

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

Monday, 06 June 2022 at 14:00
County Hall, West Bridgford, Nottingham, NG2 7QP

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

AGENDA

- | | | |
|----------|---|----------------|
| 1 | Appointment of Chairman and Vice Chairman | |
| 2 | Minutes of last meeting held on 28 March 2022 | 5 - 14 |
| 3 | Minutes of Confirmation Hearing held on 20 April 2022 | 15 - 24 |
| 4 | Apologies for Absence | |
| 5 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
| 6 | Review of Membership - Balanced Appointment Objective | 25 - 26 |
| 7 | Work Programme | 27 - 32 |
| 8 | Complaints Annual Report | 33 - 36 |
| 9 | Police and Crime Commissioner's Update Report | 37 - 70 |

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) Nominations for the position of Chair / Vice-Chair for the 2021/22 municipal year will be requested at the meeting. Nominations will need to be seconded. In the event of more than one nomination being received, voting will take place by a show of hands.
- (c) 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.

- (d) 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

(e) Membership

Executive Mayor Andy Abrahams – Mansfield District Council
Councillor Scott Carlton – Nottinghamshire County Council
TBC – Newark & Sherwood District Council
Lesley Dalby – Independent Co-optee
Councillor David Ellis – Gedling Borough Council
Councillor Kevin Greaves – Bassetlaw District Council
Mrs Christine Goldstraw OBE – Independent Co-optee
Mrs Suma Harding – Independent Co-optee
TBC – Rushcliffe Borough Council
Councillor Mike Introna – Nottinghamshire County Council
Councillor Neghat Khan – Nottingham City Council
Councillor Richard MacRae – Broxtowe Borough Council
Councillor Helen-Ann Smith – Ashfield District Council
Mr Bob Vaughan-Newton – Independent Co-optee
Councillor Linda Woodings – Nottingham City Council

MINUTES OF THE MEETING HELD ON MONDAY 28 MARCH 2022 AT 2PM AT COUNTY HALL

MEMBERS PRESENT

Christine Goldstraw OBE – Independent Member
Councillor David Ellis – Gedling Borough Council

Executive Mayor Andy Abrahams – Mansfield District Council - *Apologies*
Councillor Scott Carlton – Newark and Sherwood District Council
Councillor Andre Camilleri - Nottinghamshire County Council
Lesley Dalby – Independent Member
Councillor Michael Edwards – Nottingham City Council (substitute for Cllr Khan)
Councillor Kevin Greaves – Bassetlaw District Council - *Absent*
Suma Harding – Independent Member - *Apologies*
Councillor Rob Inglis – Rushcliffe Borough Council
Councillor Mike Introna – Nottinghamshire County Council
Councillor Neghat Khan – Nottingham City Council - *Apologies*
Councillor Richard MacRae – Broxtowe Borough Council
Councillor Helen-Ann Smith – Ashfield District Council
Bob Vaughan-Newton – Independent Member
Linda Woodings – Nottingham City Council

OFFICERS PRESENT

Jo Toomey – Advanced Democratic Services	}	Nottinghamshire County Council
Officer	}	(Host Authority)
Pete Barker - Democratic Services Officer	}	

OTHERS PRESENT

Caroline Henry - Police and Crime Commissioner (PCC)
Sharon Caddell - Chief Executive, Office of the PCC (OPCC)
Mark Kimberley - Interim Chief Finance Officer (CFO) OPCC and CFO Notts Police
Natalie Baker-Swift - Head of Violence Reduction Unit (VRU)
Craig Guildford - Chief Constable, Notts Police
Rachel Barber - Deputy Chief Constable, Notts Police

1. MINUTES OF LAST MEETING HELD ON 8 FEBRUARY 2022

The minutes of the last meeting held on 8 February 2022, having been circulated to all Members, were taken as read and were confirmed, and were signed by the Chair.

2. MINUTES OF CONFIRMATION HEARING HELD ON 8 FEBRUARY 2022

The minutes of the confirmation hearing for the post of Chief Executive of the Office of the Police and Crime Commissioner held on 8 February 2022, having been circulated to all Members, were taken as read and were confirmed, and were signed by the Chair.

3. APOLOGIES FOR ABSENCE

Apologies were received from Executive Mayor Abrahams and from Suma Harding.

Councillor Edwards replaced Councillor Khan for this meeting only.

4. DECLARATIONS OF INTEREST

Councillor MacRae declared a personal interest as he was an ambassador for the Violence Reduction Unit. This did not preclude him from speaking or voting on any item on the agenda.

5. WORK PROGRAMME

Ms Toomey introduced the report and highlighted the following:

- 2 of the dates for future meetings had changed following liaison with the City Council. It was now recommended that meetings be held on 19th September 2022 and 21st November 2022, and not one week earlier as originally recommended in the report.
- Volunteers were required to sit on the sub-group responsible for producing the Annual Report 2021/22.

RESOLVED 2022/009

- 1) That a development session for Panel members be arranged on the report of the Strategic Review of Policing in England and Wales before the annual meeting on Monday 6 June 2022.
- 2) That the process for preparation of a response to the Policing Protocol consultation (as set out in the report) be agreed.
- 3) That a sub-group be established by the Panel to produce the Annual Report 2021/22 composed of any members who wished to join it.

4) That the following dates be agreed for the Panel's meetings in the 2022/23 municipal year:

Monday 6 June 2022 (already agreed)	2pm
Monday 19 September 2022	2pm
Monday 21 November 2022	2pm
Thursday 26 January 2023 – Budget Workshop	10.30am
Thursday 2 February 2023 – Budget Workshop	10.30am
Tuesday 7 February 2023 – Budget Meeting	10.30am
Monday 27 March 2023	2pm
Monday 5 June 2023 - AGM	2pm

6. VIOLENCE REDUCTION UNIT - UPDATE

The Head of the Violence Reduction Unit, Natalie Baker-Swift, delivered a presentation on the work of the Unit and highlighted the following:

- The VRU was one of 18 in England and Wales and had been in existence since 2019 with Home Office funding
- The VRU co-ordinated a local response to violence with the emphasis on prevention.
- The funding increased to £1.4m for 2022/23 and paid for interventions with individuals, some of whom may already have been impacted by serious violence. The funding also allowed research and evaluation, data sharing and analysis, and work on system change, for example in the fields of trauma, youth work and education.
- The VRU took a public health approach, focussing on what would make a difference to whole populations.
- While the unit was overseen by the PCC and governed and enabled through the OPCC, its work was partnership-based bringing together individual agencies, organisations and professionals.
- The Unit considered the 'causes of the causes' looking at risk factors that could lead people to commit violent crime and ensured that interventions were based on data and intelligence to maximise their effect on communities.
- The aim was to make long term gains by working with a multi-agency board and core team including Children's Services, Youth Justice Services, Public Health, the NHS, CCGs, Education, the Police, prisons and the probation service.
- There was some evidence that victims who did not get the right support could show emotions and behaviours, and take risks, that most people would not. Those experiencing 7 or more adverse childhood experiences were more likely to be incarcerated in future, with those experiencing 11 or more such incidents more likely to become involved in criminal activity.
- The Unit was developing a Youth Work Strategy that informed its way of to reduce trauma and serious violence. A key strand of that strategy was the Youth Charter which sought to

give young people access to a responsible adult which could set them on a positive pathway. The Charter also captured young people's expectations about youth services.

- Two further key components of the Youth Work Strategy were the Quality Endorsement Framework and Training Pathways Framework.
- Individuals who do not have consistent access to the work environment are supported.
- Key areas for development were also covered, including sport. This is a first in the UK and has been well received and implemented with the help of communities.
- 40% of the budget is spent on prevention.
- In 2021/22 to date there had been 28 interventions – 18 in the city and 10 in the county. In total 2,799 children and young people aged between 5 – 25 years old had been supported.
- Data analysis was used to target resources. Recommendations from the Strategic needs assessment included the need to assess the impacts of Covid on the patterns of serious violence, to carry out a deep dive on violence to victims aged 15-19 years old, to explore the relationship between violence in public spaces and in domestic settings and assess the impact of the pressures on the criminal justice system.
- Qualitative research had also been commissioned which confirmed the unit was focussing on the most relevant areas.
- This was the first time that the unit has received multi-year funding which demonstrated the Home Office's commitment to the work that was being done. The funding arrangement also aided partners who could concentrate on delivery rather pursuing funding and provided time for the partners time to demonstrate the unit's effectiveness.
- There were 3 priorities in the Unit's Strategic Framework 2022-25: the need to provide an inclusive leadership system; the need to make the best use of data sharing, insight and evidence; and the commissioning of work to deliver and evaluate early intervention and prevention activity.

The Panel's questions were then responded to as follows:

- Although the number of violent incidents was relatively small, it was acknowledged that the trend in such offences was upwards. A traffic light system would be adopted by the VRU to monitor the effectiveness of the measures that had been introduced.
- In terms of any potential link between truancy and violence, there was a gap in the data with schools under no obligation to share data, however a change in legislation was expected.
- There was a scheme in place for schools involving peer mentors and a bystander scheme which focused on small arguments/bullying and advised peers how to stay safe.

- There were 8,000 pupils at risk of being excluded from schools in Nottinghamshire. The Commissioner stated that excluded pupils were particularly vulnerable and those children were on the VRU's radar. It was working with Academies to improve the situation.
- The Serious Violence Duty would require named agencies to work together to share data and knowledge to target interventions and prevent and reduce serious violence. Whilst the VRU was not a named agency under the duty, it provided a mechanism to bring partners together.
- Whilst there was data available broken down to a district/area level much of it was not the Commissioner's and could not be shared.
- Any potential link between cocaine use and violence was not being studied by the VRU at present.
- The VRU was working to reduce the incidence of knife crime and had evidence that it was having a positive impact. It had been identified that young people carried knives through fear and the VRU programmes were having an effect in this area.
- The amount of time the VRU worked with people varied but could be 9-12 months depending on the level of trauma involved; no time limit was imposed. Data was monitored over a 10-year period to understand long-term outcomes.
- The Commissioner referred to work being undertaken by the Police in schools and reassured the Panel and that she was confident that the incident in Hackney where a schoolgirl was intimately searched by police would not happen in Nottinghamshire.

RESOLVED 2022/010

That the contents of the presentation and report be noted.

7. POLICE AND CRIME COMMISSIONER'S UPDATE REPORT

The Commissioner introduced the report and highlighted the following:

- £2.5m had been spent on the Safer Streets initiative since 2020 including projects in Newark, Mansfield, Nottingham and Worksop. The funding had allowed investment in innovative programmes.
- Preventative work was being undertaken in the field of women's safety at night.
- Work was being done in schools on healthy relationships, and at a recent school visit by the Commissioner all of the 8 year old children knew the ChildLine number and understood what 'confidential' meant.

Mrs Caddell then highlighted the following:

- The Performance and Insight report was appended and showed that the number of first time entrants into the criminal justice system was increasing. The reason for this was not clear but the situation will be carefully monitored.

- The Value for Money Profiles produced by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services showed that Nottinghamshire Police spent more on its frontline than most similar forces which provided reassurance.
- There was regular scrutiny of the control room – call waiting times had fallen and responses were within target.
- Fraud, including online fraud, was recognised as a problem both locally and nationally. The Commissioner has made funds available to support the local response.
- There was a commitment to tackle rural crime with funding allocated for next year and subsequent years.
- The Performance and Insight Report contained many measures rated 'green' however the satisfaction of victims of hate crime was down; work was underway to address this. The extent of 'hidden harm' was difficult to measure and fluctuates. There had been a decline in the number of respondents who felt safe after dark, which will continue to be monitored.
- The handover of the joint headquarters had happened which would strengthen joint working.
- In terms of national development, the Levelling Up White Paper was published on 2 February and there were a number of synergies between it and the Make Notts Safe Plan as well as with other government initiatives.

The Panel's questions were then responded to as follows:

- Analysis had started into why confidence in the police had gone down but some events, such as the Sarah Everard case, had impacted nationally.
- The Force has a zero tolerance of violence to women; there was a strategy with measures in place with the Chief Constable being held to account to deliver that strategy.
- The way in which employment tribunals, including those arising from allegations around officer conduct, were handled was laid down in statute. There were a number of reasons why a tribunal might be held in private, including if a child was involved, where the welfare of a third party was affected, where it would interfere with a criminal investigation or if there was a matter of national security. There were 16 hearings in Nottinghamshire last year, of which 3 were held in private.
- The names of sacked officers were put on a barred list which meant they would not be able to work for the police again. Whilst this list was not available to other employers, any former officer seeking employment elsewhere would be required to provide a reference from the Force so potential employers would be aware of the candidate's past.
- The rise in the number of stalking orders issued had reduced; this was attributed to learning and deployment of other mechanisms. These orders differed from a Domestic Violence Protection Order (DVPO) which required a court order and prevented a perpetrator from returning to a residence and from having contact with the victim for up to 28 days.

