

<b>For Consideration</b>	
<b>Public/Non Public*</b>	
<b>Report to:</b>	<b>Police and Crime Panel Audit and Scrutiny Panel</b>
<b>Date of Meeting:</b>	<b>16<sup>th</sup> September 2013</b>
<b>Report of:</b>	<b>Paddy Tipping Police Commissioner</b>
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<b>Agenda Item:</b>	<b>4</b>

## **1. PURPOSE OF THE REPORT**

- 1.1 This report presents the Police and Crime Panel (Panel) with the Police and Crime Commissioner's (Commissioner) update report.
- 1.2 In accordance with section 13 of the Police Reform and Social Responsibility (PR&SR) Act 2011 and subject to certain restrictions, the Commissioner must provide the Panel with any information which the Panel may reasonably require in order to carry out its functions. The Commissioner may also provide the Panel with any other information which the body thinks appropriate.
- 1.3 This report provides the Panel with an overview of current performance, key decisions made and his activities since the last report in June 2013.

## **2. RECOMMENDATIONS**

- 2.1 The Panel to note the contents of this update report and consider and discuss the issues.

## **3. REASONS FOR RECOMMENDATIONS**

- 3.1 To provide the Panel with information so that they can review the steps the Commissioner is taking to fulfil his pledges and provide sufficient information to enable the Panel to fulfil its statutory role.

<b>4. Summary of Key Points (this should include background information and options appraisal if applicable)</b>
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## **POLICING AND CRIME PLAN – (2013-18)**

- 4.1 This is the second report in relation to the Police and Crime Plan 2013-18. The previous Policing Plan had three strategic priorities; this plan has 7 strategic themes. Performance against targets across all themes is contained in the tables at **Appendix A** up to July 2013.
- 4.2 It should be emphasised that some of the performance data is only readily available on a quarterly basis (especially partnership and other national data) and therefore not available for this report. However, some data is now reported on to show comparative City and County performance.
- 4.3 The Performance data contained in this report has been taken from the Force's detailed and validated unrestricted monthly Performance and Insight Reports and Commissioner's weekly performance reports in respect of key Policing Plan priorities.
- 4.4 The Commissioner has a statutory duty to ensure that the Force is efficient, effective and provides value for money. A range of performance indicators relating to the 7 strategic themes contained within the current Police and Crime Plan are monitored by the Office of Commissioner and where performance is identified as a risk the Commissioner holds the Chief Constable to account to seek assurances that action is being taken to address the performance concerns.
- 4.5 The Commissioner will do this through bilateral weekly meetings with the Chief Constable and through an extended bimonthly Resource and Performance meeting with the wider Chief Officer Team. In addition, the Commissioner his Deputy and various members of his office attend a number of Force and Divisional performance meetings where necessary assurances are sought and obtained.

### **Theme 1 Protect, support and respond to victims, witnesses and vulnerable people (July 2013)**

#### **Performance**

- 4.6 It will be seen that 87.4% of victims of crime are completely, very or fairly satisfied with the service they have received from Nottinghamshire Police which is just 2.6% away from the 90% target and the Force remains within the top eleven forces when looking at the national position for overall satisfaction. The County is 1.7% short of the target and the City is 3.9% short.

- 4.7 As of December 2012, 49.4% of people agreed that the Police and Council are dealing with local anti-social behaviour and other crime issues. This is 10.6% short of the 60% target to be achieved by 2015-16 and the Force is ranked 39th (out of 42) and below the national average of 58.8%. The Force is also ranked 7th (out of 8) and below the MSG average of 56.4%.
- 4.8 These results are a little surprising since ASB reduced 34% last year and continues to exceed target this year.
- 4.9 The Force has been set a target (5% year on year compared to 2012-13) to reduce the number of repeat victims of:
- Domestic Violence
  - Hate Crime
  - Anti-Social Behaviour
- 4.10 This is a new indicator and identifies the extent to which positive action to tackle repeat victimisation has been successful or not. Identifying repeat victims and taking positive action should result in reduced numbers of repeat victims. The Force is currently achieving the year-to-date target for this measure, having recorded a 16.5% reduction in repeat victims compared to last year. The highest reductions level relate to antisocial behaviour. However, repeat victimisation of domestic violence and hate crime has increased (6.6% and 60% respectively) as shown in the table below.

