NOTTINGHAMSHIRE POLICE AND CRIME PANEL

Monday, 23 September 2019 at 14:00
County Hall, West Bridgford, Nottingham, NG2 7QP

There will be a pre-meeting for Panel Members only in Committee Room B at 1.15 pm

AGENDA

Notes

(a) Members of the public are welcome to attend to observe meetings of the Police and Crime Panel. Please note that there is no opportunity for the public to speak at these meetings.

(b) Declarations of Interests – Persons making a declaration of interest should have regard to their own Council's Code of Conduct and the Panel's Procedural Rules.

Members or Officers requiring clarification on whether to make a declaration of interest are invited to contact Keith Ford (Tel. 0115 977 2590) or a colleague in Democratic Services at Nottinghamshire County Council prior to the meeting.

(c) Members of the public wishing to inspect 'Background Papers' referred to in the reports on the agenda or Schedule 12A of the Local Government Act should contact: -

Customer Services Centre 0300 500 80 80

(d) Membership: -

Christine Goldstraw – Independent Co-optee– Chair
Councillor David Ellis – Gedling Borough Council – Vice-Chair

Executive Mayor Andy Abrahams – Mansfield District Council
Councillor Leslie Ayoola – Nottingham City Council
Councillor Scott Carlton – Newark & Sherwood Borough Council
Councillor Lesley Dalby – Independent Co-optee
Councillor Tony Eaton – Bassetlaw District Council
Suma Harding – Independent Co-optee
Councillor Rob Inglis – Rushcliffe Borough Council
Councillor Richard MacRae – Broxtowe Borough Council
Councillor Francis Purdue-Horan – Nottinghamshire County Council
Councillor Bob Vaughan-Newton – Independent Co-optee
Councillor Linda Woodings – Nottingham City Council
Councillor Jason Zadrozny – Ashfield District Council

NOTTINGHAMSHIRE POLICE AND CRIME PANEL   **1**

MINUTES OF THE MEETING HELD ON MONDAY 3 JUNE 2019 AT 2.00pm AT COUNTY HALL

MEMBERS PRESENT
(**A** denotes absent)

Christine Goldstraw OBE – Independent Member (re-elected as Chairman at this meeting)
Councillor David Ellis – Gedling Borough Council (elected as Vice Chairman at this meeting)

Executive Mayor Andy Abrahams – Mansfield District Council
Councillor Leslie Ayoola – Nottingham City Council
Councillor Scott Carlton – Newark and Sherwood District Council
Councillor Neil Clarke MBE (substitute for Councillor Francis Purdue-Horan) – Nottinghamshire County Council
Lesley Dalby – Independent Member
Councillor Tony Eaton – Bassetlaw District Council **– A**
Councillor Michael Edwards (substitute for Councillor Linda Woodings) – Nottingham City Council
Councillor Kevin Greaves (substitute for Councillor Tony Eaton) – Bassetlaw District Council
Suma Harding – Independent Member
Councillor Rob Inglis – Rushcliffe Borough Council
Councillor Francis Purdue-Horan - Nottinghamshire County Council **- A**
Bob Vaughan-Newton – Independent Member
Linda Woodings – Nottingham City Council **- A**
Councillor Jason Zadrozny – Ashfield District Council

OTHER COUNCILLORS PRESENT

Councillor Daniel Williamson – Ashfield District Council
Councillor Muriel Weisz – Nottinghamshire County Council

OFFICERS PRESENT

Keith Ford – Team Manager, Democratic Services	}	Nottinghamshire County Council
	}	(Host Authority)
Pete Barker - Democratic Services Officer	}	

OTHERS PRESENT

Paddy Tipping - Police and Crime Commissioner (PCC)
Craig Guildford – Chief Constable, Notts Police
Kevin Dennis - Chief Executive, Office of PCC
Mark Kimberley - Chief Finance Officer, Notts Police

1. **ELECTION OF CHAIRMAN**

   RESOLVED 2019/010

   That Christine Goldstraw OBE be appointed Chairman of the Panel for the 2019/20 municipal year.

2. **ELECTION OF VICE-CHAIRMAN**

   RESOLVED 2019/011

   That Councillor David Ellis be appointed Vice-Chairman of the Panel for the 2019/20 municipal year.

3. **MINUTES OF LAST MEETING HELD ON 1 APRIL 2019**

   The minutes of the meeting held on 1 April 2019, having been previously circulated, were agreed as a true and correct record, and were confirmed and signed by the Chair of the meeting.

4. **APOLOGIES FOR ABSENCE**

   Apologies were received from Councillor Woodings, Councillor Purdue-Horan and Councillor Eaton.

5. **DECLARATIONS OF INTEREST**

   No declarations of interest were made.

6. **REVIEW OF MEMBERSHIP - BALANCED APPOINTMENT OBJECTIVE**

   Keith Ford introduced the report and informed the Panel that Councillor Rob Inglis (Rushcliffe Borough Council) and Councillor Scott Carlton (Newark and Sherwood District Council) had been confirmed as members of the Panel since the papers for the meeting had been circulated.

   Mr Ford also confirmed the following new members of the Panel: Executive Mayor, Andy Abrahams (Mansfield District Council), Councillor Lesley Ayoola (Nottingham City Council) and Lesley Dalby (Independent Member and informed the Panel that Councillor Daniel Williamson (Ashfield District Council) and Councillor Muriel Weisz (Nottinghamshire County Council) were in attendance to observe proceedings.

   Mr Ford informed the Panel that the nomination from Broxtowe Borough Council was outstanding pending a by-election and that a further report would be brought to the September meeting of the Panel when the position regarding the political balance of the Panel should be clearer.

   RESOLVED 2019/012

   1) **That the revised membership of the Panel be noted.**

   2) **That a further report be submitted to the next meeting of the Panel, detailing any actions required to best achieve political balance (subject to Secretary of State approval as required).**

7. **WORK PROGRAMME**

The Chair introduced the report and drew members' attention to paragraph 6 which referred to the proposed awareness raising session. The Chair emphasised the importance of new members attending the session and stated that named substitutes should also be invited, though space may be a consideration depending on the numbers attending. Mr Ford informed the Panel that Frontline Consulting might also be involved in the session.

Mr Ford spoke of the forthcoming Annual Conference for Police and Crime Panels to be held at the Warwick Conference Centre in November and the LGA Police and Crime Panels Workshop to be held in London in July. Mr Ford informed the Panel that both events had proved useful to those who had attended in the past and that finance was available to cover the costs of those who wished to attend the events this year.

In response to issues raised by Members, it was confirmed that an update report on Black and Ethnic Minority Recruitment would be brought to the September meeting of the Panel.

RESOLVED 2019/013

1) **That the work programme be updated in line with Members' suggestions as appropriate, including the report on Black and Ethnic Minority Recruitment to be brought to the September meeting of the Panel.**

2) **That the proposal to arrange an Awareness Raising Session for all Panel Members in September 2019 be agreed and relevant input be sought from the Office of the Police and Crime Commissioner, the Force and Frontline Consulting as appropriate.**

3) **That any Members wishing to attend the national Police and Crime Panel Conference on 19 November 2019 contact Peter Barker or Keith Ford.**

4) **That any members wishing to attend the Local Government Association Workshop on 11 July 2019 contact Peter Barker or Keith Ford.**

8. **POLICE AND CRIME COMMISSIONER'S UPDATE REPORT – TO MARCH 2019**

The Police and Crime Commissioner introduced the update report and highlighted the following key issues: -

- The Commissioner informed the Panel that the HMICFRS report had now been published, rating the force as 'good' whereas previously the rating had been 'requires improvement'. The Commissioner congratulated the Chief Constable on the result but acknowledged there were still areas for improvement.

- In terms of the budget, the Commissioner stated that the final outturn position was an overspend of £854k, which equated to 1% of the total budget. The Commissioner informed the Panel that he was focussing hard on this year's budget though this was difficult as this was the last year of the spending review. The Commissioner informed the Panel that because of the uncertainty around Brexit that he did not expect that there would be another review and that the budget would just roll over from the previous year. The Commissioner

reminded the Panel that even though the budget had increased in monetary terms, efficiency savings of £3m per annum were still required.

- The Commissioner informed members that the Force Management Statement had been submitted and reminded the Panel that it had seen a redacted copy of last year's Statement previously and that members would be sent a similar copy of this year's Statement.

- Concerning the problem of knife crime, the Commissioner stated that this area was still a cause for concern with the problem worsening in Nottinghamshire. The Commissioner informed the Panel that there had been dialogue between himself and the Home Office about how to tackle the situation and that £60m of 'surge' funding was now available nationally, though this was down from the original allocation of £100m. The Commissioner stated that £1.5m of surge funding had been received by the Force and that two further sums are anticipated. The Commissioner spoke of 'Violence Interrupters' which are based on a Chicago model and which have been deployed successfully in the Victoria Centre/Clumber St area.

- The Commissioner informed the Panel that the abandoned call rate for the '101' service had fallen by 6.8% in 2018-19. The Commissioner stated that the Government had just announced a review of charges for the service with the possibility of charges being abolished next year. The Commissioner reminded the Panel that when the service was introduced initially, the plan was for the service to be a gateway to all services, not just to the Police as at present, and that this would now be revisited in the near future.

- In terms of the drug problem, the Commissioner informed the Panel that arrests had increased by 20% which reflects the greater number of officers being deployed on the streets.

- The Commissioner informed the Panel of two awards recently made to the OPCC – the Investing in Volunteers (iiV) Accreditation, the UK's quality standard for all organisations which involve volunteers in their work, and the CoPaCC (Comparing Police & Crime Commissioners) Transparency Quality Mark for demonstrating compliance with current statutory transparency requirements.

In response to issues raised by Members, the following points were clarified: -

- The Commissioner confirmed that the £60m 'surge' funding to combat knife crime was a one-off contribution and stated that the issue needed to be included in the next spending review and that the problem could not be solved solely through arresting people.

- The Panel congratulated Alan Marwood, a special constable for 49 years who has been awarded a Lifetime Achievement Award. The Commissioner confirmed that Mr Marwood is held in high esteem by colleagues and asked the Chief Constable to pass on his congratulations.

- The Commissioner spoke about the '101' service and informed the Panel that historically there had been a high turnover of staff in the control room but that now there was an over-provision of staffing of 105%, consultants had assisted in changing shift patterns, new technology had been installed and the public were being encouraged to contact the Force on-line. The Commissioner informed members that from the autumn the '101' service would become part of a national scheme and also that there was an aspiration for the Fire

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service to move into Sherwood Lodge in the future and for a new control room to be provided then.

- The Chief Constable informed the Panel that 36 successful applicants for police officers had come from staff and that this did have a knock-on effect on services provided but that the Force now had the capacity to answer more phone calls at peak times. The Chief Constable informed members that front desk staff, the number of which is high compared to other forces, had all been trained to the same standard as those in the control room and at peak times calls can be diverted to the front desk. In terms of '999' calls, the Chief Constable stated that the figures for the Nottinghamshire force were good and though it is difficult to compare different forces' performances, feedback received indicates that the performance of the Nottinghamshire force has improved.

- In terms of response times in the Ashfield area, the Commissioner stated that the service was bedding in and asked the Chief Constable to contact Councillor Zadrozny directly to discuss the issue.

- The Chief Constable informed the Panel that Operation Relentless, designed to tackle a wide variety of issues in the city centre, including anti-social behaviour and drug use / dealing, had been successful through targeting individuals and where the increased number of stop and searches had resulted in a corresponding increase in the number of individuals arrested for drug possession.

- The Commissioner informed the Panel that his office was one of the few that conducted surveys quarterly, consulting 1,000 residents each time about their experience of crime rather than focussing on specific reported incidents. The Commissioner reminded the Panel of the National Crime Survey which was undertaken annually and which showed that the number of crimes reported is increasing.

- The Commissioner clarified that the reference in Appendix A of the report to the contract for the Driver Awareness Courses should read 'call down agreement' rather than 'call off agreement.'

- The Commissioner informed the Panel that discussions over the future of the West Bridgford Police Station were ongoing but that no decisions had yet been made.

- The Commissioner accepted that there were variances in the financial forecasts and confirmed that he held regular discussions on the subject. Mark Kimberley informed the Panel that the shared back office arrangement (MFSS – Multi Force Shared Services) was not working well at the moment with costs being higher than if the service had been kept in house, moreover the Force had been recruiting at a faster rate than had been allowed for in the budget. Mr Kimberley also confirmed that variances were looked at regularly and informed the Panel that consideration would be given to how financial figures are reported.

- The Commissioner informed the Panel that he had visited the Queen's Buildings in Worksop in April and confirmed that the reception is open. The Commissioner informed members that in terms of confidentiality there were other rooms accessible from the reception area but that they were not always available and undertook to look into the matter.

- The Commissioner agreed to circulate the figures for stop and search to members when they became available and informed the Panel that while the number of stop and searches carried out in Nottinghamshire was one of the lowest in the country, the positive outcomes were double that of other Forces.

- The Commissioner informed the Panel that Nottinghamshire was strong in the area of Taxi Licensing compared to some other authorities, and that work had been undertaken with partners which aimed to establish a county-wide policy and ultimately a national policy.

- The Commissioner referred to 'County Lines' and informed the Panel that this was not a new phenomenon, just a new name, and related to the Panel how vulnerable people could be recruited locally but moved around and gave the example of someone who was recruited in Nottingham being found working in Cornwall. The Commissioner spoke of the need for a joined-up approach to solve the problem.

- In response to a query about knife crime, the Commissioner stated that there was not a lot of research into why young people carried knives, that 50% of knife attacks occurred in domestic violence situations and confirmed that research would be shared with Panel members when it became available. The Chief Constable informed the Panel that an explanation of why 25% of knife victims did not co-operate with the Police could be that quite often victims did not want to proceed against their partner and also that individuals involved are known to each other criminally.

- The Commissioner stated that he would ask the local inspector to work with Councillor Edwards to find a solution to the problem of the usage of the public phone box in the Bridgeway Centre in the Meadows. The Chief Constable confirmed that further discussions about the way forward would take place.

- Following two recent fires in Nottingham car parks caused by vehicles' electrical problems and the slow responses once the alarm had been raised, the Commissioner stated that he would ask Inspector Donna Lawton to liaise with City colleagues to look into the issue.

- The Commissioner informed the Panel that the £900k figure for policing the fracking protests in Nottinghamshire was less than any other force in the country had spent in similar circumstances and that the Force's approach had allowed businesses to operate at the same time as allowing people their right to protest.

- Concerning the Force's approach to carbon emissions, the Commissioner stated that the Force has worked with Greenpeace and that the new boiler at Sherwood Lodge was of the wood chip type and that heat source pumps were being considered for the new builds at Sherwood Lodge and Bulwell. The Commissioner also informed the Panel that much discussion had taken place regarding electric cars and also that from next year all vehicles would be supplied under one contract which would reduce costs not just financially but environmentally too.

- Invited to comment on the levels of hidden harm, the Commissioner stated that the actual numbers involved are very low and that the Force was one of the few with a dedicated unit. The Chief Constable referred to the fact that hotels had been in the news recently and informed the Panel that the Force was working with reception staff on the problem. The Chief Constable stated that although the number of victims was low the resulting harm was high.

RESOLVED 2019/014

That the contents of the report and the response to issues raised by Members be noted.

9. **POLICE AND CRIME PANEL – STRATEGIC PRIORITY 3 – TACKLING CRIME AND ANTI-SOCIAL BEHAVIOUR**

The Commissioner stated that he was happy to take questions regarding the report and in response to issues raised by Members, the following points were clarified: -

- The Commissioner shared with the Panel the importance of the '101' service as the 'eyes and ears' of the Force and confirmed that motorcycles were a problem in both rural and urban areas. The Commissioner informed members that the Force did have a dedicated team, but that pursuit was a challenge. The Chief Constable agreed that pursuit was a problem and informed the Panel that though it is possible to pursue a person on a motorbike, if that person is not wearing a helmet then the risk of harm is increased for that person and a pursuit would also increase the risk of harm for the officer involved and the general public. The Chief Constable informed the Panel that if the person was known to the Force then the option of pursuit was not always taken. The Chief Constable informed the Panel that the Force's approach was to seize the motorbikes involved and publicly crush them.

- The Panel thanked the Commissioner and Chief Constable for the Force's presence at the County Show which was well received and confirmed that the Force's work in combatting rural crime was appreciated.

- The Commissioner spoke about rural crime and informed the Panel that in relation to this the Force had purchased a quad bike, that drones would be deployed in rural areas, that the Force employed dedicated rural special constables and that the Force intended to purchase more camera vans. The Chief Constable informed the Panel that the deployment of Automatic Number Plate Recognition (ANPR) equipment at rural entry points had been bolstered recently and had led to substantial results. The Chief Constable confirmed that the Force continues to spend on technology in rural areas.

- The Commissioner acknowledged the Panel's concerns regarding the latest PEEL report and informed members that senior officers were looking at the neighbourhood policing offer and that as the City had slightly changed its boundaries, work was ongoing to match these up again with the Force's. The Commissioner spoke of the spending review and informed the Panel that he was heavily involved and stated the importance of convincing the Home Office of the effectiveness of taking a longer view of prevention through such initiatives as

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early intervention. The Chief Constable referred to the PEEL report and informed the Panel that although the findings were good overall there were still areas for improvement. The Chief Constable stated that one of those areas identified was neighbourhood policing though this was possibly because of the HMICFRS' definition. The Chief Constable informed the Panel that the Force had recruited 40 more officers, 33 of whom were deployed in neighbourhood policing and 7 in robbery. The Chief Constable informed the Panel that there was a need to invest in the robbery team and that the aim was to reduce the incidence of robbery similar to that which had been achieved with burglary.

RESOLVED 2019/015

That the contents of the report be noted.

The meeting closed at 3.35pm

CHAIRMAN

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NOTTINGHAMSHIRE POLICE AND CRIME PANEL
23 SEPTEMBER 2019

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REVIEW OF MEMBERSHIP – BALANCED APPOINTMENT OBJECTIVE - UPDATE

Purpose of the Report

1. To consider the Panel's membership and any changes required to meet the balanced appointment objective as required by legislation.

Information and Advice

2. The Panel needs to review its membership at its Annual Meeting in June (or following elections which may have affected the Panel's political balance). The Panel agreed at its meeting on 3 June 2019 to receive a further update report following the results of two by-elections, for Broxtowe Borough Council and Mansfield District Council, which were still due to be held at that point.

Elected Members and Proportional Representation

3. The Police and Social Responsibility Act 2011 stipulates that Police and Crime Panels must: -
   a. represent all parts of the relevant area;
   b. be as politically balanced as possible; and
   c. have a membership that has the necessary skills, knowledge and experience.

4. The various Council appointments can now be confirmed as follows: -

Council	Name of Member	Political Party
Ashfield District Council	Cllr Jason Zadrozny (named substitute – Cllr Daniel Williamson, Ashfield Independents)	Ashfield Independents
Bassetlaw District Council	Cllr Tony Eaton (named substitute - Cllr Kevin Greaves, Labour)	Labour
Broxtowe Borough Council	Cllr Richard MacRae	Independent Councillor
Gedling Borough Council	Councillor David Ellis	Labour
Mansfield District Council	Executive Mayor Andy Abrahams	Labour
Newark & Sherwood District Council	Councillor Scott Carlton	Conservative
Nottingham City Council	Cllr Linda Woodings Cllr Leslie Ayoola (named substitute – Cllr Michael Edwards, Labour)	Labour Labour
Nottinghamshire County Council	Cllr Francis Purdue Horan	Conservative
Rushcliffe Borough Council	Cllr Rob Inglis	Conservative

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5. Each constituent Council of the Panel is able to appoint whichever Councillor is deemed by that Council to be its most appropriate representative. Having received nominations, the host authority is required to action those and to also highlight if any further actions are required that could better achieve political balance across the Panel's geographical area.

6. No political party has overall control at Broxtowe Borough Council and the Council has nominated an Independent Councillor to sit on the Panel. There are 409 seats in total across the various Councils in the Panel's area, 22 of which are taken by Independent, non-aligned Councillors. This number, which is larger than the seats of any other political parties that are not currently represented on the Panel, is sufficient to qualify for a seat on the Panel.

7. In light of this, it can be deemed that the Panel is politically balanced with 10 Councillor Members and it is recommended that no further actions are required at this stage. The Home Office will be subsequently informed of the current position and membership as part of the grant process.

Other Options Considered

8. None – the Panel is required to consider the balanced appointment objective on an annual basis.

Reason/s for Recommendation/s

9. To enable the Panel to consider the balanced appointment objective as required by legislation.

RECOMMENDATIONS

1) That the Panel notes the current membership.

2) That the Home Office be informed of the revised membership of the Panel as appropriate.

Background Papers and Published Documents

1) Police Reform and Social Responsibility Act 2011 (published)
2) Nottinghamshire Police and Crime Panel's Panel Arrangements (published)
3) Political balance calculations
4) Report to Police and Crime Panel meeting of 19 October 2012 and minutes of that meeting (published)
5) Reports to Police and Crime Panel of 4 June 2018 and 8 October 2018 and minutes of those meetings (published).
6) Report to Police and Crime Panel of 3 June 2019 and minutes of that meeting (published).

For any enquiries about this report please contact:
Keith Ford, Team Manager, Democratic Services, Nottinghamshire County Council
Tel: 0115 9772590   E-mail: keith.ford@nottscc.gov.uk

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

23 SEPTEMBER 2019

WORK PROGRAMME

Purpose of the Report

1. To give Members an opportunity to consider the work programme for the Panel and suggest further topics for inclusion **(see Appendix A).**

Information and Advice

2. The work programme is intended to assist with the Panel's agenda management and forward planning. The draft programme will be updated and reviewed regularly in conjunction with the Chairman and Vice-Chairman of the Panel and is subject to detailed discussion with the Chief Executive of the Office of the Police and Crime Commissioner (OPCC).

3. The work programme is updated to include specific focus on each of the Strategic Priority Themes included in the Police and Crime Plan at each meeting of the Panel.

4. The schedule for future meetings has been updated in line with the revised Strategic Themes within the new Police and Crime Plan 2018-21.

5. Discussions take place with the Chair and Vice-Chair and the OPCC to schedule future agenda items as appropriate. Suggestions about future agenda items are welcome from Members and the PCC at any time.

Awareness Raising Sessions for new and existing Panel Members

6. Further to the decisions made at the last Panel meeting, discussions have taken place with the Office of the Police and Crime Commissioner, the Chief Constable's office, the Panel's Chair and Vice-Chair and Frontline Consulting about the plans to hold an Awareness Raising Session for all Panel Members.

7. Following those discussions it has been agreed to hold an initial session for Panel Members only on the morning of 23rd September (facilitated by Frontline Consulting). The consultants will also observe the Panel in action at the public meeting on 23 September 2019, with a view to feeding back any learning points to the subsequent session.

8. This will be followed by a further session at Force Headquarters on 9th October. This session will include input from the Chief Constable and the Police and Crime Commissioner and site visits which will offer Members an opportunity to observe elements of the Force's activities in action. Part of the session will include a discussion about how performance data can be best presented to the Panel, including exploration of best practice nationally. This session will also include feedback from Frontline on the initial session and subsequent Panel meeting held on 23rd September. Suggestions from Members about specific topics to cover at the 9th October event are welcomed.

Frontline Consulting Annual Conference

9. The eighth Annual Conference for Police and Crime Panels (and Police, Fire and Crime Panels) takes place on Tuesday 19th November 2019 – 9.30am to 4.30pm - at Scarman House, Warwick Conference Centre. Places are still available at this event and any interested Members are asked to contact Peter Barker or Keith Ford.

10. The Panel is entitled to one free place as part of its subscription to the Regional Network and other places can be funded via the Members' Expenses budget.

Local Government Association (LGA) PCP Workshop

11. The latest LGA Police and Crime Panels Workshop took place on 11th July 2019 in London. This event was attended by two of the Panel's Independent Co-optees, Suma Harding and Lesley Dalby, and they have provided feedback in writing to the other Panel Members.

National Association of Police, Fire and Crime Panels (NAPFCP)

12. The Panel previously agreed that the then Vice-Chair Councillor Debbie Mason should represent the Panel on this new national body. This appointment was not taken up by the Association at that time due to issues of political balance.

13. Following further discussions, fresh nominations have been sought and Suma Harding has expressed an interest in representing the Panel going forward. If agreed, Suma will provide feedback from NAPFCP meetings to the Panel.

14. The Panel's first annual subscription payment of £500 towards membership of the Association has recently been actioned.

Other Options Considered

15. All Members of the Panel are able to suggest items for possible inclusion in the work programme.

16. The Panel could choose to make a different appointment to the NAPFCP.

Reasons for Recommendation/s

17. To enable the work programme to be developed further.

18. To enable the Panel to be appropriately represented on national bodies and for Members to share best practice through relevant conferences and events.

RECOMMENDATIONS

1) That the work programme be updated in line with Members' suggestions as appropriate.

2) That any Members wishing to attend the national Police and Crime Panel Conference on 19 November 2019 contact Peter Barker or Keith Ford.

3) That Suma Harding be nominated as the Panel's representative on the NAPFCP and feedback be provided to future meetings of the Panel as appropriate.

Background Papers and Published Documents

Minutes of the previous meeting of the Panel (published).

For any enquiries about this report please contact:-

Keith Ford, Team Manager, Democratic Services, Nottinghamshire County Council
keith.ford@nottscc.gov.uk   Tel: 0115 977 2590

APPENDIX A
Nottinghamshire Police and Crime Panel

Work Programme (as at 23 August 2019)

Agenda Item	Brief Summary
25th November 2019	
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, details of decisions taken and overview of Force Performance.	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes.	Panel to focus on Priority Theme 4 – Transforming Services and Delivering Quality Policing
27th January 2020 (Budget Workshop)	
with the Police & Crime Commissioner	
3rd February 2020 (Budget Workshop)	
with NCC's Section 151 Officer	
6th February 2020	
Proposed Precept and Budget 2019/20	To consider the Commissioner's proposed Council Tax precept.
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, details of decisions taken and overview of Force Performance).	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes.	Panel to focus on new Priority Theme 1 – Protecting People from Harm.
30th March 2020	
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, details of decisions taken and overview of Force Performance).	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes.	Panel to focus on new Priority Theme 2 - Helping and Supporting Victims

Agenda Item	Brief Summary
1st June 2020 (Annual Meeting)	
Appointment of Chairman and Vice-Chairman	To appoint the Chairman and Vice-Chairman of the Panel for the 2018/19 year.
Review of Balanced Appointment Objective.	The Panel will review its membership to see whether any actions are required in order to meet the requirements for:- • the membership to represent all parts of the police force area and be politically balanced; and • members to have the skills, knowledge and experience necessary.
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, details of decisions taken and overview of Force Performance).	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes.	Panel to focus on Priority Theme 3 - Tackling Crime and Anti-Social Behaviour

For Consideration	
Public/Non-Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	23rd September 2019
Report of:	Paddy Tipping Police Commissioner
Report Author:	Kevin Dennis
E-mail:	kevin.dennis@nottinghamshire.pnn.police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	6

POLICE AND CRIME PLAN (2018-19) – ANNUAL REPORT

1. PURPOSE OF THE REPORT

1.1 The purpose of this report is to provide the Police and Crime Panel with the Commissioner's Annual Report in respect of his Police and Crime Plan for 2018-19. **Appendix A** contains the full report.

1.2 The report identifies the end of year performance against targets and a summary of the range of activities that have been implemented during 2018-19.

2. RECOMMENDATIONS

2.1 That the Panel discuss and note the progress made.

2.2 That the Panel scrutinises performance against the strategic priority themes and activities set out in the Police and Crime Plan.

3. REASONS FOR RECOMMENDATIONS

3.1 The Police Reform and Social Responsibility (PR&SR) Act 2011 places a statutory duty on the Commissioner to produce an Annual Report on the exercise of his functions in each financial year, and the progress which has been made in meeting the police and crime objectives in the Commissioner's Police and Crime Plan.

3.2 As soon as practicable after producing the Annual Report, the Commissioner must send the report to the Panel. The Commissioner must attend before the Panel at the public meeting arranged by the Panel to present the report to the Panel and answer the Panel's questions on the report.

3.3 The Commissioner must give the Panel a response to any report or recommendations on the Annual Report and publish any such response.

3.4 This report fulfils in part these statutory obligations.

4. Summary of Key Points

4.1 The Annual Report details progress in respect of the Commissioner's performance against his Police and Crime Plan targets/objectives and a summary of the various activities undertaken by Police, Partners and the community to make Nottinghamshire a safer place to live, visit and work.

