

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	8 February 2022
Report of:	Caroline Henry Police and Crime Commissioner
Report Author:	Dan Howitt
E-mail:	ExecutiveSupport@notts.police.uk
Other Contacts:	N/A
Agenda Item:	8

MAKE NOTTS SAFE PLAN 2021-24

1. PURPOSE OF THE REPORT

- 1.1 To formally present the Commissioner's statutory Police and Crime Plan to the Police and Crime Panel for final review. The plan was developed following extensive public and partner agency engagement during 2021, with the Panel having issued initial feedback on the draft priorities and objectives following the meeting held in November 2021.

2. RECOMMENDATIONS

- 2.1 The Panel is invited to review the final iteration of the plan, seek assurance on any specific areas of concern and request further information where required and within the scope of their role.

3. BACKGROUND

- 3.1 Police and Crime Plans are a statutory requirement for all police force areas introduced as part of the Police Reform and Social Responsibility Act 2011. Following her election in May 2021, the PCC is required to issue a Police and Crime Plan for the area by 31st March 2022 in consultation with the Chief Constable.
- 3.2 The Police and Crime Plan should determine, direct and communicate the PCC's priorities for their period in office and must include details of:-
- The PCC's police and crime objectives for the area;
 - The resources which the PCC is to provide to the Chief Constable;
 - The means by which the Chief Constable will report to the PCC;
 - The means by which the Chief Constable's performance will be measured;
 - The services which the Commissioner is to arrange to support crime and disorder reduction, or help victims or witnesses of crime and ASB
 - Any grants the Commissioner is to make, and their conditions

3.3 In compiling the Police and Crime Plan, the PCC has a duty to:-

- Make arrangements for engaging with local people¹;
- Co-operate with responsible authorities² in formulating / implementing local crime and disorder strategies giving due regard to their respective priorities;
- Co-operate with local criminal justice bodies³ to provide an efficient and effective criminal justice system for the police area;
- Have regard to the Strategic Policing Requirement and any guidance or codes of practice issued by the Secretary of State
- Have regard to the need to safeguard and promote the welfare of children;
- Fulfil duties relating to equality and diversity⁴ and securing value for money⁵

3.4 This paper details how the Commissioner has complied with these duties in developing her statutory plan. This has included a process of extensive stakeholder engagement and an evidence-led review of the issues, needs and threats impacting upon the police force area.

4. ENGAGING WITH LOCAL PEOPLE

4.1 Listening to the issues and concerns of local people has been central to the Commissioner's approach since taking office in May 2021. The Commissioner undertook a series of local neighbourhood level engagement events during summer 2021 which were designed to: raise awareness of the Commissioner's role and proposed priorities; seek views on those priorities and; better understand the crime, policing and community safety issues impacting upon local residents.

4.2 Limited physical attendance at early engagement sessions resulted in the majority of events being held virtually with a view to ensuring value for money in fulfilling this statutory duty. Social media statistics indicate that around 50,354 unique residents had been reached as part of this process as at October 2021, which included 5,285 interactions (shares, likes, comments). Events included:-

- **Ashfield 'Have Your Say'**, 14 September 2021: Live streamed event involving neighbourhood Inspector Mark Dickson. The session provided an opportunity to discuss key issues of local concern, which included: work to increase visible police presence, the illegal use of e-scooters, motorcycle-related ASB and the police and local authority response to illegal encampments.

¹ [Section 34 Police Reform and Social Responsibility Act 2011](#)

² *Responsible authorities s5 of the Crime and Disorder Act 1998: Police, Local Authority, Fire and Rescue Authorities, Clinical Commissioning Groups that are wholly or partly within the police force area*

³ [Section 10\(2\)](#) - *Criminal justice bodies incorporate the Chief Constable, Crown Prosecution Service, Her Majesty's Courts and Tribunals Service, HPPS, Youth Justice Services and Probation Trusts*

⁴ [Equality Act 2010 \(Specific Duties\) Regulations 2011](#)

⁵ [Section 35 Police Reform and Social Responsibility Act 2011](#)

