

<b>For Information</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Police and Crime Panel</b>
<b>Date of Meeting:</b>	<b>15<sup>th</sup> September 2014</b>
<b>Report of:</b>	<b>Police &amp; Crime Commissioner Paddy Tipping</b>
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<b>Agenda Item:</b>	<b>6</b>

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

## **Responding to Austerity – Her Majesty’s Inspectorate of Constabulary (HMIC) Report**

### **1. Purpose of the Report**

- 1.1 The purpose of this report is to inform the Police and Crime Panel of the content of Her Majesty’s Inspectorate of Constabulary’s (HMIC) ‘Responding to Austerity’ report, which was published in July 2014.
- 1.2 This paper also outlines the Force response to the issues raised within the report.

### **2. Recommendations**

- 2.1 It is recommended that members of the Panel note the contents of this report.

### **3. Reasons for Recommendations**

- 3.1 The purpose of the recommendation is to ensure that members of the Police and Crime Panel are provided with the detail of HMIC’s report as well as the Force’s response.

### **4. Summary of Key Points**

- 4.1 In the October 2010 spending review it was announced that central funding to police services in England and Wales would be reduced in real terms by 20% between March 2011 and March 2015. Every year since 2011, HMIC have reviewed Police Force plans to make the necessary savings under their ‘Valuing the Police’ programme.
- 4.2 In July 2014, HMIC published the findings of their most recent inspection into how the Force is planning to meet the severe spending cuts. The inspection was carried out in May 2014.
- 4.3 Nottinghamshire Police needs to save a total of £47.0m over the four years of the spending review. The Force has already achieved 73% (£34.3M) of the savings required and has exceeded its target in 2013/14, allowing for a contribution to its reserves.

- 4.4 HMIC's recent report found that much of the required savings for 2014/15 and 2015/16 are dependent on the Force redesigning the way in which it delivers policing through changes to its operating model, collaboration with local partners and other Forces. HMIC was concerned that the Force had not made timely decisions about the required changes and said that any further delay in decision making or implementation would have an impact on the Force's ability to meet its savings targets in the future.
- 4.5 At the time of the inspection the plan to meet the savings was still in its final development stages and had not been finalised. However, the Force and the Office of the Police and Crime Commissioner have now agreed the new approach to deliver policing across Nottinghamshire, which puts prevention at the heart of a strategy to reduce crime and keep people safe. The strategy will start to be implemented in the coming months and HMIC is aware of the progress.
- 4.6 Nottinghamshire Police's change programme, 'Designing the Future', is the approach to ensure that an efficient and effective service is maintained for the public now and for future years. This is being led by Superintendent Mark Holland and Chief Inspector Linda McCarthy.
- 4.7 The HMIC report acknowledges the significant improvements the Force has made in cutting crime and keeping the communities safe. HMIC states that, 'Over the spending review the force has achieved a higher reduction in crime than other forces with broadly similar overall crime levels. Victim satisfaction is higher than the figure for England and Wales.' Change in recorded crime between 2010/11 and 2013/14 was -18% for Nottinghamshire compared to the England and Wales average, which was -14%.
- 4.8 A number of key measures also show how the Force is providing policing and efficiency compared with England and Wales. In all of the 8 measures Nottinghamshire Police is shown as better than the England and Wales average and significantly better in some cases. For example our Police Officers and overall workforce cost less per head of population in 2013/14 than the average for England and Wales.
- 4.9 The HMIC report recognises the hard work Nottinghamshire Police has invested in improving efficiency, saying it has developed a good understanding of the demand for its services and has taken measures to reduce this at the first point of contact to ease pressures on response and neighbourhood teams. It also highlighted the Force's commitment to protecting key crime-fighting roles and maintaining visible policing with a higher proportion of police officers and PCSOs compared to others Forces nationally.
- 4.10 Despite maintaining a relatively high number of visible, frontline officers, since March 2010 there will be a total reduction in the number of police officers in Nottinghamshire Police by 31 March 2015 of 276 (-11%). PCSO and Specials numbers have increased during the same time by 72 and 187 respectively. Despite this, the report demonstrates that victim satisfaction in 2013/14 was

higher in Nottinghamshire than the national average and that the percentage change in recorded crime between 2010/11 and 2013/14 has been greater in Nottinghamshire than the England and Wales average.

- 4.11 It is worth noting that a number of other Police Forces do not have plans in place to deliver the savings required for 2014/15 and for future years. A number of these Forces will be relying heavily on their reserves to balance their budgets. These Forces have achieved 'good' and 'exceptional' grades in their own HMIC Valuing the Police reports.

## **5. Financial Implications and Budget Provision**

- 5.1 Please see above at item 4 for this detail.

## **6. Human Resources Implications**

- 6.1 There are no HR implications in relation to this report. However, there will be HR implications arising due to the changes that are required to meet the financial challenge.

## **7. Equality Implications**

- 7.1 Although we anticipate recruiting fewer police officers over the coming years due to the austerity cuts we will continue to actively drive recruitment in our BME population where possible. As a Force we remain committed to driving up BME representation and will continue to look at this for cadet, volunteer and specials recruitment.

## **8. Risk Management**

- 8.1 Nottinghamshire Police recognises the risks set out by HMIC in relation to meeting the stark financial challenge. Progress of the project to deliver the savings are reported to the Corporate Services Board on a monthly basis, to the Force Transformation Board, chaired by the Deputy Chief Constable, and at the Force Executive Board monthly, chaired by the Chief Constable.

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

- 9.1 The Government's austerity measures and Nottinghamshire Police's response are intrinsically linked to each of the Police and Crime Plan priorities; Cut Crime and Keep you Safe, Spend Your Money Wisely, and Earn your Trust and Confidence.
- 9.2 The new approach is critical to the long-term health of the Force and the Chief Constable and the Commissioner were keen to ensure that it protected the aims set out in the Police and Crime Plan before proceeding.

## **10. Changes in Legislation or other Legal Considerations**

- 10.1 There are no changes in legislation or other legal considerations arising from this report.

## **11. Details of outcome of consultation**

- 11.1 The 'Designing the Future' team have consulted widely with members of staff and officers to engage with the workforce about the future operating model. Design champions have volunteered to share their knowledge and expertise to ensure that the plan has been designed as 'one team'.
- 11.2 Chief Constable Chris Eyre wrote to stakeholders in July to share details of the new model for the force and the contact details for Superintendent Holland and Chief Inspector McCarthy, who are leading on this piece of work.
- 11.3 External communications are continuing with partner engagement at Chief Officer and Lead Officer level.

## **12. Appendices**

- 12.1 Appendix A – press release following the publication of HMIC's report on 22<sup>nd</sup> July 2014.

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

13. HMIC 'Responding to Austerity' report, 22 July 2014.