in gangs
- Commissioned services through the third sector to protect and safeguard women from abuse and violence.

- Followed up work on the recommendations from the Domestic Abuse Scrutiny Committee Report led by the former Police Authority.
- Worked with Nottingham Citizens on a safer routes project with the Force to improve safety to young people especially girls, travelling to school.
- **Ensure that victims of crime are treated as people, not cases, and Victim Support is properly funded**
I have:
 - Commissioned independent research into the BME communities' experiences of policing. I will ensure that the Police are more responsive to their needs and experiences.
 - Started scoping out the needs and requirements of a new 'Victims Strategy' ready for October 2014.
 - Committed to providing funding to Victim Support and Crimestoppers.
 - Called for greater awareness of the absolute terror that 'Stalkers' can inflict following National Stalking Awareness Day by the Deputy Commissioner.
- **Be fair, honest and protect taxpayers' money**
I have:
 - Commissioned an independent review of the policing budget to improve value for money.
 - Set a budget for the governance of policing of £1.1 million compared to £1.22 million of the former Police Authority realising a saving of 10%.
 - Started a review to identify further savings from regional collaboration activity with other Forces. I am committed to doing more through regional collaboration to protect local policing.
 - Invested in preventing crime through the Community Safety Partnership Fund.

4. Summary of performance 2012/13

Crime

- The Force ended the year with a significant year-on-year reduction of 12.0% (9,313 less offences), exceeding the Policing Plan 2012-13 target of 8% by 4.6% (3,120 offences). This is excellent performance, however it should be emphasised that this will make the 10% reduction target for next year even more challenging.
- The target was achieved mainly through significant crime reductions in Theft and Handling and Criminal Damage. However, there were major increases in Sexual Offences (many of which were historical incidents) and Drug Offences. Violence against the Person (VAP) continues to be a main area of concern although there was still a minor year-on-year reduction.
- VAP continued to decline by 2.9% (502 less offences). Again, historical Sexual Offences have adversely affected the VAP target. In addition, VAP with Injury has increased but VAP without injury offences has decreased. However, Robbery offences recorded a strong year-on-year reduction.

- The Force finished 2012-13 strongly in terms of its overall 'All Crime' reduction and detection rate. Excellent performance was also recorded in respect of antisocial behaviour, Domestic Violence (DV) Arrests and Proceeds of Crime Act (POCA) recoveries.

Detection Rate

- The Force achieved an overall detection rate of 35.7% just short of the 36% target. The current rate represents a 1.7% increase on the rate of 34.1% recorded in 2011-12. In addition to this strong monthly performance, the Force is performing well against peers, being better than both the current national average and the Most Similar Group (MSG) average for this measure.
- The main changes in performance in 2012-13 have been a drop off in Taken into Consideration (TICs) and a marked increase in the use of Community Resolution disposals e.g. Restorative Justice.

Arrests of Domestic Violence Suspects

- Overall performance over the year has been positive, with a high percentage of DV offences resulting in an arrest (93.8% for 2012-13). The County accounts for more DV offences than the City and has managed to record and maintain strong performance throughout the year in terms of the overall arrest rate.
- Positively, the arrest rate for offences risk assessed as High is over 97% for the year and has remained stable month-on-month, while the arrest rates for both Medium and Standard risk offences were above 90% for the year.

First Time Entry (FTE) into YJD (Youth Justice Database)

- Overall for 2012-13 the Force has nearly halved the number of First Time Entries (FTEs) entered on to the Youth Justice Database, with 509 FTEs compared to 880 in the financial performance year. This level of performance is replicated consistently on both the City and the County Divisions, with the City Youth Offending Service (YOS) recording a 39.0% (157 FTEs) reduction and the County Youth Offending Team (YOT) recording a 44.9% (214 FTEs) reduction during the same time period. One of the main drivers of this performance has been the increased use of Community Resolution (CR) disposals for low level offenders, particularly young offenders.

Anti-social behaviour

- Nottinghamshire ended the performance year in a healthy position, recording almost half the number of Anti-social Behaviour (ASB) incidents in March compared to the same month last year. As a consequence the year-end reduction nudged upward to 34.6% and means the Force has exceeded the 2012-13 Policing Plan target of a 10% reduction in ASB incidents.

- The outlook for ASB performance remains extremely positive, with the Force continuing to record unprecedented reductions in volume, and reassuringly these are seen consistently across all districts. Data for all forces in England and Wales suggest that Nottinghamshire has continued to reduce volume at a faster rate than other forces, and this is evident in an improvement in the Force's current rank within both the national and MSG standings.

Killed or Seriously Injured (KSIs)

- The validated figures for the whole of 2012 are now available. Whilst there are reductions in the overall number of people killed or injured, which is to be welcomed, the scale of the reduction when compared to the 2011 figure is disappointing. The headline figures are: Fatalities down to 33 from 37 in 2011 (10.8% reduction), seriously injured down to 545 from 568 (4% reduction), KSI casualties down to 578 from 605 (4.5% reduction), slightly injured down to 3,217 from 3,413 (5.7% reduction) and total number of injury collisions recorded down from 2984 to 2853 (4.4% reduction).
- However, figures for Q1 in 2013 (January to March) are showing a significant reduction when compared to the same period in 2012. While the level of reduction achieved in 2012 is lower than the 17.4% target, overall the Force remains broadly on track to achieve the Nottinghamshire Strategic Safety Partnership target of a 50% reduction in KSI's by 2020. However, it will become challenging this year and especially next year if double digit reductions in KSI's are not forthcoming. As Commissioner, I will be ensuring we build on the existing relationships with Nottingham City and Nottinghamshire County Council to address on-going road safety issues.

