



Nottinghamshire

POLICE & CRIME COMMISSIONER

Nottinghamshire Police and Crime Commissioner's

Fourth Annual Report

2016 – 2017

Draft v4

August 2017

Contents

Contents	i
Foreword	iii
Introduction	1
Vision	1
Consultation and Engagement	2
Pledges	3
The Seven Strategic Themes	4
Performance Overview	4
Delivery against the Seven Strategic Themes	5
Theme 1: Protect, support and respond to victims, witnesses and vulnerable people	6
Delivery against Performance	6
DELIVERY AGAINST STRATEGIC ACTIVITIES	7
Theme 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process	11
Delivery against Performance	11
Delivery Against Strategic Activities	12
Theme 3: Focus on those local areas and priority crimes that are most affected by crime and ASB	14
Delivery against Performance	14
Delivery against Strategic Activities	15
Theme 4: Reduce the impact of drugs and alcohol on levels of crime and anti-social behaviour	17
Delivery against Performance	17
Delivery against Strategic Activities	18
Theme 5: Reduce the threat from organised crime (SOC)	20
Delivery against Performance	20
Delivery against Strategic Activities	21
Theme 6: Prevention, early intervention and reduction in reoffending	23
Delivery against Performance	23
Delivery against Strategic Activities	25
Theme 7: Spending your money wisely	26
Delivery against Performance	26
Delivery against Strategic Activities	27

PCC Volunteer Schemes.....	29
Investing in Volunteers	29
OPCC Volunteer Demographics.....	29
Independent Custody Visiting	29
Delivery against Performance	30
Delivery against Strategic Activities	30
Animal Welfare Lay Visiting Scheme.....	30
Police Dog Pension Scheme	31
Delivery against Performance	31
Delivery against Strategic Activities	31
Mystery Shopping Scheme.....	32
Delivery against Performance and Progress.....	32
Resources	32
HMIC Validation and Audit.....	34
Completed HMIC Inspections:	34
Internal Audit	35
External Audit	36
APPENDIX A - CRIME REDUCTION PERFORMANCE (2016-17)	37
APPENDIX B – CRIME REDUCTION PERFORMANCE BY CSP AREA (2016-17).....	38
APPENDIX C – DEMAND FOR SERVICE	39

Foreword



It was a privilege to be elected as the first Police and Crime Commissioner for Nottinghamshire back in 2012, a role that delivered constant challenge and change and it was an even greater privilege to be re-elected in May. Although we've achieved a lot, I know there is still work to do and I was delighted to be asked to serve again.

Since then we have said goodbye to some familiar faces, including Chief Constable Chris Eyre, Acting Chief Constable Sue Fish and Deputy Chief Constable Simon Torr. I am grateful to them all for their contribution to policing in Nottinghamshire.

When I launched the recruitment campaign for the new Chief Constable I was determined to find the best candidate for Nottinghamshire and was pleased when a host of experienced and high calibre officers applied, demonstrating how well-regarded the force is nationally. I was delighted that, following a very tough recruitment process, the Panel agreed with my recommendation for the appointment of Craig Guildford, who came on board in February this year.

We also saw the appointments of Deputy Chief Constable Rachel Barber and Steve Cooper as Assistant Chief Constable who, together with Assistant Chief Constable Stuart Prior, gives us a very resilient leadership team for the future. I am confident that this team places us in a really strong position to meet the challenges posed by the changing nature of policing and the relentless pressure on our funding.

Some things however don't change, and despite claims that the police funding is protective, the financial challenges are far from over. In reality, police budgets are facing a 1.3% cut for each year of the current Comprehensive Spending Review. I will continue to lobby for a fairer funding deal at both national and local level.

As your Commissioner, I've also been working very hard to put into action the election pledges I made prior to taking office. We're already strengthening our neighbourhood policing teams and more recruitment is planned. I know how much visible policing in our neighbourhoods means to our communities and in my view; this is the bedrock of community safety.

Exciting new services to support victims of crime across the county have been introduced. Victim Care has been designed around the needs of victims and aim to provide appropriate support to the more vulnerable people in our society including those affected by hate crime, sexual abuse and domestic violence.

Its early days but the feedback we've received from victims is very positive.

Elsewhere, we've taken a robust approach to cybercrime and online fraud, holding the county's first-ever Cyber Protect Conference to help businesses better protect their data. We're also fulfilling our duty to protect Nottinghamshire from the risk of terrorism, maintaining an increased armed patrol presence and dedicating resources to intelligence analysis work.

I am reassured that Nottinghamshire is well-placed to tackle future operational demands. Crime remained around the national average last year, with a 13.7% increase up to the end of March 2017. This is chiefly due to the Force's determination to be compliant with the National Crime Recording Standards. However, in contrast to the increase in recorded crime, I am reassured that the most recent

Crime Survey for England and Wales (CSEW) reveals that the risk of crime felt by household residents in Nottinghamshire fell from 6.8% in March 2016 to 3.7% in March 2017 placing the Force third best in its MSG (Most Similar Group of forces) indicating that people's experience of crime is in stark contrast to recorded crime.

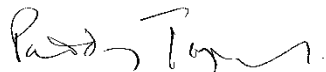
The Force has made a number of positive adjustments and improvements since Her Majesty's Inspectorate of Constabulary's (HMIC) rather harsh PEEL: Police Effectiveness 2016 appraisal, and looks forward to welcoming inspectors in the future to review this progress.

Crime is changing and the demands of counter terrorism, knife crime and online fraud will continue to test our resilience. We're embracing the very latest technology and expertise to meet these pressures but as always we continue to rely on our talented and committed workforce to rise to the challenge.

I'm truly grateful that over the last year our incredibly hard-working officers, staff, specials and volunteers have continued to give their very best to make Nottinghamshire safer - irrespective of the challenges posed by a limited budget.

The future offers further opportunity to build our resilience. While we're already benefiting from various collaborative working with other forces and local partners, blue light collaboration, particularly in respect of the Fire and Rescue Service, will become more entrenched. We are all under a statutory duty to co-operate and it will be in our best interests to meet the legislation requirements by mutual consent. The benefits of shared working arrangements will be felt by us all and will produce better outcomes for the public.

There is fresh energy in our steps and everyone is firmly focused on one goal: keeping communities and families safe. This is what, with the community and our partners, we will do.



Paddy Tipping

**Nottinghamshire Police and Crime
Commissioner**

Introduction

This is the Commissioner's fourth Annual Report relating to his 2016-18 Police and Crime Plan following his re-election on 5th May 2016.

The Commissioner has been working hard to put into action a range of strategic activities in support of the pledges he made as part of his second election campaign.

The Commissioner is required by law to produce an annual report and to share it with the Police and Crime Panel for consideration. He will publish his response to their comments and recommendations following the Panel's meeting in September 2017 when this report will be discussed.

This report covers the financial year from April 2016 to March 2017 and details a range of performance outcomes and a wealth of activities undertaken by the Commissioner, Nottinghamshire Police and Partners during the year to make people safer.

The Police and Crime Plan draws strongly on the experiences of the public, shared during an extensive engagement and consultation programme. It aims to put their views and the interests of victims at the heart of policing for Nottingham and Nottinghamshire and sets out the main priorities for action over the next year, reflecting what the public has told us needs to happen to increase their feelings of safety and reduce their fear of crime.

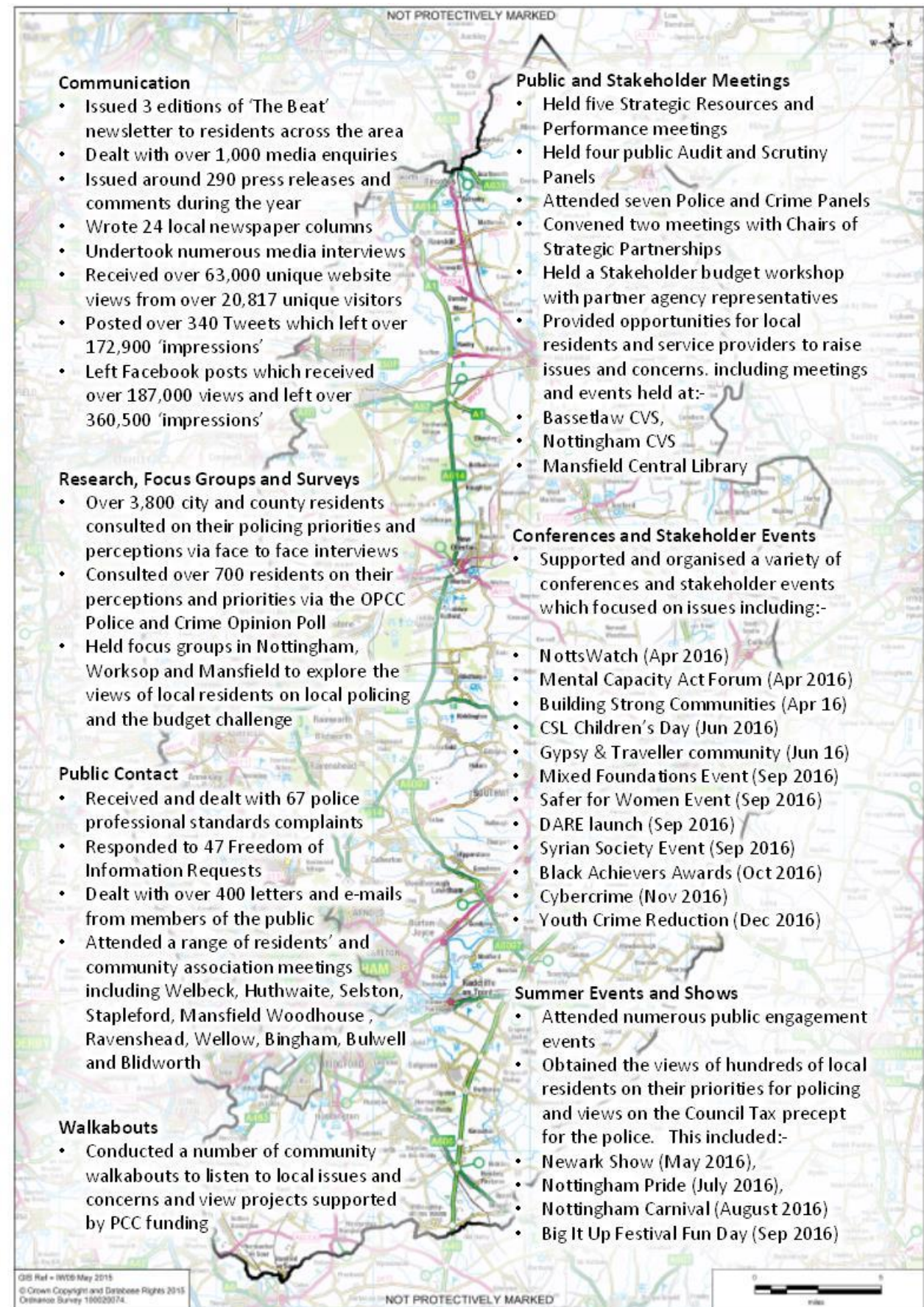
The Police and Crime Plan is built on:

- The Commissioner's commitments;
- The seven priorities identified through partnership working and consultation; and
- Supporting actions aimed at reducing crime and which, in turn, will lead to fewer victims.

Vision

The Commissioner's vision is to be the 'People's Commissioner,' making himself available to individuals, victims of crime and communities and listening to their concerns. He has undertaken extensive consultation, giving his Police and Crime Plan a clear direction and path of action over the next three years. The focus of everything he and his staff does will be on: *"...giving victims and citizens a bigger voice in policing to achieve a safer Nottingham and Nottinghamshire"*.

Consultation and Engagement



During the year the Commissioner has been fulfilling his commitment to be the People's Commissioner. The map above illustrates the extent of his reach across the City and County during 2016-17.

The Commissioner has met and talked with numerous communities and individuals during the year at walkabouts, carnivals and festivals, and one-to-one meetings. The Commissioner's Consultation and Engagement Strategy published in May 2016 provides comprehensive information on the various ways the Commissioner and his office consults and engages with the communities.¹

Pledges

The Commissioner made seven new pledges (as shown below) during his second election campaign. Activities to support these new pledges have been incorporated across the seven strategic themes of his Police and Crime Plan.

1. *I will work with the Chief Constable to maintain neighbourhood police teams across the whole of Nottingham and Nottinghamshire*
2. *I will commission even better services for the victims of crime. Domestic crimes have for too long been hidden crimes. I will continue to focus on domestic violence crimes against women and girls and I will target hate crime.*
3. *I will tackle the increased risk of cybercrime and online fraud*
4. *I will work with partners to safeguard young people both online and on our streets*
5. *I will ensure that Nottinghamshire residents are best protected from terrorism. This will involve intelligence analysis and an increased armed patrol presence*
6. *I will keep my promise that victims of historic abuse in local children's' homes receive both support and a public inquiry*
7. *I will honour my ten commitments to Nottingham Citizens*

Some brief examples of action taken are shown below, but many other activities supporting these pledges are reported under the seven strategic themes:

- ✓ The Force has reviewed its Neighbourhood Policing model as part of its recently introduced Annual Departmental Assessment (ADA). The Resource Allocation Model will be reviewed to ensure that resources are distributed effectively across the neighbourhood policing areas.
- ✓ In the City the Commissioner has co-commissioned new domestic abuse support, prevention and sexual violence support services with the City Council and Nottingham Clinical Commissioning Group. The services are delivered by WAIS, Equation and Nottinghamshire Rape Crisis.
- ✓ In February this year the Commissioner held an event to provide advice to small and medium sized businesses on how to prevent and protect their businesses from cybercrime. The Force has worked with Partners including the EMSOU (East Midlands Special Operations Unit), NCA (National Crime Agency), Action Fraud, and CEOP (Child Exploitation & Online Protection Centre) to ensure the Force has the ability to keep pace with emerging patterns of Cyber Crime offending.

