

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

Monday, 08 October 2018 at 14:00
County Hall, West Bridgford, Nottingham, NG2 7QP

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

AGENDA

- | | | |
|----------|---|-----------------|
| 1 | _Minutes of last meeting held on 4 June 2018 | 3 - 10 |
| 2 | Apologies for Absence | |
| 3 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
| 4 | Review of the Balanced Appointment Objective | 11 - 14 |
| 5 | Work Programme | 15 - 22 |
| 6 | Tackling Cyber Crime - Nottinghamshire Police | 23 - 26 |
| 7 | PCC's Update Report - to July 2018 | 27 - 64 |
| 8 | PCC's Annual Report | 65 - 94 |
| 9 | Police and Crime Delivery Plan - Theme 3 Monitoring - Tackling Crime and ASB | 95 - 104 |

Notes

- (a) Members of the public are welcome to attend to observe meetings of the Police and Crime Panel. Please note that there is no opportunity for the public to speak at these meetings.
- (b) Declarations of Interests – Persons making a declaration of interest should have regard to their own Council’s Code of Conduct and the Panel’s Procedural Rules.

Members or Officers requiring clarification on whether to make a declaration of interest are invited to contact Keith Ford (Tel. 0115 9772590) or a colleague in Democratic Services at Nottinghamshire County Council prior to the meeting.

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

Customer Services Centre 0300 500 80 80

- (d) Membership:-

Mrs Christine Goldstraw OBE – Independent Member - Chair
Councillor Debbie Mason – Rushcliffe Borough Council – Vice-Chair

Mayor Kate Allsop – Mansfield District Council
Mr Rizwan Araf – Independent Member
Councillor Cheryl Butler – Ashfield District Council
Councillor David Ellis – Gedling Borough Council
Councillor Kevin Greaves – Bassetlaw District Council
Councillor Francis Purdue-Horan – Nottinghamshire County Council
Councillor Keith Girling – Newark and Sherwood District Council
Mrs Suma Harding – Independent Member
Councillor Tony Harper – Broxtowe Borough Council
Councillor Toby Neal – Nottingham City Council
Mr Bob Vaughan-Newton – Independent Member
Councillor Linda Woodings – Nottingham City Council

MINUTES OF THE MEETING HELD ON MONDAY 4 JUNE 2018 AT 2.00PM AT COUNTY HALL

MEMBERS PRESENT

(A denotes absent)

Christine Goldstraw OBE – Independent Member (re-elected as Chairman at this meeting)

Councillor Debbie Mason – Rushcliffe Borough Council (re-elected as Vice-Chairman at this meeting)

Executive Mayor Kate Allsop – Mansfield District Council **A**

Rizwan Araf – Independent Member

Councillor Bill Drewett (substitute for Mayor Allsop) – Mansfield District Council

Councillor David Ellis – Gedling Borough Council

Councillor Keith Girling – Newark and Sherwood District Council

Councillor Kevin Greaves – Bassetlaw District Council **A**

Suma Harding – Independent Member

Councillor Tony Harper – Broxtowe Borough Council

Councillor Toby Neal – Nottingham City Council

Councillor Francis Purdue-Horan – Nottinghamshire County Council

Bob Vaughan-Newton – Independent Member

Councillor Linda Woodings – Nottingham City Council

Councillor Jason Zadrozny – Ashfield District Council

OFFICERS PRESENT

Sarah Ashton - Democratic Services Officer	}	Nottinghamshire County Council
Pete Barker - Democratic Services Officer	}	(Host Authority)
Sue Bearman - Senior Solicitor	}	

OTHERS PRESENT

Paddy Tipping - Police and Crime Commissioner (PCC)

Craig Guildford – Chief Constable, Notts Police

Kevin Dennis - Chief Executive, OPCC

Charlotte Radford - Chief Finance Officer, OPCC

1. ELECTION OF CHAIRMAN

RESOLVED 2018/011

That Christine Goldstraw OBE be appointed Chairman of the Panel for the 2018/19 municipal year.

2. ELECTION OF VICE-CHAIRMAN

RESOLVED 2018/012

That Councillor Debbie Mason be appointed Vice-Chairman of the Panel for the 2018/19 municipal year.

The Chairman welcomed Councillor Zadrozny to his first meeting of the Panel.

3. MINUTES OF LAST MEETING HELD ON 23 APRIL 2018

Members asked the Commissioner about progress regarding the replacement Bridewell. The Commissioner informed the Panel that a site had been identified, discussions were taking place with the owner about the price and he hoped the matter would soon be resolved.

Members asked about progress regarding the Force Management Statement and the Commissioner informed the Panel that the final version of the Statement would be brought to the meeting of the Panel in October.

The minutes of the meeting held on 23 April 2018, having been previously circulated, were agreed as a true and correct record, and were confirmed and signed by the Chair of the meeting.

4. APOLOGIES FOR ABSENCE

Councillor Bill Drewett replaced Mayor Kate Allsop for this meeting only.

5. DECLARATIONS OF INTEREST

No declarations of interest were made.

6. REVIEW OF THE BALANCED APPOINTMENT OBJECTIVE

It was agreed that this item should be withdrawn from this meeting's agenda and brought back to the next meeting with the following issues clarified:

- the voting rights of Independent Members,
- whether the vote need to be unanimous,
- the proportionality calculations.

7. WORK PROGRAMME

Members queried whether their concerns regarding the draft Police and Crime Plan had been taken into consideration. The Chair informed the Panel that she would check to see whether the Commissioner's response had been circulated to Panel members.

Members requested that information on domestic violence and reoffending rates be brought to a future meeting of the Panel.

