



Operation Catalyst

Sustaining our progress



NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE



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Our Pledge
Proud to Serve



**Our
Duty**

**Our
Commitment**

**Our
Priorities**

**Our
Vision**

Foreword by the Chief Constable

I am delighted to welcome you to the third iteration of our improvement journey.

In our first publication, we outlined how Nottinghamshire Police rapidly responded to the areas of concern. In our second, we detailed the changes we had made to address the concerns and other improvements we were making to improve our performance.

Our focus is now on sustaining our progress and ensuring that we are delivering long-lasting and meaningful improvements which are fully embedded within our force, so we can deliver our pledge to communities of delivering an outstanding service that we can all be proud of.

I am pleased to say that we are maintaining our performance and in this iteration, we will share the impact of the changes we have made. In terms of our investigations, for example, how effective we are at keeping victims updated, we are now complying with our targets in around 96% of all cases. You may think this is a very ambitious target, however this is the standard we have set ourselves and we continue to maintain our positive outcome rate of 16.4%.

We are now delivering Neighbourhood Policing through a new bespoke model to directly address the issues impacting our communities. This is delivering better visibility in communities and our officers are maximising engagement opportunities to ensure they have strong relationships with the public who know they can depend on us. We are also consistently managing and reviewing our abstractions to ensure that these are kept to an absolute minimum.

Within our Domestic Abuse Support Unit, we have addressed the backlog of secondary risk assessments. We have now embedded and sustained a process which puts the victim at the heart of our approach. Nottinghamshire Police is undoubtedly making great progress and we will continue to measure our performance in all areas across our force. These standards are the new normal for us and we will work tirelessly to maintain them.

We remain grateful to His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) for engaging with us on our improvement journey at every stage and over the enhancements we have introduced. Along with the support we have received from our partners including the College of Policing and the National Police Chiefs' Council, this support has been crucial for getting us to where we need to be.



Chief Constable Kate Meynell

Where are we now

Our significant progress and improvements continue in all areas identified by HMICFRS.

Under the branding of 'Operation Catalyst' and the foundations of our Plan on a Page programme, positive, sustainable and lasting improvements are emanating.

At each point within our improvement cycles, we assess the impact of what we have done and how it has landed. This ensures not only our processes are sustainable, but through our leadership and culture we are including our staff and officers on this journey with us.

Op Catalyst - PLAN ON A PAGE

Our Vision

To deliver an outstanding service we can all be proud of

Our Priorities

Improve victim outcomes

Develop a workforce fit for the future

Earn the trust and confidence of our communities

We will achieve this by

Investigating Crime

Performance Management

Supervision and Leadership

Embed NPT and Prevention

By improving

- Power BI v NICHE
- VCOP / VNA
- Investigation Plans
- Supervisor Reviews
- Suspect Management
- Outcomes/Finalisations

- Data Quality
- Audit and Analysis
- Operating Model
- Governance
- Standards and Expectations
- Graduated Scorecards

- Embed Vision and Priorities
- Visibility and Engagement
- Wellbeing and Resilience
- Training, Tools and Tech
- Reward and Recognition
- Continuous Professional Development and PDR

- Targeted Activity
- Engaging our Communities
- Problem Solving (Plans)
- Demand Management and Resources
- Abstraction
- Continuous Learning Cycle

Resulting in

Improving how we manage, supervise and carry out effective investigations, and make sure that victims get the support they need.

Proficient processes, planning and governance arrangements to monitor performance effectively and identify areas where improvement is required.

Neighbourhood officers focusing on their main duties and local area.

Underpinned by

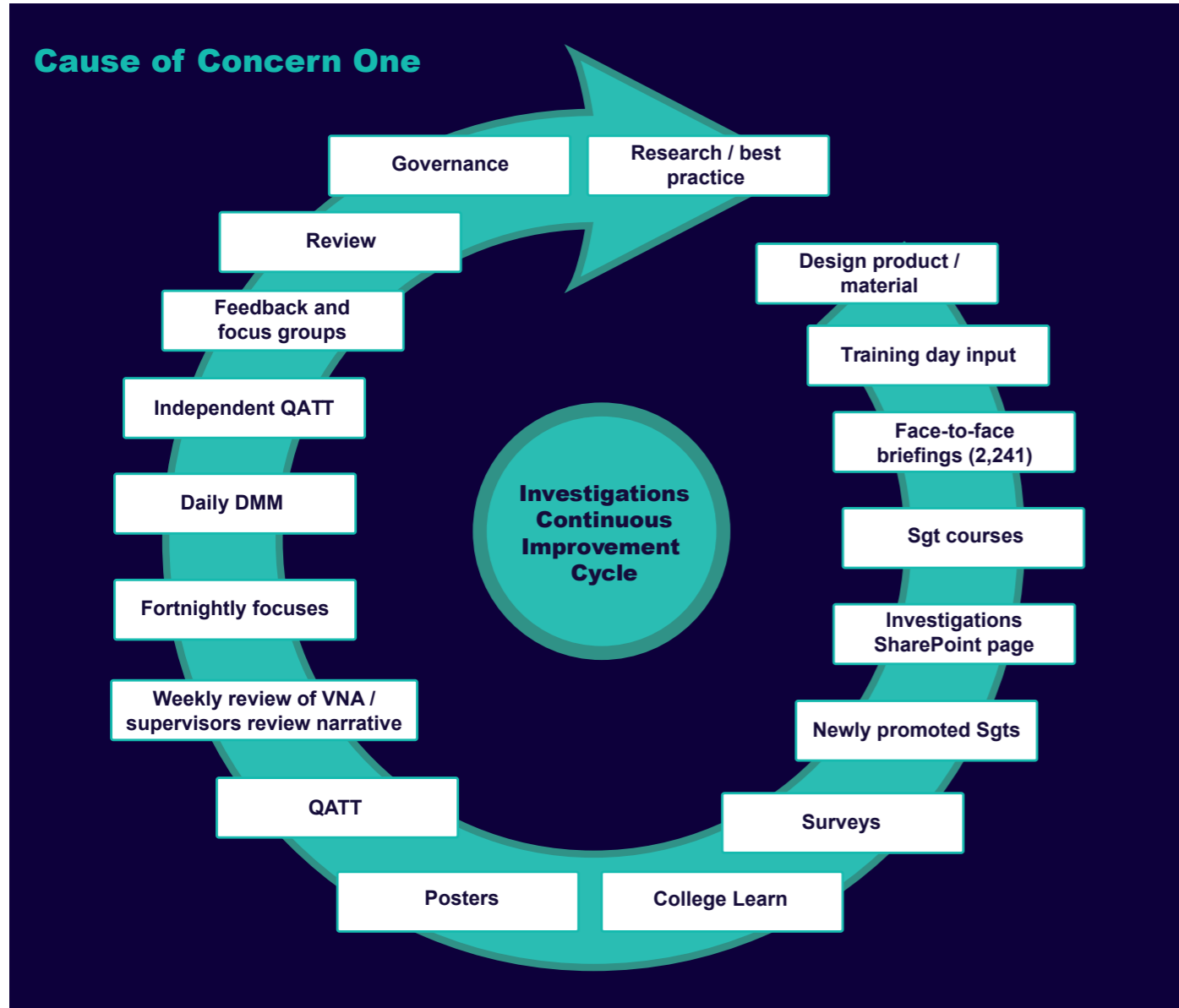
Code of Ethics Doing the right things, in the right way, for the right reasons.

Vulnerability Know it, Spot it, Stop it.

Cause of Concern One - Investigating Crime

Investigations - Continuous Improvement Cycle

We have completed one rotation of the cycle, with the exception of the independent Quality assurance thematic testing (QATT).



The independent QATT is currently underway in collaboration with other regional forces.

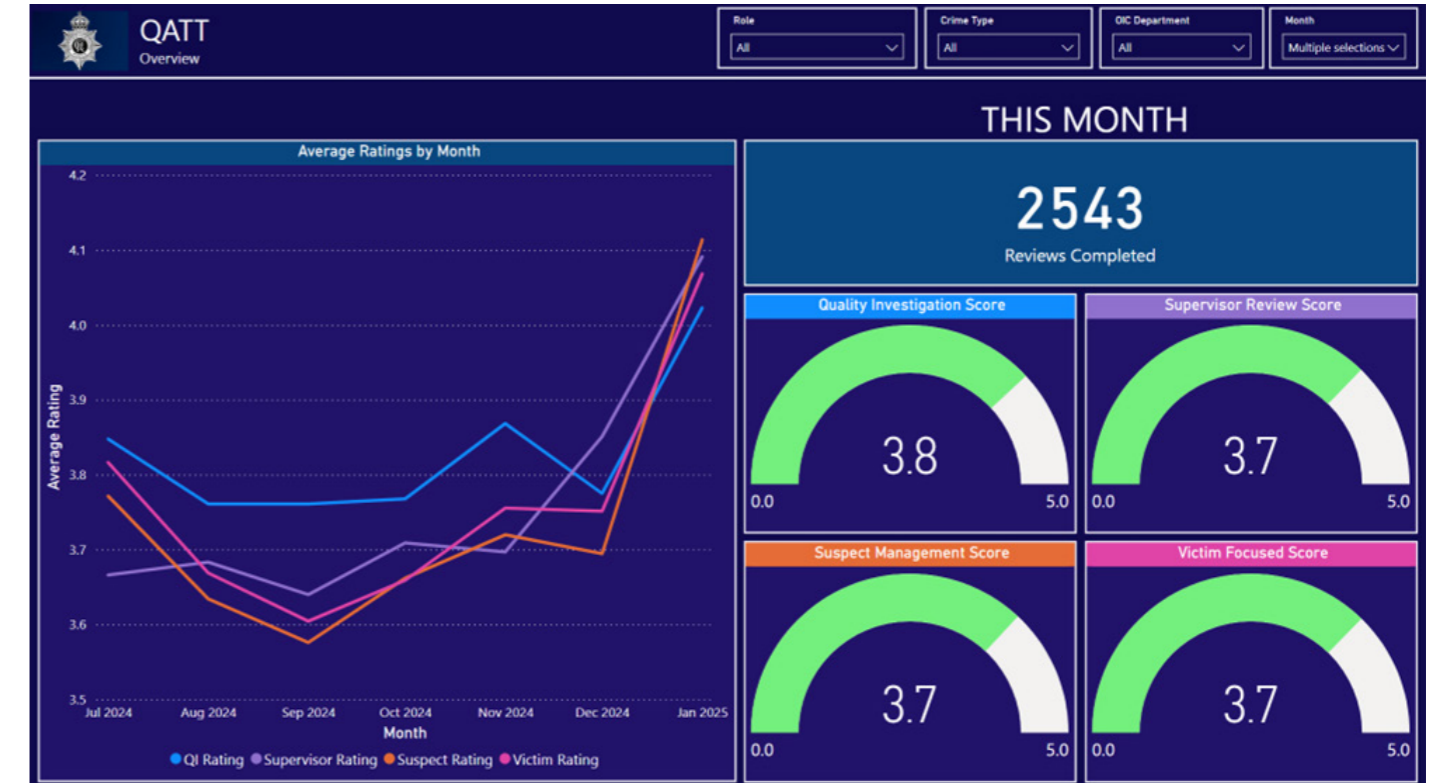
Each force is scrutinising 30 investigations, 10 PIP one, 10 PIP two and 10 Public Protection cases which have been closed within the last three months. This will give us insight and learning from the training we have implemented and will demonstrate sustainability of our processes.

The question set will complement our QATT methodology with the HMICFRS framework weaved throughout. This process will be repeated bi-annually.

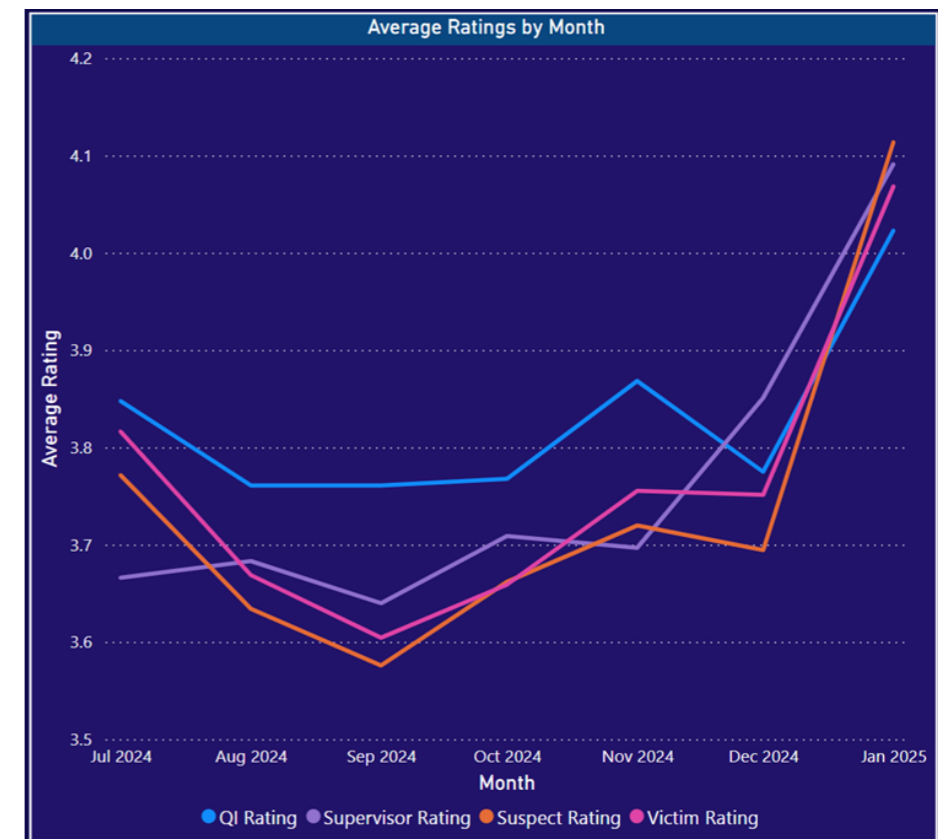
Current position – All QATT (June – 7 January 2025):

We have enhanced our qualitative solution to enhance investigations with a Power BI dashboard.