Assets Recovered from the Proceeds of Crime Act

- The Force has achieved the target set out in the Policing Plan, with large increases recorded in the average value of both cash forfeitures (+27.6%) and confiscation orders (+17.0%). Confiscation orders have also surpassed the £1.2 million mark, as well as the total recorded in 2011/12. Further to this, new processes and training are being rolled across the Force which will hopefully further imbed the POCA processes in to investigations.

5. Governance

Under the Police Reform and Social Responsibility Act 2012 and the Policing Protocol Order 2011, I am responsible for the totality of policing within Nottinghamshire. The Act also requires me to hold the Chief Constable to account for the operational delivery of policing, including the strategic policy requirement published by the Home Secretary.

I have put in place a range of mechanisms to enable me to deliver good policing governance. These include:

- Producing a Police and Crime Plan to set the strategic direction for policing and community safety
- Holding regular meetings with the Force and Partners to discuss performance
- Publishing a policy of how I intend to make decisions in an open and transparent way
- Producing a new Scheme of Delegation and Financial Regulations for the Force on how they can make decisions and spend money
- Publishing guidance on how I will deal with public complaints and handle requests for Freedom of Information
- Holding regular meetings with the public and victims of crime to give them a bigger voice and to make sure that the Police act on these public concerns quickly
- Identifying future risks to policing and putting in place an action plan with the Force to address them
- Putting in place a programme of audit to provide assurance against delivery of the Police and Crime Plan
- Establishing a joint Corporate Code of Governance between myself and the Chief Constable

Police and Crime Panel

I have attended several meetings with the Police and Crime Panel for Nottinghamshire. This Panel is responsible for reviewing and scrutinising the decisions and work that I have undertaken. They have been provided with an opportunity to provide their views on the budget for policing, including setting the precept levels and helping to shape the Police and Crime Plan to ensure it reflects the needs across Nottingham and Nottinghamshire. I am grateful for the Panel's challenge and support in the work I have undertaken to date.

6. Policing and Community Safety 2012/13

The economic outlook continues to be bleak with public sector funding facing a further potential 10% cut in 2015-16. This will have resulted in over £50m having to be saved over the five-year period.

Despite these financial constraints I have produced a Medium Term Financial Plan that sees additional recruitment in the frontline to ensure performance continues to improve.

I am supportive of the Collaboration work being delivered across the region and I am committed to further collaboration in other operational policing areas and with back office services. This will be required if we are to achieve the required savings for all of the East Midlands Commissioners and Forces.

The Police Reform and Social Responsibility Act 2011 included the transfer of all assets, liabilities and police staff to myself as Commissioner, until the stage two transfer order has been completed.

The Chief Constable is now a legal entity and therefore is required to produce a statement of accounts and annual governance statement. This will be quite limited for the 2013-13 and 2013-14 financial years as the transfer order will only come into effect on 1st April 2014. The Chief Constable's statement of accounts will form part of the Group accounts of the Commissioner, in much the same way as subsidiaries do in the private sector.

The Act made specific requirements in relation to the Scheme of Delegation, in particular there could be no delegations made to any constable and therefore delegations which enabled business to continue within the Force were made to the Assistant Chief Officer of Resources.

The Police & Crime revenue budget is £196.9m for 2013-14 and there is a capital programme of £7.856m.

The precept is set at £169.65 for a Band D property, while the average property in Nottinghamshire is a Band B, paying £131.95.

The financial gap is on average £10m per annum since the austerity measures began in 2011-12 and this is set to continue into 2015-16.

7. Community Safety Partnership Fund - Helping communities reduce crime and protect victims

In addition to the main Police Grant, I also received a Community Safety Grant from the Home Office. This was less than that which had been previously administered directly to organisations in the City and County and therefore I have contributed funding from my own budget to bring this financial support in line with that of 2012-13. I will use the Community Safety Grant to continue to commission local and third sector groups within the community to reduce crime and anti-social behaviour.

I have also made available some additional funding for targeted commissioning in domestic and sexual violence, girls and gangs and young people and restorative justice.

In addition, I have also set a further £500,000 aside to provide funding to local community groups and third sector organisations in relation to crime prevention, protecting vulnerable people and victims' services. Local groups working in this area are able to apply for grants up to a maximum of £25,000. This has attracted over 80 applications and the successful applicants will be notified by the end of June 2013. This funding ensures communities are able to deliver against priorities at a local level

8. HMIC Validation and Audit

There have been a number of audits and inspections conducted over the last 12 months which have led to improved standards in policing services. These have included:

RSM Tenon:

- **Partnerships (July 2012)** – identified effective governance arrangements being in place for partnerships.
- **Management of Crime (July 2012)** - provided assurance that the Force objectives, within the Policing Plan 2011-15, were on target to be achieved, despite the cutbacks and the current economic climate. They highlighted future performance challenges.
- **Budgetary Control and General Ledger (September 2012)** - assessed the Force's annual budget setting process and financial systems as being consistently applied and effective.
- **Procurement Programme of Change (November 2012)** – reviewed the set-up and the development of the Strategic Procurement Unit.
- **Protecting Vulnerable People (November 2012)** – a follow up review which identified good progress.
- **Strategic Risk Management (March 2013)** – reviews risk management arrangements of the Commissioner and the Force concluding that controls were in place.