Offence	Repeat Victims			
	2013/14	2012/13	Vol. Change	% Change
Domestic Violence	675	633	42	6.6%
Hate Crime	24	15	9	60.0%
Anti-Social Behaviour	2717	3443	-726	-21.1%
<b>Total</b>	<b>3416</b>	<b>4091</b>	<b>-675</b>	<b>-16.5%</b>

- 4.11 The change in domestic violence repeat victims continues to be driven by a rise in victims residing in the City division, which follows a similar pattern to domestic violence offences recorded between April and July 2013. The increases in the City are recorded against all risk levels, however the main volume increase is for offences risk assessed as medium with the volume of standard and high risk offences lower in comparison.
- 4.12 The target for the 2013 calendar year is a 9.0% reduction, and at present the Force is on track to achieve this, with the quarter 1 figures (January – March 2013) revealing that KSIs have reduced by 28.9% (37 people) when compared to the same period of last year. The largest percentage reduction is seen in the Fatalities group, with a reduction of 57.1% (4 fewer fatalities), while Serious injuries have reduced by 27.3% (33 KSIs) and Slight injuries are down 14.8% (115 KSIs).

- 4.13 Validated figures for the 2012 calendar year revealed that the Force recorded a reduction in the number of persons Killed or Seriously Injured on Nottinghamshire's roads when compared to the previous year. Whilst this direction of travel is positive, the reduction recorded was not sufficient to enable the Force to meet the 17.4% reduction for the year, and this in turn impacts on the long term target of a 50% reduction in KSIs by 2020 <sup>a</sup>.
- 4.14 Geographic factors continue to show the majority of the most serious collisions to take place on the County A-class roads. The analysis suggests that more people are moving away from car ownership (possibly due to the current economic climate) and taking up more vulnerable means of transport. This increase in vulnerable road users appears to be driving the KSI figures and impacting on the overall reduction level.

**Activity:**

- 4.15 The Force is fully aware of the performance issues and taking various action to address the key problems e.g. to improve keeping victims informed, introducing 'TrackMyCrime', introducing a performance framework to identify officers and teams who do well and those who do not and targeted interventions to vulnerable road users.
- 4.16 The Force has developed a Public Engagement Strategy 2013-2018 has been to deliver increased and more meaningful public engagement activity throughout Nottingham and Nottinghamshire. The aims of the strategy are to contribute positively to the Commissioner's policing priorities and enhance the public's perception.
- 4.17 The Force has implemented its new website having completely rebuilt it to improve the user's browsing experience, increase accessibility, bring multimedia content to the audience and enhance two-way communication with the public.
- 4.18 The Force has also commenced a project to evaluate Case Management systems that can be accessed by both police and partner agencies to allow a full partnership approach to the management of ASB vulnerable and repeat victims, thereby further reducing risk to vulnerable persons.
- 4.19 A new Stop and Search mobile data application has been introduced that allows stop and searches to be recorded by officers at the point of engagement. This replaces the previous paper-based process. Details of the encounter are captured together with GPS co-ordinates of the location to allow mapping of stop and search activity. Neighbourhood teams will then be able to present data at community engagement meetings to aid public understanding.

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<sup>a</sup>To reduce by 50% in 2010-2020 compared to 2005-2009 average of 688 KSI casualties. This equates to a 9.0% or 53 KSI reduction in the 2013 calendar year when compared to the 2012 calendar year.

- 4.20 A Volunteer Police Cadets Scheme has been approved. The aim is to increase greater engagement between the force and young people aged between 16 and 18, especially those from minority, under represented and deprived sections of the community. It is encouraging that 17% of applicants are from BME backgrounds.

**Theme 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process (July 2013)**

- 4.21 The Table below details the conviction rates for both Magistrates and Crown Court for April to June 2013. There is a partnership target to be consistently in line with Crown Prosecution Service (CPS) national averages. In this respect, for both Courts this performance is above National and Regional averages for the month of June 2013, and in terms of performance against national averages this performance is mirrored for the Crown Court for the whole of Q1 for 2013/14, whilst the Magistrate Court is line with the national conviction rate.