- In terms of the Safer Streets programme, the Force continued to learn what did and did not work in those areas in which it has been rolled out.
- The proportion of residents feeling safe when outside after dark continued to fall and work was being undertaken to find out why; focus groups were being convened to help understanding.
- Figures showed that '999' calls were being answered within 2 seconds and that officers were arriving at the scene in 12 minutes on average. If members had any alternative experiences, they were invited to submit details to the Chief Constable for him to investigate.
- The £300k of new funding to combat online fraud was used to fund a local team that co-ordinated with regional and national teams. The force was amongst the biggest prosecutors of fraud in the country with increased budgets and more investigators being used to tackle the problem.

RESOLVED 2022/011

That the contents of the report be noted.

8. HOME OFFICE REVIEW OF POLICE AND CRIME COMMISSIONERS

Mrs Caddell introduced the report and highlighted the following key issues:

- The recommendations arising from the review indicated a need for increased transparency
- The Government viewed the role of Police and Crime Commissioners positively
- There were comments and recommendations around scrutiny of the PCC model that related to Police and Crime Panels, for example the benefits of independent members, identifying and securing a range of skills and strengthening panel support
- The review had led to a recommendation that PCCs should have greater involvement in the management of offenders and there should be closer working with the Probation Service
- Local Justice Crime Boards – these would be put on a legislative footing
- A review of Community Safety Partnerships had been recommended to improve accountability and transparency
- Commissioners had a role to play in securing and maintaining public confidence in the police by supporting them positively
- Data has a crucial role to play in policing and the OPCC intended to become more data literate
- There was a desire to equip Commissioners with a wider power of competence in line with those held by fire and rescue authorities, which would allow Commissioners to play a stronger role on the criminal justice system

- There would be national consultation regarding the line between the operational work carried out by the Police and the role of the Commissioner in holding the Chief Constable to account
- The possible introduction of a recall mechanism for Commissioners had been abandoned, although the matter would be kept under review
- Levelling Up White Paper – there were inter-relationships with the work of local authorities and PCCs but it was not clear at the moment how these will develop

RESOLVED 2022/012

That the contents of the report be noted.

9. ROLES AND RESPONSIBILITY REVIEW OF OFFICE OF POLICE & CRIME COMMISSIONER

Mrs Caddell introduced the report and highlighted the following:

- The review had finished and the structure set out in the report was being implemented
- The establishment would increase from 24 to 35 to ensure sufficient capacity to allow the Commissioner to deliver her current and emerging responsibilities
- The outgoing structure had not been reviewed since 2013 and since that time there had been legislative changes that affected the roles undertaken by the OPCC
- Some posts had been added to the new structure which in the past was flat, fragmented and included some duplication
- The structure had worked well in the past but given the increased workload and anticipated future demands a reorganisation was required
- All directly employed posts were reviewed and a benchmarking exercise was undertaken
- The team was involved in the review and individuals were interviewed by the independent reviewer who found an excellent team spirit and public service ethos but also that some work was being undertaken in silos
- It was unusual for the treasury management function to be included in the OPCC as it was usually located in forces' finance teams. Treasury management and core financial management would therefore be transferred to the Force.
- There had been a huge uplift in grant funding between 2013 – 2021 and resources need to be increased to manage this
- The new structure was more hierarchical providing proper arrangements for pastoral care and improved cross functional working
- The VRU had received a 40% increase in funding and a new project manager is required to support and monitor that function

- Proper procedures were followed with progress being communicated to the team throughout the process
- The new structure was due to be implemented from 10 April 2022 and although it would take several months to recruit to all posts; all functions will be delivered in the meantime.
- The Statutory Officer job descriptions changed significantly as part of the process. The postholders prior to the review had been offered voluntary redundancy, which two had accepted.
- Four individuals were identified as at risk of losing their jobs. All had been offered ring-fenced posts, all had accepted bar one who has appealed.
- The new structure was designed to offer more opportunity for learning, development and career progression.
- Bringing communications and media work in-house should achieve efficiencies.

The Panel's questions were then responded to as follows:

- Although there was an extra cost to the larger structure, value for money was still at the heart of the Commissioner's approach. The new structure was designed to provide capacity that would allow the OPCC to take better advantage of the funding opportunities that existed.
- A separate consultation was undertaken with staff around the move to a new HQ and though some concerns were raised most people were happy. The old building was too big, the new building achieved value for money, the benefits of co-location and a more efficient use of space.
- The restructure was expected to deliver an increase in analytical capacity when compared to the previous structure.
- The new structure would deliver improved value for money. It is unusual to have such a tiny OPCC given the size of the resources to be managed – the office would deliver more while ensuring the Chief Constable had the resources he wanted for the frontline.
- The Commissioner still had no plans to appoint a deputy.

RESOLVED 2022/013

That an update report be brought to the Panel when the changes have been bedded in.

The meeting closed at 4.46pm

CHAIR

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

MINUTES OF THE CONFIRMATION HEARING HELD FOR THE POST OF CHIEF FINANCE OFFICER (OPCC) ON 20 APRIL 2022 AT 10.30am

MEMBERS PRESENT

Christine Goldstraw OBE – Independent Member (Chair)

Councillor David Ellis – Gedling Borough Council (Vice Chair)

Executive Mayor Andy Abrahams – Mansfield District Council - *Absent*

Councillor Andre Camilleri – Nottinghamshire County Council - *Apologies*

Councillor Scott Carlton – Newark and Sherwood District Council

Lesley Dalby – Independent Member

Councillor Michael Edwards (*substituting for Councillor Linda Woodings*) –
Nottingham City Council

Councillor Kevin Greaves – Bassetlaw District Council - *Absent*

Suma Harding – Independent Member

Councillor Rob Inglis – Rushcliffe Borough Council

Councillor Mike Intronis – Nottinghamshire County Council - *Apologies*

Councillor Neghat Khan – Nottingham City Council - *Apologies*

Councillor Richard MacRae – Broxtowe Borough Council

Councillor Helen-Ann Smith – Ashfield District Council - *Absent*

Bob Vaughan-Newton – Independent Member

Councillor Linda Woodings – Nottingham City Council - *Apologies*

OFFICERS PRESENT

Jo Toomey - Advanced Democratic Services	}	Nottinghamshire County Council
Officer	}	(Host Authority)
Pete Barker – Democratic Services Officer	}	

OTHERS PRESENT

Caroline Henry - Police and Crime Commissioner (PCC)

Sharon Caddell - Chief Executive of the Office of the PCC

Mrs Gillian Holder - Candidate

1. APOLOGIES FOR ABSENCE

Councillor Michael Edwards replaced Councillor Linda Woodings for this meeting only.

Apologies were received from Councillor Camilleri, Councillor Introna, Councillor Khan and Councillor Woodings.

2. DECLARATIONS OF INTERESTS

There were no declarations of interest.

3. PROPOSED APPOINTMENT OF A CHIEF FINANCE OFFICER, OFFICE OF THE POLICE AND CRIME COMMISSIONER

The Commissioner introduced the report and highlighted the following:

- Legislation required the Commissioner to appoint a Chief Finance Officer (CFO) and the Police and Crime Panel to hold a confirmation hearing.
- Chief Constable agreed to Mark Kimberley, Chief Finance officer for the Notts Police, filling the post temporarily until a permanent appointment could be made. Legislation does not allow for the post to remain vacant.
- CIPFA guidance stated that it was preferable to have a dedicated CFO not a shared post with the Police.
- Following CIPFA guidance a joint protocol had been established in the interim to ensure there was a clear dividing line between the work being undertaken for the Police and the Office of the Police and Crime Commissioner (OPCC).
- The post was advertised on the 14 February 2022 on the OPCC website and with different partners in order to attract someone with the experience and appropriate qualifications for this very specialised role.
- There were 9 applicants with 5 being shortlisted for interview, which took place on 27 March
- A stakeholder panel asked questions on a range of subjects including governance, police finance, strategic leadership, victim support commissioning and partnership working.
- Mrs Holder was the outstanding candidate providing good answers and examples of where she had made a difference. Mrs Holder had experience in the public sector and outstanding references.

The Commissioner then responded to the following questions from the Panel:

Could you elaborate on your reasons for appointing Mrs Holder?

- Mrs Holder had experience of working for both the Police and a Police and Crime Commissioner. She added that it would be helpful to have someone in post who understood both sides of the finances involved.
- The Commissioner stated that she found the answers given by Mrs Holder exciting. Of particular interest to the Commissioner was devising and delivery of priority-based budgeting.

Who sat on the stakeholder panel and how did its views feed into the process?

- The stakeholder panel included Nicola Wade, the Head of Commissioning at the OPCC, Nigel Stevenson, the Director of Finance at Nottinghamshire County Council and Becky Smeathers, the Chief Finance Officer at the Nottinghamshire Fire and Rescue Service. There were questions around partnership working and police financial governance and management.

Past reports to the Panel had noted faults in the financial systems which meant that some financial information was unreliable. This was raised during the confirmation hearing when the Panel considered the interim arrangements. At that time work was to begin to improve the position. The Commissioner was asked whether these systems were now robust or if further work was needed.

- The Commissioner noted the Panel's concerns and stated that she was confident her proposed appointment would bring a fresh pair of eyes to the situation which is what is needed.

There was a systems problem in the past that affected the payroll system.

- For three years the Force operated a multi force shared service system for HR/Finance etc which did not deliver capably. Following extensive work the services had been brought back in-house and two new IT systems had been procured, one of which covered payroll. Following that transition reports were that everything seems to be working well.

Where was the post of Chief Financial Officer shown on the organisational chart?

- Reference to the post has been omitted in error, but it was confirmed that the CFO had no line management responsibilities and reported directly to the PCC. Panel members were assured that omissions in the structure chart would be rectified.

What would be the priorities for the Chief Finance Officer in the first six months in post?

- The Commissioner stated that the priorities would be:
 - Ensuring that value for money
 - Pursuing the introduction of priority based budgeting
 - Embedding a new approach to accountability, for which she considered Mrs Holder had the experience to ask the right questions

The advert for the role indicated that consideration would be given to a part-time appointment of 3 or 4 days a week. The Commissioner was asked to confirm the terms on which Mrs Holder would be appointed?

- The agreement reached with the Chief Constable allowed for Mark Kimberley to continue in the interim, initially until September but this could be extended if necessary.
- It was hoped that Mrs Holder would be able to begin in post in July.
- Mrs Holder would be working full time at first but the situation will be reviewed, and in order to achieve an improved work/life balance, Mrs Holder would then work part-time.
- An update would be brought back to the Panel in the next 3 to 6 months setting out the arrangements for the role once the demands of the role are fully understood.

The Chair then welcomed the candidate, Mrs Gillian Holder, who responded to a series of questions from the Panel, as summarised below:

Mrs Holder was asked to expand on the contents of her CV and tell the Panel how her previous experience prepared her for this role, particularly in meeting the Commissioner's priorities for the first 6 months in the post.

- Mrs Holder had 20 years' experience working in the public sector including 6 years working for the Lincolnshire PCC as the Deputy Finance Officer.

- She was experienced in preparing annual budgets, working on the precept, delivering financial statements on time, and experience of working with the Home Office/Ministry of Justice grant regimes. She believed that she would be able to step up to the role from Day 1.
- In terms of the financial strategy that underpinned the Make Notts Safe plan, Mrs Holder stated that she had spent the last 7 years especially involved in financial strategy.
- Mrs Holder stated she was very aware of the importance of value for money, stating business cases were required for any additional expenditure, it was essential that finance was put to the best possible use as funds are finite.
- Mrs Holder indicated her intention to review the budget process to identify savings and looking at new collaborations and partnership working, noting that it was important not just to do things as they had always been done.
- Mrs Holder added that she had experience in seeing how a Commissioner holds a Chief Constable to account.

Mrs Holder was asked to explain from her own experience, the key processes and attributes that organisations needed to ensure robust financial plans and systems are in place. She was also asked to set out any examples of good practice she would seek to implement within the financial management of the Office of the Police and Crime Commissioner.

- Mrs Holder stated that CFOs needed to set the Budget timetable to allow sufficient time for engagement, to assess needs, and to consider the Chief Constable's suggestions before finalising the precept.
- She highlighted the importance of quantifying and examining any assumptions, for example those involving pay awards.
- A medium term financial strategy, a balanced budget and a monitoring system all needed to be in place.
- Roles needed to be clearly defined to protect both public money and individuals.
- Access to specialist advice was required, not just financial but also legal.
- Policies needed to be kept up to date.
- A risk management process needed to be in place.

The candidate was asked what she saw as being the biggest change or challenge that she would face during your first year in post, including personal challenges?

- Mrs Holder highlighted her biggest challenge would be around taking on the Section 151 Officer role. In the past she had other people above her, but in this post there will be no such protection. She stated that she welcomed the opportunity of being pushed outside my comfort zone and was ready for that challenge.
- She recognised that her current network of contacts, while helpful, would be less relevant in her new role and identified the need for her to build new relationships.
- The Panel was notified that the CFO role could be delivered in a hybrid way, with the postholder splitting their time between the OPCC and working from home.

