



Nottinghamshire Police and Crime Plan 2021 – 2025

Consultation Draft
November 2021

The Nottinghamshire Police and Crime Plan

I have great pleasure in introducing my first Police and Crime Plan for Nottinghamshire - a plan which sets a clear direction for policing, victim services and crime reduction over the next four years. This plan has been informed by evidence of the issues that are impacting upon or are likely to impact upon Nottinghamshire during my term in office – having reviewed local and national threat assessments, feedback from professionals and practitioners and of course, listening carefully to the views and concerns of residents and victims.

I am confident that this plan reflects those issues and concerns. It is an ambitious plan that is unapologetically tough on crime and has the needs of victims and communities at its heart. It is my vision that by the end of my term in office there will be fewer victims, greater trust and confidence in the police and a stronger and more resilient network of services supporting victims to cope and recover from harm. My plan centres on three simple objectives:-

- **Preventing crime and protecting people from harm**
- **Responding efficiently and effectively to community needs**
- **Supporting victims, survivors and communities**

In meeting these objectives, my plan commits to a priority focus on the issues that we know are causing the greatest harm and concern to our communities – particularly serious violence, domestic and sexual abuse and neighbourhood priorities such as anti-social behaviour, speeding and rural crime.

But to deliver this plan, I need your help, so please contact me to find out how you can get involved. Whoever you are and wherever you live in Nottinghamshire, this is your plan.

Let us work together to Make Notts Safe.

**Caroline Henry,
Nottinghamshire PCC**



My commitment to you

I want to work with you to **Make Nottinghamshire Safe**. My plan sets out my priorities and objectives for 2021-25 against which a range of police and partnership activity will be undertaken:-



I will develop and invest in prevention and early intervention initiatives that deal with the causes rather than consequences of crime and ASB.

I will work to ensure that we have the resources to respond when needed and have the right people, skills and equipment to make Notts Safe.

I will continue to improve services for victims of crime and support and empower communities to help make Nottinghamshire safe.

Priority 1: Preventing crime and protecting people from harm

Prevention and early intervention is my number one priority. We know that by dealing with the causes rather than consequences of crime, we can save lives, save money and help break the cycle of offending in our communities.

I want to work with partner agencies to strengthen prevention opportunities at every level – reducing the risk of crime in communities and online, supporting targeted work with ‘at risk’ groups and working with offenders to address the factors that drive people to reoffend. I will prioritise preventive activity and interventions that impact upon the following areas in particular:-

- **Neighbourhood crimes**, such as targeting burglary, vehicle crime, robbery and rural crime hotspots
- **Serious violence and knife crime**
- **Violence against women and girls**
- Other high harm offences such as **modern slavery, exploitation** and **fraud** affecting vulnerable victims

I am committed to the following objectives in this area:-

- **Working in partnership make our streets, towns and city safer**
- **Investing in diversionary activities to steer vulnerable young people from crime and harm**
- **Promoting education and awareness raising activity to help change attitudes and behaviours**
- **Improving partnership approaches to reducing reoffending**

Priority 1: Preventing crime and protecting people from harm

In working with partner agencies to make our streets, towns and city safer, I will:-

- ✓ Maximise **Safer Streets funding** opportunities for locality-based crime prevention initiatives that help to 'design out' crime in the built environment, create a greater deterrence to offending and make it harder for criminals to target vulnerable people and places
- ✓ Launch a dedicated **£100,000 crime prevention fund** for initiatives to increase neighbourhood safety and feelings of safety in vulnerable and hotspot locations across Nottinghamshire
- ✓ Invest £400,000 from the Late Night Levy to support partnership prevention activity in the city's night time economy, sustain 'Operation Guardian' and bolster initiatives to **increase safety and feelings of safety among women and girls**

In working to steer vulnerable young people away from crime and harm, I will:-

- ✓ Commission a range of interventions, including education, diversion, mentoring, outreach and therapeutic support to help children and young people to **reduce their risk of being impacted by serious violence** – and ensure greater consistency and quality standards to the provision of youth work across Nottinghamshire
- ✓ Work with partners to promote contextual safeguarding and trauma-informed practice across Nottinghamshire to better understand the contextual **factors that lead to victimisation and offending** as part of a public health approach
- ✓ Invest over £1,500,000 in custody based **diversion for young people** and further enhance the suite of out of court disposal options available in Nottinghamshire to tackle the underlying causes of early onset offending

Priority 1: Preventing crime and protecting people from harm

In promoting education and awareness raising activity to change attitudes and behaviours and prevent crime, I will:-

- ✓ Work with partners to ensure all primary schools are offered **specialist healthy relationship programmes** and that secondary school age young people at risk of harm and harming have access to healthy relationship programmes
- ✓ Better **protect residents and businesses from fraud** by working with local, regional and national partners to promote practical crime prevention tools and materials and work with the police and partners to ensure a clear and consistent approach to victim support
- ✓ Improve opportunities to report and **identify escalating risks in relation to hate crime and anti-social behaviour** and increase awareness of the interventions and referral pathways available