The figure 2543 shows the total number of QATT reviews completed between the beginning of July (QATT launched) and 7 January 2025. The dials represent the average scores for each pillar between the same period.

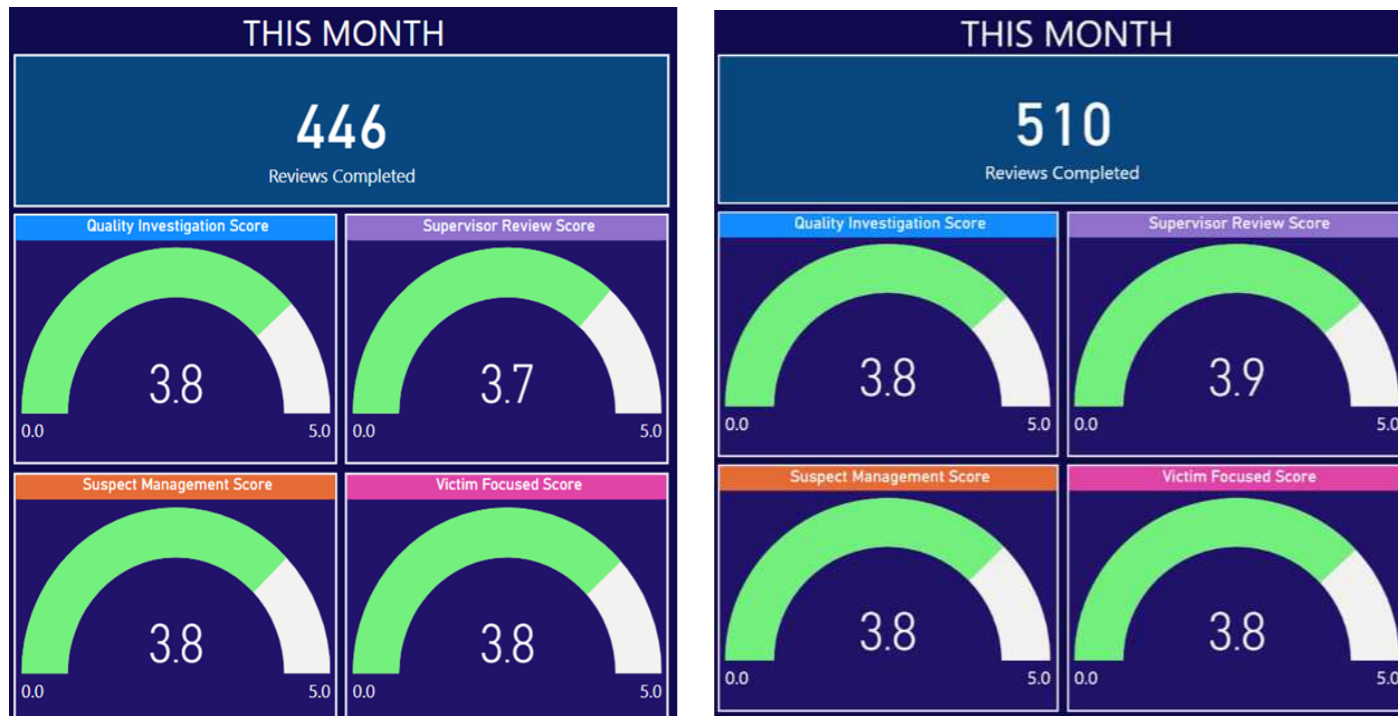


The graph below shows how the ratings for each pillar have changed each month:



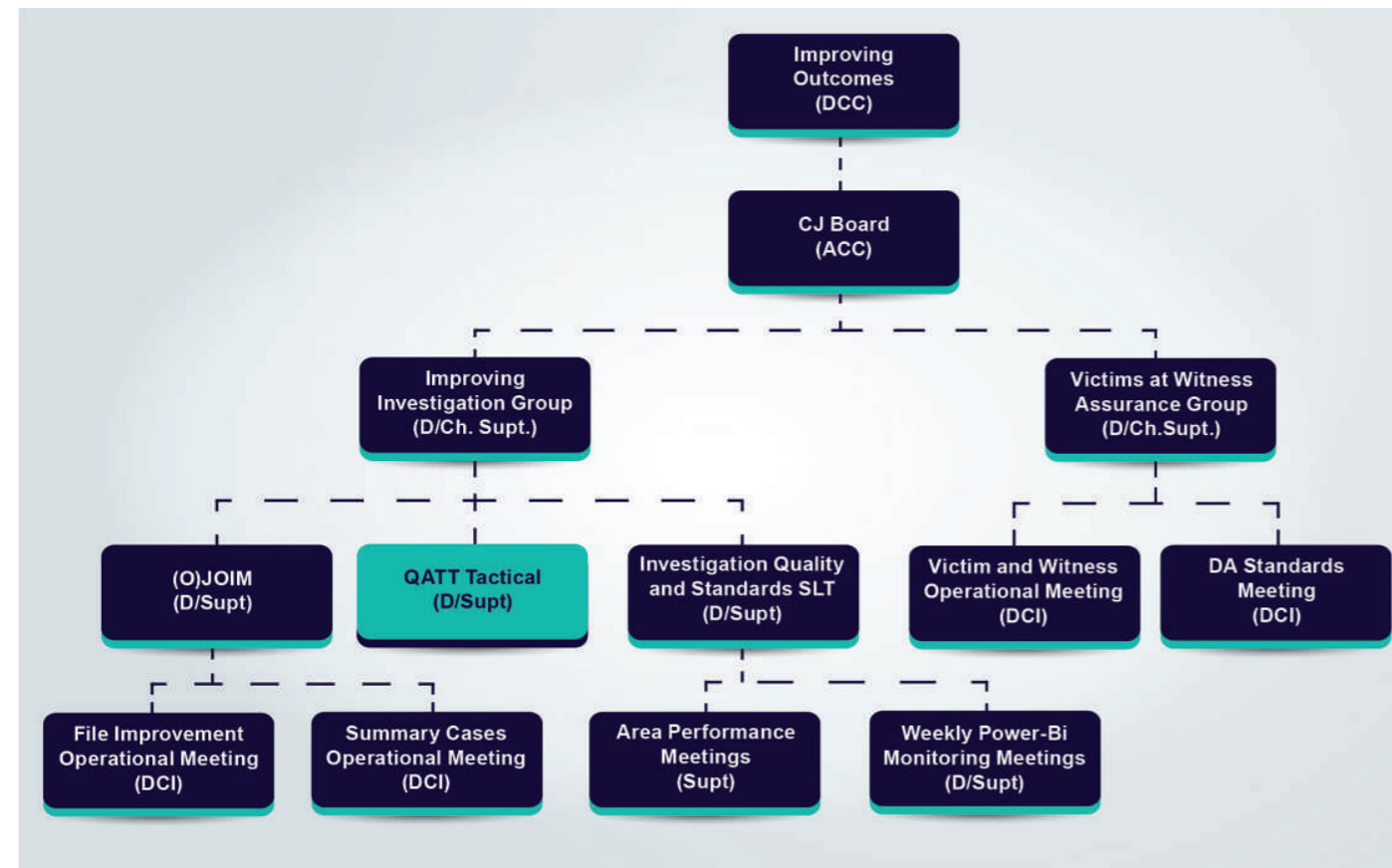
All QATT (July – first month 2024):

All QATT (December – to 31/12/2024):



The above screenshots show how many reviews were completed in the first month of QATT (July) and December and January to date (01/12/24 - 07/01/25). The dials show the average review score for each of the pillars for both months also.

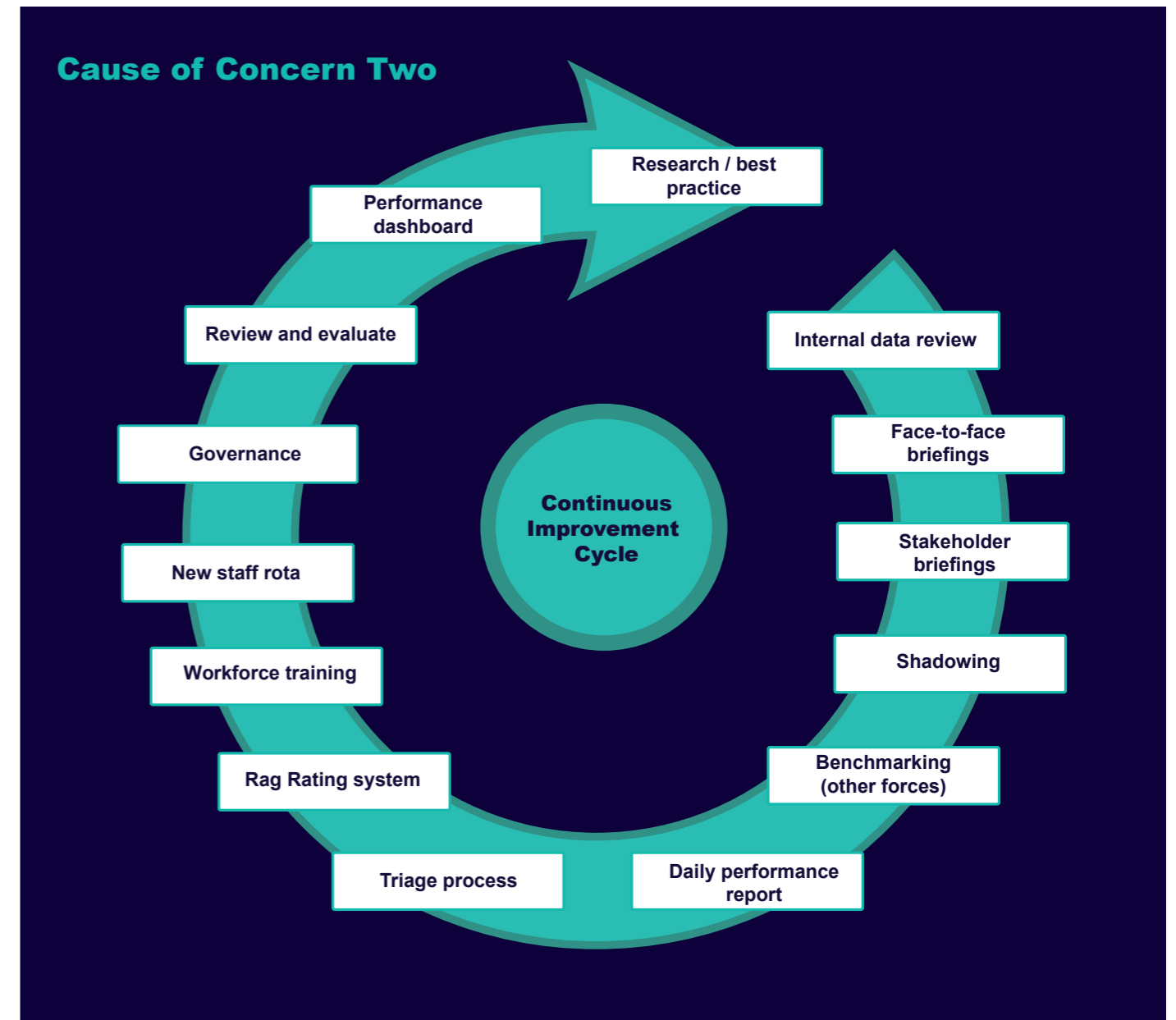
The second phase of our improvement activity will enhance investigations by concentrating on themes identified through feedback from focus groups, picked up through our governance structure (as detailed below), specifically the QATT Tactical Meeting.



Cause of Concern Two - Performance Management

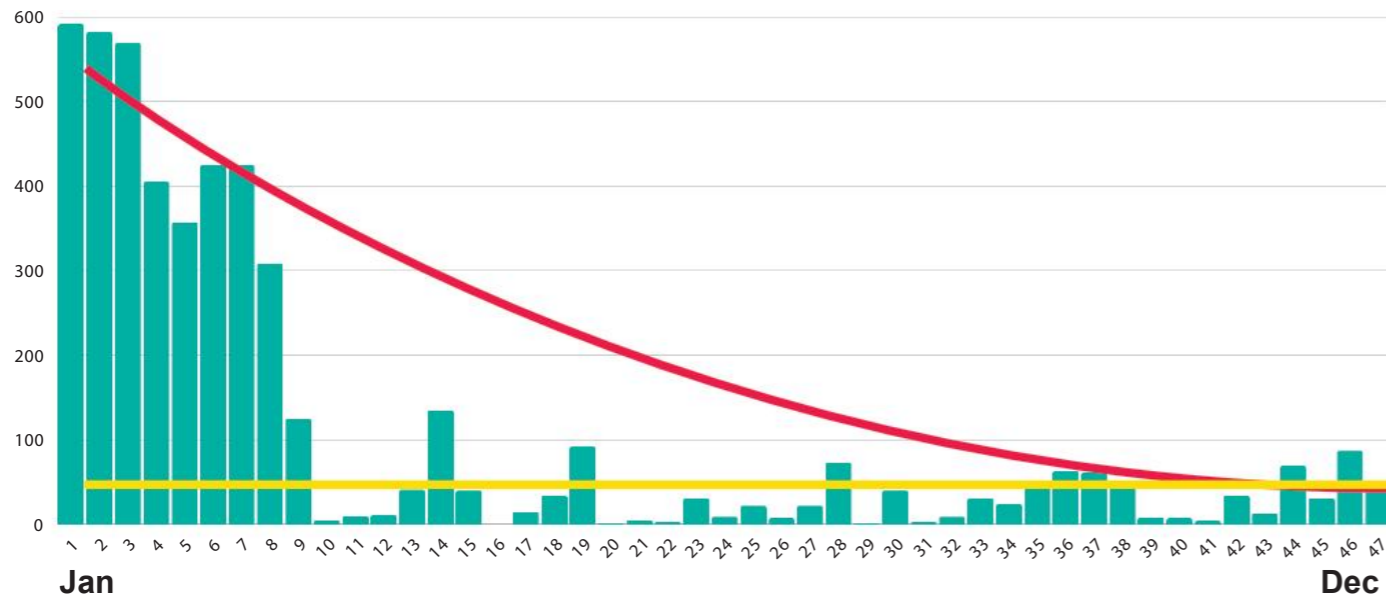
Domestic Abuse Support Unit Continuous Improvement Cycle

We have completed one rotation of the cycle focusing specifically on workloads within the Domestic Abuse Support Unit (DASU). DASU features as an integral part of our governance process reporting into the force Strategic Vulnerability Board with daily monitoring within the Prevention Hub Senior Leadership Team (SLT).