5. Financial Implications and Budget Provision

5.1 None - this is an information report. Some financial information is contained within the Annual Report **(Appendix A).**

6. Human Resources Implications

6.1 None - this is an information report.

7. Equality Implications

7.1 None

8. Risk Management

8.1 Risks to performance are identified in other reports.

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

9.1 This report provides Members with the Commissioner's Annual Report on progress in respect of the Police and Crime Plan for 2018-21.

10. Changes in Legislation or other Legal Considerations

10.1 None which affects the content of this report.

11. Details of outcome of consultation

11.1 The Chief Constable has been consulted on this report.

12. Appendices

A. The Commissioner's Annual Report (2018-19)

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

- Police and Crime Plan 2018-2021 (published)

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Nottinghamshire Police and Crime Commissioner

Annual Report 2018-19 v007

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Foreword

This is my seventh annual report as Nottinghamshire's Police and Crime Commissioner (PCC) and I am proud to update you on the work we've been doing to reduce crime, protect the public and support victims../

Importantly, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) has once again assessed the Force as "Good" in two of the three major inspection areas.

We have continued to provide exceptional value for money for the public, delivering policing at a cost of just 46 pence per day to local taxpayers (2p less than last year) – the national average is 51 pence - even though the number of 999 emergency calls increased by over 6000.

Some of our key successes include:

- ✓ Residents' perception of risk of crime has continued to fall from its peak in March 2018 (15%) to its lowest value in December 2018 (12%) since May 2017
- ✓ 53.5% of those surveyed during the year have confidence in their local Police and 46.9% believe our police officers do a good job
- ✓ Homicides are down 46.7% (7 less than last year)
- ✓ Burglary is down 5.2% and Theft of Vehicle down 5.3%
- ✓ Other Theft is down 10.9%

Antisocial behaviour continues to fall, down 3.7% in line with public perception of ASB which is at an all-time low of 2.9% down from 10% in December 2017.

Stop and Searches have increased by 47.4% leading to an increase in Possession of Weapons Offences by 14.4%.

You will see in this report that more vulnerable people have been protected and supported and that enforcement activity has increased to target those individuals who do most harm to our communities.

During the year, over 13,000 victims were supported by my commissioned victim support services and 97% of victims receiving an enhanced service through Victim Care were satisfied.

I have continued to support our local communities and provided significant funding to partners and voluntary groups within those communities so we can tackle crimes together.

In September last year I launched a joint partnership strategy to tackle knife crime and have allocated substantial funds to tackle a range of interventions.

I also provided the Chief Constable with additional funding (raised through our local taxes) to fund two dedicated burglary teams and you will see for yourself the good results achieved.

A dedicated knife crime team was also set up and has been working hard to target those who habitually carry weapons to ensure that these weapons are off our streets.

I am particularly impressed with the work undertaken through Operation Reacher in Bestwood which is now a much safer place to live, visit or work. This model will be rolled out to other high crime areas together with the extensive use of gang orders.

We have also tackled rural crime with the help of a hardworking specialist rural crime team with five parish special constables. They have had some excellent results.

I am pleased that we have once again been successful in being selected for the second round of the Home Office's Local Alcohol Area Action Plan (LAAA2) in 2018.

The Chief Constable and I have been busy exploring ways in which we can save money to enable more police officers to be recruited to better protect our communities and I have been working hard with national colleagues lobbying central government for increased funding.

We have also increased the diversity of the workforce. During the year, the Force recruited 110 Police officers of which 13 were from BME communities, 11.8% of our new officers. In addition, the Force recruited 82 Police Cadets (aged 12 to 18 years) and 13.4% of these (11) were from BME backgrounds. Forty-seven Police Constable Degree Apprentices (PCDAs) were appointed, of which 21.3% (10) were from BME communities.

A wide range of co-locations with local authorities, blue light and other partners have now been established. Recent this includes joint projects with Bassetlaw District Council at Worksop, Mansfield District Council, Eastwood Town Council, Nottinghamshire Fire and Rescue Service at Carlton and East Leake, East Midlands Ambulance Service at Carlton and an extension to the successful co-locations with Gedling Borough Council at Arnold and Ashfield District Council at Kirkby.

Both the Chief Constable and I remain committed to a strong neighbourhood policing presence and to partnership working with the public, private and third sectors to solve problems and deliver meaningful change in our communities.

I'm truly grateful that over the last year our incredibly hard-working police officers, PCSOs, staff, special constables, volunteers and partners have continued to give their very best to make Nottingham and Nottinghamshire safer. We're privileged to have their support and will very much depend on it as we embark on another year.

Paddy Tipping
Nottinghamshire Police and Crime PCC

Introduction

The PCC is required by law to produce an annual report and to share it with the Police and Crime Panel for review.

This report covers the financial year from April 2018 to March 2019 and details a range of performance outcomes and of activities undertaken by the PCC, Nottinghamshire Police and partners during the year to make Nottingham and Nottinghamshire safer.

The PCC has been working hard to put into action a range of strategic activities in support of his plan.

The Police and Crime Plan draws strongly on the experiences of the public, and victims of crime shared during an extensive engagement and consultation programme. The plan aims to put their views and their interests at the heart of policing and sets out the main priorities for action over the next year, reflecting

FORCE AREA	834 square miles	
POPULATION	1.14m people	⬆ 8% local 10 yr change
WORKFORCE	73% frontline	
	2.7 per 1000 population	
	⬇ 29% change in local workforce since 2010	
VICTIM-BASED CRIMES	0.07 per person	national level
	⬆ Local 5 year trend	⬆ National 5 year trend
COST	46p per person per day local	51p per person per day national

what the public has told us needs to happen to increase their feelings of safety and reduce their fear of crime.

During 2018-19, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) carried out a number of inspections and published a number of reports assessing Nottinghamshire Police 'Good' in two of the three areas inspected i.e. Effectiveness and Legitimacy with Efficiency Requires Improvement.

The info graphic (left) produced by HMICFRS provides a useful summary of how the Force compares nationally.

HMICFRS estimate the Force population to be 1.14m which is higher than last year (1.12m) and an 8% increase over 10 years.

The inspectorate deemed the Force Good overall, despite having 29% fewer workforce resources than 2010 and 8% more people to serve.

The level of crime is 3% higher than the national average but it costs each local tax payer only 46 pence per day which is less than the national average of 51 pence and is less than last year (48 pence).

Consultation and Engagement

Throughout the year the PCC has been out and about throughout the City and the County meeting and listening to members of the public, victims of crime and other important stakeholders such as elected members. He has undertaken walkabouts, attended and been represented at various summer carnivals and festivals (where surveys were undertaken and analysed) and held numerous one-to-one meetings.

The list (right) illustrates examples of the range of consultation over the last year.

Communication
- 5 issues of 'The Beat' newsletter & 3 'rural round-ups' published, distributed to over 500 and cascaded to key contacts
- Wrote 20 newspaper columns and issued 290+ press releases
- Tweets and Facebook posts received over 355,400 views
- Website received around 58,700 unique views

Public Consultation and Engagement
- Police and Crime Survey captured views of around 4,400 residents
- Further 1,240 residents consulted though engagement events including Newark Show, Nottingham Pride, Nottingham Carnival
- Engaged over 200 individuals from partner agencies

Public Contact
- Dealt with 95 police professional standards complaints
- Responded to 38 Freedom of Information Requests
- Dealt with around 450 letters and emails to the public
- Attended community meetings in areas including Sutton, Southwell, Hodstock, Ladybrook, Tichfield Park and Ravenshead

Conferences and Stakeholder Events
- Led numerous conferences and stakeholder events including Public Services to 2025, Knife Crime Conference and Strategy Launch, and Tackling Domestic Abuse in Faith Communities
- Supported events including the Home Office Regional Serious Violence Conference and Nottinghamshire Youth Commission

Public and Stakeholder Meetings
- Held 5 Strategic Resources and Performance meetings, 4 public Audit and Scrutiny Panels and attended 5 Police and Crime Panels
- Convened two meetings with Chairs of Strategic Partnerships
- Held a Stakeholder budget workshop with partner agencies
- Attended 4 Muslim Consultative meetings
- Attended 3 Youth Commission events
- Held 4 quarterly Women's Safety Reference Group meetings
- Held several BME Working Group meetings

Walkabouts
- Conducted ten community walkabouts to listen to local issues and concerns and view projects supported by PCC funding

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The feedback from these specific meetings and information received by the PCC throughout the year has helped to shape his new Police and Crime Plan (2018-21) implemented from 1st April 2018.

The Four Strategic Themes

The PCC's current Police and Crime Plan (2018-21) has four strategic themes. This report details the end-of-year performance in respect of the Plan's targets and measures (2018-19) and a brief overview of key activities supporting each strategic theme.

T1.	Protecting People from Harm
T2.	Helping and Supporting Victims
T3.	Tackling Crime and Antisocial Behaviour
T4.	Transforming Services and Delivering Quality Policing

The PCC works with, and also helps to fund, a broad range of partners to maintain the safety and wellbeing of people who live, work and visit Nottinghamshire communities.

As part of an on-going commitment to tackle the root causes of offending, 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 are a victim of crime.

Performance Overview

During the year, crime overall increased by 11.2%, 13.2% in the County and 10.5% in the City. Victim Based crime increased by 9.1%. The total number of 999 calls have increased by 3.4% (6,154 calls) in the last 12 months, and 101 calls have reduced by 2.6% (11,495 calls) over the same period.

Crime Type by % Volume - 2018/19

Crime Type	%
All Crime	100.0%
Victim-Based Crime	86.4%
Violence against the Person	30.3%
Theft	24.6%
Other Crimes Against Society	13.6%
Domestic Crime	13.3%
Arson and Criminal Damage	11.3%
Vehicle Offences	8.5%
Stalking and Harassment	8.2%
Burglary	7.3%

NB. Some crime types are counted twice
So percentages add up to more than 100%
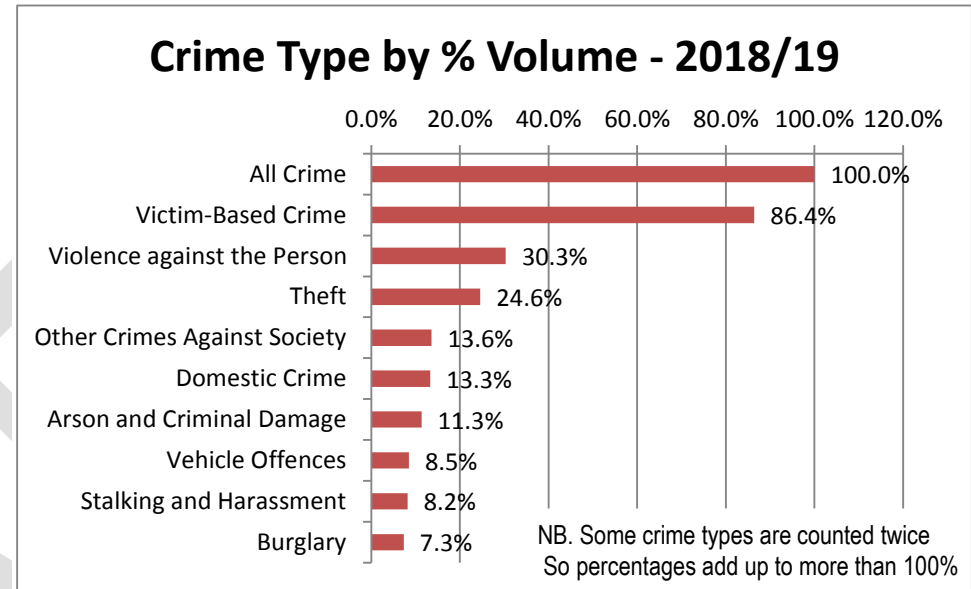
The above chart shows the crime types occurring during 2018-19 by their by proportion of total crime. It can be seen that the majority of crimes were victim based (86.4%). Violence Against the Person (VAP) accounted for almost a third of total crime (30.3%) followed by Theft which was almost a quarter (24.6%). Domestic crime was a main driver for VAP 13.3%. Burglary accounted for 7.3%.

Domestic related crimes both violence and sexual are the main drivers for the crime increase. Theft from Person includes theft of mobile telephones which has seen large increase during the year.

Risk of crime (household)
01 Jun 2016 - 31 Dec 2018
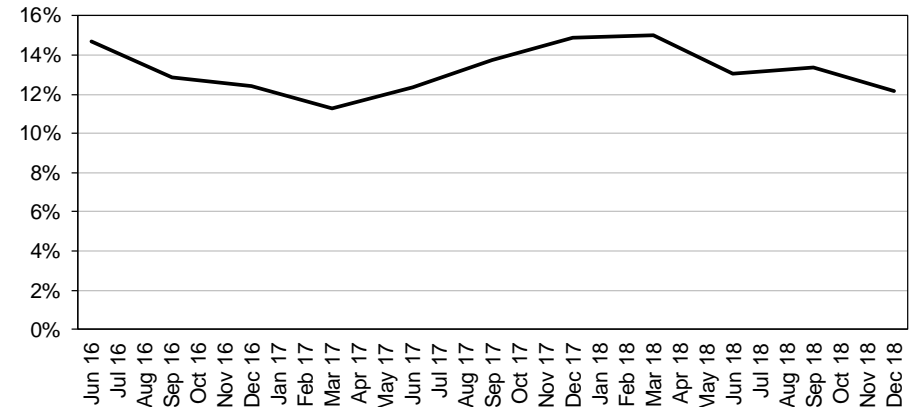
The most recent Crime Survey for England and Wales (CSEW)[1] reveals that the risk of crime felt by household residents in Nottinghamshire fell from 15% in March 2018 to 12.1% (2.9%) in December 2018.

Offences Against the Person are non-victim based crimes and relate to Police proactivity and during the year these accounted for 13.3% of Total Crime following an increase of 26.6% compared to last year.

The Police have been very proactive during the year with more weapons, drugs and public order offences being detected. This correlates with the significant increase (47.4%, 987) in the use of stop and searches undertaken during the year 3,070 of which there were 466 arrests following a stop and search (15.4%) and 727 positive outcomes (24%); a total of 39.4% which is an uplift on the previous year.

- Drug offences +32.6%

- Trafficking in Controlled Drugs +20%

- Possession of Weapons +14.4%

Despite the 9.1% increase in victim based crime, there have been some reductions:

- Homicide -46.7%

- Death or Serious Injury – unlawful Driving -45.5%

- Interfering with motor vehicle -11.4%

- Other Theft -10.9%

- Burglary Residential -7.6%

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[1]   CSEW Survey to Dec 2018 - Risk of Crime (personal excluding computer misuse and fraud).

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- Theft from Motor Vehicle -5.3%

- ASB incidents -3.7%

HMICFRS Value for Money profiles identify that Nottinghamshire Police still has the 8th highest 999 calls per 1,000 population which suggests a greater tendency to call the Police on the emergency number than might actually be necessary. The Force is taking action to educate the public to reduce this call pattern through media activity.

Antisocial behaviour (ASB) recorded by the Force reduced by 3.7% during the year and the Crime Survey for England and Wales (CSEW) chart (right) shows the public perception of ASB since 2016. It can be seen that there is a downward trend since its peak in December 2017 in line with recorded ASB.

ASB Perception - Total
01 Jun 2016 - 31 Dec 2018
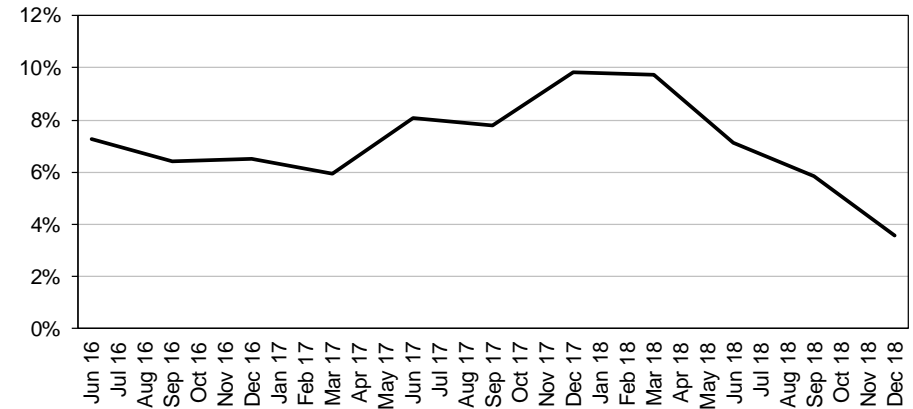
Appendix A details the complete breakdown of different crime types across the Force, City and County. **Appendix B** does the same by Community Safety Partnerships (CSPs). **Appendix C** provides a comparative breakdown of the demands placed on the service during the year.

Delivery against the Four Strategic Themes

The following sections provide key Key Performance Successors and strategic activity in support of the PCC's seven strategic themes. Not all activity undertaken this year is reported in this annual report it seeks to focus on the main successes and achievements.

Theme 1: Protecting People from Harm

During the year the PCC has sought to ensure that more vulnerable people are protected and safeguarded; that capacity and capability to identify and deal with new serious and emerging threats is built and action is taken to address the key drivers of crime and demand.

Key Performance Successors

➢ Graded Good – HMICFRS: Protecting vulnerable people

➢ -45.7% reduction in Modern Slavery offences

➢ -5.1% reduction in Serious Sexual Offences (Child)

➢ -1.0% reduction in Missing Person Reports

➢ Over £700k in financial harm prevented through the Fraud Banking Protocol

Key Strategic Activities

Modern Slavery

✓ The PCC has continued to support partnership activity to prevent modern slavery. The number of victims managed in 2018 (71) has increased significantly since 2016 (9).

✓ During the year Hope for Justice provided training to staff, volunteers and trustees from statutory, third sector and voluntary organisations in Nottingham. Targeted engagement with new Roma communities was also undertaken to highlight what modern slavery is and where potential victims can access support.

✓ Work has also been initiated with high street banks to explore opportunities to better identify victims and perpetrators and tackle slavery from a financial crime perspective.

Complex Case Workers

✓ In 2018/19, in response to requests from local community safety partnerships, the PCC agreed to fund a range of assertive outreach services to engage with street drinkers and new psychoactive substance users. All posts were majority funded by the PCC via the Safer Nottinghamshire Board (SNB).

✓ All projects provided intensive support to service users with complex needs, and had considerable success in engaging with individuals with difficult behaviour and reducing their anti-social behaviour.

Fraud

The Force has established a triage procedure to assess the vulnerability of fraud victims. In order to improve victim experience and reduce repeat victimisation the Force has sought and received assistance from the National Economic Crime Victim Care Unit (NECVCU).

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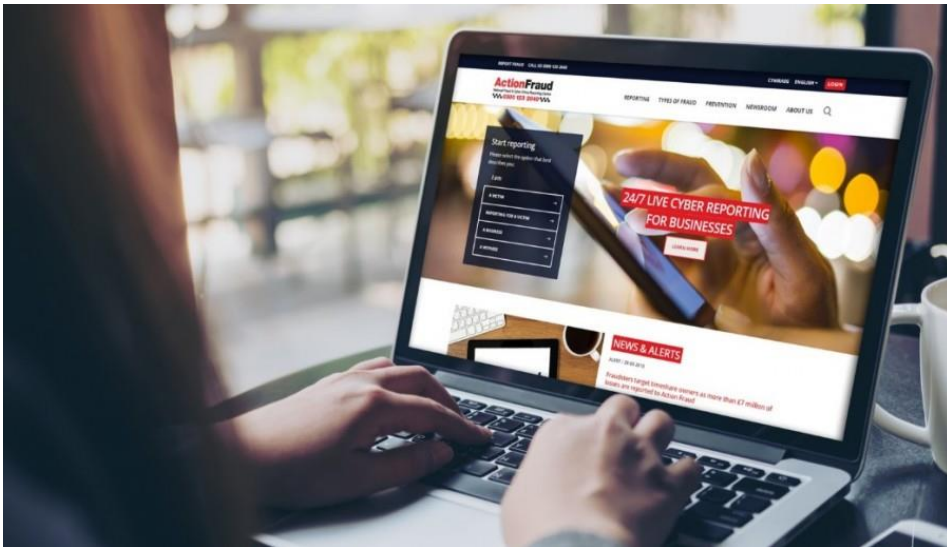
✓ The NECVCU are now reviewing all Fraud victim data and all victims assessed as having any vulnerability are receiving a personal phone call by a trained advocate who re-assesses their vulnerability level and ensures signposting to relevant support agencies.

✓ Those who are not assessed as having any vulnerability are also being contacted by Action Fraud who provided information to prevent repeat victimisation and raise awareness.

✓ Operation Signature went live in November 2018, since which time, over 230 home visits have been conducted either by Neighbourhood Policing Officers or the Fraud Protect team. This has resulted in positive feedback from victims and their families. The process requires the officers conducting the visits to complete a post evaluation risk assessment tool and this informs the decision on whether to complete a safeguarding referral.

✓ The Banking Protocol went live in Nottingham in May 2017. Since that time the total value of financial harm prevention in Nottinghamshire alone exceeds £700,510.

Mental Health Triage

✓ The current Street Triage model consists of 4 Police Officers and 5 community Psychiatric Nurses. These staff currently provide two vehicles every evening 4pm until 1am, 365 days per year. Each vehicle is staffed by a community Psychiatric Nurse and a Police Officer responding to police incidents involving mental health crisis or safeguarding concerns.

✓ Demand for the service remains high and every year the team have resourced more incidents than the previous year. The core service is jointly funded by the Clinical Commissioning Groups (CCG's) and Nottinghamshire Police.

✓ Both organisations are looking to expand the service to operate during the day and increase staffing by one full time Police Constable. The NHS are also looking to secure funding for the long term to integrate the initiative as a long term core function that will be continually reviewed to ensure it remains effective and focused on vulnerable individuals.

✓ The estimated go live date for the day car is the 14th October 2019 dependent on recruitment.

Childhood Sexual Experience (CSE) Coordinator/Concerns Network

✓ The partnerships response to Childhood Sexual Experience (CSE) is strong with an effective meeting structure established in both the City and County with clear lines of accountability and governance.

✓ Both the City and the County have established Multi-Agency Sexual Exploitation Panels (MASE) and a Concerns Network.

Concerns Network

✓ The Concerns Network function is two-fold. Firstly it provides a facility for all agencies to submit intelligence into the Police for matters that, in isolation fall short of a safeguarding referral. This is administered by the Police CSE

Coordinator and turned into usable Police intelligence. After assessment the intelligence upon receipt is actioned with the appropriate response.

✓ Secondly the proactive element is primarily undertaken by Nottinghamshire Police's Child Sexual Exploitation Disruption Team (CSEDT).

✓ Comprising solely of Special Constables and led by a Special Inspector, the Team are intelligence led and their prime objective is prevention. To date the team has enjoyed enormous success with Nottinghamshire Police issuing more child abduction warnings than any other force in the region. This initiative has proven to have a positive impact for disrupting CSE activity across the force area.

✓ The most recent success being the use powers available through section 116 of the Anti-Social Behaviour, Crime and Policing Act (2014) to serve a notice on a large Hotel in the City Centre.

✓ These premises had featured in a numerous CSE and missing from home (MFH) investigations. The premises were attractive to potential perpetrators given the hotels willingness to accept walk in trade and cash payment. The

notice now requires the hotel to record and provide the Police, upon request with the identity of guests, thus making the hotel much less attractive as a location for exploitation. Calls to service have reduced and the premises features far less prevalently in vulnerability derived incidents.

MASE

✓ The Multi Agency Sexual Exploitation (MASE) caseload is derived from the Police's Children at Risk of Exploitation list. Children go onto this list following agreement between the Police Co-ordinator and the CSE Co-ordinator within the relevant Local Authority.

✓ The purpose of MASE is to ensure that all children vulnerable to CSE have a plan around them to keep them safe and bring scrutiny and accountability to the management of those cases. The panel is chaired by a senior member of children's services in both authority areas.

Theme 1 Case Study – Tackling Knife Crime

The PCC has set the Chief Constable a strategic objective to appoint a 'Knife Crime Strategy Manager' to improve the joint working and mainstream the knife crime team. This case study summarises the wide range of activities undertaken and results so far. In October 2018, the PCC launched the Partnership Knife Crime Strategy.

Key Performance Successors

- 45 'habitual knife carriers' targeted by the Force

- Positive Outcomes for Violent Knife Crime has increased by 4%

- Stop and Searches have increased by 47.4%

- Possession of Weapons Offences has increased by 14.4%

- 153 young people at risk of offending were successfully supported through three community projects

Key Strategic Activities

- ✓ The Partnership Knife Crime Strategy was launched by the PCC in September 2018 and is now overseen by a Partnership Strategy Group.

- ✓ The Integrated Offender Management (IOM) Team now manages high risk knife crime nominals and use a range of tactics and overt activities.

- The PCC has funded an extension of the IOM offer to a non-statutory 18-24 year old knife risk cohort.

- A Knife Crime Team (1 Sgt and 6 PCs) was established in 2018 to continue to work alongside IOM to help target knife crime offenders.

- The PCC provided funding via the Safer Nottinghamshire Board (SNB) to purchase a number of portable walkthrough metal detectors and metal detector wands to provide a visible deterrent for use throughout the county.

- The Force has established and trained 10 Schools and Early Intervention Officers (SEIOs) with the aim of identifying young people at risk of crime (including knife crime) and ASB. They are now deployed to their schools, academies and colleges across Nottinghamshire.

Redthread

- £35,000 of PCC funding allocated to the Crime and Drugs Partnership (CDP) has been allocated to Redthread which works with knife crime victims at the Queens Medical Centre hospital.

- Throughout the year Redthread worked successfully with 213 young people. Of the closed cases 92% of young people reported feeling as safe or safer than when their work with Redthread began and 81% saw their risk of harm from others drop.

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Community Projects

➢ During the year, the PCC has committed £50,000 to three knife crime projects delivered by community organisations (Nottingham Forest Community Trust, Switch Up CIC and Fearless Youth Association) aimed at diverting young people away from knife crime.

➢ The community projects received referrals for young people 'at risk' of offending and worked with them to prevent the escalation of behaviour into serious and organised crime. These three projects successfully worked with 153 young people over the year.

The National Justice Museum

➢ The PCC made a £20,000 contribution to the National Justice Museum to help fund the Choices and Consequences Workshops (in association with the Ben Kinsella Trust). This exhibition and workshops are aimed at diverting young people away from knife crime.

Violence Interrupters

➢ At the end of 2018/19 the PCC bid for and successfully received £60,000 from the Home Office to fund two short term pilot projects – Violence Interrupters and Educational Plays in schools around knife crime.

➢ The Violence Interrupters pilot was undertaken in Nottingham in March 2019 in an attempt to reduce the risk of serious violence by de-escalating signs of conflict and providing alternative non-violent ways of dealing with confrontation.

➢ Based on evidence from the Chicago's CeaseFire programme, the 'Violence Interrupters' are trained third sector youth workers who have credibility and respect among groups of young people and are deployed into high-risk locations identified as potential flash points for violent conflict.

➢ Delivered via the Nottingham Forest Community Trust and Breaking Barriers, Building Bridges and using partnership data to identify areas of risk of serious violence and the convergence of young people, the Violence Interrupters were deployed to key locations in the City Centre and Arnold district centre. There they worked to positively and proactively engage with groups of young people, including individuals known to be at risk of conflict.

➢ Around 500 young people were engaged between 1st March and 5th April 5th 2019, including around 26 that were suspected of carrying knives. During this period, the Interrupters recorded 5 specific incidents of violence de-escalation which are likely to have significantly reduced the risk of serious harm and prevented significant demand on the police, health and other agencies.

➢ The PCC has pledged further funding for the pilot through to March 2020.

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Theme 2: Helping and Supporting Victims

During the year a range of activity has been undertaken to ensure that more people have the confidence to report crime and that resources should focus on repeat victimisation so more victims receive high quality effective support to help them cope and recover and also have the opportunity to take part in restorative justice meetings.

Key Performance Successors

➢ Reporting of Serious Sexual Offences increased by 9.5% for Adults

➢ Independent Sexual Violence Advisor (ISVA) and children's ISVA services helped almost 600 victims and survivors to cope and recover

➢ Operation Equinox has successfully investigated over 600 allegations which have led to nearly 100 years imprisonment for 11 offenders.

➢ Reporting of Domestic Abuse increased by 38.2%

➢ 73% improvement in victims coping/recovering due to commissioned Victim Care services

Substance Misuse - City

➢ During the year Clean Slate supported a number of users who were involved in the criminal justice system:

- 440 were supported through brief interventions

- 612 were supported through structured treatment

- 100 of the 612 (16.3%) were successfully discharged

Substance Misuse - County

➢ During the year CGL supported a number of users who were involved in the criminal justice system:

- 414 were supported through non-structured interventions

- 534 were supported through structured interventions

- 56 of the 534 (10.5%) successfully completed their treatment plan

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Key Strategic Activities

Substance Misuse

✓ The PCC provided a small grant to Hettys which contributed to the delivery of 10 group sessions per month for families of people who are misusing drugs and alcohol.