Measure	Apr-13	May-13	Jun-13	Q1 13/14
<b>Magistrate Court Conviction Rate</b>				
East Midlands	84.3%	82.2%	84.1%	83.5%
National	85.3%	84.4%	84.4%	84.7%
Nottingham	85.7%	82.8%	85.4%	84.5%
<b>Crown Court Conviction Rate</b>				
East Midlands	84.2%	86.6%	86.4%	85.7%
National	81.7%	81.5%	81.1%	81.4%
Nottingham	86.4%	83.5%	92.1%	87.0%

- 4.22 There is also a partnership target to reduce the % of ineffective trials in the Magistrates' and Crown Courts (HMCTS Measure) compared to 2012-13 and maintain or exceed a 50% effective trial rate. In this respect, performance across both Courts has been fairly static over the last 14 months although the Crown Court has seen a slight reduction compared to the same period last year.
- 4.23 Currently (the year-to-date average, April to July), the Magistrates Court (MC) is 43.5% effective and Crown Court (CC) 42.6%.

**Activity:**

- 4.24 The Force is aware of the issues and continues to work with its partners to take action to increase the quality and timeliness of the evidence submitted by officers. Key issues have been identified and a Force working group has been established to tackle the range of issues.

**Theme 3: Focus on those local areas that are most affected by Crime and anti-social behaviour (ASB) (July 2013)**

- 4.25 The Force remains off target on reducing crime, having recorded an increase in All Crime of **+3.2%** (747 offences) year-to-date. However, this is an improvement as it was previously at +5% in June 2013. The main drivers behind the increase in All Crime are Theft and Handling (mainly shoplifting and other theft like mobile telephones), Violent Crime and Burglary Dwelling offences all continuing to record year-to-date increases in volume.
- 4.26 The Force is maintaining a year-to-date reduction in Anti-Social Behaviour (ASB) incidents and is currently exceeding the 8% target reduction set for this measure. Despite this, there are indications that the downward trend evident throughout 2012-13 is losing momentum, with the year-to-date reduction smaller, at -15.8%, than the -24.3% reported in the June report.
- 4.27 Although the County's Partnership Plus Areas are subject to costed delivery plans which are funded through the PCC to the Safer Nottinghamshire Board and subjected to higher stretch targets of -18%, and a range of partnership interventions, recent analysis identifies disproportionate increases in Total Crime. This is also the case in most of the City's Top 5 High Impact Wards. For example the top 5 areas with the highest percentage increases are:
- Eastwood South +40.8% (+71)
  - Arboretum +27.7% (+112)
  - Hucknall East +20.9% (+38)
  - Carr Bank +20.4% (+19)
  - Woodlands +17.7% (+41)
- 4.28 In terms of volume, the top 5 areas are:
- Arboretum +112 (+27.7%)
  - Eastwood South +71 (+40.8%)
  - St Anns +53 (+12.8%)
  - Sutton Central and East +51 (+8.1%)
  - Woodlands +41 (+17.7%)
- 4.29 Key crimes include Shoplifting, violence with injury, other thefts (i.e. mobile telephones) and burglary dwelling.

### **Activity:**

- 4.30 The Commissioner has a plan of activity to visit all of these key crime areas with the Deputy Commissioner over the next month to better understand the issues at grass roots levels and in liaison with Partners ensure that what can be done is being done. Officers from the Commissioner's Office have also attended Divisional Performance meetings and the Commissioner and Deputy Commissioner have also met with both new Assistant Chief Constables and Divisional Commanders to review plans to address the performance issues.

- 4.31 These increases reflect national trends and the Force has recently held three partnership Crime Summits (i.e. Burglary, Violence and Shoplifting) to review and respond to the emerging issues.
- 4.32 As a result, it has been agreed that key Crime Gold Groups be established to tackle the various issues emerging. The table below identifies the Gold Group and Chairs (including Partners) who will help drive performance improvements.

<b>Burglary Gold Group</b>	<b>Violence Gold Group</b>	<b>Retail Crime</b>
Chair: Philip Marshall Ashfield CEO Vice Chair: Ch Supt Ian Waterfield	Chair: Dave Wakelin Gedling Director Vice Chair: Ch Supt Ak Khan	Ch Supt Khan as Force champion

- 4.33 The Force has initiated a raft of measures to tackle the emerging issues including a Week of Action with tactical and media plans to address 'Reduction of Alcohol Related Harm' and a Violence campaign in September.
- 4.34 There is problem solving partnership working in various localities on a daily and monthly basis and numerous referrals are made from the Licensing team. Section 27 Direction to Leave an area have increased and followed up with ASBO letters.
- 4.35 The Proactive Licensing Team target problem premises in the City with numerous test purchase operations taking place. Offender management will now include 'Violence' offenders.
- 4.36 Officers continue to be deployed to patrol on trams/buses with body cams which is well received and Street Pastors are briefed to patrol key Hotspots daily. Also 'Street Triage'<sup>b</sup> for mental Health is being developed for implementation in November in the City, and to be rolled out subsequently to the County.
- 4.37 An initiative to prevent robbery/theft of mobile phones through awareness (£10 Comms cards) is in place.
- 4.38 A peer review by Merseyside will also take place in September; and best practice used by Kent in respect of developing a 'Micro beats' approach to violence in City Central and North.

