

NOTTINGHAMSHIRE POLICE AND CRIME PANEL



MINUTES OF THE MEETING HELD ON MONDAY 28 MARCH 2022 AT 2PM AT COUNTY HALL

MEMBERS PRESENT

Christine Goldstraw OBE – Independent Member
Councillor David Ellis – Gedling Borough Council

Executive Mayor Andy Abrahams – Mansfield District Council - *Apologies*
Councillor Scott Carlton – Newark and Sherwood District Council
Councillor Andre Camilleri - Nottinghamshire County Council
Lesley Dalby – Independent Member
Councillor Michael Edwards – Nottingham City Council (substitute for Cllr Khan)
Councillor Kevin Greaves – Bassetlaw District Council - *Absent*
Suma Harding – Independent Member - *Apologies*
Councillor Rob Inglis – Rushcliffe Borough Council
Councillor Mike Introna – Nottinghamshire County Council
Councillor Neghat Khan – Nottingham City Council - *Apologies*
Councillor Richard MacRae – Broxtowe Borough Council
Councillor Helen-Ann Smith – Ashfield District Council
Bob Vaughan-Newton – Independent Member
Linda Woodings – Nottingham City Council

OFFICERS PRESENT

Jo Toomey – Advanced Democratic Services Officer	}	Nottinghamshire County Council
	}	(Host Authority)
Pete Barker - Democratic Services Officer	}	

OTHERS PRESENT

Caroline Henry - Police and Crime Commissioner (PCC)
Sharon Caddell - Chief Executive, Office of the PCC (OPCC)
Mark Kimberley - Interim Chief Finance Officer (CFO) OPCC and CFO Notts Police
Natalie Baker-Swift - Head of Violence Reduction Unit (VRU)
Craig Guildford - Chief Constable, Notts Police
Rachel Barber - Deputy Chief Constable, Notts Police

1. MINUTES OF LAST MEETING HELD ON 8 FEBRUARY 2022

The minutes of the last meeting held on 8 February 2022, having been circulated to all Members, were taken as read and were confirmed, and were signed by the Chair.

2. MINUTES OF CONFIRMATION HEARING HELD ON 8 FEBRUARY 2022

The minutes of the confirmation hearing for the post of Chief Executive of the Office of the Police and Crime Commissioner held on 8 February 2022, having been circulated to all Members, were taken as read and were confirmed, and were signed by the Chair.

3. APOLOGIES FOR ABSENCE

Apologies were received from Executive Mayor Abrahams and from Suma Harding.

Councillor Edwards replaced Councillor Khan for this meeting only.

4. DECLARATIONS OF INTEREST

Councillor MacRae declared a personal interest as he was an ambassador for the Violence Reduction Unit. This did not preclude him from speaking or voting on any item on the agenda.

5. WORK PROGRAMME

Ms Toomey introduced the report and highlighted the following:

- 2 of the dates for future meetings had changed following liaison with the City Council. It was now recommended that meetings be held on 19th September 2022 and 21st November 2022, and not one week earlier as originally recommended in the report.
- Volunteers were required to sit on the sub-group responsible for producing the Annual Report 2021/22.

RESOLVED 2022/009

- 1) That a development session for Panel members be arranged on the report of the Strategic Review of Policing in England and Wales before the annual meeting on Monday 6 June 2022.**
- 2) That the process for preparation of a response to the Policing Protocol consultation (as set out in the report) be agreed.**
- 3) That a sub-group be established by the Panel to produce the Annual Report 2021/22 composed of any members who wished to join it.**

4) That the following dates be agreed for the Panel's meetings in the 2022/23 municipal year:

Monday 6 June 2022 (already agreed)	2pm
Monday 19 September 2022	2pm
Monday 21 November 2022	2pm
Thursday 26 January 2023 – Budget Workshop	10.30am
Thursday 2 February 2023 – Budget Workshop	10.30am
Tuesday 7 February 2023 – Budget Meeting	10.30am
Monday 27 March 2023	2pm
Monday 5 June 2023 - AGM	2pm