A question was asked about the broadening brief of the role of CFOs by becoming involved in wider strategic matters.

- Mrs Holder stated that being a CFO was far broader than 'number crunching', key roles would be:
 - Overseeing the budget-setting process
 - Reporting on the robustness of the budget and the reserves position
 - Setting out the budget timeline and taking management through those milestones
 - Monitoring progress and producing the final budget

Mrs Holder was asked who she saw as her main stakeholders and how she intended to develop effective relationships with them to meet the objectives of the role.

- Internal stakeholders were identified as:
 - The Commissioner
 - The OPCC Chief Executive
 - The Force CFO
- External stakeholders were identified as including:
 - The Police and Crime Panel
 - CFOs in partner organisations
 - Auditors
- The way in which Mrs Holder said she would build those relationships included:
 - Delivering on time

- Involving stakeholders as appropriate and listening to them
- Attending joint meetings and meeting with stakeholders on a one-to-one basis.
- Mrs Holder also indicated she would retain the contacts made whilst working in Lincolnshire, who would be able to provide support and advice for any matters in her new roles that were outside her previous experience.

The candidate was asked how she saw her role relating to the Police and Crime Panel.

- Mrs Holder indicated that she had a role supporting the Commissioner in her work for the Panel and would attend meetings, including the budget workshops, and learn what the Panel requires.

Mrs Holder was asked about her approach managing situations where she has needed to challenge a person in authority or give them advice that they may not wish to hear.

- Mrs Holder had experience of challenging those in authority and recognised that as the Section 151 Officer she would be in an exposed position.
- She explained that she would provide evidence to justify her advice or a decision she had to make, taking the time to explain the rationale behind it. She also said she would try to provide an alternative where there was one available.
- She stated she was clear of the requirements of the role and aware of the ultimate steps that were available for her use if required.

Mrs Holder was asked about whether, in her experience, she had seen cost accounting, where costs are tracked, used in the public sector.

- While Mrs Holder acknowledged it had its good points, she stated that she had never seen it used successfully. She stated that it was difficult to implement, needed high levels of up-front investment and was reliant on accurate input.

A question was also asked about the use of risk analysis in a CFO role and the point at which risks were escalated higher up the organisation.

- Mrs Holder stated that risk awareness was vital and had an expectation that they would be incorporated in all business cases.

- She said that she would monitor and assess the risks and that if she had concerns she would commission a more rigorous review and implement mitigation measures. At that point a decision would be made as to whether the risk needed to be escalated.

Before moving into the closed section of the meeting the Chair confirmed with Mrs Holder that she did not have any questions for the Panel.

The Chair asked the Commissioner about when Mrs Holder would start in her new post. It is hoped that Mrs Holder will start in post in July but this may be delayed until August subject to vetting procedures. An agreement has already been reached with the Chief Constable for Mr Kimberley to cover until September if required and this can be extended if necessary.

RESOLVED 2022/014

That the candidate's answers to the Panel's questions be noted.

4. EXCLUSION OF PUBLIC

RESOLVED 2022/015

That the public be excluded from the meeting during consideration of the remaining item in accordance with Section 100A(4) of the Local Government Act 1972 on the basis that, having regard to all the circumstances, the public interest in maintaining the exemption outweighed the public interest in disclosing the information, as defined in Paragraph 1 of Part 1 of Schedule 12A to the Act.

5. PROPOSED APPOINTMENT OF A CHIEF FINANCE OFFICER – PANEL'S DECISION-MAKING

During their deliberations, Panel members noted the following:

- The candidate's responses were detailed.
- The responses demonstrated both Mrs Holder's technical knowledge combined with an ability to form an independent opinion and formulate an argument to support that view.
- The Panel was assured that Mrs Holder had the appropriate skills and knowledge to fulfil the role, balancing the technical with practicality and pragmatism.

RESOLVED 2022/016

- 1) That the Commissioner be notified of the Panel's support for the appointment of Gillian Holder as the Chief Finance Officer of the Office of the Police and Crime Commissioner.**

- 2) That an update be provided at the June meeting of the Panel of Mrs Holder's confirmed start date.**
- 3) That the Panel supports the extension of the current interim arrangement of sharing the Nottinghamshire Police Force Chief Financial Officer until Mrs Holder is able to take up her post.**
- 4) That a report be brought to the September meeting of the Panel should Mrs Holder not be in post or if any issues arise during the process.**

The meeting closed at 11.35am

CHAIR

REVIEW OF MEMBERSHIP – BALANCED APPOINTMENT OBJECTIVE

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).

Elected members and proportional representation

3. The Police and Social Responsibility Act 2011 stipulates that Police and Crime Panels must represent all parts of the relevant area, be politically balanced and have a membership that has the necessary skills, knowledge and experience.
4. The Panel membership for 2021/22 was:
Ashfield District Council (1); Bassetlaw District Council (1); Broxtowe Borough Council (1); Gedling Borough Council (1); Mansfield District Council (1); Newark & Sherwood District Council (1); Nottingham City Council (2); Nottinghamshire County Council (2); Rushcliffe Borough Council (1), plus 4 Independent Member co-optees.
5. An annual review has been undertaken, with the political balance across the County being recalculated. This has confirmed that the option that best ensures
6. the balanced appointment objective is retaining 11 elected members, apportioned as follows:

Total Seats	Labour	Conservative	Ashfield Ind.	Independents
11	5	4	1	1

7. This option provides the best balance while respecting the percentage differential between the groups. To increase the number of members further, while representing a greater number of political groups, would lose that differentiation.

Council Representatives

8. Constituent Councils have been asked to confirm their appointees for the 2022/23 municipal year. This has identified some changes to representation on the Panel made by the relevant Councils. These are as follows:

- i. Councillor Scott Carlton replaces Councillor Andre Camilleri as one of the two Nottinghamshire County Council representatives
9. At the time the agenda was being finalised, the name of the nominated members from Newark and Sherwood District Council and Rushcliffe Borough Council was not available. The representatives of these two Councils will be confirmed verbally at the Panel's meeting.

Independent Members

10. In order to retain the existing knowledge, ensure greater continuity of membership and help the Panel's membership reflect the communities it serves, the Panel agreed on 15 November 2021 that the term of office of all four Independent co-optees be extended by two years to 31 May 2024.

Other Options Considered

11. The Panel is required to ensure that its membership meets the balanced appointment objective.

Reason/s for Recommendation/s

12. Retaining the current size of the Panel will ensure it meets the balanced appointment objective.

RECOMMENDATIONS

- 1) That the Panel agrees to retain 11 elected members to enable political balance to be best achieved.
- 2) That the changes in Council representation on the Panel, as detailed in paragraph 8 above, be noted.

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 of 15 November 2021 and minutes of that meeting (published)

For any enquiries about this report please contact:

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NOTTINGHAMSHIRE POLICE AND CRIME PANEL

6 June 2022

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)**.
2. To consider other related matters.

Information and Advice

3. 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).
4. 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.

Regional Police and Crime Panel Network

5. At the Panel meeting on 28 April 2014, the Panel agreed to subscribe to a regional network (which has been established by Frontline Consulting) for 2014/15. The Panel has agreed to renew the subscription each subsequent year.
6. The annual subscription is due for renewal and the cost is £420. This is a £20 increase to the fee for 2021/22.
7. The subscription offers the following benefits:
 - Two regional meetings each year at which the Chair or Vice-Chair and support officer (substitutes allowable) of each panel share information and experience, to problem-solve and to collaborate as appropriate; with agendas devised by the participants, including a regional update based on hot topics and the discussion of potential solutions to difficult situations experienced by the five local authorities in the region
 - Access to advice, expertise and best practice on an ongoing basis with access to a helpline facility (by telephone or email)
 - A 10% discount on any learning and development sessions that P(F)CPs engage Frontline consulting to deliver

8. The Panel has been represented at the regional network meetings held since 2014 and officers and members have continued to find the opportunity to network across the region beneficial.

Annual Conference for Police, Fire and Crime Panels

9. Details of the Annual Conference for Chairs, members and Officers of Police (Fire) and Crime Panels 2022 have been confirmed. The theme of the conference is 'Changing Culture and Partnership Working'.
10. The conference will take place at the University of Warwick campus across Thursday 10 and Friday 11 November 2022. It will also incorporate the Annual General meeting for the National Association for Police (Fire) and Crime Panels.
11. Panel members can choose from one of three packages: a residential package, a delegate day package and a virtual delegate package. The conference will provide for sessions by guest speakers, workshops and policy seminars. Any Panel member who wishes to attend the conference should contact the Panel support officers.

Home Office guidance

12. As part of the recommendations arising from Part One of the Police and Crime Commissioner Review, the Home Office committed to delivering a new training and guidance package for Police (Fire) and Crime Panels, to make local scrutiny more consistent and effective.
13. On 23 May 2022, the Home Office published new guidance for Panels, alongside three supplementary quick-reference guides, and a collection of bitesize videos providing a deep dive into some key scrutiny areas. All of the materials have been published by the Home Office on its website.
14. The materials are aimed at three audiences within the Panel Structure – Chairs, members and supporting officers and are designed to provide practical information about the statutory roles and responsibilities of panels as well as what effective scrutiny looks like.

PEEL Review

15. On 28 April 2022 Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) published its inspection of Nottinghamshire Police, which assess police effectiveness, efficiency and legitimacy. The Commissioner refers to this Review in her update report and there will be an opportunity for the Panel to receive an update on progress at a future meeting.

Force Headquarters visit

16. On 20 April 2022, members of the Police and Crime Panel were invited to visit the new joint Police and Fire Headquarters.
17. During the visit Panel members:

- Were given a presentation on the progress of Operation Uplift and the range of routes into policing to promote workforce diversity
- Viewed the facilities available to police staff and officers, including training rooms and the gym, as well as experiencing the wider working environment
- Met with a group of Taser users who had just completed their refresher training and discussed their use
- Visited the control room and discussed how the design and improved working and received a presentation on the speed of response to calls
- Viewed the Gold and Silver command suites that enable partners to manage resilience incidents better together
- Saw a demonstration of drug dogs in training

Strategic Review of Policing in England and Wales

18. At the last meeting of the Panel, it had been agreed to hold a workshop in advance of the Annual General Meeting. While some initial discussions have been undertaken, it has not been possible to arrange a session in advance of the annual meeting.
19. Following subsequent discussion with Frontline Consulting, which hosts the Police and Crime Panel network, it is proposed that it would still be appropriate to hold a joint workshop for the Panel members and the Commissioner and her team. However, allowing time following the publication of the document to allow the Home Office to provide any response and steer would assist in ensuring the Panel is focussing on areas identified as priorities nationally.
20. Panel support officers will therefore continue to work with officers from the Office of the Police and Crime Commissioner and make contact with potential external support to assist with and facilitate any workshop.

Other Options Considered

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

Reasons for Recommendation/s

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

RECOMMENDATIONS

- 1) That the work programme be updated in line with Members' suggestions as appropriate.
- 2) That the Panel's membership of the East Midlands Police (Fire) and Crime Panel regional network be renewed for 2022/23 at a cost of £420.
- 3) That any Panel member wishing to attend the Annual Conference for Police (Fire) and Crime Panels should contact the Panel's support officers.

Background Papers and Published Documents

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

[HMICFRS PEEL Inspection of Nottinghamshire Police](#)

[Strategic Review of Policing in England and Wales](#)

[Police \(Fire\) and Crime Panels guidance](#)

For any enquiries about this report please contact:

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Nottinghamshire Police and Crime Panel Work Programme
(as at 25 May 2022)

<u>Agenda Item</u>	<u>Brief Summary</u>
19 September 2022	
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.
One year review of operation of the new custody suite	The Panel will review whether the new custody suite has met its strategic objectives and identify any longer-term learning from the project and how it might be implemented more widely.
Police and Crime Panel Annual Report 2021/22	Members will consider the Panel's draft annual report for 2021/22.
Police and Crime Commissioner's Annual Report	The Annual Report of the Police and Crime Commissioner giving an overview of activity and outcomes in 2021-22.
21 November 2022	
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.
7 February 2023 (Budget meeting)	
Proposed Precept and Budget	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.
27 March 2023	
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.
5 June 2023 – Annual Meeting	
Appointment of Chairman and Vice-Chairman	To appoint the Chairman and Vice-Chairman of the Panel for the next municipal 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: <ul style="list-style-type: none"> • the membership to represent all parts of the police force area and be politically balanced • members to have the skills, knowledge and experience necessary
Complaints Annual Report	

<u>Agenda Item</u>	<u>Brief Summary</u>
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 Annual Report 2021-22

Purpose of the Report

1. This report updates the Police and Crime Panel on complaints made against the Police and Crime Commissioner in 2021/22. It also summarises the outcome of closed complaints and the status of active complaints.