¹ <http://www.nottinghamshire.pcc.police.uk/Public-Information/Newsletters-and-Publications.aspx>

- ✓ The Force has developed an agreement with Nottinghamshire County Council to ensure that no child who is looked after by the Local Authority is denied accommodation by them.
- ✓ The Force has established a bi-monthly multi agency Concerns Network Meeting chaired by Police and the NSPCC (National Society for the Prevention of Cruelty to Children) where pieces of 'soft' intelligence are shared to gain a bigger picture of CSE (Child Sexual Exploitation) across Nottingham City ultimately to disrupt CSE activity. Police Constable Sam Flint received an MBE in the New Year's Honours for Services to Children in recognition of her work across child protection principally with looked after children.
- ✓ The Prevent Team (PT) is dedicated to protecting people from terrorism and has done so for several years across the public, private and third sectors. PT also offers support and advice to statutory partners. Engagement is maintained through the Nottinghamshire Prevent Steering Group.
- ✓ The Commissioner, Nottingham City Council and Nottingham CCGs (Clinical Commissioning Groups) have established a new service for victims of sexual abuse. This includes a bespoke service for male victims of sexual abuse. In September 2016 a survivors 'Listening Event' was organised with the provider of this service (Nottinghamshire Sexual Violence Services – previously known as Nottingham Rape Crisis) to ensure it is meeting local need and providing services in an appropriate way.
- ✓ The Commissioner fulfilled his commitment to work with and provide evidence to the Independent Sanctuary Commission when he attended and provided evidence to the Sanctuary Commission hearing in Nottingham on 19th July 2016. He also spent a day with Nottingham Citizens on 22nd November 2016 to learn more about their work.
- ✓ The Commissioner is committed to recruiting a further 200 Police officers and further PCSOs during the year to sustain establishment of 200.

The Seven Strategic Themes

The Commissioner's Police and Crime Plan has seven strategic themes. This report details the end-of-year performance in respect of the Plan's targets and measures (2016-17) and the range of activities supporting each strategic theme.

The Commissioner works with, and in some cases helps to fund, a broad range of Partners to maintain the safety and wellbeing of people who live, work and visit Nottinghamshire.

As part of an on-going commitment to tackle the root causes of criminality, he also provides direct funding to a variety of community-based and public-facing organisations which deliver support to vulnerable people at risk of offending or those who fall victim to crime.

Performance Overview

Following HMIC's crime recording integrity inspections which commenced in 2015 the Force has made radical changes to its procedures to ensure that crimes are recorded ethically and compliant with the National Crime Recording Standard (NCRS). This has led to a large increase in recorded crime during 2016-17 and for this reason the issues relating to NCRS are explained in this introduction.

Regular dip sampling by the Force Crime Registrar reveals increased crime recording compliance with NCRS, currently its 97% which would merit an outstanding grade by HMIC.

It should be noted that lower compliance rates means lower crime levels and vice versa. This issue therefore makes it harder to compare crime reduction between forces, as a 90% compliance rate in simple terms means a 10% reduction in crime.

Although reports of incidents to the Force have only increased 3.6% during the year, overall crime has increased 13.7% (+9,931 offences). This means that more incidents reported to the Police are converted to crimes and is a significant reason for this increase. In addition, Nottinghamshire has the highest number of 999 calls than other forces in its MSG² (156.696 per 1000 residents) and has 30% more than the national average.

However, in contrast to recorded crime, the most recent Crime Survey for England and Wales (CSEW)³ reveals that the risk of crime felt by household residents in Nottinghamshire fell from 6.8% in March 2016 to 3.7% in March 2017 placing the Force third best in its MSG (Most Similar Group of forces) indicating that people's experience of crime is in stark contrast to recording crime.

Despite the NCRS issue having a major impact on most crime types, there were however, some reductions such as Theft from Person down 14.2%, Vehicle Interference down 9.3%, Bicycle Theft down 9%, Possession of Drugs down 6.7%, Robbery of Personal Property down 5.8%; Burglary in Non Dwellings down 5.5% and Antisocial Behaviour (ASB) down 6.5%.

Also despite the recorded crime increase, victim satisfaction remains high. For example, 92.6% of Domestic Abuse victims surveyed were completely, very or satisfied with the service they received from the Police, this is 2.8% higher than last year when it was 89.8%. For other victims of crime, satisfaction was 81.5% (2nd best in MSG), for Burglary victims it was 89.1%. Ease of Contact with Nottinghamshire Police (ranked second best in its MSG) and Treatment by the Police were also high (96.5% of 95% respectively).

The proportion of repeat victims for domestic abuse fell from 34.5% in 2015-16 to 30.85% this year. The number of non-crime related mental health patients detained in custody suites during the year has fallen by 78%. This significant improvement in performance is a direct result of the Street Triage Team. The Nottingham Crown Court recorded a conviction rate of 79.1% which is higher than the national average of 78.8%.

The Force confiscated £1,187,693 in assets and cash from criminals which represents a 10% increase compared to 2015-16. Both the City (37.2%) and County (33.7%) had lower re-offending rates in 2015 than the national average (38%) in respect of juveniles.

Finally, the Force met its £12m efficiency target with the current outturn position showing a further underspent of £1.0m.

Delivery against the Seven Strategic Themes

The following sections provide key delivery against performance and strategic activity in support of the Commissioner's seven strategic themes. Not all activity undertaken this year is reported in this annual report, although the Commissioner does provide a more consolidated update on a particular theme to each

² MSG means Most Similar Police Group

³ CSEW Survey to March 2017 - Risk of Crime (personal excluding computer misuse and fraud).

Police and Crime Panel meeting.⁴ Further information about the work of the Police and Crime Panel can be found on Nottinghamshire County Council website.⁵

Theme 1: Protect, support and respond to victims, witnesses and vulnerable people

Delivery against Performance

- Over 12,000 victims of crime and antisocial behaviour were referred to victims support services in 2016-17, with over 5,000 needs assessment conducted.
- WAIS, Nottinghamshire Women's Aid and Equation, supported just under 2,000 female survivors in 2016-7 and over 400 children and young people.
- Significant outcomes were achieved and by the end of the year over 90% of survivors were reported to be safer and well over 90% of survivors reporting increased confidence and reduced social isolation.
- 1,495 victims were helped with immediate practical support and 1,133 supported with longer term emotional and practical help and advocacy.
- 81.5% of victims of crime were completely, very or satisfied with the service they have received from the Police and the Force was ranked second best in its MSG.⁶
- 95% of victims of crime were completely, very or satisfied with their Treatment by the Police service and the Force was ranked best in its MSG. Satisfaction with a Follow Up was not so good (67.9%).
- 92.6% of Domestic Abuse victims surveyed were completely, very or satisfied with the service they received from the Police, this is 2.8% higher than last year when it was 89.8%.
- In 2015-16 there were on average 361 repeat domestic victims each month which fell to 351 this year (2016-17) representing a reduction of 2.8%.
- The proportion of repeat victims for domestic abuse fell from 34.5% in 2015-16 to 30.85% this year (2016-17).
- 85% of hate crime victims were completely, very or satisfied with the service they have received from the Police and the Force was ranked 2nd highest in the Force's MSG. East of Contact was rated highest (93.6%) and Follow Up lowest (70.3%).
- In 2015-16 there were on average 12 repeat hate crime victims each month which increased to 15.2 this year representing an increase of 16.7% some of which is believed to be BREXIT related.

4

<http://www.nottinghamshire.gov.uk/dms/Meetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/4091/Committee/504/SelectedTab/Documents/Default.aspx>

5

<http://www.nottinghamshire.gov.uk/council-and-democracy/meetings-and-committees/nottinghamshire-police-and-crime-panel>

6

Iquanta Data - Satisfaction for incidents in the 12 months to March 2017. MSG means Most Similar Group of forces.

- The proportion of repeat victims for hate crime increased from 10.9% in 2015-16 to 11.46% this year.
- Confidence in reporting sexual offences this year increased by 25.5% (+531) to 2,617. Reports of Rape offences increased by 15.6% (+125 offences) this year, while other sexual offences increased by 31.5% (+406 offences).
- The number of people Killed or Seriously Injured (KSIs) on Nottinghamshire's roads has fallen by 33.9% compared to the 2005-09 baseline average. For children 15 years and under, performance is even better at -65%. The target is -40% by 2020.
- The number of non-crime related mental health patients detained in Police Custody Suites during the year has fallen 78%. This significant improvement in performance is a direct result of the introduction of the Street Triage Team.
- There were 1,256 juvenile arrivals at Nottinghamshire Custody Suites in quarters one to three in 2016 (April 2016 to December 2016). Of these, only 53 were remanded into custody, with the majority of these (38 total) aged 16 or 17 years.
- In terms of Grade 1 attendance to incidents, the Force attended 80% of Urban areas and 77.6% of Rural areas within the advised times this year, giving a total 79.7% for all Grade 1 incidents (just short of the 80% target). Whilst 64.5% of Grade 2 incidents were attended within 60 minutes (much lower than the 80% target).⁷

DELIVERY AGAINST STRATEGIC ACTIVITIES

Victim Services

- ✓ In addition to commissioning specialist domestic and sexual violence support services, the Commissioner invested just over £700k in 2016-7 for other victim support services. He also re-commissioned victim services based upon the findings from the needs assessment:
 - Catch 22, working with Restorative Solutions, won the Commissioner's contract to deliver Nottinghamshire Victim CARE (Cope and Recovery Empowerment). Victim CARE began operating in January 2017. It supports children, young people and adults who have been harmed as a direct result of criminal conduct, as well as the people who have suffered the most harm as a result of anti-social behaviour (ASB), hate incidents and identity theft.
 - Victims reported substantial improvements in feeling informed about the criminal justice system and where to go for help and in feeling safer. A particular feature of all victim support services was that victims felt both believed by services and less isolated:

"Thank you so much for believing me. It's really important to me as I know that you have seen lots of things like this and it means more to me that you believe me and don't think I'm mad"

"The two women I spoke to, especially the one that came out to see me, were very helpful and made me feel a lot better"

⁷ Historically the targets for attendance to incidents have been as follows: 85% attendance to Grade 1 incidents in urban areas within 15 minutes and rural areas within 20 minutes; and, 80% attendance to Grade 2 incidents within 60 minutes.

"We felt like we were on our own, but when he spoke to us he was so calm and put it into perspective"

- During 2016-7 35 victims were supported with a restorative approach. This number is anticipated to rise significantly in 2017-8 as the Victim CARE offers an integrated support and restorative service.
- The Victim CARE model is designed to support all victims, including those who may not report to the Police. Self-referrals rose significantly during 2016-7 and are expected to rise even further during 2017-18, as community organisations start to help deliver Victim CARE, and further victim pop up hubs reach out to communities and the Victim CARE website is developed.

Domestic and Sexual Violence/Abuse

- ✓ During the year, new domestic abuse support, prevention and sexual violence support services began delivery in Nottingham, co-commissioned by the Commissioner, Nottingham City Council and Nottingham Clinical Commissioning Group (CCG). The Commissioner invested over £400k in the services, which were delivered by WAIS, Equation and Nottinghamshire Rape Crisis (now called Nottinghamshire SVS Services).
- ✓ Of the services funded by the Commissioner, the Independent Domestic Violence Adviser (IDVA) service alone supported almost 300 survivors each quarter, with almost a third having their risk of harm reduced. The sexual violence support service, which includes a dedicated service for male survivors of abuse, supported almost 1,400 female and male sexual violence survivors with counselling and other support, with a significant number reporting feeling better able both to cope and to develop relationships with those who matter to them.
- ✓ In addition, in September 2016 a survivors 'Listening Event' was organised with Nottinghamshire Sexual Violence Services (previously known as Nottingham Rape Crisis) to ensure it was meeting local need and providing services in an appropriate way.
- ✓ Alongside NHS England, the Commissioner continued to support the Sexual Assault Referral Centre (SARC, known locally as the Topaz Centre). He provided over £300k of funding and in kind support, which helped over 600 survivors over 13 years old to access medical, forensic, practical and therapeutic support. Work is now underway with NHS England to co-commission new paediatric and adult SARC services for Nottinghamshire.
- ✓ Following discussions with childhood abuse survivors and with partners, Nottingham City Council and Nottinghamshire County Council, the Commissioner secured agreement to fund a new support service for children sexually abused whilst in institutional care. This service is called the Survivor Support Service and is delivered by Nottinghamshire SVS Services and began supporting survivors in July 2017. In addition, the Commissioner and partners have funded a Sexual Violence Engagement Manager who will tackle the problem survivors face at a strategic level.
- ✓ Supported by the Commissioner and his Chief Executive, an internal Domestic Abuse policy for Police staff and officers has now been introduced to encourage positive reporting, support management and details of what support is available.
- ✓ The Commissioner also continued to invest in sexual violence support in the County, whilst seeking agreement for a co-commissioned new service from partners Nottinghamshire County Council and Nottinghamshire Clinical Commissioning Groups (CCGs).

Modern Slavery

- ✓ The Commissioner has taken action to better understand and respond with Partners to protect victims from human trafficking and develop local capability to provide specialist advice and support on modern slavery and organised illegal immigration.
- ✓ A multi-agency forum chaired by the CEO of Gedling Borough Council has been established and an Action Plan aligned to the four 'P's of 'protect', 'pursue', 'prevent' and 'prepare' is being implemented following the development of the first multi-agency Modern Slavery profile. Activity includes training to raise awareness, improve reporting and referral pathways, action to identify victims and perpetrators.
- ✓ In 2016-17, the County's Safer Nottinghamshire Board (SNB) committed £10k (PCC GRANT FUNDING) to tackling modern slavery.
- ✓ The Anti-Slavery Partnership produced the area's first partnership modern slavery profile and action plan during 2016/17 and has been working to raise awareness of the prevalence and consequences of slavery, share good practice and identify and address gaps in service delivery. The work is being supported by a major programme of academic activity involving both the University of Nottingham and Nottingham Trent University
- ✓ In 2016/17, the partnership commissioned the delivery of Hope for Justice training across City and County local authorities, police and voluntary organisations and undertook work to clarify modern slavery reporting and referral pathways. Further discussions are underway with high street banks to explore opportunities to better identify victims and perpetrators and tackle slavery from an financial crime perspective.