<sup>b</sup>

Street Triage: See <http://www.bbc.co.uk/news/uk-england-23759565>

*'Nurses will join patrols, assist on emergency calls and in control rooms as part of the street triage scheme. Trials have already been established in Leicestershire and Cleveland. The new pilots will involve the British Transport Police and the Metropolitan, Thames Valley, West Midlands and West Yorkshire forces. The extension was announced by care and support minister Norman Lamb. The scheme, funded by the Department of Health and backed by the Home Office, is aimed at improving the way people with mental health problems are treated during emergencies.'*

#### **Theme 4: Reduce the impact of drugs and alcohol on levels of crime and anti-social behaviour (July 2013)**

- 4.39 The volume of hospital alcohol related admissions in Q3 of 2012/13 was 1,832 for Nottingham City, 3,745 for Nottinghamshire County and 733 per for Bassetlaw. These totals represent increases for Nottingham City (+6.8% or 116 admissions) and Nottinghamshire County (+1.9% or 71 admissions), with only Bassetlaw recording a reduction (-2.7% or 21 admissions) compared to the same quarter the previous year.
- 4.40 Nationally, the rate of admission in the Q3 of 2012/13 (in England) was 492 per 100,000 population, a 1% increase from the corresponding quarter in 2011/12. The number of admissions for the same period was 311,095, up 1% on 2010/11. As in all four quarters of 2011/12, the rate of growth in the first two quarters of 2012/13 is lower than the annual rates of growth observed in preceding years.
- 4.41 However, monitoring of the new proxy measures for the proportion of alcohol related crime is 15.5% (3,695 offences) for April-July 2013, compared to 18.2% (or 4,192 offences) for the same period in 2012. So on the one hand whilst hospital admissions for alcohol related incidents are up slightly, alcohol related crime is down.
- 4.42 In terms of divisional proportions in 2012/13 the City's was 20.9%, with the highest month being October (24.3%) and the lowest month being January with a proportion of 17.2%. The County recorded an overall proportion of 15.6% and its highest month was December with a proportion of 18.5% and its lowest month was October with a proportion of 14.1%.
- 4.43 Comparing proportions year-on-year (comparing April-July 2013 to April-July 2012), the Force, despite recording an increase in overall crime volume, has recorded a proportional drop in the number of offences which were alcohol related – dropping from 18.2% in 2012 to 15.5% in 2013. This pattern is repeated across both the City and County, with both divisions recording year-on-year drops, the City from 21.1% to 17.1% and the County from 16.0% to 14.3%.
- 4.44 The number of Alcohol Related Crimes is being monitored as a proxy measure due to current recording limitations and as such there is no target for this measure. The current results should be therefore be noted but treated with some caution during this monitoring phase.

#### **Activity:**

- 4.45 Improvements in recording practices continue to be undertaken and monitored with a view to setting a target in later years once the measure is considered reliable.