Inspections

- **Office of the Surveillance Commissioner, Regulation of Investigatory Powers Act (RIPA) (June 2012):** The Office of the Surveillance Commissioner conducted a review of the Force's use of RIPA and noted actions for improvement have been implemented.
- **Her Majesty's Inspectorate of Constabulary (HMIC) Stop and Search (March 2013):** An inspection was conducted to determine the effectiveness and fairness of the use of powers to stop and search people. The Force was inspected as part of 'phase 3' of the national inspection programme and is awaiting the final report.
- **HMIC Inspection of Police Force Engagement with the National Ballistic Intelligence Service (January 2013):** In 2013, HMIC carried out an inspection of the Force compliance with the 'Memorandum of Understanding between the National Ballistics Intelligence Service (NABIS) and the Police Forces and Partner Law Enforcement Agencies of England and Wales' and is awaiting the final report.
- **HMIC Follow Up Review of Police Crime and Incident Records (August 2012):** A follow up review of an inspection conducted by HMIC in 2011 to review police crime and incident records took place in August 2012. The review focused on improvements in crime recording processes which the Force has made since the initial visit and is currently awaiting the final report.
- **HMIC Re-Visit Inspection Antisocial Behaviour (January 2013):** During March 2012 HMIC completed an inspection programme looking at the effectiveness of the approach taken by police forces in England and Wales to

tackle anti-social behaviour. At the request of the Force, HMIC re-visited Nottinghamshire during January 2013 to review the progress that had been made. The re-visit focused upon the areas for further improvement that had been identified during the March 2012 Inspection and is currently awaiting the final report.

- **HMIC Follow Up Police Integrity Review (August 2012):** The Police Integrity Review was conducted during the summer 2011, with the findings published in December 2011 in the HMIC report 'Without Fear of Favour'. The recommendations made in the report included the provision for a reassessment to inform the incoming Police and Crime Commissioner and the Police and Crime Panels which were introduced in November 2012.
- **Criminal Justice Joint Inspection (CJJI) Unannounced Re-Visit to Custody (March 2013):** The Force was inspected in 2011 as part of a programme of inspections of police custody carried out jointly by HMIP and HMIC. The inspections focused on strategy, treatment and conditions, individual rights and health care. The Force was subject to a re-visit inspection in March 2013 and is currently awaiting the report.

9. Way Forward

I am looking forward to continuing the momentum we have achieved through working with our partners and our communities to deliver the objectives of my Police and Crime Plan. I look forward to working with the Police and Crime Panel to continue to challenge and improve the policing and community safety services.

I am absolutely committed to making a difference and building new relationships to fight crime and keep people safe while they live, work and visit Nottingham and Nottinghamshire. I would like to thank all those who are working hard to meet this aim.

Information	
Public	
Report to:	Police and Crime Panel
Date of Meeting:	24th June, 2013
Report of:	Police and Crime Commissioner
Report Author:	Tim Wendels. Assistant Chief Officer Margaret Monckton
E-mail:	tim.wendels@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	9

ESTATES RATIONALISATION (PHASES 1 AND 2) - UPDATE

1. Purpose of the Report

- 1.1 To inform the Police and Crime Panel of the current position with regard to Phases 1 and 2 of the estates rationalisation, which was approved by the former Police Authority in 2011.

2. Recommendations

- 2.1 To note the Report.

3. Reasons for Recommendations

- 3.1 The Report is for information.

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

- 4.1 Twelve police bases were identified for decommissioning at a meeting of the Police Authority on 23 March 2011 (referred to as Phase 1). It was agreed that these bases would be decommissioned once a suitable alternative was identified.
- 4.2 At the Police Authority meeting on 12 October 2011 (referred to as Phase 2), it was agreed that a further fourteen police bases be decommissioned (nine of these being replaced by suitable low cost alternative bases).
- 4.3 All of the above proposals have been implemented with the exception of the move from the current Selston Police Station to the proposed new low cost base. It proved extremely difficult to identify a suitable alternative base.

- 4.4 The Police Authority also agreed to the sale of the seven remaining Police Houses and the sale of North Lodge on the edge of the Sherwood Lodge site to the Police Federation.
- 4.5 The current position with regard to the disposal of all of the buildings referred to above is set out in an appendix to this report.
- 4.6 The estate is continuously kept under review and further proposals have been formulated including integrated shared service centres at Beeston with Broxtowe Borough Council and Arnold with Gedling Borough Council. The move to the Council Offices at Beeston took place on 4th June and the former Police Station will be placed on the market shortly following the development of a planning brief for the site. Discussions are at an advanced stage with Harworth and Bircotes Town Council to share the Council's premises in Harworth which are excellently located on the main shopping street and we will continue to seek opportunities for further integrated shared service projects in other parts of the County.
- 4.7 Plans have also been formulated to sell Central Police Station in Nottingham and replace it with a smaller, lower cost, better quality and more suitable building elsewhere in the City Centre. A partnership has been formed with the Fire and Rescue Service to jointly market the Central Police and Fire Station sites for redevelopment and a building search is well underway for the replacement building.
- 4.8 The estate will be kept under review and further rationalisation and integrated shared services centres will be pursued, as appropriate when opportunities arise.

5. Financial Implications and Budget Provision

- 5.1 The sale of freehold sites and buildings will generate capital receipts for the Authority as well as reducing annual running costs. Terminating leases will also reduce annual running costs.
- 5.2 Capital receipts from freehold property sales to date total £2,061,950.
- 5.3 Annualised running cost savings from buildings sold/leases terminated to date total £199,395.