Information and Advice

2. The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 set out the way in which complaints or conduct matters about a Police and Crime Commissioner will be handled. This complaints process is not an appeal mechanism for the Police Force complaints procedure, nor does it cover complaints about the merits of a decision made by the Commissioner.
3. The Regulations require Police and Crime Panels to make suitable arrangements for handling complaints against the Police and Crime Commissioner. Conduct matters and serious complaints are to be referred to the Independent Office for Police Conduct (IOPC), while local arrangements are required for dealing with other complaints.
4. The PCP complaints process is not an appeal mechanism for the Police Force complaints procedure.
5. The Panel's complaints procedure was last reviewed in January 2019.
6. The Police and Crime Panel delegated authority for the initial handling of complaints, together with other aspects of the process, to the Host Authority's Monitoring Officer (Nottinghamshire County Council's Monitoring Officer) under Section 101(2) of the Local Government Act 1972.
7. In the interests of transparency, it is appropriate to ensure that the Panel is kept informed of the number of complaints that have been received and the way the Monitoring Officer's delegated authority is being used, including those that fall outside the remit of the Panel.
8. Since Commissioner was elected, a total of 14 complaints has been received.
9. Two complaints were received in 2021, concerning matters that were outside the scope of the complaints scheme. This was because they related to operational police matters and the working practices of the Office of the Police and Crime Commissioner.
10. The subsequent 12 complaints were received in response to media reports following the Commissioner's appearance in court on Tuesday 3 May 2022. The

case related to five speeding offences. The PCC advised the Chair of the Panel about the offences at the earliest opportunity on 3 May 2022 following the Court hearing.

11. Regulation 9 of Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012) states that:

(6) *Nothing in this regulation shall require the notification or recording by any person of any complaint if –*

(a) That the person is satisfied that the subject-matter of the complaint has been, or is already being, dealt with by means of criminal proceedings against the relevant office holder

12. Regarding conduct matters, Regulation 12(2)(b) states that the Panel does not need to record a conduct matter if it *“has been, or is already being, dealt with by means of criminal proceedings against the person to whose conduct the matter relates.”*

13. Advice has been taken from the IOPC, which has confirmed that as these offences are subject to ongoing criminal proceedings, they should not be pursued via the Panel’s complaints procedure nor are they required to be referred to the IOPC, either as a serious complaint or conduct matter. Complainants have been advised of this.

14. Once court proceedings are concluded on 19 July 2022, the matter remains outside the scope of the Panel’s arrangements for dealing with complaints and conduct matters in line with the Regulations as cited above.

Other Options Considered

15. The report is for noting only.

Reasons for Recommendation/s

16. Providing an update report for Panel members allows them to monitor the use of the complaints procedure and the way complaints are being handled on their behalf.

RECOMMENDATION/S

1. That the Panel notes those complaints received in 2021-22 and the outcome of them.

Background Papers and Published Documents

- 1) Nottinghamshire Police and Crime Panel Complaints Procedure
- 2) The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012
- 3) IOPC operational advice note to Police and Crime Panels

For any enquiries about this report please contact:

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For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	6 June 2022
Report of:	Commissioner Henry (PCC)
Report Author:	Dan Howitt
E-mail:	ExecutiveSupport@notts.police.uk
Other Contacts:	None
Agenda Item:	9

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT

1. PURPOSE OF THE REPORT

- 1.1 This report provides the Police and Crime Panel with an overview of progress made in delivering the 'Make Notts Safe' Plan 2021 to 2025 during the March to May 2022 period. The report also includes details of activity undertaken by the Police and Crime Commissioner (Commissioner) and her office in fulfilling their statutory duties¹.
- 1.2 Supplementary papers include the latest Performance and Insight report (Appendix A) and a summary of key OPCC and force decisions made over the latest planning period (Appendix B).

2. RECOMMENDATIONS

- 2.1 The Police and Crime Panel is invited to scrutinise the contents of these reports and briefings and seek assurance on any specific areas of concern. The Panel is also invited to request further information where required and make relevant observations and recommendations within the scope of their role².
- 2.2 The Police and Crime Panel has a statutory duty³ to scrutinise performance and delivery against the ambitions of the Police and Crime Plan and of the Commissioner in fulfilling her statutory duties (Section 14 of the Policing Protocol 2011). These reports are designed to assist the Police and Crime Panel in fulfilling these responsibilities.

¹ 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

² [Police and Crime Panels: A Guide to Scrutiny](#), Local Government Association, Updated 2016

³ Police Reform and Social Responsibility Act 2011

3. Preventing Crime and Protecting People From Harm

- 3.1 Nottinghamshire's latest PEEL inspection report assessed the force as GOOD at protecting vulnerable people noting, in particular, strong governance arrangements, a widespread understanding of vulnerability and safeguarding and improvements in the use of protective orders.
- 3.2 HMICFRS assessed Nottinghamshire as GOOD at protecting vulnerable people as part of the Police Efficiency, Effectiveness and Legitimacy (PEEL) inspection⁴ report published 28 April 2022. This placed Nottinghamshire among the five strongest performing forces nationally for this thematic strand among the fourteen forces assessed in 2021/22 to date. HMICFRS note Nottinghamshire Police's strong positive contribution to multi-agency safeguarding arrangements and marked improvements in the use of domestic violence protection orders and notices and the domestic violence disclosure scheme.
- 3.3 These improvements have continued beyond the 2020/21 HMICFRS reporting period, with the latest Performance and Insight report (Appendix A) showing further increases in the use of Domestic Violence Protection Orders (+65%, +77) and Notices (+67%, +84) in 2021/22. This ongoing focus on pro-active safeguarding activity is likely to have contributed to sustained reductions in domestic abuse-related harm and repeat victimisation over the last year.
- 3.4 **Safer Streets projects** in Nottingham, Mansfield, Sutton-in-Ashfield and Worksop South concluded in March 2022 following the investment of over £2m Home Office funding in crime prevention activity and advice in hotspot localities. In total, over 6,250 police officer hours were spent on enhanced policing and targeted high visibility patrols, resulting in a wide range of positive outcomes (arrests, summons/FPNs, drug and vehicle seizures, intelligence logs) and contributing to increased feelings of safety across the four project areas.
- 3.5 Evaluation surveys undertaken in the project areas found that between 58% (Mansfield) 75% (Worksop South) of respondents felt that enhanced community engagement had made residents feel safer. In Mansfield in particular, the Community & Voluntary Service (CVS) were successful in establishing 13 additional Neighbourhood Watch schemes against a target of 5, whilst the police helped to secure an additional 324 neighbourhood alert registrations against a target of 100.

"Thank you for being proactive, in terms of engaging with the residents and visiting our property and then making follow up calls to check on progress and feedback."

Feedback from Nottingham City resident /beneficiary

⁴ [Nottinghamshire PEEL Inspection Report 2021/22](#), Published 28 April 2022, HMICFRS

- 3.6 All project areas reported reductions in burglary of between 26% (Worksop South) and 46% (Mansfield) in 2021/22, whilst between 61% and 88% of those receiving home security and target hardening interventions stated that this had made them feel safer. Project work in Mansfield was also supported by 1,058 hours of outreach to divert individuals with suspected alcohol and substance misuse issues into treatment (Change Grow Live). 460 individuals were assessed as achieving a successful outcome during the year, with 274 being referred into structured treatment.
- 3.7 In Sutton in Ashfield, 51 hot spot locations were reviewed and assessed which led to 106 streets lights being improved or installed. £15,000 funding was also used to install new lighting on secluded cut through roads used by young people following feedback received from school children as part of the project. 10 ANPR Cameras and a mobile ANPR camera were also installed in key arterial routes during in 2022 which, together with ANPR cameras installed in 2020/21 as part of Safer Streets 1 (Newark), have resulted in more than 27 million vehicle registration plates being processed and 332,889 proactive hits by officers.
- 3.8 These outcomes were delivered despite a number of challenges faced during the financial year, which included the ongoing impact of the Coronavirus pandemic on organisational capacity, project delivery and access to some communities and stakeholders (e.g. school children). The Ashfield project also faced challenges in establish neighbourhood watch schemes on account of the public perception that this was a police-led initiative. Despite this, the force was successful achieving 212 new neighbourhood alert registrations in the Ashfield area against a target of 100.
- 3.9 Nottinghamshire OPCC is working with local partners to secure matched funding as part of two further Safer Streets bidding rounds scheduled over the period of the police and crime plan. This will see a focus on reducing neighbourhood crimes, anti-social behaviour and violence against women and girls⁵.
- 3.10 Positively, self-reported experience of neighbourhood crime continued to fall in the latest quarter, with only 4.8% of respondents to the Police and Crime Survey stating that they had been a victim of burglary, vehicle crime, robbery or theft from person in the last year. By contrast, police recorded crime statistics show increases in vehicle crime, robbery and theft from person over recent months largely concentrated in and around Nottingham's city centre. Despite these increases, police recorded neighbourhood crime rates remain 34% lower than pre-pandemic levels (year to March 2020)

⁵ Government's 'Levelling Up' Paper, 2 February 2022

- 3.11 The City's **Night Time Economy** (NTE) Needs Assessment was completed in March 2022 setting out a range of recommendations designed to maximise outcomes and value for money from the Late Night Levy. These include funding proposals for the Multi-agency Safe Space scheme; supporting NTE volunteering; empowering the NTE Safety Group; taxi marshalling and enhanced enforcement; safety measures and modifications in St James's Street and Talbot Street; enhanced CCTV coverage; Operation Guardian and; communicating the Late Night Levy. The assessment has been shared with key stakeholders and a partnership working group will be convened to progress the recommendations.
- 3.12 Since the **Violence Reduction Unit** presented to the Panel in March 2022, the Commissioner has chaired the Strategic Violence Reduction Board (SVRB), which met to approve the Serious Violence Strategic Needs Assessment and Response Strategy. This sets out ambitions for the current three year funding period. £3.5m has been allocated to support the delivery of systemic change for 2022-25 which will focus on trauma informed approaches across partner organisations and increasing the quality of youth provision delivered by the voluntary sector in across the City and County. The funding will also support a range of targeted interventions, including outreach, youth diversion and therapeutic interventions aimed at supporting children and young people to achieve positive outcomes.
- 3.13 A Trauma Informed Strategy has been produced in collaboration with the wider partnership including health, police, social care and the voluntary sector. It seeks to establish a shared trauma informed framework across the partnership, acknowledging the impact of trauma on individuals, families and communities and their risk of being affected by serious violence. The approach builds on similar best practice demonstrated in other areas of the UK including Lancashire, Wales and the West Midlands.
- 3.14 A cross organisational steering group has been established to oversee the implementation of the strategy. The implementation phase will focus on workforce development and review of organisational policy and practice to ensure partners are well placed to recognise and respond to trauma and do not re-traumatise individuals that they come into contact with. This phase is expected to continue throughout the funding period.
- 3.15 The VRU team and partners in Youth Justice have been successful with progressing to the final stage of a funding round, conducted by the Youth Endowment Fund, to establish a 'focussed deterrence' model in Nottingham. If successful, a further £1m will be invested in supporting children and young people involved in urban street groups to access alternative pathways alongside work to disrupt exploitation by Organised Crime Groups. A decision is anticipated at the end of May.

- 3.16 In terms of performance outcomes, levels of police recorded violent knife crime increased markedly in March 2022, reaching one of the highest levels recorded in six years. This was largely due to rises in and around the City Centre with occurrences inflated by multiple victims. Ongoing proactive enforcement activity has resulted in an 18% (+175) rise in recorded possession of weapons offences over the last year. The number of first time entrants into the youth justice system has increased marginally in both the City (+7%, +8) and County (+6%, +6), but at 235, remains lower than the pre-pandemic baseline (263) and annual milestone ambition of <256.
- 3.17 The 2021/22 HMIC PEEL inspection assessed Nottinghamshire as ADEQUATE at preventing crime and ASB, identifying two main areas for improvement: consulting and engaging with diverse communities and ensuring problem solving activity is audited and evaluated and better integrated with the work of other agencies. The Commissioner will be supporting and scrutinising the response to these areas for improvement via the new accountability framework.
- 3.18 Areas for improvement identified this quarter via the internal and external assessments and the Commissioner's new accountability framework include:-
- Rises in robbery, vehicle crime, violence with injury and violent knife crime in and around Nottingham City Centre during the latest quarter
 - Improving consultation and engagement processes with diverse communities
 - Ensuring problem solving activity is audited and evaluated and better integrated with the work of other agencies.

4. Responding Efficiently and Effectively to Community Needs

- 4.1 Public confidence in the police has been in decline since March 2021, with indications that this forms part of a broader national trend. HMICFRS has assessed the force as ADEQUATE at responding to the public, identifying opportunities for improvement in call handling advice and information.
- 4.2 Nottinghamshire's 2021/22 PEEL inspection highlighted strong call answering times for the 999 emergency service which regularly achieve or exceed the national target. New national data published in May 2022 found Nottinghamshire police to have one of the strongest levels of 999 call answering performance in the country, with 88.7% of calls being answered in under 10 seconds in the year to April 2022. Despite this, however, HMICFRS's inspection also identified opportunities for improvement in the identification of repeat and vulnerable victims and in the provision of crime prevention advice or preservation of evidence.