6. VIOLENCE REDUCTION UNIT - UPDATE

The Head of the Violence Reduction Unit, Natalie Baker-Swift, delivered a presentation on the work of the Unit and highlighted the following:

- The VRU was one of 18 in England and Wales and had been in existence since 2019 with Home Office funding
- The VRU co-ordinated a local response to violence with the emphasis on prevention.
- The funding increased to £1.4m for 2022/23 and paid for interventions with individuals, some of whom may already have been impacted by serious violence. The funding also allowed research and evaluation, data sharing and analysis, and work on system change, for example in the fields of trauma, youth work and education.
- The VRU took a public health approach, focussing on what would make a difference to whole populations.
- While the unit was overseen by the PCC and governed and enabled through the OPCC, its work was partnership-based bringing together individual agencies, organisations and professionals.
- The Unit considered the 'causes of the causes' looking at risk factors that could lead people to commit violent crime and ensured that interventions were based on data and intelligence to maximise their effect on communities.
- The aim was to make long term gains by working with a multi-agency board and core team including Children's Services, Youth Justice Services, Public Health, the NHS, CCGs, Education, the Police, prisons and the probation service.
- There was some evidence that victims who did not get the right support could show emotions and behaviours, and take risks, that most people would not. Those experiencing 7 or more adverse childhood experiences were more likely to be incarcerated in future, with those experiencing 11 or more such incidents more likely to become involved in criminal activity.
- The Unit was developing a Youth Work Strategy that informed its way of to reduce trauma and serious violence. A key strand of that strategy was the Youth Charter which sought to

give young people access to a responsible adult which could set them on a positive pathway. The Charter also captured young people's expectations about youth services.

- Two further key components of the Youth Work Strategy were the Quality Endorsement Framework and Training Pathways Framework.
- Individuals who do not have consistent access to the work environment are supported.
- Key areas for development were also covered, including sport. This is a first in the UK and has been well received and implemented with the help of communities.
- 40% of the budget is spent on prevention.
- In 2021/22 to date there had been 28 interventions – 18 in the city and 10 in the county. In total 2,799 children and young people aged between 5 – 25 years old had been supported.
- Data analysis was used to target resources. Recommendations from the Strategic needs assessment included the need to assess the impacts of Covid on the patterns of serious violence, to carry out a deep dive on violence to victims aged 15-19 years old, to explore the relationship between violence in public spaces and in domestic settings and assess the impact of the pressures on the criminal justice system.
- Qualitative research had also been commissioned which confirmed the unit was focussing on the most relevant areas.
- This was the first time that the unit has received multi-year funding which demonstrated the Home Office's commitment to the work that was being done. The funding arrangement also aided partners who could concentrate on delivery rather pursuing funding and provided time for the partners time to demonstrate the unit's effectiveness.
- There were 3 priorities in the Unit's Strategic Framework 2022-25: the need to provide an inclusive leadership system; the need to make the best use of data sharing, insight and evidence; and the commissioning of work to deliver and evaluate early intervention and prevention activity.

The Panel's questions were then responded to as follows:

- Although the number of violent incidents was relatively small, it was acknowledged that the trend in such offences was upwards. A traffic light system would be adopted by the VRU to monitor the effectiveness of the measures that had been introduced.
- In terms of any potential link between truancy and violence, there was a gap in the data with schools under no obligation to share data, however a change in legislation was expected.
- There was a scheme in place for schools involving peer mentors and a bystander scheme which focused on small arguments/bullying and advised peers how to stay safe.

- There were 8,000 pupils at risk of being excluded from schools in Nottinghamshire. The Commissioner stated that excluded pupils were particularly vulnerable and those children were on the VRU's radar. It was working with Academies to improve the situation.
- The Serious Violence Duty would require named agencies to work together to share data and knowledge to target interventions and prevent and reduce serious violence. Whilst the VRU was not a named agency under the duty, it provided a mechanism to bring partners together.
- Whilst there was data available broken down to a district/area level much of it was not the Commissioner's and could not be shared.
- Any potential link between cocaine use and violence was not being studied by the VRU at present.
- The VRU was working to reduce the incidence of knife crime and had evidence that it was having a positive impact. It had been identified that young people carried knives through fear and the VRU programmes were having an effect in this area.
- The amount of time the VRU worked with people varied but could be 9-12 months depending on the level of trauma involved; no time limit was imposed. Data was monitored over a 10-year period to understand long-term outcomes.
- The Commissioner referred to work being undertaken by the Police in schools and reassured the Panel and that she was confident that the incident in Hackney where a schoolgirl was intimately searched by police would not happen in Nottinghamshire.