RESOLVED 2018/013

- 1) That the work programme be updated in line with Members' suggestions.**
- 2) That the finalised dates of the meetings of the Police and Crime Panel for 2018-19 be noted.**
- 3) That any Members wishing to attend the national Police and Crime Panel Conference on 12 November 2018 contact Pete Barker or Keith Ford.**
- 4) That the update information on the National Association of Police, Fire and Crime Panels be noted.**
- 5) That an induction session be arranged for new and existing Panel Members who have yet to undertake such training.**

8. POLICE AND CRIME COMMISSIONER'S UPDATE REPORT – TO MARCH 2018

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

- The Commissioner informed the Panel that the recorded crime figures for Nottinghamshire were up by 18.5%, and although no national comparator figures were available yet it is a national problem. The Commissioner informed the Panel that there were issues around the standards of crime recording, that the HMIC had visited Nottinghamshire and that the meeting had gone well.
- The Commissioner informed the Panel that the Force is continuing to recruit officers with the target being to employ 2,000 officers by April 2019. The Commissioner confirmed that no other Force is increasing its officer numbers as much and that some Forces are actually losing officers. In terms of the Force reflecting its community, the Commissioner stated that while the population as a whole comprised 11% of those from the BAME community, the figure for officers in the Force was 4%. The Commissioner explained that a variety of measures were in place designed to tackle this issue including the introduction of an apprenticeship route into the Force, which the Nottinghamshire Force had been the first to introduce.
- In terms of the budget, the Commissioner stated that a £2.4m underspend was being forecast, which represents just 1% of the overall budget.
- Concerning the problem of knife crime, the Commissioner stated that this was a national issue where incidents had increased by 22% compared to 11% in Nottinghamshire. The report sets out the measures being undertaken and the Commissioner informed the Panel that the 3 recent incidents were not connected, involved people who knew each other and that arrests had been made in 2 of the cases. The third case was more problematical as those involved have not been willing to provide the information required.

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

- In terms of the references and names of the areas referred to in the Plan, the Commissioner confirmed that these were the Neighbourhood Patrol Areas as defined by the Force
- The Panel raised the issue of unanswered calls and the Commissioner replied that a major piece of work was currently being undertaken. The Commissioner stated that the Force is meeting the targets for 999 calls, the number of which was slightly down, but that there were no national benchmarks in place for 101 calls which made comparisons difficult. The Chief Constable confirmed that 999 calls were a priority. In terms of 101 calls, the Chief Constable reminded the Panel that this number was for non-emergencies and confirmed that the answer rate was improving. The Chief Constable informed the Panel that he had invested in the control room where the recruitment level was now 105%.
- The Chief Constable confirmed he would meet Panel members to discuss specific local issues as required.
- Several members of the Panel had attended the recent conference on knife crime and informed fellow members that it had been very useful.
- Regarding a recent TV programme where body worn cameras used by the Notts Force were featured, members commented that the officers involved came across very well. The Commissioner confirmed the TV series as a whole had turned out well though it was being aired on an obscure channel. The Chief Constable said that he thought the TV programme was useful in that it showed the wider mission of the police where the proportion of the workload spent on crime is only 17-20% with the remainder of the time spent helping vulnerable people.
- In reply to questions regarding the Performance Framework, the Commissioner replied that he had seen the new format and stated that there was a need to ensure the balance between detail and clarity was correct. The Commissioner confirmed a copy of the Framework would be circulated to members. In terms of other figures the Commissioner confirmed that ASB figures are published quarterly, there had been 148 incidents of hate crime in the last 12 months and work was ongoing with various partners regarding CSE. The Commissioner agreed to forward on figures regarding DV and other crimes after the meeting.
- The Panel referred to the Early Guilty Plea rates in the Magistrates' Court and the Crown Court and the superior performance of the former. In reply to a question about the problem of those charged not pleading guilty until CCTV evidence had been disclosed by the Police, the Commissioner stated that many conversations had taken place regarding the subject of disclosure. The Chief Constable informed the Panel that the problem of CCTV disclosure was a perennial one, that the information did need to be converted into a viewable medium but that any delay was often used as a convenient excuse by some. The Chief Constable also explained that as there was a Senior Crown Court in Nottingham, major cases from other Forces are heard there which affects the Early Guilty Plea figures. The Chief Constable stated that in this case the Force was restricted by the availability of resources beyond its control. In terms of the Magistrates' Court performance, the

Chief Constable informed the Panel that this had improved to now being one of the best in the East Midlands.

- In reply to a query about Crime Registrars the Chief Constable confirmed that every Force was required to have one and while some Forces delegate the duties to a senior officer the Notts Force has a full-time post to allow it to concentrate on ethical crime reporting.
- In response to a question on the new HMIC inspection regime, the Chief Exec of the OPCC informed the Panel that the new title was now 'Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services' (HMICFRS) with the new process having been piloted in 3 areas and peer led.
- The Panel welcomed the fact that the Force continued to recruit officers and asked the Commissioner what was being done to retain staff. The Commissioner replied that a great deal of work was undertaken on morale with exit interviews being conducted with all leavers but that the financial situation has meant it has been difficult to confirm people in post. The Chief Constable informed the Panel that it was the Force's aim to be the local employer of choice, that all employees can transition into other work areas with training available and that the Force does have a welfare programme providing a support mechanism for staff and officers. The Chief Constable also informed the Panel that the Force had signed up to MIND's Blue Light Programme which provides mental health support for emergency services staff.
- The Panel thanked the Commissioner for the case study on knife crime and in answer to questions the Commissioner stated that technically there was no such crime as a knife crime as the definitions used were generic but emphasised that no-one was denying that knife crime was increasing. The Chief Constable informed the Panel that some crimes have been conflated when being recorded but that the Force does use a specific word search to get round this problem which other Forces do not.
- In reply to questions about how the success of projects designed to reduce knife crime is measured, the Commissioner stated that the grants for such projects were made on 1 April and that it was a possibility that the successful applicants had not yet received their funding. The Commissioner informed the Panel that as part of the process those applying for grants have to state what they are trying to achieve and spoke of the work being done by Marcellus Baz and the Russell Youth Club stating that the Force must get down into the community if the culture is to be changed. The Chief Constable informed the Panel that though knife crime did occur between adults there was a need to focus on the young with resources being put into schools liaison, for example, the results of which would not be immediately clear.

RESOLVED 2018/014

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

9. NOTTINGHAMSHIRE POLICE COLLABORATION UPDATE

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

- The Nottinghamshire Force is involved in nearly all of the collaborations in the East Midlands.
- Discussions on Tri-Force Collaboration had taken place but were now on hold as a result of the appointments of new Commissioners and Chief Constables.
- The review of EMOpPS was published last year with surprising results and, though an operational matter, the Chief Constable had discussed with the Commissioner the decision to withdraw the Notts Force from the arrangement, with others working towards continuing their involvement in the service.
- Progress on Blue Light Collaboration has been slow initially but the Commissioner had attended a positive meeting recently and information on estates is imminent.