- 4.3 The force continues to increase the range of channels available to residents to report crime and incidents and obtain advice. This has included the launch of a new online chat service in 2022, which offers the public a convenient way of interacting with the contact centre through the force's website for non-emergency matters. Specialist contact handlers have been trained to efficiently hold multiple conversations at once, reducing demand on the 101 non-emergency phone line and make use of a pre-built database of frequently asked questions to accelerate response times. The service is currently available between 9am and 9pm and can be accessed via the [force website](#).
- 4.4 The proportion of respondents to the Police and Crime Survey stating that they have confidence (57.2%) in the police has deteriorated by 3.5% points over the last year, with findings from the YouGov survey⁶ indicating that this is likely to reflect national trends. Despite this, levels of public confidence in Nottinghamshire Police remain higher than in the March 2020 baseline year (55.4%) and in line with the annual milestone ambition (57.4%).
- 4.5 Levels of reported online fraud have continued to increase since March 2020, with a 33% (+1,002) increase recorded by police in the latest year. The proportion of respondents to the Police and Crime Survey that report having experienced fraud or attempted fraud (20.0%), however, fell marginally in the latest quarter, whilst the number proportion of respondents experiencing fraud which resulted in financial loss (4.8%) has remained stable. The Commissioner is exploring opportunities to promote a range of crime prevention tools and materials to help residents and businesses better protect themselves from fraud and will be working with the police and partner agencies to ensure a clear and consistent approach to victim support.
- 4.6 A range of measures to improve the police and partnership response to rural crime delivered in 2021/22 as part of the Commissioner's 2021/22 Police and Crime Delivery Plan. This included additional training for police to improve understanding and responses to the issues affecting rural communities (Continual Professional Development); training for 5 Single Points of Contact within the control room to improve service response to rural crime; establishing a regular regional intelligence meeting to improve the sharing of cross-border information relating to rural crime and; introducing a bespoke Rural Neighbourhood Alert program to improve community engagement. The Commissioner also attended the inaugural rural community showcase on 16 April and 14 May at the Nottinghamshire County Show, listening to the issues and concerns of local residents as part of the response to rural crime.

⁶ [YouGov](#) routinely asks the British public about their confidence in the police to deal with crime in their local area. The proportion of respondents stating that they had confidence in the police fell from 53% in March 2020 to 43% in October 2021. The Crime Survey for England and Wales provides the most robust national indicator of trust and confidence in the police, however these questions were temporarily suspended in March 2020 when the Telephone Based Crime Survey was introduced to address Coronavirus-related fieldwork challenges.

- 4.7 Positive outcome rates for victim based crime fell throughout 2021, but have stabilised in the latest quarter at 10.1%. Positive outcomes for sexual offences, however remain strong and improving, both in terms of the positive outcome rate (+2.3% pts) and absolute number of positive outcomes (+137).

5. Supporting Victims, Survivors, Witnesses and Communities

- 5.1 The OPCC continues to drive improvements in services and outcomes for victims of crime in Nottinghamshire, with specific work is underway to review and recommission the Victim CARE service, improve the identification of 'hidden harm' and strengthen the response to hate crime.
- 5.2 The OPCC commissioned an independent strategic needs assessment for victim support and restorative justice which will be used to help shape the commissioning of future victim support services across Nottinghamshire. The assessment also identifies a number of areas for improvement which include:-
- Greater flexibility to scale support up and down to meet changing need, including tailored support for specific crime types such as fraud;
 - A need for greater cultural responsiveness within services and better support for victims from minority ethnic communities. This included a need for a greater understanding of the different cultural experiences of victims and more consultation with victims from different communities
 - Increased awareness of Victim CARE among victims and stakeholders
 - Improvements in referral routes, including better digital options to access support - although many victims also stated that they had not needed support
 - Consideration of an opt-out referral model to reduce the risk of victims in need of support 'slipping through the net' and address issues of timing among those that do not require help immediately.
 - Reconsidering and potentially changing the Community Point model from "broad and shallow" to "narrow and deep"
 - Greater consistency in the quality of support provided by the police, where positive and negative experiences were relatively evenly distributed. Negative perceptions were predominantly related to poor communication, a perceived lack of support and frustration that no action had been taken
 - Opportunities to improve information sharing between key support services or improve access to police systems
 - Exploring opportunities to broaden the Restorative Justice offer through co-commissioning, improved partnership working and education
- 5.3 The Independent Victim Needs Assessment will be published in June 2022 and will directly inform the shape of the new Victim CARE contract to be tendered in autumn 2022.

- 5.4 Cope and recover outcomes across OPCC commissioned services have been affected by the Coronavirus pandemic, with some providers reporting increased levels of anxiety and complexity among presenting service users. Support in this area has been bolstered by the provision of additional Ministry of Justice funding for domestic and sexual abuse services over the last year in wake of the COVID pandemic.
- 5.5 The Performance and Insight report highlights sustained improvements in compliance with the Victims' Code of Practice over the last year (up from 93.9% to 95.8%), providing assurance that the care needs of victims are being routinely considered and that victims are being offered support and referral to available victim service providers.
- 5.6 Overall victim satisfaction (55.4%), as monitored via the PCC's Police and Crime Survey, saw a marginal deterioration in the latest quarter, but continues to exceed the 2019/20 pre-COVID baseline of 52.2% and the annual milestone improvement ambition of at least 53.9% for 2021/22. Outcomes from the PCC's commissioned victim services are reported to the Ministry of Justice on a bi-annual basis and will be available week commencing 30 May.
- 5.7 Findings from the Police and Crime Survey indicate a decline in the proportion of victims being offered crime prevention information and advice over the last year (13.9%), when compared to levels in 2020/21 (16.6%) and 2018/19 (20.1%). Furthermore, the proportion of crime victims stating that they would have liked to have received crime prevention information or advice has increased from 20.5% to 24.1% over the last year. Work will be undertaken over the coming months to address this growing disparity and respond to crime prevention recommendations outlined in the 2021/22 PEEL inspection report (see paragraph 4.2)
- 5.8 The force is also undertaking targeted work to drive improvements in crime recording practices following findings from the 2021/22 PEEL inspection which indicate that improvements are required, particularly in the accuracy of recording violence against the person offences (83.6%). HMICFRS highlight the potential risks that this can present in terms of safeguarding and missed opportunities for supporting victims and bringing offenders to justice.

6. Organisational Developments

- 6.1 The OPCC continues to undergo a comprehensive recruitment process in line with recommendations from an independent review undertaken in 2021. This aims to bring staffing levels in line with other comparable OPCCs and sufficiently resource the organisation's growing commissioning and statutory responsibilities. New appointments include Head of Communications, Community Engagement

Officer, Commissioning Officers, Policy and Scrutiny Officers and Partnership Analysts and a Programme Manager and Project Manager within the Violence Reduction Unit. This additional capacity will provide the resource required to deliver OPCC and VRU programmes to time, budget and a quality standard.

- 6.2 The Commissioner has encouraged Nottinghamshire Police in delivering beyond their uplift target of 357 additional police officers one year ahead of schedule. The Force's progress has been impressive, and they finished the 2021/22 year six officers above target. To further increase local capacity and resilience, the force is now developing plans to recruit at least 50 additional uplift officers while embedding the Degree Holder Entry Programme (DHEP) and (Digital Policing Programme (DPP). The 2021/22 HMICFRS PEEL inspection report highlighted Nottinghamshire as having the best record in the country for recruitment from BAME communities.
- 6.3 The OPCC formally relocated to the new Nottinghamshire Police and Nottinghamshire Fire and Rescue Services' joint headquarters on 10 May 2022 as part of move that will drive efficiencies and improve ways of working.
- 6.4 The OPCC has developed a dashboard to track progress in delivering the annual 'Make Notts Safe' delivery plan. The dashboard will be routinely reported to the Commissioner's Accountability Board and to the Police and Crime Panel to enable effective oversight and scrutiny. The Commissioner's Annual Report for 2021/22 is also in preparation and will be reported ahead of the Police and Crime Panel meeting in September.

7. National Developments

- 7.1 The [Police, Crime Sentencing and Courts Act](#) received royal assent 28 April 2022 bringing forward a wide range of measures, including provisions to:-
- Better protect and enhance the wellbeing of the police and police staff by enshrining the Police Covenant in law and increasing the maximum penalty for assaulting an emergency worker;
 - Introduce a serious violence duty on specified authorities to work together to prevent and reduce serious violence, including domestic and sexual abuse;
 - Place a duty on chief officers of police and key partners to undertake offensive weapons homicide reviews to learn the lessons from such deaths;
 - Strengthen the law that governs digital information extraction as part of criminal investigations through a statutory power and a code of practice;
 - Reform pre-charge bail to better protect vulnerable victims and witnesses and
 - Extend time limit for prosecution in domestic abuse common assault cases;
 - Extend the scope of a range of sexual offences and introduce a new offence to tackle breastfeeding voyeurism;

- Strengthen the powers and penalties available to enable law enforcement agencies to tackle hare coursing.
- Strengthen police powers to tackle non-violent protests and unauthorised encampments which cause distress to local communities and businesses;
- Strengthen community sentencing and alternatives to custody for children which promote rehabilitation;
- Introduce new Serious Violence Reduction Orders, giving the police stop and search powers to target adults convicted of knife/offensive weapon offences;
- Modernise the delivery of criminal justice and encourage greater use of technology, where appropriate.

7.2 The Justice Committee published their report on [Court Capacity](#) in 27 April 2022, calling on the government to do more to tackle delays in the courts – particularly in the Crown Court where delays are ‘causing significant injustice’. The committee also make recommendations for the establishment of a courts’ inspectorate to improve transparency in the administration of the courts.

7.3 The Home Affairs Committee published their report on the [Investigation and Prosecution of Rape](#) on 29 March 2022, calling on the Government to go much further, much faster and drive change in how rape and sexual offences are handled in policing, the Crown Prosecution Service and Courts in order to significantly increase the volume of prosecutions and convictions.

8. Decisions

8.1 The Commissioner has the sole legal authority to make a decision as the result of a discussion or based on information provided to her 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.⁷

8.2 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 shown at **Appendix B**.

9. Human Resources Implications

9.1 None - this is an information report.

⁷ <http://www.nottinghamshire.pcc.police.uk/Public-Information/Decisions/Decisions.aspx>

10. Equality Implications

- 10.1 The Commissioner's decisions and strategic direction are fully compliant with the Equality Act 2020

11. Risk Management

- 11.1 There are no significant risks within this report that would need to be drawn to the attention of the Police and Crime Panel.

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

- 12.1 This report provides Members with an update on performance in respect of the Make Notts Safe Plan, and provides information on emerging policy and legislative developments.

13. Changes in Legislation or other Legal Considerations

- 13.1 The Commissioner undertakes routine horizon scanning of emerging legislation, government publications, audits and inspections and significant consultations, statistics and research findings in order to help inform local strategic planning and decision making.
- 13.2 Changes to the Specified Information Order came into force on 31 May 2021 requiring Police and Crime Commissioners to publish on their websites:
- A statement on how their force is performing in relation to key national priorities for policing;
 - Copies of HMICFRS PEEL inspection reports, and a summary assessment of the force's performance; and
 - Copies of IOPC data on force complaints, and a statement on how the PCC (or Mayor's Office) is exercising its complaints-handling functions under the Police Reform Act 2002.
- 13.3 The Commissioner has taken steps to ensure compliance with the amended legislation and will be publishing a statement on how the force is performing in relation to the national police outcomes framework when publishing her statutory Police and Crime Plan.

14. Details of outcome of consultation

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

15. Appendices

- A. Nottinghamshire Performance and Insight report to March 2022
- B. Forward Plan of Key Decisions for the OPCC and the Force to April 2022

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

Make Notts Safe Plan 2021 - 2025

For any enquiries about this report please contact:

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NOTTINGHAMSHIRE POLICE AND CRIME PLAN

PERFORMANCE FRAMEWORK 2021 TO 2025

QUARTER 4: PERFORMANCE TO 31st MARCH 2022

INTRODUCTION

The Nottinghamshire [Police and Crime Plan 2021-25](#) sets the strategic direction for the police and partner agencies in tackling and reducing crime and improving local police and victim services during the 2011 to March 2025 period. The plan sets three simple objectives:

Preventing crime and protecting people from harm
Responding efficiently and effectively to community needs
Supporting victims and communities to be safe and feel safe

This framework is designed to support the Commissioner, partner agencies and the Police and Crime Panel in tracking the delivery of performance outcomes linked to the plan. Indicators are reviewed and reported on a quarterly basis via the statutory Police and Crime Panel and Commissioner's Strategic Resources and Performance Board.