✓ Al-Hurraya were also grant funded to provide targeted and culturally specific substance misuse and early intervention support to 100 beneficiaries.

✓ POW provided support to young people around keeping safe online.

DV Services Outcomes

✓ In the County a total of 2,059 individuals were supported via the PCC and County Council's co-commissioned domestic abuse support services in 2018/19 (of these, 1,606 were adults, 178 were teenagers and 275 children and young people).

✓ Emotional and physical abuses were the two most common forms of abuse recorded for all individuals. Of all closed cases, 88% reported increased confidence following the closure of the support, 93% reported being better able to recognise abuse and 80% reported increased ability to cope day to day.

✓ Within Nottingham City a total of 541 survivors accessed the PCC's MARAC IDVA service. Of the closed cases, 78% showed decreased risk levels and improved safety.

SV Services Outcomes

✓ The PCC spends a large proportion of his commissioning budget on sexual violence support services. In 2018/19 a total of 1,477 individuals were supported by the range of PCC commissioned sexual violence support services.

✓ In relation to key outcomes:

	Individuals recording an improvement or no change from start to end of support.	Individuals recording an improvement only from start to end of support
Improved health and wellbeing	100%	70%
Better able to cope with aspects of everyday life	100%	77%
Increased feelings of safety	100%	83%
Better informed and empowered to act	100%	81%

Sexual Violence Adviser (ISVA)

✓ The PCC commissioned new Independent Sexual Violence Adviser ISVA and CHISVA (Children & Young People's Independent Sexual Violence Advisor) services in early 2018 and the services began in July 2018. The services are delivered by Notts SVS Services and Imara.

Female Offenders

✓ During the year, the PCC established a multi-agency female offender steering group which has helped to improve understanding of the needs of female offenders, help deliver the female-specific conditional cautions pilot and identify female offenders with complex needs for enhanced support.

✓ The PCC's office continues to convene the quarterly Female Offender Working Group which brings together a wide range of statutory and voluntary sector partners in developing and delivering integrated support for vulnerable women within the criminal justice system.

✓ The PCC grant funded Women-Specific Conditional Cautions project also undertook extensive work in 2018/19 to raise awareness of the tailored female specific interventions available as part of a wider package of training to officers and staff. The pilot, led by Changing Lives, has delivered a range of positive outcomes among the women they have worked with, which include reductions in re-offending and improved personal / social outcomes.

Victim Code of Practice

✓ The Force routinely monitors the rate of Victim Code of Practice (VCOP) module completion. In May 2019 the completion rate was 85%. The quality of VCOP compliance, which must include the offer of a referral to Nottinghamshire Victim CARE is stable at 91%.

Hate Crime

✓ A new and improved hate crime risk assessment has been launched by the hate crime team. This new assessment tool has been developed in consultation with stakeholders including voluntary sector partners, Crown Prosecution Service (CSP), Victim Care, officers and staff, to ensure the best possible service for victims.

✓ In 2018/19 Victim CARE received 389 referrals in relation to victims of hate crime. Of these, 270 (69%) accepted and were provided with support from the service. Towards the end of the year Victim CARE reported that the largest increases in those accepting support were in relation to disability and race hate.

✓ Since September 2018, Nottinghamshire hate crime conviction rates have remained above the national conviction rates in every month except for November 2018.

✓ Satisfaction among victims of hate crime has increased year on year within all areas. Most notably, 92.7% of victims were satisfied with their whole experience in the 12 months to May 2019, compared to 79% in the previous 12 months, an increase of 13.7% since the implementation of the new hate crime structure.

New SARC Design

✓ Feasibility study and consultation with victims of crime on the design of a new purpose built sexual abuse referral centre has been completed this year. The PCC with NHS England is looking to invest nearly £2m in a new building. cv

Operation Equinox

✓ In August 2015, Operations Daybreak and Xeres were merged to form Operation Equinox, in order to ensure a more consistent approach to investigating allegations and to amalgamate resources.

✓ Operation Equinox continues to be an ongoing criminal investigation into allegations of historic sexual and physical abuse committed by various non-familial care providers across the City and County of Nottinghamshire. The

operation is overseen by a Chief Superintendent and has involved working alongside survivor groups and partner agencies.

✓ As reported by the IICSA enquiry[2], in total, as at March 2018, 832 allegations of sexual or physical abuse had been made to Operation Equinox by 355 different complainants against 559 suspects, 63 of whom had died.

✓ The team assigned to the operation have successfully investigated over 600 allegations which have led to nearly 100 years imprisonment for 11 offenders. Numerous other prosecution files are currently being considered by the Crown Prosecution Service (CPS). The team is continuing to investigate a substantial number of allegations linked to various offenders and work with survivor groups.

✓ In addition to enforcement activity, in 2017 the PCC with his local authority partners I established a Sexual Violence Engagement Manager to:

- Work with survivors and survivor networks to help connect survivors to public sector organisations and service providers, facilitate easier communication and responses to service requests.

- Provide a check and challenge function at a strategic level, identifying service deficiencies, issues and gaps in delivery.

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[2] https://www.iicsa.org.uk/document/children-care-nottinghamshire-councils-investigation-report-31-july-2019

Theme 2 Case Study – Victim Care

The PCC has set his staff a strategic objective to further embed the new Victim CARE model and expand the number of local community points to improve access to services.

This section of the report summarises activities undertaken and results achieved during the year.

Key Performance Successors

In 2018/19 victims were supported by a range of commissioned victim support services:

➢ Received 10,003 referrals into the service 83% of these referrals were from Nottinghamshire Police

➢ Worked with a total of 5,670 individuals (3,372 standard support, 2,298 enhanced support)

➢ Of the individuals worked with 34% were victims of violence; 21% were victims of burglary and 20% were victims of theft.

➢ Of the new long term support cases worked with this financial year, males made up the largest proportion (56%), those ages 25-54 made up 52%; and 60% coming from the county boroughs.

➢ Victim CARE approved a total of 30 local organisations as Community Points.

In relation to closed victim cases:

➢ 97% of enhanced cases reported being satisfied with the service

➢ 75% feeling better informed and empowered to act

➢ 75% reported increased feelings of safety

➢ 79% reported feeling better able to cope with aspects of everyday life

➢ 78% reported improved health and wellbeing

Furthermore, a total of 206 victims were contacted and expressed an interest in Restorative Justice (RJ):

➢ Of these 69 cases were opened in preparation for RJ

➢ 10 RJ interventions took place

➢ 91% of closed RJ cases reported improved health and wellbeing

➢ 100% of closed RJ cases reported satisfaction with the RJ service

In terms of extending the reach:

➢ 30 new Community Points were established during the year

➢ 11,183 referrals were received and 1,620 (14%) were self-referrals.

Key Strategic Activities

✓ Victim CARE provides a free and confidential service available to all victims of crime and Antisocial Behaviour across Nottinghamshire.

✓ The service supports victims and survivors to be resilient and in doing so they are less likely to be re-victimised; empowered to cope and recover from crime and antisocial behaviour by timely and effective victim-centred support from local services, families and communities.

✓ A dedicated website for victims on where to go to access support has been funded and developed to be launched in September 2019.

✓ The PCC has ensured that Victim CARE works hard with the National Probation Service/ Community Rehabilitation Companies (CRC) to improve the information exchange with regards to both victims and offenders.

Theme 3: Tackling Crime and ASB

A range of activities have been undertaken to ensure communities and people are safer and feel safer.

Key Performance Successors

Reports of incidents to the Force reduced by 0.9% (-5341) overall, although 999 calls increased by 3.4% (6,154 calls) and 101 calls reduced by 2.6% (-11,495) over the same period.

Crimes Increases

➢ The Force ended the performance year with an 11.2% (+10,893 offences) increase in All Crime compared to last year.

➢ The PCC's Police and Crime survey identifies that people's experience of crime only increased by 1.8% (from 17.2% to 19.4%).

➢ Antisocial Behaviour (ASB) decreased 3.7% (-1,245). The top 3 percentage increases (with 1000+ crimes) include:

- Theft from the Person (+1,164, +162.8%)
- Stalking and Harassment (+3,389, +62.2%)
- Domestic Crime (+3,969, +38.1%)

Crime Decreases

➢ The Top 3 percentage decreases of 100 or more include:

- Other Theft (-1,360, -10.9%)
- Burglary - Residential (-443, -7.6%)
- Vehicle Offences (-294, -3.1%)

Key Strategic Activities

Responding to the Public - Requests for Service

✓ Call handling performance in the Police Contact Management Department has dramatically improved in relation to 999 and 101 calls answered within target times due to a revised shift pattern, additional training and an increase in call handler establishment, now 105% to ensure increased resilience.

999 abandonment	2017/18	2018/19	Change	% change
Abandoned calls 999	656	202	-454	-69.2%
% of all 999 that were abandoned	0.4%	0.1%	-0.3%	

101 abandonment	2017/18	2018/19	Change	% change
Abandoned calls 101	53,002	22,002	-31,000	-58.5%
% of all 101 that were abandoned	11.6%	4.7%	-7.0%	

✓ Call handling has improved from 95.3% answered in 10 seconds to 97%

- ✓ The abandoned call rate has reduced from 0.4% to 0.1%
- ✓ The abandoned call rate for 101 has reduced from 11.6% to 4.7%

Integrated Offender Management (IOM) Scheme

- ✓ 217 offenders have been successfully removed from Nottinghamshire's Integrated Offender Management (IOM) Scheme since January 2016, with average reduction in reoffending risk of 74.8%.
- ✓ 265 offenders are currently under active IOM management, either in the community or on short-term prison sentences while 217 offenders have been successfully removed from the scheme since January 2016.
- ✓ The highest risk Domestic Abuse perpetrators are referred to the IOM department and work alongside partners to receive IOM principled management.
- ✓ During 2018-9 the PCC has continued to fund the pilot of an integrated offender manager ("IOM") approach to reducing offending from the top 40 domestic abuse perpetrators in Nottinghamshire. The pilot has demonstrated very positive results with the perpetrators, whose risk of reoffending at the time of writing has reduced by over 40% across the cohort.
- ✓ 86% of DA survivors engaging with the scheme reported improved feelings of safety while experience of emotional abuse and physical abuse fell by 67% and 57% respectively.
- ✓ The IOM programme is also managing 45 'habitual knife carriers' with the offer being extended to a non-statutory 18-24 year old cohort as a result of additional PCC funding.

Youth Diversion

- ✓ In addition to the Community Safety Fund, £109,000 of PCC funding was to the County Youth Justice Service for Youth Crime Prevention and Diversion Activity.

- ✓ The Locality Youth Offending Teams offer a voluntary Crime Prevention Programme to young people who are at risk of offending or committing antisocial behaviour (ASB), those who have received a police caution and those who are at risk of re-offending.
- ✓ In 2018/19 this team delivered crime prevention work to 211 targeted youth people. In addition, the Outreach and Interventions Team has a preventative agenda. Staff worked evenings, weekends and holiday periods targeting group work to young people aged 10-18 that have been identified by Police, ASB teams and Youth Justice as being at risk of or involved in ASB within their community. The outreach team have been increasingly busy this year working in various locations across the county to deliver weekly programmes of diversionary activities.

Night Time Economy (NTE)

- ✓ Nottingham has built up an enduring and successful partnership approach involving public sector, community and commercial agencies. This is exemplified by retention of the prestigious Purple flag award (for a safe, welcoming and vibrant night time economy) for the 9th year in a row and

schemes such as Pub Watch, Best Bar None and the Street Pastors.

✓ In June 2018, Nottingham Trent University became the first UK University to be awarded purple flag accreditation.

✓ Round 2 of the Home Office's Local Alcohol Action Areas (LAAA2) came to a close at the end of 2018-19, but work is on-going to sustain and build upon the gains achieved through this programme, of which both Nottingham and Nottinghamshire were part.

✓ To highlight some of the achievements:

▪ Provision of vulnerability training (delivered in partnership) for bar and security staff across the County, expansion of 'in-venue' safe spaces tailored to local need in a number of towns across the County (Mansfield, Hucknall, Worksop, Newark, West Bridgford, Beeston and Arnold) and responsible retail training in partnership with Fraser Brown solicitors.

✓ In Nottingham, a wide range of work has been undertaken including:

▪ The 'Okay to Ask' media campaign (delivered by Drinkaware), to help young adults spot sexual harassment on a night out and provide advice on intervening safely

▪ The highly successful Street Pastor Scheme (offering outreach support) and safe spaces (where people who are intoxicated, injured or otherwise vulnerable can be taken for support); and

▪ Operation Guardian (a partnership led operation aimed at targeting illegal drugs and reducing violence in the city centre)

Road Safety/Road Traffic Collisions

✓ The Roads Policing Unit (RPU) is tasked in accordance with national and local roads policing initiatives and focuses on the specialist areas of enforcement where enhanced training and experience are required such as pursuit, fast roads and motorway incidents.

✓ An example of the RPU's work is enforcement/advisory action taken in support of 'Operation Thought' which involved targeting drivers of vehicles observed to be driving too close to cyclists/motor cyclist/horse riders.

✓ National figures attribute "passing too close to the cyclist" as a contributory factor in a staggering 25% of serious collisions between cyclists and large vehicles. Cyclists are classed along with motorcyclists, pedestrians and horse riders as vulnerable road users. During the year:

▪ 30 Notice of Intended Prosecutions (NIPs) were issued to offending drivers

▪ Other offenders were dealt with in a number of ways including warning/advisory letters

▪ The more serious offenders were either dealt with by means of a Section 59 notice or prosecuted. A breach of the Section 59 notice may lead to the offender's vehicle being seized and crushed.

Rural Crime

✓ A specialist rural crime team consisting of 5 rural parish special constables proactively tackle rural crime issues.

✓ The Force has continued to demonstrate its commitment to rural crime and responded to feedback from stakeholders and rural communities during the year. Financial investment has been made in thermal-imaging equipment, searchlights, signage focussed on hare-coursing, poaching and off-road bikes, and drone-pilot training has ensured that officers are equipped and able to respond to and tackle rural-specific issues of concern to communities.

✓ The Force has attended a number of rural shows garnering much interest in its quad bike as well as providing opportunities to engage as well as distribute in conjunction with Nottinghamshire Fire and Rescue a jointly funded rural community safety folder.

✓ New Student Officers have begun to receive a rural crime input as part of their on-going training and a number of inputs have been delivered throughout the year to Force Control Room staff to increase awareness and understanding of rural concerns and issues.

✓ The Force continues to regularly meet with key stakeholders, representatives of the rural community and partners to discuss and provide a forum for rural issues and for concerns to be raised and highlighted.

✓ The Force has been active in working with surrounding Forces where there is benefit in doing so particularly in tackling issues of hare-coursing and poaching.

✓ The Force continues to work with partners including the Environment Agency and Nottinghamshire Fire and Rescue on joint operations tackle specific issues such as water-side ASB and criminality and arson of hay-stacks.

ANPR

✓ The PCC has provided £580,000 funding to support the Force's Automatic Number Plate Recognition (ANPR) project. Numerous cameras have been replaced or upgraded to enable bi-directional technology which improves capability and lane coverage.

✓ Camera locations have been revised in line with current intelligence. There

are 170 ANPR cameras covering 340 lanes of traffic.

The result of this investment has led to a five-fold increase in the number of ANPR reads every 24 hours which equates to 1.8 million reads each day.

✓ Future developments include the recruitment of an ANPR project manager and the procurement of mobile ANPR technology to place in the Force vehicle fleet.

Gedling District Council - Warden Accreditation

✓ Gedling Borough Council has recently recruited two additional Neighbourhood Wardens and in addition to this a Licensing Enforcement Officer. The Gedling Neighbourhood Wardens have been granted a number

of accredited powers by the Chief Constable and have become an important part of the Neighbourhood Policing Team.

✓ The Gedling wardens utilise Airwave radio and body worn video in order to work closely with the Neighbourhood Policing Team and the Gedling CCTV team.

✓ The wardens are now heavily involved in assisting with patrols across the Gedling area targeting Anti-Social Behaviour (ASB) hot spot locations. They have a list of specific ASB hotspot locations on which they base their patrols.

✓ The Neighbourhood Wardens have also supported a number of events in the Gedling area this year including the 'Arnold Carnival' and a memorial event in Arnot Hill Park. Working together with Police Officers/Community Support Officers and Gedling CCTV they helped to ensure that positive action is taken around anti-social behaviour.

Local Problem Solving

✓ The Force has taken steps to improve neighbourhood policing team problem solving capabilities by capturing and sharing effective practice in this area. A Neighbourhood Policing Portal has been developed and is currently being populated with an array of information that users will be able to access. The portal includes a 'what works' section which allows officers to identify problem solving methods that have been successful elsewhere and will enable the Force to develop an evidence based approach to its problem solving.

✓ Work has also been done to design an OSARA (Objective-Scanning-Analysis-Response-Assessment) problem solving template for the ECINS database. This OSARA template is now live on the ECINS and is scheduled to be piloted in the Mansfield area before being rolled out across the rest of the Force.

Local Problem Solving – Case Study (Mansfield)

✓ During 2018 there were increasing reports of large groups of 20-30 Mamba users smoking the drug and then causing anti-social behaviour and disorder issues in Mansfield Town centre, resulting in people being afraid to enter the Town centre and local businesses reporting loss of customers. The impact on local policing was significant with 5-10 related incidents being reported per day at its peak, including incidents of serious violence.

✓ The Neighbourhood Policing Team established a strategic working group and obtained funding to provide outreach support, including a mental health nurse, a drug and alcohol outreach worker, and a case building team.

✓ All rough sleepers and Mamba users were spoken to and a wraparound support was offered to reflect individual need adopting 'housing first' principles. The following interventions were employed:

  ▪ Weekly Partnership meetings

  ▪ Partnership case management of individuals

  ▪ Funding obtained through a Just Giving campaign

- Weekly media and social media utilised

- Daily patrols by dedicated police team at key times – (early mornings and weekends)

- Daily street outreach and drugs and alcohol support

- Acceptable Behaviour Contracts utilised

- Section 34 and 35 dispersal powers exercised (over people 100 people given a direction to leave)

- Repeat breaches followed up with Criminal Behaviour Order applications (over 20 CBOs obtained and enforced with custodial sentences)

- Dealers targeted and arrested and evicted/excluded from the area

- Over 190 persons arrested for Mamba/ASB offences in the Town Centre

- Longer term investment made e.g. soup kitchens

- Numerous rough sleepers housed and supported

- Numerous drug warrants executed and persons prosecuted

✓ As a result of this activity the following outcomes were achieved:

- A significant drop in demand on Police and EMAS

- A comprehensive understanding of the vulnerability and complexity of Mamba users and learning of 'what works'

- A safer Town Centre and increased community confidence resulting in a higher footfall for businesses

- Increased confidence in the Police and other partners

- A more informed community able to engage and support through the diverted giving campaign

Other Activities

✓ Civil Orders including Gang Orders are being developed for use within the City and County.

✓ In addition to the focus on tackling burglary articulated in the next case study, proactive robbery teams have also been established in the City and County, working closely with Police response and neighbourhood officers to catch and convict targeted criminals.

✓ Through the PCC's leadership and funding of three dedicated researchers, the identification and partnership targeting of high severity 'harm spot' locations across the City and County has commenced.

Theme 3 Case Study 1 – Tackling Burglary

The PCC has set the Chief Constable a strategic objective to establish dedicated burglary reduction teams in the City and County to increase proactive capacity in the Force. This case study summarises the wide range of activities undertaken and results so far.

Key Performance Successors

Force	2018/19	2017/18	Volume Change	% Change
Burglary	**7,909**	**8,340**	**-431**	**-5.2%**
Burglary - Residential	5,387	5,830	-443	-7.6%
Burglary - Business and Community	2,522	2,510	12	0.5%

➢ Burglary overall reduced 5.2%

➢ Mansfield & Ashfield down 7.2%

➢ Bassetlaw, Newark & Sherwood down 7.5%

➢ Broxtowe, Rushcliffe & Gedling down 8.2%

➢ Nottingham City down 5.1%

➢ Vehicle crime also reduced by 3.1% due to the same offenders targeted

Key Activities

✓ The Force established two dedicated burglary teams as part of the Force restructure in April 2018 led by two proactive Detective Inspector's and 24 investigators who have solely focused on burglary dwelling.

✓ Some of the responsibilities of the team include investigation into burglary offence series, burglaries where vehicles were targeted and stolen, and burglaries where family gold was stolen. The City division burglary team in

particular have dealt with in excess of 60 burglary suspects since its introduction.

✓ Residential PCC county funding of up to £70k has been identified and plans are being developed to establish a target hardening scheme to tackle domestic burglary.

✓ Meetings have been held with Victim Care with a view to utilising this funding to establish a pilot to enhance their service provision by being able offer and provide target hardening to burglary victim's e.g. windows alarms.

✓ A satisfaction survey for victims of burglary dwelling is planned to take place in the autumn of 2019.

Example of One Operation

✓ During the spring of 2018 a large number of dwelling burglaries were committed in the Broxtowe area.

  ▪ Analysis of intelligence and crime data identified a pattern of similarities linking a large number of offences and a target location identrfied.

  ▪ During the early hours of one day in May 2018 officers patrolling the target area attended a suspicious incident and arrested a male in possession of a large number of stolen items from burglaries.

Theme 3 Case Study 2 – Operation Reacher

The PCC set the Chief Constable a strategic objective to support partnership activity and targeted programmes in support of tackling serious and organised crime (SOC). This case study provides a summary of the partnership work undertaken in relation to Operation Reacher.

The strategy involved working with a range of partners and community groups to build trust and confidence leading to the receipt of credible intelligence and subsequent enforcement activity.

Key Performance Successors

In relation to Operation Reacher there were 684 intelligence reports generated in relation to criminal activity in the Bestwood area of Nottingham leading to:

➢ 102 houses searched following suspected criminal activity

➢ 178 individuals arrested or interviewed for a variety of offences

➢ Over £277,000 cash seized from criminals

➢ 32 stolen vehicles seized

➢ 126 individual drugs seizures made (Heroin, Crack Cocaine and Cannabis)

➢ 282 individuals/vehicles stopped and searched

➢ 337 vehicles seized and 266 penalty notices issued to offenders for traffic offences including no insurance and driving without a licence

Some Trust and Confidence Building Activities

Numerous community engagement activities were undertaken to build trust and confidence in the communities including:

✓ Bestwood Cultural Festivals

✓ Community litter picks

✓ Parents and toddler groups

✓ Various Scout groups

✓ Local Councillors

✓ Community coffee mornings

✓ Annual firework events

✓ Various Christmas events and Fayres

✓ Targeted days of action with Partners

A dedicated Social media Facebook website was developed and now has 3000 followers. Some feedback received is illustrated below.

Top valley and Bestwood is a safer place thanks to your work , well done.

Well done Op Reacher too many Knifes on the street a few less now ✋

Really pleased you are making an impact on these lowlifes

Brilliant work and thank you ❤

Good keep up the good work

Operation Reacher — Protecting Our Communities

Good work hope you catch many more

Theme 4: Transforming Services and Quality Policing

During the year the PCC has sought to improve: community and victim confidence and satisfaction in policing; BME representation; service delivery as well as save money through collaboration and innovation.

Key Performance Successors

➢ 96% of all crimes audited comply with the national standard (NCRS)

➢ 239 new staff were appointed of which 34 (14.2%) were from BME communities

➢ 46.9% of residents surveyed believe the Police do a good job (PCC survey)

➢ 61% of residents surveyed were very or fairly satisfied with police service

➢ Complaints against police have increased 16.7%

➢ Officers attended 77.6% of Grade 1 incidents in an urban area within 15 minutes, and 75.0% of incidents in a rural area within 20 minutes

➢ Stop and Searches have increased 47.4%

Key Strategic Activities

Efficiencies

✓ The table below shows identifies the efficiencies for the year (£5.9m).

Efficiencies	2018-19
	£m
MRP	0.4
On-going pay savings	2.3
Procurement	0.3
Overtime	
Transport	0.3
MFSS	0.8
Comms & Computing	0.6
Supplies & services	0.9
Income	0.3
Total Efficiencies	**5.9**

Extra Funding

✓ In 2018/19 the on-going lobbying to central government around additional funds to target serious violence has paid off. In 2019/20 the PCC has been successful in securing an additional £3,110,877 to focus on serious violence made up of:

▪ £690,877 Early Intervention Youth Funding

▪ £880,000 Violence Reduction Unit Funding

▪ £1,540,000 Surge Funding

Managing Demand

Working with you for a safer Nottingham and Nottinghamshire

- ✓ In 2019, the PCC commissioned nationally recognised crime and justice specialists Crest Advisory to profile current and future demand on Nottinghamshire Police. The findings are helping to ensure that our resources are targeted and configured to achieve best value for money.

- ✓ Crest's analysis concluded that available police hours are already being outstripped by demand in Nottinghamshire, having been at or over capacity since 2016. Forecasts indicate that by 2023, the service is likely to need at least 260 additional officers to meet reactive demand at an estimated cost of £19.2 million.

- ✓ The research has helped to challenge common misconceptions about demand and opportunities for efficiency. The PCC intends to continue to work with Crest during 2019/20 to develop more sophisticated and dynamic demand modelling and demand management approaches.

Value for Money

- ✓ Nottinghamshire Police remains an efficient Force, operating at a cost that is around 10% lower than the national force average. HMICFRS's Value for Money Profiles for 2018/19 show the Force to have comparatively low costs in relation to Corporate Development, Estates, administration support, human resources and finance and procurement.

- ✓ The profiles also highlight that the Force is more likely than other forces to take action against suspects, particularly in cases of robbery and other violence.

Co-location Collaborations

- ✓ The Force has a wide range of co-locations with local authorities, blue light and other partners. Recent new co-locations with Bassetlaw District Council at Worksop, Mansfield District Council, Eastwood Town Council, NFRS at Carlton and East Leake, EMAS at Carlton and an extension to the successful co-locations with Gedling Borough Council at Arnold and Ashfield District Council at Kirkby.

- ✓ Since 2011, the Estates team have successfully undertaken a significant amount of estates rationalisation work with the number of buildings having reduced by 21 between 2011 and 2018 and the annual revenue cost of the estate having reduced by almost £1.0m in the same period.

- ✓ The estate is a mixture of freehold and leasehold premises and increasingly is made up of partnership premises which are shared with local authority and other partners.

- ✓ The estate currently consists of 36 main sites, excluding three vacant sites which are in the process of being disposed of, together with 16 neighbourhood offices. The neighbourhood offices are generally held on simple licence agreements from mainly local authority but also private landlords and they have no monetary value to the force.

- ✓ They generally have relatively low running costs and the majority are used as drop in facilities for officers providing IT and welfare facilities to use whilst in the local area. The main sites in the estate are a mix of high quality modern buildings, for example St Ann's police station and older local police stations such as Hucknall and Bulwell.

- ✓ The estate currently costs £6.0m million each year to run, but this has generally been steadily decreasing despite inflation, with the implementation of an estates rationalisation programme over the last seven years and will decrease further as additional estates rationalisation and efficiency proposals are implemented. However, as the organisation gets toward the optimum estate, inflation will play an increasing part in preventing further significant decreases in costs.

Technological Efficiencies

- ✓ The Force has made investment decisions in technological and other solutions to assist in the efficiency and effectiveness of neighbourhood officers. The fleet review has ensured that suitable vehicles are deployed across the county to allow for prisoners to be transported in a single crewed vehicle.

✓ ECINS has been rolled out across every neighbourhood and other thematic disciplines to improve information sharing and problem solving. Netmotion software has been purchased to allow all 2,272 mobile data users to work seamlessly when moving from Wi-Fi to hotspots, with predicted efficiencies of 6,504 working days saved and 3107GB cellular data over a 12 month period with potential future non-cashable efficiency savings of £1,463,433.

Criminal Justice Devolution Victims/Probation

✓ In 2018-19, the PCC has been one of only 5 PCCs in the country to whom the Ministry of Justice has agreed to devolve further funding for rape and sexual violence support for 3 years. This is in recognition of the PCC having led work with clinical commissioning groups and local authorities to develop a joined up approach to providing better support for victims and survivors of sexual violence and child sexual abuse. The new MoJ funding is being used to fund counselling support as an interim measure until a new commissioning approach is agreed in the autumn of 2019.

Vehicle Recovery Scheme

✓ Nottinghamshire Police operates an effective and efficient in house scheme for vehicle recovery. The scheme is managed by a small dedicated team using a bespoke Police Recovery Management system known as ELVIS. It operates 24/7and is county wide served by five recovery garage depots giving excellent coverage across the whole of Nottinghamshire.