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

- The Panel stating that its understanding was that collaborations were designed to save money and asked the Commissioner what costs were associated with withdrawing from any collaboration arrangements currently in place. In reply the Commissioner stated that in the case of EMOpPS the budgets had never been pooled and the Force was just taking back what it had put in. The commissioner stated that his report contained the business case with the rationale for the decisions taken and which also detailed the savings made. The Commissioner informed the Panel that the armed response vehicles for example, spent the majority of their time in Lincolnshire when there was a need for them elsewhere, including Nottinghamshire. The Chief Constable confirmed that the deployment of the firearms team had been contentious with assets only being used periodically and stated that the Force would continue to work with partners and have access to specialist services.
- The Panel asked the Commissioner about vulnerable people and the 'Herbert Protocol' in particular and he replied that he was not surprised that not all of the 4,000 employees in the Force were aware of the protocol, though its use was promoted.

RESOLVED 2018/015

That the contents of the report be noted.

10. Police and Crime Plan – Strategic Priority Theme 2 – Helping and Supporting Victims

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

- The new Website is now in operation

- Work is continuing with the City Council to develop the MASH
- Similarly, work is continuing with partners in the areas of supporting sexual violence victims and survivors and in developing new facilities for the adult Sexual Assault Referral Centre (SARC)
- The rollout of the Victim CARE model into the community is ongoing, though the area of restorative justice has proved problematical.
- A local working group on female offenders continues to meet, though the small size of the population (only 14% of offenders are female) may explain the difficulties of progressing in this area
- Operation Equinox is appropriately resourced and a recent conviction has occurred as a result
- The IICSA inquiry begins in Notts in October and more complaints and allegations are anticipated

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

- The Panel asked why the Strategic Plan only referred to deliverables and not actual achievements and the Commissioner replied that conversations were ongoing regarding quantity and quality and he was not yet confident that the form and content of the information being provided is correct.

RESOLVED 2018/016

That the contents of the report be noted.

11. COMPLAINTS UPDATE

Sue Bearman introduced the report and highlighted the following key issues:-

- Since the last report to the Panel in April 2017 two complaints have been received.
- One complaint related to the investigation and handling of issues dating back to the 1990s and the complainant was advised that their complaint was outside the jurisdiction of the Panel.
- The second complaint related to issues that were previously raised by the same individual in 2015 and the complainant was advised that the Panel would not be dealing with the complaint as it was identical or repetitious.
- The government has undertaken a consultation regarding complaints about police and crime commissioners and a summary of the findings is summarised in paragraph 8 of the report. Confirmation of any changes to the procedures as a result of the consultation are expected some time in 2019.

RESOLVED 2018/017

1. That the Police and Crime Panel note details of the complaints received in respect of the Police and Crime Commissioner since April 2017.
2. That a further report to be brought to Panel regarding any changes in respect of Police and Crime Panel Complaints Procedure.

The meeting closed at 3.45pm

CHAIRMAN

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.
2. An earlier version of this report was on the agenda for the Panel's annual meeting of 4 June 2018. Members agreed that the item should be withdrawn from the agenda for that meeting to enable further clarification to be sought about the voting rights of Independent Members on this issue; whether the vote needed to be unanimous and the proportionality calculations.

Information and Advice

3. 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).
4. The previously agreed Panel Arrangements for Nottinghamshire states the following regarding co-options of Members:-

36. Changes to the Panel Arrangements can only be made with the unanimous approval of all the local authorities in the Nottinghamshire Force area. The only exception to this requirement is that the Panel can decide to increase the number of co-opted members, subject to Secretary of State approval. Any councillor co-options also require the agreement of all the members of the Panel.

5. This therefore clarifies that decisions to appoint independent or councillor co-opted members do need to be unanimous and require the agreement of all Panel Members in attendance (including the Independent Co-opted Members). If a Panel Member was to abstain from the vote then this could not be deemed to be unanimous.

Elected members and proportional representation

6. The Police and Social Responsibility Act 2011 stipulates that Police and Crime Panels must represent all parts of the relevant area, be as politically balanced as possible and have a membership that has the necessary skills, knowledge and experience.
7. Following the County Council elections in May 2017, the political balance of the Panel changed and the number of elected members needed to reduce. At the Panel meetings of 29 June 2017 and 18 September 2017 it was agreed to reduce the number of elected members on the Panel from 15 to 10, subject to further review of the additional 2 co-optee places previously granted to Nottingham City

Council (this had been a long-standing arrangement initially agreed by the Panel in October 2012, in light of the City's relative population).

8. The Panel membership agreed for 2017/18, subject to further review of the City Council's co-options, was therefore:-

<u>Council</u>	<u>Number of Members</u>	<u>Political Party of Members</u>
Ashfield District Council	1	Labour
Bassetlaw District Council	1	Labour
Broxtowe Borough Council	1	Conservative
Gedling Borough Council	1	Labour
Mansfield District Council	1	Mansfield Independent Forum
Newark & Sherwood District Council	1	Conservative
Nottingham City Council	2 (subject to review)	Labour x 2
Nottinghamshire County Council	1	Conservative
Rushcliffe Borough Council	1	Conservative

9. Following the change in control at Ashfield District Council (through which Labour no longer hold the majority), the political balance across the County has been recalculated. The Leader of the Ashfield Independents Group is now the Leader of the District Council and has been nominated as that Council's representative on the Panel.
10. In light of this change of nomination it is no longer possible for the Panel to be politically balanced with 10 elected members (as Labour are entitled to 5 seats, the Conservatives are entitled to 4 seats and the Mansfield Independent Forum is entitled to 1 seat). By increasing to at least 11 members, a further place becomes available for the Ashfield Independents (on the basis that they are the next largest political party across the Panel's area).
11. In order to achieve political balance the Panel therefore needs to increase to at least 11 elected members, apportioned as follows:-

Total Seats	Labour	Conservative	Mansfield Independent Forum	Ashfield Independents
11	5	4	1	1

12. In agreeing this increase the Panel will also need to decide which Council should be approached to provide the additional Labour member co-optee required. One option is that this could be offered to Nottingham City Council in light of the previous decision in 2012 to offer additional places to the City Council in respect of the population of its electoral area. The Labour Group of Nottinghamshire County Council has also expressed an interest in taking up this place.
13. If the Panel is minded to offer this place to Nottingham City Council then Members could also consider offering a further co-opted Member place to the

City in order to reinstate the full complement of two co-opted places as per the agreement of 2012. If it is decided to do this, those places would be apportioned as follows:-

Total Seats	Labour	Conservative	Mansfield Independent Forum	Ashfield Independents
12	6	4	1	1

14. This apportionment would offer political balance and an additional place would offer the Panel greater resilience in terms of widening the pool of Panel Members available to attend meetings.

