

# **NOTTINGHAMSHIRE POLICE AND CRIME PANEL**

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## **MINUTES OF THE MEETING HELD ON MONDAY 23 APRIL 2018 AT 2.00PM AT COUNTY HALL**

### **MEMBERS PRESENT**

(A denotes absent)

Chairman - Christine Goldstraw OBE – Independent Member **A**  
Vice-Chairman Councillor Debbie Mason – Rushcliffe Borough Council

Executive Mayor Kate Allsop – Mansfield District Council **A**  
Rizwan Araf – Independent Member **A**  
Councillor Cheryl Butler – Ashfield District Council **A**  
Councillor Bill Drewett (substitute for Mayor Allsop) – Mansfield District Council  
Councillor David Ellis – Gedling Borough Council  
Councillor Keith Girling – Newark and Sherwood District Council **A**  
Councillor Kevin Greaves – Bassetlaw District Council **A**  
Suma Harding – Independent Member  
Councillor Tony Harper – Broxtowe Borough Council  
Councillor Toby Neal – Nottingham City Council  
Councillor Francis Purdue-Horan – Nottinghamshire County Council  
Councillor Maddy Richardson (Substitute for Cllr Greaves) – Bassetlaw District Council  
Councillor Mike Smith (substitute for Cllr Butler) – Ashfield District Council  
Bob Vaughan-Newton – Independent Member **A**  
Councillor Linda Woodings – Nottingham City Council **A**

### **OFFICERS PRESENT**

Keith Ford - Team Manager, Democratic Services - Nottinghamshire County Council  
(Host Authority)

### **OTHERS PRESENT**

Paddy Tipping - Police and Crime Commissioner (PCC)  
Craig Guildford – Chief Constable, Notts Police  
Kevin Dennis - Chief Executive, OPCC  
Detective Sergeant Mike Ebbins - Notts Police  
Charlotte Radford - Chief Finance Officer, OPCC  
John Robinson – Gedling Borough Council (Lead Safer Nottinghamshire Board officer for Modern Slavery)

## **1. MINUTES OF LAST MEETING HELD ON 7 FEBRUARY 2018**

The minutes of the meeting held on 7 February 2018, having been previously circulated, were agreed as a true and correct record, and were confirmed and signed by the Chair of the meeting.

## **2. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Christine Goldstraw OBE, Rizwan Araf, Bob Vaughan-Newton, Mayor Kate Allsop (Councillor Bill Drewett attended in her place), Councillor Cheryl Butler (Councillor Mike Smith attended in her place), Councillor Keith Girling, Councillor Kevin Greaves (Councillor Maddy Richardson attended in his place) and Councillor Linda Woodings.

In the absence of the Chair, the meeting was chaired by the Vice- Chair, Councillor Debbie Mason.

## **3. DECLARATIONS OF INTEREST**

Suma Harding declared a disclosable pecuniary interest in agenda item 9 – Review of Membership – Independent Co-opted Members and left the meeting prior to consideration of that item.

## **4. WORK PROGRAMME**

Further to discussions at the previous Panel meeting, Councillor Debbie Mason fed back from the inaugural meeting of the national Police and Crime Panels Special Interest Group at which she had represented the Panel. An Annual General meeting of this group was planned for November 2018. Councillor Mason had raised concerns at that meeting about a proposal to increase Panels' contributions towards the set-up of this group from £500 to £1000.

Keith Ford introduced the report and informed the Panel that following discussions with the Chair and Vice Chair of the Panel, the Force and the Office of the Police and Crime Commissioner, it was proposed that the planned September meeting date be rearranged to 8 October. In light of that, further consultation would take place with Members about the possibility of moving back the 26 November date to December to enable a more regular cycle of meetings.

Councillor Girling's written request for further information on the issue of grooming gangs was reported to the meeting and it was agreed that this should be considered as part of the planned June agenda item about Strategic Priority Theme 2 – Helping and Supporting Victims or the Commissioner's Update report to that meeting.

Councillor Mason underlined the benefits of remaining part of the regional Police and Crime Panel network and supported the continuation of the subscription to this body.