- **Nottingham ‘Have Your Say’**, 16 September 2021: Live streamed event involving neighbourhood Inspectors. The session provided an opportunity to discuss key issues of local concern, which included: maximising the use of technology in neighbourhood policing, illegal and anti-social use of e-scooters, burglary prevention, building positive relationships between the police and minority ethnic communities and tackling hate crime, violence and illicit drug use in the night time economy.
 - **Rushcliffe ‘Have Your Say’**, 29 September 2021: Live streamed event involving neighbourhood Inspector Rob Lawton. The session provided an opportunity to discuss key issues of local concern, which included: speeding, reckless driving and noise nuisance, motorcycle related ASB, bicycle theft, police use of social media, increasing police visibility and the police and local authority response to illegal encampments. Residents also requested support in establishing a Community Speedwatch scheme in the area.
 - **Newark and Sherwood ‘Have Your Say’**, 30 September 2021: Live streamed event involving neighbourhood Inspector Charlotte Allardice. The session provided an opportunity to discuss key issues of local concern, which included: illegal encampments, police visibility, the need for local custody facilities, speeding and the illegal and anti-social use of motorcycles and e-scooters.
 - **Gedling ‘Have Your Say’**, 7 October 2021: Live streamed event involving neighbourhood Inspector Chris Pearson. The session provided an opportunity to discuss key issues of local concern, which included: police use of body worn video, illegal and anti-social use of motorbikes, quad bikes and e-scooters, burglary prevention and police visibility.
 - **Mansfield ‘Have Your Say’**, 14 October 2021: Live streamed event involving neighbourhood Inspector Nick Butler. The session provided an opportunity to discuss key issues of local concern, which included: drug related crime, speeding, CCTV provision, police visibility, street drinking and anti-social behaviour.
 - **Broxtowe ‘Have Your Say’ Event**, 21 October 2021: Live streamed event involving neighbourhood Inspector Simon Riley. The session provided an opportunity to discuss key issues of local concern, which included: drug dealing, youth-related anti-social behaviour, car crime, knife crime, speeding and police officer numbers.
- 4.3 The Commissioner also attended the University of Nottingham Freshers event in September 2021 where priority issues of concern affecting Nottinghamshire’s student population included safety in the night time economy, burglary-related

risk and safeguarding against blackmail and exploitation via the illegal access and misuse of personal digital media.

- 4.4 The Commissioner sought the views of specific groups with lived experience of crime, policing and the criminal justice system. This included, for example representatives from BAME and Faith community organisations (10 June), representatives from the Rural Crime Partnership (17 June), victims of crime (29 September) and young people (peer to peer engagement via the Nottinghamshire Youth Commission, summer 2021).
- 4.5 The OPCC's Community Listening Group brings together representatives from **Faith and Black, Asian and other Minority Ethnic (BAME)** organisations to discuss issues and concerns relating to crime, victimisation, offending and policing in Nottinghamshire. In consulting the group on the Commissioner's proposed police and crime priorities in June 2021, the group identified the following priority issues:-
- Working with partner agencies to reduce the disproportionate entry and prevalence of Black and Asian young people in the criminal justice system
 - Further improve relationships between the police and BAME communities by increasing organisational understanding of lived experience, visibly targeting and tackling intimidating police contact and; ensuring police provide quality, timely and empathetic feedback to BAME victims/communities
 - Increasing trust and confidence among communities to report experience of crime, particularly among South Asian victims
 - Improving feelings of safety and security among Black and Asian women and girls, particularly in recognising the prevalence and impact of Islamophobia affecting Muslim women. Consider options for targeted funding in this area
 - Ensuring robust early intervention in response to low level hate crime – recognising how seemingly minor issues and tensions can quickly escalate –
 - Improving the response to online / social media-based hate crime and abuse
 - Improving the availability of support services for victims of hate crime in the county (e.g. Newark and Bassetlaw).
- 4.6 In addition to these events, the Commissioner received over 1,250 responses to an online survey seeking views on the priorities and objectives of the plan during August and September 2021. This showed strong public support for the proposed priorities of the plan, with 73% of respondents feeling that they were the right priorities for Nottinghamshire. Support was particularly strong for 'preventing' priority, with 55% of respondents feeling that this was the most important area for the Commissioner to focus on over the coming year.