✓ Fees charged for recovery and storage of vehicles are dependent on the circumstances by which vehicles are removed. This ranges from vehicles involved in serious road traffic collisions to those seized under the Police and Criminal Evidence Act that may be subject to a potential offence and required seizure for evidential purposes.

✓ Over the past 12 months 8,225 vehicles (455 using PACE powers) have been recovered.

✓ In certain circumstances, where recovered vehicles are not claimed, they are sold via the contractor's auction website and from the proceeds the initial recovering garage is paid up to a specific amount. The additional generated revenue is then added to the general policing budget after a specified timescale.

✓ In addition, further charges may be levied for larger vehicles, requirements for locksmiths to gain entry to vehicles or the assistance in reconstructing fatal and life altering collisions.

✓ During 2018/19 the scheme generated £599,247 income.

Other Activities

✓ The digital enabled services strategy for the Force is being developed to take into account the requirements of the National Policing Technology Portfolio in support of the Policing Vision 2025, which seeks to embed a number of common IT platforms nationally.

✓ The People Services restructure is now embedded and a People Services Strategy has been developed underpinned by a delivery plan. The strategy aims to support the Chief Constable's objective of becoming an 'Employer of Choice'.

✓ Within the Peoples Services department there are now three roles dedicated to positive action in support of attracting minority groups to join the service i.e. Resourcing Advisor, Apprentice Co-ordinator and Positive Action Co-ordinator.

Theme 4 Case Study – Joint Police and Fire Headquarters

The PCC set the Chief Constable a strategic objective to support and develop a programme of collaboration with the Fire and Rescue Service, including sharing estates, vehicles and training.

This case study provides an update on the plans to build a joint Police and Fire Headquarters.

The Police have been at Sherwood Lodge since the 1970's and it is considered an excellent geographic location to respond to incidents across the county, ensuring that specialist resources such as firearms officers and dogs can be deployed where they are needed to protect the public.

Key Points

➢ A planning application for a joint Police and Fire Headquarters to be built at Sherwood Lodge has been submitted and a decision is expected by October 2019.

➢ A number of sites were considered but Sherwood Lodge was chosen due to the effective road network allowing access across Nottinghamshire, providing an unrivalled operational location for both of the emergency services

➢ The shared building will increase efficiency, effectiveness and public safety across the two services and cement the strong partnership working

➢ The current Fire HQ at Bestwood Lodge will be decommissioned and sold with financial savings being re-invested into front line services

➢ This project is coordinated by a Superintendent and Area Manager of the Nottinghamshire Fire and Rescue Service

➢ The estimated capital cost is £18.5m including risk allowances. The new building could be completed by the end of 2021

➢ The plans include the construction of a multi-functional building to house a new Police Control room, training centre, gym, multi-purpose hall and canteen, as well as the refurbishment of existing office buildings

➢ The application also sees the creation of additional parking to accommodate both organisations

➢ In addition to improving both services' emergency response, the new facilities will improve the way staff are trained and provide enabling services to support the front line

➢ Shared office accommodation, with meeting and conference facilities, will allow both groups of headquarters staff to work more efficiently and collaboratively together

➢ The move is part of a drive by emergency services organisations nationally to work more closely together and create efficiencies to put back into frontline response and improving the service to the public

PCC Volunteer Schemes

Key Performance Successors

➢ During 2018-19, there were 174 Independent Custody visits

➢ 681 detainees were offered a visit; 65 (10%) declined the offer. Last year the figures were 709 and 65 (9%) respectively

➢ The Animal Welfare Visitors made 12 visits to the kennels in 2018-19, compared with 14 visits the previous year

➢ This year 104 individual inspections of police dogs were made overall, compared with 84 last year

Key Strategic Activities

✓ The PCC currently has 31 Volunteers (7 more than last year) and has sought to ensure that his Independent Volunteer Scheme (ICV) is as representative as possible to reflect community diversity in terms of ethnic origin, gender, and age. In this respect:

   o 10% of the Volunteers are from the BME Communities.

   o 61% of the Volunteers are female and 39% male across a spread of age groups.

   o 13% of the Volunteers have a disability

✓ In response to recommendations made by the HMICFRS, the PCC has agreed to commence a pilot scheme whereby ICVs will review redacted custody records of vulnerable people detained in custody. ICVs will track the detainee journey, highlighting concerns in a report to the scheme manager and Nottinghamshire Police.

✓ There are six Animal Welfare Scheme (AWS) visitors who undertake unannounced visits to the Police Kennels once a month, or sometimes 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.

✓ 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..

Resources

Funding (2018-19)

Central Government funding provides the PCC with 66% of the funding required to police Nottinghamshire. The remainder is met from local council tax payers.

For 2018-19 the Government Grant was maintained at £134m and a two year settlement was offered providing national efficiency targets were achieved. For 2018-19, precept freedoms were given which allowed the PCC to increase council tax by £12 pa for Band D equivalent.

This still required savings of £5.9m to be achieved by the Force. Further details can be found in the Financial Performance section of the PCC's Group Statement

Financed by:	£m
Police and Crime Grant	124.3
Legacy Grant	9.7
Precept	61.6
Other Income	17.5
Net Contribution to Reserves	(1.0)
	212.1

of Accounts 2017-2018.[3]

The chart and tables detail how the available funds were utilised during the year.

The table below provides a comparison of expenditure in 2018-19 compared to the previous year in respect of the nature of expenditure or income. It can be seen that expenditure for employee services increased in 2017-18 by £20m and Other Financing by £40m.

Capital expenditure was £4.6m for land and buildings and £5.1m for plant, vehicle and equipment. This was financed by Voluntary Revenue Provision £0.3m,

Revenue Expenditure 2018-19

- Employees £160.6m
- Joint Operations £11.4m
- Premises £6.5m
- Transport £5.6m
- Grants Made £6.5m
- Debt Repayment £3.8m

	2017-18			Nature of Expenditure or Income	2018-19		
	Chief Constable	PCC	Group		Chief Constable	PCC	Group
	£000	£000	£000		£000	£000	£000
	191,945	668	192,613	Expenditure on services - employees	191,813	715	192,528
	35,444	4,585	40,029	Expenditure on services - other	42,761	5,055	47,816
	(20,971)	(1,641)	(22,612)	Income from services	(13,995)	(987)	(14,982)
	0	(57,273)	(57,273)	Income from local taxation	0	(61,565)	(61,565)
	0	(181,441)	(181,441)	Government grants and contributions	(675)	(178,682)	(179,357)
	4,754	0	4,754	Depreciation, amortisation and impairment	0	0	0
	72,469	1,716	74,185	Other Financing	50,686	1,503	52,189
	0	(123)	(123)	(Gain) or loss on disposal of non-current assets	0	(853)	(853)
	(227,536)	227,536	0	Intra Group Funding	(238,568)	238,568	0

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Capital Grants £0.8m, Capital Receipts £2.7 and £5.9m external borrowing.

The Force continues to have an ambitious capital programme to maintain the existing estate, update and replace IT and fund a new custody suite and more recently fund the new Joint HQ building with the Fire and Rescue Service.

The funding formula review continues to be delayed and it is unlikely to be changed soon.

The current funding formula has never been fully implemented. As a result Nottinghamshire continues to lose out under a mechanism that protects other forces.

Community Safety Fund

The PCC 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 2018-19 the PCC awarded £1,098,557 to the City's Crime and Drugs Partnership (CDP) to fund work which supports his Police and Crime Plan priorities. For example, this includes:

- ✓ Up to £296,513 for criminal justice substance misuse support
- ✓ Up to £28,284 for substance misuse support for young people
- ✓ Up to £60,000 for the Integrated Offender Management IDVA posts
- ✓ Up to £100,000 for the IOM accommodation
- ✓ Up to £35,000 for Redthread (knife crime project)
- ✓ Up to £82,000 for Community Projects to tackle knife crime

The PCC also awarded £625,118 to the County's Safer Nottinghamshire Board (SNB) to support his priorities as follows:

- ✓ Up to £50,000 for the IOM IDVA
- ✓ Up to £109,00 towards youth crime reduction
- ✓ Up to £20,000 for work around modern day slavery
- ✓ Up to £20,000 for work around new and emerging communities
- ✓ Up to £33,821 for work around hate crime
- ✓ Up to £9,000 for work around rural crime
- ✓ Up to £26,100 for work delivered by the domestic abuse executive
- ✓ Up to £30,000 for work around knife crime
- ✓ Up to £270,750 for locality working in the County

In addition to this the PCC also awarded £325,428 for substance misuse in the County

Commissioning

In 2018-19, 26 organisations in Nottinghamshire were awarded a total of £335,422 (£85,422 more than last year) from the PCC's Community Safety Fund. Some examples include:

- Three projects working with children and young people to increase awareness and the consequences of knife crime and diversionary sport activities such as free boxing and football sessions.

- Numerous projects to tackle hate crime, misogyny, substance misuse, victims physically abused and sexual exploited.

- Projects which support other vulnerable people with learning disabilities, autism, low-medium risk women offenders, survivors of domestic abuse who have complex needs, the suicidal in crisis suffering bereavement.

- A project to build trust amongst communities, embracing diversity and removing negative stereotypes around Muslims in Britain.

The allocation of funding by each of the PCC's four strategic themes is shown in the chart below. As can be seen, the majority of funding (£160,630) was allocated to 10 Theme 3 projects which tackled crime and antisocial behaviour.

Projects by Police and Crime Plan Theme

£15,000

£100,449

£160,630

£109,473

■ Theme 1 (7 projects) ■ Theme 2 (7 projects)
■ Theme 3 (10 projects) ■ Theme 4 (1 project)
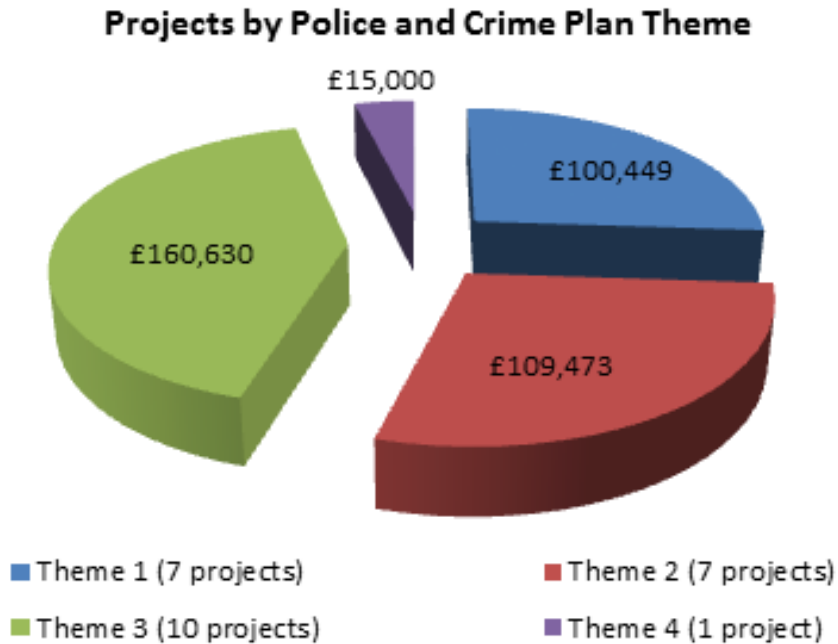
Staffing Levels

The table below details the Force establishment at the end of March 2019.

	Staff No.s	BME Staff	%
All Force	3644	216	5.9%
Police Officers	1981	105	5.3%
PCSOs	185	9	4.8%
Police Staff	1271	70	5.5%
Special Constables	199	23	11.5%

The BME workforce representation overall is 5.9% and 7.8% for staff in supervisory / senior roles.

The highest representation is with Special Constables at 11.5% which is slightly higher than the BME representation identified in the 2011 population census data of 11.2% for Nottinghamshire.

Police Recruitment and BME Representation

During the year, the Force recruited 110 Police officers of which 13 were from BME communities representing 11.8%. Furthermore, the Force recruited 82 Police Cadets (aged 12 to 18 years) of these 11 were from BME which equates to 13.4%.

Also 47 Police Constable Degree Apprentices (PCDAs) were appointed of which 21.3% (10) were from BME communities.

Overall 239 new staff were appointed of which 34 (14.2%) were from BME communities and much higher than the 2011 census of 11.2%.

HMICFRS Validation and Audit

During 2018-19, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) carried out a number of inspections and published a number of reports. [4] The PCC reviews these reports and ensures that any

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[4] See HMIC Web Site:
https://www.justiceinspectorates.gov.uk/hmicfrs/?force=nottinghamshire&year=2018&type=publications&page=2&cat&frs&s
https://www.justiceinspectorates.gov.uk/hmicfrs/?cat=&force=nottinghamshire&frs=&year=2019&s=&type=publications

recommendations are considered and implemented. His written responses to HMICFRS reports are published on his website.[5]

- the extent to which the force is effective at reducing crime and keeping people safe is **good**.
- the extent to which the force operates efficiently and sustainably **requires improvement**.
- the extent to which the force treats the public and its workforce legitimately is **good**.

HMICFRS 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. The HMICFRS judgement for 2018/19 is **Good** as shown above.

Completed HMIC Inspections (2018-19):

A summary of HMICFRS inspections reported during the year are shown in the table below:

Joint inspection of police custody suites	26th March 2019	PCC Response
The report describes the findings following an inspection of Nottinghamshire police custody facilities. The inspection was conducted jointly by HM		

Inspectorate of Prisons (HMIP) and HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) in October 2018, as part of their programme of inspections covering every police custody suite in England and Wales.

The police response to domestic abuse: an update report	26th February 2019	PCC Response

HMICFRS's fourth report on the police response to domestic abuse found continued improvement in how the police identify, respond to and support victims of domestic abuse.

Public perceptions of policing in England & Wales 2018	10th January 2019	PCC Response

HMICFRS commissioned BMG Research to undertake a large-scale survey of the public to assess current perceptions of the police. The study consisted of 17,043 surveys with members of the public. The majority were conducted via online panels, with a small number conducted-face-to-face.

Nottinghamshire Police: Crime Data Integrity Inspection 2018	2nd October 2018	PCC Response

In November 2015, HMICFRS announced that it would inspect forces' crime-recording practices in a rolling programme of every force in England and Wales. This rolling programme will be completed over a period of several years and will report on the progress made by forces since the 2014 crime data integrity

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[5] https://www.nottinghamshire.pcc.police.uk/Public-Information/HER MAJESTY'S INSPECTORATE OF CONSTABULARY AND FIRE & RESCUE SERVICES-Reports.aspx

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inspection. This report sets out the findings of an inspection of Nottinghamshire Police.

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 PCC.

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 2018-19 is published on the PCC's web site. [6] The Head of Internal Audit's Opinion for the PCC is:

"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".

For the Chief Constable:

"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 Property Management, Health & Safety, GDPR and Management of MFSS Arrangements that require addressing".

These areas of weakness will be followed up during 2019-20.

External Audit

In November 2018, the external auditor, KPMG issued an unqualified value for money conclusion for 2017-18. This means that we believe the financial statements give a true and fair view of the financial position of the PCC and CC and of their expenditure and income for the year. [7]

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[6] https://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Meetings/Audit-and-Scrutiny-Panel/29th-May-2019/Item-08-Internal-Audit-Annual-Assurance-Report.pdf

[7] https://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Meetings/Audit-and-Scrutiny-Panel/7th-November-2018/Item-08-Annual-Audit-Letter-2017-18.pdf

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APPENDIX A – FORCE CRIME REDUCTION PERFORMANCE (2018-19) - Force, City and County

Force

Force	2018/19	2017/18	Volume Change	% Change
All Crime	108,285	97,392	10,893	11.2%
Victim-Based Crime	93,585	85,778	7,807	9.1%
Violence against the Person	32,857	26,306	6,551	24.9%
Homicide	8	15	-7	-46.7%
Death or Serious Injury - Unlawful Driving	6	11	-5	-45.5%
Violence with injury	13,777	11,782	1,995	16.9%
Violence without injury	10,231	9,052	1,179	13.0%
Stalking and Harassment	8,835	5,446	3,389	62.2%
Sexual Offences	3,503	3,459	44	1.3%
Rape	1,332	1,346	-14	-1.0%
Other Sexual Offences	2,171	2,113	58	2.7%
Robbery	1,240	1,090	150	13.8%
Robbery of Business Property	115	107	8	7.5%
Robbery of Personal Property	1,125	983	142	14.4%
Burglary	7,909	8,340	-431	-5.2%
Burglary - Residential	5,387	5,830	-443	-7.6%
Burglary - Business and Community	2,522	2,510	12	0.5%
Theft	26,617	24,907	1,710	6.9%
Theft from the Person	1,879	715	1,164	162.8%
Bicycle Theft	2,119	1,578	541	34.3%
Shoplifting	11,463	10,098	1,365	13.5%
Other Theft	11,156	12,516	-1,360	-10.9%
Vehicle Offences	9,178	9,472	-294	-3.1%
Theft from a Motor Vehicle	5,639	5,954	-315	-5.3%
Theft of a Motor Vehicle	2,471	2,313	158	6.8%
Interfering with Motor Vehicle	1,068	1,205	-137	-11.4%
Arson and Criminal Damage	12,281	12,204	77	0.6%
Arson	620	528	92	17.4%
Criminal Damage	11,661	11,676	-15	-0.1%
Other Crimes Against Society	14,700	11,614	3,086	26.6%
Drug Offences	3,783	2,852	931	32.6%
Trafficking in Controlled Drugs	810	675	135	20.0%
Possession of Drugs	2,973	2,177	796	36.6%
Possession of Weapons	1,066	932	134	14.4%
Public Order Offences	7,264	5,870	1,394	23.7%
Miscellaneous Crimes Against Society	2,587	1,960	627	32.0%
Domestic Occurrences	20,940	16,224	4,716	29.1%
Domestic Crime	14,376	10,407	3,969	38.1%
Violence (Domestic)	11,035	7,967	3,068	38.5%
Sexual (Domestic)	474	324	150	46.3%
Rape (Domestic)	365	254	111	43.7%
Other Sexual Offences (Domestic)	109	70	39	55.7%
Other Crime (Domestic)	2,867	2,116	751	35.5%
Domestic Non-Crime	6,564	5,817	747	12.8%
Hate Occurrences	2,361	2,230	131	5.9%
Hate Crime	1,583	1,585	-2	-0.1%
Disability (Crime)	102	88	14	15.9%
Race (Crime)	1,174	1,172	2	0.2%
Religion/Faith (Crime)	112	92	20	21.7%
Sexual Orientation (Crime)	160	183	-23	-12.6%
Transgender (Crime)	35	37	-2	-5.4%
Alternative Subculture (Crime)	23	9	14	155.6%
Misogyny (Crime)	65	42	23	54.8%
Other (Crime)	74	41	33	80.5%
Hate Non-Crime	778	645	133	20.6%
Disability (Non-Crime)	107	59	48	81.4%
ASB Incidents	32,070	33,315	-1,245	-3.7%

City

City	2018/19	2017/18	Volume Change	% Change
All Crime	44,606	39,375	5,231	13.3%
Victim-Based Crime	37,432	33,896	3,536	10.4%
Violence against the Person	13,357	10,747	2,610	24.3%
Homicide	3	5	-2	-40.0%
Death or Serious Injury - Unlawful Driving	2	2	0	0.0%
Violence with injury	5,708	5,011	697	13.9%
Violence without injury	4,483	3,862	621	16.1%
Stalking and Harassment	3,161	1,867	1,294	69.3%
Sexual Offences	1,399	1,448	-49	-3.4%
Rape	548	590	-42	-7.1%
Other Sexual Offences	851	858	-7	-0.8%
Robbery	681	677	4	0.6%
Robbery of Business Property	55	48	7	14.6%
Robbery of Personal Property	626	629	-3	-0.5%
Burglary	2,698	2,842	-144	-5.1%
Burglary - Residential	1,902	2,070	-168	-8.1%
Burglary - Business and Community	796	772	24	3.1%
Theft	11,616	10,682	934	8.7%
Theft from the Person	1,378	469	909	193.8%
Bicycle Theft	1,042	778	264	33.9%
Shoplifting	4,628	4,232	396	9.4%
Other Theft	4,568	5,203	-635	-12.2%
Vehicle Offences	3,299	3,168	131	4.1%
Theft from a Motor Vehicle	2,020	1,868	152	8.1%
Theft of a Motor Vehicle	892	968	-76	-7.9%
Interfering with Motor Vehicle	387	332	55	16.6%
Arson and Criminal Damage	4,382	4,332	50	1.2%
Arson	225	168	57	33.9%
Criminal Damage	4,157	4,164	-7	-0.2%
Other Crimes Against Society	7,174	5,479	1,695	30.9%
Drug Offences	2,361	1,654	707	42.7%
Trafficking in Controlled Drugs	469	382	87	22.8%
Possession of Drugs	1,892	1,272	620	48.7%
Possession of Weapons	576	497	79	15.9%
Public Order Offences	3,203	2,546	657	25.8%
Miscellaneous Crimes Against Society	1,034	782	252	32.2%
Domestic Occurrences	8,089	6,222	1,867	30.0%
Domestic Crime	5,583	4,067	1,516	37.3%
Violence (Domestic)	4,311	3,107	1,204	38.8%
Sexual (Domestic)	169	128	41	32.0%
Rape (Domestic)	128	105	23	21.9%
Other Sexual Offences (Domestic)	41	23	18	78.3%
Other Crime (Domestic)	1,103	832	271	32.6%
Domestic Non-Crime	2,506	2,155	351	16.3%
Hate Occurrences	1,301	1,170	131	11.2%
Hate Crime	882	844	38	4.5%
Disability (Crime)	30	29	1	3.4%
Race (Crime)	719	663	56	8.4%
Religion/Faith (Crime)	69	64	5	7.8%
Sexual Orientation (Crime)	73	81	-8	-9.9%
Transgender (Crime)	21	22	-1	-4.5%
Alternative Subculture (Crime)	11	3	8	266.7%
Misogyny (Crime)	36	28	8	28.6%
Other (Crime)	18	9	9	100.0%
Hate Non-Crime	419	326	93	28.5%
Disability (Non-Crime)	43	21	22	104.8%
ASB Incidents	14,888	15,428	-540	-3.5%

County

County	2018/19	2017/18	Volume Change	% Change
All Crime	62,164	56,280	5,884	10.5%
Victim-Based Crime	54,831	50,366	4,465	8.9%
Violence against the Person	19,123	15,144	3,979	26.3%
Homicide	5	9	-4	-44.4%
Death or Serious Injury - Unlawful Driving	4	9	-5	-55.6%
Violence with injury	7,988	6,634	1,354	20.4%
Violence without injury	5,592	5,050	542	10.7%
Stalking and Harassment	5,534	3,442	2,092	60.8%
Sexual Offences	1,979	1,892	87	4.6%
Rape	745	704	41	5.8%
Other Sexual Offences	1,234	1,188	46	3.9%
Robbery	552	402	150	37.3%
Robbery of Business Property	60	59	1	1.7%
Robbery of Personal Property	492	343	149	43.4%
Burglary	5,165	5,312	-147	-2.8%
Burglary - Residential	3,469	3,659	-190	-5.2%
Burglary - Business and Community	1,696	1,653	43	2.6%
Theft	14,515	13,849	666	4.8%
Theft from the Person	468	231	237	102.6%
Bicycle Theft	1,026	770	256	33.2%
Shoplifting	6,711	5,779	932	16.1%
Other Theft	6,310	7,069	-759	-10.7%
Vehicle Offences	5,772	6,088	-316	-5.2%
Theft from a Motor Vehicle	3,558	3,944	-386	-9.8%
Theft of a Motor Vehicle	1,551	1,295	256	19.8%
Interfering with Motor Vehicle	663	849	-186	-21.9%
Arson and Criminal Damage	7,725	7,679	46	0.6%
Arson	395	352	43	12.2%
Criminal Damage	7,330	7,327	3	0.0%
Other Crimes Against Society	7,333	5,914	1,419	24.0%
Drug Offences	1,386	1,150	236	20.5%
Trafficking in Controlled Drugs	327	283	44	15.5%
Possession of Drugs	1,059	867	192	22.1%
Possession of Weapons	475	419	56	13.4%
Public Order Offences	3,959	3,214	745	23.2%
Miscellaneous Crimes Against Society	1,513	1,131	382	33.8%
Domestic Occurrences	12,537	9,698	2,839	29.3%
Domestic Crime	8,632	6,201	2,431	39.2%
Violence (Domestic)	6,608	4,758	1,850	38.9%
Sexual (Domestic)	293	185	108	58.4%
Rape (Domestic)	229	141	88	62.4%
Other Sexual Offences (Domestic)	64	44	20	45.5%
Other Crime (Domestic)	1,731	1,258	473	37.6%
Domestic Non-Crime	3,905	3,497	408	11.7%
Hate Occurrences	1,014	1,018	-4	-0.4%
Hate Crime	673	711	-38	-5.3%
Disability (Crime)	70	57	13	22.8%
Race (Crime)	433	489	-56	-11.5%
Religion/Faith (Crime)	41	28	13	46.4%
Sexual Orientation (Crime)	84	97	-13	-13.4%
Transgender (Crime)	13	12	1	8.3%
Alternative Subculture (Crime)	12	6	6	100.0%
Misogyny (Crime)	29	14	15	107.1%
Other (Crime)	56	32	24	75.0%
Hate Non-Crime	341	307	34	11.1%
Disability (Non-Crime)	62	35	27	77.1%
ASB Incidents	17,180	17,887	-707	-4.0%

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APPENDIX B – CSP CRIME REDUCTION PERFORMANCE (2018-19) - Community Safety Partnership Areas

Mansfield & Ashfield	2018/19	2017/18	Volume Change	% Change
All Crime	23,250	20,664	2,586	12.5%
Victim-Based Crime	20,164	18,265	1,899	10.4%
Violence against the Person	7,653	6,116	1,537	25.1%
Homicide	2	5	-3	-60.0%
Death or Serious Injury - Unlawful Driving	1	3	-2	-66.7%
Violence with injury	3,245	2,719	526	19.3%
Violence without injury	2,232	2,070	162	7.8%
Stalking and Harassment	2,173	1,319	854	64.7%
Sexual Offences	815	721	94	13.0%
Rape	320	262	58	22.1%
Other Sexual Offences	495	459	36	7.8%
Robbery	240	166	74	44.6%
Robbery of Business Property	29	26	3	11.5%
Robbery of Personal Property	211	140	71	50.7%
Burglary	1,486	1,602	-116	-7.2%
Burglary - Residential	1,038	1,090	-52	-4.8%
Burglary - Business and Community	448	512	-64	-12.5%
Theft	5,125	4,614	511	11.1%
Theft from the Person	177	87	90	103.4%
Bicycle Theft	221	188	33	17.6%
Shoplifting	2,634	2,115	519	24.5%
Other Theft	2,093	2,224	-131	-5.9%
Vehicle Offences	1,826	2,091	-265	-12.7%
Theft from a Motor Vehicle	1,137	1,316	-179	-13.6%
Theft of a Motor Vehicle	479	440	39	8.9%
Interfering with Motor Vehicle	210	335	-125	-37.3%
Arson and Criminal Damage	3,019	2,955	64	2.2%
Arson	131	128	3	2.3%
Criminal Damage	2,888	2,827	61	2.2%
Other Crimes Against Society	3,086	2,399	687	28.6%
Drug Offences	739	566	173	30.6%
Trafficking in Controlled Drugs	169	119	50	42.0%
Possession of Drugs	570	447	123	27.5%
Possession of Weapons	221	168	53	31.5%
Public Order Offences	1,565	1,241	324	26.1%
Miscellaneous Crimes Against Society	561	424	137	32.3%
Domestic Occurrences	5,255	3,975	1,280	32.2%
Domestic Crime	3,528	2,557	971	38.0%
Violence (Domestic)	2,699	1,967	732	37.2%
Sexual (Domestic)	130	78	52	66.7%
Rape (Domestic)	99	62	37	59.7%
Other Sexual Offences (Domestic)	31	16	15	93.8%
Other Crime (Domestic)	699	512	187	36.5%
Domestic Non-Crime	1,727	1,418	309	21.8%
Hate Occurrences	419	384	35	9.1%
Hate Crime	268	276	-8	-2.9%
Disability (Crime)	36	25	11	44.0%
Race (Crime)	163	182	-19	-10.4%
Religion/Faith (Crime)	13	10	3	30.0%
Sexual Orientation (Crime)	39	44	-5	-11.4%
Transgender (Crime)	5	6	-1	-16.7%
Alternative Subculture (Crime)	4	3	1	33.3%
Misogyny (Crime)	9	2	7	350.0%
Other (Crime)	29	13	16	123.1%
Hate Non-Crime	151	108	43	39.8%
Disability (Non-Crime)	39	14	25	178.6%
Race (Non-Crime)	54	55	-1	-1.8%
ASB Incidents	7,020	6,957	63	0.9%