### **RESOLVED 2018/006**

- 1) That the work programme be updated in line with Members' suggestions.**
- 2) That the dates of the meetings of the Police and Crime Panel for 2018-19 be agreed, subject to further consultation with Members about the November date.**
- 3) That the Panel subscribes to the regional PCP network for 2018/19 at a cost of £500.**

## 5. **MODERN SLAVERY UPDATE**

John Robinson, Chief Executive of Gedling Borough Council and lead officer for the Safer Nottinghamshire Board on modern slavery and Detective Sergeant Mike Ebbins of Nottinghamshire Police attended the meeting to give a presentation which included the following key issues:-

- the definition of modern slavery;
- the scale of the problem, which remained unquantified at both local and national levels (the Home Office estimated there were currently between 10-13,000 potential victims in the United Kingdom);
- the increased reporting, which was now coming from a wider range of agencies;
- characteristics and demographics of victims;
- the co-ordinated City and Countywide approach to improving awareness and responses which was being developed by the Nottingham and Nottinghamshire Modern Slavery Partnership and the Partnership's activity and outcomes to date, including:-
  - the Hope for Justice training programme which had so far been completed by approximately 1,000 people from local government and voluntary sector organisations;
  - the development of Nottinghamshire's first Modern Slavery Profile;
  - ongoing work to clarify reporting and referral pathways;
  - a table-top emergency planning exercise;
  - liaison with high street banks to assist in the identification of possible victims and perpetrators;
  - joint enforcement operations between bodies such as the Police, Customs and Excise, Trading Standards and Environmental Health – e.g. around car washes and rogue landlords;
  - public awareness raising campaigns;
  - the 'Making a Slavery Free Nottinghamshire declaration which sought support from local agencies and organisations to ensure supply chains were free from slavery;
- the current progress and the planned priorities including:-
  - developing networks and professional relationships further;
  - the increases in referral rates and sources, disruption activity and intelligence;
  - the utilisation of £182K Home Office funding to assist victims around housing and employment and civic and community leadership on this issue.

Detective Sergeant Mike Ebbins headed up the Modern Slavery and Safeguarding team within the Force, which included nine other members of staff, underlining the priority which was being given to this issue within Nottinghamshire. DS Ebbins highlighted recent convictions and those currently in progress and gave specific examples of cases that had been tackled. Partnership activity included a programme of training offered by the University of Nottingham to ensure that new

staff were able to understand the impact upon victims to enable them to gather the best possible evidence to aid prosecutions.

Members thanked Mr Robinson and DS Ebbins for a thorough and interesting presentation. The following points were clarified in response to issues raised by Members:-

- actions taken against the perpetrators included custodial sentences and 15 year civil orders (which carried restrictions such as limits on the number of mobile phones, only family members being allowed as passengers in their car etc) and deportation would be pursued where appropriate;
- with regard to the priorities in terms of next steps, an assessment of current activity in South Nottinghamshire had recently been undertaken by the Safer Nottinghamshire Board in order to agree targeted work with specific groups and service providers;
- members of the public were able to raise concerns through a Modern Slavery helpline and certain agencies were classed as 'first responders', with specific duties to refer to the national reporting mechanism where relevant;
- it was confirmed that referrals were being received from the health service.

#### **RESOLVED 2018/007**

**That the contents of the presentation and responses to issues raised by Members be noted.**

#### **6. POLICE AND CRIME COMMISSIONER'S UPDATE REPORT – TO FEBRUARY 2018**

The Police and Crime Commissioner circulated a letter and briefing document at the meeting about recorded crime in Nottinghamshire in 2017-18. He introduced the update report and highlighted the following key issues:-

- the changing nature of crime (with issues such as Modern Slavery, Female Genital Mutilation) and the increasing amount of partnership working in response was underlined;
- with regard to the crime figures, the Commissioner highlighted that the reporting cycles were different for these and the Government's figures (which covered December 2016 to December 2017). He stated that the 18.4% increase in crime overall was largely down to changes in recording standards and that the number of 999 calls had reduced slightly. He added that those Forces with the better recording compliance rates had experienced the greatest rises in crime. He believed that actual crime levels had risen slightly in Nottingham and Nottinghamshire but not to the extent of an 18.4% increase and he highlighted the changing nature and threat of crime (with an increase in issues such as historical rape cases);
- in the latest round of Her Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) Effectiveness Inspections, Nottinghamshire had

received an overall good rating, whilst five Forces nationally were in the Requires Improvement category. The Commissioner underlined the upward trend in the Nottinghamshire ratings whilst acknowledging that was still room for improvement in some areas of practice;

- the Commissioner had published a survey to seek views on rural crime;
- work continued to increase representation from Black and Minority Ethnic (BME) communities within the Police's workforce. The latest developments included a new apprenticeship scheme which would include specific work with BME communities;
- the provisional financial year end figures backed up the previous £2.5 million underspend forecast and the Commissioner felt that the financial position was a lot more stable than in the past. The next big task would be to start preparations for the 2020/21 Comprehensive Spending Review.