Child Sexual Exploitation (CSE)

- ✓ The Police are working with safeguarding Partners to raise awareness to increase understanding of child sexual exploitation (CSE), missing children and hidden harm:
 - The Multi-Agency Sexual Exploitation Panel (MASE) has been established in the City and is currently being developed in the County. MASE provides a quality assurance function for work undertaken in relation individual young people and correlates information to identify risks associated with possible perpetrators and locations of concern.
 - A Concerns Network Meeting chaired by Police and the NSPCC is a bi-monthly multi agency meeting where pieces of 'soft' intelligence are shared to gain a bigger picture of CSE across Nottingham City ultimately to disrupt CSE activity.
 - Police Constable Sam Flint received an MBE in the New Year's Honours for Services to Children in recognition of her work across child protection principally with looked after children.

Safeguarding Children

- ✓ The Force has a robust mechanism for identifying and responding to the safeguarding needs of children in a domestic abuse context enhanced through training, videos, briefings, and personal key messages. Officers are now aware that every incident of domestic abuse, where a child is a victim, aggressor or simply present, will trigger a referral and subsequent assessment within the Multi - Agency Safeguarding Hub (MASH) in the County and the City (since spring 2017).
- ✓ The Force has ensured that all officers are appropriately trained to deal with victims of Female Genital Mutilation (FGM).

- ✓ The Force has been working with Partners to ensure that there is an effectively functioning MASH. Currently there is a single MASH in the Force (since January 2013) and negotiations have been underway for the introduction a similar MASH arrangement in the City.
- ✓ The Force and Partners have conducted various community engagement activities to help safeguard young people and raise awareness in Schools of personal online safety and the risks associated with sharing images online:
 - A workshop has been run in partnership with the NSPCC called 'Have Your Say' with 7 young people who had been involved in CSE. The findings from the workshop have been shared with key partners to assist future planning of work.
 - A play 'LuvU2' has been developed by a local drama group which addresses exploitation in order to highlight risks for young people.
 - U Create⁸ is a radio advert competition which will be opened up to all primary schools to encourage children to develop awareness raising resources linked to sexting. Parents and will be encouraged to get involved in these discussions.
- ✓ In response to the Commissioner's objectives, the Force has worked closely with Partners to reduce the number of children detained in police custody overnight:
 - The Force has met with Nottinghamshire County Council Partners to ensure that no child who is looked after by the Local Authority is denied accommodation by them.
 - Data in relation to children detained in custody is audited on a fortnightly basis and scrutinised for accuracy. This includes checking the rationale for detention in custody, whether the Emergency Duty Team (EDT) has been contacted and whether EDT has stated if any accommodation is available; whether the juvenile detention certificate has been completed and whether the Police Inspector has authorised this, or escalated any issues concerning removing detained child to Local Authority accommodation.

Hate Crime and Mental Health

- ✓ The Commissioner provided further funding for a Hate Crime Manager post in 2016-17 and 2017-18. The post holder helped implement numerous actions contained within the Safer Nottinghamshire Board's Hate Crime Steering Group Action Plan and provided expert advice to Police colleagues, Partners and victims of hate crime which has led to increased reporting.
- ✓ During the year, new hate crime strands of Misogyny and Alternative Subcultures were introduced to the hate crime sub-categories and a new risk assessment introduced. Nottinghamshire Police were the first force in the country to record misogyny as a hate crime.
- ✓ Partnership funding was provided for two triage cars working evenings seven days a week.

BME Communities

- ✓ The Commissioner has continued to fund a BME Steering Group which meets bimonthly to make proposals to improve BME community experiences in relation to stop and search, recruitment and retention, advancement and BME representation:

⁸ <http://www.u-create.net/nottinghamshire-police-ks2/>

- In response the Force has developed an Equality, Diversity & Inclusion Strategy 2014-2018 to help address the issues raised.⁹
- BME representation of Police officers has improved from 3.7% in 2012-13 to 4.5% in 2016-17.¹⁰

New Communities

- ✓ The Commissioner has supported targeted engagement with new and emerging communities to improve understanding, trust and confidence:
 - A Partnership stakeholder event was held by the Commissioner on 21st October 2016 to discuss current and planned research and analysis of community composition, new and emerging communities.
 - Nottingham Trent University have been engaged to undertake research into the perceptions and reality of new and emerging communities, particularly following the UK's referendum on leaving the European Union.

Theme 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process

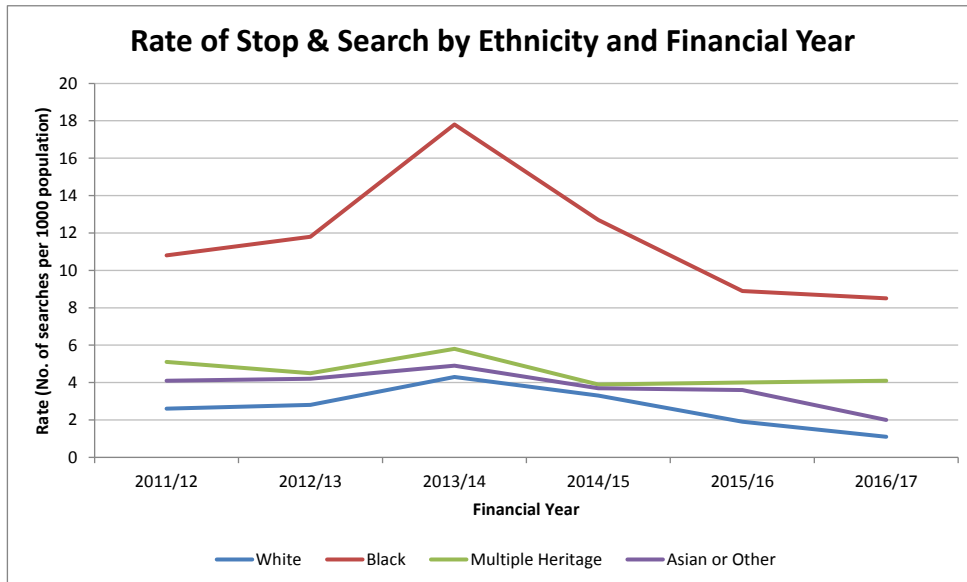
Delivery against Performance

- Crown Court recorded a conviction rate of 79.1% which is higher than the national average of 78.8%.¹¹
- The Magistrates' Courts conviction rates of 82.5% for the same period (despite being higher than Crown Court) are below the national average (84.8%).
- Crown Courts are recording a reduction in Early Guilty Plea rates in quarter three compared to the overall rate for last year and Magistrates are performing better than last year – the 2015/16 figures were 36.1% for Early Guilty Pleas at Crown Court (31.5% achieved this year - worse) and 58.8% for Magistrates (65% achieved this year - much better).
- The Early Guilty Plea rates for both Courts remain below the national average. The national average for Crown Court for quarter 3 was 40.2% (-8.7%), and the Magistrates Court national average was 69.4% (-4.4%).
- Stop and Searches are much more proportionate for BME communities. The chart below illustrates the rate of stop and searches per 1000 population by ethnicity and it can be seen that for the black BME population, the rate fell 52.7% from 18/1000 in 2013-14 to 8.5/1000 in 2016-17.

⁹ https://www.nottinghamshire.police.uk/sites/default/files/documents/files/Equality_and_Diversity_Information.pdf

¹⁰ BME representation was 3.7% when the Commissioner took office. The target is 11.2% to align with census data.

¹¹ Quarter three figures for 2016-17 provided by the East Midlands Criminal Justice Service (EMCJS)



- The Force has the third lowest stop and search rate per 10,000 population nationally and also one of the highest positive outcomes rates. The use of Taser is also third lowest rate nationally.¹²
- In 2016-17, 362 arrests were made as a result of the use of stop and search powers; this includes 49 arrests for possessing weapons. This represents 13.5% of all stop and search arrests made by the Force and displays what a vital crime fighting tool it is and how it protects the public by removing weapons from the streets.
- The number of stop and search encounters has decreased by 24.3% from 2,580 recorded in 2015-16 to 1,952 in 2016-17.
- There were a total of twelve public complaints relating to stop and search encounters in the 2016-17 financial year. Eight of which were resolved 'there and then'.

Delivery against Strategic Activities

Victim CARE Services

- ✓ The Commissioner continues to provide leadership to ensure Partners comply with the Victim's Code by chairing the Victim & Witness Board (a multi-agency group which oversees compliance with the Victims' Code).
- ✓ The Commissioner has taken action to improve restorative justice services for victims:
 - Restorative justice services have been re-commissioned and are now part of the integrated Nottinghamshire Victim CARE service. Restorative justice referrals in Nottinghamshire have always been low; however, integrating Nottinghamshire Victim CARE with victim support will increase the take up of restorative justice.

¹² The direction of travel for stop and search has reversed more recently largely due to the number of stop and searches undertaken connected with intelligence based knife crime tasking operations.

- ✓ The Commissioner's Office (OPCC) has setup a volunteers scheme to telephone victims each month so as to monitor and quality assure the service victims receive from the Police. The survey is based upon the Victims' Code and will be administered by three trained OPCC volunteers.

Criminal Justice

- ✓ The Commissioner has sought with the Chief Constable to improve the quality and timeliness of files submitted to the Courts by the Police:
 - The Force has established a weekly prosecution file quality review system involving the CPS (Crown Prosecution Service) in line with the National Case Quality Assessment to ensure continuous improvement.
- ✓ During the year the Commissioner's Office undertook an evaluation of the Commissioner's 'Community Remedy' document:
 - The evaluation report was submitted to the [Police and Crime Panel in July 2017](#)
 - The Commissioner intends to explore ways in which offenders can provide greater reparation to victims.
 - In response, the Force has been asked to explore how Community Remedy can be used further for resolving incidents of ASB and to establish monitoring arrangements.
- ✓ A multi-agency protocol has been signed off by Nottinghamshire Police and the Nottingham YOT Board designed to reduce the criminalisation of children in care through restorative justice and early intervention.

IOM (Integrated Offender Management)

- ✓ During the year funding has been provided by the Commissioner to fund an integrated offender strategy manager to review and reform the service on 'higher risk offenders' and those who commit domestic abuse. The new service was launched in July 2017.
- ✓ Funding for two Independent Domestic Violence Advisors (IDVAs) has been agreed to support the new service which is demonstrating promising evidence in reducing re-offending and risk scores.

Stop and Search

- ✓ The Force continues to use stop and search powers in a necessary and proportionate manner; sharing data at public scrutiny meetings and through a dedicated webpage¹³ encouraging greater scrutiny:
 - Nottinghamshire Police was one of the first forces to adopt the national 'Best Use of Stop and Search Scheme' (BUSSS) launched by the Home Secretary in 2014.
 - A Stop and Search Scrutiny Board has been in place since 2014
 - Furthermore independent Stop and Search Lay Observers have continued to shadow Police officers as part of Operation Promote to witness and feedback their observations.

¹³ <http://www.nottinghamshire.police.uk/stopsearch>

Theme 3: Focus on those local areas and priority crimes that are most affected by crime and ASB

Delivery against Performance

- The introduction to this Annual Report provides a detailed explanation as to why certain crime types have increased. The most recent dip sampling of crime by the Force Crime Registrar reveals a 97% compliance rate in relation to the National Crime Recording Standard (NCRS). This is higher than any force currently subject to HMIC's Data Integrity Inspections.

Crimes Increases

- The Force ended the performance year with a 13.7% (+9,931 offences) increase in All Crime compared to last year. **Appendix A** details the full breakdown of crime types and **Appendix B** shows the changes by geographical area. Increases include:
 - Victim-Based crime increased by 11.7% (+7,614).
 - Other Crimes Against Society have increased by 32.4% (+2,317).
 - Violence Against the Person (VAP) increased 25.2% (+4,483 offences)
 - Sexual Offences increased 25.5% (+125 Rape and +406 Other Sexual Offences).
 - Burglary Dwelling increased 10.4% increase (+348).
 - Theft increased 12% (+2,262) including Shop theft which increased 20.7% (+1,700 offences).
 - The five high impact areas of Nottingham City increased 15.5% (+1,115).
 - The County's Priority Areas increased 14.5% (+1,793 offences).
 - Rural crimes increased 12.1% (+1,054).

Crime Decreases

- Despite the NCRS issue having a major impact on most crime types, there were however, some reductions such as:
 - Theft from Person decreased 14.2% (-155)
 - Vehicle Interference decreased 9.3% (-86)
 - Bicycle Theft decreased 9% (-173)
 - Possession Drugs decreased 6.7%
 - Robbery of Personal Property decreased 5.8% (-48)
 - Burglary Non Dwelling decreased 5.5% (-249)
 - Antisocial Behaviour (ASB) decreased 6.5% (-2,406)

Other Performance

- The Force ended the year having recorded a reduction of 2,385 ASB incidents (-6.5%). The City partnership area recorded a reduction in ASB, with 1,842 fewer incidents. This is a 10.2% reduction. The County partnership recorded a smaller reduction of -3% (-564 incidents).

- The Force has recorded 1,863 fewer positive outcomes for Victim-Based Crime this year compared to last. The Force ended the year with a positive outcome rate of 17.2% compared to 22.0% the previous year.
- The number of emergency calls to the Force via its 999 service increased 3.7% (+6,485) to 182,729 compared to last year (176,244). This equates to 501 per day or 20 per hour.
- The number of non-emergency calls to the Force via its 101 service increased 3.6% (+14,896) to 430,337 compared to last year (415,441). This equates to 1,180 per day or 49 per hour.