- 4.46 The Force has developed a Substance Misuse Performance Framework in consultation with Force leads and is ready for sign off.
- 4.47 A system for improving Alcohol / Drug Tagging continues to be developed between Performance and Insight and Crime Management Bureau. This will require officers to ensure that crimes which are considered a factor in the crime are tagged on the crime report. This will enable analyst to better identify alcohol and drug related crimes.
- 4.48 Contact Management are being briefed to help better understanding of the processes for Alcohol tagging of Incidents.
- 4.49 There is a “Super strength” project in partnership with Nottingham City Council with the ambition of removing supers strength alcohol from sale in the City.
- 4.50 The Commissioner is in the process of developing an alcohol strategy. In this respect, on 1st July Nottinghamshire’s Inaugural Alcohol Conference chaired by the Office of the PCC and the Police and Crime Panel took place at Nottingham Racecourse. National Speakers attended from London and Glasgow to give their views on what works in managing alcohol related harm and well over 100 delegates contributed from a wide range of statutory agencies, voluntary agencies, the trade and local businesses.
- 4.51 Eight workshops were held to allow all delegates the opportunity to discuss ideas for future action planning. The feedback from these has been received by the Commissioner’s office and the write up from the conference will be available on the Commissioner’s website from 23rd September. Key themes to emerge from the Conference include:
- Improved communication
  - An improved focus on working with young people
  - Greater partnership working and shared best practice especially between statutory and non statutory agencies
  - Better use of licensing tools.
- 4.52 These along with all the ideas from the Conference and the ongoing consultation across the county will help to inform the Strategy. The Commissioner’s next steps will be to work together with partners to agree specific objectives and how interventions will be taken forward.

## **Theme 5: Reduce the threat from organised crime (July 2013)**

- 4.53 The Force Threat, Harm and Risk (THR) Level is slightly reduced when compared to that recorded at the end of last year. The 2013 Nottinghamshire Police Strategic Intelligence Assessment identifies the criminal activities of

Organised Crime Groups as the main external threat to policing in Nottinghamshire.

- 4.54 The Proceeds of Crime Act is an effective tool in combating organised crime. In this respect a total of £357,538.70 has been recovered from 63 recovery orders with an average value per order of £5,675.22. This represents an increase in the average order value of £387.06 (7.3%) compared to last year.
- 4.55 Based upon the 192 orders (Confiscation and Forfeiture orders) recorded in 2012/13 the Force is expected to record a total of 211 orders in 2013/14. For the current year-to-date period the Force has recorded 63 orders (eight Forfeiture orders and 55 Confiscation orders) compared to the 64 orders recorded for the same period last year (nine Forfeiture order and 55 Confiscation orders). This represents a decrease in order volume of 2.0% comparing this year to last.

**Activity:**

- 4.56 Each active Organised Crime Group has a specific management plan and Lead Responsible Officer, with progress monitored through the Force Tasking and Coordination process in line with National Intelligence Model (NIM) guidelines.
- 4.57 The Financial Investigation Unit is currently reviewing its processes to ensure maximum benefit is being accrued by the Force in respect of POCA legislation.
- 4.58 The unit has been re-launched with far more communication and support for those officers working on the front line.
- 4.59 It is the intention going forward that money obtained from POCA will contribute towards the Commissioner's Community Safety Partnership Fund which provides funding to partners and third sector organisations to support initiatives to prevent crime and improve community safety.
- 4.60 Work is underway to consider whether money taken from those involved in crime can be put back into areas of policing and the community from where it was taken.

**Theme 6: Prevention, early intervention and reduction in re-offending (July 2013)**

- 4.61 The use of Restorative Justice Disposals and Community Resolutions came into force at the beginning of 2012-13 and it is expected that as it gathers momentum there will be less FTEs year on year.
- 4.62 The Force has increased its use of Community Resolution disposals over the last 12 months. This means that fewer young people are entering the youth

justice system as they are being dealt with through these more informal outcomes.

- 4.63 There have been 160 First-Time Entrants (FTEs) this year (April - July 2013). This is a reduction of 27.3% (60 FTEs) compared to last year.
- 4.64 The Force continues to maintain a strong position against target for this measure, with a reduction of 27.3% (37 FTEs) when compared to last year, meaning that the 10% reduction target has been achieved. This is particularly positive performance as the year-to-date reduction has been growing month-on-month (April -13.0%, May -18.9%, June -22.2%), this trend suggests that reductions are expected to continue throughout the rest of the year.
- 4.65 The main types of offences committed by FTEs are Theft & Handling (mainly shoplifting), Violence Against the Person (mainly Common Assault), Drug Offences, and Criminal Damage. The majority of offence types have recorded a reduction in FTEs this year, although the area that is driving the Force level reduction is Theft and Handling Stolen Goods, which has seen a reduction of 71.4% (45 fewer FTEs) this year.
- 4.66 This strong reduction is likely to be the result of an increase in the use of Community Resolutions (which are predominately used for youth offenders and low-level offences such as shoplifting) as an alternative method of disposal. Areas which are showing the largest increases in FTEs are motoring offences (7 FTEs compared to 2 in the same period of last year) and Criminal Damage offences (23 FTEs compared to 18 in the same period of last year).
- 4.67 There are currently 323 Integrated Offender Management (IOM) nominal's managed by the Force with over half on the County. Comparing the cohort in June to May, 10 nominals are no longer managed as part of the IOM scheme with an additional 13 added in June. The majority of nominals are adult<sup>c</sup> with just under seven percent currently classed as a juvenile.
- 4.68 Following a successful Restorative Justice (RJ) Summit earlier this year, the Commissioner is working with the Local Criminal Justice Board (LCJB) and REMEDI<sup>d</sup> (a leading expert in restorative justice) to develop a local strategy and development of occupational standards to ensure that RJ and Community Resolution practices are delivered to a consistent standard. The Commissioner is also hosting a national conference with an organisation called 'NoOffence'<sup>e</sup> in Nottinghamshire on 3<sup>rd</sup> December 2013.