Current Position – Daily Performance Report

DASU - DAPPN weekly closing figures for weeks 1- 47 2024



The figures clearly demonstrate our process improvements and sustainability in relation to the workloads within the Domestic Abuse Support Unit.

In order to enhance our learning, we invited HMICFRS back in September to assess the impact of the improvements and to speak to staff within the unit to understand the effects of the changes.

Overall, the visit was extremely positive. Two additional points in relation to secondary risk assessments were raised with the team:

- When Public Protection Notices don't have enough information – do we go back to officer?
- How much progress have we made with the Power BI performance framework for DASU?

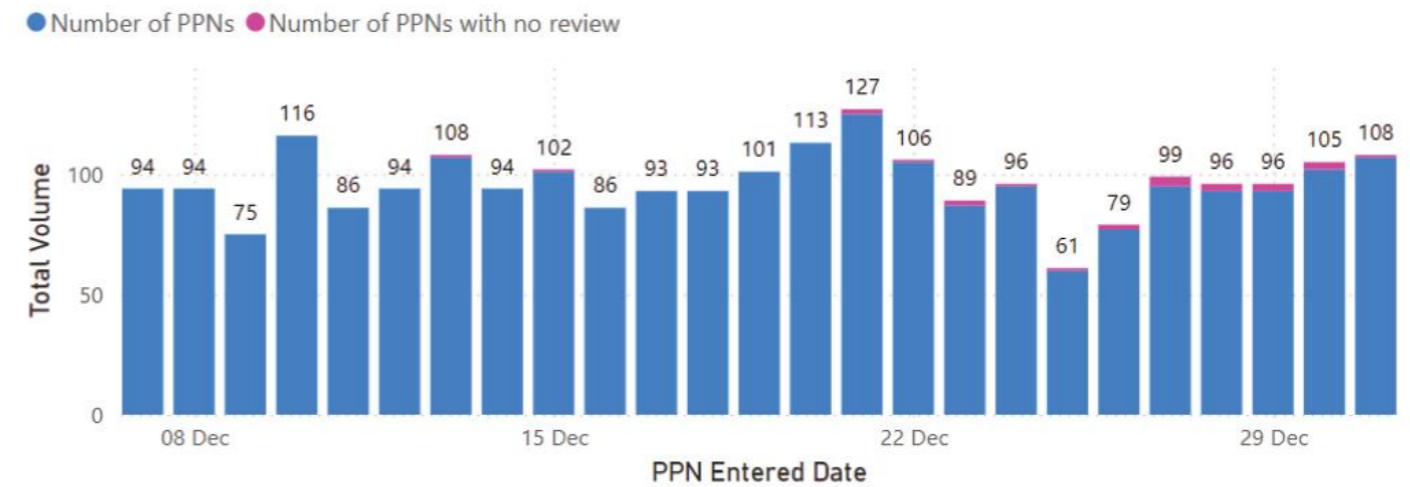


The Domestic Abuse Support Unit immediately implemented a tracker to monitor Domestic Abuse Public Protection Notice's (DAPPN's) returned to officers for further information. This ensures oversight of all our force domestic incidents requiring a DAPPN.

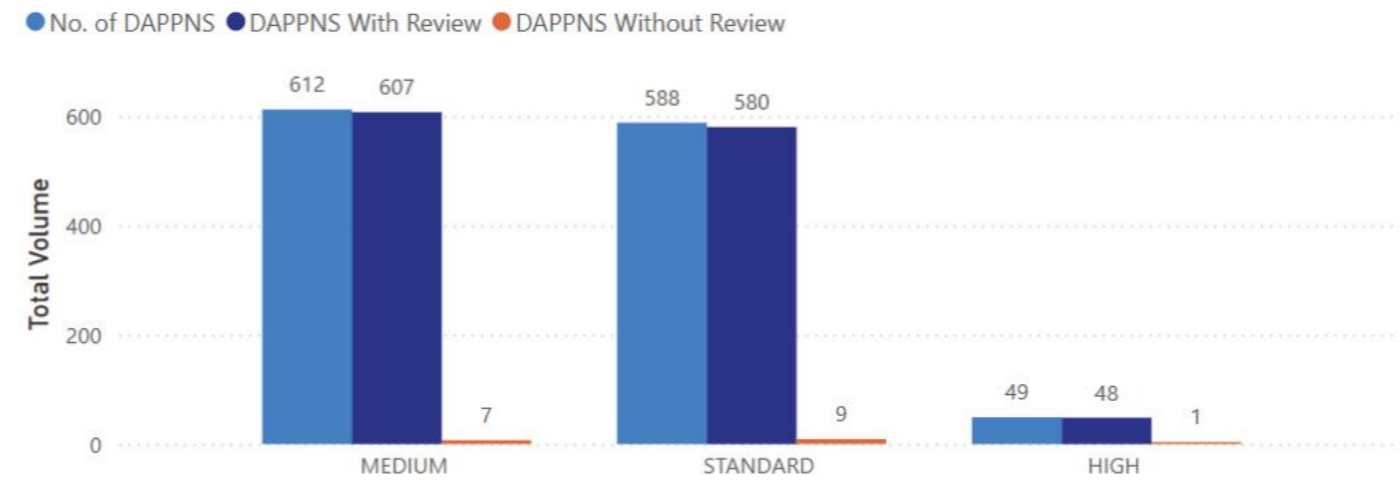
Below are extracts from the Power BI dashboard for December 2024:



Number of DAPPNs with No Review by Day



DAPPNS - By Officer Assessment Risk Level



PPN Entered Date	Number of PPNs	Number of PPNs with no review
31/12/2024 00:00:00	48	1
30/12/2024 00:00:00	60	1
29/12/2024 00:00:00	60	3
28/12/2024 00:00:00	58	3
27/12/2024 00:00:00	64	4
26/12/2024 00:00:00	48	1
25/12/2024 00:00:00	38	1
24/12/2024 00:00:00	57	0
23/12/2024 00:00:00	40	0
Total	1249	17

DAPPNS by NPJA - Sorted by No Review

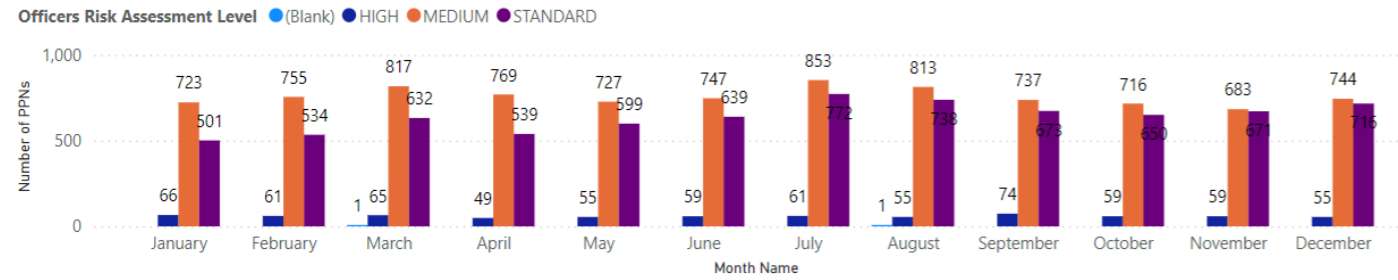


Power BI dashboard showing DAPPNs created monthly through 2024.