Perception Survey

- The 2016 Respect survey¹⁴ undertaken in the City reveals that more people are concerned about crime and ASB where they live than in 2015; for crime, perception increased from 21% to 35%; for ASB, perception increased from 20% to 35%. Women, respondents from the most deprived areas and respondents from mixed and black ethnic groups were concerned most.
- However, City residents' perceptions of safety in their local neighbourhood after dark have improved slightly over time. In 2016, 74% said they felt very or fairly safe, compared to 73% in 2015 - and the data shows a gradual upward trend from the 65% in 2011.
- The Nottinghamshire Annual Satisfaction Survey in 2016¹⁵ reveals that 60% of respondents indicated that they felt safe when outside in their local area after dark (33% very safe and 27% fairly safe). This is a large decrease since last year when 74% said they felt safe and in 2014 when 75% reported feeling safe. This year a quarter (26%) reported that they felt unsafe (16% fairly and 10% very unsafe).
- The same County survey identified that ASB was the most popular local problem which the Commissioner should prioritise with 69% of respondents selecting it. The City Respect survey identified Burglary to be the top priority selected by 32%.

Delivery against Strategic Activities

Funding

- ✓ In 2016-17, the Commissioner invested £3.4m toward improving community safety and £600k toward other partnership costs in support of the Crime and Drugs Partnership (CDP) and the Safer Nottinghamshire Board (SNB) to enable District Community Safety Partnerships to support initiatives to reduce anti-social behaviour (ASB), support victims and improve community safety.¹⁶
- ✓ £285,000 of this funding has been invested into locality working in the County and has continued to support work in high crime neighbourhoods in the City through funding of community cohesion posts and ending gangs youth violence activity. The funding has supported a range of activity including

¹⁴ <http://www.nottinghamcdp.com/respect-survey/>

¹⁵ <http://www.nottinghamshire.gov.uk/council-and-democracy/get-involved/public-engagement>

¹⁶ <http://www.nottinghamshire.pcc.police.uk/Document-Library/Our-Money/2016-2017-Documents/Budget-Report-2016-2017.pdf> (see page 7)

greater integration of services in Mansfield and Ashfield, an initiative to tackle street drinkers in Bassetlaw and diversion from gangs in the City.

- ✓ The Commissioner awarded grants of just over £250k to 24 voluntary and community sector organisations to deliver a range of initiatives including street pastors, diversionary activity with young people to prevent ASB, fraud prevention work with older people, cybercrime awareness raising with young people in schools, support for survivors of FGM and Neighbourhood Watch. (See [Small Grants](#) section).

Neighbourhood Policing and Partnership Working

- ✓ A new Engagement Strategy for the Force has been written and rolled out along with a new community profile for each area. Each Neighbourhood Police Inspector (NPI) has information about their communities that drives their new Engagement Plan.
- ✓ The Force works closely with schools and mental health institutions to prevent harm caused by drugs and alcohol.
- ✓ The Force has a Superintendent responsible for leading on business crime. A regional Business Crime Group has been established to link in to the national steering group to ensure consistency of delivery and messaging to businesses.
- ✓ The Commissioner held an ASB and Hate Crime Partnership event in April 2016 to raise awareness and share good practice through case studies and use of ASB tools and powers. Subsequently, an ASB public focused leaflet and Practitioner booklet have been produced.

Rural Crime

- ✓ The Force has worked with Partners to better understand and respond to wildlife crime in rural areas and a range of actions are contained in a 'Crime in Rural Areas Strategy and Delivery Plan' prepared by the Safer Nottinghamshire Board:
 - A rural crime delivery group has been established and strengthened.
 - Nottinghamshire Wildlife Trust has delivered training to wildlife crime officers.
 - Information sharing has been improved with the National Wildlife Crime Unit.
 - Parish Special Constables received specialist training in relation to tackling rural crime.
- ✓ The Force has participated and delivered partnership cross-border days of rural crime action.

Use of Technology

- ✓ The Commissioner continues to support and fund ANPR (Automatic Number Plate Recognition). A review of the County's capacity and capability is underway. The review will determine the level of investment needed and gaps in coverage.
- ✓ The Commissioner's office has continued to provide leadership in order to roll out the E-CINS case management system. A Project Manager has been funded by the Commissioner who is leading this work:
 - Mansfield, Bassetlaw and Ashfield Borough Councils have all commenced using ECINS to support the operational delivery and community safety hubs.

- A structured E-learning training system has been developed and launched in April this year.
- During 2016-17, 853 new users were added to ECINS (1,049 total users) and 2,965 new profiles were added.
- Discussions have been held with Nottingham City Council's Community Protection Service and Nottinghamshire County Council regarding the use ECINS to better manage their core business.
- Information Sharing Agreement have been prepared and being considered by Partners.

Theme 4: Reduce the impact of drugs and alcohol on levels of crime and anti-social behaviour

Delivery against Performance

- The Crime Survey for England and Wales (CSEW) estimates that between 13% - 15% of All Crime and ASB is Alcohol-Related. However, the reported number of Alcohol-Related Crimes this year in Nottinghamshire is lower (i.e. 5,979 crimes) which equates to 7.3% of all recorded crime in the same period, while Alcohol-Related Incidents account for 13.5% of all ASB incidents.
- The proportion of Alcohol-Related Violence in Nottinghamshire year-to-date is 16.3%. The current level is less than half that is estimated nationally, based on findings from the Crime Survey for England and Wales.
- There have been 1,689 Night-Time Economy VAP offences flagged on the NICHE Police database as being alcohol-related this year, which accounts for 55.7% of all Night-Time Economy VAP.
- Drug Offences* overall has reduced 7.4% (-224)¹⁷
- Possession of Drugs* reduced 7.89% (-182)
- Trafficking in Drugs* reduced by 5.87% (-42)
- Public order offences* increased 92.7% (2071)
- In terms of drugs enforcement activity during the year there were:
 - Disruptions 91
 - Arrests 109
 - Convictions 81
 - Years Sentenced 455
 - Cocaine Seized 17.8kg
 - Heroine Seized 1.5 kg
 - Cannabis Seized 6.7kg of resin + 150 plants
- Nottingham has retained its Purple Flag for the 7th consecutive year and Mansfield has held Purple Flag status since 2014.

¹⁷ * Iquanta national data

- 75 licensed premises in Nottingham City centre were successful in gaining Best Bar None accreditation in 2016, up 47% on the previous year.
- 73 venues are accredited in Nottinghamshire County; a range of pubs, bars and clubs which have been assessed as safe and well-managed.
- The City Respect 2016 survey¹⁸ revealed that respondents who feel very or fairly unsafe rank people using or dealing drugs, intimidation as a result of gangs, people being drunk or rowdy in public spaces, street drinking and vandalism and criminal damage as more of a problem in their local area than respondents who feel safe.
- Analysis of those respondents who were dissatisfied highlights that those respondents perceived 'people using or dealing drugs', 'People being drunk or rowdy in public spaces', 'Fly tipping', and 'Street Drinking/ Drinking alcohol in the streets' to be more of a problem and these issues could be a possible driver of satisfaction.
- The most recent Crime Survey for England and Wales (CSEW) identifies that the number of people perceived to be being drunk or rowdy in Nottinghamshire is down from 23.2% (March 2016) to 14.1% (March 2017), the lowest level since December 2014.

Delivery against Strategic Activities

Tackling Alcohol Related Offending

- ✓ Alcohol-related offending remains a priority crime type as reflected in the Commissioner's [Alcohol Strategy](#)¹⁹ and the strategies of Partners.
- ✓ Through the Commissioner's leadership, Nottingham City and Nottinghamshire County were successful in being selected for the second round of the Home Office's Local Alcohol Area Action Plan (LAAA2):
 - A comprehensive Delivery Plan is in place for the LAAA2 covering 5 themes and use of the night time levy funding to implement this is on-going.
 - The Commissioner has funded substance misuse services for young people and adults in the City and adults in the County. All services are user focussed and will respond to presenting need including new psychoactive substances.
- ✓ The Commissioner has supported the national work on 'Street Drinking' and his office has helped develop national guidelines.²⁰ A small number of workshops have been held to promote and embed these guidelines. The guidance, written by Alcohol Concern with input from key national bodies and OPCC representatives, was unveiled at the Association of Police and Crime Commissioners' annual conference on 17th November 2016.

¹⁸ The County survey no longer asks these questions

¹⁹ <http://www.nottinghamshire.pcc.police.uk/Document-Library/News-and-Events/Alcohol-Conference/Alcohol-strategy-refresh.pdf>

²⁰ <http://www.nottinghamshire.pcc.police.uk/Document-Library/News-and-Events/Police-and-Crime-Commissioner-Report-updates-16.11-pages.pdf>

- ✓ In the City night-time levy funding was used to focus on vulnerability, supported by Street Pastors targeting key venues, transport and food outlets.
- ✓ During the year, Police and Partners implemented multi-faceted Partnership Problem Solving Plans for each for the key night time economies (NTEs). In addition, Neighbourhood Policing teams actively managed licenced premises using the full range of powers together with Partners:
- ✓ Mansfield District Council Wardens conducted high visibility patrols and reassurance patrols and took positive action at known problem locations supported by a dispersal order targeting drunken individuals.
- ✓ The City and County Districts ensured robust enforcement of licensing conditions for pubs and clubs causing the most concerns. The table below summarises some of the activity undertaken across Nottingham and Nottinghamshire during 2016-17:

Licensing Applications Made ²¹	3,734
Objections to Applications	181
Incidents at Premises ²²	3,992
Visits to Premises	2,113
Verbal Warnings given	11
Written Warnings given	87
Other Warnings given	2
Reviews Completed	8

- [Operation Promote](#)²³ continues to tackle the use of stimulant drugs such as cocaine in the City centre which can drive violent behaviour when taken with alcohol.

Drugs and Alcohol Testing

- ✓ The Force continues to undertake drugs and alcohol testing of violent crime offenders to ensure signposting for diversionary activity:
 - There is an effective screening and monitoring system in place in Police Custody for those “trigger” offences and for those offences that can be authorised by an Inspector – these would include violent crime offences.
 - Performance reporting shows high levels of compliance with undertaking screening tests (over 80% compliance) and high levels of positive tests from those screening checks (over 60% in Jan

²¹ Applications Made – this includes Variations to existing applications, TEN applications, new premises applications & personal licence applications

²² Incidents are taken from Nottinghamshire Police Vision system but are then filtered/checked to ensure that the incident is actually related to a licensed premise

²³ <http://www.nottinghamcdp.com/news/successful-operation-re-launched-to-keep-nottinghams-nightlife-safe/>

and Feb 2017 and 57% for the past 12 months) ...this suggests that Police assessments around prisoners that require screening are accurate and are making an impact.

Tackling Drug Trafficking

- ✓ The Force continues to take action to reduce the demand for the supply of illegal drugs, tackling Class A drug trafficking, closing crack houses and disrupting cannabis cultivation.
- ✓ The Force uses this intelligence and works with Partners, EMSOU (East Midlands Special Operations Unit) and national Police colleagues to disrupt, prevent and detect such offences; especially targeting OCGs involved in the supply of Class A controlled drugs at all levels of supply chain; operating in key geographical areas as well as groups targeting the student and night time economy market.

Substance Misuse Service – Criminal Justice

- ✓ The Commissioner invested around £650,000 in 2016-7 to fund substance misuse support for offenders through the co-commissioned County based New Directions Nottinghamshire service delivered by CGL and the City based Clean Slate service delivered by Framework:
 - The successful completion rate for offenders for both services was around 20%.
 - In addition, the latest set of data shows that Nottingham continues to have the lowest rate of deaths related to substance misuse of any core city.

Theme 5: Reduce the threat from organised crime (SOC)

Delivery against Performance

- The most recent HMIC report into Regional Organised Crime Units (ROCU) published in December 2015 identified the East Midlands as best practice.²⁴
- Between April 2016 and January 2017, there were 77 referrals to the Prevent Case Management Process of which 67 are now closed.
- The Force recorded 5 fewer Confiscation and Forfeiture Orders this year compared to last year; this equates to a reduction of 2.2%, placing the Force more than twelve percentage points below the 10% increase target.
- However, the value of confiscation and cash forfeiture orders increased in 2015-16 from £1,187,693 to £1,310,162 representing an increase of 10% (£122,469).²⁵
- There have been a total of 692 production and supply drug offences this year, which is 22 fewer offences when compared to last year. The number of supply offences increased by 23 offences, while production offences reduced by 45.

²⁴ <http://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/HMIC-Reports/HMIC-Report-Regional-Organised-Crime-Units.pdf>

²⁵ Iqanta data to March 2017

- In the first three quarters of 2016/17 (April 2016 – December 2016) the Force recorded 1,032 online crimes. This equates to 1.4% of all recorded crime.²⁶ The majority of offences are harassment offences. There are also a number of offences in the Miscellaneous Crimes Against Society category which relate to the obscene publications act.
- Data from the Integrated Offender Management (IOM) Team Tracking Tool reveals that 152 nominals have entered the system since January 2016. Of these, 24 (15.8%) have since exited the programme.
- The average entry score for all nominals who have entered the programme since January 2016 is 513, while the average exit score is 81. This reveals a reduction in risk score of -431 (-84% lower than the entry score).
- Mid-point scores for the January to March 2016 (Quarter 4 2015/16) cohorts have now been calculated. The combined risk score for the three cohorts when they entered the IOM programme was 10,161. The mid-point scores (assessed in March 2017) for the same group of offenders is 3,635. This represents a significant 64% reduction in the risk score for these three groups over the 12 months that the groups have been on the IOM programme.

Delivery against Strategic Activities

Regional Activity - (EMSOU)

- ✓ The Commissioner continues to provide support and funding to the regional unit on serious and organised crime :
 - Serious and Organised Crime exists in many forms and currently EMSOU is tackling, Cyber Crime, Child Sexual Exploitation and Human Trafficking / Modern Slavery as its highest priorities. EMSOU also continues to tackle more traditional Serious and Organised Crime, such as the Supply of Firearms and Controlled Drugs, Serious Acquisitive Crime and the associated Money Laundering.
 - Recent successes in Nottinghamshire have seen children and vulnerable people made safe, whilst paedophiles have been successfully prosecuted for grooming and sexual offences with children. The threat, risk and harm caused by Organised Crime Groups is being mitigated and the work of EMSOU is having a positive impact on reducing that threat and risk.
 - There have been numerous criminal gangs arrested and prosecuted for their involvement in supplying firearms and controlled drugs. EMSOU continues to make sure that organised criminality does not pay by seizing criminal assets under the Proceeds of Crime Act and ensuring that offender management is in place for those who continue with this criminality.
 - The collaboration of specialist assets and capabilities at EMSOU continues to provide the most efficient and effective way of tackling the Serious and Organised Crime threat across Nottinghamshire and the East Midlands.