6. Human Resources Implications

- 6.1 There are no HR implications arising directly from this Report.

7. Equality Implications

7.1 There are no equality implications arising directly from this Report.

8. Risk Management

8.1 There are no risk management implications arising directly from this Report.

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

9.1 This Report links mainly to the strategic Police and Crime Plan priority of “spending your money wisely”.

10. Changes in Legislation or other Legal Considerations

10.1 None.

11. Details of outcome of consultation

11.1 Following discussion at the Police Authority Meeting on 27 July 2011 relating to the Phase 2 proposals, the former Police Authority entered into a formal public consultation process involving a range of public meetings and an internet and postcard based Estates Survey. This Survey resulted in 2,897 responses. The consultation closed on 12 September, 2011.

12. Appendices

12.1 Appendix regarding the disposal of surplus Police buildings.

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

13.1 Report to Police Authority – 23 March, 2011 – Phase 1 Estates Rationalisation.

13.2 Report to Police Authority – 12 October, 2011 – Phase 2 Estates Rationalisation.

APPENDIX

SUMMARY OF CURRENT STATUS WITH PROPERTY DISPOSALS AS AT 13 JUNE 2013

POLICE HOUSES AND NORTH LODGE

TENURE	PROPERTY	CURRENT STATUS
Freehold	Gedling Police House	Sold for £108,950
Freehold	Elkesley Police House	Sold for £145,000
Freehold	Tollerton Police House	Sold for £187,500
Freehold	Newark Police House	Sold for £120,000.
Freehold	Farnsfield Police House	Sold for £315,000
Freehold	Tuxford Police House	Sold for £155,000
Freehold	West Bridgford Police House	Sold for £337,500.
Freehold	North Lodge	Sold STC.

PHASE ONE DISPOSALS

TENURE	PROPERTY	CURRENT STATUS
Freehold	North Leverton	Sold for £140,000.
Freehold	Warsop	Sold for £85,000.
Freehold	Wollaton	Sold STC.
Freehold	Bingham	Legal and planning issues being resolved before marketing.
Freehold	Bilthorpe	On market at £115,000.
Freehold	East Leake	On market at £325,000

PHASE TWO DISPOSALS

TENURE	PROPERTY	CURRENT STATUS
Freehold	Calverton	Sold STC.
Freehold	Carlton in Lindrick	Sold STC.
Freehold	Kimberley	Sold for £168,000
Freehold	Kirkby	On market at £265,000.
Freehold	Stapleford	On market at £180,000
Freehold	Clifton	Sold STC.
Freehold	Blidworth	On market at £150,000
Leasehold	Collingham	Break option exercised. Lease terminated.
Leasehold	Keyworth	Lease expires 2017. Lease being marketed at £15,000 per annum.
Leasehold	Ruddington	Lease expires 2015. Landlord

		now agreed to accept surrender of lease as new tenant identified. Surrender date will be co-terminus with date of new lease.
Leasehold	Selston	Rolling break option agreed.

LAND ACQUIRED FOR NEW POLICE STATIONS

TENURE	SITE	CURRENT STATUS
Freehold	Former Druid's Tavern PH site, High Street, Arnold	Sold for £300,000.
Freehold	Former Roundabout Youth Centre site, Southchurch Drive, Clifton.	Sold STC.
Freehold	Former Eastwood Town Council offices site, Nottingham Road, Eastwood.	On market at £400,000.

For Information	
Public	
Report to:	Police and Crime Panel
Date of Meeting:	24 June 2013
Report of:	Police and Crime Commissioner
Report Author:	Inspector Simon Pealing. Chief Officer DCC Fish
E-mail:	Simon.pealing@nottinghamshire.pnn.police.uk
Other Contacts:	Superintendent Paul Anderson
Agenda Item:	10

UPDATE ON SPECIALS, VOLUNTEERS, POLICE CADETS AND APPRENTICES

1. Purpose of the Report

- 1.1 To update the meeting on current position regarding Special Constables, Volunteers, Police Cadets and Apprentices.

2. Recommendations

- 2.1 That the meeting notes the progress to date and the proposed approach to be taken with these issues.

3. Reasons for Recommendations

- 3.1 The Nottinghamshire Police and Crime Plan 2011-2015 sets out the strategic vision for achieving a safer Nottinghamshire.
- 3.2 In support of strategic priority 7 the Force has made a commitment to plan and shape our workforce of the future, so that we have the right people, with the right skills, in the right place at the right time.
- 3.3 These recommendations will contribute to the outcome of improving trust and confidence by including a wider range of people in delivery of the service, and contribute to the outcome of spending money wisely by making effective and appropriate use of volunteers

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

4.1 Staffing Profile

Special Constabulary

We currently have 368 Officers, of which 121 (33%) are female and 35 (9.5%) are from BME backgrounds.

Police Service Volunteers

We currently have 210 Police Service Volunteers (PSV) of which 84 (54%) are female and (11.5%) are from BME backgrounds.

4.2 Duty Hours (Emergency Service internet Booking System (ESiBS))

ESiBS went live in September 2012.

Key Points:

- 92% of the Special Constabulary have completed their ESiBS training.
- In November 2012 we recorded 3 times the hours we were previously recording using HRMS.
- The table below show the benefit of ESiBS in recording the hours worked by Specials and Volunteers. Previously hours were being worked, but not efficiently recorded. Now they are, we can effectively calculate the benefit to the organisation and can recognise their contribution.