5. COOPERATION WITH KEY STAKEHOLDERS

5.1 The Commissioner facilitated a range of thematic stakeholder engagement events between June and October 2021 which included:-

- **City and County Health and Wellbeing Boards**, 1-29 September 2021: Partners expressed general support for the Commissioner's police and crime priorities for 2021-24, and in particular, the commitment to a long term public health approach to preventing serious violence and ongoing work to tackle substance misuse-related need and further improve the management of mental health demand.
- **Violence Against Women and Girls (VAWG) sector engagement event**, June 2021, where stakeholders called for: more equitable service provision in terms of geography and demography – including the need to improve access to services in rural areas; working across the criminal and civil justice system to improve outcomes for VAWG-related offences; Lobbying for more consistent longer-term sustainable funding for the sector and securing longer-term support for victims and survivors, including the provision of therapeutic support to better enable survivors of domestic abuse to cope and recover from and; maintaining a focus on universal and targeted early intervention and prevention approaches to affect attitudinal and behavioural change.
- **Victims of Crime stakeholder event**, 19 October 2021: Participants expressed strong support for the establishment of a Local Criminal Justice Assurance Board and for a 'pinch point' review of the criminal justice system. Participants also expressed support for the inclusion of witnesses as a key stakeholder. Participants noted that the thresholds for some services can result in victims not always receiving the help they need. Information sharing was also highlighted as a significant issue, particularly following implementation of GDPR. Participants noted some significant barriers to accessing some services and in reporting crime and incidents. Participants also considered options for introducing a single point of access for all victim services – which will be further explored as part of the upcoming victim needs assessment.
- **Violence Reduction stakeholder event**, 8 September 2021: Partners expressed strong support for the PCC's focus on trauma informed practice and the involvement of survivors with lived experience in the development of local interventions. Stakeholders highlighted gaps in the availability of youth provision in the county and opportunities to increase the uptake of schools-based education and awareness projects focussing on consequential thinking, respect and tolerance. Partners also called for greater investment in mental health provision in the context of partnership working and a greater focus on

the needs of care leavers across the city and county. Partners also called for more training on the use of social media as a source of intelligence and identifying escalating risk.

- **HM Courts Service**, 3 September 2021: PCC explored opportunities to drive improvements in criminal justice outcomes in consultation with the Chair of the Magistrates' bench, and HMCTS Senior Legal Manager for Crime. This included opportunities to secure earlier guilty pleas and swifter justice through improvements in case file quality and making best use of CCTV and Body Worn Video evidence at first hearing. The PCC also committed to working with partners to make best use of Cloud Video Platform (CVP) and improving accessibility and efficiency in court attendance. The Commissioner's Police and Crime Plan includes a commitment to establishing a local Criminal Justice Assurance Board to gain a better understanding of local issues, challenges and performance in this area.

5.2 Further to this, the Commissioner reviewed the existing plans and priorities of responsible authorities, in line with her statutory duty to give regard to those priorities in formulating the police and crime plan.

5.3 Nottinghamshire Police issued a revised control strategy on 16 July 2021 setting out operational priorities for the service over the coming year based on an assessment of local and international threats and changing demand. The operational priorities for the force include: serious organised crime⁶; knife crime and serious violence; sexual offences; domestic abuse; stalking and harassment; serious acquisitive crime, counter terrorism and; cyber and financial crime.

5.4 The Nottingham Crime and Drugs Partnership issued a refreshed partnership plan for 2021-2024 in July 2021. Strategic priorities for the city were confirmed as: anti-social behaviour; drugs and alcohol; hate crime; weapon-enabled offending; modern slavery and exploitation and; domestic and sexual violence and abuse.

5.5 The Safer Nottinghamshire Board reconfirmed strategic priorities in March 2021, maintaining a focus on: anti-social behaviour; substance misuse; hate crime; young people at risk of offending / exploitation; modern slavery; domestic abuse; reducing reoffending; tackling serious acquisitive crime and; Prevent.