²⁶ It is important to note that this does not include fraud offences as these are dealt with by Action Fraud.

Protecting People from Terrorism

- ✓ Local Authorities and Partners of local Panels continue to fulfil their legal duties by providing support to vulnerable people being drawn into terrorism.²⁷
- ✓ The Force works collaboratively with established PROTECT and PREVENT programs in national, regional and local areas, delivering appropriate awareness events to ensure effective, consistent and detailed information is made available to individuals, communities and business.
- ✓ The Nottingham Prevent Team (PT) works closely with statutory partners, community contacts and Police colleagues to safeguard vulnerable people from radicalisation to prevent the spread of all forms of extremist rhetoric and acts of terrorism:
 - The Commissioner works with Partners and key faith leaders and institutions to explore and deliver ways in which radicalised messages can be challenged effectively.
 - Through the Force's PT and local SPOCs²⁸ officers engage with the communities and identified KINS²⁹ to ensure that Counter Terrorism (CT) Policing is understood and key messages are in place when required to challenge extremism.
- ✓ The PT promotes the Prevent agenda across the public, private and third sectors (including education, criminal justice, faith, charities, the internet and health) and offers support and advice in delivering the statutory duty detailed in the Counter-Terrorism and Security Act 2015:
 - During the year PT held a safeguarding event at Newark with statutory partners aimed and creating better working practices.
 - There is a regional Prevent Website which has been developed by EMSOU SB³⁰ that offers advice and information regarding the Prevent strategy. In addition PT has Twitter and Facebook accounts aimed at reaching the public and sharing positive stories.
 - Through NCTPH³¹ regional and local teams, the Force works collaboratively to ensure that vulnerable individuals who are at risk of radicalisation are identified and safeguarded.

Serious and Organised Crime (SOC)

- ✓ During 2016-7 the Commissioner has continued to invest £140,000 into community based projects in the City through the Serious and Organised Crime Board. The projects work with young people to move them away from gang and youth violence.
- ✓ The Commissioner worked with Nottingham City Council to invest over £450k into posts and other initiatives to tackle serious and organised crime in Nottingham:
 - Overall, funding supported initiatives to build community cohesion and trust between the Police and public authorities and grassroots communities.

²⁷

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015.pdf

²⁸ Single point of contact (SPOC)

²⁹ KINS – Key Individual Networks

³⁰ East Midlands Special Operations Unit – Special Branch (EMSOU (SB)

³¹ NCTPHQ: National Counter Terrorism Policing Headquarters

- Specific initiatives funded, included diversionary work with young people from street gang linked areas who would not engage with mainstream provision, supporting the Ending Gangs Youth Network.
- Training, information and capacity building and awarding micro grants were awarded to 12 grassroots organisations to take forward work related to tackling knife crime, diverting at risk groups away from offending and help young people exit from gangs.
- ✓ Nottinghamshire Police continues to publicise successful prosecution of Organised Crime Group (OCG) nominals and the seizure of their assets in line with its external media strategy.
- ✓ The Force's physical, people and cyber measures to combat organised crime continues to be enhanced:
 - The Force is currently delivering a Fraud and Cyber Protect Plan to victims of crime utilising its Citizens in Policing Unit.
 - Vulnerable victims are identified through various data sources and bespoke advice is identified and provided to victims
 - The Force utilises a twitter feed to ensure the cyber prevent message is circulated and this is supported by material circulated by City Of London Police. This ensures that current crime prevention advice is made available as part of the Protect plan.
- ✓ The Force has improved the monitoring and checking of foreign National offenders and involvement in organised crime:
 - The Force's Foreign National Offenders (FNO) Team has been successful in identifying high risk FNOs through increased intelligence.
 - A Police Operation 'Advenus' includes ensuring all tools and powers are utilised to manage and respond to risk.
 - An Immigration Intelligence Officer is embedded part-time within the Force Intelligence Bureau (FIB) to provide real time intelligence sharing.
- ✓ The Serious and Organised Crime Board (SOC) has focused on addressing young crime groups who operate across boundaries who focus on the drugs market opportunities in smaller Towns.
- ✓ The Force has mapped a number of evolving and emerging groups as OCGs, and will use the full range of Police tactics against the groups (supported by partner resources) in order to manage and mitigate the risks they pose to themselves and the public.

Theme 6: Prevention, early intervention and reduction in reoffending

Delivery against Performance

- In the County there were 292 First Time Entrants³² into the Criminal Justice System which was slightly less than the previous year (295).

³² Number of First Time Entrants per 100,000 of 10-17 years population

- In the City there were 609³³ First Time Entrants which is 93 less than last year (702).
- Data from the Integrated Offender Management (IOM) Team Tracking Tool reveals that 152 nominals have entered the system since January 2016. Of these, 24 (15.8%) have since exited the IOM programme.
- The average entry score for all nominals who have entered the programme since January 2016 is 513, while the average exit score is 81. This reveals a reduction in risk score of -431 (-84% lower than the entry score).
- 17 nominals have exited with a risk score of less than fifty and 4 of these have exited with a risk score of zero.
- Mid-point scores for the January to March 2016 (Quarter 4 2015/16) cohorts have now been calculated. The combined risk score for the three cohorts when they entered the IOM programme was 10,161. The mid-point scores (assessed in March 2017) for the same group of offenders is 3,635. This represents a significant reduction (-64%) in the risk score for these three groups over the 12 months that the groups have been on the IOM programme.
- Since 2014 IOM has adjusted its focus towards threat, risk and harm, and this can clearly be observed in the rise in average entry scores from 299 previously to 513 since January 2016. The reductions in the severity score between entry and exit, and the mid-point scores for the Quarter 4 2015/16 cohort strongly suggest that the IOM programme is successfully reducing threat, risk and harm in a cohort which is already 72% more risky than cohorts managed previously.
- Iqanta uses the MOJ data³⁴ which shows the most recent proven reoffending rates for adults and juveniles to June 2015. It can be seen that re-offending rates are higher for juveniles than adults but the average number of re-offences per re-offender are similar. Both the City (37.2%) and County (33.7%) had lower re-offending rates in 2015 than the national average (38%) in respect of juveniles but this was not the case for adults. In this respect both City (26.8%) and County (26.6%) was higher than the national average (24.0%).

	National		East Midlands		Nottingham		Nottinghamshire	
Juvenile	2014	2015	2014	2015	2014	2015	2014	2015
Total Proportion of offenders who reoffend (%)	37.8	38.0	35.6	33.9	37.2	37.2	31.9	33.7
Total Average number of re-offences per re-offender	3.14	3.35	3.08	3.05	3.10	3.00	2.90	3.20

	National		East Midlands		Nottingham		Nottinghamshire	
Adult	2014	2015	2014	2015	2014	2015	2014	2015
Total Proportion of offenders who reoffend (%)	24.9	24.0	24.5	23.6	27.5	26.8	24.7	26.6
Total Average number of re-offences per re-offender	3.13	3.24	3.18	3.27	3.50	3.50	3.10	3.20

- Based on the date detected in 2016-17 a total of 153 positive outcomes have been issued to youth offenders who had previously received a community resolution in 2015-16. 1,108 youth offenders were dealt with by way of community resolution in 2015-16. This equates to a reoffending rate of

³³ Figure calculated on PNC data to December 2016

³⁴ Iqanta data uses the Ministry of Justice Data (June 2014 to June 2015)
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/611004/overview-data-tool-jul14-jun15.xlsx

13.8%. This information is based on the offenders who were classed as 'youth offenders' (i.e. aged 17 or under) at the time that the original community resolution was given.

Delivery against Strategic Activities

Funding

- ✓ The Commissioner has provided £927K funding over the past three years to Partners to undertake positive activities for young people which has contributed to reduced ASB and crime.
- ✓ The mainstream activity of the Mental Health Street Triage Team continues to be successful. The Force has developed a Service Level Agreement with the East Midlands Ambulance Service, and provides a coordinated approach with the two nominated places of safety.
- ✓ During the year 33 GPS tags provided by G4S and Buddi. Assisted the IOM (Integrated offender Management Team) to manage offenders. Only 4 were specifically used for managing shoplifting offenders on a voluntary basis due the lack of legal enforcement legislation. A number of examples have highlighted the benefits of the GPS tags where offenders have been arrested for shop-theft following GPS tracking data placing them inside the location at the time of theft.
- ✓ The Commissioner and Chief Constable lobbied the Ministry of Justice (MOJ) for Nottinghamshire Police to be part of a national GPS tagging pilot. On 7th April 2016 the MOJ notified the Commissioner and Chief Constable that the Force has been successful in its application and will form part of Pilot Area 1 together with Leicestershire, Staffordshire and West Midlands.
- ✓ The Force has seconded a Detective Chief Inspector to the midlands project (funded by MOJ). Currently, the volume of offenders tagged in less than expected and ways of increasing the number of tags is being considered e.g. as part of a curfew. The project will be independently evaluated initially during 2017.
- ✓ The Courts can tag subjects released on bail and, offenders given a community or suspended sentence order. The Parole Board can tag certain offenders on release. Currently, (June 2017) 91 subjects have been tagged across the four force areas.

Young People

- ✓ The Commissioner has set up a 'Youth Commission' made up of 25 to 30 young people from across Nottinghamshire who work with the PCC to challenge and inform decisions about policing and crime prevention in the area. In 2016/17 the Youth Commission maintained an active diverse membership of young people, some with direct experience of the criminal justice system.
- ✓ The Youth Commission gathered views from over 2,000 young people across the area on priority topics such as drugs and alcohol, Stop and Search, relationships with the police, education, prevention, reoffending and rehabilitation. Key findings and recommendations will be presented to the Commissioner, Chief Constable and senior representatives from partner organisations in October 2017 and used to help shape and inform policy and planning over the 2017 to 2021 period.³⁵

³⁵

<http://www.nottinghamshire.pcc.police.uk/Document-Library/Get-Involved/Youth-Commission/Nottinghamshire-Youth-Commission-Final-Report-April-2016.pdf>

- ✓ The Youth Commission have also been involved in the recruitment and assessment process for Nottinghamshire Police Chief officers in 2016/17, with the approach being recognised as good and innovative practice by the national College of Policing. Other work undertaken by the Youth Commission has included development of a Stop and Search Rights film and involvement in local scrutiny and advisory activity
- ✓ Several pilot programmes have been commissioned to test different approaches to improving interventions in schools aimed at prevention. The main focus is on healthy relationships, health and wellbeing, resistance education, social responsibility and fulfilling potential. Take Five in Manton; Holocaust centre work in Manton, Dragons Den in Sutton in Ashfield and Life Skills work in the county are being trialled.
- ✓ In addition a large scale evaluation is taking place of Life skills based on 29 schools who have engaged in the programme, and 26 schools who deliver different interventions, which will include up to 2,500 school children is currently underway. Both City Council and County Council are agreeable to reshaping the PSHE curriculum to ensure it meets the stated aim and objectives.

Integrated Offender Management (IOM)

- ✓ The IOM approach is well embedded and successful in Nottinghamshire. Several other force areas have visited Nottinghamshire Police in order to replicate success. The governance structure for IOM at strategic level has been affected by staffing and organisational changes and is currently in a state of 'evolution'.
- ✓ IOM in Nottinghamshire has been recognised as a national model of good practice. (HMIC, MAZARS, Academic work), it has been shown as responsible for a 'statistically significant drop in reoffending' amongst the most prolific offenders.
- ✓ The Forces IOM (Integrated Offender Management) programme was reviewed by the College of Policing and HMIC. Nottinghamshire was highlighted nationally for its work in HMP Nottingham and the Multi-Agency Intelligence Team. IOM performance management through convictions has now begun, with more than 400 individuals currently managed through the Force IOM programme. The Reducing Reoffending Board has commissioned a full review of Premium Service provisions and IOM tactical delivery.

Theme 7: Spending your money wisely

Delivery against Performance

- The 2016/17 efficiency target in order to achieve a balanced budget was £12.0m. The Force has delivered the £12.0m saving with the current outturn position showing an underspend of £1.0m.
- The latest rolling 12 month (April 2016 to March 2017) sickness data for the Force has shown that officer sickness is 5.42% against the target of 3.7%. This equates to 12.0 days lost to sickness versus the target of 8.2 days. There appears to be an increasing trend for Police officer sickness; the equivalent 12 month rolling figure from March 2016 is 4.73%.
- For the same period, staff sickness was 4.89% against the target of 3.7%. This equates to 10.8 days lost to sickness versus the target of 8.2 days. Staff sickness rates have been reducing month on month since September 2016.

- BME headcount percentage is at 4.53% for Police Officers and 4.43% for Police Staff. This is below the 11.2% for Nottinghamshire resident population (2011 Census).
- Regular dip sampling by the Force Crime Registrar reveals increased crime recording compliance with NCRS (National Crime Recording Standard) currently 97%.
- As seen in the table below, the Force received 3.6% (+21,381) more 999 and 101 calls to the Force Control Room in 2016-17 compared to the previous year.

Year	999 Calls	101 Calls	Total
2015-16	176,244	415,441	591,685
2016-17	182,729	430,337	613,066
Change	6,485	14,896	21,381
% Change	3.7%	3.6%	3.6%

Delivery against Strategic Activities

Funding Formulae

- ✓ During his first term in office, the Commissioner met with the Home Secretary and Policing Minister shortly after being elected in 2012 to lobby for fairer funding and more Police Officers for Nottinghamshire. Despite this, the Government still introduced further budget reductions.
- ✓ Nottinghamshire is disadvantaged by the present funding formula which is still under review by the Home Office. The Commissioner has been heavily involved in the discussions around the new formulae and its implementation.
- ✓ In the meantime, all possibilities to change the way we work and reduce costs are being considered and action taken. The Commissioner continues to represent Nottinghamshire at national and regional meetings. He is the chair of the Association of Police and Crime Commissioners' Standing Group for Resources, Efficiency and Strategic Finance and attends Home Office Gold and Silver Groups for Police Finance and Resources. He has made sure he is at the heart of decision making in order to champion a better deal for policing in Nottinghamshire.