Special Constabulary

Month	City		County		Combined	
2013	Hours	Added Benefit	Hours	Added Benefit	Hours	Added Benefit
Jan	1,361		3,138		4,499	£0.066m
Feb	1,260		3,084		4,344	£0.064m
Mar	1,709		3,567		5,276	£0.077m
Apr	1,599		3,281		4,880	£0.072m
May	1,476		3,234		4,710	£0.069m
Total	7,405	£0.108m	16,404	£0.239m	23,809	£0.348m

N.B. Added benefit is equated at £14.60 an hour, hourly wage for a student constable.

The hours in the table above are operational hours on Division. In addition to these **7,399** hours of training was undertaken over the five month period with a nominal value of **£0.108m**.

Police Service Volunteers

Month	City	County	HQ	Total
2013	Hours	Hours	Hours	Hours

Jan	0	0	91	91
Feb	0	11	75	86
Mar	0	7	124	131
Apr	8	71	154	233
May	32	175	194	401
Total	40	264	638	942

4.3 Nottingham Trent University Partnership

Nottingham Trent University is in the planning stages with the force to open up Special Constabulary recruitment to criminology students. The scope of the current planning which will lead to a formal project is:

First Year

- 40 Criminology students to be recruited
- Condensed training takes place during the autumn with the University supporting the training delivered by the Police as a requirement as part of their course content.
- As a condition of passing the degree, the student will be required to carry out 200 hours duty time each of the 3 academic years, failure to do so with out good cause will cause the student to fail the degree.

Subsequent years:

- 40 Criminology students recruited each academic year.
- Special Constabulary training integrated into 1st year of degree, delivered by the University with some assistance from the force.
- Condensed tutor period, resulting in the Special Constable being at independent status at an earlier stage.
- Condition of passing the degree, the student will be required to carry out 200 hours duty time for years 2 and 3. Failure to do so with out good cause will cause the student to fail the degree.
- With training time the students will undertake in excess of 700 hours each over 3 years, with a strong incentive to complete this as it will form part of their final assessment towards their Degree.
- On completion of the degree, the student will be credited with a policing studies certificate which would count as approximately 80% trained as a regular officer and be accredited as prior learning.
- On application to Nottinghamshire Police, the student would be treated the same as any other applicant, however, if successful they would require less training time therefore this route would provide a more experienced officer sooner and at a lower cost to the force.

4.4 Football Support Officers

A Football Support Officer Package has been implemented for Special Constables to work Nottingham Forest home games. Once fully accredited, these Officers will be used to release regular officers to return to core policing duties. Income generated from policing football matches will be reduced slightly as the chargeable rates are less.

Football Support Hours will be in addition to the 16 hours a month required on division, ensuring that local policing does not suffer as a result of this project.

In January Special Constables contributed 157 hours to policing 2 matches.

They will be involved with all home games next season.

4.5 Gedling Specials Initiative

Twenty additional Special Constables have been recruited for Gedling in partnership with the borough council.

Gedling Council have funded £20K towards the initial start up and uniform costs for the 20 additional officers who are to be placed across Gedling working on local policing issues.

The first 9 officers to become fully operational following training have already contributed over 1,600 hours of policing.

The final officers for placement on the scheme attended the May attestation ceremony at GBC attended by ACC Fish, John Clarke and Michael Payne.

This initiative is to be repeated by support from Nottinghamshire County Council who are aiming to support the placement of 32 additional Special Constables into Partnership Plus areas around the county.

4.6 Police Cadets

Following the very successful launch event at the Ice Arena in Nottingham, attended by the Commissioner and ACC Fish, applications from young people were invited.

The closing date for applications was Friday 31st May. 97 applications have been received, and candidates are being invited to interview. Of the 97 applicants, 16% are from BME backgrounds.

Interviews will take place throughout June to select up to 90 Cadets who will commence their programme in September, followed by a joining ceremony in

October which will be their first uniformed public appearance in front of Civic Dignitaries, Senior Officers, families and friends.

Cadets will attend one of five venues around the force area on one evening a week and one Saturday morning per month to undertake a programme of activities to educate them about how to be a good citizen, promote good habits and to allow them to learn about, and support their local police. A number of potential venues (not Police Stations) have been identified and will be confirmed once the demographic spread of selected Cadets has been determined. All the venues have been put forward free of charge and all can demonstrate promotion of community links via the Cadet Service.

Cadets will be lead by Police Service Volunteers; these have been identified and are all associated with the 'police family'. We have representatives from serving officers, PCSO's, Specials, Police Staff and retired officers and staff.

Work continues on the programme of activities and includes life saving, first aid, cycle safety, policing history and current issues, inputs from Police specialists in all areas of business. There will be physical activities, marshalling public events, assisting with local policing initiatives (eg leafleting for NPT, surveys etc.). All of the activities will be appropriate and safe for the young people involved and will be appropriately risk assessed.

4.7 Apprenticeships

Nottinghamshire Police are determined to invest in the future of the young people of Nottingham and Nottinghamshire and therefore will offer apprenticeships.

It is government policy to increase the number of young people accessing Apprenticeships, and we have a significantly high number of 16 to 24 year olds living in Nottinghamshire who are not in education, employment or training, with 18,710 16-24 year olds claiming job seekers allowance in Nottinghamshire (Nomis stats. January 2013).

By undertaking an Apprenticeship young people will achieve an accredited qualification in a supported work placement (whilst employed on an Apprenticeship contract). It is not mandatory for the employer to provide a substantive job at the end of an apprenticeship, but it is envisaged that staff turnover in these roles is likely to provide that option to those apprentices who successfully complete their apprenticeship.