Council Representatives

15. Other than the change in Ashfield, there have been no other changes to representation on the Panel reported by the relevant Councils.

Independent Members

16. The Panel has agreed to commence a recruitment process in November 2017 to review the existing co-options. The Vice-Chair of the Panel will chair the recruitment panel which will consist of elected members only and work on this process will commence shortly.

Other Options Considered

17. The Panel could continue to operate with 10 elected members but political balance would not then be possible. If it is not possible to agree a course of action unanimously then the Home Office will be notified accordingly as part of the regular notifications required in claiming the grant for the Panel.

18. The Panel could ask Ashfield District Council to nominate a Labour representative, thereby ensuring political balance with 10 elected members, but each Council is entitled to decide its own representative. The Panel is required to try and ensure that its membership is as politically balanced as possible.

Reason/s for Recommendation/s

19. To enable the Panel to meet the balanced appointment objective to the best of its ability.

RECOMMENDATIONS

- 1) That the Panel agrees to co-opt one additional Labour elected member to enable political balance, thereby meeting the balanced appointment objective.
- 2) That the Panel decides which Council should be approached to nominate a member for this place.

- 3) That, subject to the outcomes of recommendations 1 and 2, the Panel considers whether to co-opt a further Labour elected member from Nottingham City Council, in order to reinstate the full complement of two co-optees from that Council originally agreed in 2012.
- 4) That the Secretary of State be informed of the changes in the Panel's membership as appropriate.

Background Papers and Published Documents

- 1) Police Reform and Social Responsibility Act 2011 (published)
- 2) Nottinghamshire Police and Crime Panel's Panel Arrangements (published)
- 3) Political Balance calculations
- 4) Report to Police and Crime Panel meeting of 19 October 2012 and minutes of that meeting (published)
- 5) Reports to Police and Crime Panel of 29 June 2017, 18 September 2017 and 4 June 2018 and minutes of those meetings.

For any enquiries about this report please contact:

Keith Ford, Team Manager, Democratic Services, Nottinghamshire County Council
Tel: 0115 9772590 E-mail: keith.ford@nottscc.gov.uk

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

8 OCTOBER 2018

WORK PROGRAMME

Purpose of the Report

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

Information and Advice

2. The work programme is intended to assist with the Panel's agenda management and forward planning. The draft programme will be updated and reviewed regularly in conjunction with the Chairman and Vice-Chairman of the Panel and is subject to detailed discussion with the Chief Executive of the Office of the Police and Crime Commissioner (OPCC).
3. The work programme is updated to include specific focus on each of the Strategic Priority Themes included in the Police and Crime Plan at each meeting of the Panel.
4. The schedule for future meetings has been updated in line with the revised Strategic Themes within the new Police and Crime Plan 2018-21.
5. Discussions take place with the Chair and Vice-Chair and the OPCC to schedule future agenda items as appropriate. Suggestions about future agenda items are welcome from Members and the PCC at any time.

National Association of Police, Fire and Crime Panels

6. The Chairman of the new National Association has written to the Chair of the Panel to provide a further update (**see Appendix B**).
7. With regard to the request for further expressions of interest to join the Association's Executive Board, the Panel's Vice-Chair Councillor Debbie Mason has offered to join this Board and the Panel's agreement to that nomination is therefore sought.

Members' Induction

8. Possible dates for the proposed Members' Induction session have been shared with Members. In light of the very small number of responses received it is proposed that, if any new members would like an individual induction session with the Chair and the support officers, then they should request this via Keith Ford or Peter Barker.
9. It is also proposed that a Panel development session be arranged after May 2019, to include any new independent co-opted members and new elected members.

Other Options Considered

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

Reasons for Recommendation/s

11. 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 update information on the National Association of Police, Fire and Crime Panels be noted and the Panel's Vice-Chair, Councillor Debbie Mason, be nominated to join the National Association's Executive Board.
- 3) That any new members wanting an individual induction session with the Chair and support officers should contact Keith Ford or Peter Barker to discuss their requirements.
- 4) That a development session be arranged for the Panel after May 2019.

Background Papers and Published Documents

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

For any enquiries about this report please contact:-

Keith Ford, Team Manager, Democratic Services, Nottinghamshire County Council
keith.ford@nottscc.gov.uk Tel: 0115 9772590

Nottinghamshire Police and Crime Panel

Work Programme (as at 25 September 2018)

<u>Agenda Item</u>	<u>Brief Summary</u>
26 November 2018	
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, details of decisions taken and overview of Force Performance.	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner.
Specific focus on Police and Crime Plan Strategic Priority Themes.	Panel to focus on new Priority Theme 4 – Transforming Services and Delivering Quality Policing & new Priority Theme 1 – Protecting People from Harm
Estates Strategy and Estates Rationalisation Update	Update requested at Panel meeting of 7 February 2018.
7 February 2019	
Proposed Precept and Budget 2019/20	To consider the Commissioner's proposed Council Tax precept.
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, details of decisions taken and overview of Force Performance.	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner.
1 April 2019	
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, details of decisions taken and overview of Force Performance.	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes.	Panel to focus on Priority Theme 2 – Helping and Supporting Victims
3 June 2019 – 2.00pm	
Appointment of Chairman and Vice-Chairman	To appoint the Chairman and Vice-Chairman of the Panel for the 2019/20 year.
Review of Balanced Appointment Objective.	The Panel will review its membership to see whether any Page 17 of 18 required in order to meet the

<u>Agenda Item</u>	<u>Brief Summary</u>
	requirements for:- <ul style="list-style-type: none"> • the membership to represent all parts of the police force area and be politically balanced; and • members to have the skills, knowledge and experience necessary.
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, details of decisions taken and overview of Force Performance.	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes.	Panel to focus on new Priority Theme 3 – Tackling Crime and Anti-Social Behaviour

APPENDIX B

NAPFCP c/o Essex Police Fire and Crime Panel
Essex County Council
County Hall
Chelmsford
Essex, CM1 1LL

Dear Chairman,

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

Last June I wrote to all Police and Crime Panels following the formation of a National Association of Police, Fire and Crime Panels inviting membership. If the NAPFCP is to become a success and be truly effective as the representative body of all panels then I need your assistance and support together that of your panel members.