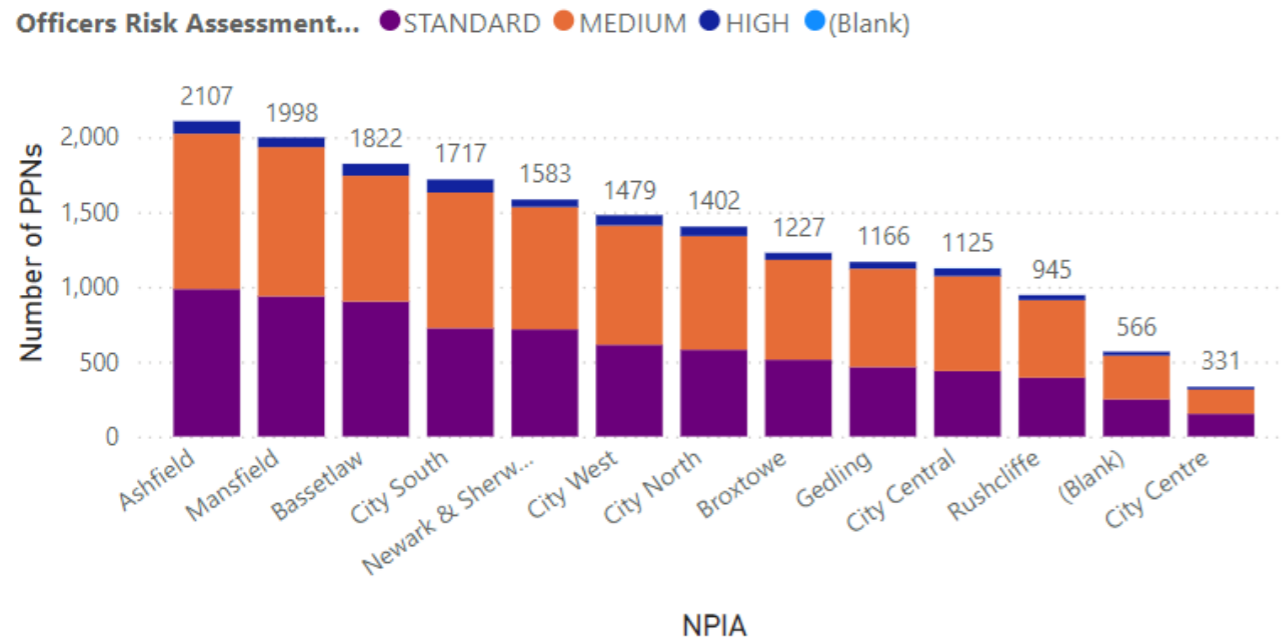
17,468
Total DAPPNs

32
Number of PPNs with no review

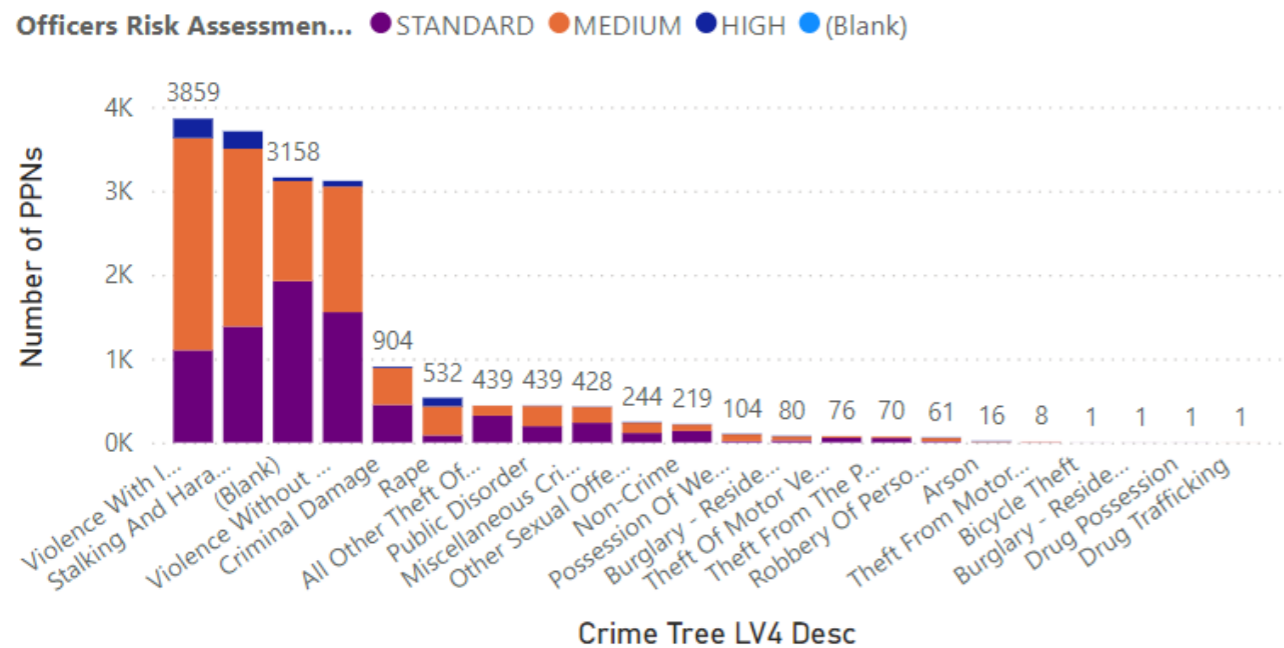
Total DAPPNs Created by Month in 2024



Number of PPNs by NPIA and Officers Risk Assessment Level



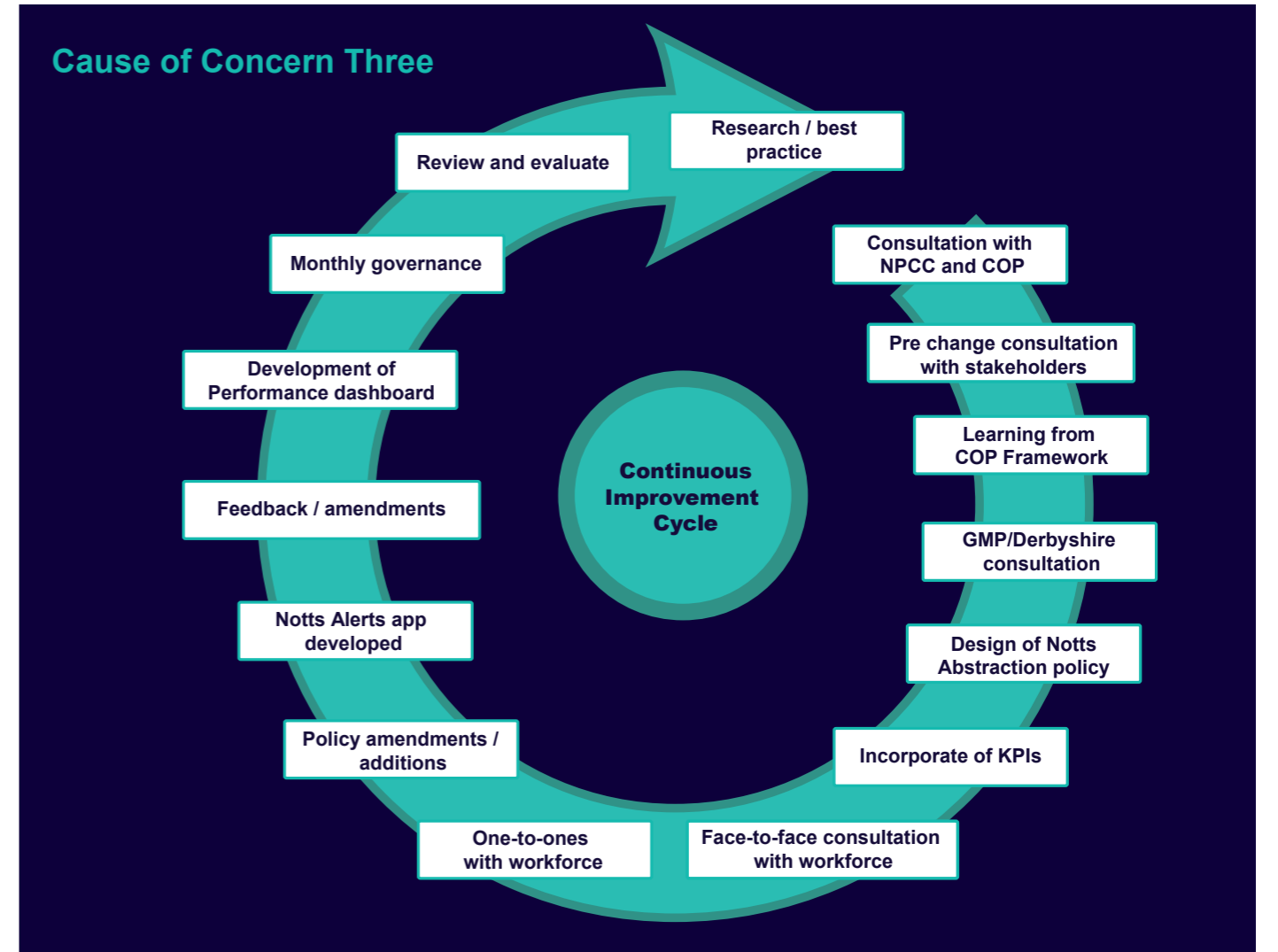
Number of PPNs by Crime Tree LV4 Desc and Officers Risk Assessment Level



Cause of Concern Three - Embed NPT and Prevention

Embed NPT and Prevention Continuous Improvement Cycle

With the launch of the new Neighbourhood Policing model in October 2024, we have completed one rotation of the cycle below.

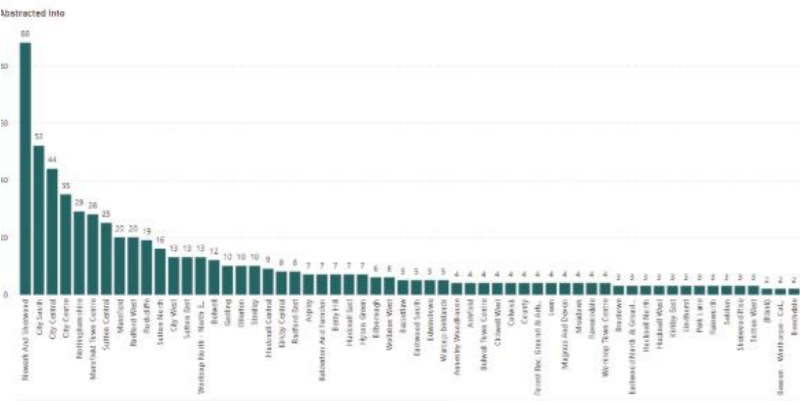
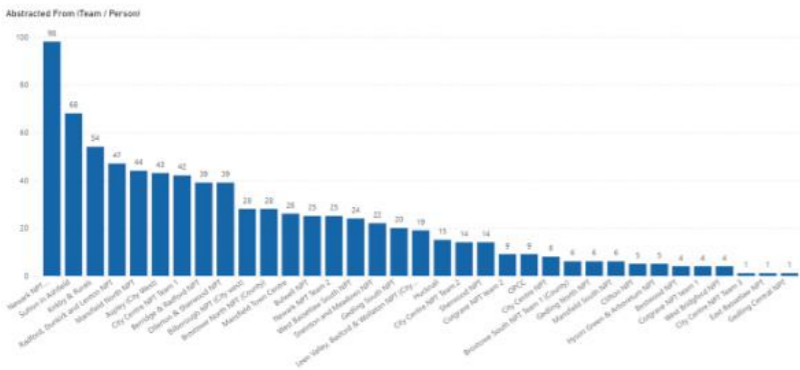
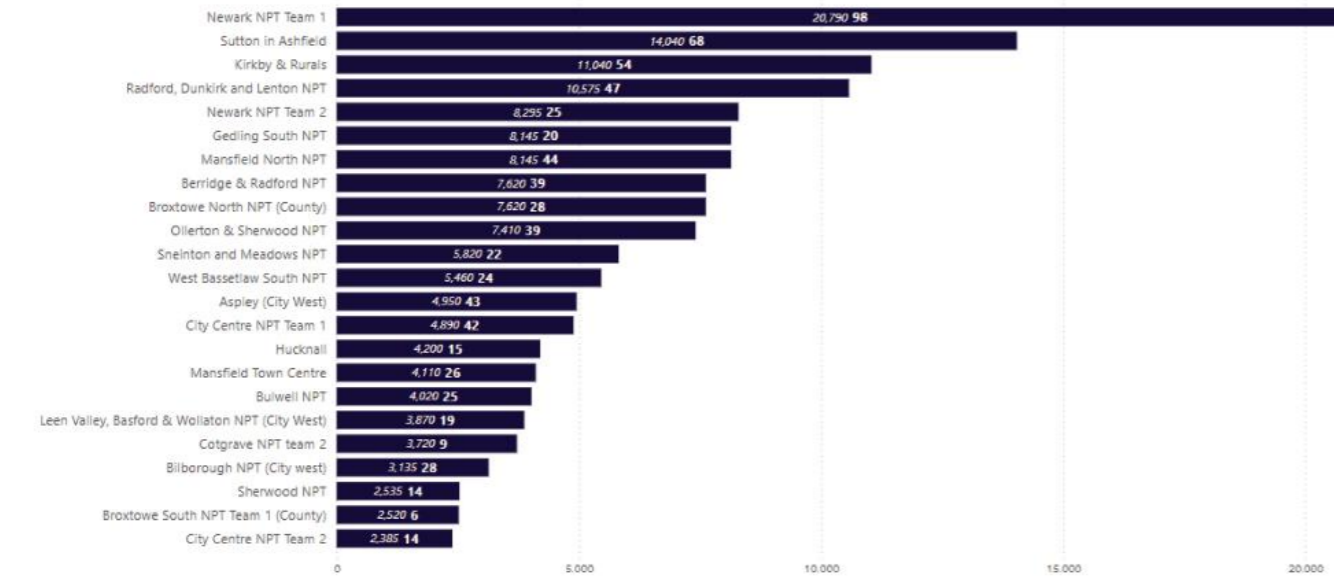


On 1 August the abstraction policy was developed with the support of College of Policing and other forces.



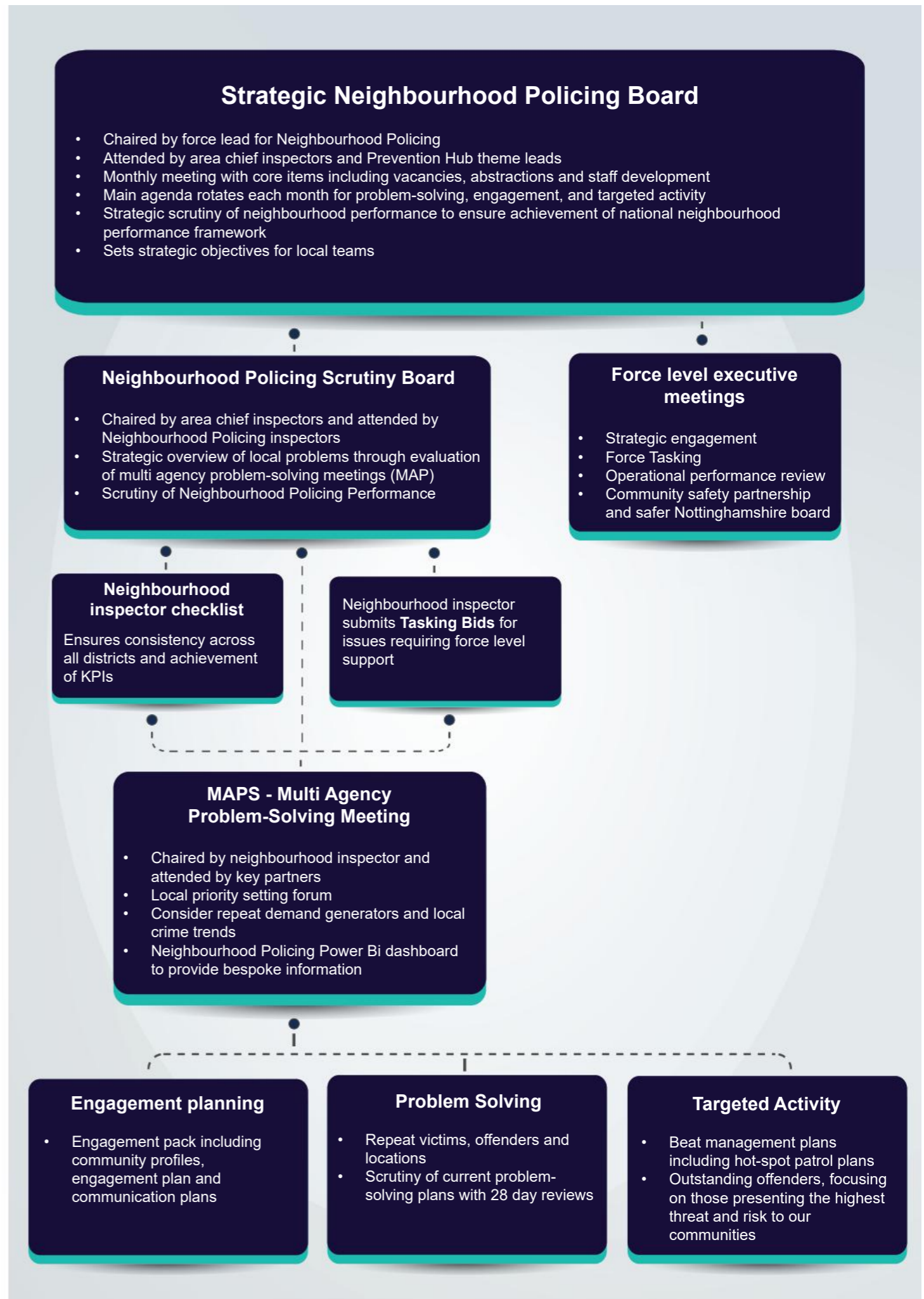
In addition to this, a monitoring platform was developed using Notts Alerts which allows Neighbourhood Officers to record their abstractions. A new Power BI dashboard complements this and shows the number of abstractions and key performance indicators such as hours of policing lost to abstractions.