The Coronavirus pandemic and subsequent restrictions imposed from 23 March 2020 had a significant unprecedented impact on trends in crime and service demand during 2020 and 2021. Consequently, the 2020/21 year does not provide a reliable and meaningful baseline against which future performance outcomes can be assessed.

Performance ambitions for the planning period have therefore been set in the context of benchmarking with other police force areas and informed views on what can be reasonably achieved in the current environmental conditions with the resources currently available. In many cases, this is simply shown as an expected direction of travel.

Work will be undertaken to migrate the Performance and Insight report to Power BI in 2022 with a view to enabling more interactive profiling of outcomes at community safety partnership level.

STRATEGIC OBJECTIVE 1: PREVENTING CRIME AND PROTECTING PEOPLE FROM HARM

1A. Making our streets, villages, towns and city safer

		Aim	12 months to Mar 2021	12 months to Jun 2021	12 months to Sep 2021	12 months to Dec 2021	12 months to Mar 2022	Change over last year	
KPI	Experience of Neighbourhood Crime ¹ (PCS)	< 7.0%	6.3%	5.8%	5.1%	4.9%	<div><div></div></div> 4.8%	-1.5% pts	Base 4,313
Total Neighbourhood Crime (Police recorded)		< 12,600	9,928	9,978	9,655	9,922	<div><div></div></div> 10,570	+6.5%	+642
Residential Burglary (Police recorded)		Monitor	3,670	3,603	3,405	3,287	3,446	-6.1%	-224
Vehicle Crime ² (Police recorded)		Monitor	4,839	4,873	4,801	5,058	<div><div></div></div> 5,353	+10.6%	+514
Personal Robbery (Police recorded)		Monitor	694	718	696	724	<div><div></div></div> 824	+18.7%	+130
Theft from Person (Police recorded)		Monitor	725	784	753	853	<div><div></div></div> 947	+30.6%	+222
Feelings of safety in the area after dark (PCS)		Increase	62.5%	61.0%	59.1%	56.8%	<div><div></div></div> 56.9%	-5.6% pts	Base 4,313

Levels of police recorded Neighbourhood Crime in Nottinghamshire have risen in the latest quarter across all categories, rising to a level 6.5% higher than in March 2021. The Police and Crime Survey, however, continues to show a 1.5% point reduction in the prevalence of neighbourhood crime with Nottingham (-3.1%) and Mansfield and Ashfield (-2.4%) showing the most pronounced reductions.

The rise in police recorded Neighbourhood Crimes has been largely driven by increases in vehicle crime (+10.6%), theft from person (+30.6%) and personal robbery (+18.7%) offences.

Police recorded residential burglary offences continue to show a 6.1% reduction.

The proportion of respondents to the Police and Crime Survey reporting that they feel very or fairly safe outside in their local area after dark has deteriorated significantly over the last year (-5.6% pts). Reductions in feelings of safety exceeding 5% points have been seen across all Community Safety Partnership areas, but are most pronounced among young people aged 16 to 24 (-9.6%), victims of crime (-8.2%) and female (-7.0%) respondents.

Feelings of safety in the area after dark remain highest among males (67%) and residents from South Nottinghamshire (68%). By contrast, feelings of safety after dark remain lowest among females (47%), people aged 16 to 24 (37%), those with a limiting long term disability (44%) and those that have experienced some form of harassment in the last year (38%).

¹ Residential Burglary, Personal Robbery, Theft from Person, TOMV & TFMV

² Theft of and Theft from Motor Vehicle

STRATEGIC OBJECTIVE 1: PREVENTING CRIME AND PROTECTING PEOPLE FROM HARM

1B. Preventing serious violence and steering vulnerable young people away from crime

		Aim	12 months to Mar 2021	12 months to Jun 2021	12 months to Sep 2021	12 months to Dec 2021	12 months to Mar 2022	Change over last year	
KPI								%	Actual
	First Time Entrants into the YJS: Force (YJS)	< 256	221	241	224	240	235	n/a	n/a
	Youth Justice First Time Entrants: City	Monitor	113	135	126	124	121 (Feb 22)	+7.1%	+8
	Youth Justice First Time Entrants: County	Monitor	108	106	98	116	114	+5.6%	+6
	Violence with Injury ³ (Police recorded)	Monitor	9,061	9,275	9,367	10,302	11,353	+25.3%	+2,292
	Homicide (rolling 3 year average)	Monitor	10.3	9.3	8.0	8.7	10.3	0%	+/-0
KPI	Violent Knife Crime (Police recorded)	< 741	703	718	694	745	809	+15.1%	+106
	Hospital Admissions: Knife crime (Under 25) ⁴	Reduce	31.3	Pending	Pending	Pending	Pending	n/a	n/a
	Hospital Admissions: Knife crime (Over 25)	Monitor	Pending	Pending	Pending	Pending	Pending	n/a	n/a
	Possession of Weapons offences	Monitor	994	1,052	1,072	1,100	1,169	+17.6%	+175

The latest City figure is only to Feb 2022, however, the area remains on track to achieve a 10% reduction in First Time Entrants (FTE) by March 2024 based on the pre-pandemic March 2020 baseline of 263. County has seen a minor increase of +6 in the last year.

The Police and Nottinghamshire Violence Reduction Unit are in the process of securing hospital admissions data which will help to provide a more composite profile of trends over time.

Violence with Injury offences have increased again this quarter; this follows the trend from Summer 2021 alongside the relaxation of Covid restrictions and the reopening of the Night-Time Economy. However, current levels remain 6.2% lower than the last financial year pre-Covid (12,098 Apr 19-Mar 20).

Average rates of homicide have remained the same over the last year.







Levels of violent knife crime increased by over 15% over the last year, driven by increases in the latest quarter resulting in a 6 year high in March 2022. City Central and City Centre accounted for the majority of Knife crime in early March with occurrences inflated by multiple victims. Several occurrences also appear to be the same group of offenders. Over a quarter of offences were also domestic related.

³ Section 18, 20 and 47 (GBH & ABH)

⁴ Rolling annual average based on previous 3 years

STRATEGIC OBJECTIVE 1: PREVENTING CRIME AND PROTECTING PEOPLE FROM HARM

1C: Preventing Violence Against Women and Girls

	Aim	12 months to Mar 2021	12 months to Jun 2021	12 months to Sep 2021	12 months to Dec 2021	12 months to Mar 2022	Change over last year	
							%	Actual
Domestic Homicide ⁵	Monitor	1.3	1.3	1.3	1.3	1.3	0	0
Domestic abuse repeat victimisation rate	Monitor	34.1%	33.6%	33.4%	32.6%	 32.3%	-1.8% pts	n/a
Domestic Violence Protection Notices (DVPN)	Monitor	126	141	176	189	 210	+66.7%	+84
Domestic Violence Protection Orders (DVPO)	Monitor	118	132	166	175	 195	+65.3%	+77
DV Disclosure Scheme: Disclosures ⁶	Monitor	376	418	417	384	329	-12.5%	-47
Stalking Protection Orders	Monitor	9	8	4	7	7	-22.2%	-2
Sexual Offence Orders ⁷	Monitor	899	934	946	960	 962	+7.0%	+63
Reported experience of domestic abuse (PCS)	Monitor	1.3%	1.3%	1.4%	1.4%	1.2%	-0.1% pts	Base 4,313
Reported Domestic Abuse Crime (Police)	Monitor	13,929	13,867	14,151	14,861	 15,535	+11.5%	+1,606
Reported Stalking and Harassment (Police)	Monitor	10,518	10,994	11,004	11,314	11,632	+10.6%	+1,114
Reported RASSO ⁸ (Police)	Monitor	2,232	2,458	2,610	2,864	 3,068	+37.5%	+836

The average rolling rate of Domestic Homicides has remained static over the previous two years at 1.3

A continued police and partnership focus on prevention and effective early intervention is likely to have contributed to sustained reductions in domestic abuse-related harm over this period. Issued DVPNs and DVPOs have continued to increase this quarter and over the past 12 months indicating a sustained proactive approach to domestic crime.

The use of Stalking Protection Orders remains low and has fallen over the last year despite a 10.6% increase in police recorded stalking and harassment offences.

Sexual Offence Orders have seen an increase every quarter indicating a proactive approach to prevention.

Reported Domestic Abuse, Stalking and Harassment and RASSO crimes have increased since Coronavirus restrictions were relaxed during summer 2021; they have continued to rise again this quarter by 4.5%, 2.8% and 7.1% respectively.

⁵ Rolling annual average based on previous 3 years

⁶ Based on 'date received' and including Right to Ask and Right to Know + Disclosure Completed (1)

⁷ Includes Sexual Risk and Sexual Harm Prevention Orders

⁸ Rape & Serious Sexual Offences (ALL including outliers)

STRATEGIC OBJECTIVE 1: PREVENTING CRIME AND PROTECTING PEOPLE FROM HARM

1D: Improving our approach to Reducing Reoffending

		Aim	12 months to Mar 2021	12 months to Jun 2021	12 months to Sep 2021	12 months to Dec 2021	12 months to Mar 2022	Change over last year	
KPI								%	Actual
	Reoffending rate (binary)	Reduce	28.7%	TBC	TBC	TBC	28.8%	+0.1% pts	n/a
	Reoffending rate (frequency)	Reduce	4.1	TBC	TBC	TBC	4.1	+/-0%	+/-0
Adult reoffending rate (binary)		Reduce	28.6%	TBC	TBC	TBC	28.7%	+0.1% pts	n/a
Juvenile reoffending rate (binary)		Reduce	30.3%	TBC	TBC	TBC	29.8%	-0.5% pts	n/a
IOM: Managed Cases - overall		Monitor	285	304	282	306	270	-5.3%	-15
IOM: Offenders successfully removed		Monitor	80	96	70	99	170	+112%	+90
IOM: Reduction in average re-offending risk		Monitor	-71.0%	-75.9%	-69.5%	-71.9%	-68.0%	-3.0% pts	n/a
Drug treatment referrals – Criminal Justice		Monitor	503**	TBC	TBC	484	433	-13.9%	-70
% successfully completing ATR / DRR		Monitor	71.2%**	TBC	TBC	73.0%	77.0%	+5.8% pts	-98
% offenders housed 3 months from release		Monitor	n/a	n/a	n/a	66.9%*	79.8%	n/a	n/a
% offenders in employment 3 months from release		Monitor	n/a	n/a	n/a	9.5%*	12.2%	n/a	n/a
% L&D referrals diverted into MH services		Monitor	21.0%**	TBC	TBC	9.0%	Pending	n/a	n/a

The PCC-led Reducing Reoffending Board is in the process of developing a suite of indicators to track a progress in this area. This will include the tracking of outcomes relating to resettlement, substance misuse, mental health and reoffending among specific cohorts such as juveniles, women and girls, care leavers and ex-armed forces personnel.

The Integrated Offender Management (IOM) programme continues to show reductions in re-offending of around 70% among those leaving the scheme.


Following national reforms to the IOM approach in 2021, the statutory scheme now has a primary focus on the management of serious acquisitive offenders.

* New Indicators. No previous data available

** Data relates to 2019/20 baseline year

STRATEGIC OBJECTIVE 2: RESPONDING EFFICIENTLY AND EFFECTIVELY TO LOCAL NEED

2A: Visible, accessible and responsive crime and policing services

		Aim	12 months to Mar 2021	12 months to Jun 2021	12 months to Sep 2021	12 months to Dec 2021	12 months to Mar 2022	Change over last year	
KPI								%	Actual
KPI	Public confidence in the police (PCS)	> 57.1%	60.7%	60.3%	59.9%	58.5%	 57.2%	-3.5% pts	Base 4,313
KPI	Public perception: police visibility (PCS)	> 34.4%	35.8%	35.9%	36.1%	35.0%	34.9%	-0.9% pts	Base 4,313
	999 Abandoned Call rate	< 2.0%	0.85%	0.60%	0.33%	0.17%	0.20%	-0.6% pts	n/a
	101 Abandoned Call rate	< 5.0%	5.9%	4.6%	2.8%	1.2%	1.3%	-4.6% pts	n/a
	Response times: Grade 1 Urban	Monitor	77.7%	77.5%	77.8%	78.3%	77.7%	0% pts	n/a
	Response times: Grade 1 Rural	Monitor	72.6%	73.3%	74.2%	73.9%	72.8%	+0.2% pts	n/a
	Response times: Grade 2	Monitor	58.1%	57.3%	57.3%	55.2%	53.0%	-5.1% pts	n/a
	Calls for Service: 999	Monitor	179,744	190,329	195,408	201,867	212,813	+18.4%	+33,069
	Calls for Service: 101	Monitor	597,748	601,377	604,338	612,967	652,568	+9.2%	+54,820
	Deployable Officers (Headcount)	Increase	2,155	2,169	2,166	2,205	2,385	+10.7%	+230
	Officer Service Strength (FTE)	2,297	2,192.6	2,201.7	2,233.0	2,242.0	2,346.91	+6.9%	+150.31
	Staff Service Strength (FTE)	1,206	1,271.0	1,266.0	1,296.0	1,272.0	1,262.27	-0.7%	-8.73
	PCSO Service Strength (FTE)	150	153.3	150.0	146.0	150.7	143.67	-6.3%	-9.63

The proportion of respondents to the PCS citing they have confidence in the police remains higher than the Mar 20 baseline (55.4%). While there have been marginal reductions in some aspects of public confidence in the police compared to the 202-21 pandemic year, the longer-term trajectory remains positive.