⁶ Includes Organised Crime Groups, drugs, firearms, modern slavery and human trafficking

6. ASSESSING LOCAL NEED

- 6.1 The Police and Crime Plan has also been informed by the annual Police and Crime Needs Assessment which collates evidence from a wide range of police and partnership sources with a view to identifying the main crime, community safety and criminal justice issues likely to impact upon Nottinghamshire over the next four years.
- 6.2 Strategic risks are assessed and prioritised according to a MoRILE⁷ matrix which takes into account the likelihood of issues occurring, the impact they would have on individuals, communities and organisations and the capacity and capability available to respond.
- 6.3 The 2021 assessment concluded that:-
- Rape and other serious sexual offences and assault with injury and burglary continue to elicit the greatest levels of crime harm to communities when applying the ONS Crime Harm Index to the local recorded crime profile.
 - This includes areas of significant risk of harm such as domestic violence and abuse, weapon enabled violence and slavery and exploitation
 - Risk in these areas is compounded by rising levels of multiple complex need, particularly in relation to mental health, substance misuse and unemployment which have been compounded by the impact of the Coronavirus pandemic
 - Other factors affected or compounded by the impact of the pandemic include rising levels of cyber crime, online fraud and stalking, ongoing pressures on the court system and increased pressures on domestic and sexual abuse services
 - Despite this, there have been marked reductions in serious acquisitive crime which have been sustained beyond the easing of lockdown restrictions
 - Development of new ways of working which present significant opportunities to enhance organisational efficiency, the quality of public and stakeholder engagement and service user experiences
 - Reckless driving, speeding and anti-social use of the roads remains a common priority concern for local residents, in addition to burglary and vehicle crime and drug use and dealing. There is evidence that proactive work in these areas is having a positive effect
 - There remain significant gaps in our understanding of hidden harm, the scale and impact of rural crime and the changing nature and impact of antisocial behaviour in our communities.
- 6.4 The Commissioner has scrutinised⁸ force compliance with the Home Secretary's Strategic Policing Requirement in 2021 and is assured that force has a good

⁷ *Management of Risk In Law Enforcement*

⁸ *PCC's Strategic Resources and Performance Meeting, 21 July 2021*

understanding of the risks facing the public and processes in place to identify current and projected capability and capacity requirements to counter those risks.

7. FURTHER CONSIDERATIONS AND INTERDEPENDENCIES

- 7.1 The Commissioner's plan is aligned with Government's 'Beating Crime' Strategy which was published July 2021 which sets out the government's approach to reducing serious violent and acquisitive crime; identifying hidden harm and bringing more offenders to justice and; improving the response to fraud and online crime.
- 7.2 The plan also takes into account anticipated changes in policy, practice and legislation over the coming term, which includes developments such as the Domestic Abuse Act⁹ (May 2021) and; the Police, Crime, Sentencing and Courts Bill, which aims to bring about tougher sentencing for the most serious offenders, improve the efficiency of the court system and equip police with the tools and powers needed to keep people safe.
- 7.3 The plan has also taken into consideration:-
- The Police Foundation's Strategic Review of Policing which examines how crime, fear of crime and other threats to public safety are changing and assesses the ability of the police to meet these challenges.
 - The Home Office Review of the PCC Role which seeks to strengthen the accountability of PCCs and expand their role
 - Review of the Policing Protocol Order 2011 which will aim to provide a 'brighter-line' on the boundaries of operational independence and reflect changes in roles, responsibilities and relationships that have taken place over
 - Mobilisation of new probation services and changes to focus of Integrated Offender Management (IOM) arrangements following the national IOM Review. The Plan will also take account of the wider roll out of electronic monitoring arrangements for serious acquisitive offenders in 2021 and opportunities for the increased use of alcohol sobriety tags.