Duration (Mins) / Number of Abstraction per Team & Person

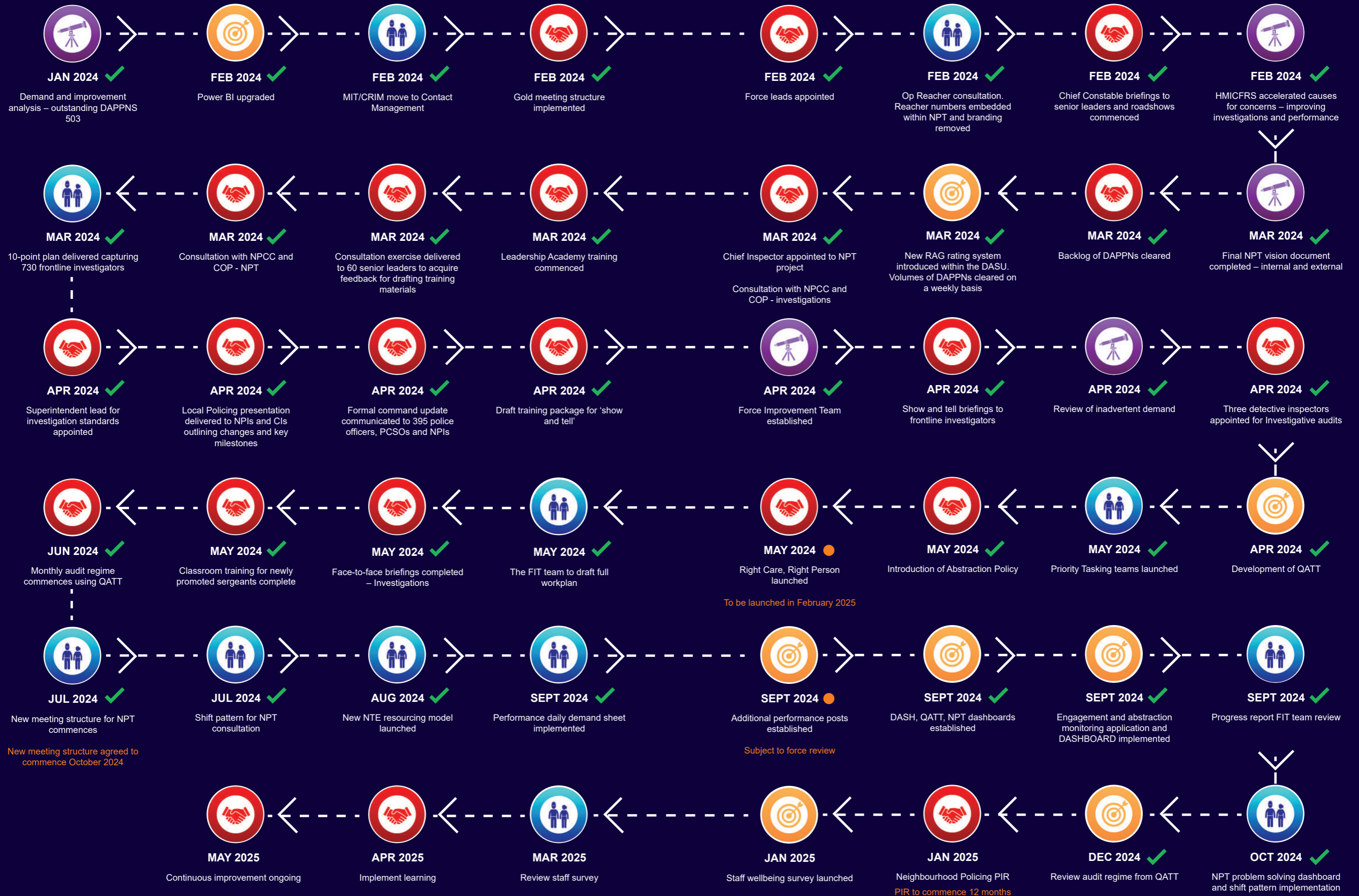


Start Day	00:00 - 00:59	01:00 - 01:59	02:00 - 02:59	03:00 - 03:59	04:00 - 04:59	05:00 - 05:59	06:00 - 06:59	07:00 - 07:59	08:00 - 08:59	09:00 - 09:59	10:00 - 10:59	11:00 - 11:59	12:00 - 12:59	13:00 - 13:59	14:00 - 14:59	15:00 - 15:59	16:00 - 16:59	17:00 - 17:59	18:00 - 18:59	19:00 - 19:59	20:00 - 20:59	21:00 - 21:59	22:00 - 22:59	23:00 - 23:59
Monday																								
Tuesday																								
Wednesday																								
Thursday																								
Friday																								
Saturday																								
Sunday																								

This information is reviewed at the new Strategic Neighbourhood Board which commenced on 28 November 2024. Chaired by Supt Pearson this board feeds into the force Operational Performance Review (OPR) meeting.



Nottinghamshire Police Roadmap March 2024 to May 2025



Investigating Crime



**Assistant Chief Constable
Robert Griffin**

The public expect that when they report a crime to the police, all reasonable investigative lines of enquiry are explored which lead to satisfactory results for victims. Consistent performance around investigations is clearly demonstrated through our investigative audits and QATT results.



**Suspect being arrested,
Sutton town centre**



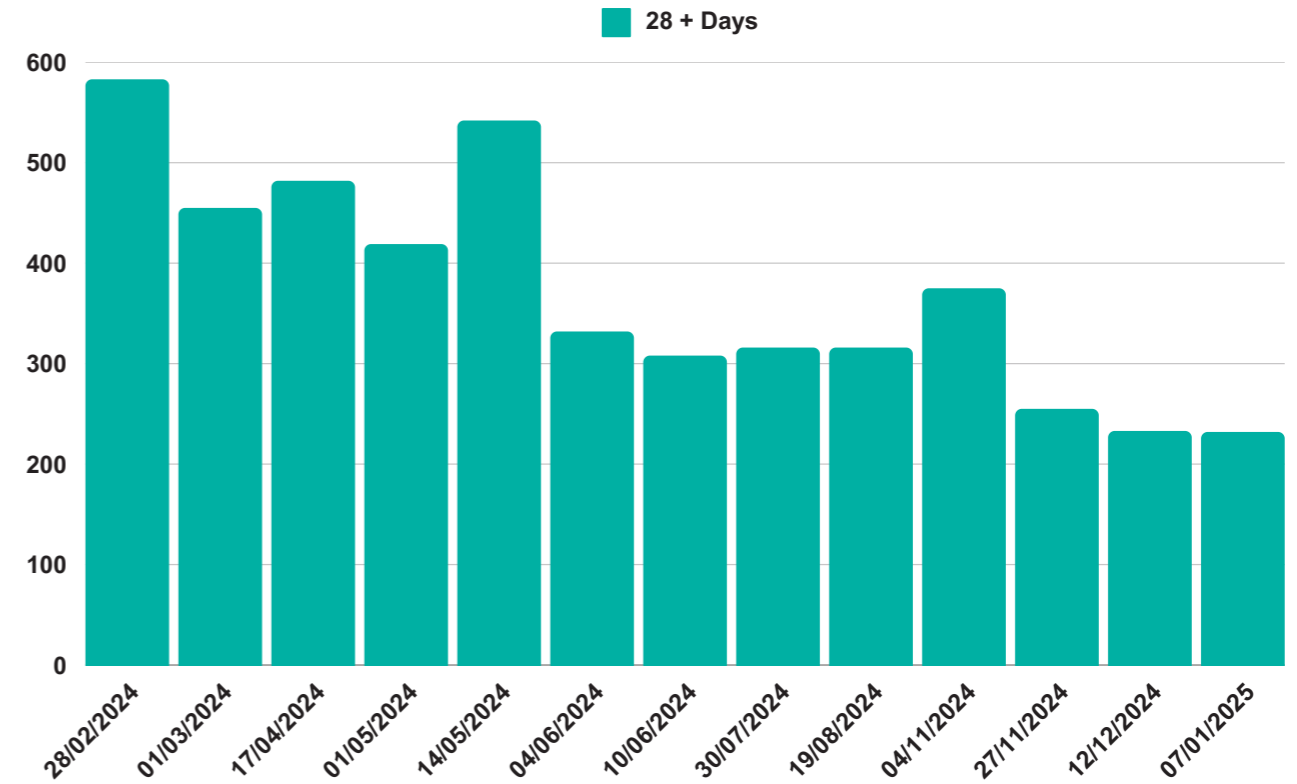
Officers searching at night



**CSI Luke Cano-Flatt
dusting for fingerprints**

Victim Updates	■ 28+ Days	28+ Days %
28/02/24	583	92.5%
01/03/24	455	94.1%
17/04/24	482	94%
01/05/24	419	94.7%
14/05/24	542	93.4%
04/06/24	332	96.6%
10/06/24	308	96.6%
30/07/24	316	96.6%
19/08/24	316	96.6%
04/11/24	375	96.8%
27/11/24	255	97.1%
12/12/24	233	97.3%
07/01/25	232	97.4%

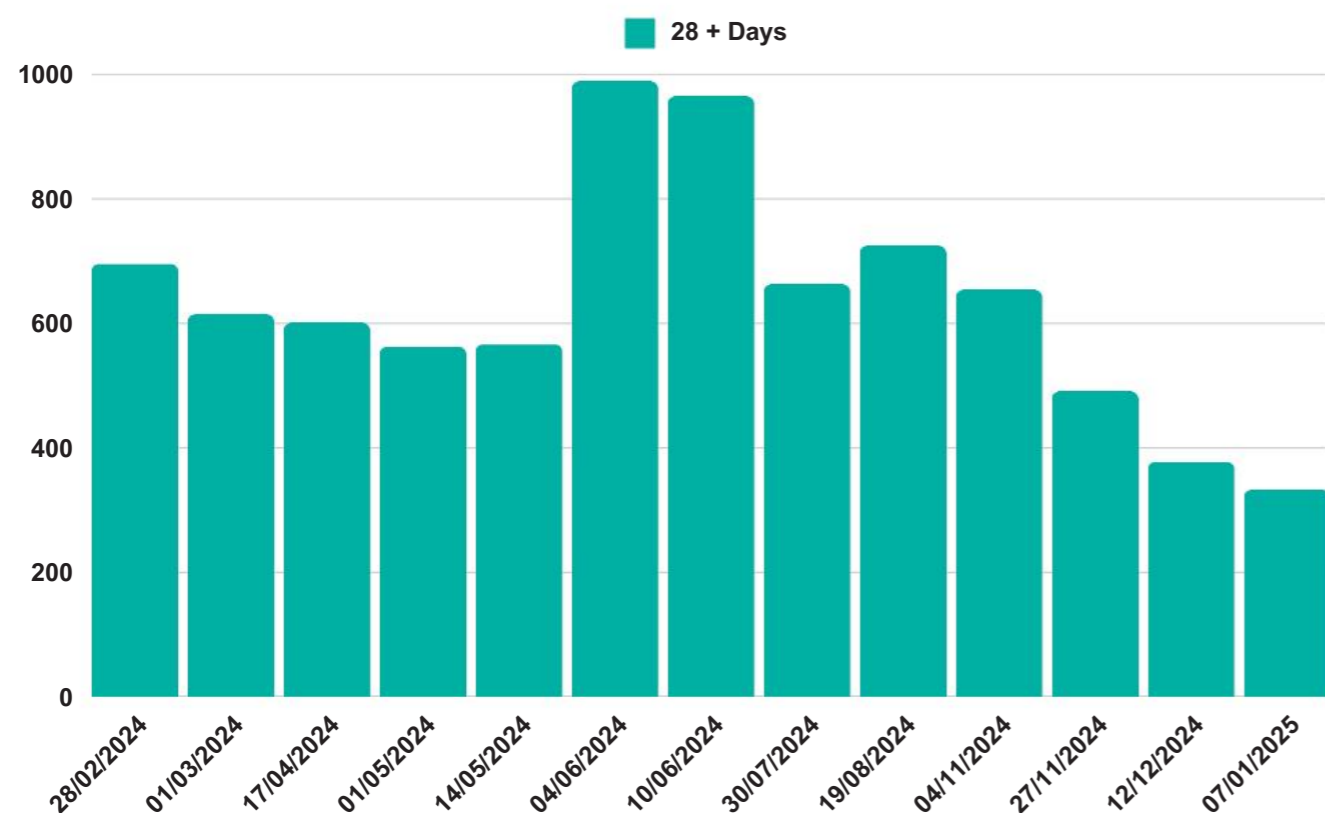
Victim Updates



	28/02/24	01/03/24	17/04/24	01/05/24	14/05/24	04/06/24	10/06/24	30/07/24	19/08/24	04/11/24	27/11/24	12/12/24	07/01/25
■ 28+ Days	583	455	482	419	542	332	308	316	316	375	255	233	232

Supervisor Updates	■ 28+ Days	28+ Days %
28/02/24	695	93.5%
01/03/24	614	94.3%
17/04/24	600	94.5%
01/05/24	562	94.7%
14/05/24	566	94.9%
04/06/24	988	91.3%
10/06/24	964	91.4%
30/07/24	662	94.1%
19/08/24	724	93.7%
04/11/24	653	94.3%
27/11/24	490	95.6%
12/12/24	377	96.5%
07/01/25	332	96.9%

Supervisors Updates



	28/02/24	01/03/24	17/04/24	01/05/24	14/05/24	04/06/24	10/06/24	30/07/24	19/08/24	04/11/24	27/11/24	12/12/24	07/01/25
■ 28+ Days	695	614	600	562	566	988	964	662	724	653	490	377	332

Please note: In June 2024 we re-engaged with supervisors and line managers to ensure an additional level of scrutiny in our processes and systems.

The sustainability is supported through generating key themes from feedback through the QATT Tactical Meeting. The check/do/review methodology is ensuring we are not complacent in our learning and understanding of what staff need.