At the LGA workshop held in July, I laid out my intentions to shape the NAPFCP and position it to achieve the terms of reference agreed at the inaugural meeting last April.

At the LGA workshop I announced my intention to establish an Executive Board the purpose of which is to use panel representatives to help ensure fiscal responsibility and where practical to take ownership of projects that satisfy the terms of reference and thereby add value for all member panels. I asked for volunteers to join the Executive Board in the expectation that panels will have the opportunity to engage in occasional but essential NAPFCP decisions, particularly where it would be inappropriate to delay a decision until the next full NAPFCP meeting. A number of panel representatives at the workshop, volunteered to join the Executive Board, which is most encouraging. If you have a panel representative that you wish to put forward as an executive board member, please send their details to Robert Fox the NAPFCP support officer at PFCP

Currently 24 panels (60%) have confirmed they will become members of the NAPFCP. It is through the size of membership that the NAPFCP will be regarded as truly representative when interfacing and liaising with related partners. A NAPFCP subscription invoice is enclosed which I hope your panel will use to demonstrate its commitment to a nationally recognised and effective association.

Work is underway to identify a contractor to create a NAPFCP web presence that will amongst other things, include a data repository for sample documents produced by member panels. To minimise costs, Carla Thomas has kindly agreed to manage our web presence by during the first year allowing and provide an analysis of time required to update and maintain the NAPFCP web site.

Dr Christopher Kemp (Norfolk) has agreed to produce a NAPFCP constitution in time to be presented for approval by panels at the Frontline Consulting Annual Conference in November. A number of panels have provided copies of their home office grant documentation for review and to help ensure important aspects may be reflected in the constitution as appropriate. I would like to thank all panel support officers for providing documentation when requested.

A small number of panel support officers have queried the use of the home office grant to pay the NAPFCP subscription as being legitimate. Dr Kemp has undertaken a review of sample panel documents referred to above to produce a written assessment of his findings. This review endorses my personal assessment, together with that held by the majority of panels that using the home office grant to pay the NAPFCP subscription is appropriate. In the spirit of openness and transparency a copy of the Dr Kemp's legal assessment has been sent to the home office.

Attached as Appendix A, is an update of those panels that have agreed to become NAPFCP members. Appendix B provides details of the Executive Board members.

As always if you have any questions or have specific areas of interest that you believe should be addressed by the NAPFCP then feel free to contact Robert Fox or I, using the contact details given within this letter.

Thank you and I look forward to growing the membership as well exploring how the association can best address the challenges we face in carrying out our panel duties and responsibilities.

Yours sincerely,

John Gili-Ross

Chairman - National Association of Police Fire and Crime Panels

Appendix A

NAPFCP - Membership

The following PCP's / PFCP's confirmed their commitment to become NAPFCP members at the inaugural meeting held on 19th April 2018:

Avon and Somerset

Bedfordshire - NAPFCP Treasurer Paul Cain

Cleveland

Derbyshire

Dorset - NAPFCP Vice Chair John Adams

Essex - - NAPFCP Chairman John Gili-Ross

Hertfordshire

Humberside

Kent and Medway

Lancashire

Merseyside

Norfolk

Northamptonshire

Northumbria

North Yorkshire

Nottinghamshire

South Yorkshire

Staffordshire

Sussex

Thames Valley

Warwickshire

West Midlands

West Yorkshire - NAPFCP Vice Chair Alison Lowe

Wiltshire

Appendix B Executive Board Members

The NAPFCP Executive Board consists of:

Chairman, John Gili-Ross, Essex

Vice Chairman - John Adams, Dorset & Alison Lowe, West Yorkshire

Treasurer - Paul Cain, Bedfordshire

Communications Member - Carla Thomas, Merseyside

Legal Advisor - Dr Christopher Kemp, Norfolk

Member - Gillian Mellor, Northamptonshire

Member Stuart Sansome, South Yorkshire

Member Joyce Welsh, Northumbria

For Information	
Public	
Report to:	Police and Crime Panel
Date of Meeting:	8th October 2018
Report of:	Chief Constable
Report Author:	Detective Chief Inspector Lee Young
E-mail:	lee.young@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	6

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

Tackling Cyber-Crime – Nottinghamshire Police

1. Purpose of the Report

1.1 The purpose of this report is to provide an overview of Nottinghamshire Police's:

- Current capacity and capability to manage cyber related crime
- Identification and management of vulnerability
- Collaborative and preventative working arrangements

2. Recommendations

2.1 It is recommended that this report is noted along with the presentation on tackling cybercrime that will be given on the day of the Panel.

3. Reasons for Recommendations

3.1 The presentation is intended to provide Members with further information around the resources dedicated to tackling cyber-crime in Nottinghamshire and what this means in practice for local victims as well as how that differs from the work being undertaken by Trading Standards.

4. Summary of Key Points

4.1 Cyber-crime is an increasing factor that enables the commission of conventional criminality and is also a developing threat as the world becomes ever more digitised. This has created new forms of crime that can be committed anywhere in the world, which are technically complex to investigate and jurisdictionally limiting.

4.2 Acquisitive crime, such as fraud, is enabled through the use of technology and current estimates indicate that half of all recorded offences are fraud related, with a high proportion having a cyber-element to them.

4.3 Offences committed specifically through technology (cyber-dependant) can have various motivations. 'Hackers' for example may take personal pride in breaching sophisticated computer networks as a test of their own skills, whilst

business competitors may seek to disrupt their competition by damaging their ability to operate.