Within Nottinghamshire Police we have identified that the roles of Customer Service Advisor and Front Counter Clerk are appropriate roles for apprenticeships and it is therefore proposed that up to 20 apprentices are recruited. Evidence in other organisations shows of an apprentice programme increase in:

- Career Progression
- Employee retention
- Productivity.

- 4.8 Options are being explored for working with the Futures Apprenticeship Agency. Futures is a 'not-for-profit' company that offers a complete, all-age, careers and employability advice service.

5. Financial Implications and Budget Provision

5.1 Special Constabulary / Nottingham Trent University scheme

The Policing Pathway Scheme could provide 700 duty hours for each of 40 students across the time of their course, which equates to a benefit to be netted off against training and equipment costs.

The Certificate of Knowledge Scheme demonstrates the savings achieved from future officers not having to attend training and be fully operational in shorter term.

	Year 1 £m	Year 2 £m	Year 3 £m	Year 4 £m	Year 5 £m
<u>Policing Pathway</u>					
Training	0.009	0.009	0.009	0.009	0.009
Equipment	0.040	0.040	0.040	0.040	0.040
Benefits	(0.168)	(0.280)	(0.392)	(0.392)	(0.392)
Net Benefit	(0.119)	(0.231)	(0.343)	(0.343)	(0.343)
<u>Certificate of Knowledge</u>					
Training	0.000	0.000	0.000	0.210	0.210
New Officer Training Costs	0.000	0.000	0.000	(0.035)	(0.035)
Hours not operational due to training	0.000	0.000	0.000	(0.358)	(0.358)
Hours not operational due to mentoring	0.000	0.000	0.000	(0.112)	(0.112)
Benefits				(0.505)	(0.505)
Net Benefit				(0.295)	(0.295)

5.2 Apprenticeships

Costing scenarios are currently being modelled to reflect the cost and impact of recruiting up to 20 apprentices from the ages of 16-21 year olds.

5.3 Police Cadets

The scheme is estimated to cost £0.034m for year 1, with subsequent year costs of £0.052m. This is an estimate based on:

- 50 / 50 split of male and female Cadets
- Each Cadet submits travel expenses of £10 a month (9 months active)
- Of the 15 Cadet leaders, 6 will be paid members of staff, with the remainder being either Specials or PSV's.

6. Human Resources Implications

- 6.1 HR Implications have been incorporated into our overall recruitment and training plans.

7. Equality Implications

- 7.1 Both Special and Cadet recruitment presents an opportunity to create a positive effect on recruitment and future retention of BME police officers, and police staff.
- 7.2 Engaging with minority groups at a younger age may develop a better understanding of the policing role in the community and potentially encourage young people in considering a future career within policing.

8. Risk Management

- 8.1 All work is under the auspices of Force project management systems. Risks are monitored and raised for action as necessary through regular highlight reports to the Local Policing Board.

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

- 9.1 All the issues in this report support all 7 strategic priorities and specifically Priority 7 of the Police and Crime Plan i.e. to spending your money wisely, to 'recruit, manage, train and develop a diverse workforce so that we have the right people, with the right skills in the right place at the right time'. Recruitment of Specials is governed by the College of Policing National Guidance.
- 9.2 The recruitment of the Cadets has been developed in line with the Force Recruitment Policies.

10. Changes in Legislation or other Legal Considerations

10.1 None

11. Details of outcome of consultation

11.1 None. The report is for information only.

12. Appendices

12.1 None

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

13.1 None

COMPLAINTS PROCEDURE

Purpose of the Report

1. To review the Police and Crime Panel's Complaints Procedure.

Information and Advice

2. The Police and Crime Panel is required to make suitable arrangements for handling complaints against the Police and Crime Commissioner. Criminal complaints are to be referred to the Independent Police Complaints Commission, while local arrangements are required for dealing with other complaints.
3. The Panel adopted a Complaints Procedure on 3 December 2012, and agreed it should be reviewed after it had been in operation for 6 months.
4. Since the Procedure was adopted only one complaint has been received by the Panel. This complaint related to a policy decision made by the Commissioner, which the complainant disagreed with. The conclusion reached was that the complaint did not fall within the complaints process because, while the Panel can consider whether a decision was taken properly, it should not question the merits of decisions as the Commissioner has a mandate from the electorate for his policies and priorities.
5. In light of this complaint it is proposed that the Procedure be amended to include a definition of 'complaint' for clarity.
6. It is proposed to add the following paragraph to the Procedure: -

MEANING OF 'COMPLAINT'

This Policy relates to complaints about the conduct of the Commissioner and the Deputy Commissioner. 'Conduct' means the way things are done or not done, statements are made and decisions taken. It does not cover complaints about the merits of a decision, for example where somebody disagrees with a policy the Commissioner has introduced. The Panel can consider whether a decision was taken properly and in accordance with procedures, but it cannot substitute another view for that of the Commissioner.

7. No further amendments to the Procedure are proposed at this time; however it will be kept under review. Complaints are included as an agenda item for each meeting, and reports will be brought if a complaint is received or if a change to the Procedure is proposed.

Other Options Considered

8. The Panel could decide to leave the Policy unchanged or to review the wording proposed for inclusion.

Reason/s for Recommendation/s

9. To provide clarity for those considering making a complaint under the Procedure.

RECOMMENDATION/S

- 1) That the definition of 'complaint' as set out in paragraph 6 of the Report be added to the Complaints Procedure for clarify.