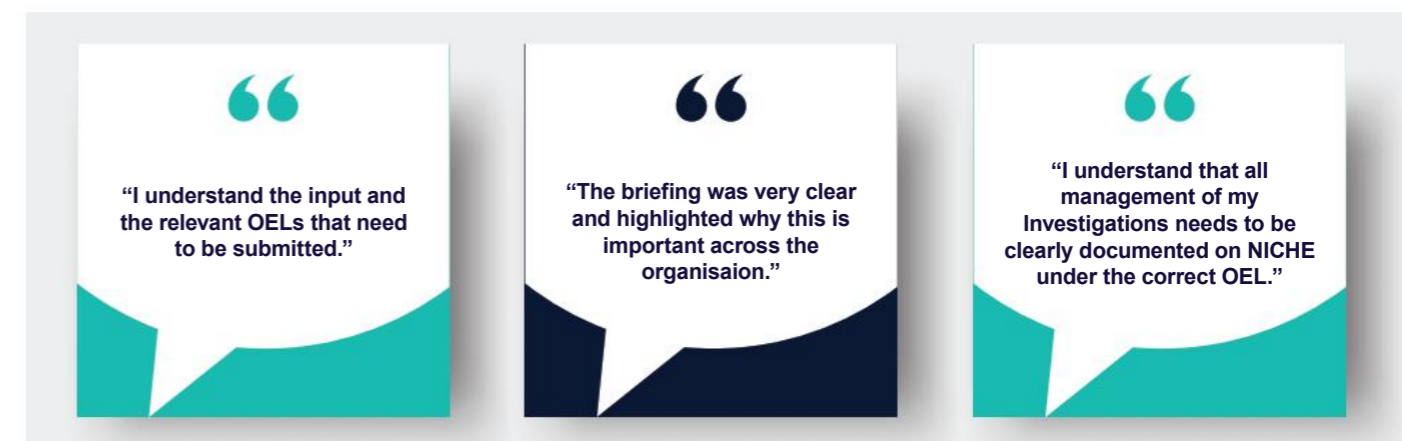
To complement this work we identified our priorities for this year:

- Face-to-face briefings across the workforce to deliver the above content to every frontline officer, including graduate and police staff investigators
- Training and continuous professional development for all first and second-line managers
- Investigation plans included in training for newly promoted and acting sergeants
- Monthly audit regime with performance analysis (QATT) to inform training and uphold performance standards

We have sustained this through:

- Six-monthly investigations continuous improvement cycle
- Adapting feedback to incorporate theme areas
- Re-enforcing important learning through focus groups
- Undertaking an independent/objective review of our investigative process
- Ensuring it is an integral part of our governance process, through meeting structures and career conversations
- Acting on feedback from our peers and staff

Feedback quotes from staff



This work is now business as usual and is built into the day-to-day activities of all our staff.

We have been recognised by the College of Policing for our sergeant course as well as our Improving Investigations programme. The work undertaken in Nottinghamshire, including the SharePoint page, OEL and training, has been shared with the College lead, D/Supt Claire Hammond, who commended the work, with a request that Nottinghamshire approach and staff are involved in the writing and development of the national PIP 1 Sergeants Investigation course.

Code of Ethics

Courage

Respect and empathy

Public service

Doing the right things, in the right way, for the right reasons

College of Policing

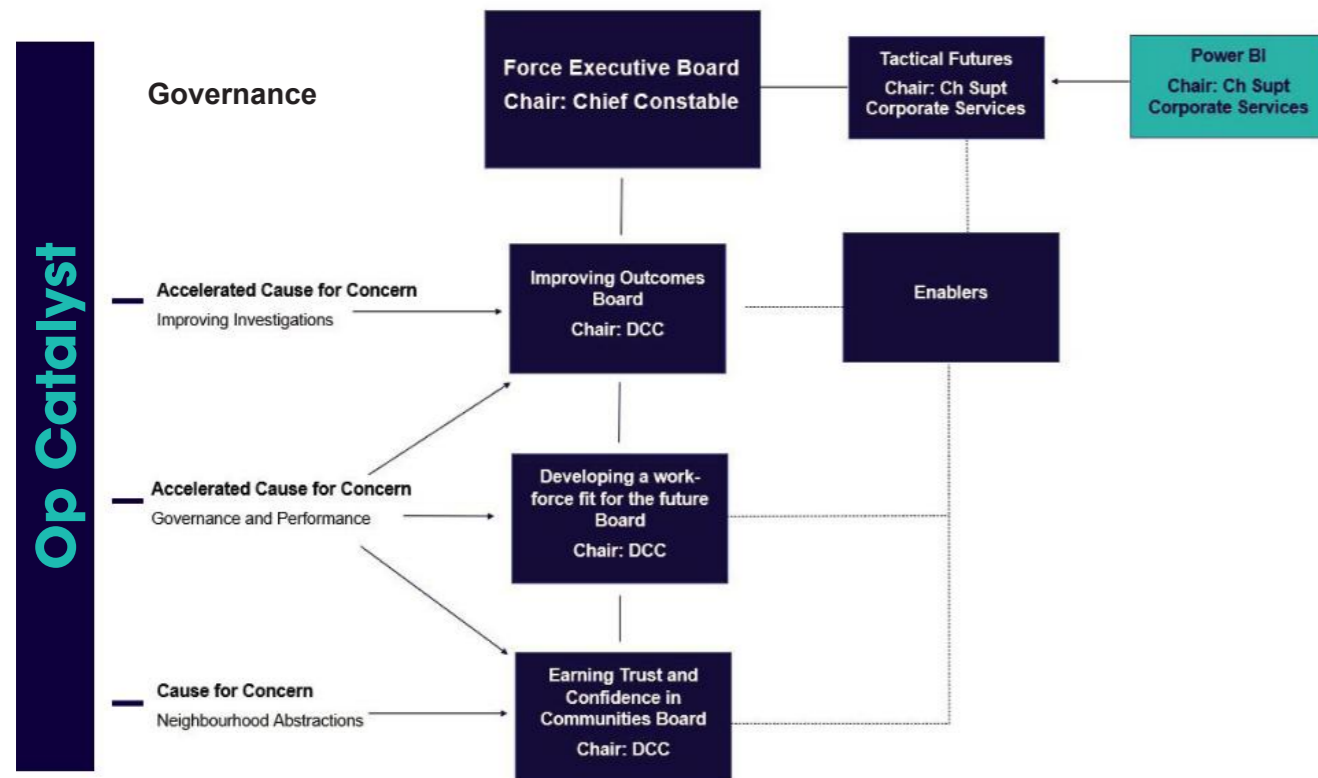
Performance Management



**Chief Superintendent
Claire Rukas**

In our pursuit of enabling employees access to understandable qualitative data we have continued with our introduction of Power BI products.

Wrapped around this, is a Power BI Governance Board chaired by Chief Supt Rukas which gives oversight to which products are prioritised.



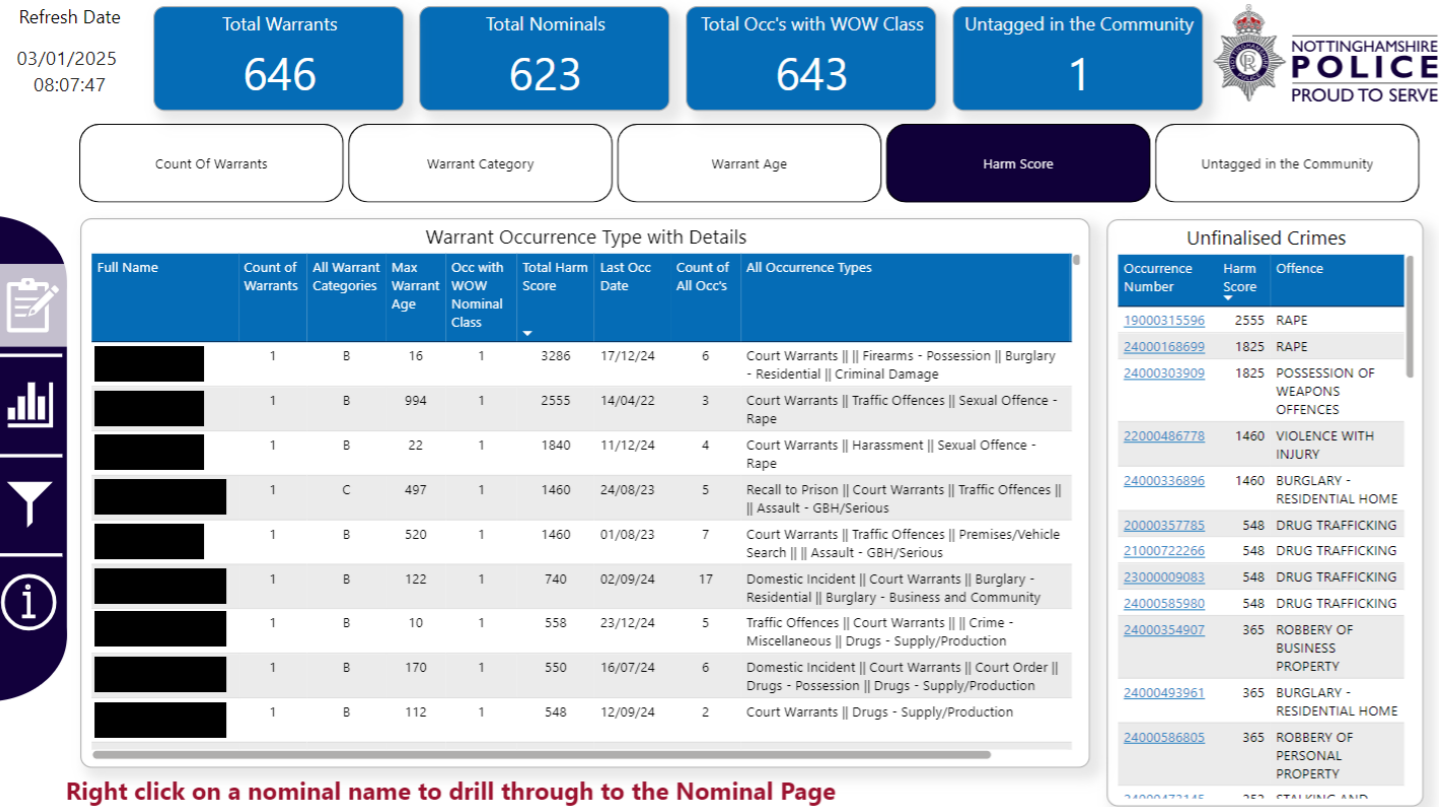
To further enhance our understanding of offending, we have introduced a risk-based approach to managing offenders wanted on warrant. This is due to be reviewed by the College of Policing early 2025.

The timeline gives an insight into our current and future position in relation to Power BI.

Power BI Apps - timeline

- 2024**
 - SEPTEMBER**
 - QATT**
 - MOSOVO (restricted to officers who manage sex offenders)
 - Self-briefing tool
 - Live with ongoing adjustments**
 - OPR**
 - Team packs (warrants included)
 - OCTOBER**
 - Crime and Outcomes
 - Officer Safety
 - NOVEMBER**
 - Public Protection
 - VAWG
 - Stop and Search ANPR
 - DECEMBER**
 - DASU**
 - NPT (abstractions, engagement)**
 - Race Action Plan
 - Health and Safety
- 2025**
 - JANUARY**
 - Vetting
 - Career Conversations
 - Daily Demand Dashboard
 - FEBRUARY**
 - Out of Court Resolutions
 - Crime Audit (DDMs)
 - MARCH**
 - Custody
 - APRIL**
 - Control Room

This work is supported by a Power BI dashboard which gives officer real-time access to the information they need.



Further enhancing this work, we identified the following priorities:

- Introduce a risk-based approach to managing offenders wanted on warrant
- Implement a performance demand sheet incorporating data from Contact Management, crime reports and other sources to have a snapshot of the force
- Introduce additional performance management posts within management information to increase capacity for analysis
- Complete a full review of the performance management framework from leading practice to ensure alignment
- Prioritise Power BI dashboards for DASU, QATT, NPT and daily demand
- Through FIT, put together a workforce plan to further understand our processes and our current/future demand

This work has been sustained by:

- Reviewing the workflow specifically Domestic Abuse one of our areas of increased demand
- Implementing and embedding Op Soteria as a transformational plan
- Embedding QATT and NPT frameworks
- Modelling of our custody data to enable insights into demand
- Embedding Power BI applications for problem-solving, abstractions and engagement activity within NPT
- Developing a new performance framework with the College of Policing and other forces

We will continue to work with the College of Policing to develop our performance framework, acknowledging that this work needs to complement national challenges and the work of the NPCC. For this reason, this work is on-going and will be delivered incrementally over the coming months.

Supervision and Leadership



Building on our strong and consistent leadership we continue to deliver 3rd and 4th line managers' training to our staff.



Feedback has been received in relation to our 3rd and 4th line management training. This includes the following:



Our cultural audit delivered by In2People targeted chief inspectors and police staff equivalent posts. The purpose of this work was to obtain insights, perceptions and lived experiences to assist the organisation in shaping its culture. This work will provide a better understanding of how our workforce perceives the culture and highlight areas where the culture needs improving. Embracing this feedback to incorporate a better working environment and culture within the force.