In improving partnership approaches to reducing reoffending, I will:-

- ✓ Strengthen oversight of partnership activity to reduce reoffending, investing in **effective integrated offender management** activity and working with the National Probation Service to explore opportunities for joint commissioning and community payback
- ✓ Invest over £2.6 million into **local drug treatment services** for offenders across Nottinghamshire and increase police and partner referrals into drug treatment services through 'test on arrest' and other innovative approaches
- ✓ Improve **vulnerability identification** and management of multiple and complex needs within the criminal justice system, particularly in responding to mental health related needs as part of a trauma informed approach.

Priority 2: Responding efficiently and effectively to local needs

Our residents want high quality neighbourhood policing and services that are visible, accessible and effective in responding to local needs. I want to ensure that we have the right people, skills and resources to make this possible.

I will continue to grow our resources and capabilities across Nottinghamshire, investing in technology and techniques that enable us to be more visible, more effective and more timely at providing consistent and joined up feedback on actions taken – including policing the ‘digital beat’ and responding to less visible issues of high harm affecting Nottinghamshire. My priorities include:-

- **Call handling and response**
- Issues of community concern such as **road safety, anti-social behaviour** and **rural crime**
- **Serious and organised criminality** and other high harm offending such as modern slavery and exploitation
- Ensuring our **neighbourhood policing** offer increases confidence and feelings of safety

I am committed to the following objectives in this area:-

- **Enabling officers to be visible, accessible and responsive in our neighbourhoods**
- **Improving our capacity, capability and effectiveness in policing the digital beat**
- **Improving our understanding and response to issues of greatest community concern**
- **Creating a hostile environment for serious and organised crime and other high harm offending**

Priority 2: Responding efficiently and effectively to local needs

In enabling officers to be visible, accessible and responsive in our neighbourhoods, I will:-

- ✓ Ensure that Nottinghamshire Police maintains strong performance in terms of **call handling and initial response team** times and improve the transparency of our reporting in this area
- ✓ Work with central government to ensure that Nottinghamshire receives its **fair share of funding** for crime and policing and continue to invest in visible neighbourhood policing and the work of the Operation Reacher teams
- ✓ Further develop our local communication and engagement strategies to improve the quality of **engagement with local communities** and ensure that our frontline officers and staff are visible, accessible and responsive in your area

In improving our capacity, capability and effectiveness in policing the digital beat, I will:-

- ✓ Continue to pursue opportunities to extend our digital reach particularly in responding to **crimes committed or facilitated online**
- ✓ Support the further expansion of the force's **digital media investigation team** to enable better outcomes for victims of online crime
- ✓ Increase the capacity of **digital policing teams** to recover evidence and actionable intelligence in the response to serious and organised crime, rape and serious sexual offences and child sexual abuse and exploitation

Priority 2: Responding efficiently and effectively to local needs

In Improving our understanding and response to issues of greatest community concern, I will:-

- ✓ Pursue opportunities to expand Nottinghamshire's road policing team to help **ensure our roads are safe** and that we stop criminal use of the road network
- ✓ Establish an **Anti-social Behaviour Taskforce** to help increase public confidence in the response to ASB, increase levels of reporting, improve the consistency and co-ordination of our response and make the best use of our collective tools and powers
- ✓ Hold regular '**Meet the Commissioner**' sessions across Nottinghamshire to gather views on residents' crime and community safety concerns and feedback on partner agency responses

In creating a hostile environment for serious and organised crime and other high harm offending, I will:-

- ✓ Support partnership efforts to **disrupt, dismantle and destroy Organised Crime Groups** operating within and impacting upon Nottinghamshire – particularly through the development of local organised crime partnership response plans and strategies
- ✓ Continue to invest in the force's **Serious and Organised Crime Units** and support work in partnership with the Regional Organised Crime Unit to relentlessly disrupt county lines drugs trafficking, criminal use and supply of firearms, economic and cybercrime and modern slavery - increasing the level criminal assets recovered through proactive enforcement activity
- ✓ Expanding the use of **Automatic Number Plate Recognition (ANPR)** technology across the county to make the roads more hostile for criminals and improve our response to county lines drugs trafficking

Tackling Rural Crime in Nottinghamshire

I know that rural crime is a huge issue affecting some of our most vulnerable and isolated communities – and one that so often goes overlooked. As part of my plan I am taking steps to ‘level up’ our response to rural crime – with a view to improving criminal justice outcomes, public confidence and satisfaction, community intelligence and our understanding of the impact these offences have on local residents