Commissioner's Office Costs

- ✓ HMIC's value for money profile for 2016³⁶ identifies that the cost of the Commissioner's Office (£0.91m) is less than last year (£0.93m) and over £250k less than former Police Authority and 18.4% less than the national average (i.e. £0.81 per head of population compared to £1.03).

Budget Reductions

- ✓ 2016-17 was always going to be a challenging year, with the need to deliver £12m of efficiency savings – the largest in year target to date, and increasing core costs (e.g. pay awards and price inflation); also the Commissioner was faced with an estimated £3.5m cost pressure from the change in National Insurance contributions. In creating the budget for 2016-17 additional cost pressures of £11m were identified.

³⁶

<https://www.justiceinspectorates.gov.uk/hmic/publications/nottinghamshire-2016-value-for-money-profile/>

- ✓ At the end of March 2017, the provisional outturn for the Force was £184,428k representing an underspend of £1,010k against the original budget.³⁷
- ✓ This is excellent performance in a year which included an ambitious efficiency programme of £12m to achieve a balanced budget. The report to the Commissioner's Strategic Resources and Performance meeting on 25th May 2017, provides a detailed breakdown of the budget spend.³⁸

Collaboration

- ✓ The Commissioner has continued to explore every opportunity to make the best use of available funding by securing efficiencies through regional collaboration overseen by the Regional PCC Board and the Regional Efficiency Board. He has chaired both Boards in 2016-2017 to ensure that Nottinghamshire has a strong presence in the region.
- ✓ Collaborative savings have been tracked since 2010. It is estimated that collaboration delivers an annual saving of over £13.7m across the five forces compared to original baseline budgets. Collaborative savings include East Midlands Special Operations Unit (EMSOU), Regional Forensics, Learning and Development, Occupational Health and Legal Services.

Tri-Force Collaboration (formerly Strategic Alliance)

- ✓ Following the PCC elections in May 2016 and a meeting of new PCCs, the former Strategic Alliance plans which sought collaboration across the Leicestershire, Northamptonshire and Nottinghamshire forces continue to be considered. The business case has been discussed at a number of key stages since December 2015 with the team building that business case investigating three main areas of change: contact management; optimising the NICHE shared crime recording system, which is now live across all five East Midlands forces - the others are Derbyshire and Lincolnshire; and Enabling Services, which covers the back office supporting services of HR, IT and Finance. The pace has slowed a little to allow time this year for the new PCCs to better understand the full implications of the collaboration proposals.

Community Safety Fund

- ✓ The Commissioner commissions the majority of community safety work through City and County Community Safety Partnerships (CSPs), which bring together local stakeholders who are well placed to understand local need and priorities. In addition, he supports grassroots community safety activity by grant funding third sector organisations through his Community Safety Fund.
- ✓ HMICs Value for Money Profile for 2016³⁹ identifies that the Commissioner invests significantly more funding to community safety than the national average i.e. £3.66m compared to £2.13m; or £3.25 per head of population compared to the national average of £1.36 (i.e. 139% higher).

³⁷ <http://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Meetings/Strategic-Resources-and-Performance/May-2017/Item-12-Provisional-Out-turn-Report-for-2016-17.pdf>

³⁸ <http://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Meetings/Strategic-Resources-and-Performance/May-2017/Item-12-Provisional-Out-turn-Report-for-2016-17-Appendix-A.pdf>

³⁹ <https://www.justiceinspectorates.gov.uk/hmic/publications/nottinghamshire-2016-value-for-money-profile/>

Population	1,125k						
	£m	£/head	Averages			Diff* £m	
			All	MSG		All	MSG
Community Safety	3.66	3.25	1.36	1.64		2.13	1.82
Victims & witnesses, restorative justice & other	1.31	1.17	1.64	1.31		-0.53	-0.16
PCC/local policing body commissioned services	4.97	4.42	3.00	2.95		1.60	1.66
Cost of PCC/Deputy Mayor for Policing and Crime	0.16	0.14	0.15	0.12		-0.01	0.02
Office of PCC/local policing body & other costs	0.91	0.81	1.03	0.86		-0.24	-0.06
PCC/Local policing body cost	6.05	5.38	4.18	3.93		1.35	1.62

* Net cost of the difference in spend compared to the average per head of all/MSG PCCs/local policing bodies.

- ✓ In 2016-17 the Commissioner awarded £261,250 in grants to 24 third sector organisations as part of his Community Safety Fund. A diverse range of initiatives were funded to tackle crime, hate crime and antisocial behaviour especially projects which focused on early intervention, preventative and community cohesion projects which built trust and confidence with BME communities. Projects which supported a variety of victims recover (sex abuse and FGM female genital mutilation) and substance misuse projects.

PCC Volunteer Schemes

Investing in Volunteers

- ✓ Investing in Volunteers is the UK Quality Standard for all organisations which involve volunteers in their work, recognising good practice in an organisation's volunteer management.
- ✓ The IIV award consists of 9 indicators illustrated by 46 practices. To achieve the award an organisation has to demonstrate that it has sufficient practices to demonstrate all 9 indicators.
- ✓ In March 2016, the Office of the Police & Crime Commissioner (OPCC) was informed that they were being accredited with the Investing in Volunteers Award in April 2016 for the next 3 years. This is the second consecutive time the OPCC has gained this award.

OPCC Volunteer Demographics

- ✓ The Commissioner currently has 29 Volunteers and has sought to ensure that his Volunteer Scheme is as representative as possible to reflect community diversity in terms of ethnic origin, gender, and age. In this respect:
 - 21% of the Volunteers are from the BME Communities.
 - 79% of the Volunteers are female and 21% male across an even spread of age groups.
 - 10% of the Volunteers have a disability.

Independent Custody Visiting

- ✓ The Independent Custody Visiting Scheme is a team of volunteers (ICVs) who make unannounced visits, weekly, in pairs, to the City and County's three custody suites: namely the Bridewell in the City, Mansfield and Newark. ICVs check that the detainees are receiving their rights and entitlements such as meals, medical attention and legal advice. The Scheme's main aim is to increase public confidence in the treatment and welfare of persons detained in Police Custody.

- ✓ ICVs ensure that vulnerable detainees are visited as a priority and that procedures are in place for ICV's to communicate with non-English speaking detainees using language cards and Language Line to contact interpreters by telephone.
- ✓ A small, qualified group of specially trained custody visitors are on standby to visit detainees held under the Terrorism Act. These Volunteers are vetted to a higher level and regularly receive refresher training with Special Branch.

Delivery against Performance

- During 2016-17, there were 230 visits made.
- 801 detainees were offered a visit; 85 (10%) declined the offer. Last year the figures were 694 and 57 (8%) respectively.
- On average, 3.5 detainees were seen during each visit, compared to 3 detainees seen last year.
- 77% of these visits took place during weekdays and 23% during the weekend. Last year it was 79% and 21% respectively.
- Of the 89% unannounced visits made, ICVs were given access to detainees within the first five minutes of their arrival. Last year it was 85%.
- Overall, feedback from ICVs show that detainees are generally very satisfied with the way in which they are treated and raise few complaints. This overall view was the same as last year.

Delivery against Strategic Activities

- ✓ All concerns arising from visits were raised with Custody Inspectors so that remedial action could be taken quickly. They are documented and written responses are provided on action taken.
- ✓ The Commissioner's Volunteer Manager oversees the scheme and should any complaint not be resolved to her satisfaction then it is escalated to a higher level within the Regional Criminal Justice system.
- ✓ Concerns were expressed by ICVs that they did not know whether requests from detainees, that were agreed with the custody officers at the time of the visit, were being complied with following the visit, e.g. requests for a shower/exercise/change of clothes etc. To alleviate the ICVs concerns, the East Midlands Criminal Justice Service have agreed to cross check a sample of ICV reports each month against custody records to verify that requests agreed at the time of custody visits are complied with.

Animal Welfare Lay Visiting Scheme

- ✓ Animal Welfare Lay Visitors (AWSLVs) are independent volunteers from the local community who make unannounced visits to check on the welfare of animals engaged in Police work.
- ✓ The Nottinghamshire Scheme has 8 AWSLV who visit the Police Kennels once a month, or twice a month during the summer when the weather is hotter, to check on the welfare of any police dogs being kept in the kennels. The volunteers work in co-ordination with the RSPCA basing their visits on 'The Five Freedoms':
 - Freedom from hunger and thirst.

- Freedom from discomfort.
- Freedom from pain, injury and disease.
- Freedom to express normal behaviour.
- Freedom from fear and distress.

Police Dog Pension Scheme

- ✓ When police dogs retire, they remain in many instances with their handler at their family home. Veterinary fees are paid for in respect of working dogs, but financial assistance ends when the dog retires.
- ✓ Some dogs work up to their retirement age but others, who may have been injured on duty or are unable to carry out their duties due to illness, may retire earlier.
- ✓ When a dog approaches retirement either due to ill health or old age, a retirement fund will ensure that medical expenses relating to work-related injuries/illnesses are reimbursed for three years, up to £500 per year, based on an individual veterinary assessment. This policy is reviewed on an annual basis.
- ✓ The Police Dog Retirement Scheme has funded £1,152 for veterinary examination of retiring Police dogs. This relates to medication for one Police dog and funding to pay for a biopsy operation for another Police dog.

Delivery against Performance

- The Animal Welfare Lay Visitors made 16 visits to the kennels in 2016-17, the same as the previous year. One visit each month with extra visits during the summer in hotter weather conditions.
- Last year 100 individual inspections of police dogs were made overall, however, due to a decrease in the number of police dogs, only 76 inspections were made this year.

Delivery against Strategic Activities

- ✓ The Commissioner has been working with the Force for a number of years to upgrade and improve the provision of kennels for operational Police dogs. Finally, on 23rd June 2017 the Commissioner, Chief Constable, and Tracy Walker (the widow of former Police dog handler who was killed in the line of duty in 2003) opened the new Police Dog Kennels now named 'The Ged Walker Kennels'.
- ✓ The work on the £500,000 building project at Police HQ took longer than anticipated and the bad weather hampered progress. Problems with condensation have been overcome by spraying steel sheets with a coating which will absorb moisture to prevent dripping.
- ✓ The new building includes ventilation and heating to prevent mould and light switches have been changed so they can be switched on/off when required and door closures with electric releases have been installed.
- ✓ The Commissioner's Animal Welfare Lay Visitors have been instrumental over the years in highlighting the poor state of the former kennels and they are delighted with the new kennel building.

Mystery Shopping Scheme

- ✓ The Mystery Shopping Scheme was created in 2013. The aim of the scheme is to provide the Commissioner with information about the quality of customer service provided by Nottinghamshire Police so that he can hold the Chief Constable to account.

Delivery against Performance and Progress

- ✓ During 2016-17, Mystery Shoppers have been undertaking extensive training to enable them to pilot an exercise to provide the Commissioner with assurance that Victims of Crime are receiving their entitlements under the Victims Code. The pilot exercise will commence in the spring of 2017. If the pilot is successful the intention is to continue with this exercise indefinitely.
- ✓ Following criticisms from members of the public about their experiences when making 101 calls to Nottinghamshire Police during the summer months of 2016, Mystery Shoppers resumed the '101 Call Listening Exercise' at the beginning of 2017, where they listen to recordings of calls made to the 101 number to evaluate the service provided to members of the public.
- ✓ On completion of this exercise the Mystery Shoppers will report to the Commissioner on their findings of good practice and improvements to practice where required.
- ✓ All findings by the Mystery Shoppers are fed back to the Police and Crime Commissioner and Chief Constable.

Resources

Funding (2016-17)

Central Government funding provides the Commissioner with approximately 70% of the funding required to police Nottinghamshire. The remainder is met from local council tax payers. The amount of Government grant is reducing each year at the same rate at which the council tax grows. This cash neutral position means that savings have to be found to finance the increasing costs that are incurred.

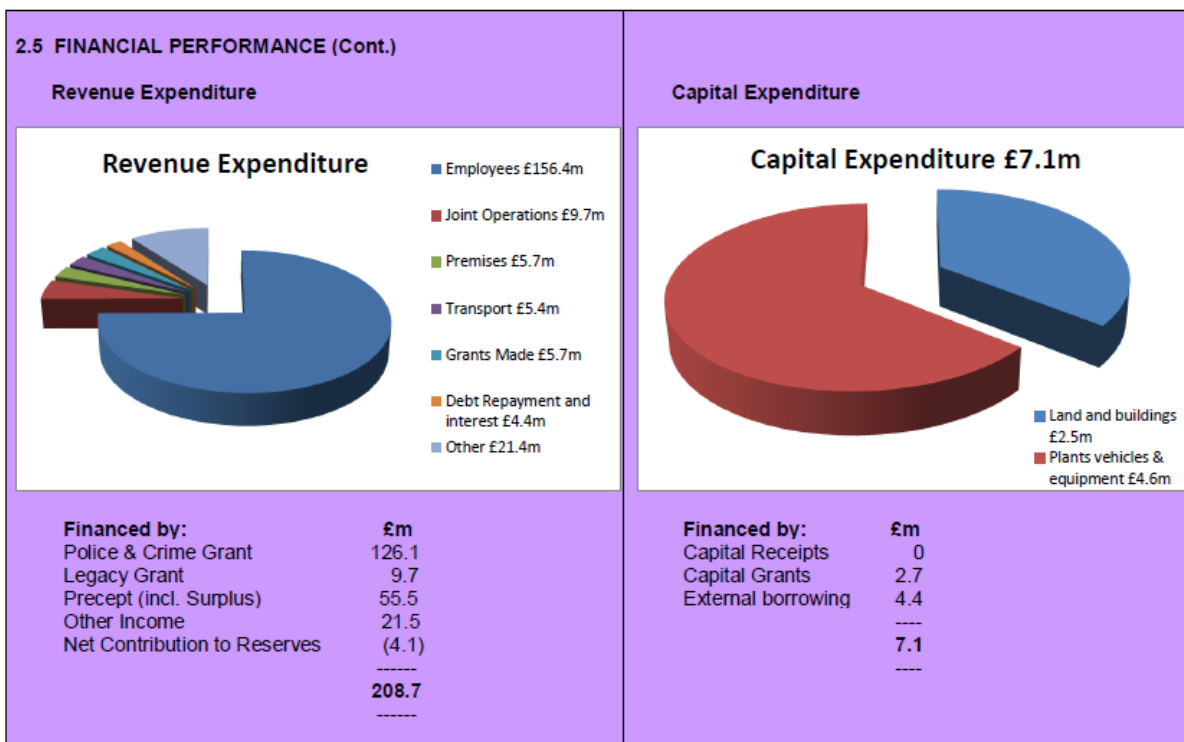
The Nottinghamshire Office of the Police and Crime Commissioner and Group Statement of Accounts 2015-2016 ⁴⁰ details how the Commissioner has utilised the available funding in 2016-17.