Bassetlaw, Newark & Sherwood	2018/19	2017/18	Volume Change	% Change
All Crime	19,905	17,883	2,022	11.3%
Victim-Based Crime	17,671	16,119	1,552	9.6%
Violence against the Person	6,037	4,676	1,361	29.1%
Homicide	2	2	0	0.0%
Death or Serious Injury - Unlawful Driving	2	3	-1	-33.3%
Violence with injury	2,591	2,141	450	21.0%
Violence without injury	1,730	1,465	265	18.1%
Stalking and Harassment	1,712	1,065	647	60.8%
Sexual Offences	556	566	-10	-1.8%
Rape	188	205	-17	-8.3%
Other Sexual Offences	368	361	7	1.9%
Robbery	142	75	67	89.3%
Robbery of Business Property	13	6	7	116.7%
Robbery of Personal Property	129	69	60	87.0%
Burglary	1,891	1,759	132	7.5%
Burglary - Residential	1,109	1,070	39	3.6%
Burglary - Business and Community	782	689	93	13.5%
Theft	4,684	4,770	-86	-1.8%
Theft from the Person	133	74	59	79.7%
Bicycle Theft	339	284	55	19.4%
Shoplifting	2,101	1,863	238	12.8%
Other Theft	2,111	2,549	-438	-17.2%
Vehicle Offences	1,873	1,842	31	1.7%
Theft from a Motor Vehicle	1,210	1,254	-44	-3.5%
Theft of a Motor Vehicle	511	369	142	38.5%
Interfering with Motor Vehicle	152	219	-67	-30.6%
Arson and Criminal Damage	2,488	2,431	57	2.3%
Arson	151	147	4	2.7%
Criminal Damage	2,337	2,284	53	2.3%
Other Crimes Against Society	2,234	1,764	470	26.6%
Drug Offences	314	255	59	23.1%
Trafficking in Controlled Drugs	77	71	6	8.5%
Possession of Drugs	237	184	53	28.8%
Possession of Weapons	133	123	10	8.1%
Public Order Offences	1,248	1,033	215	20.8%
Miscellaneous Crimes Against Society	539	353	186	52.7%
Domestic Occurrences	3,579	2,762	817	29.6%
Domestic Crime	2,547	1,788	759	42.4%
Violence (Domestic)	1,908	1,345	563	41.9%
Sexual (Domestic)	81	52	29	55.8%
Rape (Domestic)	61	37	24	64.9%
Other Sexual Offences (Domestic)	20	15	5	33.3%
Other Crime (Domestic)	558	391	167	42.7%
Domestic Non-Crime	1,032	974	58	6.0%
Hate Occurrences	261	269	-8	-3.0%
Hate Crime	186	188	-2	-1.1%
Disability (Crime)	21	14	7	50.0%
Race (Crime)	117	127	-10	-7.9%
Religion/Faith (Crime)	9	3	6	200.0%
Sexual Orientation (Crime)	23	30	-7	-23.3%
Transgender (Crime)	7	2	5	250.0%
Alternative Subculture (Crime)	4	1	3	300.0%
Misogyny (Crime)	6	7	-1	-14.3%
Other (Crime)	14	10	4	40.0%
Hate Non-Crime	75	81	-6	-7.4%
Disability (Non-Crime)	12	9	3	33.3%
Race (Non-Crime)	36	40	-4	-10.0%
ASB Incidents	5,040	5,510	-470	-8.5%

Broxtowe, Rushcliffe & Gedling	2018/19	2017/18	Volume Change	% Change
All Crime	19,015	17,744	1,271	7.2%
Victim-Based Crime	17,001	15,990	1,011	6.3%
Violence against the Person	5,436	4,355	1,081	24.8%
Homicide	1	2	-1	-50.0%
Death or Serious Injury - Unlawful Driving	1	3	-2	-66.7%
Violence with injury	2,152	1,777	375	21.1%
Violence without injury	1,632	1,515	117	7.7%
Stalking and Harassment	1,650	1,058	592	56.0%
Sexual Offences	610	607	3	0.5%
Rape	239	238	1	0.4%
Other Sexual Offences	371	369	2	0.5%
Robbery	170	161	9	5.6%
Robbery of Business Property	18	27	-9	-33.3%
Robbery of Personal Property	152	134	18	13.4%
Burglary	1,788	1,952	-164	-8.4%
Burglary - Residential	1,322	1,500	-178	-11.9%
Burglary - Business and Community	466	452	14	3.1%
Theft	4,706	4,465	241	5.4%
Theft from the Person	158	70	88	125.7%
Bicycle Theft	466	298	168	56.4%
Shoplifting	1,976	1,801	175	9.7%
Other Theft	2,106	2,296	-190	-8.3%
Vehicle Offences	2,073	2,157	-84	-3.9%
Theft from a Motor Vehicle	1,211	1,375	-164	-11.9%
Theft of a Motor Vehicle	561	487	74	15.2%
Interfering with Motor Vehicle	301	295	6	2.0%
Arson and Criminal Damage	2,218	2,293	-75	-3.3%
Arson	113	77	36	46.8%
Criminal Damage	2,105	2,216	-111	-5.0%
Other Crimes Against Society	2,014	1,754	260	14.8%
Drug Offences	333	329	4	1.2%
Trafficking in Controlled Drugs	81	93	-12	-12.9%
Possession of Drugs	252	236	16	6.8%
Possession of Weapons	121	128	-7	-5.5%
Public Order Offences	1,147	942	205	21.8%
Miscellaneous Crimes Against Society	413	355	58	16.3%
Domestic Occurrences	3,707	2,963	744	25.1%
Domestic Crime	2,561	1,858	703	37.8%
Violence (Domestic)	2,003	1,448	555	38.3%
Sexual (Domestic)	84	55	29	52.7%
Rape (Domestic)	71	42	29	69.0%
Other Sexual Offences (Domestic)	13	13	0	0.0%
Other Crime (Domestic)	474	355	119	33.5%
Domestic Non-Crime	1,146	1,105	41	3.7%
Hate Occurrences	335	365	-30	-8.2%
Hate Crime	220	247	-27	-10.9%
Disability (Crime)	13	18	-5	-27.8%
Race (Crime)	154	180	-26	-14.4%
Religion/Faith (Crime)	19	15	4	26.7%
Sexual Orientation (Crime)	22	23	-1	-4.3%
Transgender (Crime)	1	4	-3	-75.0%
Alternative Subculture (Crime)	4	2	2	100.0%
Misogyny (Crime)	14	5	9	180.0%
Other (Crime)	13	9	4	44.4%
Hate Non-Crime	115	118	-3	-2.5%
Disability (Non-Crime)	11	12	-1	-8.3%
Race (Non-Crime)	68	66	2	3.0%
ASB Incidents	5,120	5,420	-300	-5.5%

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APPENDIX C – DEMAND FOR SERVICE (2018-19)

A typical day in Nottinghamshire Police

NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

- The population of Nottinghamshire is 1,147,060 people
- Nottinghamshire Police has 1,981 officers
- Across Nottinghamshire there is approximately one police officer for every 1,768 members of the public at any one time
- Since 2010, officer numbers have fallen while the population of Nottinghamshire has risen

+5.6% ↑

-18.9% ↓

Incoming daily demand

1,694	1,071	584	297	67	44
Calls Received	**Incidents Created**	**Incidents Attended** Grade I, U, S	**Crimes Recorded**	**Arrests & Voluntary attendance**	**Positive Outcomes**
510 calls to 999 1,184 calls to 101	85 ASB incidents 9 missing people 57 mental health related incidents	24 traffic collisions 85 domestics 24 with Mental Health qualifier	Including: 22 burglaries 90 violent crimes 10 serious sexual offences	Arrests of which: 17 have a mental health condition 4 are juveniles	Of which: 34 are charges 5 are community resolutions
-0.9% ↓	**+3.2%** ↑	**+11.9%** ↑	**+11.2%** ↑	**- 5.0%** ↓	**+1.3%** ↑

On-going demand

As well as responding to the public, proactive work is taking place to safeguard the public, including;

- Supporting 1,654 domestic abuse survivors at the Multi-Agency Risk Assessment Centres
- Managing 1,728 sexual and violent offenders under Multi Agency Public Protection Arrangement
- Supporting 2,975 children and young people subject to a Child Protection Plan (Figures to Dec 2018)
- Supporting 2,958 priority families in the City of Nottingham, 29% of which have ASB or Domestic problems
- Carrying out 8 stop and searches, with a 38.8% positive outcome rate

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For Consideration	
Public/Non Public*	**Public**
Report to:	**Police and Crime Panel**
Date of Meeting:	**23 September 2019**
Report of:	**Paddy Tipping Police and Crime Commissioner**
Report Author:	**Kevin Dennis**
E-mail:	**Kevin.Dennis@nottinghamshire.pnn.Police.uk**
Other Contacts:	**Kevin Dennis**
Agenda Item:	**7**

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT TO AUGUST 2019

1.   PURPOSE OF THE REPORT

1.1   This report presents the Police and Crime Panel (Panel) with an update on progress in delivery against the Police and Crime Commissioner's (Commissioner) Police and Crime Plan (2018-21), in compliance with the Commissioner's statutory duties[a].

1.2   This report sets out performance over the 1st April 2019 to 31st July 2019 financial year, including any additional contextual information requested by the Panel since June 2019.

2.   RECOMMENDATIONS

2.1   The Panel is invited to note the contents of this update report, consider the issues highlighted and seek assurance from the Commissioner on any outstanding issues or concerns.

3.   REASONS FOR RECOMMENDATIONS

3.1   The Police and Crime Panel has a statutory duty via the Police Reform and Social Responsibility Act 2011 to provide scrutiny of, and support to, a Commissioner in relation to the Police and Crime Plan and is empowered to maintain a regular check and balance on the performance of the PCC in that context (Section 14 of the Policing Protocol 2011).

3.2   The information provided as part of the Commissioner's update report is designed to assist the Police and Crime Panel in fulfilling these duties.

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[a]   *Section 13 of the Police Reform and Social Responsibility (PR&SR) Act 2011 requires the Commissioner to, subject to certain restrictions, provide the Panel with any information which they may reasonably require in order to carry out their functions, and any other information which the Commissioner considers appropriate*

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4. Summary of Key Points

POLICE AND CRIME PLAN (2018-21)

4.1 The Commissioner's Police and Crime Plan (2018-21) set 57 performance indicators and 12 sub-measures across four strategic themes. This report details performance against a number of headline measures, in addition to notable performance exceptions – both positive and negative – observed during the 2019/20 financial year. Exceptions include indicators that have seen significant divergence from the level or trend expected.

4.2 The full suite of performance measures across all four themes for the current year can be found in the Performance section of the Commissioner's website[b].

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5. Police and Crime Plan Performance Headlines

5.1 Performance in relation to 'protecting people from harm' remains relatively strong with ongoing increases in pro-active adult and child safeguarding referrals (+21%), reductions in child sexual exploitation crimes (-12%) and missing person reports (-8%) and increasing levels of disclosure and identification of domestic abuse (+28%). This has been coupled with ongoing improvements in proactive street triage and early intervention activity.

5.2 HMICRFS's 2018 integrated PEEL assessment (published in May 2019), assessed the force as 'good' at protecting vulnerable people from harm, marking an improvement on the grading received in 2017. The report states that:

'Nottinghamshire Police is good at spotting vulnerable people when they first contact the force. It has got better at responding to them. Officers and staff treat vulnerable people well. The force regularly gets feedback from vulnerable victims to help improve its approach. This includes those who don't support police action. The force makes good use of its powers to protect people. Officers and staff are good at assessing risk at domestic abuse incidents and respond well to people with mental health problems'.

5.3 HMICFRS identify a number of areas for improvement, however, which include completion rates for DASH RIC (Domestic Abuse, Stalking and Harassment Risk Identification Checklist) and the timely response to incidents and appointments assessed 'non-priority'.

5.4 Violent knife crimes recorded by police have reduced by around 3.3% in the last year following a peak in August 2018. This has been coupled with increased police pro-activity over this period which led to a 32.6% increase in recorded possession of weapons offences – predominantly attributable to Operation

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Reacher. Every possession of weapons offence dealt with by the police is potentially preventing the future use of a weapon in a violent offence, and therefore, the upward trend in the recording of these offences is viewed positively.

5.5 A 2018/19 baseline has been established for 'cope and recover' outcomes set out in the Ministry of Justice monitoring framework for PCC commissioned victim services. Around 73% of victims leaving these services during 2018/19 reported improvements in cope and recover outcomes. It should be noted, however, that improvements in crime recording and victim disclosure alongside increased pressures on local policing services has led to a steady decline in the rate of positive outcomes for victim based crimes (-2% pts), including cases of domestic violence (-8.4%) and rape (-3% pts). This indicator is updated bi-annually.

5.6 HMICRFS's 2018 integrated PEEL Report (published in May 2019), assessed the force as 'requiring improvement' in the way it works to prevent crime and ASB. This marks a deterioration on the assessment given in 2017, with 'minimal progress' having been made in: working with local people to improve understanding of local communities and demonstrate action taken to address their concerns and; prioritising, evaluating and routinely sharing effective practice in crime and ASB prevention. Extensive work is underway to reinvigorate neighbourhood-based problem solving. This includes the introduction of a new problem solving framework informed by quarterly findings from the Commissioner's Police and Crime Survey, and a problem solving conference for community safety partners which is being hosted by the PCC on 12 November.

5.7 The Nottinghamshire Police and Crime Survey indicates that the prevalence of crime has increased marginally over the previous year at force (1.5% pts), city (+2.3%) and county (+1.2%) levels. This has been reflected in the profile of police recorded crime where the volume of victim-based crime has also increased at force (+3.3%), city (+2.5%) and county (+3.7%) levels. The crime survey indicates that the proportion of crime going on to be reported to the police has also increased over the last year from around 46% to 59%.

5.8 249 offenders are currently under active Integrated Offender Management (IOM), either in the community or on short-term prison sentences while 232 offenders have been successfully removed from the scheme since January 2016. Together, these cohorts have achieved an average reduction in reoffending risk of 73.7% - which is over and above the level expected of a high performing scheme (45%). The IOM programme is also managing 44 high risk serial domestic violence perpetrators, 85 Multi-Agency Public Protection Arrangements (MAPPA) nominals, 72 knife crime flagged offenders and 40 organised crime group offenders. The programme also commenced management of an additional non-statutory cohort for knife crime early intervention in August 2019 as a result of additional PCC funding for two Probation Support Officers (see paragraph 6.5 below).

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Nottinghamshire Police and Crime Plan: Headline Indicators

Theme	Measure	Baseline	Current	Trend	Comment
Protecting people from harm	Police Effectiveness: Protecting vulnerable people	Requires Improvement (2017)	Good (2019)	▲	HMICFRS PEEL Assessment - May 2019 Inspection reported improvement in grading – noting improvements in response to and early identification of domestic abuse.
	Adult and child safeguarding referrals	5,067 (Jul 2018)	6,121 (Jul 2019)	⇧ 20.8%	Safeguarding referrals have reached the highest on record largely due to improved identification, referral and recording of safeguarding concerns, 1,054 additional referrals in the year to July 2019.
	Violent knife crime recorded by police	893 (Jul 2018)	866 (Jul 2019)	⇩ 3.0%	Police recorded violent knife displays a sporadic pattern, but has reduced marginally since its peak in August 2018. Tackling knife crime remains a core police and priority for the area.
Helping and supporting victims	Victim Services: Improvement in 'cope and recover' outcomes	73.5% (Mar 2019)	73.5% (Mar 2019)	n/a	PCC Commissioned victim services: Average 73% showing improvement, most notably in being 'better able to cope' (76%) and improved health and wellbeing (75%).
	Repeat victims of domestic abuse presenting to police	32.7% (Jul 18)	33.8% (Jul 19)	⇧ 1.1% pts	While levels of domestic abuse crime captured and reported to the police has increased by 28% over the last year, only a 1.1% point increase in repeat victimisation has been observed over this period.
	Positive outcome rate for serious sexual offences	10.1% (Jul 18)	8.2% (Jul 19)	⇩ 1.9% pts	Positive outcomes rates for SSO continue to show a steadily decline following increases in disclosure and third party reporting. Absolute volume of positive outcomes remains stable.
Tackling Crime and ASB	Police Effectiveness: Preventing / tackling crime and ASB	Good (2017)	Requires Improvement (2019)	▼	HMICFRS PEEL Assessment – May 2019 highlighted 'minimal progress' in improving understanding of communities and prioritising crime prevention. These areas are receiving a renewed focus in 2019.
	Crime prevalence: % residents experiencing crime in last 12 months	17.4% (Jun 2018)	18.9% (Jun 2019)	⇧ 1.5% pts	Police & Crime Survey highlights a rise in crime prevalence in Nottingham (+2.3%pt) and South Notts (+3.5%pt) compared to reductions in Mansfield & Ashfield saw a 2.5%pt reduction in crime prevalence
	Integrated Offender Management – reduction in reoffending risk	-78.7% (Jun 2018)	-73.7% (Jun 2019)	-5.0% pts (>45%)	232 offenders successfully removed from the scheme since January 2016 achieved an average reduction in reoffending risk of 73.7%. IOM continues to be adapted to take account of the changing risk profile
Transformation and quality policing	Police efficiency: Efficiency & sustainability of policing services	Requires Improvement (2017)	Requires Improvement (2019)	◄►	HMICFRS PEEL Assessment – May 2019 The force 'needs to improve how it meets current demands and uses its resources and how it plans for the future'. See case study detailing current work underway.
	% residents feeling the police 'do a good job'	47.2% (Jun 2018)	46.9% (Jun 2019)	⇧ 0.5% pts	Police & Crime Survey: Marginal improvement in public perceptions. Strongest in the city (55%) and lowest in Bassetlaw, Newark and Sherwood (41%).
	Achieving a balanced budget: Budget vs Spend	+£0.85m rev -£4.18m cap (Mar 2019)	+£0.93m rev -£0.35m cap (Mar 2020)	Stable Reduced	Forecast revenue overspend of £0.935m in 2019/20 largely due to unexpected IS and MFSS costs. Forecast capital underspend of £0.353m and £3.2m programme slippage

5.9 HMICRFS's 2018 integrated PEEL Report (May 2019) concluded that the force 'requires improvement' in how efficiently and sustainably it delivers services. Specific areas for improvement include tracking benefits of new arrangements for managing demand, understanding and addressing gaps in workforce capabilities and improving understanding and analysis of future demand. The PCC has

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commissioned targeted work to help address these issues in 2019, which is detailed in the case study at paragraph 8 below.

5.10 Public confidence in the police, as monitored by the Police and Crime Survey, remains relatively stable. As at June 2019, around 53.4% of respondents reported having confidence in the police in their area, while 47.7% agreed that the police in their area 'do a good job'. Confidence remains higher than average in Nottingham (60.0%, 55.3%) and below average in Bassetlaw, Newark and Sherwood (48.0%, 41.4%), although improvements have been observed in both over the last year.

5.11 As at June 2019, the force/OPCC are projecting: a revenue overspend of £935,000 in 2019/20 driven by unexpected costs in information services and estates and overspend on MFSS; a capital budget underspend of £353,000 driven by procurement savings within the command and control project and; capital programme slippage of £3,202,000 partly due to financial profiling issues within the new custody suite project. Further details are provided in section 11.

5.12 Actual spend to the end of June 2019 is £50,736k revenue and £2,168k capital. The budget is continually scrutinised and challenged with budget holders which will result in ongoing revisions throughout the year.

6. Police and Crime Plan Performance – Positive Exception Reporting

6.1 Data as at 31 July 2019 highlights strong and improving performance across the following Police and Crime Plan performance indicators in comparison to performance during the previous year:-

Theme	Measures	Jul 2019
Protecting from harm	Adult and child safeguarding referrals	+20.8%
Supporting victims	Domestic abuse crimes	+28.1%
Tackling crime & ASB	Drug trafficking and supply offences	+27.7%
	Integrated Offender Management – Reduced reoffending	-73.7%
Quality Policing	Abandoned call rates - 101 non-emergency service	-6.8% pts

6.2 Levels of recorded **adult and child safeguarding referrals** have continued to increase during the first quarter of 2019/20 reaching the highest on record (6,121 in the year to July 2019) – around 88 additional safeguarding referrals per month compared to the previous year. This has primarily been driven by improvements in recording, reporting, referral and assessment processes that are helping agencies to provide earlier intervention and ultimately reduce risk of harm. While a positive safeguarding development, these increases continue to place significant additional demand on force public protection teams.

6.3 The force continues to record an increasing number of **domestic abuse crimes**, having risen by 28.1% over the last year to around 14,761. While rising levels of disclosure and identification are considered a positive outcome, these increases continue to place further pressure on local MARAC and victim support services. Police recorded repeat victimisation for domestic abuse (33.8%) has seen a marginal (1.1% pt) increase over the previous year.

6.4 Recorded **drug trafficking and supply offences** have continued to display an increasing trend since March 2019 impacted, in part, by greater use of stop and search (+89%) and pro-active operations such as 'Operation Reacher' to target individuals and gangs involved in drug and weapon possession. The number of drug trafficking and supply offences recorded by police has increased by 27.7% over the previous year. The Nottinghamshire Police and Crime Survey indicates that drug use and dealing remains an escalating concern for local residents (48%), particularly in the Mansfield (57.5%) and Ashfield (61%) areas.

6.5 The **Integrated Offender Management** (IOM) Scheme continues to demonstrate considerable success, with those removed from the scheme since January 2016 having achieved an average reduction in reoffending risk of 73.7%. This is over and above the level expected of a high performing scheme (45%). The Nottinghamshire scheme has been recognised as a model of regional and national good practice, being the first to develop a tool for monitoring its long-term impact at individual offender level. The scheme is set to deliver its Organised Crime Group training pack to other regional IOM schemes in September 2019 and continues to evolve in response to the changing profile of risk. This includes the management of high risk serial domestic violence perpetrators, organised crime group offenders and knife crime flagged offenders. See 5.7

6.6 **Abandoned call rates for the 101 non-emergency number** have fallen steadily over the last year (-6.8%) and now remain stable at around 2.3%. This follows action taken to reduce 101 call volumes (-6.1%) and improve the management of demand and signposting to other services at first point of contact. Abandonment rates for 999 calls have remained low over the previous two years (< 0.05%).

6.7 The force and OPCC now routinely monitor crime trends in terms of both volume and severity. This is done by weighting each offence based on sentencing data over the previous 5 years using the ONS crime severity index. The **crime severity** score provides an indication of the relative harm of recorded offences and the likely demand on the police. Nottinghamshire's overall crime severity score has seen a marginal (+1.1%) increase over the previous year, but has fallen across 13 of the 23 priority neighbourhoods subject to enhanced partnership activity. These include Arboretum (-5.9%), Stapleford (-16%) and Arnold & Woodthorpe (-8.1%). The areas of Worksop North (+12.5%) and South (+6.0%) and Mansfield East (+13.8%) and West (+15.6%), however, have recorded increases in crime severity.

7.	Police and Crime Plan Performance – Negative Exception Reporting

7.1   Data to 31 July 2019 highlights marginal deterioration in performance across the following Police and Crime Plan performance indicators in comparison to performance over the previous year:-

Theme	Measures	Jul 2019
Protecting from harm	Domestic abuse - repeat victimisation rate	+1.1%
Supporting victims	Positive outcome rate for victim-based crime	-0.5% pts
	Positive outcome rate for serious sexual offences	-1.9% pts
Tackling crime & ASB	Victim-based crime – including fraud	+3.3%
Quality policing	Budget management – data reporting	n/a

7.2   **Repeat victimisation for domestic abuse** (33.8%) has increased by a marginal 1.1% points in the year to July 2019. It should be noted, however, that levels of domestic abuse recorded by the police over this period has increased by 28%, largely due to greater reporting and improved recording processes. While overall satisfaction with the police among domestic abuse survivors has remained relatively stable over the previous year (90%), there have been some marginal reductions in the proportion satisfied with their treatment (from 96.7% to 94.8%) and extent to which they have been kept informed (from 79.3% to 78.1%).

7.3   **Positive outcome rates for victim-based crimes** have seen a marginal (-0.5% pt) reduction over the previous year falling from 12.6% to 12.1%. Despite this reduction, there have been some improvements over the latest quarter, with positive outcomes having risen from 11.9%, while the proportion of crimes recorded with an identified suspect has increased by +4.7%. This correlates with improvements in compliance with crime recording standards and increases in the number of offences where the victim does not support further action. Criminal justice outcomes remain relatively strong in Nottinghamshire when compared to other regional force areas.

7.4   **Positive outcomes rates for serious sexual offences** have reduced by 1.9% pts over the previous year, from 10.1% to 8.2%. Despite this reduction, positive outcomes, and the volume of adult serious sexual offences recorded by police (+1.1%) now appear to be stabilising, following a peak in July 2018. The force continues to receive a substantial proportion of reports from third parties and survivors that do not support further police action. While the proportion of serious sexual offences resulting in a positive outcome has declined, the absolute number of positive outcomes has remained relatively stable.

7.5 Nottinghamshire Police recorded a 3.3% increase in levels of **victim-based crime** in the year to July 2019, however comparisons based on the April to July period (-2.4%) indicate that this may now be reducing. Within this category, there have been marked increases in recorded violence (+16%) and stalking and harassment (+39%) offences, largely due to changes and improvements in recording practices. Some genuine increases have, however, also been observed and corroborated with calls for service data and findings from the PCC's Police and Crime Survey. These include rises in robbery (+6%) and fraud offences (+21%). Conversely, rates of burglary and violence against the person remain below average in Nottinghamshire when compared to other police forces nationally.

7.6 Managing the increasing demand relating to fraud (+21%) and online crime (+16%) remains a significant challenge to the police, with investigations often being complex and time consuming. Partnership-led education and awareness raising activity plays a critical role in reducing risk of victimisation and the impact that these crimes can have on vulnerable people. The majority of online crimes recorded are harassment offences, specifically malicious communications offences which have taken place in online forums such as Facebook and twitter.

7.7 Reporting of **budget monitoring** information has been exceptionally problematic during Quarter 1 due to on-going issues with the migration to Oracle Cloud Apps. Work is progressing to address proven errors in data recoded on the financial system, with outturn monitoring in relation to pay not being available at this time due to inconsistencies within the data. There is confidence that the budget set is robust and will be sufficient to manage known moves, changes, recruitment and leavers within Quarter 1 and those planned for the remainder of the year at this point in time.

8. Case Study: Understanding and Modelling Police Demand

8.1 Panel Members have requested the presentation of a case study for each meeting. Recent case studies have included: Integrity and Compliance with NCRS; Prosecution File Quality Improvements; Knife Crime; Nottinghamshire Police and Crime Survey; OPCC's Sexual Violence Engagement Manager; the Nottinghamshire Victim CARE Service and; Nottingham Violence Interrupters Pilot. For this meeting, a further case study has been prepared detailing recent activity to improve understanding and management of police demand.

8.2 In Nottinghamshire's 2018 PEEL Assessment, published May 2019, HMICFRS graded the force as 'requiring improvement' in the efficiency and sustainability of the way its delivers services to the public. More specifically, the assessment stated that:-

"The force needs to get a better understanding of demand. It is getting better at assessing future demand, but needs to understand how demand is changing, what skills it will need in the future and link workforce capabilities to financial plans. It also needs to use more partnership data for this [and] understand the effect that pressures on other organisations have on its own demand. Nottinghamshire Police needs to improve how it meets current demands and uses its resources. It should make sure it understands people's workloads before increasing them".

8.3 In early 2019, the PCC commissioned nationally recognised crime and justice specialists Crest Advisory to develop a comprehensive profile of current and future demand on Nottinghamshire Police to inform strategic and operational planning. This led to the development of a bespoke demand model for Nottinghamshire which combines a number of statistical forecasting methods to analyse historic crime, control room, deployment, investigation and crime outcome data in order to project demand over a subsequent four year period. The work was supplemented by focus groups to reality test estimates of 'activity-based timings' across a range of policing activities and functions.

8.4 Findings[c] from the initial independent review concluded that available police hours are already being outstripped by demand in Nottinghamshire, having been operating at or over capacity since 2016. Forecasts indicate that by 2023, the service is likely to need at least 260 additional officers to meet reactive demand at an estimated cost of £19.2 million.