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<sup>c</sup> Aged 18 and over

<sup>d</sup> <http://www.remediuk.org/restorativejustice.htm>

<sup>e</sup> <http://www.no-offence.org/content.php>

## Activity:

- 4.69 There is a Targeted Support & Youth Justice Services Prevention Team that works with young people.
- 4.70 Several districts within the County area are using diversionary schemes, such as weekly football matches and stay safe schemes, to give young people something to do with their spare time, in the hope that this will steer them away from crime and anti social behaviour.
- 4.71 The Commissioner's Community Safety Partnership Fund aims to prevent young people from becoming involved in crime and ASB. At the conclusion of the process there were 87 applications received totalling £1.4m of which 31 grants have already been approved resulting in the Commissioner paying £388,848 to community and third sector groups providing services across the City and County.
- 4.72 It should be pointed out that some applicants withdraw at the last minute for personal reasons which is beyond the Commissioner's control.

## Theme 7: Spending your money wisely (July 2013)

- 4.73 Actual net expenditure for the four months to July 2013 was £65.152m against a budget of £65.841m. The resulting position against budget was an under spend of £0.689m. This under spend is largely as a result of releasing the accrual for community support grant of £0.417m and not incurring the budgeted agency spend £0.270m on Operation Daybreak, both of which will be incurred later in the year. Therefore after adjusting for this the actual year to date is broadly on budget.
- 4.74 Police pay and allowances expenditure was £34.363m year to date. This represented a £0.069m over spend against budget. Whilst actual average number of FTE's was lower than the budget of 2,026, the actual mix of ranks compared unfavourably to the budget rank mix resulting in this overspend. The budget in July assumed **an additional 34 FTE's, 16 new recruits and 18 transferees**, however there was **only 29 (15 new recruits and 14 transferees)**.
- 4.75 Included is an accrual for £0.029m relating to allowances for officers released to the G8 summit which has been offset by income. The budget was based on the workforce plan by applying an average cost per rank. The workforce plan and costing basis is being updated as part of the first quarter forecast.
- 4.76 The Force's Officer overtime expenditure during July 2013 was £0.241m, which is an over spend of £0.034m against a budget of £0.207m. Staff overtime expenditure was £0.062m during July 2013, which is an over spend of £0.019m against a budget of £0.043m.

4.77 Currently the sickness rate over 12 months is 3.89% (8.6 days per Officer) against a target of 3.70% (8.2 days) and 3.83% and (8.5 days per Officer) year to date. For Police Staff 12 months rolling is 3.68% (8.2 days per person) against a target of 3.70% (8.2 days) and 3.35% (7.4 days per person) year to date.

**Activity:**

4.78 Further work is ongoing to improve the resilience of overtime recording processes and data capture systems to improve the quality of Management Information. Once this improvement is implemented further analysis of the drivers behind monthly overtime will be investigated, reported and responded to.

4.79 The Absence Management Policy, Procedure and Management Guide were launched in October 2012 and continue to be implemented. This policy appears to be achieving the desired results of reducing levels of sickness. For example, as at the end of July 2013, the rolling year staff sickness rate was 3.68% (8.2 working days). This has reduced from 4.44% in October 2012, when the updated Attendance Management policy was implemented. Staff sickness in the year to July 2013 amounted to a yearly cost to the Force of £1.504m. This has reduced from £1.807m as at the end of October 2012.

4.80 A Base Budget Review has been commissioned by the Commissioner using external consultants to ensure independence. The final report is expected at the end of September 2013. CIPFA has also been helpful in providing benchmarking data and comparisons over the past 4 years.