Background Papers and Published Documents:-

The Police Reform and Social Responsibility Act 2011

<http://www.legislation.gov.uk/ukpga/2011/13/contents/enacted>

The Elected Local Policing Bodies (Complaints and Misconduct Regulations 2012

<http://www.legislation.gov.uk/uksi/2012/62/part/1/made?view=plain>

Report to the Panel dated 3 December 2012

<http://www.nottinghamshire.gov.uk/dms/Meetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/2882/Committee/470/Default.aspx>

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REVIEW OF MEMBERSHIP – BALANCED APPOINTMENT
OBJECTIVE

Purpose of the Report

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

Information and Advice

2. The Police and Social Responsibility Act 2011 specifies that Police and Crime Panels must represent all parts of the police force area, be politically balanced and that members should have the skills, knowledge and experience necessary.
3. The Panel needs to review its membership at its Annual Meeting in June (or following elections which may have affected the Panel's political balance).

Elected members and proportional representation

4. There have been a number of changes to representation on the Panel made by the relevant Councils. These are as follows:-
 - Ashfield – Cllr John Knight has been replaced by Cllr Chris Baron
 - Newark & Sherwood – Cllr Tony Roberts has been replaced by Cllr Bruce Laughton
 - Nottingham City – Cllr Alex Norris has been replaced by Cllr Carole McCulloch
 - Rushcliffe – Cllr Eddie Fearon has been replaced by Cllr Debby Mason

As a result of the recent County Council election there has also been a change made to the County Council's representation:-

- Cllr Eric Kerry has been replaced by Cllr Glynn Gilfoyle.
5. This latter change and the recent election results has affected the political balance of the Panel. The political balance is calculated by totalling the various seats across the whole of the County – there is one by-election pending (27th June in Newark and Sherwood) although this result will not alter the overall balance of the Panel.
 6. Following the recent changes, the current Councillor membership of the Panel is as follows:-

<u>Cllr Seats</u>	<u>Labour</u>	<u>Conservative</u>	<u>Lib Dems</u>	<u>Independent</u>
13	8	3	1	1

7. To achieve political balance across the County, the following representation is required:-

<u>Cllr Seats</u>	<u>Labour</u>	<u>Conservative</u>	<u>Lib Dems</u>	<u>Independent</u>
13	7	4	1	1

8. If the Panel were to seek approval from the Secretary of State for a further Conservative co-option then political balance could be achieved as follows:-

<u>Cllr Seats</u>	<u>Labour</u>	<u>Conservative</u>	<u>Lib Dems</u>	<u>Independent</u>
14	8	4	1	1

9. At the informal meeting of the Panel held on 7 June 2013 it was proposed that the Panel should make a request to seek an additional co-opted place and if formally approved by the Panel and the Secretary of State then the County Council's Conservative group should be asked to nominate a representative.
10. In line with the Panel Arrangements, any proposal to increase the number of co-options for elected members requires the unanimous agreement of the Panel.

Independent Members

11. Each Police and Crime Panel is required to have at least two independent members. The Panel previously agreed a proposal arising from the Nottinghamshire Leaders Group that appointments should be sought from local Magistrates and Nottinghamshire Probation Trust as a means of bringing in relevant knowledge from those areas. The Panel also recommended that the future review of membership should seek to widen the scope of any future independent member recruitment in order to capture a more diverse range of skills and experience.
12. The two existing Independent Members were appointed by the Panel on 3 December 2012 for a temporary period of 6 months. The Panel needs to decide whether to appoint these Members for a further two year term and if so, whether to also seek to also appoint further independent members to the Panel (subject to Secretary of State approval).
13. At the informal meeting of the Panel held on 7 June, Members proposed re-appointing the two existing independent members. Members also proposed commencing an open recruitment process to co-opt two further independent members with a community and voluntary sector background, to address gaps in the Panel's overall skills and experience. If the Panel agrees this proposal then Secretary of State approval will be required.

Other Options Considered

14. The Panel could choose to continue with its current Elected Member representation but this would prevent political balance being achieved.

15. The Panel could choose to retain its existing total number of elected member seats by reducing its Labour membership by one place and offering this place to a Conservative member. However, this would prevent the Panel being balanced in terms of District Council representation or geographical representation.
16. The Panel could choose to not re-appoint the existing independent members but Members have valued their contribution to date and feel that representation from local magistrates and the Probation Trust Board continues to be helpful.
17. The Panel could choose to not seek further independent members but this would not address the identified gap in terms of community and voluntary sector experience and skills.

Reason/s for Recommendation/s

18. To enable the Panel to meet the balanced appointment objective to the best of its ability.

RECOMMENDATION/S

- 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 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.

Background Papers and Published Documents

- 1) Police Reform and Social Responsibility Act 2011 (published)
- 2) Nottinghamshire Police and Crime Panel's Panel Arrangements (published)

For any enquiries about this report please contact:

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MEMBERS' EXPENSES AND ALLOWANCES

Purpose of the Report

1. To inform Members of the proposed revised arrangements for claiming expenses and the latest position regarding a Special Responsibility Allowances.