This report highlights that improvements in financial administration were made during the year which resulted in expenditure remaining below the 2016-17 budget. This enabled a far greater contribution to future reserves than originally anticipated and provides a healthier balance moving forward which delivers adequate provision for growing costs such as insurance.

The charts and table below⁴¹ detail revenue and capital expenditure for 2016-17 and how this was financed.

⁴⁰ <http://www.nottinghamshire.pcc.police.uk/Document-Library/Our-Money/Annual-Accounts/2015-2016/The-Nottinghamshire-Office-of-the-Police-and-Crime-Commissioner-Group-Statement-of-Accounts-2015-2016-redacted.pdf>

⁴¹ This chart is copied from page 9 of the above report.



The table below⁴² provides a comparison of expenditure in 2016-17 compared to the previous year in respect of the nature of expenditure or income. It can be seen that expenditure for employee related services was significantly less in 2016-17 to the previous year (-£20.8m) as was Other Financing (-£51.8m).

2015-16 £000	Nature of Expenditure or Income	2016-17 £000
199,012	Expenditure on services Employee related	178,188
45,982	Expenditure on services Other	48,449
(22,705)	Income from services	(23,007)
(53,422)	Income from local taxation	(54,888)
(177,570)	Government grants and contributions	(174,426)
7,522	Depreciation, amortisation and impairment	14,571
83,158	Other Financing	31,295
410	Gain or loss on disposal of non-current assets	(1,324)
82,387	Surplus or Deficit for Year	18,858

Staffing Levels

The Chief Constable intends to recruit a total of 200 officers in 2017-18 (to start in September 2017) and has ambitions to recruit a further 158 in 2018-19. The Commissioner hopes to see the number of officers grow in Nottinghamshire to a figure approaching 2,000. However, that will depend upon November's budget and the outcome of discussions on the Police Funding Formula on Government funding.

⁴² This chart is copied from page 48 of the above report.

Since January this year, there have been three Police officer recruitment campaigns attracting 1,561 applicants with 11.34% from BME communities and 3.27% from Eastern European communities and 11.66% from LGBT+ communities. There were 178 applications from members of the BME community of which 67 (37.64%) passed the Competency Based Questionnaire (CBQ) which is slightly less than the overall figure (41%, 640).

Recruitment for PCSOs commenced in February this year and the Force received 131 applications with 17 (12.98%) from our BME communities. The total number of applicants passing CBQ was 60 (45.8%), of whom 8 were BME (47%). The latest PCSO recruitment attracted 210 applications with 21 (10%) from our BME communities.

HMIC Validation and Audit

During 2016-17, HMIC carried out a number of inspections and published a number of reports.⁴³ The Commissioner reviews these reports and ensures that any recommendations are considered and implemented. His written responses to HMIC reports are published on his website.⁴⁴

HMIC inspects a wide range of policing activity throughout the year across three core PEEL pillars (Efficiency, Effectiveness and Legitimacy) and also examines and reports on leadership. HMIC judgements are shown below:



Completed HMIC Inspections:

A summary of HMIC inspections are shown in the table below:

Report	Date of Report	Response
--------	----------------	----------

⁴³ See HMIC Web Site:
<http://www.justiceinspectorates.gov.uk/hmic/?type=publications&force=nottinghamshire&year=2016&s>
<http://www.justiceinspectorates.gov.uk/hmic/?type=publications&force=nottinghamshire&year=2017&s>

⁴⁴ <http://www.nottinghamshire.pcc.police.uk/Public-Information/HMIC-Reports.aspx>

<p><u>PEEL: Police effectiveness 2016 - Nottinghamshire Police</u></p> <p>An effective police force is one which keeps people safe and reduces crime. These are the most important responsibilities for a police force, and the principal measures by which the public judge the performance of their force and policing as a whole.</p>	2nd March 2017	<u>PCC Response</u>
<p><u>PEEL: Police leadership 2016 - Nottinghamshire Police</u></p> <p>Police leadership is crucial in enabling a force to be effective, efficient and legitimate. The inspection is focused on how a force understands, develops and displays leadership through its organisational development and is based on the recent 'Guiding Principles' developed by the National Police Chiefs' Council, the College of Policing and HMIC.</p>	8th December 2016	<u>PCC Response</u>
<p><u>PEEL: Police legitimacy 2016 - Nottinghamshire Police</u></p> <p>Police legitimacy – a concept that is well established in the UK as 'policing by consent' – is crucial in a democratic society. The police have powers to act in ways that would be considered illegal by any other member of the public (for example, by using force or depriving people of their liberty). It is therefore vital that they use these powers fairly, and that they treat people with respect in the course of their duties.</p>	8th December 2016	<u>PCC Response</u>
<p><u>PEEL: Police efficiency 2016 - Nottinghamshire Police</u></p> <p>Forces need to continue to make efficiencies and invest resources wisely in order to maintain a focus on reducing crime and keeping their communities safe. HMIC considers that a police force is efficient if it is making the best use of its resources to provide policing services that meet expectation and follow public priorities, and if it is planning and investing wisely for the future.</p>	3rd November 2016	<u>PCC Response</u>

INTERNAL AUDIT

Internal Audit operates in accordance with Public Sector Internal Audit Standards, which have been developed specifically for the Public Sector by CIPFA. Compliance with the standards is assessed on a cyclical basis. Mazars is appointed as the internal Auditor for the Police and Crime Commissioner.

One of the assurance statements that the Group receives is the annual opinion of the Head of Internal Audit (Senior Manager – Mazars) in respect of the financial control framework. The Annual Report in respect of work completed in 2016-17 is published on the Commissioner's web site.⁴⁵ The Head of Internal Audit's Opinion for the Commissioner and Chief Constable is:

⁴⁵ <http://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Meetings/Audit-and-Scrutiny-Panel/6th-June-2017/Item-05-Internal-Audit-Annual-Assurance-Report-2016-17-Appendix-1.pdf>

“Our overall opinion is that generally adequate and effective risk management, control and governance processes were in place to manage the achievement of the organisation’s objectives. We have, however, identified weaknesses in respect of financial controls that require addressing”.

“Whilst no specific audit of Governance was carried out during 2016/17, we have carried out a number audits where governance arrangements were a key aspect. Through our delivery of the internal audit plan and attendance at Joint Audit & Scrutiny Panel (JASP) meetings, we are satisfied that the governance framework for the Office of the Police and Crime Commissioner for Nottinghamshire and Nottinghamshire Police has been effective for the year ended 31st March 2017”.

EXTERNAL AUDIT

The External Auditor, KPMG issued an unqualified value for money conclusion for 2015-16. This means that they are satisfied that the Group had proper arrangements for securing financial resilience and for challenging how it secures economy, efficiency effectiveness.⁴⁶

KPMG’s work plan for 2016-17 can be downloaded from the Commissioner’s web site.⁴⁷

⁴⁶ <http://www.nottinghamshire.pcc.police.uk/Document-Library/Our-Money/Annual-Accounts/2015-2016/The-Nottinghamshire-Office-of-the-Police-and-Crime-Commissioner-Group-Statement-of-Accounts-2015-2016-redacted.pdf>

⁴⁷ <http://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Meetings/Audit-and-Scrutiny-Panel/9th-March-2017/Item-09-External-Audit-Plan-2016-17-Appendix-A.pdf>

APPENDIX A - CRIME REDUCTION PERFORMANCE (2016-17)

Force, City and County

Force	2016/17	2015/16	Volume Change	Percentage Change	City	2016/17	2015/16	Volume Change	Percentage Change	County	2016/17	2015/16	Volume Change	Percentage Change
All Crime	82,213	72,288	9,925	13.7%	All Crime	33,578	29,770	3,808	12.8%	All Crime	47,521	41,626	5,895	14.2%
Victim-Based Crime	72,742	65,147	7,595	11.7%	Victim-Based Crime	29,079	26,264	2,815	10.7%	Victim-Based Crime	42,685	38,056	4,629	12.2%
Violence Against the Person	22,287	17,823	4,464	25.0%	Violence Against the Person	9,009	7,227	1,782	24.7%	Violence Against the Person	12,940	10,389	2,551	24.6%
Homicide	11	11	0	0.0%	Homicide	5	5	0	0.0%	Homicide	5	6	-1	-16.7%
Violence with injury	10,849	10,162	687	6.8%	Violence with injury	4,484	4,235	249	5.9%	Violence with injury	6,222	5,817	405	7.0%
Violence without injury	11,427	7,650	3,777	49.4%	Violence without injury	4,520	2,987	1,533	51.3%	Violence without injury	6,713	4,566	2,147	47.0%
Sexual Offences	2,604	2,087	517	24.8%	Sexual Offences	1,003	854	149	17.4%	Sexual Offences	1,486	1,187	299	25.2%
Rape	909	800	109	13.6%	Rape	377	373	4	1.1%	Rape	484	412	72	17.5%
Other sexual offences	1,695	1,287	408	31.7%	Other sexual offences	626	481	145	30.1%	Other sexual offences	1,002	775	227	29.3%
Robbery	885	908	-23	-2.5%	Robbery	569	593	-24	-4.0%	Robbery	308	306	2	0.7%
Robbery of business property	109	84	25	29.8%	Robbery of business property	55	46	9	19.6%	Robbery of business property	50	38	12	31.6%
Robbery of personal property	776	824	-48	-5.8%	Robbery of personal property	514	547	-33	-6.0%	Robbery of personal property	258	268	-10	-3.7%
Burglary	7,947	7,831	116	1.5%	Burglary	2,464	2,692	-228	-8.5%	Burglary	5,391	5,041	350	6.9%
Burglary dwelling	3,666	3,301	365	11.1%	Burglary dwelling	1,434	1,526	-92	-6.0%	Burglary dwelling	2,203	1,751	452	25.8%
Burglary non dwelling	4,281	4,530	-249	-5.5%	Burglary non dwelling	1,030	1,166	-136	-11.7%	Burglary non dwelling	3,188	3,290	-102	-3.1%
Vehicle Offences	7,038	6,946	92	1.3%	Vehicle Offences	2,403	2,145	258	12.0%	Vehicle Offences	4,544	4,714	-170	-3.6%
Theft of motor vehicle	1,584	1,389	195	14.0%	Theft of motor vehicle	659	544	115	21.1%	Theft of motor vehicle	896	828	68	8.2%
Theft from motor vehicle	4,616	4,633	-17	-0.4%	Theft from motor vehicle	1,498	1,328	170	12.8%	Theft from motor vehicle	3,063	3,247	-184	-5.7%
Vehicle interference	838	924	-86	-9.3%	Vehicle interference	246	273	-27	-9.9%	Vehicle interference	585	639	-54	-8.5%
Theft	21,159	18,896	2,263	12.0%	Theft	9,583	8,690	893	10.3%	Theft	11,333	9,940	1,393	14.0%
Theft from person	933	1,088	-155	-14.2%	Theft from person	629	755	-126	-16.7%	Theft from person	296	324	-28	-8.6%
Bicycle theft	1,755	1,928	-173	-9.0%	Bicycle theft	934	1,007	-73	-7.2%	Bicycle theft	793	884	-91	-10.3%
Shoplifting	8,561	7,672	889	11.6%	Shoplifting	3,853	3,471	382	11.0%	Shoplifting	4,646	4,113	533	13.0%
Other Theft	9,910	8,208	1,702	20.7%	Other Theft	4,167	3,457	710	20.5%	Other Theft	5,598	4,619	979	21.2%
Criminal Damage & Arson	10,822	10,656	166	1.6%	Criminal Damage & Arson	4,048	4,063	-15	-0.4%	Criminal Damage & Arson	6,683	6,479	204	3.1%
Criminal damage	10,374	10,218	156	1.5%	Criminal damage	3,898	3,897	1	0.0%	Criminal damage	6,390	6,211	179	2.9%
Arson	448	438	10	2.3%	Arson	150	166	-16	-9.6%	Arson	293	268	25	9.3%
Other crimes against society	9,471	7,141	2,330	32.6%	Other crimes against society	4,499	3,506	993	28.3%	Other crimes against society	4,836	3,570	1,266	35.5%
Trafficking in Controlled drugs	693	714	-21	-2.9%	Trafficking in Controlled drugs	367	385	-18	-4.7%	Trafficking in Controlled drugs	306	322	-16	-5.0%
Possession of drugs	2,144	2,298	-154	-6.7%	Possession of drugs	1,143	1,172	-29	-2.5%	Possession of drugs	979	1,107	-128	-11.6%
Drug Offences	2,837	3,012	-175	-5.8%	Drug Offences	1,510	1,557	-47	-3.0%	Drug Offences	1,285	1,429	-144	-10.1%
Possession of Weapons	783	722	61	8.4%	Possession of Weapons	410	372	38	10.2%	Possession of Weapons	368	346	22	6.4%
Public order offences	4,356	2,261	2,095	92.7%	Public order offences	1,912	1,052	860	81.7%	Public order offences	2,389	1,183	1,206	101.9%
Miscellaneous crimes against society	1,495	1,146	349	30.5%	Miscellaneous crimes against society	667	525	142	27.0%	Miscellaneous crimes against society	794	612	182	29.7%
Hate Crime	1,319	1,004	315	31.4%	Hate Crime	693	512	181	35.4%	Hate Crime	606	478	128	26.8%
ASB	34,442	36,848	-2,406	-6.5%	ASB	16,141	17,983	-1,842	-10.2%	ASB	18,301	18,865	-564	-3.0%