Nottinghamshire Police maintains strong call handling performance, with abandonment rates for 999 and 101 calls remaining low, despite increased demand (+33,069/+54,820 calls respectively).

The force continues to show an increase in the number of deployable officers, hitting target a year ahead of schedule. Officer numbers have been rising year on year since 2019, supported by the national police 'Uplift' programme. Officer strength has increased over the past 12 months while Staff and PCSO strength have seen a decrease.

STRATEGIC OBJECTIVE 2: RESPONDING EFFICIENTLY AND EFFECTIVELY TO LOCAL NEED

2B: Improving our capacity, capability and effectiveness in policing the digital beat

	Aim	12 months to Mar 2021	12 months to Jun 2021	12 months to Sep 2021	12 months to Dec 2021	12 months to Mar 2022	Change over last year	
							%	Actual
Online Dependant Crimes ⁹	Monitor	3,919	4,026	4,024	4,116	4,146	+5.8%	+227
Online Facilitated Crimes ¹⁰	Monitor	365	367	338	310	337	-7.7%	-28
Experience of Online Fraud (PCS)	Monitor	18.0%	20.1%	21.1%	21.3%	20.0%	+2.0% pts	Base 4,313
Experience of Online Fraud with loss (PCS)	Monitor	4.8%	5.0%	4.9%	5.0%	4.8%	+/- 0% pts	Base 4,313
Confidence in response to Cyber Crime (PCS)	Increase	n/a	n/a	n/a	21.4%	21.7%	n/a	Base 2,117
Reported Fraud Offences (Police)	Monitor	3,033	3,376	3,604	3,710	4,035	+33.0%	+1,002
Reports to Action Fraud (NFIB Portal)	Monitor	n/a	7,412	6,629	7,693	7,308	n/a	n/a

Local and national evidence highlights a marked increase in the prevalence of online fraud during the pandemic. Around a fifth of all respondents to the Nottinghamshire PCS state having experienced online fraud (including attempts) over the last year, with the number of crimes involving loss estimated to have increased by around 5.8% in the last year to around 57,750 per year.

Police recorded Fraud offences have increased by 33% over the past 12 months, supporting the PCC survey findings. The NFIB portal is still experiencing problems with data gaps. Available data and manual counting of victim data, indicate a 5% reduction in reports compared to the previous quarter.





A new question was introduced to the Police and Crime Survey in October to December which will enable the PCC and partners to track progress against one of the new Key Performance Indicators set out in the Home Office Police Outcomes Framework. 21.7% of respondents felt that the police and other law enforcement agencies were effective at dealing with cybercrime, compared to 16.5% that did not and 33.2% that did not know. This indicator will be tracked over time alongside national trends from the Cyber Security Centre's 'Cyber Aware Tracker'.

⁹ Includes crimes with an online NICL qualifier – Notts Cyber Crime Compilation

¹⁰ Includes crimes with an online NICL qualifier

STRATEGIC OBJECTIVE 2: RESPONDING EFFICIENTLY AND EFFECTIVELY TO LOCAL NEED

2C: Improving police and partnership responses to the issues of greatest community concern

		Aim	12 months to Mar 2021	12 months to Jun 2021	12 months to Sep 2021	12 months to Dec 2021	12 months to Mar 2022	Change over last year	
KPI								%	Actual
	Police dealing with issues of local concern (PCS)	> 43.4%	45.5%	46.0%	45.3%	44.4%	 43.5%	-2.0% pts	Base 4,313
KPI	% Residents satisfied with police service (PCS)	> 59.9%	60.8%	62.8%	63.0%	62.7%	 62.2%	+1.4% pts	Base 1,022
	Perception that police 'do a good job' (PCS)	Monitor	54.9%	55.2%	54.5%	53.0%	53.2%	-1.7% pts	Base 4,260
	Speeding as local issue of concern (PCS)	Reduce	36.4%	35.7%	34.0%	33.9%	33.2%	-3.2% pts	Base 4,260
	Drug use and dealing as a local issue (PCS)	Reduce	30.5%	30.6%	29.4%	29.6%	30.2%	-0.3% pts	Base 4,260
	People Killed or Seriously Injured on roads	Monitor	340	380	385	384*	341¹¹	n/a	+1
	Drug Offences (Police recorded)	Monitor	976	959	933	899	 827	-15.3%	-149
	% experiencing ASB in the last year (PCS)	Monitor	64.4%	65.3%	64.2%	65.4%	64.2%	+1.4% pts	Base 4,260
	Police recorded Anti-Social Behaviour	Monitor	48,209	43,987	41,888	39,407	 35,985	-25.4%	-12,224
	Anti-social Behaviour Incidents: % Repeats	Monitor	29.5%	32.2%	32.8%	32.9%	32.4%	+2.9% pts	n/a

The proportion of residents reporting that the police are effective in dealing with the issues that matter most to communities remains above the target aim.

Similarly, the proportion of all service users reporting satisfaction with the police remains strong (62.2%) and higher than the previous 12 months.

The force saw reductions in the proportion of residents citing drug use and dealing as an issue that they would like to see the police do more to tackle in their area over the last year, however, this has stabilised in the latest quarter.

*Validated data is only available to the end of December 2021. Serious and Fatal injury collisions have seen an increase since Covid restrictions relaxed. The 12 months to Dec 2021 saw a 12.9% increase compared to the 12 months to March 2021.

The proportion of respondents to the PCS stating that they have experienced some form of ASB has seen no significant change over the last year. Levels of ASB recorded by the police continue to fall with a further 25.4% reduction over the 12 month period.

¹¹ Unvalidated figure ran on 28/04/22

STRATEGIC OBJECTIVE 2: RESPONDING EFFICIENTLY AND EFFECTIVELY TO LOCAL NEED

2D: Investigating Crime, Bringing Offenders to Justice and Tackling Serious and Organised Crime

Bringing Offenders to Justice	Aim	12 months to Mar 2021	12 months to Jun 2021	12 months to Sep 2021	12 months to Dec 2021	12 months to Mar 2022	Change over last year	
							%	Actual
Crimes with an identified suspect (N.)	Monitor	39.3% (2,786)	36.6% (2,717)	36.1% (2,697)	35.7% (2,792)	35.1% (2,784)	-4.2% pts	-2
Victim-based crime Positive outcome rate (N.)	Monitor	11.8% (8,222)	10.8% (7,927)	10.4% (7,695)	10.1% (7,857)	10.1% (8,341)	-1.7% pts	+119
Domestic abuse: Positive outcome rate (N.)	Monitor	12.8% (1,772)	12.1% (1,678)	11.2% (1,583)	10.7% (1,575)	10.2% (1,584)	-2.6% pts	-188
Sexual Offences: Positive outcome rate (N.)	Monitor	8.0% (178)	7.3% (180)	8.1% (211)	9.7% (279)	10.3% (315)	+2.3% pts	+137
Violent knife crime: Pos outcome rate (N.)	Monitor	29.2% (205)	27.6% (202)	25.1% (176)	23.7% (178)	23.0% (174)	-6.2% pts	-31

Tackling Serious and Organised Crime	Aim	12 months to Mar 2021	12 months to Jun 2021	12 months to Sep 2021	12 months to Dec 2021	12 months to Mar 2022	Change over last year	
							%	Actual
Firearm Discharges (rolling 3 year average) ¹²	Monitor	20.7	20.3	19.7	18.3	17.0	-17.9%	-3.7
Criminal Asset Applications ¹³	Monitor	17	23	28	34	34	+100%	+17
Criminal Asset Recovery (£)	Monitor	£168,202	£188,702	£259,892	£295,567	£285,495.81	+69.7%	+117,293

The force has seen a reduction in some positive outcome rates and crimes with identified suspects over the last year, this is likely to have been affected by changes in demand during this period due to Coronavirus restrictions.

A reduction in visible presence and natural surveillance in some locations may have also affected the availability of witnesses and opportunities for the identification of a viable suspect. Trends will be further reviewed as the demand profile stabilises.

Firearm discharges have seen further reductions this quarter and overall reductions over the two-year period of 17.9%.




Criminal Asset Applications and Recoveries increased markedly again during past 12 month period, although saw a financial reduction of around £10k this quarter compared to the previous quarter.

¹² Non-imitation weapons only (Real Firearm) that have been discharged (Home Office ADR return)

¹³ POCA 2002

STRATEGIC OBJECTIVE 3: SUPPORTING VICTIMS, SURVIVORS AND COMMUNITIES

3A: Improving services and service outcomes for victims of crime

	Aim	12 months to Mar 2021	12 months to Jun 2021	12 months to Sep 2021	12 months to Dec 2021	12 months to Mar 2022	Change over last year %	Actual
	All Victim Based crime	Monitor 70,090	73,695	74,198	78,300	 82,982	+18.4%	+12,892
	Victims' Code of Practice Compliance	Monitor 93.9%	94.2%	95.1%	95.6%	95.8%	+1.9% pts	Base TBC
	Victim Services: Victim support / interventions	Monitor 13,810	14,663	15,516	TBC	TBC 30/5	n/a	n/a
KPI	% better able to cope and recover from harm	>71.9% 67.8%	69.6%	71.4%	TBC	TBC 30/5	n/a	Base 3,572
	% better able to cope & recover: Dom Abuse	Monitor 68.5%	74.3%	80.1%	TBC	TBC 30/5	n/a	Base 1,546
	% better able to cope & recover: Victim Care	Monitor 69.7%	67.4%	65.2%	TBC	TBC 30/5	n/a	Base 1,022
	% Crimes resolved via community resolution	Monitor 9.8%	11.0%	13.0%	15.2%	 17.6%	+7.8% pts	+1,091
	% Domestic abuse victims satisfied (overall) ¹⁴	Monitor 87.9%	88.8%	88.0%	89.4%	88.8%	+0.9% pts	Base 708
	% Hate crime victims satisfied (overall)*	Monitor 81.6%	80.2%	80.7%	80.0%	80.6%	-1.0% pts	Base 572
KPI	% Victims satisfied with police service (PCS)	> 53.9% 56.7%	57.7%	56.8%	56.2%	 55.4%	-1.3% pts	Base 517

Recorded victim-based crime has increased steadily during 2021 alongside the easing of Coronavirus restrictions and has continued to rise again this quarter.

Despite this, levels of victim-based crime remain 8.5% lower than in the pre-pandemic 12 months of Apr 19-Mar 20.

Nottinghamshire maintains strong and improving performance in terms of compliance with the Victims' Code of Practice.

Outcomes from PCC-commissioned victim services are currently collated and reported to the Ministry of Justice on a bi-annual basis and will be reported by the end of May 2022. Update pending

Community Resolution resolved crimes have increased steadily quarter on quarter over the past 12 months.

Satisfaction rates among victims of hate crime has slowed to a 1.0% reduction over the last year, largely due to work to drive improvement in Kept Informed and Ease of Contact.

The proportion of respondents to the PCS that had reported a crime to the police and were satisfied with the service they received remains stable at 55.4%, but higher than levels recorded in the 2019/20 pre-pandemic year (52.2%) and the 2021/22 milestone ambition (53.9%).

¹⁴ Victim Satisfaction Domestic & Hate survey results reflect data from 3 months previously.

STRATEGIC OBJECTIVE 3: SUPPORTING VICTIMS, SURVIVORS AND COMMUNITIES

3B: Encouraging reporting and identifying hidden harm

Identification of hidden harm		Aim	12 months to Mar 2021	12 months to Jun 2021	12 months to Sep 2021	12 months to Dec 2021	12 months to Mar 2022	Change over last year	
								%	Actual
Domestic Abuse Crime (Police)		Monitor	13,877	13,867	14,151	14,903	● 15,477	+11.5%	+1,600
All Sexual Offences (incl. Rape)		Monitor	2,580	2,842	3,015	3,323	● 3,503	+35.8%	+923
RASSO: Adult		Monitor	1,174	1,204	1,270	1,421	● 1,529	+30.2%	+355
RASSO: Child		Monitor	1,000	1,193	1,266	1,370	● 1,444	+44.4%	+444
KPI	TOTAL 'HIDDEN HARM' CATEGORY	Increase	758	783	753	699	● 606	-20.1%	-152
	Child Sexual Exploitation (Police recorded)	Monitor	471	493	492	453	● 389	-17.4%	-82
	Child Criminal Exploitation (NRM Referrals)	Monitor	79	81	66	62	● 55	-30.4%	-24
	Modern Slavery offences (Police recorded)	Monitor	149	146	129	117	● 90	-39.6%	-59
	Forced Marriage (Police recorded)	Monitor	1	1	1	1	1	0	0
	'Honour'-Based Violence (Police recorded) ¹⁵	Monitor	58	62	64	64	● 71	+22.4%	+13
	FGM (Police recorded)	Monitor	0	0	0	0	0	0	0

Domestic Abuse crimes have increased by over 11% in the past 12 months and notably since Covid restrictions relaxed. Current levels are now higher than the 12 months pre-pandemic period of Apr 19 to Mar 20.