As part of my plan, I will:-

- ✓ Develop a process to improve our **engagement** with rural communities and work to support and strengthen local partnerships. This will include convening an annual rural crime summit to identify emerging issues and review our progress
- ✓ Improve our processes for **recording and reporting** on specific rural crimes , such as farm machinery theft, fuel theft, fly tipping, poaching, livestock offences and equine crime – and for recording and reporting on crimes and ASB affecting rural communities more generally
- ✓ Improve our **awareness and understanding** of the impact of rural crime and explore options to provide an enhanced response to those most adversely affected by rural crime, including serious and organised criminality
- ✓ Improve **trust and confidence** to report victimisation and the perception that action will be taken by working with partners to provide visible and high profile rural crime interventions and providing £80,000 for additional resources and equipment to bolster our rural crime offer



Priority 3: Supporting victims, survivors and communities

*I am passionate about our work to protect, support and empower victims and survivors in Nottinghamshire.
We are working well to support and safeguard victims, but I know that we can do better.*

I want to ensure that we have a strong, resilient and reachable network of support services that are among the best in the country at helping victims and survivors to cope with and recover from the impact of crime. I am committed to further strengthening victim support services and improving opportunities for victims to shape the services, with a priority focus on:-

- Working with partners to effectively deliver a whole system approach to tackling **Violence against Women and Girls**
- Survivors of **modern slavery and exploitation** – such as criminal, labour and sexual exploitation, domestic servitude and trafficking
- **Safeguarding vulnerable, repeat and enhanced victims of crime** as defined by the Victims' Code of Practice
- Improving our **Victim CARE service** and establish a new Restorative Nottinghamshire service to help victims recover from harm.

I am committed to the following objectives in this area:-

- **Further improving our service offer for victims of crime and anti-social behaviour**
- **Improving outcomes for victims and witnesses and their experience of the criminal justice system**
- **Exposing hidden harms and safeguarding vulnerable people**
- **Supporting and enabling communities to help themselves**

Priority 3: Supporting victims, survivors and communities

In further improving our service offer for victims of crime and anti-social behaviour, I will:-

- ✓ Develop and implement formal quality assurance arrangements for all victim support services, increase scrutiny of compliance in with the Code of Practice for Victims of Crime, support the increased use of victim personal statements and improve the reach, accessibility and take up of the **Victim CARE service**
- ✓ Continue to co-commission **high quality domestic and sexual abuse support services** and enhance and invest in facilities at the adult and paediatric sexual assault referral centres to meet new forensic standards and improve victims' and survivors' experiences
- ✓ Work with partners to improve local support services for victims of **modern slavery and exploitation**, particularly in providing safe spaces for potential victims of modern slavery prior to entering the National Referral Mechanism

In improving outcomes for victims and witnesses and their experience of the criminal justice system, I will:-

- ✓ Improve oversight and accountability of local criminal justice by establishing Nottinghamshire's own **Local Criminal Justice Assurance Board** to track and drive improvements in areas such as file quality, investigation timeliness and the courts backlog
- ✓ Work with criminal justice partners to establish and fund a new '**Restorative Nottinghamshire**' service to repair harm and explore opportunities to enhance Community Payback and unpaid work schemes across the force area
- ✓ Support the **increased use of police-led prosecutions** and work with the police and partners to improve the quality and availability of evidence at first hearing – such as **CCTV and body worn video footage**

Priority 3: Supporting victims, survivors and communities

In exposing hidden harms and safeguarding vulnerable people, I will:-

- ✓ Work with partner agencies to **raise awareness of hidden harm** in Nottinghamshire and help the public and professionals to spot the signs of abuse and exploitation and understand how to report or respond to concerns
- ✓ Work with partners to support and if necessary fund 'trusted communicators' within communities to provide advice, information and outreach to those that may be affected by issues such as **domestic abuse, exploitation, FGM and honour based abuse**
- ✓ Support continued investment in mental health triage, public protection teams, the modern slavery and county lines team, and roll out of the **Slavery and Exploitation Risk Assessment Conferencing (SERAC)** model across Nottinghamshire
- ✓ Support **improvements to the partnership infrastructure** for sharing information, identifying escalating risk and managing cases involving vulnerability and hidden harm. This will include work to ensure greater clarity of reporting and referral pathways

In supporting and enabling communities to help themselves, I will:-

- ✓ Establish an annual £250,000 Make Notts Safe Fund for **community led third sector organisations** to take action to address the community safety issues they face
- ✓ Increase involvement in volunteering, police cadets and the Special Constabulary and provide funding to support the development and maintenance of community groups that help to support the delivery of my Police and Crime Plan, such as **Community Speedwatch, Neighbourhood Watch and Farm Watch**

Partnerships and Collaboration

I am committed to working with communities and partner agencies at every level to deliver the ambitions of this plan and I will continue to co-commission support services with local authorities and health agencies and, in line with my statutory duty, keep opportunities for collaboration under review. At a local level, I am committed to working across a range of partnership structures with the shared goal of 'making Nottinghamshire Safe'.