The priorities for this year were:

- Ongoing review of the force promotion process in line with national work in this area
- Reviewing how patterns of absence can affect service delivery and team performance
- Force mentorship proving support, with a specific focus on under-represented groups
- Final stages of development for the career conversations portal
- Launch of the Force Leadership Academy and Leadership SharePoint

We have sustained this through:

- Embedding our vision and priorities through regular communication and stakeholder engagement
- Encouraging all leaders to be visible and engaging
- Investing in wellbeing and resilience to support our workforce
- Delivering relevant training and tools to the workforce and continue to see feedback
- Investing in digital technology which will improve efficiency and accuracy
- Recognising and rewarding good work
- Providing a clear process for continuous professional development which supports the workforce



Embed NPT and Prevention



Assistant Chief Constable
Suk Verma

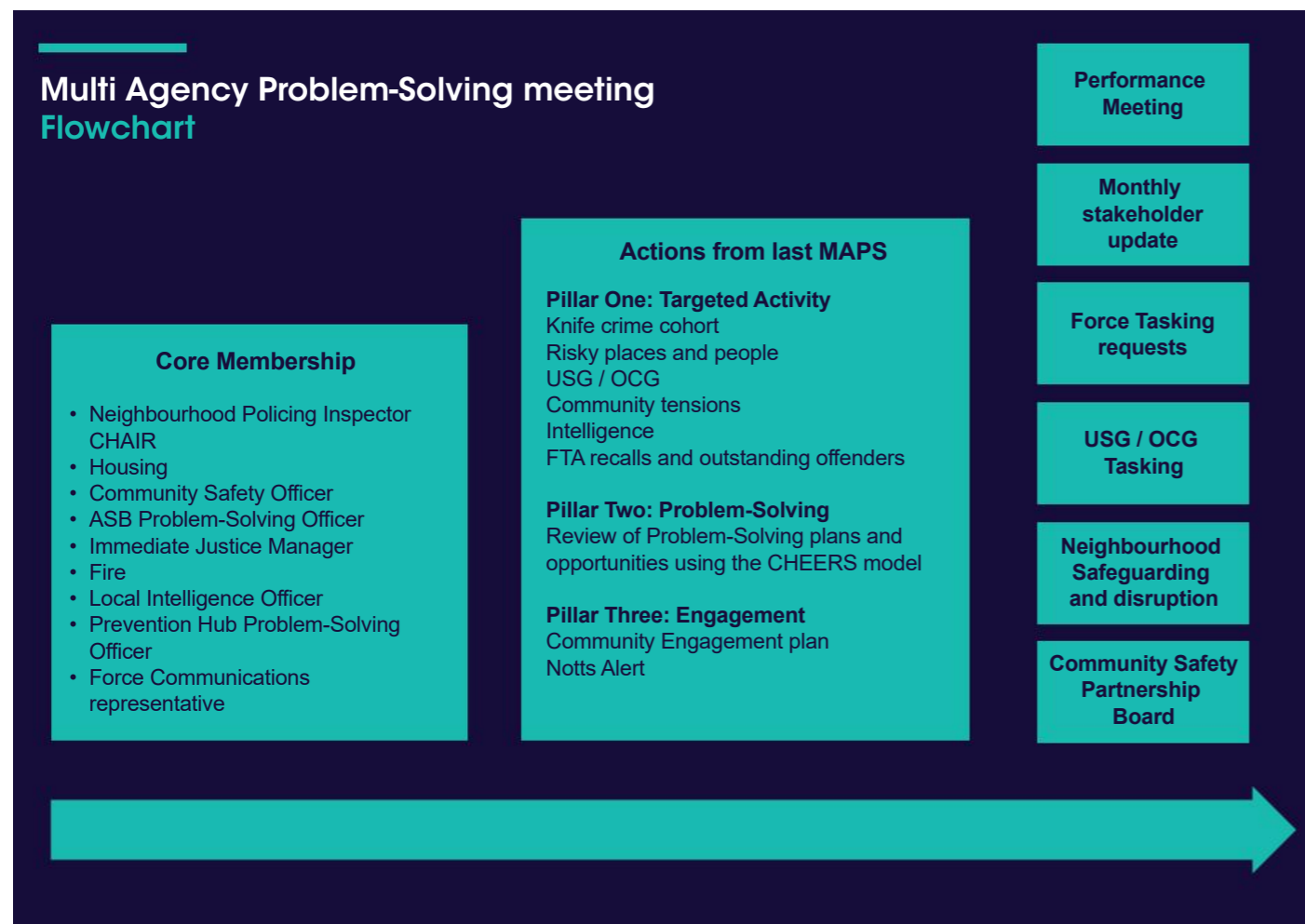
The features of good local policing include enabling people to easily access policing through named individuals; offering them opportunities to influence local policing priorities in their neighbourhoods; taking joint action with partners to tackle the root causes of the priority problems in an area and delivering quality of service and feedback on results.

To deliver the pillars of Neighbourhood Policing we have complemented this work with a robust Performance Management and Governance Framework. For consistency, the new governance process has been implemented across all 12 Neighbourhood areas. This replaces the former Local Operations Meeting (LOM) with a new Multi-Agency problem-solving meeting (MAPS) with a new structure designed to involve partners in identifying and solving problems at the earliest opportunity. This also builds on the foundations for priority setting within local partnerships.



Superintendent Chris Pearson, Chief Superintendent
Nick Waldram and Superintendent Heather Maelor

Governance structure

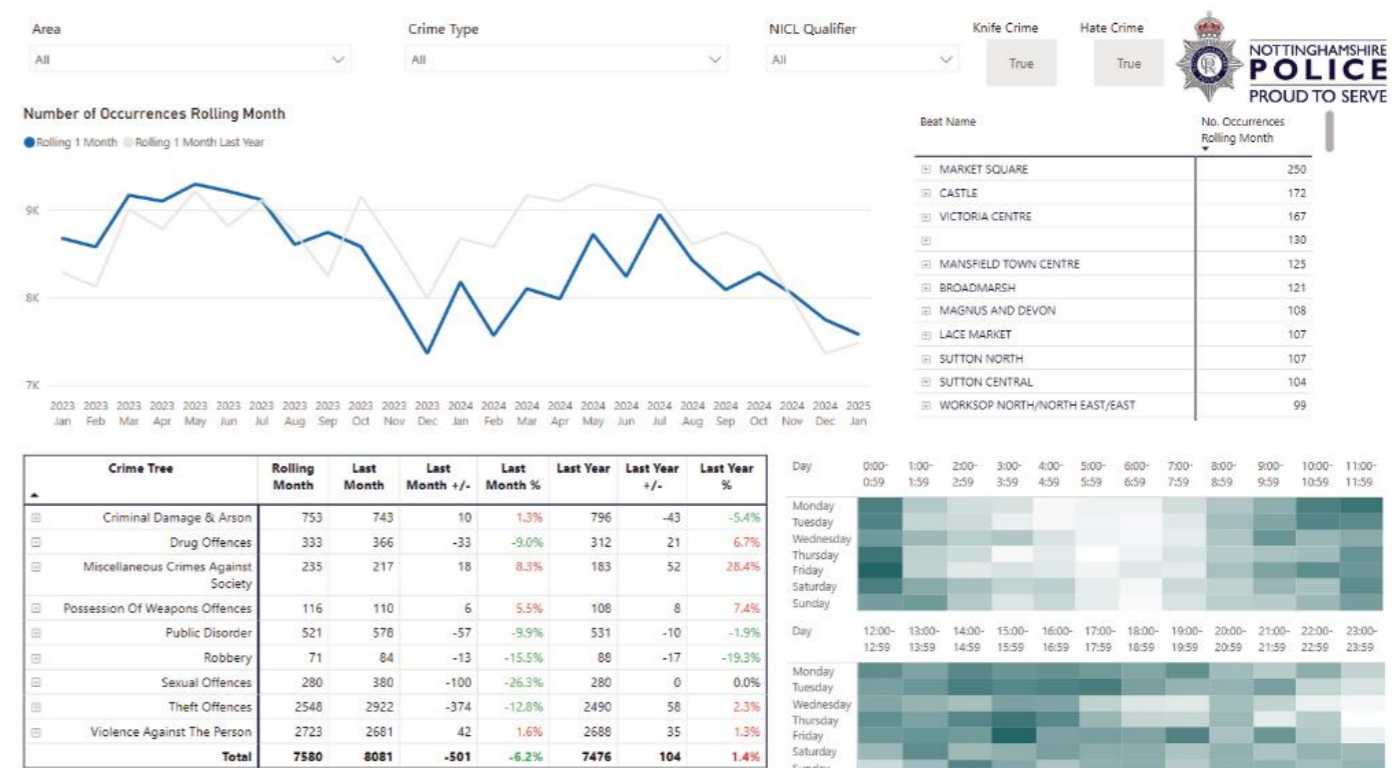


This structure has been underpinned by a new checklist which is completed on a monthly basis by all Neighbourhood Policing Inspectors. This ensures that minimum standards are being met in each neighbourhood area. The force has also developed a number of KPIs which ensure the delivery of the neighbourhood pillars of Engagement, Problem Solving and Targeted Activity.

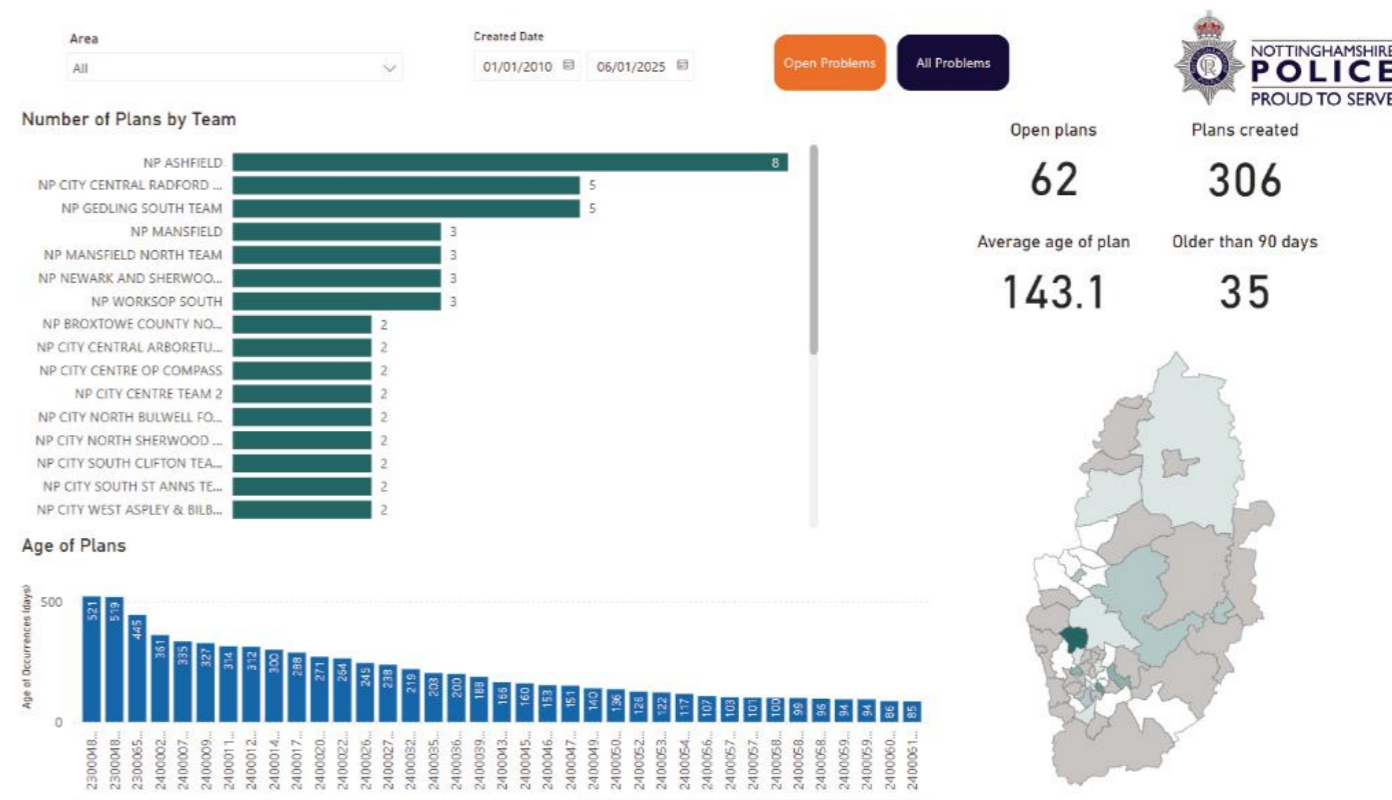
A new Power BI dashboard has been developed to assist the MAPS meetings with a clear expectation that problem-solving plans are implemented around repeat victims, offenders, and locations. This ensures we are data-driven, understand our neighbourhood crime and target those causing the most harm in our communities.

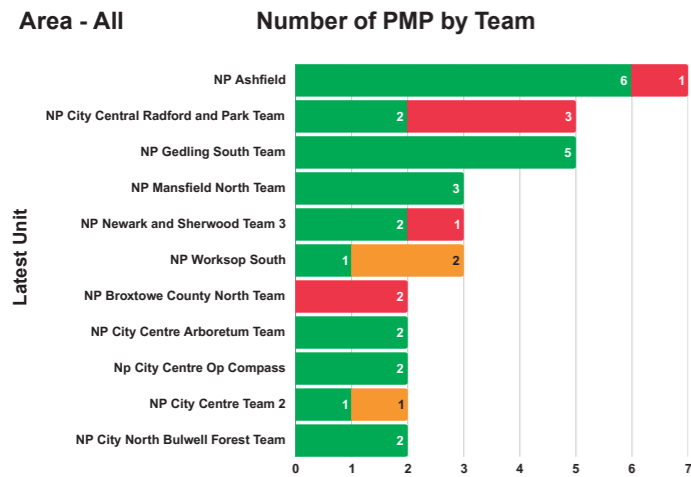


Crimes within neighbourhood areas



Problem-solving activity





Created from 01/01/25 to 06/01/25

Number of Open Problems
60

Last update less than 21 days ago
14

Last update between 21 - 27 days ago
8

Last update over 28 days ago
38

IMPORTANT: Occurrences without a supervisor OEL will now show in the list using the number of days since it was created, until the first supervisor OEL is added

The Supervisor Updates list is populated by the latest **Supervisor** OEL log. Other OEL log types will not impact on this data.

Occurrence Number	Latest Supervisor Update date	Days since last Supervisor Update	Supervisor	OIC	Summary
24000264197	05/01/2025	1	3103689 BROWN, K	BRENDAN FARRELL	Problem Management Plan for Asda Hyson Green to target aggressive begging.
2400004267	05/01/2025	1	3103689 BROWN, K	BRENDAN FARRELL	Problem Management Plan for Kirkstead Street Park.
24000021879	03/01/2025	3	3103316 HUSSAIN, M	TREVOR PARKINSON	This OCC is for the documenting of off-road bike related ASB and the local Problem-solving Plan associated with this. Op Silverchair relates also.
24000118322	03/01/2025	3	3100602 PEARSON, S	HOLLIE MARSH	Poplite occurrence created for off-road bikes on farm land.
24000147780	03/01/2025	3	3103316 HUSSAIN, M	EDWARD RICHARDSON	Problem-solving Plan: ASB at the Richard Herrod and Carlton Forum Leisure Centres.
24000390686	03/01/2025	3	3103747 HARRISON, R	SARAH HAGLAND	Problem Management occurrence - Bassetlaw off-road vehicle nuisance.
24000733325	03/01/2025	3	3103316 HUSSAIN, M	KEITH CROWHURST	Problem-solving Plan for boy racers / cruisers Gedling South.
23000650679	02/01/2025	4	3103406 TAYLOR, K	JAMES LIVESLEY	This is a none crime Niche occurrence for a Problem-solving Plan re off-road bikes in the area of Bulwell Nottingham.
24000542792	28/12/2024	9	3102701 BRAY, J	PETER GARDINER	Op Womble - Ongoing ASB issues involving off-road bikes in the area of Pleasley, Mansfield - Spoc PC.