Nottinghamshire estimated police demand in hours, 2014-2022

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[c] https://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Newsletters-and-Publications/Publications/Modelling-Demand-on-Nottinghamshire-Police.pdf

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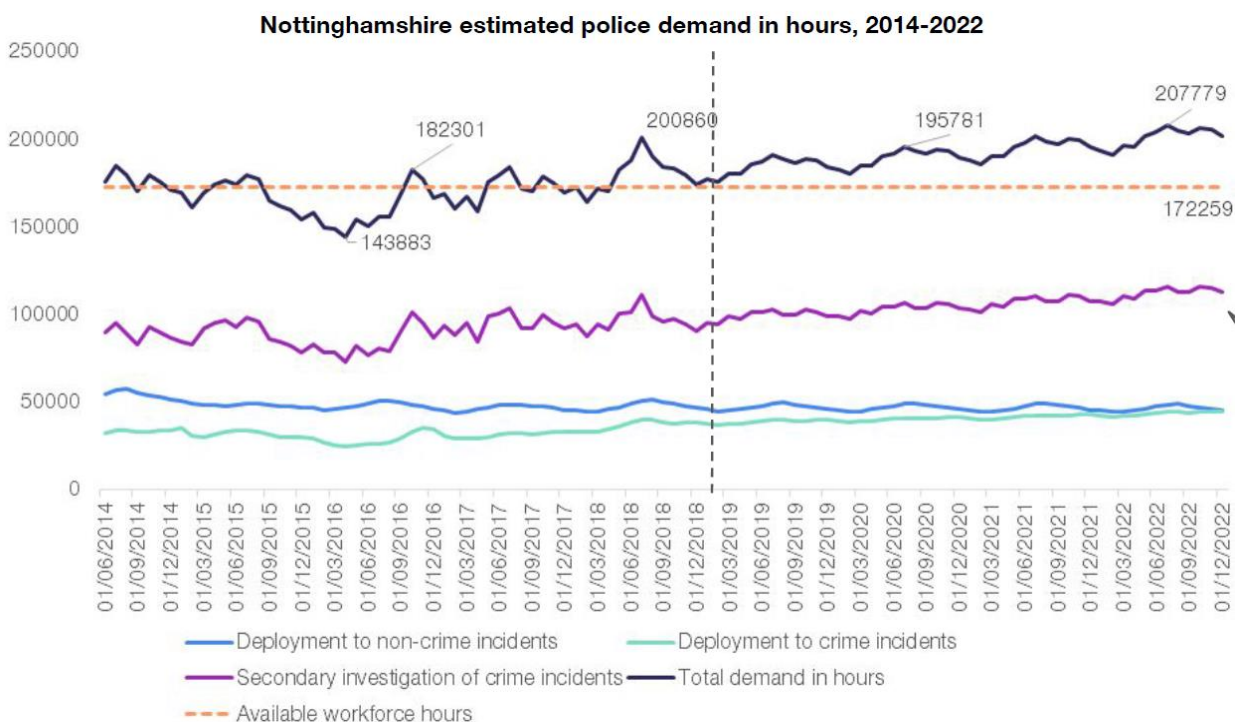
8.5   The changing nature of crime demand is likely to mean that the force will need to consider investing in more detectives and more specialist skills e.g. early evidence collection for sexual offences and digital investigation skills. Policing hours demanded by high harm offences are predicted to continue to increase over the next four years, whilst non-crime and burglary demand is predicted to remain more stable. Fraud offences will drive up demand from 'other' crime.

Estimated number of hours demanded per month by incident grouping, 2014-2022
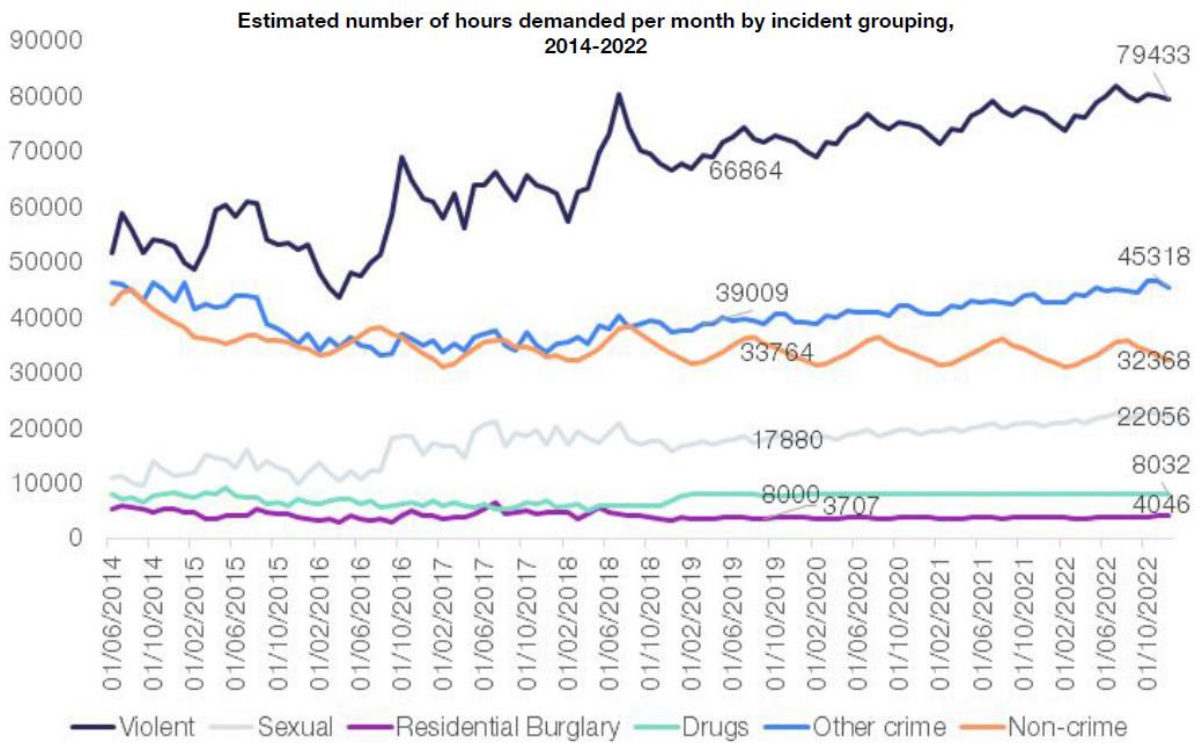
8.6   Crest's analysis is helping the force and PCC to challenge common misconceptions about policing demand, highlighting the anticipated growth in required secondary investigation capacity alongside opportunities to deliver greater efficiencies and target resources to secure better value for money. The findings are also being used to support Nottinghamshire's CSR / lobbying position in respect of police funding and inform the annual Force Management Statement and Departmental Assessment process.

8.7   Having developed an intuitive and bespoke demand modelling tool for Nottinghamshire that has been designed to match the force's structure and specification, the PCC and Chief Constable are keen to explore further opportunities for its development and application. This includes the potential to incorporate regional and proactive elements of demand and develop a platform which will enable in-house force analysts to independently profile demand and model 'what if?' scenarios to assess the impact of changes in policing policy.

8.8 The innovative approach has been presented to the Home Office and the National Police Chief's Council and will be further explored as part of a regional roundtable event in Nottinghamshire on 30 September 2019.

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9. Activities of the Commissioner

9.1 The Commissioner is represented at the key thematic, partnership and force local performance boards to obtain assurance that the Force and Partners are aware of the current performance threats and taking appropriate action to address the emerging challenges. Any issues of concern are reported to the Commissioner who holds the Chief Constable to account on a weekly basis. The Commissioner also meets heads of Investigations and Intelligence and Operations on a quarterly basis to gain a deeper understanding of threats, harm and risk to performance.

9.2 The Commissioner continues to take steps to obtain assurances that the Chief Constable has identified the key threats to performance but more importantly that swift remedial and appropriate action is being taken to tackle the problems especially in the Priority Plus Areas in the County and High Impact Wards in the City. Key activities are reported on the Commissioner's website.[d]

Chief Constable Contract Extension

9.3 The Police and Crime Commissioner undertook a review of the Chief Constable's contract in July 2019 as part of the annual performance and delivery review process. The Commissioner considered challenges and achievements since Mr Guildford's appointment in February 2017. In view of the demonstrable achievements to date and a recognised need to maintain sustainable leadership of the service, the decided to extend the Chief Constable's contract to July 2025 and provide an uplift in the Chief Constable's salary.

9.4 The Commissioner obtained support from the chair and vice chair of Nottinghamshire's Police and Crime Panel in making this decision at a meeting held on 25 July 2019. The Head of East Midlands legal services has confirmed that the Commissioner has the legal powers to extend Mr Guildford's contract until July 2025 and uplift his salary in line with police regulations and flexibilities available to him.

Nottinghamshire Violence Reduction Unit (VRU)

9.5 Nottinghamshire OPCC received confirmation from the Home Office on 9th August 2019 of an £880,000 funding allocation to support the establishment of a Violence Reduction Unit (VRU) in the area. The VRU's core function will be to offer

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[d] http://www.nottinghamshire.pcc.police.uk/News-and-Events/Latest-News.aspx

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leadership and strategic coordination of a local public health approach to serious violence. The first meeting of the Strategic VRU Board took place on 5th August, chaired by Paddy Tipping and attended senior colleagues from Public Health, Policing, Children's Services, Education, CCGs and Nottingham University Hospital. A broader governance structure has also been developed alongside this to include a Citizen's Advisory Panel and a VRU Stakeholder Reference Group, which will facilitate meaningful engagement with a network of Community Ambassadors and Senior Practitioners and Managers from partner organisations, respectively.

9.6   Appointments are currently being made to the core VRU team, which will be co-located with partners at Loxley House, led by David Wakelin, as VRU Director. The team is comprised of individuals from a number of agencies and includes a Public Health Consultant, Children's Strategy and Improvement Specialists, a Programme Manager, a Community Engagement Specialist and a Researcher, Analyst and Project Officer to provide the necessary support. Every effort has been made to keep spend on the team and infrastructure as lean as possible to enable funds to be spent on interventions, analysis and evaluation to enable the VRU to build a legacy which will last beyond March 2020, which is the current term that the Home Office have agreed. As well as a programme plan of initiatives which focus on early intervention and a public health approach, the team will deliver a countywide JSNA and a violence reduction strategy.

Independent Inquiry into Child Sexual Abuse – Nottinghamshire Councils

9.7   The IICSA inquiry report[e] into allegations of sexual abuse of children in the care of Nottinghamshire Councils during the 1960's, 70's, 80's and 90's was published on 31 July 2019, receiving significant local and national media attention. The report follows 15 days of public hearings in 2018 with 350 individuals reporting experience of sexual abuse whilst in the care of the Councils.

9.8   The report concludes that most institutions, including elected members, senior managers, frontline social work and residential staff and foster carers and Nottinghamshire Police, failed children who were sexually abused whilst in the care of the Nottinghamshire Councils. Despite successive reviews, more still needs to be done by the Councils and the police to ensure that consistent support and counselling is provided for those who have suffered sexual abuse in care and that agencies are receptive to complainants' needs.

9.9   Despite some recent improvements, Nottinghamshire Police's investigation into the allegations was not adequately resourced or supported. Senior officers should have done more to support the operation and the police did not treat the allegations with sufficient seriousness. The police have had to improve how they

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[e] _https://www.iicsa.org.uk/news/inquiry-publishes-report-nottinghamshire-councils_
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communicate with complainants following criticisms from complainants, including the means and regularity of contact, and notifying complainants that an investigation has been closed.

9.10 The report makes recommendations for the Councils to assess potential risks posed by current and former foster carers in relation to sexual abuse, ensure that current and former foster carers provided by external agencies are assessed by those agencies, with any concerns being referred to the police and other appropriate bodies. The City Council and child protection partners should also commission an independent external evaluation of their practice concerning harmful sexual behaviour. Both councils and the police have published their initial responses to the report which can be provided to panel members on request.

Stop and Search Annual Report 2018/19

9.11 Nottinghamshire Police published its Annual Report into Stop and Search for the 2018/19 period in August 2019. The report provides statistics on use of stop and search including analysis of disparities in 'find rates' among people from different ethnicities in line with HMICFRS recommendations. The report highlights that:-

- 3,023 searches were undertaken in 2018/19, marking a 58% increase on 2017/18 (1,908), driven largely by greater national acceptance of its use in tackling local emerging threats alongside rises in front-line policing capacity
- Despite this increase, Nottinghamshire maintains one of the lowest search rates per 1,000 population in the country, while arrest (15.4%) and positive outcome (39.5%) rates have continued to increase
- A prohibitive item linked to the purpose of the search was found in 88% of all stops. The percentage of searches conducted to find a weapon fell from 20% to 14.7%, however the actual number rose from 392 to 441
- The number of complaints relating to stop and search remain low despite ongoing work to promote the complaints process. This is believed to be in part affected by more widespread use of Body Worn Video (BWV)
- Disproportionality rates for use of stop and search among BAME / non-BAME communities have reduced from 4.2 to 3.5 and in the City from 1.7 to 1.4

9.12 The review also identifies five risks for further work and scrutiny via the Stop and Search Scrutiny Board. These include developing a more comprehensive understanding of:-

- Stop and searches involving young Asian people aged 18-24 who remain the group most likely to be searched
- Handcuffing rates for BAME individuals, which remain higher than for White imdividuals
- Arrest rates for Asian or Black people stop and searched – which remain higher than that of White people

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- Lower 'find' rates among people from dual heritage backgrounds than for other groups - while items seized were linked to the reason for search in a comparative proportion of cases, fewer prohibited items were recovered
- Outcome rates (including find rates) for those from dual or multiple heritage backgrounds which is lower than that for all other ethnicity defined searches

10. Decisions

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

10.2 Panel Members have previously requested that the Commissioner provide a list of all forthcoming decisions (Forward Plan) rather than those already made. This Forward Plan of Key Decisions for the OPCC and the Force has been updated and is contained in **Appendix A**.

11. Financial Implications and Budget Provision

11.1 The Commissioner holds the Chief Constable to account formally at his Strategic Resources and Performance meetings (SSRP). At this meeting the Chief Constable submits a number of financial reports for scrutiny.

11.2 Chancellor, Sajid Javid, announced the government's 12-month spending review on 4 September 2019. The review confirmed a £750m increase in Home Office funding for policing as part of the government committed to increase officer numbers by 6,000 by March 2021 and 20,000 by 2023. Further announcements will be made on how officers will be allocated across territorial police forces, counter-terrorism policing and serious and organised crime. The Chancellor also confirmed an additional £30m for technology and law enforcement capabilities to tackle child sexual exploitation and additional funding for the Ministry of Justice (£55m) and CPS (£80m) to support the work of the 20,000 additional police officers and manage the increasing complexity of crime.

11.3 As at June 2019, the force/OPCC are projecting a financial revenue outturn position of £207,218,000 in 2019/20, which represents a projected overspend of £935,000 against the approved net revenue budget of £206,283,000. The over spend is predominately being driven by:-

- Unexpected costs in information services for renewal of the data bundle contract and slow progress on realising the £300k efficiency saving

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[f] *http://www.nottinghamshire.pcc.police.uk/Public-Information/Decisions/Decisions.aspx*

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- An over spend on MFSS relating to the extension of early life support
- An increase on estates costs in recognition that Bingham, Worksop and Holmes House sales may not be realised

Nottinghamshire Police Revenue Position as at the end of June 2019, by Department

	Revised Budget (RB) £'000	Forecast Outturn (FO) £'000	FO-RB Variance £'000
Local Policing			
County	43,095	43,095	0
City	29,449	29,450	1
Contact Management	16,354	16,354	0
	88,899	**88,899**	**1**
Crime & Operational Services			
Public Protection	12,438	12,438	0
Operational Support	10,179	10,202	24
Intelligence	9,191	9,204	13
Serious & Organised Crime	7,313	7,313	0
Archive & Exhibits	1,078	1,078	0
Other	255	280	25
	40,454	**40,515**	**61**
Corporate Services			
Technical Accounting	12,455	12,357	(98)
Information Services	11,321	11,821	500
Estates	6,235	6,383	148
Fleet	3,228	3,229	1
People Services	1,742	1,735	(7)
PSD	1,636	1,635	(1)
Command	1,263	1,285	22
Futures Board	1,083	1,083	0
Corporate Development	1,080	1,080	0
Corporate Communications	833	833	0
Finance	671	671	0
Information Management	503	511	8
Other smaller budget departments	215	215	0
	42,267	**42,839**	**573**
Collaboration			
EMSOU Operations	13,548	13,566	18
EMCJS	9,066	9,066	0
EMSOU Services	4,169	4,182	13
MFSS	2,567	2,837	270
ESN	186	186	0
EMSCU	153	153	0
	29,689	**29,990**	**301**
Force Total	**201,308**	**202,243**	**935**
OPCC	**4,975**	**4,975**	**0**
Group Total	**206,283**	**207,218**	**935**

Overspends shown as positive numbers, under-spends shown as ( ) numbers.
No manual adjustments have been made for rounding

11.4 As at June 2019, the force/OPCC are projecting a Capital budget outturn of £9,241,000 in 2019/20 against an approved capital programme budget of £12,797,000. This forecast assumes a £354,000 underspend largely driven by procurement savings within the command and control project, and £3,202,000 slippage as a result of financial profiling issues within the new custody suite project which will be addressed following a meeting with Gleeds.

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Capital Outturn Position as at the end of June 2019, by Project

Project Name	Revised Budget £'000	Forecast Outturn £'000	Underspend £'000	Slippage to 2020/21 £'000
Estates				
New Custody Suite	6,430	3,296	0	(3,134)
Building Improvement, Renovation & Conversion Works	1,172	1,171	(0)	0
Hucknall EMAS	637	632	(5)	0
Custody Improvements	360	360	(0)	0
New HQ Joint Build	352	285	0	(67)
Northern Property Store	246	246	(0)	0
Bunkered Fuel Tanks	76	57	(19)	0
Automatic Gates & Barriers	52	52	0	0
Community Rehabilitation Companies Renovations	25	25	0	0
	9,350	6,123	(25)	(3,202)
Information Services				
Command & Control	2,000	1,673	(327)	0
Technology Services Refresh & Upgrades	1,090	1,090	0	0
ANPR Camera Project	126	126	0	0
NEP	112	110	(2)	0
SICCS Upgrade	59	59	0	0
	3,387	3,058	(329)	0
Other Projects				
Vehicle & Equipment Replacement	**60**	**60**	**0**	**0**
	12,797	**9,241**	**(354)**	**(3,202)**

Overspends shown as positive numbers, under-spends shown as ( ) numbers.
No manual adjustments have been made for rounding

11.5 Actual spend to the end of June 2019 is £50,736k revenue and £2,168k capital. The budget is continually scrutinised and challenged with budget holders which will result in ongoing revisions throughout the year. Monitoring has been exceptionally problematic during quarter 1, with proven errors in the data recoded on the financial system. While work is progressing to address these issues, it should be noted that the year to date actual spend is inaccurate at this present time. There is confidence that the budget set is robust and will be sufficient to manage capital plans during 2019/20.

11.6 **Appendices B and C** contain the full finance revenue and capital reports submitted to the Strategic Resources and Performance Board on 4th September 2019 and provide more detail regarding the provisional year end position for each.

12. Human Resources Implications

12.1 None - this is an information report.

13. Equality Implications

13.1 None

14. Risk Management

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

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

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

16. Changes in Legislation or other Legal Considerations

16.1 The Commissioner publishes a horizon scanning document[g] every two weeks and which can be downloaded from his website. The horizon scanning undertaken involves reviewing information from a range of sources, including emerging legislation, government publications, audits and inspections, consultation opportunities and key statistics and research findings, in order to inform strategic planning and decision making locally.

17. Details of outcome of consultation

17.1 The Chief Constable has been sent a copy of this report.

18. Appendices

    A. Forward Plan of Key Decisions for the OPCC and the Force

    B. Finance Revenue Budget Position for Q1 2019/20 as at June 2019

    C. Finance Capital Budget Position for Q1 2019/20 as at June 2019

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

- Police and Crime Plan 2018-2021

For any enquiries about this report please contact:

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[g] http://www.nottinghamshire.pcc.police.uk/Public-Information/Horizon-Scanning/Horizon-Scanning.aspx

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Decisions of Significant Public Interest: Forward Plan

September 2019

1.0 Business cases						
Ref	Date	Subject	Summary of Decision	Cost (£) *Where available*	Contact Officer	Report of OPCC / Force
None to report with the exception of those noted under 2.0 Contracts, 3.0 Estates, ICT and Asset Strategic Planning and 5.0 Strategic Issues including Finance						

2.0 Contracts (above £250k) – further updates pending						
Ref	Date	Subject	Summary of Decision	Cost (£) *Where available*	Contact Officer	Report of OPCC / Force
2.1	Jun-19	Body Worn Video	Procurement & award of contract	>£250K	R.Adams EMSCU	Force
2.2	May-19	EE Mobile (Data & Voice)	Direct Award	>£250K	R.Adams EMSCU	Force
2.3	May-19	Driver Awareness Courses	Call off agreement	>£250K	R.Adams EMSCU	Force
2.4	Jun-19	Fleet Maintenance	Procurement & award of contract	>£250K	R.Adams EMSCU	Force
2.5	May-19	Airwave Extension/Holmes 2	Extension	>£250K	R.Adams EMSCU	Force
2.6	Jun-19	Travel – Rail	Procurement & award of contract	>£250K	R.Adams EMSCU	Force
2.7	Jun-19	Building Condition – P3/4	Procurement and award of contract	>£250K	R.Adams EMSCU	Force
2.8	Jun-19	Telephony Support	Procurement & award of contract	>£250K	R.Adams EMSCU	Force
2.9	TBA	Water Services	Contract	>£250K	R.Adams EMSCU	Force
2.10	May-19	Internal Audit	Framework and award	>£250K	R.Adams EMSCU	Force

3.0 Estates, ICT and Asset Strategic Planning – further updates pending

Ref	Date	Subject	Summary of Decision	Cost (£) *Where available*	Contact Officer	Report of OPCC / Force
3.1	TBC	Replacement SARC	Proposal to replace the existing adult SARC with new, more suitable premises	Interim Business Case in course of preparation	T/DCI Clare Dean and Tim Wendels, Estates and Facilities	Force/OPCC
3.2	June 2019	West Bridgford Police Station	Review the future of West Bridgford Police Station and consider options for alternative accommodation .	Business Case in course of preparation.	Tim Wendels, Estates and Facilities	Force

4.0 Workforce Plan and Recruitment Strategies

Ref	Date	Subject	Summary of Decision	Cost (£) *Where available*	Contact Officer	Report of OPCC / Force
None to report.						

5.0 Strategic Issues including Finance

Ref	Date	Subject	Summary of Decision	Cost (£) *Where available*	Contact Officer	Report of OPCC / Force
None to report						

6.0 Other OPCC Commissioning						
Ref	Date	Subject	Summary of Decision	Cost (£) *Where available*	Contact Officer	Report of OPCC / Force
6.1	September 2019	Victim CARE	Extension of contract into 2020-1	£600k	Nicola Wade	OPCC
6.2	October 2019 (tender award)	County criminal justice substance misuse support	Re co-commissioning of substance misuse support services in the county (County Council is the lead commissioner)	£1.4m	Nicola Wade	OPCC
6.3	September 2019	County domestic abuse support	Re co-commissioning of domestic abuse support services in the county (County Council is the lead commissioner)	£1.4m	Nicola Wade	OPCC
6.4	November 2019	2019-0 Community Safety Fund	Small grants for third sector organisations	Tbc	Nicola Wade	OPCC
6.5	December 2019	Future sexual violence services in city and county	Co-commissioning of new sexual violence support services (partnership approach, lead commissioner to be confirmed)	Tbc	Nicola Wade	OPCC
6.6	January 2020	Community safety partnership grants	Award of grants to community safety partnerships	Tbc	Nicola Wade	OPCC

For Decision	
Public/Non Public*	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	4th September 2019
Report of:	Mark Kimberley - CFO
Report Author:	Tracey Morris
E-mail:	tracey.morris@Nottinghamshire.pnn.police.uk
Other Contacts:	Mark Kimberley
Agenda Item:	

Revenue Report for Period 3; Quarter 1 2019/20.

1. Purpose of the Report

1.1 The purpose of this report is to provide an update on the financial outturn position for revenue as at 30th June 2019 (Period 3, Quarter 1).

2. Recommendations

2.1 **Recommendation 1**
It is recommended that the contents of the attached report and virements approved under delegated arrangements for Quarter 1 2019 shown in Appendix B are noted.

2.2 **Recommendation 2**
That the Police and Crime Commissioner approve the virements of greater than £100k which have been recommended by the Chief Constables as set out in Appendix C. These virements will be reflected in the outturn position once fully approved.

2.3 **Recommendation 3**
That the Police and Crime Commissioner note the overspend position and consider any action that might be required as set out in Appendix D.

2.4 **Background**
The Revenue Budget 2019/20 was presented and approved at the Police and Crime Panel Meeting on 7th February 2019.

The net revenue budget for 2019/20 is £206,283k. This is split between the Force £201,308k and the Office of the Police and Crime Commissioner (OPCC) £4,975k.

Finance in conjunction with the organisation has continued to review the outturn position. At the end of June 2019 the projected year end outturn is £207,218k, which represents an over spend of £935k against the budget. Please also refer to section 8 of this report which identifies risk issues in respect of this report.

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Actual spend to the end of June 2019 is £50,736k.

3.	Reasons for Recommendations

3.1   To update the Chief Officer Team and the Office of the PCC on the Force's projected outturn position for 2019/20 and also to comply with good financial management and Financial Regulations.

4.	Summary of Key Points

Executive Summary

4.1   The review during quarter one of revenue expenditure is forecasting an over spend in the Force budget of £935k; and an on budget position within the OPCC. It is assumed that any underspends within the OPCC during the year will be transferred to OPCC's commissioning reserve.

The over spend is predominately being driven by unexpected costs in information services for renewal of the data bundle contract and slow progress on realising the £300k efficiency saving. An over spend on MFSS relating to the extension of early life support and an increase on estates costs. Expectations were that Bingham, Worksop and Holmes House sales would be realised and the budget was reduced accordingly.

Monitoring has been exceptionally problematic during Quarter 1, with proven errors in the data recoded on the financial system. Whilst work is progressing to address these issues, it should be noted that outturn monitoring in relation to pay has not been able to be completed due to inconsistencies within the data. There is confidence that the budget set is robust and will be sufficient to manage known moves, changes, recruitment and leavers within Quarter 1 and those planned for the remainder of the year at this point in time.

The table below shows the projected Force (including externally funded and seconded officers/staff) variances against the 2019/20 budget plus virements (revised budget) as at the end of June 2019.

Variances greater than £10k are explained in more detail within section 4 of this report.

Data explaining the variance between original budget and revised budget can be found in appendix A. Data explaining the virements can be found in appendix B and appendix C.

Nottinghamshire Police Group Position as at the end of June 2019, by Department.

Over spends are shown as + numbers, whilst under spends are shown as ( ) numbers. No adjustments have been made for rounding.

	Revised Budget (RB) £'000	Forecast Outturn (FO) £'000	FO-RB Variance £'000
Local Policing			
County	43,095	43,095	0
City	29,449	29,450	1
Contact Management	16,354	16,354	0
	88,899	**88,899**	**1**
Crime & Operational Services			
Public Protection	12,438	12,438	0
Operational Support	10,179	10,202	24
Intelligence	9,191	9,204	13
Serious & Organised Crime	7,313	7,313	0
Archive & Exhibits	1,078	1,078	0
Other	255	280	25
	40,454	**40,515**	**61**
Corporate Services			
Technical Accounting	12,455	12,357	(98)
Information Services	11,321	11,821	500
Estates	6,235	6,383	148
Fleet	3,228	3,229	1
People Services	1,742	1,735	(7)
PSD	1,636	1,635	(1)
Command	1,263	1,285	22
Futures Board	1,083	1,083	0
Corporate Development	1,080	1,080	0
Corporate Communications	833	833	0
Finance	671	671	0
Information Management	503	511	8
Other smaller budget departments	215	215	0
	42,267	**42,839**	**573**
Collaboration			
EMSOU Operations	13,548	13,566	18
EMCJS	9,066	9,066	0
EMSOU Services	4,169	4,182	13
MFSS	2,567	2,837	270
ESN	186	186	0
EMSCU	153	153	0
	29,689	**29,990**	**301**
Force Total	**201,308**	**202,243**	**935**
OPCC	**4,975**	**4,975**	**0**
Group Total	**206,283**	**207,218**	**935**

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4.2 Crime & Operational Support – over spend £61k

4.2.1 Operational Support – Over spend £24k
The over spend reflects an additional charge in respect of the National Police Air Support of £24k.

4.2.2 Intelligence – over spend £13k
The over spend represents a charge for fitting out one of the surveillance cars.

4.2.3 Other – Over spend £25k
Increase on interpreters contract to reflect an increase for rare and scarce languages £22k and £3k in respect of an increase in UKAS charges.