In response to issues raised by Members, the following points were clarified:-

- Members raised concerns about crime in rural areas, with specific reference to two recent major arson and criminal damage incidents in the Bassetlaw area. In response, the Commissioner underlined his commitment to addressing rural crimes whilst acknowledging the Chief Constable's need to balance limited resources and target areas of greatest need. He highlighted the two teams of Rural Special Constables and the Chief Inspector post with specific responsibility for rural areas. Also, part of the Innovation Fund was earmarked for rural areas;
- The Commissioner agreed that the issues about compliance with recording standards nationally did result in the current national average figures being depressed and highlighted the example of Durham which had recorded a 35% increase in crime as a result of increased compliance. Only 3 out of the 22 Forces had so far been inspected in relation to compliance and a rolling programme was taking place over the next two years at which point it would be possible to establish the new norm. The Commissioner felt that there continued to be under-reporting of crime nationally;
- with regard to concerns about rising crime in South Nottinghamshire and the City's conurbation area the Commissioner underlined his willingness to provide figures to local MPs to assist any call for greater resources. He also felt that a proper discussion was needed about the boundaries of the conurbation;
- in response to Members' concerns about the courts and file quality and the fact that Crown Court conviction rates had not improved as yet, the Commissioner explained that this issue was being progressed with discussions about digital transfers of files continuing;
- Members commended the Commissioner's commitment to increasing the proportion of people from BME communities within the workforce and queried how the historical issues with the recruitment process were being addressed. The Commissioner recognised that the assessment processes in the past had been a problem with some implied prejudice within those processes. The College of Policing had assisted the Force in looking at this issue. The Chief Constable

added that the Force now had a dedicated resource to address this issue, enabling positive action with schools and colleges and helping people to negotiate and better understand the recruitment processes. With regard to retention, the Force now had a number of mentors to help address this. The Force was also working with PATRA to help develop apprentices. The Commissioner underlined that different groups were represented appropriately throughout the Force, including at Chief Inspector and Inspector level. Long-term acting up arrangements were also now being addressed, ensuring that permanent appointments were made where appropriate. The Black Police Officer Association was very supportive and positive about the work the Force was doing in this area;

- with regard to the allocation of Drugs Fund monies to the various Districts within the County, the Commissioner explained that Neighbourhood Inspectors were asked to make bids for this funding. With regard to the funding for Mansfield, The Commissioner said that he would welcome any suggestions for improving the process from the Executive Mayor and her colleagues;
- in response to the ongoing lack of clarity about the scope and costs of a new build Force Head Quarters (which it had been explained previously was described as Control Room improvements within the budget papers) the Commissioner explained that the Chief Constable was seeking a new Control Room and better facilities for staff. However, the Commissioner was mindful of his statutory duty to work closely with Fire and Rescue Services and was conscious that the Nottinghamshire Fire and Rescue Service Head Quarters was relatively close to Force Head Quarters. A consultant had been employed to explore the potential for sharing a site and the likely level of capital receipt which could be generated. The Commissioner underlined that at this stage discussions were ongoing and no decisions had been made. The Commissioner added that any joint working with the Fire and Rescue Service needed to consider how the organisations worked together rather than simply focussing on buildings and co-location was already happening – for example, the local Neighbourhood Police Team was due to move into the new Fire Station on London Road. He cited the example of all partner agencies having emergency planning departments as an example of duplication of effort, in his opinion;
- with reference to the ongoing concerns about the quality of prosecution case files, national high profile cases, such as in Surrey, and the recent article in The Times which highlighted examples of officers being trained not to disclose evidence, Members queried whether the Commissioner had subsequently made enquiries about local disclosure practice by the Force. In response, the Commissioner said he had discussed this issue with the Chief Constable and colleagues and was confident that there was no nefarious practice. He underlined the resource implications of investigating information on mobile and electronic devices. The Chief Constable was the lead Chief Constable nationally on this issue and he had spoken to the Head of the Crown Prosecution Services (CPS) in the region who felt that Nottinghamshire is performing well in this respect. Any lessons from before and after cases were shared between the Force and the CPS and built into subsequent training courses. The Commissioner added that regular meetings were also held with defence lawyers to talk through any issues and concerns had not been raised about disclosure in Nottinghamshire. Good disclosure practice was seen as a means of speeding up the overall process and narrowing down areas of debate;

- with regard to the commentary within the report about the under-target performance with Proceeds of Crime Act orders, Members queried whether the Crown Prosecution Service had ever decided not to pursue an order requested by the Police. The Chief Constable was unable to give a definitive answer on this but his experience from elsewhere was that such orders would only not be pursued if the likelihood of success was small;
- Members thanked the Deputy Chief Constable for leading the Members' tour of the Bridewell, with those attending recognising that the existing building was not fit for purpose. The Commissioner stated that he hoped to be in a position to share the finer details of the proposals for the new Bridewell at the next meeting of the Panel.