Information and Advice

Process for claiming expenses

2. The initial plan was to pay each Council the individual allocation of funding (£460 this year, £920 in a full year) for their Member which could then be drawn upon as required.
3. Having sought further guidance from the Home Office on this issue it has been clarified that the amount for each Member is for expenses and not to be paid as an allowance. The intention is that any money not claimed by Members should be used for other purposes by the Panel or returned to the Home Office.
4. Some Panels have chosen to use this pot to fund expenditure relating to the Panel meetings (room hire, refreshments etc.). With some Panels, each Authority is picking up the cost of expenses for their own Member/s (in light of the relatively small amounts involved).
5. Expenses should primarily be about travel, subsistence, loss of earnings and conference / training costs. We have requested details of each Member's expenses relating to the Panel up to March 2013 – including any costs related to attending training and conferences as part of their role as a Panel Member. We will build these figures into the final expenditure figures and reimburse each Council as appropriate.
6. Following discussions at the informal Panel meeting on 7 June 2013, Members requested that a more streamlined process be developed to enable them to claim expenses directly from the County Council as the host authority. This process has now been arranged and will be explained to Members via e-mail.

Special Responsibility Allowances (SRAs)

Members

7. Further to discussions at the April meeting of the Panel we have made some further enquiries as to what other Panels are doing. At this stage, the only Panel we are aware of that is paying an SRA for Members is West Yorkshire PCP with the costs being met from each Authority rather than from the Panel's grant. These payments are subject to approval by each of the Authorities which has resulted in

some Members getting the full amount recommended (£11,000), some receiving 50% (£5,500) and some receiving no payment.

Chairman

8. In terms of SRAs for Chairs of Panels, a number of authorities have taken the same approach as Nottinghamshire – i.e. that it is down to the relevant authority to consider paying an SRA if their Member has been appointed as Chair of the Panel.
9. As reported to the last Panel meeting, Gedling Borough Council wrote to the County Council (as the host authority) on 28 March 2013 to share the findings of its Independent Remuneration Panel which had considered the issue of allowances for Members and the Chairman of the Panel. This recommended setting up a joint independent remuneration panel in line with the approach taken by Norfolk PCP. Having contacted Norfolk PCP again we have been informed that the proposed joint remuneration panel is still yet to be arranged. As this is the only Panel which we are aware of which has proposed such an approach (and at this stage has yet to pursue it) it is not recommended that this approach be replicated in Nottinghamshire.
10. As such at this stage it is proposed that, in line with the agreed Panel Arrangements, any SRA payment for the Chairman should remain with the Council which they are representing. However, this issue will be kept under review in terms of developments by other Panels nationally.

Independent Members

11. With regard to Independent Members we had originally agreed to write to the Home Office to underline the special circumstances relating to Independent Members (with reference to the small allowances paid by many Councils to other Scrutiny body independent co-optees and also to the fact that such Members do not receive other allowances as part of a wider Council role). Having spoken to the Home Office direct they have underlined their position regarding allowances.
12. Some Panels have chosen to seek an Independent Remuneration Panel to look at how much such Members should receive, with a view to the host authority possibly paying any such allowance (subject to approval by the relevant Council).
13. Nottinghamshire County Council currently pays allowances of £582 for any statutory co-optee (a person, other than a Councillor who is statutorily appointed to membership of a Council committee). If the County Council so wished it could consider extending this criterion to pay this allowance to the Panel's independent members without the need for an Independent Remuneration Panel, covering these costs in order to enable the Council to better undertake its role as host authority. A proposal suggesting such an approach will be developed for formal approval by the County Council.

Other Options Considered

14. The existing process, whereby each Council pays expenses and claims it back from the County Council at the end of the financial year, could be continued but it is felt that a more streamlined approach could be adopted.
15. To hold a joint Independent Remuneration Panel to look at SRAs for Members, Chairs and Independent Members but this approach is not in line with practice nationally and would incur additional costs for the Panel itself.
16. To not pursue an SRA for independent members but this could impact on the Panel's ability to recruit and retain independent Members and therefore affect the host authority's ability to meet the statutory requirements around Panel membership.

Reason/s for Recommendation/s

17. To inform Members of the latest position on expenses and allowances.

RECOMMENDATION

- 1) To note the latest position on expenses and allowances.

Background Papers and Published Documents

- 1) Police Reform and Social Responsibility Act 2011 (published)

For any enquiries about this report please contact:

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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).
2. To seek approval for a development session for Members on 16 September 2013.

Information and Advice

3. The work programme is intended to assist with the Panel's agenda management and forward planning. The draft programme will be updated and reviewed regularly in conjunction with the Chairman and Vice-Chairman of the Panel.
4. 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. Frontline Consulting have offered a trainer who has successfully undertaken similar sessions with other Panels nationally, although alternative providers will also be explored.
5. Members proposed that this session take place on the morning of 16 September 2013, ahead of the Panel meeting scheduled for that afternoon.

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.
8. To arrange separate individual development sessions for new Members but this would prevent the Panel from having wider discussions about its direction and focus.

Reasons for Recommendation/s

9. To enable the work programme and the schedule of Panel meetings to be developed further.
10. To agree a development session for Panel Members.

RECOMMENDATION/S

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

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 12 June 2013)

<u>Agenda Item</u>	<u>Brief Summary</u>
16 September 2013 – am	
Panel Development Session	Development Session for all Panel Members to clarify roles / responsibilities and strategic direction / focus of the Panel.
16 September 2013 – 2.00pm	
Regional Collaboration	Update on the Force's involvement in regional collaboration (including proposals to reduce costs to the Force).
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.
Police and Crime Plan	Update on progress against objectives.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner or Deputy Police and Crime Commissioner.
30 October 2013 – 10.30am	
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.
Zero Base Budget Review - update	Update on the review being undertaken by the Commissioner and the Force.
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.
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.
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 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.
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.