4.3 Corporate Services – over spend £573k

4.3.1 Technical Accounting – under spend (£98k)
The provision of savings expected through better contract negotiations of £250k has been released from this area of the budget, it is expected that the savings will show in the respective departments as they are realised. Additional income generation is expected of £344k in general as a result of reviewing the final outturn position for 2018/19.

4.3.2 Information Services – Over spend £500k
The over spend reflects an expected cost for replacement of the EE data bundle of £275k. The balance reflects slow progress to achieve the £300k efficiency saving.

4.3.3 Estates – Over spend £148k
Over spend of £128k relates to delays in the sale of Bingham, Holmes House and Worksop. £12k relates to an increase in the management fee for the uniform contract with Cooneen.

4.3.4 Command – over spend £22k
The majority of this over spend is an additional contribution towards the undercover policing public enquiry.

4.4 Collaboration and Partnerships – over spend £301k

4.4.1 EMSOU Operations – over spend £18k
£18k reflects an expected increase in UKAS inspection and accreditation fees.

4.4.2 EMSOU Services – over spend £13k
£13k reflects an additional cost for L&D equipment to facilitate training.

4

4.4.3 MFSS – over spend £270k

£20k reflects an extension of the local force costs to support the issues being experienced within the migration to Oracle Cloud. £250k reflects expected MFSS costs due to the extension of early life support. In addition reports are in progress to the Joint Oversight Committee requesting additional funding which could have further cost implications of up to an additional £450k.

4.5 OPCC – on budget

The OPCC is projecting an on budget performance with an outturn of £4,975k. It is assumed that any under spend that may arise during the year will be transferred to the OPCC's Commissioning reserve at year end.

4.6 Grant Funding

This section of the reports shows grant funded projects for 2019/20. The grant and outturn figures are not shown in the tables reported under item 4.1 and will be monitored separately.

4.6.1 Op Scorpion – Grant £1,540k

The spending plan against this grant is shown below. An update on spend against the grant will be shown in P4.

Home Office Knife Crime Surge Grant	£'000
Increased Resources	561
Surge Activity	651
Increased Capability	289
Preventative / Diversionary Initiatives	39
	1,540

4.6.2 ARV Uplift – Grant £263k

The spending plan against this grant is shown below. An update on spend against the grant will be shown in P4.

Home Office ARV Uplift Funding Grant	£'000
RAPT, TST, TAPT related overtime & staffing	55
Armoury Improvement	52
Armed team support vehicle	50
X2 Tasers for initial firearms courses	33
1 x duty planning staff	27
Targetry proposals	26
Method of entry rig and shelter	20
	263

4.6.3 Cyber Crime – Grant £111k

5

The spending plan against this grant is shown below. An update on spend against the grant will be shown in P4.

Home Office Cyber Crime Grant	£'000
Employee costs	99
Crypto currency equipment	2
Travel & accommodation for Cyber Team	10
	111

4.7 **Efficiencies**

The 2019/20 efficiency target in order to achieve a balanced budget is £3,300k as per the table below:

Efficiencies Target for 2019/20	Target £'000	Outturn £'000
Pay & Expenses		
Ongoing staff pay savings	1,500	
Overtime	500	
	2,000	Unable
Non Pay		to
Procurement	300	assess
Comms & Computing	300	due to
Capital Financing	300	MFSS
Supplies & Services	200	quality
Income	200	issues.
	1,300	
Total Savings	**3,300**	

The procurement saving was included within the Technical Accounting area for budget purposes and has been reversed out in the June forecast on the basis that the savings will be delivered across numerous lines of expenditure. All other savings targets/achievements are captured in the outturn summary on page 3.

Finance is constantly reviewing all efficiency targets with the organisation to identify any possible risks or opportunities to delivering the yearend target.

5   Financial Implications and Budget Provision

5.1 The financial information relating to this item is contained within item 4.1 and Appendix A.

6   Human Resources Implications

6.2 There are no immediate Human Resource implications arising from this report.

7	**Equality Implications**

7.1 There are no equality implications arising from this report.

8	**Risk Management**

8.1 Monitoring has been exceptionally problematic during Quarter 1, with proven errors in the data recoded on the financial system. Whilst work is progressing to address these issues, it should be noted that outturn monitoring in relation to pay has not been able to be completed due to inconsistencies within the data.

8.2 There is concern on the number of instances where force governance is not being fully complied with. This can create a risk where by the outturn position is understated.

8.3 Recent information relating to pay awards is not reflected in the outturn figures in this report. An increase of 2% was identified in the budget. It is expected that the additional cost to the Force will be circa £470k assuming that staff will follow officers with a 2.5% approved increase in September 2019.

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

9.1 There are no policy implications arising from this report.

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

10.1 There are no changes in legislation or other legal considerations that are relevant to this report.

11	**Details of outcome of consultation**

11.2 The figures included in this report are presented to the Force Executive Board on a monthly basis.

12.	**Appendices**

12.2 Appendix A - Revenue Report to June 2019 CIPFA format.

12.3 Appendix B - Virements approved under delegated arrangements.

12.4 Appendix C – Virements greater than £100k requiring PCC approval.

12.5 Appendix D - Forecast movements.

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

NB
See guidance on public access to meetings and information about meetings for guidance on non-public information and confidential information.

Appendix A

Nottinghamshire Police Group Position as at the end of June 2019, by CIPFA format.

The table shows the original budget and approved virements to represent the revised budget. Over spends are shown as + numbers, whilst under spends are shown as () numbers. No manual adjustments have been made for rounding.

	Budget £'000	Virements £'000	Revised Budget RB £'000	Forecast Outturn FO £'000	FO-RB Variance £'000
Pay & Allowances					
Police Officer	107,907	0	107,907	107,907	0
Police Staff	43,151	0	43,151	43,151	0
PCSO	5,723	0	5,723	5,723	0
	156,781	**0**	**156,781**	**156,781**	**0**
Overtime					
Police Officer	4,016	0	4,016	4,016	0
Police Staff	743	0	743	743	0
PCSO	60	0	60	60	0
	4,819	**0**	**4,819**	**4,819**	**0**
Other Employee Expenses					
Medical Retirements	4,929	0	4,929	4,929	0
Other Employee Expenses	2,156	18	2,174	2,167	(8)
	7,085	**18**	**7,103**	**7,096**	**(8)**
Total Pay & Allowances	**168,685**	**18**	**168,703**	**168,695**	**(8)**
Non Pay					
Collaboration Contributions	10,246	265	10,511	10,785	274
Comms & Computing	8,683	5	8,688	9,188	500
Other Supplies & Services	5,853	(70)	5,783	6,129	346
Premises	5,767	0	5,767	5,905	138
Transport	5,652	33	5,685	5,678	(7)
Capital Financing	4,335	0	4,335	4,335	0
Forensic & Investigative costs	2,090	0	2,090	2,112	22
Custody costs & Police Doctor	1,483	0	1,483	1,488	5
Partnership Payments	1,312	(251)	1,061	1,088	27
Clothing, Uniform & Laundry	527	0	527	537	10
Income	(13,325)	0	(13,325)	(13,697)	(372)
Total Non-Pay	**32,623**	**(18)**	**32,605**	**33,548**	**943**
OPCC	**4,975**	**0**	**4,975**	**4,975**	**0**
TOTAL GROUP POSITION	**206,283**	**(0)**	**206,283**	**207,218**	**935**

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Nottinghamshire Police Group Position as at the end of June 2019, by Department.

The table shows the original budget and approved virements to represent the revised budget. Over spends are shown as + numbers, whilst under spends are shown as () numbers. No manual adjustments have been made for rounding.

	Budget £'000	Virements £'000	Revised Budget RB £'000	Forecast Outturn FO £'000	FO-RB Variance £'000
Local Policing					
County	43,081	15	43,095	43,095	0
City	29,450	(1)	29,449	29,450	1
Contact Management	16,479	(125)	16,354	16,354	0
	89,010	**(111)**	**88,899**	**88,899**	**1**
Crime & Operational Services					
Public Protection	12,438	0	12,438	12,438	0
Operational Support	10,156	23	10,179	10,202	24
Intelligence	9,191	0	9,191	9,204	13
Serious & Organised Crime	7,313	0	7,313	7,313	0
Archive & Exhibits	1,078	0	1,078	1,078	0
Other	(47)	302	255	280	25
	40,129	**325**	**40,454**	**40,515**	**61**
Corporate Services					
Technical Accounting	12,776	(321)	12,455	12,357	(98)
Information Services	11,272	49	11,321	11,821	500
Estates	6,235	0	6,235	6,383	148
Fleet	2,876	352	3,228	3,229	1
People Services	1,715	27	1,742	1,735	(7)
PSD	1,635	1	1,636	1,635	(1)
Futures Board	1,280	(197)	1,083	1,083	0
Command	1,235	28	1,263	1,285	22
Corporate Development	1,628	(548)	1,080	1,080	0
Corporate Communications	833	0	833	833	0
Finance	671	0	671	671	0
Information Management	0	503	503	511	8
Other smaller budget departments	215	0	215	215	0
	42,372	**(105)**	**42,267**	**42,839**	**573**
Collaboration					
EMSOU Operations	13,781	(232)	13,548	13,566	18
EMCJS	9,066	0	9,066	9,066	0
EMSOU Services	4,195	(27)	4,169	4,182	13
MFSS	2,418	150	2,567	2,837	270
ESN	186	0	186	186	0
EMSCU	153	0	153	153	0
	29,798	**(109)**	**29,689**	**29,990**	**301**
Force Total	**201,308**	**0**	**201,308**	**202,243**	**935**
OPCC	**4,975**	**0**	**4,975**	**4,975**	**0**
Group Total	**206,283**	**0**	**206,283**	**207,218**	**935**

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Appendix B

Virements Quarter 1 - Approved under delegated arrangements

Expenditure Type	Description	Amount £
Other Employee Costs	Overspend on Xpert HR licences, is to be funded from saving on External Assessment Centres	(1,300.00)
	Staff Survey - Uni of Durham costs - to be funded from saving on External Assessment Centres	(7,500.00)
	Counselling Service saving from collaboration to off-set local costs of new contract	26,580.00
	TOTAL	**17,780.00**

Expenditure Type	Description	Amount £
Supplies & Services	Drone costs realigned under Air Support from Specialist Operational Equipment	(32,700.63)
	Realignment of funds to support the EMRICC charge for 19/20	(40,972.00)
	Overspend on Xpert HR licences, is to be funded from saving on External Assessment Centres	1,300.00
	Staff Survey - Uni of Durham costs - to be funded from saving on External Assessment Centres	7,500.00
	TOTAL	**(64,872.63)**

Expenditure Type	Description	Amount £
Third Party Payments	Realignment of funds to support the EMRICC charge for 19/20	40,972.00
	Counselling Service saving from collaboration to off-set local costs of new contract	(26,580.00)
	TOTAL	**14,392.00**

Expenditure Type	Description	Amount £
Transport Related	Drone costs realigned under Air Support from Specialist Operational Equipment	32,700.63
	TOTAL	**32,700.63**

	OVERALL MOVEMENT	-

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Appendix C

Virements Quarter 1- Requiring PCC approval.

Expenditure Type	Description	Amount £
Grant, Trading & Reimb Income	Additional Income generated & expected to be generated over several areas	(371,724.85)
Other Employee Costs	Overall reduction in Assessment Centre requirements	(7,520.00)
Property Related	Increase in forecast to reflect utility & rates charges for Holmes House, Worksop and Bingham	137,952.00
Supplies & Services	Additional Inflation costs and uplift in UKAS Accreditation fee and NPFDPU uplift, change to translation contract.	197,475.85
Third Party Payments	NPAS additional charge; contribution to undercover policing enquiry; contribution to Op Elter.	50,997.00
Transport Related	2018/19 Year end adjustment (release of accrual)	(7,180.00)
	OVERALL FORECAST MOVEMENT	-

Appendix D

Forecast Movements Quarter 1- 2019/20

Expenditure Type	Description	Amount £
Supplies & Services	Increase in Hotel Accommodation costs, primarily due to overnight stays in Cheshire	21,179.69
	50% Alicen Puntin from Towers Holt - one-off, in respect of MFSS	10,000.00
	PS TAX advice for EMSCU becoming an independent legal entity	6,650.00
	Overspend in Information services for EE data bundle and not achieving efficiency saving	397,407.14
	Release of expected savings through contract negotiations	250,000.00
	TOTAL	**685,236.83**

Expenditure Type	Description	Amount £
Third Party Payments	Contingency for extension in early life support MFSS	250,000.00
	TOTAL	**250,000.00**

	OVERALL FORECAST MOVEMENT	**935,236.83**

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For Decision	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance
Date of Meeting:	4th September 2019
Report of:	Mark Kimberley – CFO
Report Author:	Tracey Morris
E-mail:	Tracey.morris@nottinghamshire.pnn.police.uk
Other Contacts:	Charlotte Radford
Agenda Item:	

Capital Report for Period 3; Quarter 1 2019/20

1. Purpose of the Report

1.1 The purpose of this report is to provide an update on the financial outturn position for capital as at 30th June 2019 (Period 3, Quarter 1).

2. Recommendations

2.1 Recommendation 1 Outturn Position
That the Police and Crime Commissioner note the outturn position as set out in Appendix A.

Recommendation 2 Virement
That the Police and Crime Commission approve the virement request as set out in Appendix B.

2.2 **Background**

The Capital Programme for 2019/20 to 2023/24 was presented and approved at the Police and Crime Panel Meeting on 7th February 2019.

The capital budget for 2019/20 is £12,797k. This is calculated as slippage from 2018/19 of £1,470k and new allocations in 2019/20 of £11,327k.

Finance in conjunction with project leads and budget holders have continued to review the outturn position (Appendix A). At the end of June 2019 the projected year end outturn is £9,241k.

Actual spend to the end of June 2019 is £2,168k. Please also refer to section 8 of this report.

3. Reasons for Recommendations

3.1 To update the Chief Officer Team and the Office of the PCC on the Force's projected outturn position for 2019/20 and also to comply with good financial management and Financial Regulations.

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4. Summary of Key Points

4.1 **Executive Summary**

The review during quarter one of the capital expenditure is forecasting an under spend of £354k and anticipated slippage of £3,202k.

The under spend is predominately being driven by procurement savings within the command and control project. The slippage is being driven by financial profiling issues within the new custody suite project which will be addressed when a meeting with Gleeds is held.

Monitoring has been exceptionally problematic during quarter 1, with proven errors in the data recoded on the financial system. Work is progressing to address these issues, it should be noted that the year to date actual spend is inaccurate at this present time. There is confidence that the budget set is robust and will be sufficient to manage capital plans during 2019/20.

The table below shows the projected Force under spends and slippage against the 2019/20 budget plus virements (revised budget) as at the end of June 2019.

Variances greater than £50k are explained in more detail within section 4 of this report.

Data explaining the variance between original budget and revised budget can be found in Appendix A. Data explaining the virements can be found in Appendix B.

Capital Outturn Position as at the end of June 2019, by Project.

Over spends are shown as + numbers, whilst under spends are shown as ( ) numbers. No manual adjustments have been made for rounding.

Project Name	Revised Budget £'000	Forecast Outturn £'000	Underspend £'000	Slippage to 2020/21 £'000
Estates				
New Custody Suite	6,430	3,296	0	(3,134)
Building Improvement, Renovation & Conversion Works	1,172	1,171	(0)	0
Hucknall EMAS	637	632	(5)	0
Custody Improvements	360	360	(0)	0
New HQ Joint Build	352	285	0	(67)
Northern Property Store	246	246	(0)	0
Bunkered Fuel Tanks	76	57	(19)	0
Automatic Gates & Barriers	52	52	0	0
Community Rehabilitation Companies Renovations	25	25	0	0
	9,350	**6,123**	**(25)**	**(3,202)**
Information Services				
Command & Control	2,000	1,673	(327)	0
Technology Services Refresh & Upgrades	1,090	1,090	0	0
ANPR Camera Project	126	126	0	0
NEP	112	110	(2)	0
SICCS Upgrade	59	59	0	0
	3,387	**3,058**	**(329)**	**0**
Other Projects				
Vehicle & Equipment Replacement	**60**	**60**	**0**	**0**
	12,797	**9,241**	**(354)**	**(3,202)**

4.2   Estates – Under spend (£25k) and Slippage (£3,202k)

4.2.1   New Custody Suite – slippage (£3,134k)
The projected slippage figure is likely to change by the end of the year, Estates and Finance are awaiting a meeting with Gleeds to identify the milestone payments and progress expected during this year. This is a multi-year project and overall the project is expected to be delivered on target.

4.2.2   New HQ Joint Build – slippage (£67k)
The projected slippage figure is likely to change by the end of the year, Estates and Finance are awaiting a meeting with Gleeds to identify the milestone payments and progress expected during this year. This is a multi-year project and overall the project is expected to be delivered on target.

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4.3 Information Services – Under spend (£327k)

4.3.1 Command & Control – under spend (£327k)
The project is expected to under spend to reflect the balance of procurement savings achieved during the tendering phase of the project.

4.4 Other Projects – on budget
There are no significant variances to report.

5	Financial Implications and Budget Provision

5.1 The financial information relating to this item is contained within item 4.1 and Appendix A.

6	Human Resources Implications

6.1 There are no immediate Human Resource implications arising from this report.

7	Equality Implications

7.1 There are no equality implications arising from this report.

8	Risk Management

8.1 It should be noted that the actual year to date figures shown within this report are not considered to be accurate at this point in time, work is progressing with our outsourced service to rectify current issues.

9	Policy Implications and links to the Police and Crime Plan Priorities

9.1 There are no policy implications arising from this report.

10	Changes in Legislation or other Legal Considerations

10.1 There are no changes in legislation or other legal considerations that are relevant to this report.

11	Details of outcome of consultation

11.1 The figures included in this report are presented to the Force Executive Board on a monthly basis.

12.	Appendices

12.1 Appendix A – Detailed Report to June 2019.

12.2   Appendix B – Virements requiring approval.

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

NB
See guidance on public access to meetings and information about meetings for guidance on non-public information and confidential information.

Capital Position as at the end of June 2019.

The table shows the original budget, approved slippage, requested virements and outturn position. Overspends are shown as + numbers, whilst under spends are shown as () numbers. No manual adjustments have been made for rounding.

Project Name	Slippage From 2018/19	New Budget 2019/20	In Year Virements	Total Available for Project	Total Actual Spend YTD	Outturn	Under Spend	Slippage to 2020/21
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Estates								
New Custody Suite	0	6,430	0	6,430	276	3,296	0	(3,134)
Building Improvement, Renovation & Conversion Works	0	1,250	(78)	1,172	13	1,171	(0)	0
Hucknall EMAS	637	0	0	637	25	632	(5)	0
Custody Improvements	260	100	0	360	122	360	(0)	0
New HQ Joint Build	0	352	0	352	59	285	0	(67)
Northern Property Store	168	0	78	246	11	246	(0)	0
Bunkered Fuel Tanks	76	0	0	76	0	57	(19)	0
Automatic Gates & Barriers	52	0	0	52	0	52	0	0
Community Rehabilitation Companies Renovations	0	25	0	25	0	25	0	0
	1,193	**8,157**	**0**	**9,350**	**505**	**6,123**	**(25)**	**(3,202)**
Information Services								
Command & Control	0	2,000	0	2,000	1,457	1,673	(327)	0
Technology Services Refresh & Upgrades	0	1,090	0	1,090	167	1,090	0	0
ANPR Camera Project	106	20	0	126	28	126	0	0
NEP	112	0	0	112	0	110	(2)	0
SICCS Upgrade	59	0	0	59	0	59	0	0
	277	**3,110**	**0**	**3,387**	**1,652**	**3,058**	**(329)**	**0**
Other Projects								
Vehicle & Equipment Replacement	0	60	0	60	12	60	0	0
	0	**60**	**0**	**60**	**12**	**60**	**0**	**0**

6

Total		**1,470**	**11,327**	**0**	**12,797**	**2,168**	**9,241**	**(354)**	**(3,202)**

Virements Quarter 1 – 2019/20

Project	Description	Amount £
Building Improvement, Renovation & Conversion Works	Expected underspend to be used to provide racking within Northern Property Store	(78,000)
Northern Property Store	Additional racking required within store	78,000
Total		**0**

8

For Consideration	
Public/Non-Public*	**Public**
Report to:	**Police and Crime Panel**
Date of Meeting:	**23rd September 2019**
Report of:	**Paddy Tipping Police Commissioner**
Report Author:	**Kevin Dennis**
E-mail:	**kevin.dennis@nottinghamshire.pnn.police.uk**
Other Contacts:	**Kevin Dennis**
Agenda Item:	**8**

NATIONAL AND REGIONAL DEVELOPMENTS – PCC UPDATE REPORT

1. PURPOSE OF THE REPORT

1.1 This report provides the Police and Crime Panel with an update on national and regional policing developments.

2. RECOMMENDATIONS

2.1 The Panel to note the report.

3. REASONS FOR RECOMMENDATIONS

3.1 To provide the Panel with a brief update on national and regional policing developments.

4. Summary of Key Points

4.1 On 15th July 2019, the Deputy Chief Constable provided the Commissioner with an update on the following five national and regional developments:

- The Emergency Services Network (Police Reform Transformation Programme)

- Strategic Policing Requirement Compliance

- National Police Air Service: Future Model of Delivery and Funding Requirements

- Transforming Forensics

- Information Technology Transformation

4.2 This report provides a brief summary of the main issues highlighted for each report. However, the full reports can be downloaded by clicking the link below.[a]

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[a] _https://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Meetings/Strategic-Resources-and-Performance/July-2019/Full-Agenda-Pack-15-July-2019.pdf_

1

5. Update on the Emergency Services Network (Police Reform Transformation Programme)

5.1 Following public scrutiny via the National Audit Office and Public Accounts Committee, the Home Office have affirmed that Emergency Services Network (ESN) remains the right strategic direction as a replacement for Airwave (Police radio communications) as an emergency services mission critical communications system.

5.2 However, national Police Chief's Council has raised concerns around the costs of the programme and plans for contingency arrangements. It is evident that unless forces plan and prepare for convergence of devices and IT eco-systems, they are likely to incur significantly inflated costs in comparison to Airwave.

5.3 The National ESN Finance Reference Group (FRG) has been provided with indicative figures regarding the financial exposure to Police Forces in England and Wales. The East Midlands region is represented on the ESN FRG by a member of (EMSOU) to ensure that local Finance Directors are kept abreast of financial developments.

5.4 A substantial amount of work is being undertaken nationally to manage and coordinate user engagement, especially involvement in verification and validation of operational capability and functionality as part of a complicated product release management programme, which will see increased activity and engagement with user representatives.

5.5 Under the current 'P50' (i.e. 50% probability) plan, the Home Office estimates transition onto ESN will commence after PRIME availability Q2 2021 followed by Airwave National Shutdown in December 2022 (contingency to June 2023). Chief Constable Skelly represents East Midlands Chiefs at the ESN Chief Constables Reference Group (CCRG). The current working assumption is that the East Midlands forces will commence transition activities in Q3 2021.

5.6 The regional programme has a positive collaborative relationship with regional ESN Fire counterparts working together on the Force's approach to coverage assurance. This approach seeks to minimise duplication and ensure that public money is spent wisely in assuring this vital element of programme delivery, pending an agreed national coverage methodology and plan.

6. Strategic Policing Requirement Compliance Update

6.1 The Strategic Policing Requirement (SPR) was first issued in July 2012, in accordance with Section 77 of the Police Reform and Social Responsibility Act 2011.[b] The Government has a responsibility for ensuring that sufficient capabilities are in place to respond to serious and cross-boundary threats and supports Chief

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[b] *https://www.gov.uk/government/publications/strategic-policing-requirement*

2

Constables and Police and Crime Commissioners (PCCs) in balancing local and national priorities. These SPR's can be revised by the Home Secretary as and when required.[c] For example, in 2015 Child Sexual Abuse (CSA) was made an additional national threat. The current SPRs in brief are:

- Terrorism

- Serious and organised crime

- A national cyber security incident

- Threats to public order or public safety

- Civil emergencies

- Child sexual abuse

6.2 Police and Crime Commissioners and Chief Constables are required to have regard to these SPRs in exercising their respective roles.

6.3 In September 2013 HMICFRS, undertook a specific inspection of Nottinghamshire Police against each of the SPR requirements.[d] Since that time, aspects of the SPR were inspected during the PEEL assessments. In September 2018, HMICFRS undertook a PEEL assessment and aspects of the SPR were reported on. The overall PEEL assessment was Good. Brief aspects of the findings are reported as follows:

- The Force has a good understanding of the potential harm facing the public. Its armed policing strategic threat and risk assessment (APSTRA) conforms to the requirements of the code and the College of Policing guidance. The APSTRA is published annually and is accompanied by a register of risk and other observations. The designated chief officer reviews the register frequently to maintain the right levels of armed capability and capacity.

- The Force also has a good understanding of the armed criminals who operate in Nottinghamshire and neighbouring force areas. Nottinghamshire Police is alert to the likelihood of terrorist attacks and has identified venues that may require additional protection in times of heightened threat.

- The majority of armed incidents in Nottinghamshire are attended by officers trained to an armed response vehicle (ARV) standard. The Force has sufficient ARV capability and officers are trained in tactics that take account of the types of recent terrorist attacks.

7. National Police Air Service: Future Model of Delivery and Funding Requirements

7.1 The National Police Air Service (NPAS) provides aerial support to the Central Region that consists of Derbyshire, Leicestershire, Lincolnshire, Northamptonshire, Nottinghamshire, Staffordshire, Warwickshire, West Mercia and

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[c] https://www.parliament.uk/business/publications/written-questions-answers-statements/written-statement/Commons/2015-03-03/HCWS329/

[d] https://www.justiceinspectorates.gov.uk/hmicfrs/wp-content/uploads/nottinghamshire-strategic-policing-requirement.pdf

3

West Midlands, by the NPAS operational bases of Husbands Bosworth and Birmingham.

7.2 The charge per force for the NPAS service is based on an "actioned calls to service". This is where any request for police air support is accepted by NPAS and an aircraft has arrived on scene. The NPAS revenue budget for 2019/20 is £42.954m, with a cost of £597,443 allocated to Nottinghamshire.

7.3 From 1st January to 31st March 2019 (Qrt1), there have been 386 calls to NPAS from Nottinghamshire Police. Of these 121 have been attended and are therefore subject to a charge to Force. Charges are only incurred for calls where NPAS have been requested, they have accepted, and they arrive on the scene. This equates to around £1,234 per incident attended.

8. Transforming Forensics

8.1 Transforming Forensics (TF) is a National two-year programme at a cost of around £30 million. The programme vision is to provide high quality, specialist Forensic capabilities that not only protects communities and the vulnerable but is sustainable and meets future demand. It is designed to join up the National infrastructure and will require separate funding to the programme, of which several proposals have been produced, however there is no indication as to what the costs to our region would be.

8.2 Funding is available for the Forensic Capability Network (FCN) programme for another year and will require further funding to achieve all of its objectives. Separately to that the FCN will also require funding on a permanent annual basis.

8.3 The East Midlands Forensic Collaboration is seen as best practice. The current TF Programme has financial pressures given its temporal nature and regularly uses East Midlands resources to further its aims which mainly benefit other forces.

9. Information Technology Transformation Update

9.1 The section of the report relates to two national Information Technology (IT) programmes:

- National Enabling Programmes (NEP)
- Digital Policing Portfolio (DPP)

National Enabling Programmes (NEP)

9.2 **Productivity Services:** Implementation of Microsoft Office365, which is an upgrade to current productivity tools, bringing new collaboration technologies, tools and applications. User data will be securely stored in the Microsoft cloud.

9.3 The Force has made very good progress and is among the first of the non-pilot forces to make the move to Office365. The implementation is through 2 pilot phases, the first being a technical pilot of 50 users and the second being a 250 user business pilot. The first pilot is currently (June 2019) being implemented within Information Services and some other users. Office365 will be rolled out across the Force in 2020.

9.4 **Identity Access Management (IAM):** This project relates to the standardising of user identities across various IT systems and policing, to reduce the number of user identities officers and staff are required to have to gain access, thus reducing any barriers to information sharing. The Force is currently working with East Midlands Strategic Commercial Unit (EMSCU) to facilitate the purchase of a software tool to support this work. The first kick off workshop with the national team was held in July 2019.

9.5 **National Management Centre (NMC):** NMC is a national cyber security service which monitors policing systems for threats and attempted breaches helping to keep them safe and secure. The NMC has only recently come on line. The national programme will be providing software that the Force will install on policing our systems that facilitate the monitoring and reporting back to the NMC.

Digital Policing Portfolio (DPP)

9.6 **Digital Public Contact:** To transform the police's relationship with the public by introducing a new channel that is as focussed as 999. This will be achieved by the implementation of a new national website, Single Online Home, which will give access to national and local content and will replace the need for each force to have their own website. Social media will also become a primary access channel through another element of the programme. Force implementation is expected to be March 2020.