8. PERFORMANCE AND ACCOUNTABILITY

- 8.1 The Make Notts Safe Plan sets out how performance in delivering the plan will be assessed. The Commissioner will continue to draw on information and assurance from a wide range of sources, which include internal and external audit and inspection programmes, 'deep dive' scrutiny reviews and the tracking of

⁹ Domestic Abuse Act 2021 introduced a range of new provisions and placed new duties on local authorities to provide accommodation-based support to victims of domestic abuse and their children

indicators via the quarterly Performance and Insight report. Performance will be discussed routinely as part of the Commissioner's 1:1 meetings with the Chief Constable and formally reported to the Strategic Resources and Performance Board and the Police and Crime Panel for scrutiny.

- 8.2 The Commissioner has also set twelve numerical ambitions for March 2024 which are directly aligned to the priorities and objectives of her plan. The ambitions represent the Commissioner's current view of what is achievable and within the collective influence of key stakeholders with the resources available. This has taken into account: long term trends in performance; the artificial impact of Coronavirus restrictions on crime trends and public perception since March 2020; areas of new or planned investment over the planning period; new opportunities brought about by changes in technology, policy, practice and statutory duties.
- 8.3 The Commissioner acknowledges the risk that delivery of these outcomes may be affected by factors outside of the immediate control of local partners. As such, the Commissioner has committed to reviewing the suitability of these ambitions over the planning period, taking account of the changing environment and any unprecedented factors that are beyond our local control.
- 8.4 The plan sets the following key ambitions based on a March 2020 (pre-COVID) baseline:-
- Reduce the proportion of residents experiencing neighbourhood crime to no more than 7% by March 2024 (Nottinghamshire Police and Crime Survey)
 - Reduce levels of police recorded violent knife crime by a further 10% by March 2024
 - Reduce the number of First Time Entrants into the Youth Justice System by a further 10% by March 2024 (Nottingham & Nottinghamshire Youth Justice)
 - Continue to reduce the proportion of offenders re-offending and the volume of repeat offences (Ministry of Justice proven re-offending rate)
 - Increase levels of public confidence in Nottinghamshire Police by at least 5% points by March 2024 (Nottinghamshire Police and Crime Survey)
 - Increase the proportion of residents feeling that the police are visible and accessible where needed by 5% points (Notts Police and Crime Survey)
 - Increase the proportion of residents feeling that the police are dealing effectively with local concerns by 5% points (Notts Police & Crime Survey)
 - Increase the proportion of service users stating that they are satisfied with the police by at least 5% points (Notts Police and Crime Survey)
 - Increase the proportion of victims stating that they are better able to cope and recover from harm to 80% (OPCC Commissioned victim support services)

- Increase the proportion of victims stating that they are satisfied with the police by at least 5% points (Notts Police & Crime Survey)
- Continue to increase levels of 'hidden harm' identified and reported to Nottinghamshire police for further investigation
- Increase the proportion of rape offences which result in a charge or summons by at least 4% points by March 2024

9. SUBSEQUENT PANEL AND PARTNERSHIP ENGAGEMENT

9.1 The Commissioner has endeavoured to engage Police and Crime Panel members in the development of the 'Make Notts Safe' Plan throughout the process, with members having provided feedback on the priorities and objectives of the plan at their November meeting. The draft plan, circulated to members and stakeholders on 17 November has subsequently received highly positive feedback from key partners¹⁰, particularly in respect of the priority focus on prevention and early intervention and enabling a more sustainable approach through the provision of longer-term funding arrangements.

9.2 The Commissioner has taken subsequent feedback into account as part of the final iteration of the plan as shown at Appendix A. This has included:-

- Increasing profile and standalone commitment to tackling hate crime, including reassertion of commitment to tackling misogyny hate crime
- Clearer commitment to delivery of domestic abuse perpetrator programmes
- Clearer commitment to improving resources, equipment and training in respect of the response to rural crime
- Recognition of the needs of male victims and survivors within context of interpersonal violence
- Inclusion of a clear, robust and accountable performance framework.