- 4.4 Most crimes have some form of 'digital footprint' whether as part of its commission or as a means to investigate them. The investigative opportunities that arise from CCTV, mobile telephones and computers etc. are well documented but it is also important for law enforcement to keep pace with the changes in technology and adapt accordingly.
- 4.5 The clear focus of Nottinghamshire Police is to identify those that are most vulnerable to cyber related offending and to take preventative steps to reduce the likelihood of becoming a victim or of reoccurrence if they already have. In doing so, we have developed capability across a number of specialist fields that allows us to not only investigate but to collaborate with partners to provide and deliver the best available advice to victims, the general public and business communities.
- 4.6 Developing programs to train front line officers and building relationships with partner agencies will prove to be key measures in managing future resilience against increases in demand. Nottinghamshire Police is part of a regional and national structure that recognise the threats posed by cyber-crime and are working jointly to combat and protect against it.

5. Financial Implications and Budget Provision

- 5.1 Budget provision is in place for the dedicated team in Nottinghamshire Police who are responsible for this area of business.

6. Human Resources Implications

- 6.1 The presentation will elaborate on the number of resources within Nottinghamshire Police who are dedicated to tackling cyber-crime.

7. Equality Implications

- 7.1 There are no equality implications arising from this report.

8. Risk Management

- 8.1 Risks are managed via the corporate risk register and mitigation is put in place for areas identified and reported to the Force.

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

- 9.1 This area of business is linked in some way to each of the Police and Crime Plan priorities but particularly in regards to priority 3, tackling crime and antisocial behaviour.

10. Changes in Legislation or other Legal Considerations

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

11. Details of outcome of consultation

11.1 There has been no additional consultation in relation to this report or presentation.

12. Appendices

12.1 There are no appendices relating to this report.

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

13. There are no background papers relating to this report.

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	8th October 2018
Report of:	Paddy Tipping Police and Crime Commissioner
Report Author:	Kevin Dennis
E-mail:	kevin.dennis@nottinghamshire.pnn.Police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	7

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT – to July 2018

1. PURPOSE OF THE REPORT

- 1.1 This report presents the Police and Crime Panel (Panel) with the Police and Crime Commissioner's (Commissioner) first update report in respect of his new Police and Crime Plan (2018-21).
- 1.2 In accordance with section 13 of the Police Reform and Social Responsibility (PR&SR) Act 2011 and subject to certain restrictions, the Commissioner must provide the Panel with any information which the Panel may reasonably require in order to carry out its functions. The Commissioner may also provide the Panel with any other information which he thinks appropriate.
- 1.3 This report provides the Panel with an overview of performance in respect of the 1st April to 31st July 2018 where data is available in relation to his new Police and Crime Plan (2018-21).

2. RECOMMENDATIONS

- 2.1 The Panel to note the contents of this update report, consider and discuss the issues and seek assurances from the Commissioner on any issues Members have concerns with.

3. REASONS FOR RECOMMENDATIONS

- 3.1 To provide the Panel with information so that they can review the steps the Commissioner is taking to ensure effective implementation of his Police and Crime Plan and provide sufficient information to enable the Panel to fulfil its statutory role.

4. Summary of Key Points

POLICING AND CRIME PLAN – (2018-21)

Performance Summary

4.1 Performance against targets and measures across all four themes is contained in the Performance section of the Commissioner's website to July 2018.^a This report details performance from 1st April 2018 to 31st July 2018 where data is available and is the first report submitted to the Panel for this financial year 2018-19 in relation to the new Police and Crime Plan (2018-21).

Reporting Criteria

4.2 The Commissioner's new Police and Crime Plan (2018-21) has 57 main performance measures across the four new themes. There are an additional 12 sub-measures. This report provides insight into the top five measures which have either increased or decreased compared to the same period as last year.

5. Top 5 Performance Measures – With Decrease

5.1 The table below lists the top 5 performance measures with the highest decrease.

Plan Ref	Performance	Measures
T3B.1	-78.4%	Integrated Offender Management (IOM)
T3A.8	-40.1%	Persons killed or seriously injured on the roads a. Adults b. Children
T3B.6	-14.5%	First-time entrants to the Criminal Justice System (CJS) - City
T4D.5	-9.1%	Crimes Recorded at First Point of Contact
T4A.2	-5.0%	Victim Satisfaction – Hate Crime

5.2 The additional tables below provide an insight for each of the top five measures.

Plan Ref	Performance	Measure (This measure is reported quarterly)
T3B.1	-78.4%	Integrated Offender Management (IOM)

5.3 The premise of this measure is that a reduced risk score evidences effective offender management. The lower the risk when an offender exits the program the better as this suggests the likelihood of further offending is reduced.

5.4 The data used to calculate this measure is up to the end of July 2018 and sourced from the Integrated Offender Management (IOM) Team Tracking Tool which reveals that 368 nominal offenders have entered the system since January 2016. Of these, 145 (37.8%) have since exited the programme.

^a <https://www.nottinghamshire.pcc.police.uk/Public-Information/Performance/Performance-2018.aspx>

5.5 The average entry score for all nominal offenders who have entered the programme since January 2016 is 354.3, while the average exit score is 76.7. This reveals a reduction in risk score of -278.0 (-78.4% lower than the entry score), for those that have exited the programme.

Plan Ref	Performance	Measures (This measure is reported quarterly)
T3A.8	-40.1%	Persons killed or seriously injured on the roads a. Adults b. Children

5.6 Data for quarters one of 2018 (January to March 2018) reveals a 40.1% reduction in persons Killed or Seriously Injured (KSIs) against the 2005-2009 baseline. This is in line with the Nottinghamshire agreed target of a 40% reduction against baseline by the year 2020, and represents 66 fewer persons killed or seriously injured on Nottinghamshire's roads.

5.7 Reductions are seen across all user groups with the exception of pedal cyclists, where an increase of 64.1% is recorded.