9.7 **Digital Investigation and Intelligence:** To enable policing to protect the public through preventing and detecting crime in a society that is becoming increasingly digital. This will help equip officers with the skills and knowledge to operate in a digital society. Enhanced capabilities will be provided to help officers effectively access and analyse data for policing purposes. The first stages of the project are for forces to assess their maturity in dealing with digital evidence. In order to do this a Digital Assessment Tool has been developed by the national team.

9.8 **Digital First:** To provide the mechanisms to enable policing and the Criminal Justice System (CJS) to work together in a more digital way. This is working with partners in Criminal Justice to enable the effective transfer of digital evidence. The Digital Evidence Transfer System (DETS) has been developed as a mechanism for forces to transfer media to CJS. Digital Case Files allows officers to complete forms rather than Word documents, making for better formatted data and easier transmission of documents to CJS. The programme is also looking at options to improve efficiency through the use of virtual/video enabled courts and live links. The DETS is currently on pilot in a small number of forces.

9.9 **Mobility:** Enabling the frontline to maximise productivity through a more consistent, joined-up national approach to interoperable mobile working solutions. This will be through providing standards, defining and sharing good practice and delivering technological and commercial innovation. The national programme will be working on standards, good practice, commercial leverage and technological innovation.

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10. **Details of outcome of consultation**

10.1 The Chief Constable has been sent a copy of this report.

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

- [Reports to Strategic Resources & Performance Meeting – 15th July 2019](#)

For any enquiries about this report please contact:

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For Information / Consideration / Comment / Decision (delete as appropriate)	
Public/Non-Public*	**Public**
Report to:	**Police & Crime Panel**
Date of Meeting:	**23rd September 2019**
Report of:	**Denise Hill, Head of People Services and Organisation Development**
Report Author:	**Jo Ratchford, Positive Action and Equality Coordinator**
E-mail:	**Joanne.ratchford11800@nottinghamshire.pnn.police.uk**
Other Contacts:	**Insp Clare Preston-Davies**
Agenda Item:	**9**

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

Black and Minority Ethnic Recruitment Update

1. Purpose of the Report

1.1 To provide an update on the Black and Minority Ethnic (BME) representation within Nottinghamshire Police and the steps taken since police officer recruitment started in 2017 following a period of austerity.

1.2 To provide an update on what activity has been completed to encourage applications from our diverse communities.

1.3 For the purpose of this report, Black and Minority Ethnic (BME) refers to the following ethnic groups which are also considered Visible Minority Ethnic (VME):

Asian / Asian British - Any other Asian background
Asian / Asian British – Chinese
Asian / Asian British – Indian
Asian / Asian British – Pakistani
Black / African / Caribbean / Black British – African
Black / African / Caribbean / Black British - Any other background
Black / African / Caribbean / Black British – Caribbean
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background
Mixed / Multiple ethnic group - White and Asian
Mixed / Multiple ethnic group - White and Black African
Mixed / Multiple ethnic group - White and Black Caribbean

White Other is usually calculated within the White ethnic group.

However, for this report, they are calculated separately except for the initial Workforce Data table in Appendix 1.

2. Recommendations

2.1 The Police and Crime Panel to note the work being done within Nottinghamshire Police to increase the diversity of its workforce.

2.2 That the panel notes that the strategy is currently being reviewed in light of the government announcement on the recruitment of 20,000 new police officers in the next three years.

3. Background

3.1 Employing a diverse range of people allows us to draw on the full range of talent in the community; since recruiting from the widest pool of people will mean we recruit individuals, who can speak other languages, understand other cultures, understand other lifestyles and are willing to use those skills to the benefit of the community and the organisation. A more diverse workforce also brings other benefits through broadening the experience, knowledge and issues influencing our organisational culture and practices.

3.2 Employing a diverse workforce gives us an operational policing edge. It allows us to gain a wider understanding of our communities needs and to cultivate our reputation as an Employer of Choice. It also builds trust and confidence amongst our diverse communities, which leads to sharing of information, enhanced intelligence and closer working.

3.3 Our Equality, Diversity and Inclusion strategy promotes equality of opportunity and diversity, enabling Nottinghamshire Police to attract, recruit and retain the most competent employees from a wide spectrum of the population. A workforce that, at all levels, broadly reflects the community it serves will be well placed to understand its needs and provide an effective service.

3.4 We continue to encourage applications from under-represented groups who are looking for new and challenging career opportunities, both in and out of uniform. We actively use Positive Action as part of the tools to achieve this.

3.5 The positive action programme has been developed to build on previous good practice and aligns with the College of Policing action plan to improve BME recruitment, the recommendations within the recent Home Affairs Select Committee report (2016) and the new National Police Chief Council's 'Attraction, Recruitment, Representation and Retention' Toolkit.

3.6 It is also worth noting that our positive action programme also addresses underrepresentation of applicants who identify as LGBT and will assist us to maintain our commitments as a Stonewall diversity champion, along with other underrepresented groups.

3.7   This programme continues to have clear leadership from the Chief Officer Team, senior leaders and Neighbourhood Policing teams with the support of the Positive Action and Equality Coordinator and staff involved in engagement initiatives.

| 4.   Summary of Key Points |

4.1   Leadership

A commitment has been given from the whole organisation, top down, from Chief Officer level to influential leaders within the organisation which visibly demonstrates our commitment to race equality and implemented strategies to create a more inclusive culture within the organisation.

This includes communications from the Chief Officer Team, a member of which attends all positive action seminars to explain why we do positive action and our commitment to improving representation, explaining for example the difference in make up within Nottinghamshire Police compared to the local population; the need for the police force to have legitimacy and to work with consent but also that recruitment is undertaken on merit.

4.2   Workforce Analysis

Analysis is regularly undertaken of BME officer and staff numbers to identify levels of under-representation in the organisation and allow for a comparison to be made against the diversity of our local communities. This has included breaking down 'BME' into specific minority groups to support extra effort to reflect particularly under-represented communities. This information has helped to inform a targeted attraction recruitment strategy and provided the objective justification needed to implement positive action.

For example, stats compared with the local communities were as below. This is taken from the 2011 census figure for ethnicity in Nottingham and Nottinghamshire.

Area	BME Population	%
Nottingham City	86982	28.46
Nottinghamshire County	34999	4.45
Total	121981	11.18

Nottinghamshire Police's current BME representation is 5.80%

4.3   Attraction Strategy

In order to ensure effective recruitment and targeting of our under represented groups, time was built into the recruitment timeline to enable this to be done in an effective manner. The force now has a draft timeline developed ahead of

our recruitment process in January 2017 which is used for all our recruiting. A copy of this can be found at Appendix 1.

- The Prime Minister recently announced the recruitment of 20,000 officers and the development of a national recruitment campaign. It is important that our campaigns and recruitment against this national campaign do not lose sight of the impact mass recruitment may have on BME representation if not actively considered and progressed. The force aims to ensure that a targeted recruitment campaign is undertaken similar to that used during the recent PCDA recruitment plan where significant recruitment from BME backgrounds was achieved: 19.15% (23.40% if we include 'White other ' group.)

- During 2017/18, recruitment was targeted at universities, colleges and career fairs, especially those that have a high proportion of BME students maximising the opportunity to attract talented applicants.

- Attendance at Black Police Association (BPA) development days has included presentations on promotion processes and the Competency and Values Framework and a close working relationship between the force and the BPA has been developed. This is aimed at ensuring we can also demonstrate progression within the service for our BME officers and staff and again ensure the service is seen as a positive career choice for those from minority communities.

- Operational and non-operational staff are encouraged to identify potential high calibre applicants through extending the responsibility for recruitment beyond the HR specialists. We continue to use our initiative called 'Operation Voice' aimed at encouraging officers and staff to support BME recruitment by putting their voice to the importance of diversity and representing the communities we serve. The initiative informs the organisation of the current numbers of BME police officers and staff and the rank positions and where we need to be. It also allows officers and staff to register their support on the designated intranet page for the initiative and say why they believe diversity and representation are important. This was aligned with the wider roll out of 'diversity allies' across the organisation.

- BME officers and staff are visible role models and a positive factor for potential BME applicants being attracted towards policing. Officers have been used in various communications such as leaflets, social media and other methods. The organisation has several BME individuals who are visible role models and were willing to promote PC recruitment. These role models provided professional profiles with pictures of them in traditional dress and their uniforms.

- We currently utilise existing BME staff within the organisation to promote and advocate recruitment into Police Officer roles and afford time within their duties to participate in initiatives and activities wherever possible.

  Agreement for 'duty time commitment' was given by the Chief Officer Team which was beneficial in receiving support from BME officers and staff with positive action activities.

- Mapping is being undertaken of local communities to identify the local BME composition as a tool to plan and carry out targeted positive action activities in community venues e.g. Gurdwara's, community centres, churches and at existing community events e.g. Pride, Caribbean Carnival. This will help to build further relations with the local communities. The local NPTs are at the forefront on this work and we are looking to link our neighbourhood "Engage to Recruit" plan into the force recruitment plan.

- Work has commenced in relation to targeted recruitment for Direct Entry to Inspector. The organisation took up this initiative for the first time this year, utilising the College of Policing Positive Action support. It was identified that a local plan would need to be developed to ensure success in the future and the plan will include the development of new recruitment and engagement links, including recruitment sites such as Linkedin. Unfortunately, there were no BME applicants for the scheme for Nottinghamshire this year, but work is underway to ensure we have BME applicants in future years.

Other areas we are currently working on include:

- Creating community ambassadors who are influential members of society who are confident in advocating the benefits of a career within policing to potential recruits and their families. This is an extension of what was developed with Nottingham Citizens and it is envisaged that this would also include the IAG's, BME steering group, BME counsellors and Chat'bout.

- Utilising Special Constables, Cadets and mini police from underrepresented groups at events and to work with NPTs.

- Developing our recruitment literature such as BME role models booklet and recruitment information leaflets/ come and join us awareness events flyers, and continuing to distribute these in a range of locations such as: GP surgeries, community centres, barber shops, Medical Health Centres, Universities and Colleges, students unions and on job web pages.

4.4   Communication Strategy

- A communication strategy was developed with regular updates for all staff and officers internally on positive action initiatives and the importance of valuing difference and the benefits it brings to the organisation, to avoid and address any unnecessary "back lash". We are currently refreshing this in line with Operation Voice.

- We utilise all aspects of social media e.g. Twitter, Facebook, Instagram, Internet, 'specialist' radio and television to promote policing recruitment and BME officers as role models within the police service. Building on the current positive relationships with Kemet FM and Radio DAWN, officers were interviewed and adverts for vacancies were placed on their stations. Our BOA chair has a regular slot on Kemet FM to promote not only recruitment but the

positive work being undertaken by Nottinghamshire Police on behalf of its communities.

- Information is available on our Internet pages about police recruitment taking best practice from colleagues at the Met, Derbyshire, Leicestershire and Cheshire to name a few.

- A re-vamp of recruitment information, leaflets, flyers, posters (promotional information) for future recruitment is planned to include targeted workshops, utilising technology for recording expressions of interest and monitoring diversity information to ensure it is attracting the community groups we are trying to reach.

4.5   Talent Pool/Registering Interest

A talent pool of BME interested applicants for police officer recruitment has been built. The Job Assistance Scheme (JAS) process was used and interested individuals were able to email the HR Positive Action email address. Individuals expressing an interest in positive action events and Individuals from previous processes used this as a way of maintaining contact with the organisation. This database is regularly monitored and updated.

4.6   Selection Process, Evaluation & Moderation

Pre-Recruitment

- BME candidates have been supported in the use of the Pre-Vetting Tool to ensure potential candidates could self-select out of any processes at an early stage saving time, frustration and improving confidence. Candidates were given feed-back, advice and support if they failed the tool. Due to changes in the vetting process this is currently not in use, but work is underway to explore how this can be reintroduced or an alternative method of achieving the ability to check compliance with vetting standards before application.

- Positive action awareness/seminar events were delivered to explain the selection process. This takes the form of planned evening sessions, discussing various aspects of the process, including Nottinghamshire Police PROUD values, vision and Code of Ethics. Further positive action workshops were delivered giving guidance on the application form, at what might be a good example and what they need to look for in exploring their responses e.g. aspects of the personal qualities and give candidates an important contact point within the organisation. The force also used Youtube to load tutorials and homework for candidates.

- Using buddies/mentors from police officer ranks to support candidates worked well when both parties were able to make contact. Buddies/mentors were named contacts, providing 'out of hours' support to candidates on their recruitment journey. It enabled candidates to share concerns, worries and anxieties with their buddy/mentor, who would be a source of encouragement, motivation and advice. Buddies/mentors were to feed back if there were any

concerns or for support and direction if needed. Buddies/mentors made contact with their allocated candidate at least once a week face to face or by phone, Skype or WhatsApp.

A pool of buddies/mentors was recruited following expressions of interest in response to an advert on the intranet. A detailed briefing session was provided to the buddies/mentors on the police officer selection process. It is intended to refresh this initiative for the next wave of recruitment. Feedback from this was that candidates felt they were very supported at each point of the selection and recruitment process.

- We are currently exploring the use of independent external community members during the interview phase of the selection processes to address the potential effects of unconscious bias. The independent community member would be trained in our recruitment and selection procedures and in 'unconscious bias'.

- Language skills would be considered as an additional desirable skill within new candidates to address gaps within the force. Consideration will be given to introducing extra points on the application form where the applicant speaks a second language. This initiative has previously been used by the Met and should increase diversity among successful candidates.

4.7   Post Recruitment

Unsuccessful candidates were given the opportunity to have constructive feedback highlighting the areas for development. Application form, Assessment Centre and interview feedback was provided to all unsuccessful applicants. This was to negate any negative perceptions of the process and the service and encourage candidates to develop in their weaker areas and re-apply.

- Details of unsuccessful candidates were also maintained on a "talent pool" register to maintain contact and signpost to other opportunities within policing and to work with them on areas of development. This allows potential candidates to keep motivated in wanting to reapply or consider alternative roles within the service.

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

5.1   The positive action activity is delivered by the Positive Action and Equality Coordinator and team. A recent Apprenticeship Officer post has been established which will include positive action in relation to apprentices. A temporary post of Engagement Officer is working with young people and is part of the Citizens in Policing team, along with the community cohesion coordinator. It also calls on the wider organisation as can be seen above to support and deliver the programme. This is seen as a positive step by the force and our communities and the force is looking to establish these as permanent posts.

5.2   The programme of positive action initiatives can be people and resource intensive to deliver. An Apprentice Officer (Grade P4) has been recruited as a

dedicated resource for the new Police Constable Degree Apprenticeship (PCDA) and Staff Apprenticeships.

5.3   The positive action activity is currently being refreshed and updated promotional material and items (e.g. posters, postcards, flyers) and equipment (e.g. new pop-up banners) are being delivered.

5.4   The new plans instigated by the prime minister to increase police officer numbers presents an opportunity to significantly increase the representation of underrepresented groups within the organisation. At the time of writing, the force is considering the additional infrastructure and resources that will be needed to manage this and ensure we continue our journey in relation to improving the representation of the workforce.

6.   Human Resources Implications

6.1   As mentioned above the force is working to determine the structures and posts required to continue to develop and deliver its recruiting, particularly in relation to BME recruitment. This will have HR implications for the force, but this is viewed as a positive investment for the future.

7.   Equality Implications

7.1   Our work in developing the representation of our workforce to better reflect our communities will have a positive implication for equality.

8.   Risk Management

8.1   The recruitment of a diverse workforce is a high priority for the force. The BME communities represent 11.2% of the population in Nottinghamshire and 28.5% within Nottingham City. The proportion of BME Police Officers and staff within Nottinghamshire police is around 5.80% and predominantly in more junior roles. We now have one BME officer in both Chief Inspector and Superintendent ranks. However, we strive to increase this representation through fair and supportive processes and engagement.

8.2   Failure to achieve a representative workforce may impact adversely on Nottinghamshire Police's efficiency and effectiveness, with a potential loss of public confidence if we do not reflect the community that we serve.

8.3   The proposed positive action plan is reliant upon the support of existing BME police officers and police staff. The loss of confidence within the wider BME community will also impact on the morale of BME colleagues within the force and can have an impact on their participation in positive action initiatives to recruit other members of their community.

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

9.1   It is crucial that the force truly represents the diverse communities we serve in order to maintain the legitimacy of policing and to enable us to police with consent.

9.2 The positive action programme demonstrates our commitment to have a more representative workforce at all levels, which supports the Police and Crime Plan priorities and our statutory public sector equality duty. The Panel of Friends has established itself in the City and is now establishing itself in the County. This initiative includes confidential discussions with all BME officers in relation to canvassing opinion on retention and progression support.

9.3 The positive action programme aligns with the College of Policing action and evaluation plans to improve the recruitment, development, progression and retention of BME officers and staff.

9.4 Positive action underpins the national equality theme in relation to workforce representation and the Force's equality objectives:

Equality Theme 4 – Workforce Representation
"To maintain the relevance of the police service with the communities in which we police, it is essential that the makeup of our workforce reflects these communities. In addition, a diverse workforce creates diversity of thinking which in turns creates a more dynamic and effective organisation."

'We will increase the extent that our workforce is representative of the communities of Nottinghamshire and ensure that all staff have the opportunity to progress and develop so that this representation is reflected at all levels and across all areas of our organisation.'

9.5 The People Services strategy has been refreshed and is soon to be published. This includes our Diversity and Inclusion strategy which includes increasing representation and is accompanied by an action plan which incorporates the activities and developments identified earlier in this report.

10. Changes in Legislation or other Legal Considerations

10.1 The programme of positive action activity delivered complies with the Equality Act 2010 and supports our Public Sector Equality Duty by giving 'due regard' to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between different people when carrying out their activities

10.2 Consideration to be had in relation to the announcement by the prime minister to recruit 20,000 more police officers. This may affect the new Policing Education Qualifications Framework (PEQF) routes into policing by pushing them back as it may prove a challenge to recruit the number of officers required in conjunction with the requirement to have a degree commencing in January 2020 and the degree holder entry programme has not yet been finalised.

11. Details of outcome of consultation

11.1 The positive action programme builds on the previous activity developed in conjunction with Nottingham Citizens, the Nottinghamshire Police BPA, IAG and PCC's BME Steering Group. The Positive Action and Equality Coordinator will engage with the above and other groups to deliver a programme of positive action activity aimed at increasing representation of BME and other protected characteristics that are currently under-represented within Nottinghamshire Police.

12. Appendices

12.1 Appendix 1 – 2017 Positive Action recruitment Timeline

Appendix 2 – Diversity of workforce at June 2019

Task	18-Jul	07-Aug	27-Aug	16-Sep	06-Oct	26-Oct	15-Nov	05-Dec	25-Dec	14-Jan	03-Feb	23-Feb	15-Mar	04-Apr	24-Apr	14-May	03-Jun	23-Jun	13-Jul	02-Aug	22-Aug	11-Sep	01-Oct	21-Oct	10-Nov	30-Nov
Meet with Corp Comms re: marketing strategy	5																									
Email previous applicants	5																									
Create database of previous applicants	5																									
Update presentations	5																									
Management of recruitment processes under MFSS	5																									
Contact other Positive Action officers in other Forces re: their ideas	5																									
Plan awareness events		25																								
Create flyers for underrep groups & marketing materials		25																								
Create NPTs invitation kit (Talent spotting)		25																								
Disemminate Recruitment information to Beat Managers		25																								
Deliver awareness sessions / pre application support sessions			95																							
Applications open								14																		
CBQ Results report										28																
Assessment Centre Support Sessions and 'back up' support sessions												60														
Assessment Centre Results report																	31									
Interview Support Sessions																			60							
Interview Results report																							14			

■ Duration (days)

Diversity of Workforce as at June 2019

Overall Workforce Data – Ethnicity by Job Type

Type	Headcount	White	%	BME	%	Not stated	%	*White other	%
Police Officer	1994	1857	93.13	110	5.52	27	1.35	41	2.06
PCSO	181	172	95.03	8	4.42	1	0.05	1	0.55
Staff	1277	1149	89.98	73	5.72	55	2.76	24	1.88
Special	189	154	81.48	20	10.58	15	0.75	8	4.23
Grand Total	**3641**	**3332**	**91.52%**	**211**	**5.80%**	**98**	**2.69%**	**74**	**2.03%**

*incorporated in 'White' data

Workforce Headcount – Ethnicity by Job Type

Ethnicity	PO	%	PCSO	%	Staff	%	Special	%
Asian / Asian British – Any other Asian background	6	0.30	0	0.00	1	0.08	3	1.59
Asian / Asian British – Chinese	5	0.25	0	0.00	0	0.00	1	0.53
Asian / Asian British – Indian	24	1.20	2	1.10	26	2.04	2	1.06
Asian / Asian British – Pakistani	19	0.95	1	0.55	18	1.41	5	2.65
Black / African / Caribbean / Black British - African	3	0.15	0	0.00	3	0.23	1	0.53
Black / African / Caribbean / Black British - Any other background	4	0.20	1	0.55	0	0.00	1	0.53
Black / African / Caribbean / Black British - Caribbean	10	0.50	2	1.10	13	1.02	1	0.53
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background	9	0.45	0	0.00	3	0.23	2	1.06
Mixed / Multiple ethnic group – White and Asian	10	0.50	1	0.55	4	0.31	1	0.53
Mixed / Multiple ethnic group – White and Black African	2	0.10	0	0.00	0	0.00	0	0.00
Mixed / Multiple ethnic group – White and Black Caribbean	18	0.90	1	0.55	2	0.16	3	1.59
Not known/not provided	27	1.35	1	0.55	55	4.31	15	7.94
Other ethnic group/any other ethnic group	0	0.00	0	0.00	3	0.23	0	0.00
White - Any Other White background	41	2.06	3	1.66	24	1.88	8	4.23
White - English / Welsh / Scottish / Northern Irish / British	1808	90.67	168	92.82	1122	87.86	145	76.72
White – Irish	8	0.40	1	0.55	3	0.23	1	0.53
Grand Total	**1994**	**100.00**	**181**	**100.00**	**1277**	**100.00**	**189**	**100.00**

Police Officer Rank – Ethnicity and Gender

Ethnicity/ Rank	Female	Male	Total
Superintendent and above			
Not known/not provided	0	1	1
White - English / Welsh / Scottish / Northern Irish / British	5	17	22
Chief Inspector / Detective Chief Inspector			
Asian / Asian British - Indian	0	1	1
White - English / Welsh / Scottish / Northern Irish / British	9	22	31
Inspector/ Detective Inspector			
Asian / Asian British - Any other Asian background	0	1	1
Asian / Asian British - Indian	0	1	1
Asian / Asian British - Pakistani	0	2	2
Mixed / Multiple ethnic group - White and Black Caribbean	1	0	1
Not known/not provided	0	1	1
White - Any Other White background	0	2	2
White - English / Welsh / Scottish / Northern Irish / British	24	54	78
Sergeant/ Detective Sergeant			
Asian / Asian British - Any other Asian background	1	0	1
Asian / Asian British - Indian	2	1	3
Asian / Asian British - Pakistani	0	3	3
Black / African / Caribbean / Black British - Any other background	0	1	1
Black / African / Caribbean / Black British - Caribbean	1	1	2
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background	0	2	2
Mixed / Multiple ethnic group - White and Asian	0	1	1
Mixed / Multiple ethnic group - White and Black African	1	0	1
Mixed / Multiple ethnic group - White and Black Caribbean	0	1	1
Not known/not provided	0	2	2
White - Any Other White background	1	5	6
White - English / Welsh / Scottish / Northern Irish / British	64	206	270
Constable/ Detective Constable			
Asian / Asian British - Any other Asian background	0	4	4
Asian / Asian British - Chinese	1	4	5
Asian / Asian British - Indian	8	11	19
Asian / Asian British - Pakistani	2	12	14
Black / African / Caribbean / Black British - African	2	1	3
Black / African / Caribbean / Black British - Any other background	1	2	3
Black / African / Caribbean / Black British - Caribbean	4	4	8
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background	4	4	8
Mixed / Multiple ethnic group - White and Asian	3	6	9
Mixed / Multiple ethnic group - White and Black African	1	0	1
Mixed / Multiple ethnic group - White and Black Caribbean	6	9	15
Not known/not provided	6	17	23
White - Any Other White background	13	17	30
White - English / Welsh / Scottish / Northern Irish / British	474	936	1410
White - Irish	2	6	8
Grand Total Page 130 of 132	**636**	**1358**	**1994**

Police Constable Degree Apprentices (PCDA)

Ethnicity	Female	Male	Total	%
Asian / Asian British - Chinese	0	1	1	2.13%
Asian / Asian British - Indian	0	2	2	4.26%
Asian / Asian British - Pakistani	0	3	3	6.38%
Black / African / Caribbean / Black British - Caribbean	1	0	1	2.13%
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background	0	1	1	2.13%
Mixed / Multiple ethnic group - White and Black Caribbean	1	0	1	2.13%
Not known/not provided	0	1	1	2.13%
White - Any Other White background	2	0	2	4.26%
White - English / Welsh / Scottish / Northern Irish / British	9	26	35	74.47%
Grand Total	**13**	**34**	**47**	**100.00%**

PCSO – Ethnicity and Gender

Ethnicity	Female	Male	Total	%
Asian / Asian British - Indian	0	2	2	1.10%
Asian / Asian British - Pakistani	0	1	1	0.55%
Black / African / Caribbean / Black British - Any other background	0	1	1	0.55%
Black / African / Caribbean / Black British - Caribbean	0	2	2	1.10%
Mixed / Multiple ethnic group - White and Asian	1	0	1	0.55%
Mixed / Multiple ethnic group - White and Black Caribbean	0	1	1	0.55%
Not known/not provided	0	1	1	0.55%
White - Any Other White background	2	1	3	1.66%
White - English / Welsh / Scottish / Northern Irish / British	94	74	168	92.82%
White - Irish	0	1	1	0.55%
Grand Total	**97**	**84**	**181**	**100.00%**

Specials – Ethnicity and Gender

Ethnicity	Female	Male	Total	%
Asian / Asian British - Any other Asian background	0	3	3	1.59%
Asian / Asian British - Chinese	1	0	1	0.53%
Asian / Asian British - Indian	1	1	2	1.06%
Asian / Asian British - Pakistani	0	5	5	2.65%
Black / African / Caribbean / Black British - African	0	1	1	0.53%
Black / African / Caribbean / Black British - Any other background	0	1	1	0.53%
Black / African / Caribbean / Black British - Caribbean	1	0	1	0.53%
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background	2	0	2	1.06%
Mixed / Multiple ethnic group - White and Asian	0	1	1	0.53%
Mixed / Multiple ethnic group - White and Black Caribbean	0	3	3	1.59%
Not known/not provided	6	9	15	7.94%
White - Any Other White background	4	4	8	4.23%
White - English / Welsh / Scottish / Northern Irish / British	51	94	145	76.72%
White - Irish	0	1	1	0.53%
Grand Total	**66**	**123**	**189**	**100.00%**

Police Staff – Ethnicity and Salary Grade

Ethnicity/ Grade	Female	Male	Total
CO - Management Grade			
Asian / Asian British - Indian	0	1	1
Any Other ethnic group	1	0	1
Not known/not provided	0	1	1
White - English / Welsh / Scottish / Northern Irish / British	3	2	5
M - Professional Grade			
Asian / Asian British - Indian	3	0	3
Black / African / Caribbean / Black British - African	1	0	1
Not known/not provided	1	0	1
White - English / Welsh / Scottish / Northern Irish / British	17	12	29
P - Professional Grade			
Asian / Asian British - Any other Asian background	0	1	1
Asian / Asian British - Indian	9	3	12
Asian / Asian British - Pakistani	3	2	5
Black / African / Caribbean / Black British - Caribbean	4	0	4
Mixed / Multiple ethnic group - White and Asian	2	1	3
Not known/not provided	3	10	13
White - Any Other White background	1	4	5
White - English / Welsh / Scottish / Northern Irish / British	142	129	271
White - Irish	1	1	2
A - Administrative Grade			
Any Other ethnic group	0	2	2
Asian / Asian British - Indian	9	1	10
Asian / Asian British - Pakistani	8	5	13
Black / African / Caribbean / Black British - African	1	1	2
Black / African / Caribbean / Black British - Any other background	0	0	0
Black / African / Caribbean / Black British - Caribbean	4	5	9
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background	3	0	3
Mixed / Multiple ethnic group - White and Asian	1	0	1
Mixed / Multiple ethnic group - White and Black Caribbean	2	0	2
Not known/not provided	21	19	40
White - Any Other White background	16	3	19
White - English / Welsh / Scottish / Northern Irish / British	559	258	817
White - Irish	0	1	1
Grand Total	**815**	**462**	**1277**