## **RESOLVED 2018/008**

**That the contents of the report and the response to issues raised by Members be noted.**

### **7. POLICE AND CRIME PLAN – UPDATE ON THEME 1 - PROTECTING PEOPLE FROM HARM**

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

- The Commissioner took a different stance to the national view on 'Paedophile Hunter' groups and felt that the Force should be looking to form better relationships with such groups. He saw such groups as a possible source of evidence which the Force should be acting upon, with children's safety being paramount. There were approximately 15 of these groups nationally and although the Force could not be seen to direct or control them, they were keen for such groups to act appropriately and within the law. Evidence from such groups had led to 26 convictions already in Nottinghamshire and others were still in progress. Members welcomed the stance which the Commissioner was taking on this;
- The Commissioner underlined his pride at the joint working with NHS colleagues which had helped ensure people with mental health illnesses were receiving more appropriate responses;
- work with partner agencies was crucial in addressing the impact of the rise in new psychoactive substances;
- 3 schools officer posts had been introduced to work with 15 targeted schools. There would be a dedicated schools officer in each of the Neighbourhood Police Teams going forward. It was hoped that this could make a difference with young people encountering the Police in a non-confrontational way and enabling proper discussions of issues such as healthy relationships, alcohol and substance misuse and knife crime. This would require a long-term investment and could not deliver overnight successes but a similar approach in Scotland over the last 4-5 years had proven successful. Members welcomed this planned approach and queried whether there were any plans to reintroduce the DARE drugs education programme into schools;

- potential issues with social media were highlighted by Members, including the sharing of information about the initial release of charged perpetrators after arrest which could lead to the public perception that justice was not being served. Members queried whether the issue of bail was being given further consideration in light of this issue. In response, the Commissioner said that the changes to bail arrangements introduced a year ago had not proven successful to date and that the Force was working with other forces to try and define good practice around this issue. The Chief Constable added that perpetrators could now be released under investigation, with a summons to appear in court at some point in the future and that fewer people were now being released under bail conditions. He felt that the overall approach was likely to be reconsidered in the next 6-12 months. He added that joint work at the Bridewell with the Youth Offending Team aimed to achieve the best outcomes focussing on individual crimes;
- with regard to the fact that all activities within the Delivery Plan for this theme were rated Green, the Commissioner stated that this was due to the fact that the new Police and Crime Plan was still in its infancy.

**RESOLVED 2018/009**

**That the progress made be noted.**

**8. HER MAJESTY'S INSPECTORATE OF CONSTABULARY AND FIRE RESCUE SERVICES – PROPOSED INSPECTION PROGRAMME, FRAMEWORK AND METHODOLOGY**

The Commissioner introduced the report and highlighted the implementation of the new Force Management Statements nationally. With reference to the amount of work which the Police now undertook with partner agencies he underlined the benefits of some joint inspections in future. He also felt that the existing inspection process had focussed more on service failure instead of promoting good practice.

In response to a request from Members, the Commissioner confirmed that the Force Management Statements for Nottinghamshire Police would be published and agreed that these could be submitted to future meetings of the Panel for Members' consideration.

**RESOLVED 2018/009**

**That the contents of the report be noted.**

**9. REVIEW OF MEMBERSHIP – INDEPENDENT CO-OPTED MEMBERS**

Suma Harding, having declared a disclosable pecuniary interest in this item, left the meeting prior to consideration of this item.

The Commissioner, the Chief Constable and the officers from the Office of the Police and Crime Commissioner also left the meeting at this point.

Keith Ford introduced the report and explained that 3 of the 4 existing Independent Co-opted Members had expressed an interest in reapplying as part of the planned



recruitment process. In light of that it was agreed that no decision should be made about the end dates of the 4 existing Independents until the recruitment process had been completed. It was also felt that the recruitment process should begin in November 2018 with interviews in January 2019 to enable the overall situation to be clarified in early 2019.

**RESOLVED 2018/010**

- 1) That the proposed approach agreed by the Panel in April 2017 be implemented, with the recruitment process commencing in November 2018.**
- 2) That the end date of the terms of office of the existing 4 Independent Co-opted Members be agreed once the outcomes of the recruitment process were known.**

The meeting closed at 3.52pm

CHAIRMAN