As previously outlined, we set out the below priorities:

- Embed the transformational changes to Neighbourhood Policing
- Create greater efficiencies for frontline officers through continued investment and development in Neighbourhood Policing
- Sustain our policing offer to support the expectations of the public
- Develop a problem-orientated approach that is proactive, preventative and person-centred

We have delivered this through:

- Targeting activity on the issues that matter most to the communities, including vulnerable people. This will include problem-solving with people and groups, and in locations which are causing the most harm
- Engaging our communities by building strong relationships, increasing the intelligence we receive to support our targeted activities
- Embedding problem-solving through problem-orientated policing, giving neighbourhood teams the capacity to solve issues with a focus on prevention
- Realigning our resources within Local Policing to better support our demand
- Minimising abstractions from neighbourhood teams
- Incorporating a continuous learning cycle to be more efficient and effective
- Aligning problem-solving plans to neighbourhood priorities

We are now embedding both our structures and processes, to ensure we deliver an enhanced approach to Neighbourhood Policing, and a service that puts trust and confidence at the centre of our communities.

Snapshot of our achievements

Violent home invader jailed

A violent criminal who barged his way into the homes of multiple victims before robbing and assaulting them has been jailed for more than 20 years. Martin McDonagh repeatedly targeted older, more vulnerable victims and on one occasion a woman living alone with her children. Each of the homeowners he targeted were threatened with weapons while he ransacked their properties for items.

McDonagh's offending wasn't just limited to Nottinghamshire, with one of his most shocking offences taking place in Derbyshire when he and another man targeted a woman in her bedroom. With her baby crying in its cot, she was threatened with a saucepan and had her bed covers pulled over her head as jewellery was taken from her.

Officers from our various CID teams worked around the clock to catch this dangerous offender, provide much needed support to victims, and McDonagh was given an extended 27-year sentence – 22 years in custody with an extended five-year licence period.



Martin McDonagh

Recent stalking achievements

- Dylan Brazzill was charged with stalking and harassment prior to being heard at the stalking clinic (2024). SPO court date was 10/12/2024
- Thomas Wale heard at the stalking clinic (2024). No SPO applied for but now a further victim. SPO to be applied for
- Casey Colton Young heard at stalking clinic 2024. Criminal matters still being investigated. SPO granted for four years

Arsonist jailed after city tower block fire

An offender who put more than 600 lives at risk when he deliberately lit a fire in a city centre block of flats has been brought to justice.

A joint investigation with the fire service found the blaze, which involved vehicles being set alight in a car park, had been started deliberately and officers then worked hard to identify Andrew Dmytruk as the offender using a host of investigative tools including facial recognition technology.

Intelligence checks confirmed Dmytruk had previous involvement in this offence type and our detectives then built a case which left this arsonist with no alternative but to plead guilty to this crime.



Tackling ASB in our neighbourhoods

Stopping off-road bikers and boarding up problem houses are two of the ways we are tackling ASB, including in the north of our city. Complaints about noisy neighbours, intimidating behaviour and nuisance bike riders have all gone down, when comparing this with reports in the previous 12 months.

Our City North and off-road bike teams have worked together on several operations to combat the issue of annoying motorcycles and high-performance electric bikes whizzing around neighbourhoods.

Bikes have been seized by police, as a direct result of these targeted patrols and the buy-in from residents in helping officers track down people involved. Neighbourhood officers have also been working in close partnership with the council to act against individuals and properties involved in ASB that have been making people's lives a misery.



Off-road motorcycle officer



Officers patrolling in Newark

Police and business leaders come together to tackle retail crime

Neighbourhood crime remains a key priority for Nottinghamshire Police and we were pleased that BBC Breakfast visited Nottinghamshire to report on our approach to targeting shop theft. We have built strong collaborative workstreams with the National Business Crime Centre, alongside other key business crime leads, addressing the ongoing issues associated with retail crime. In 2024, we had 14,931 retail crime offences, with a positive outcome rate of 28%.

Prevention remains a key part of Nottinghamshire Police's approach to business and retail crime. This includes addressing the underlying causes of why offenders shoplift by working closely with substance misuse and homelessness organisations to signpost vulnerable people into further support.

Six people were arrested during a recent day of action in Nottingham city centre. Staff from the force's Prevention Hub, which includes crime prevention officers, were also available to speak with businesses to offer expert guidance and solutions to address problems such as shoplifting and anti-social behaviour.

This important work has also been underpinned by our work with those on our Offender to Rehabilitation programme, which offers wraparound support to individuals responsible for a disproportionate level of anti-social behaviour and acquisitive crime, such as shoplifting and burglaries, within businesses and communities.

The following words are from a former heroin user and shoplifter who is in recovery from addiction and has overcome offending with the support of our officers.

"My mum was living in constant fear of getting a phone call saying that I was dead. It got to a point where she told me that she had planned my funeral and what songs she was going to play."
"I was out shoplifting one day and a police officer approached me and convinced me that I was worth going into rehab."

That conversation was enough for James to give rehabilitation a second try, and he used the skills he had learnt previously to help him engage and complete the programme. James now works alongside our officers to visit businesses and retailers across the city and county, helping to improve their security measures.



Photo of James supported through the Offender to Rehabilitation programme

Nottingham protests

August 2024 was a challenging time for policing as protests took place nationally in response to the tragic events in Southport, and both protests and counter-protests took place in our city centre.

Our approach was underpinned by having an increased high-visibility policing presence to reassure our communities and to engage with any members of the public who had concerns.

We also made it clear through proactive communications to the public and via the media that any disorder would not be tolerated in our city or neighbourhoods. These were informed communications through local intelligence and helped us to keep people safe, and for them to feel safe at a time of unrest.

In total 15 people were arrested for their involvement in protests and those responsible were apprehended through proactive enforcement and placed before the courts.

In a video to our communities, our Chief Constable said:

“I am making sure we are handling the protests with resilience and professionalism and as a result, the protests have thankfully remained largely peaceful. Those who do take part in criminality will be arrested. We won't accept acts of violence, damage to property or any form of hate crime.

“We are working closely with places of worship across the county and community leaders who I have been visiting to speak with them about how they are feeling and what support they need.

“I understand that people may still be feeling nervous but please rest assured, we have plenty of resources in place and any form of disorder or criminal behaviour will be met with zero tolerance, and swift, decisive action will be taken to address such incidents.”

Multi-million-pound County Lines drugs gang brought to justice

Gang members who flooded communities with drugs and exploited children are to be sentenced following a complex investigation. The group, consisting of 15 offenders, were running a lucrative county lines operation that was actively selling millions of pounds worth of Class A drugs in Nottinghamshire, as well as in Derbyshire, Lincolnshire and Leicestershire.

Members of the gang sold heroin and cocaine to vulnerable addicts using bulk phone messaging and sophisticated marketing techniques. Some of the group armed themselves with weapons, including firearms, and in total our officers identified 13 different drugs lines connected with the group.

Our investigation also revealed the gang recruited children to do the dangerous work of transporting and dealing the drugs. The scale of the operation emerged as officers in our dedicated County Lines team pieced together the various strands of information.

Analysis of each county line found that if only half the customers placing orders were eventually supplied it would have involved millions of pounds worth of business and around 15kg of Class A drugs.

Class A drugs ruin countless lives and bring misery to our communities. This is why we devote so many hours of police work and have specialist teams working on cases like this to disrupt and close down drug lines. All 15 members of the gang have been convicted with sentencing taking place in March 2025, which represents a great result for communities in Nottinghamshire and across our region.

Burglar jailed after pepper spray attack

A burglar who sprayed a noxious substance in the face of a woman as he broke into her home has been jailed.

Alex Shaw pointed the pepper spray cannister at the victim and others in the house after smashing his way into the property in Retford. He then turned the cannister on two dogs inside the property, while brandishing a knife and a metal bar that he'd used to break in through the front door. He did this so he could get his hands on an expensive bike, which he stole and fled from the address on.

Detectives used DNA and CCTV evidence to prove Shaw was responsible, and he pleaded guilty to aggravated burglary at Nottingham Crown Court. He was handed a ten-year extended prison sentence, serving the first six behind bars.



Recent highlight from Serious Crime

- **R v Hussain-Khail** - Has pleaded guilty to ABH and Control Coercive Behaviour (CCB). This was a complex Honour Based Abuse (HBA) related investigation
- **R v Revill** - Found guilty of rape x2 and sexual assault by penetration x2 against his partner at the time. He is due to be sentenced in February 2025.
- **R v Green** – This individual was charged and remanded for making Indecent Images Of Children (IIOC) and engaging in sexual communications with a child. Officers have identified 10 victims around the world and have been in regular contact with forces nationally and internationally ensuring that these children are safeguarded, and accounts are obtained. The CPS authorised 27 charges.
- **R v Redman** - A horrific case of serious child neglect whereby a 3-year-old was lucky to survive. Both parents were sentenced to three years imprisonment in December 2024 and the child now resides outside the family home.

Tackling sextortion in our county

Sextortion had risen six-fold across Nottinghamshire, with criminal gangs obtaining explicit images of victims before blackmailing them for huge sums of money. Victims would often be told images would be sent to their loved ones if they didn't pay up.

We had to act fast to prevent victims, who through impact assessments had shared feeling suicidal due to the extreme stress.

We released a hard-hitting campaign to protect our county's young people which achieved widespread and substantial media coverage. The campaign video alone reached more than 250,000 people we are collaborating with other forces who are using our materials.

More than 14,500 practitioners who work with children at risk of exploitation are also using our campaign. Since launch, sextortion reports have dropped by almost 40% in Nottinghamshire and this hard-hitting campaign was a finalist in the Police Communications Recognition Awards 2024 (APComm).



A team of detectives at Nottinghamshire Police investigate all reports of sextortion, trying to establish if there are any lines of inquiry within the UK.

Our officers arrested a 24-year-old man on suspicion of this crime type where a Nottingham victim had been targeted, swooping in on an address in Hampshire after building an intelligence picture of the blackmailing scam.

Detective Inspector Chris Berryman, whose team investigates sextortion cases, said:

"Sextortion is a nasty and manipulative crime. We have seen as a team firsthand the impact it has on victims, and we will do everything we can to ensure they are protected."



Custody support scheme to help steer young attendees away from further crime

A new scheme designed to provide a more inclusive service for young adults arriving at custody has been launched. Pastoral support volunteers have been introduced within the Nottingham Custody Suite for the first time to help break the cycle of criminality and stop reoffending.

These volunteers will provide emotional support and advice to Black and dual heritage people, between the ages of 18 and 25, who arrive at custody after being arrested. This could be in the form of volunteers sharing their own life experiences or acting as positive role models, to encourage attendees to listen to police and access any potential support.

The main goal of the scheme is to divert these young adults away from criminality at an early stage, while improving the relationship between the police and ethnic minorities. Central to this is building trust in the police among the Black community and ethnic minorities, who may feel apprehensive about cooperating with the criminal justice system.

By providing support from people who might be better placed to empathise with them and make a connection, the hope is that the time in custody could lead to something positive.

Assistant Chief Constable Sukesh Verma, our strategic lead for the Police Race Action Plan, said:

"We were really proud as a force to sign up to the Police Race Action Plan, which sets out a pledge to improve policing, both internally and externally, for Black communities.

"Our hope is that this scheme will help with this, so we're really grateful to the Nottingham Majority Black Led Churches for working with us on this pioneering initiative."





PC Simon Christian and PCSO Victoria Swann in Mansfield



CSI Luke Cano-Flatt photographing evidence



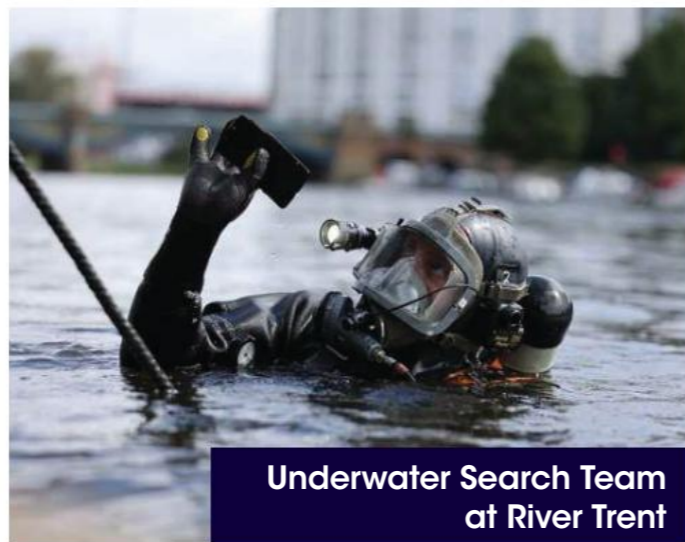
PC Oliver Truswell speaking to member of the public



PD Reno



PC Nicola Crabtree and PD Dougie



Underwater Search Team at River Trent



Officers policing at an event



PCSO Emma Towers talking to member of the public



Officers commencing vehicle stop and search



Officers outside Council House



Winter Christmas