RESOLVED 2022/010

That the contents of the presentation and report be noted.

7. POLICE AND CRIME COMMISSIONER'S UPDATE REPORT

The Commissioner introduced the report and highlighted the following:

- £2.5m had been spent on the Safer Streets initiative since 2020 including projects in Newark, Mansfield, Nottingham and Worksop. The funding had allowed investment in innovative programmes.
- Preventative work was being undertaken in the field of women's safety at night.
- Work was being done in schools on healthy relationships, and at a recent school visit by the Commissioner all of the 8 year old children knew the ChildLine number and understood what 'confidential' meant.

Mrs Caddell then highlighted the following:

- The Performance and Insight report was appended and showed that the number of first time entrants into the criminal justice system was increasing. The reason for this was not clear but the situation will be carefully monitored.

- The Value for Money Profiles produced by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services showed that Nottinghamshire Police spent more on its frontline than most similar forces which provided reassurance.
- There was regular scrutiny of the control room – call waiting times had fallen and responses were within target.
- Fraud, including online fraud, was recognised as a problem both locally and nationally. The Commissioner has made funds available to support the local response.
- There was a commitment to tackle rural crime with funding allocated for next year and subsequent years.
- The Performance and Insight Report contained many measures rated 'green' however the satisfaction of victims of hate crime was down; work was underway to address this. The extent of 'hidden harm' was difficult to measure and fluctuates. There had been a decline in the number of respondents who felt safe after dark, which will continue to be monitored.
- The handover of the joint headquarters had happened which would strengthen joint working.
- In terms of national development, the Levelling Up White Paper was published on 2 February and there were a number of synergies between it and the Make Notts Safe Plan as well as with other government initiatives.

The Panel's questions were then responded to as follows:

- Analysis had started into why confidence in the police had gone down but some events, such as the Sarah Everard case, had impacted nationally.
- The Force has a zero tolerance of violence to women; there was a strategy with measures in place with the Chief Constable being held to account to deliver that strategy.
- The way in which employment tribunals, including those arising from allegations around officer conduct, were handled was laid down in statute. There were a number of reasons why a tribunal might be held in private, including if a child was involved, where the welfare of a third party was affected, where it would interfere with a criminal investigation or if there was a matter of national security. There were 16 hearings in Nottinghamshire last year, of which 3 were held in private.
- The names of sacked officers were put on a barred list which meant they would not be able to work for the police again. Whilst this list was not available to other employers, any former officer seeking employment elsewhere would be required to provide a reference from the Force so potential employers would be aware of the candidate's past.
- The rise in the number of stalking orders issued had reduced; this was attributed to learning and deployment of other mechanisms. These orders differed from a Domestic Violence Protection Order (DVPO) which required a court order and prevented a perpetrator from returning to a residence and from having contact with the victim for up to 28 days.

- In terms of the Safer Streets programme, the Force continued to learn what did and did not work in those areas in which it has been rolled out.
- The proportion of residents feeling safe when outside after dark continued to fall and work was being undertaken to find out why; focus groups were being convened to help understanding.
- Figures showed that '999' calls were being answered within 2 seconds and that officers were arriving at the scene in 12 minutes on average. If members had any alternative experiences, they were invited to submit details to the Chief Constable for him to investigate.
- The £300k of new funding to combat online fraud was used to fund a local team that co-ordinated with regional and national teams. The force was amongst the biggest prosecutors of fraud in the country with increased budgets and more investigators being used to tackle the problem.

RESOLVED 2022/011

That the contents of the report be noted.