All Sexual Offences (inc Rape) has risen by over 35% in the past 12 months. The current 12-month level is higher than the 12-month pre-pandemic period of Apr 19 to Mar 20.

Total 'hidden harm' categories have seen a positive overall reduction of over 20% in the last year, despite increases in Honour Based Violence offences.

The Commissioner launched a thematic 'hidden harm' round of the Make Notts Safe grants in January 2022 which aims to support and empower voluntary and community sector partners in identifying and developing relationships of trust with individuals and communities at risk of hidden harm, with a view to increasing referrals, support and safeguarding opportunities.

¹⁵ Violence Against the Person offences with an 'honour-based incident' NICL qualifier

STRATEGIC OBJECTIVE 3: SUPPORTING VICTIMS, SURVIVORS AND COMMUNITIES

3C: Improving victim experience of the criminal justice system

		Aim	12 months to Mar 2021	12 months to Jun 2021	12 months to Sep 2021	12 months to Dec 2021	12 months to Mar 2022	Change over last year	
								%	Actual
	Criminal Justice Cases received	TBC	TBC	TBC	TBC	TBC	TBC	n/a	n/a
	% Cases passing first triage stage	TBC	TBC	TBC	TBC	TBC	TBC	n/a	n/a
	Victims Code of Practice Compliance	Monitor	93.9%	94.2%	95.1%	95.6%	95.8%	+1.9% pts	Base TBC
KPI	% Police Charge / summons	Rape and serious sexual	4.7%	4.8%	6.3%	8.3%	6.3%	Pending	n/a
		Domestic crimes	11.0%	12.2% 1531/12552	9.5%	8.9%	9.5%	7.8% 1302/16770	-4.4% pts -229
	% closed via outcome 16	Rape and serious sexual	39.9%	32.4%	34.5%	37.5%	34.5%	Pending	n/a
		Domestic crimes	61.6%	68.3% 8575/12552	70.2%	60.6%	70.2%	59.3% 9951/16770	-9.0% pts +1,376
	Evidence-led prosecutions: Domestic Abuse ¹⁶		Increase	115 (Jul 20-Mar 21)	143	232	262	331	n/a
	CPS: Rape and Serious sexual*	% Charge / prosecution	Pending	3.4%	3.5%	3.6%	Pending	Pending	n/a
		% No further action	Pending	Pending	Pending	Pending	Pending	Pending	n/a

The PCC-led Criminal Justice Assurance Board is in the process of developing a suite of indicators to track a progress in this area. This will include the tracking of outcomes relating to criminal justice efficiency and effectiveness and outcomes in relation to rape and serious sexual offences and domestic crimes.

Both the number and proportion of rape offences resulting in a police charge or summons has increased markedly over the last year. Still, around 37% of rape offences do not progress on account of the victim not supporting or withdrawing support for further police action.

DA Evidence-led prosecutions have seen increases over the last 3 quarter periods. This is a lengthy manual process being undertaken by CJ staff.

* East Midlands CPS data

¹⁶ Data available from July 2020

STRATEGIC OBJECTIVE 3: SUPPORTING VICTIMS, SURVIVORS AND COMMUNITIES

3D: Supporting and enabling communities to help Make Notts Safe

	Aim	12 months to Mar 2021	12 months to Jun 2021	12 months to Sep 2021	12 months to Dec 2021	12 months to Mar 2022	Change over last year	
							%	Actual
Special Constabulary ¹⁷	Monitor	152	161	170	163	143	-5.9%	-9
Police Cadets	Monitor	n/a	n/a	131	131	138	n/a	n/a
Volunteers	Monitor	n/a	109	114	68	69	n/a	n/a
Crimestoppers: Actionable reports received	Monitor	2,970	2,838	2,840	2,631	2,590	-12.8%	-380
Crimestoppers: Positive conversion rate	Monitor	6.2%	6.2%	7.3%	6.4%	5.4%	-0.8% pts	n/a

The Force's Special Constabulary has decreased by almost 6% over the last year. Police Cadet numbers has seen a marginal increase when compared to the previous quarter. Volunteer numbers have remained static this quarter end. Yearly comparison is not possible as numbers were adversely affected by the Covid pandemic.

¹⁷ Data is valid as at the month end date

EQUALITY OBJECTIVES

Promoting equal opportunities and community cohesion between diverse communities

	Aim	12 months to Mar 2021	12 months to Jun 2021	12 months to Sep 2021	12 months to Dec 2021	12 months to Mar 2022	Change over last year	
							%	Actual
Police recorded hate occurrences	Monitor	2,250	2,381	2,411	2,583	2,643	+17.5%	+393
Hate crime repeat victimisation rate	Monitor	17.8%	17.3%	16.7%	15.2%	14.9%	-2.9% pts	n/a
% feeling there is a sense of community	Monitor	62.4%	63.2%	63.0%	60.8%	60.9%	-1.5% pts	Base 4,313
% feeling different backgrounds get on well	Monitor	64.8%	64.4%	63.0%	61.3%	61.1%	-3.7% pts	Base 4,313
Stop and Searches	Monitor	5,109	4,942	4,902	4,701	4,470	-12.5%	-639
Stop and Search: Positive outcomes	Monitor	39.0%	38.9%	37.8%	39.3%	40.3%	+1.3% pts	n/a
Stop and Search: BAME Disproportionality ¹⁸	Reduce	2.7	2.3	2.4	2.2	2.3	-14.8%	-0.4
Workforce representation: Non-White British	Increase	6.6%	6.9%	6.9%	6.9%	6.6%	0% pts	n/a
Workforce representation: Female	Increase	45.4%	45.5%	45.5%	45.5%	45.09%	-0.31% pts	n/a
% Public confidence in the police (Overall)	Monitor	60.7%	60.3%	59.9%	58.5%	57.2%	-3.5%	Base 4,313
White British / Minority Ethnic	Monitor	60.3% / 62.7%	60.8% / 61.3%	60.6% / 59.8%	59.0% / 60.2%	57.1% / 61.7%	-3.2% / -1.0%	Base 3,512 / 587
Male / Female	Monitor	58.8% / 61.2%	59.4% / 61.2%	59.4% / 60.3%	58.6% / 58.3%	57.3% / 57.2%	-1.5% / -4.0%	Base 2,117 / 2,180
Non-Disabled / Disabled	Monitor	61.4% / 56.6%	60.7% / 55.4%	58.1% / 57.1%	59.1% / 54.7%	57.6% / 54.2%	-3.8% / -2.4%	Base 3,204 / 844

Hate occurrences have continued to rise again this quarter with an overall increase of 17.5% compared to the previous 12 months.

The number of Hate Crime repeat victim's however, has seen a continued downward trend over the past 12 months.

Use of stop and search has reduced over the 12 months, however, the positive outcome rate has remained strong (40.3%).

BAME disproportionality has dropped marginally to 2.3

Confidence in police among non-White British respondents to the Police and Crime Survey has deteriorated over the last year; but remains higher than that of White British.

Confidence among female respondents has also fallen over the last year.

¹⁸ Figure shown is weighted by ONS 2011 Census data

Decisions of Significant Public Interest: Forward Plan May 2022

1.0 Business cases						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
2.0 Contracts (above £250k)						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
2.1	April 2022	HQ Build Package 4	Contract Award, Decision Notice and Contract to be signed	>£250k	Mark Kimberley	Force
2.2	April 2022	Selected Medical Practitioner	Contract Award, Decision Notice and Contract to be signed	>£250k	Mark Kimberley	Force
2.3	April 22	Mansfield CCTV and Cell Call System	Contract Award, Decision Notice and Contract to be signed.	>£250k	Mark Kimberley	Force
2.4	April 22	Estates Professional Services	Contract Award, Decision Notice and Contract to be signed.	>£250k	Mark Kimberley	Force
2.5	April / May 2022	Contingent Labour	Contract Award, Decision Notice and Contract to be signed.	>£250k	Mark Kimberley	Force
2.6	May 2022	Security and Car Parking at Newark Police Station	Contract Award, Decision Notice and Contract to be signed.	>£250k	Mark Kimberley	Force
2.7	May 2022	Data Bundle and Voice	Contract Award, Decision Notice and Contract to be signed.	>£250k	Mark Kimberley	Force
2.8	May 2022	NEP IDAM	Contract Award, Decision Notice and Contract to be signed.	>£250k	Mark Kimberley	Force
2.9	June 2022	Energy Suppliers	Contract to be signed	>£250K	Mark Kimberley	Force

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2.10	June 2022	VRU Therapeutic Counselling	Contract Award, Decision Notice and Contract to be signed.	>£250k	Mark Kimberley	Force
2.11	June / July	Static ANPR	Contract Award, Decision Notice and Contract to be signed.	>£250k	Mark Kimberley	Force
2.12	June / July	Boarding of Seized dogs	Contract Award, Decision Notice and Contract to be signed.	>£250k	Mark Kimberley	Force
2.13	June 2022	Targeted Outreach and Mentoring Provision	Invitation to Tender to be published	>£250k	Mark Kimberley	Force
2.14	June 2022	Youth Work Training Provision	Invitation to Tender to be published	>£250k	Mark Kimberley	Force
2.15	July/August 2022	Notts Victim CARE	Invitation to Tender published	>£250k	Mark Kimberley	Force
2.16	August 2022	Vehicle Repairs	Contract Award, Decision Notice and Contract to be signed.	>£250k	Mark Kimberley	Force
2.17	August 2022	Vehicle Recovery	Contract Award, Decision Notice and Contract to be signed.	>£250k	Mark Kimberley	Force

3.0 Estates, ICT and Asset Strategic Planning

Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
3.1	TBC	Review of Estates Strategy	To agree an Estates Strategy for the period 2022-2026.	TBC	Tim Wendels, Estates and Facilities	Force
3.2	TBC	Arrow Centre, Hucknall	To review the site and consider the future of any potentially surplus land.	TBC	Tim Wendels, Estates and Facilities	Force

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3.3	June – 18 months	National Enabling Programmes	Programme remains in delivery phase. The technical roll out of equipment to all staff across the force continues and is on target to be delivered by April 22. The business change aspect of the project increased pace at the turn of the new year. The project plan documents how the force will transition to new ways of working that will improve efficiency across the force. It is anticipated that this phase of the project will run until October 22. The project is on track to deliver to these timescales.	-	Chief Insp Chris Sutcliffe/ Ch Insp Al Pearson	Force
3.4	Ongoing	DEMS	Phase 1 of DEMS (Digital Evidence Management System) is live using a product called NICE Investigate using integrations with Niche and Active Directory Integration. The programme is being delivered on a phased integration due to the complexity of the programme. Following on from the last update, the project is expected to be delivered in full by September 2022.	-	Chief Insp Chris Sutcliffe/ Ch Insp Al Pearson	Force

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4.0 Workforce Plan and Recruitment Strategies						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
4.1	On going	Operation Uplift	The recruitment and L&D budget are on target for financial year end 21/22. The cost of the Widening Access course was minimal and as such was absorbed into these budgets. operation Uplift will conclude in March of 2022 and although officer recruitment will continue at pace, there is deemed to be no additional cost required for this activity at this time.	-	Claire Salter/ Supt Louise Clarke	Force
5.0 Strategic Issues including Finance						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
5.1	Each Meeting	Routine monthly monitoring reports in respect of capital and Revenue expenditure'	Approval of virements and additional budget.		Mark Kimberley	Force
6.0 Other OPCC Commissioning						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
6.1	May 2022	Substance Misuse Support	To contribute towards the cost of contract extensions for criminal justice substance misuse support service in the city (City Council lead commissioner)	>£250k	Nicola Wade	OPCC
6.2	May 2022	Domestic Abuse Perpetrator Programme	To continue to fund the DA perpetrator programme, following further funding received from Home Office	>£250k	Nicola Wade	OPCC

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6.3	May 2022	Adult Sexual Assault Referral Centre	To award further funding to NHS England to contribute towards the increased costs of adult SARC provision	TBC	Nicola Wade	OPCC
6.4	June 2022	Domestic abuse and sexual violence funding awards	To make various funding awards, to be confirmed following MoJ decision on extra funding for Nottinghamshire services	TBC	Nicola Wade	OPCC
6.5	June 2022	Therapeutic support for Children and Young People	Invitation to Tender to be published	C£215k	Natalie Baker-Swift / Claire Good	OPCC / VRU
6.6	July 2022	Non-Domestic stalking	To review and re-commission non-domestic stalking	C£230K	Nicola Wade	OPCC