4.81 A new system, 'Artemis', is being introduced which will allow the Force to review the vehicle utilisation scientifically and better allocate the fleet to business requirements.

**VIOLENCE AGAINST THE PERSON – ASSAULT ON A CONSTABLE**

4.82 At the Police and Crime Panel meeting in June it was requested that the Commissioner report back at the next meeting on the number of Police Assaults. The Table below identifies that there were 155 Police Assaults reported to the Force Health and Safety Officer over the past 12 months and provides a breakdown of which roles are particularly vulnerable.

4.83 It will be seen that officers on response in the County report the most assaults (53, 34.2%) followed by Response Officers in the City (36, 23.2%).

155 Police Assaults (23 Aug 2012 to 22 Aug 2013)											
City		%	County		%	Crime & Justice		%	Other		
Response	36	23.2%	Response	53	34.2%	Custody	14	9.0%	DM	1	0.6%
NPT	14	9.0%	NPT	14	9.0%	Child Abuse	1	0.6%	TSG	2	1.3%
Intel/IOM	3	1.9%	Intel/CID	6	3.9%				OSG	9	5.8%
									Reg Op	2	1.3%
Total	53		Total	73		Total	15		Total	14	
% of Total	34.2%			47.1%			9.7%			9.0%	

4.84 The table below provides a breakdown of where the assaults took place. It can be seen that most take place in the street or a house (58, 37 and 37.4%, 23.9% respectively).

Count of Assault Location		
Assault Location	Total	%
In the Street	58	37.4%
In a house	37	23.9%
Other, please specify	17	11.0%
NULL	17	11.0%
Police Station Custody Suite	16	10.3%
Police Vehicle	7	4.5%
Licensed Premises	4	2.6%

4.85 Between 1<sup>st</sup> April and 21<sup>st</sup> July 2013 there were 87 'Assaults without Injury on a Constable' which is 13% less than the same period last year and equates to 3.97% of all Violence Against the Person Without Injury'. In the table above, 'Null' means that the location has not been reported or is not known.

## POLICE OFFICER, PCSO RECRUITMENT AND BME PROJECT

4.86 The Commissioner has a target in his Police and Crime Plan to reduce the gap in current BME representation within the Force and local BME community representation.

4.87 In this respect, the Force launched its Positive Action programme towards the end of last summer and a number of events were held to encourage underrepresented groups to apply for positions within the organisation.

4.88 In February this year, the Commissioner commissioned a project to help him better understand the root causes to current under representation. The finding(s) of the research was launched at an event held on 15<sup>th</sup> July 2013. A copy of the report is available for download from the Commissioner's web site<sup>f</sup>.

<sup>f</sup>

<http://www.nottinghamshire.pcc.police.uk/Public-Information/Scrutiny-Findings/BME-Report.aspx>

- 4.89 More than 500 BME residents were asked to give their feedback as part of the three-month study. The findings show that amongst those asked members of the BME community are twice more likely to become victims of crime than the rest of the population while 'hate crime' is the most commonly experienced crime among BME residents. It also shows more than one third of those who had been a victim of crime did not report it to the police – something the Commissioner is passionate about improving.
- 4.90 The Commissioner has agreed to review and implement the 30 recommendations and report back to the BME Project Steering Group. In this respect, a Joint Working Group is to be established jointly chaired by the Commissioner and DCC Fish to oversee the program of work which will be reported to the BME Project Steering Group on a regular basis.

## Recruitment

- 4.91 A time table showing the time line Workforce Planning - Recruitment is shown at **Appendix B**.
- 4.92 There are 4 Competency Based Questions (CBQs) on the Police Officer application form. This is part of the national assessment process used to identify whether the candidates can demonstrate the core competencies needed to be effective in the role of a police constable. They cover effective communication, personal responsibility, resilience and respect for race and diversity. The 4 CBQs are marked externally by independent assessors and have an overall pass mark of 10 in accordance with the National recruitment process.
- 4.93 In respect of the recent Police Officer Recruitment, the current breakdown at 28<sup>th</sup> August 2013 is as follows <sup>9</sup>:
- CBQ Unsuccessful \* – 1,135 (55%)
  - CBQ Successful \* – 476 (25%)
  - Assessment Centre \* – 478 candidates have been invited to attend. Of the results received (439 total results returned), 257 have passed (59%), 182 were unsuccessful (41%). The remaining candidates did not turn up for the Assessment Centre.
  - Interviews \* – A total of 210 interviews have been conducted to date of which 134 have passed (64%) and 76 have been unsuccessful (36%).
  - Cohorts \* – to date 30 have commenced training in Cohorts 28 / 29. 18 will commence training in Cohort 30 on the 06/09/2013, with a further up to 18 candidates starting in each of the remaining cohorts in the 2013/14 financial year. The remaining successful candidates will make up part of the 2014/2015 recruitment numbers for Police Officers.