8. HOME OFFICE REVIEW OF POLICE AND CRIME COMMISSIONERS

Mrs Caddell introduced the report and highlighted the following key issues:

- The recommendations arising from the review indicated a need for increased transparency
- The Government viewed the role of Police and Crime Commissioners positively
- There were comments and recommendations around scrutiny of the PCC model that related to Police and Crime Panels, for example the benefits of independent members, identifying and securing a range of skills and strengthening panel support
- The review had led to a recommendation that PCCs should have greater involvement in the management of offenders and there should be closer working with the Probation Service
- Local Justice Crime Boards – these would be put on a legislative footing
- A review of Community Safety Partnerships had been recommended to improve accountability and transparency
- Commissioners had a role to play in securing and maintaining public confidence in the police by supporting them positively
- Data has a crucial role to play in policing and the OPCC intended to become more data literate
- There was a desire to equip Commissioners with a wider power of competence in line with those held by fire and rescue authorities, which would allow Commissioners to play a stronger role on the criminal justice system

- There would be national consultation regarding the line between the operational work carried out by the Police and the role of the Commissioner in holding the Chief Constable to account
- The possible introduction of a recall mechanism for Commissioners had been abandoned, although the matter would be kept under review
- Levelling Up White Paper – there were inter-relationships with the work of local authorities and PCCs but it was not clear at the moment how these will develop

RESOLVED 2022/012

That the contents of the report be noted.

9. ROLES AND RESPONSIBILITY REVIEW OF OFFICE OF POLICE & CRIME COMMISSIONER

Mrs Caddell introduced the report and highlighted the following:

- The review had finished and the structure set out in the report was being implemented
- The establishment would increase from 24 to 35 to ensure sufficient capacity to allow the Commissioner to deliver her current and emerging responsibilities
- The outgoing structure had not been reviewed since 2013 and since that time there had been legislative changes that affected the roles undertaken by the OPCC
- Some posts had been added to the new structure which in the past was flat, fragmented and included some duplication
- The structure had worked well in the past but given the increased workload and anticipated future demands a reorganisation was required
- All directly employed posts were reviewed and a benchmarking exercise was undertaken
- The team was involved in the review and individuals were interviewed by the independent reviewer who found an excellent team spirit and public service ethos but also that some work was being undertaken in silos
- It was unusual for the treasury management function to be included in the OPCC as it was usually located in forces' finance teams. Treasury management and core financial management would therefore be transferred to the Force.
- There had been a huge uplift in grant funding between 2013 – 2021 and resources need to be increased to manage this
- The new structure was more hierarchical providing proper arrangements for pastoral care and improved cross functional working
- The VRU had received a 40% increase in funding and a new project manager is required to support and monitor that function

- Proper procedures were followed with progress being communicated to the team throughout the process
- The new structure was due to be implemented from 10 April 2022 and although it would take several months to recruit to all posts; all functions will be delivered in the meantime.
- The Statutory Officer job descriptions changed significantly as part of the process. The postholders prior to the review had been offered voluntary redundancy, which two had accepted.
- Four individuals were identified as at risk of losing their jobs. All had been offered ring-fenced posts, all had accepted bar one who has appealed.
- The new structure was designed to offer more opportunity for learning, development and career progression.
- Bringing communications and media work in-house should achieve efficiencies.

The Panel's questions were then responded to as follows:

- Although there was an extra cost to the larger structure, value for money was still at the heart of the Commissioner's approach. The new structure was designed to provide capacity that would allow the OPCC to take better advantage of the funding opportunities that existed.
- A separate consultation was undertaken with staff around the move to a new HQ and though some concerns were raised most people were happy. The old building was too big, the new building achieved value for money, the benefits of co-location and a more efficient use of space.
- The restructure was expected to deliver an increase in analytical capacity when compared to the previous structure.
- The new structure would deliver improved value for money. It is unusual to have such a tiny OPCC given the size of the resources to be managed – the office would deliver more while ensuring the Chief Constable had the resources he wanted for the frontline.
- The Commissioner still had no plans to appoint a deputy.

RESOLVED 2022/013

That an update report be brought to the Panel when the changes have been bedded in.

The meeting closed at 4.46pm

CHAIR