5.8 KSIs in the 0-15 years of age group have reduced by 65.3% (9 persons) compared to the 2005-2009 baseline.

Plan Ref	Performance	Measure (This measure is reported quarterly)
T3B.6	-14.5%	First-time entrants to the Criminal Justice System (CJS) - City

5.9 Figures from the Nottingham City Youth Offending Team (YOT) reveal that in the period April 2017 to March 2018 there were a total of 153 first-time entrants (FTEs) in to the Criminal Justice System (CJS). This represents a reduction of 26 FTEs or 14.5% compared to the previous year.

5.10 The equivalent information from the County YOT reveals there were a total of 322 FTEs in the 2017/18 year. This compares to 292 in the previous year, which equates to 30 additional FTEs or an increase of 10.3%, however the current performance is in line with the locally agreed target for the County YOT (performance against the national average).

Plan Ref	Performance	Measure
T4D.5	-9.1%	Crimes Recorded at First Point of Contact

5.11 The premise of this measure is that if more crimes can be recorded at initial contact this will free up capacity for response officers to attend urgent incidents rather than completing crime reports. On average over the last 12 months, 36.2% of all crime recorded by the Force has been recorded by the Contact Resolution Incident Management (CRIM) team based in the Force Control Room compared to 45.2% recorded during the previous 12 months.

5.12 There is now a downward trend in the proportion of crimes recorded by the CRIM team. Monthly figures since April 2018 in particular show a reduction in the rate,

with May and June both showing a rate of about 33% and a further decline in to July (27.7%).

- 5.13 There are a number of reasons for this reduction but the main one is due to staff changes associated with a departmental restructure. Once this is complete it is anticipated that the level will increase.

Plan Ref	Performance	Measure
T4A.2	-5.0%	Victim Satisfaction – Hate Crime

- 5.14 There is a downward trend in hate crime victim satisfaction, with the current 12 month rate – at 79.7% - five percentage points below the 84.7% recorded in the previous year.

- 5.15 Despite this, the trend line suggests that the last three months have seen improved levels of satisfaction, and it is suggested that this trend be monitored over the next few months to see whether this improvement is sustained.

- 5.16 The Force has reviewed hate crime feedback for the past six months where victims have stated they were dissatisfied with the overall service. The perceived reasons for dissatisfaction centre on: lack of actions taken / nothing happening; lack of updates / communication; the outcome of the investigation.

- 5.17 The Force has recently recruited two Hate Crime Officers whose role will include proactively reviewing the feedback from the satisfaction surveys and where appropriate take appropriate action to improve service delivery and ensure policy compliance. It is anticipated that these additional interventions will lead to improved satisfaction which in turn will feed through into the survey results which are being closely monitored on an on-going basis.

6. Top 5 Performance Measures – With Increase

- 6.1 The table below lists the top 5 performance measures with the highest increase.

Plan Ref	Performance	Measures
T1A.4	232.0%	Modern Slavery
T1A.2	52.8%	Child Sexual Exploitation (CSE)
T1B.2	42.4%	Online Crime
T1B.1	28.6%	Fraud Offences
T4A.3	26.5%	Professional Standards Department Complaints

- 6.2 The additional tables below provide an insight for each of the top five measures.

Plan Ref	Performance	Measure
T1A.4	232.0%	Modern Slavery

- 6.3 Modern slavery is a relatively new offence which came into effect in early 2016. As a result there is a clear upward trend in recording, particularly over the last year, as the Force has focussed activity on this offence type.
- 6.4 In volume terms this is a low volume offence type, and the 232% increase in the 12 months to July 2018 translates in to an increase of 58 offences.
- 6.5 The Force continues to take a proactive approach to this type of offending - seeking out modern slavery offences in order to ensure that survivors are protected and offenders brought to justice.

Plan Ref	Performance	Measures
T1A.2	52.8%	Child Sexual Exploitation (CSE)

- 6.6 As with most safeguarding referrals, there is an upward trend in the recording of CSE crimes and non-crimes. It is suggested that this is reflective of an increased awareness and understanding of CSE both within the Police Service and partner agencies but also among the public. The Force welcomes this increase as it means that the appropriate, support, safeguarding and offender resolution can be put in place.
- 6.7 CSE is a relatively low volume offence type with on average of just above 50 offences recorded a month. The 52.8% increase represents an additional 220 offences over the year.

Plan Ref	Performance	Measures
T1B.2	42.4%	Online Crime

- 6.8 Online crime refers to offences where on the balance of probability, the offence was committed, in full or in part, through a computer, computer network or other computer-enabled device. The figures do not include fraud offences, which are captured separately.
- 6.9 There is a clear upward trend in the recording of online crime, with an increase of 42.4% or 884 offences this year compared to last.
- 6.10 The majority of online crimes recorded are harassment offences, specifically malicious communications offences which have taken place online on forums such as Facebook and twitter.

Plan Ref	Performance	Measures
T1B.1	28.6%	Fraud Offences

- 6.11 There is a clear upward trend in the recording of fraud offences, with an increase of 28.6% (572 offences) this year.

6.12 Fraud offences represent a significant challenge to the Police and in particular place a genuine demand on Police resources, with investigations often complex and time consuming. Analysis has revealed that around three quarters of fraud offences recorded in Nottinghamshire are filed with no suspect identified.

Plan Ref	Performance	Measures
T4A.3	26.5%	Professional Standards Department Complaints

6.13 Nottinghamshire Police Professional Standards Department (PSD) receives an average of just over 77 complaints a month.

6.14 Despite the increased number (195 additional complaints or an increase of 26.5% this year), complaints are recorded in a timely manner, with the Force performing well against the national standard of recording complaints within ten working days (an average of 94% compliance).

6.15 Analysis of complaint allegations by type are regularly monitored to ensure that general 'lessons learned' can be communicated to officers and staff.

Holding the Chief Constable to Account

6.16 The Commissioner is represented at the key Thematic, Partnership and Force Local Performance board meetings in order to obtain assurance that the Force and Partners are aware of the current performance threats, and are taking appropriate action to address the emerging challenges. Should there be any issues of concern these are relayed to the Commissioner who holds the Chief Constable to account on a weekly basis.

6.17 In addition, the Commissioner meets quarterly with the Head of Investigations and Intelligence and Head of Operations to gain a deeper understanding of threats, harm and risk to performance.