APPENDIX B – CRIME REDUCTION PERFORMANCE BY CSP AREA (2016-17)

Community Safety Partnership Areas

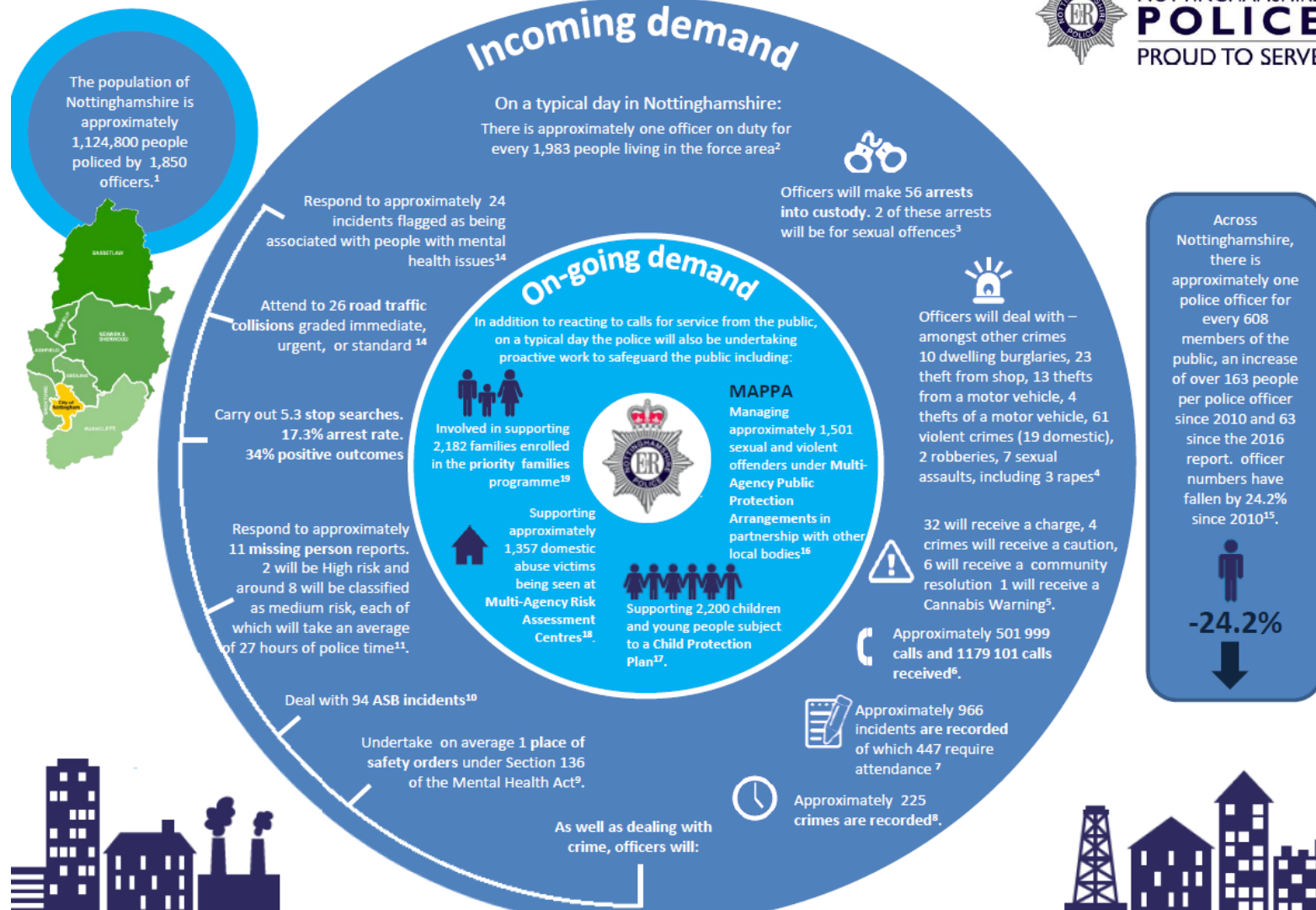
Mansfield & Ashfield	2016/17	2015/16	Volume Change	Percentage Change	Bassetlaw, Newark & Sherwood	2016/17	2015/16	Volume Change	Percentage Change	Broxtowe, Gedling & Rushcliffe	2016/17	2015/16	Volume Change	Percentage Change
All Crime	17,491	15,235	2,256	14.8%	All Crime	15,295	13,656	1,639	12.0%	All Crime	14,735	12,735	2,000	15.7%
Victim-Based Crime	15,568	13,753	1,815	13.2%	Victim-Based Crime	13,762	12,551	1,211	9.6%	Victim-Based Crime	13,355	11,752	1,603	13.6%
Violence Against the Person	5,148	4,233	915	21.6%	Violence Against the Person	4,058	3,156	902	28.6%	Violence Against the Person	3,734	3,000	734	24.5%
Homicide	1	2	-1	-50.0%	Homicide	3	3	0	0.0%	Homicide	1	1	0	0.0%
Violence with injury	2,435	2,342	93	4.0%	Violence with injury	2,022	1,847	175	9.5%	Violence with injury	1,765	1,628	137	8.4%
Violence without injury	2,712	1,889	823	43.6%	Violence without injury	2,033	1,306	727	55.7%	Violence without injury	1,968	1,371	597	43.5%
Sexual Offences	586	455	131	28.8%	Sexual Offences	446	359	87	24.2%	Sexual Offences	454	373	81	21.7%
Rape	199	159	40	25.2%	Rape	143	126	17	13.5%	Rape	142	127	15	11.8%
Other sexual offences	387	296	91	30.7%	Other sexual offences	303	233	70	30.0%	Other sexual offences	312	246	66	26.8%
Robbery	109	115	-6	-5.2%	Robbery	72	71	1	1.4%	Robbery	127	120	7	5.8%
Robbery of business property	7	13	-6	-46.2%	Robbery of business property	6	9	-3	-33.3%	Robbery of business property	37	16	21	131.3%
Robbery of personal property	102	102	0	0.0%	Robbery of personal property	66	62	4	6.5%	Robbery of personal property	90	104	-14	-13.5%
Burglary	1,813	1,457	356	24.4%	Burglary	1,760	1,868	-108	-5.8%	Burglary	1,818	1,716	102	5.9%
Burglary dwelling	637	477	160	33.5%	Burglary dwelling	658	536	122	22.8%	Burglary dwelling	908	738	170	23.0%
Burglary non dwelling	1,176	980	196	20.0%	Burglary non dwelling	1,102	1,332	-230	-17.3%	Burglary non dwelling	910	978	-68	-7.0%
Vehicle Offences	1,614	1,561	53	3.4%	Vehicle Offences	1,556	1,729	-173	-10.0%	Vehicle Offences	1,374	1,424	-50	-3.5%
Theft of motor vehicle	339	234	105	44.9%	Theft of motor vehicle	288	351	-63	-17.9%	Theft of motor vehicle	269	243	26	10.7%
Theft from motor vehicle	1,049	1,106	-57	-5.2%	Theft from motor vehicle	1,066	1,132	-66	-5.8%	Theft from motor vehicle	948	1,009	-61	-6.0%
Vehicle interference	226	221	5	2.3%	Vehicle interference	202	246	-44	-17.9%	Vehicle interference	157	172	-15	-8.7%
Theft	3,765	3,465	300	8.7%	Theft	3,815	3,265	550	16.8%	Theft	3,753	3,210	543	16.9%
Theft from person	137	141	-4	-2.8%	Theft from person	71	87	-16	-18.4%	Theft from person	88	96	-8	-8.3%
Bicycle theft	206	202	4	2.0%	Bicycle theft	281	322	-41	-12.7%	Bicycle theft	306	360	-54	-15.0%
Shoplifting	1,546	1,467	79	5.4%	Shoplifting	1,545	1,331	214	16.1%	Shoplifting	1,555	1,315	240	18.3%
Other Theft	1,876	1,655	221	13.4%	Other Theft	1,918	1,525	393	25.8%	Other Theft	1,804	1,439	365	25.4%
Criminal Damage & Arson	2,533	2,467	66	2.7%	Criminal Damage & Arson	2,055	2,103	-48	-2.3%	Criminal Damage & Arson	2,095	1,909	186	9.7%
Criminal damage	2,421	2,389	32	1.3%	Criminal damage	1,944	1,989	-45	-2.3%	Criminal damage	2,025	1,833	192	10.5%
Arson	112	78	34	43.6%	Arson	111	114	-3	-2.6%	Arson	70	76	-6	-7.9%
Other crimes against society	1,923	1,482	441	29.8%	Other crimes against society	1,533	1,105	428	38.7%	Other crimes against society	1,380	983	397	40.4%
Trafficking in Controlled drugs	149	140	9	6.4%	Trafficking in Controlled drugs	60	67	-7	-10.4%	Trafficking in Controlled drugs	97	115	-18	-15.7%
Possession of drugs	423	500	-77	-15.4%	Possession of drugs	282	302	-20	-6.6%	Possession of drugs	274	305	-31	-10.2%
Drug Offences	572	640	-68	-10.6%	Drug Offences	342	369	-27	-7.3%	Drug Offences	371	420	-49	-11.7%
Possession of Weapons	140	143	-3	-2.1%	Possession of Weapons	98	105	-7	-6.7%	Possession of Weapons	130	98	32	32.7%
Public order offences	922	465	457	98.3%	Public order offences	802	399	403	101.0%	Public order offences	665	319	346	108.5%
Miscellaneous crimes against society	289	234	55	23.5%	Miscellaneous crimes against society	291	232	59	25.4%	Miscellaneous crimes against society	214	146	68	46.6%
Hate Crime	231	185	46	24.9%	Hate Crime	170	117	53	45.3%	Hate Crime	205	176	29	16.5%
ASB	6,955	7,164	-209	-2.9%	ASB	5,655	6,019	-364	-6.0%	ASB	5,691	5,682	9	0.2%

APPENDIX C – DEMAND FOR SERVICE

STATEMENTS ABOUT DEMAND ON POLICING

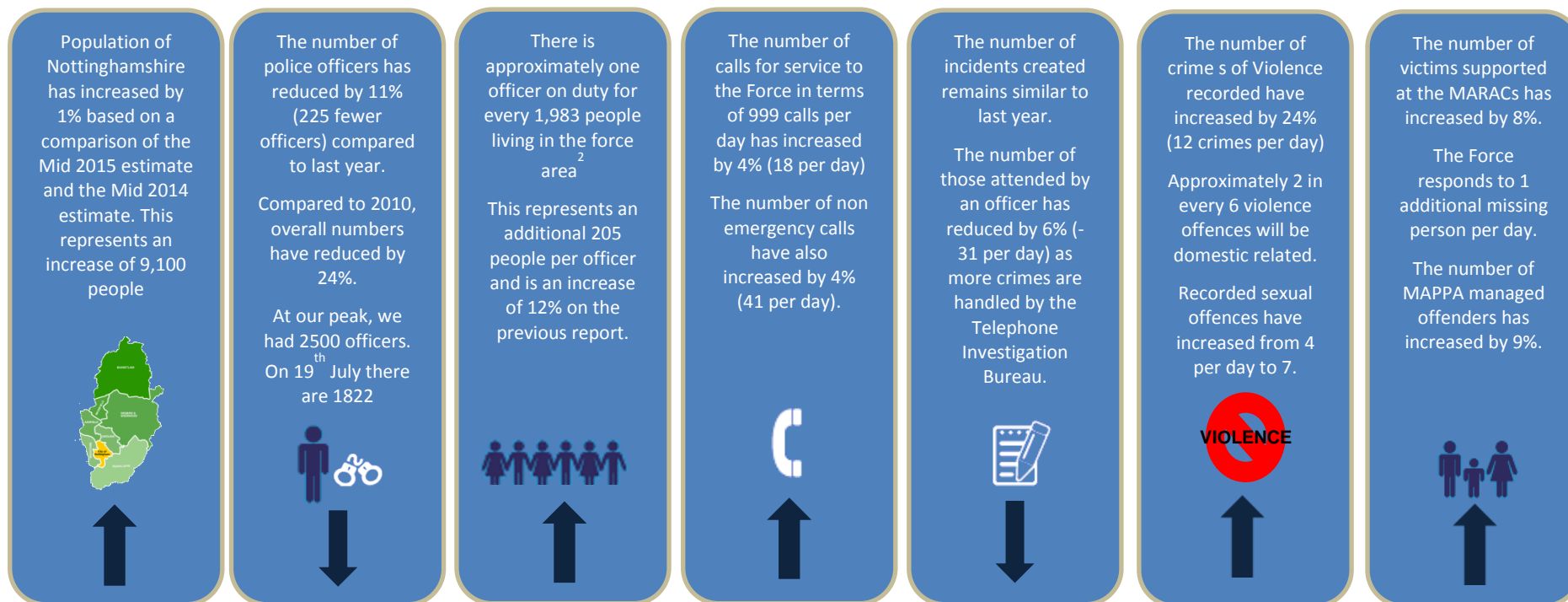


NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE





Changes in Demand: Comparison – 2016/17 year compared to 2015/16 year



Comparison – Nottinghamshire compared to ‘a typical force’*

**Source: College of Policing – Estimating demand on the Police service (2015). Please be aware that data does not reflect the same time period as shown for Nottinghamshire*