<sup>9</sup>

\* Denotes - Withdrawn from Process at various stages (to date) - 31

4.94 In respect of the BME Breakdown, this is currently as follows;

- CBQ Successful \* – Total 476 (White 91.39%, BME 7.98%, Prefer not to say 0.63%)
- CBQ Unsuccessful \* – Total 1,135 (White 92.25%, BME, 7.40%, Prefer not to say 0.35%)
- Assessment Centre Successful \* – Total 257 (White 93.39%, BME 5.84%, Prefer not to say 0.78%)
- Assessment Centre Unsuccessful \* – Total 182 (White 92.31%, BME 7.69%)
- Interviews Successful \* – Total 134 (White 93.28%, BME 5.22%, Prefer not to say 1.49%)
- Interviews Unsuccessful \* – Total 76 (White 94.74%, BME 5.26%)

4.95 In respect of the recent PCSO, the current breakdown at 27/08/2013 is as follows;

- CBQ Successful – 90 (36%)
- CBQ Unsuccessful – 100 (40%)
- Assessment – 88 candidates have been invited to attend. Results breakdown as follows: 60 have passed (78%), 17 were unsuccessful (22%). The remaining candidates did either not show up for the Assessment.
- Interviews – A total of 60 interviews have been conducted to date of which 29 have passed (48%) and 31 were unsuccessful (52%). Cohorts – to date 12 have commenced training in Cohorts 18.

## **DECISIONS**

4.96 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.

### **Significant Public Interest Decisions**

4.97 The Commissioner's web site provides details of all significant public interest decisions. Since the last report a number of decisions have been in respect of:

- To support the business case for the Estates Rationalisation Phase 3 - Harworth Police Station. The review of the Harworth Police Station is part of the Estates Rationalisation Phase 3 work stream to provide a fit for purpose, flexible and sustainable estate enabling savings to be delivered of £2.4m over 2 years.



- Approved the appointment of Deloitte for Base Budget Review Work. The PCC has initiated a Base Budget Review which is based on zero based and priority based budgeting principles.

## **ACTIVITIES OF COMMISSIONER**

4.98 Since the last report, the Commissioner and Deputy Commissioner have been engaged in a number of activities and meetings in relation to strategic matters, media activities, conducted numerous walkabouts and engaged with partners and various communities. These extensive activities reflect the Commissioner's commitment and pledge to be the People's Commissioner. A copy of the Commissioner's latest partnership newsletter is attached as **Appendix C**.

4.99 As detailed in section 2 above, the Commissioner and Deputy Commissioner have taken numerous steps to obtain assurances that the Chief Constable has not only 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 top 15 Priority Wards in the County and High Impact Wards in the City.

4.100 The Commissioner is inviting partners to raise their game by working even closer together in partnership with the Police to tackle the emerging issues currently adversely impacting overall performance.

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

5.1 None - this is an information report. Although the report does contain some information on budget variance.

## **6. Human Resources Implications**

6.1 None - this is an information report. However, the report does provide some information about recruitment of staff and BME representation.

## **7. Equality Implications**

7.1 None – although it should be noted that high levels of crime occur predominately in areas of high social deprivation.

## **8. Risk Management**

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

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

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

## **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 Deputy Chief Constable has been consulted on this report and feedback responded to.

## **12. Appendices**

- A. Performance Tables
- B. Workforce Planning - Recruitment Timeline (Updated 27 Aug 2013)
- C. Commissioner's Latest Newsletter (August 2013)

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

- Police and Crime Plan 2013-2017
- Force Performance and Insight Reports – July 2013
- Exploring BME Policing Experiences (July 2013) Professor Wright  
<http://www.nottinghamshire.pcc.police.uk/Public-Information/Scrutiny-Findings/BME-Report.aspx>

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