I will:-

- ✓ Review community safety partnership arrangements across Nottinghamshire with a focus on strengthening place based provision in the areas of greatest identified need
- ✓ Work with community groups and representatives to ensure that the lesser heard voices are captured and used to shape the development of policy, practice and services
- ✓ Work with partners to improve information sharing where needed, particularly in protecting vulnerable people from harm and delivering the priorities of my plan
- ✓ Support partners in complying with their statutory duties which contribute towards the delivery of my plan – particularly in relation to **domestic abuse** and **serious violence**
- ✓ Explore further opportunities for blue light collaboration with fire and ambulance services where this would drive greater efficiency and effectiveness
- ✓ Prepare and best position Nottinghamshire for implementing recommendations from the second stage of the Home Office PCC review.



The Strategic Policing Requirement

The Home Secretary has identified a number of national priorities for policing against which forces must ensure that they collectively have the appropriate capabilities to respond. These priorities have been identified via the National Security Risk Assessment as threats that either affect multiple police forces or may require action from multiple forces as part of a national response.

The priority threats outlined in the Strategic Policing Requirement (SPR) are; **terrorism, civil emergencies, serious and organised crime, public order, a national cyber security incident and Child Sexual Abuse**. As part of my plan, and in line with my statutory duty, I am committed to ensuring that Nottinghamshire Police and the East Midlands Specialist Operations Unit maintains the capacity and capability to support an appropriate response to these national threats. I will:-

- ✓ Review the police response and contribution to the SPR on an annual basis and work with regional colleagues to ensure that common policing capabilities can be deployed flexibly across all of our forces
- ✓ Work with regional PCCs to oversee the work of the East Midlands Counter Terrorism Intelligence Unit and support the ambitions of the national Prevent programme
- ✓ Work with partner agencies to tackle and disrupt serious and organised crime and create a hostile environment for those causing greatest harm to communities
- ✓ Hold the Chief Constable to account for the force's leadership of and contribution to Local Resilience Forum arrangements in planning for and coordinating the multi-agency response to civil contingencies
- ✓ Provide strategic oversight and scrutiny of the police response to public order, particularly in view of any changes in police powers brought about by the Police, Crime, Sentencing and Courts Bill
- ✓ Prioritise the identification and response to Child Sexual Exploitation as outlined throughout my plan. I am committed to safeguarding and promoting the welfare of children in the delivery of this plan



Our Equality Objectives

In my role as Police and Crime Commissioner, promoting equal opportunities and community cohesion between diverse communities is not just a statutory duty under the Equality Act 2010, but something that is extremely important to me. Throughout my term in office, I will be working to:-

- Eliminate harassment, victimisation and unlawful discrimination
- Advance equality of opportunity between people who share a protected characteristic and those who do not, and
- Foster good relations between people who share a protected characteristic and those that do not

In fulfilling these duties, I have set specific equality objectives for my term in office to:-

- ✓ **Proportionality:** Ensure that policing powers are used proportionately, that our policing, crime and victim services are accessible to all and that crimes that disproportionately affect and particular protected groups are dealt with proactively. I will support communities in openly and transparently scrutinising disproportionality in areas of policing such as complaints and use of force
- ✓ **Engagement:** Regularly and meaningfully engage with local and diverse communities to ensure that we are focusing on their needs and reflecting their concerns and experiences. I will to work to increase public confidence in the police by continuing to engage with all communities - listening and responding to their needs and concerns
- ✓ **Organisational culture:** Creating a workplace that is recognised both locally and nationally as an organisation people choose to work for, with a reputation for treating people fairly, respectfully and without discrimination
- ✓ **Representation:** Increasing the extent to which the police workforce is representative of the communities it serves and ensuring all staff have the opportunity to progress and develop.

Progress will be reported via our Performance and Insight report and annual Equality Monitoring Report.



Our Resources

I have a statutory duty to ensure that Nottinghamshire Police secures value for money in the delivery of policing services and I am working hard to ensure that we make best use of the resources we have available. In making the best use of resources, I am committed to driving ongoing efficiency with a view to investing as much as we can into the front line and getting best value from the grants we award and the services we commission.

I will:-

- ✓ Continue to lobby central government to implement the police funding formula review in full and continue to explore opportunities to secure funding and Special Grants
- ✓ Ensure that any key decisions in relating to the closure or relocation of police stations and custody facilities are clearly communicated and informed by stakeholder consultation
- ✓ Review our own grant funding formula to ensure that our resources are distributed fairly and equitably across Nottinghamshire on the basis of where they are needed most.
- ✓ Support changes in policy and practice that help to reduce our carbon footprint and enable our buildings, fleet and workforce to become more energy efficient





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