¹⁰ "I think it is a positive plan, with strong commitment to supporting survivors, children, communities and the workforce and challenging perpetrators and those at risk of harming others" Community Safety Manager, Nottingham CDP

"The shared ambitions to support communities and families, reduce violent crime and make people feel safer and more protected represents a real opportunity to continue, and indeed strengthen our joint working going forward" Safer Nottinghamshire Board

"We welcome the report and believe it will make a difference to victims, survivors and communities" Public Health Managers, Nottinghamshire

"Clearly, your plan contains your heartfelt commitment to tackle crime in Nottinghamshire...I am pleased to see that Rural Crime is [an] area that you have identified as one of the issues of greatest concern and which will be one which you will prioritise." NFU representative

"[We] fully support the focus on a reduction of First Time Entrants as reducing this is a fundamental aim of the Youth Justice Partnership Board and should be a shared agency goal" City and County Youth Justice Teams

9.3 An annual delivery plan is being developed for 2022/23 in line with the Commissioner's budget setting and commissioning cycle. This will be published in March 2022 and set out specific activity which will be undertaken during the financial year to support delivery of the statutory plan.

10. Decisions

10.1 The Commissioner has the sole legal authority to make a decision as the result of a discussion or based on information provided to her by the public, partner organisations, members of staff from the Nottinghamshire Office of the Police and Crime Commissioner (NOPCC) or Chief Constable. The Commissioner's web site provides details of all significant public interest decisions.¹¹

11. Human Resources Implications

11.1 None - this is an information report.

12. Equality Implications

12.1 The Equality Act 2010 introduced a duty on public authorities to, in the exercise of their functions, have due regard to the need to; eliminate conduct prohibited by the Act, such as discrimination, harassment and victimisation related to an individual's protected characteristics and to; advance equality of opportunity and foster good relationships between people in carrying out their activities.

12.2 The Make Notts Safe Plan affirms the Commissioner's commitment to fulfilling her duties under the Equality Act 2010 and sets out equality objectives for the 2021 to 2025 period. These reflect both the objectives of the force and the PCC's wider commissioning responsibilities:-

- **Proportionality:** Ensure that policing powers are used proportionately, that our policing, crime and victim services are accessible to all and that crimes that disproportionately affect and particular protected groups are dealt with proactively. I will support communities in openly and transparently scrutinising disproportionality in areas of policing such as complaints and use of force
- **Engagement:** Regularly and meaningfully engage with local and diverse communities to ensure that we are focusing on their needs and reflecting their concerns and experiences. I will to work to increase public confidence in the police by continuing to engage with all communities - listening and responding to their needs and concerns

¹¹ <http://www.nottinghamshire.pcc.police.uk/Public-Information/Decisions/Decisions.aspx>

- **Organisational culture:** Creating a workplace that is recognised both locally and nationally as an organisation people choose to work for, with a reputation for treating people fairly, respectfully and without discrimination
- **Representation:** Increasing the extent to which the police workforce is representative of the communities it serves and ensuring all staff have the opportunity to progress and develop.

12.3 Progress in delivering against the Commissioner's equality objectives and scrutinising those of the force will be reported via the Performance and Insight report and as part of an annual Equality Monitoring Report.

13. Risk Management

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

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

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

15. Changes in Legislation or other Legal Considerations

15.1 The OPCC undertakes routine horizon scanning in order to track emerging legislation, government publications, audits and inspection findings, significant consultations and relevant research findings. This is considered as part of the PCC's weekly briefing schedule in order to help inform local strategic planning and decision making.

15.2 The [Elected Local Policing Bodies \(Specified Information\) \(Amendment\) Order 2021](#) came into force on 31 May 2021 requiring Police and Crime Commissioners to publish on their websites a statement on how their force is performing in relation to key national priorities for policing when issuing their Police and Crime Plan. The Commissioner has taken steps to ensure compliance with the amended Order and will be publishing a statement on force performance in relation to the new framework in November.

16. Details of outcome of consultation

16.1 None – For information only

17. Appendices

A. Make Notts Safe Plan 2021-25

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

For any enquiries about this report please contact:

Sharon Caddell, Interim Chief Executive of the Nottinghamshire Office of the Police and Crime Commissioner, ExecutiveSupport@notts.police.uk, Tel: 0115 8445998

Dan Howitt, Head of Strategy and Assurance of the Nottinghamshire Office of the Police and Crime Commissioner, ExecutiveSupport@notts.police.uk, Tel: 0115 8445998