6.18 Panel Members have asked if a case study could be prepared for each meeting. Previous case studies were:

1. Shoplifting
2. The Victims Code
3. Improving BME Policing Experiences
4. Hate Crime
5. Knife Crime
6. Stop and Search
7. Rural Crime
8. The new victim services CARE
9. Evaluation of Community Remedy
10. ECINS database
11. Data Integrity and Compliance with NCRS
12. Prosecution File Quality Improvements
13. Knife Crime

- 6.19 For this meeting, a further case study has been prepared in respect of (14) the Commissioner's Police and Crime Survey (see **Appendix A**).

Activities of the Commissioner

- 6.20 The Commissioner continues to take steps to obtain assurances that the Chief Constable has not only identified the key threats to performance but more importantly that swift remedial and appropriate action is being taken to tackle the problems especially in the Priority Plus Areas in the County and High Impact Wards in the City. Key activities are reported on the Commissioner's web site.^b

DECISIONS

- 6.21 The Commissioner has the sole legal authority to make a decision as the result of a discussion or based on information provided to him by the public, partner organisations, Members of staff from the Nottinghamshire Office of the Police and Crime Commissioner (NOPCC) or Chief Constable. The Commissioner's web site provides details of all significant public interest decisions.^c
- 6.22 Panel Members have previously requested that the Commissioner provide a list of all forthcoming decisions (Forward Plan) rather than those already made. This Forward Plan of Key Decisions for the OPCC and the Force has been updated and is contained in **Appendix B**.

7. Child Sexual Exploitation (CSE) Grooming

- 7.1 At the last Panel meeting a member asked the Commissioner if there was evidenced of organised CSE grooming. Enquiries reveal that the Force has received and responded to intelligence previously but there is no known activity at present and no groups are being actively pursued.

8. Financial Implications and Budget Provision

- 8.1 The Commissioner holds the Chief Constable to account formally at his Strategic Resources and Performance meetings (SSRP). At this meeting the Chief Constable submits a number of financial reports for scrutiny.
- 8.2 At the 6th September 2018 SSRP meeting the Force submitted its Finance Revenue Budget Outturn for 2018/19 as at June 2018 to the Commissioner.
- 8.3 In summary the full year net revenue budget for 2018/19 is £193,100k. This is split the Force Budget £188,209k and the Office of the Police and Crime Commissioner (OPCC) £4,891k.

^b <http://www.nottinghamshire.pcc.police.uk/News-and-Events/Latest-News.aspx>

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

Entity	Budget £'000	Forecast Outturn £'000	Variance to Budget £'000
Force	188,209	189,258	1,049
OPCC	4,891	4,891	-
	193,100	194,149	1,049

- 8.4 The table above identifies that as of June 2018 revenue expenditure is forecasting an overspend in the Force budget of £1,049k with a projected revenue spend of £189,258k; and an on budget position within the OPCC of £4,891k.
- 8.5 This overspend is predominately being driven by collaboration contributions, staff pay costs, overtime and other supplies & services. These have been partly offset by payroll savings from officers and PCSO pay costs, forensics & investigative costs, capital financing and additional income.
- 8.6 **Appendix C** contains the full report submitted to SSRP and provides a more detailed position for each item.

9. Human Resources Implications

- 9.1 None - this is an information report.

10. Equality Implications

- 10.1 None

11. Risk Management

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

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 Police and Crime Plan.

13. Changes in Legislation or other Legal Considerations

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

14. Details of outcome of consultation

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

15. Appendices

- A. Case Study – Prosecution File Quality Improvements
- B. Forward Plan of Key Decisions for the OPCC and the Force
- C. Finance Revenue Budget Outturn for 2018/19 as at June 2018

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

- [Police and Crime Plan 2016-2018 \(published\)](#)

For any enquiries about this report please contact:

Kevin Dennis, Chief Executive of the Nottinghamshire Office of the Police and Crime Commissioner

Kevin.dennis@nottinghamshire.pnn.police.uk

Tel: 0115 8445998

Philip Gilbert, Head of Strategy and Assurance of the Nottinghamshire Office of the Police and Crime Commissioner

philip.gilbert11028@nottinghamshire.pnn.police.uk

Tel: 0115 8445998

^d <http://www.nottinghamshire.pcc.police.uk/Public-Information/Horizon-Scanning/Horizon-Scanning.aspx>
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APPENDIX A

Case Study – Police and Crime Survey

Report Date: September 2018

1. Police and Crime Survey - Background

- 1.1 Nottinghamshire PCC commissioned the independent research company Information By Design to undertake a single robust and representative longitudinal survey of resident perceptions in 2017/18. Prompted by a range of strategic drivers^a, the survey sought to capture and monitor public perceptions of the police, feelings of safety, experience of crime and policing priorities.
- 1.2 Over 4,200 residents were surveyed over four tranches of fieldwork between August 2017 and July 2018 using a moderated self-completion survey approach. A sampling scheme based at Lower Super Output area was used to ensure that the sample of residents provided a good coverage in terms of geography and deprivation level in each quarterly wave of fieldwork.
- 1.3 This report presents headline findings from the 2017/18 research which sets a baseline against which quarterly trends will be monitored over the remaining period of the Police and Crime Plan. Data at a Community Safety Partnership level have margin of error of +/-3% at the 95% confidence level.
- 1.4 While 60% of respondents agreed that police in their local area ‘treat people fairly and with respect’ and 51% agreed that police ‘take people’s concerns seriously’, only around a quarter of respondents feel that the police are effective in providing a visible presence in the areas of greatest need. Public confidence in the police was generally found to be strongest among city residents and among people aged 75 and over.
- 1.5 63% of respondents were aware of the level of cuts to policing over recent years, however this fell to 46% among BAME communities, 50% among people aged 34 and under and 54% in the areas of highest deprivation. 51% of respondents felt that funding cuts had affected policing in their area, with this rising to 58% in Bassetlaw, Newark and Sherwood and 65% among people aged 55 to 74.
- 1.6 24% of respondents had been a victim of crime in the last 12 months, with prevalence reducing to 17% when online fraud and computer viruses / malware are excluded. Nottingham residents (27%), BAME residents (28%) and people from the most deprived communities (27%) remain at disproportionately high risk of experiencing crime. The most commonly experienced offences were online fraud (9%), intimidation and harassment (8%) and criminal damage (7%).

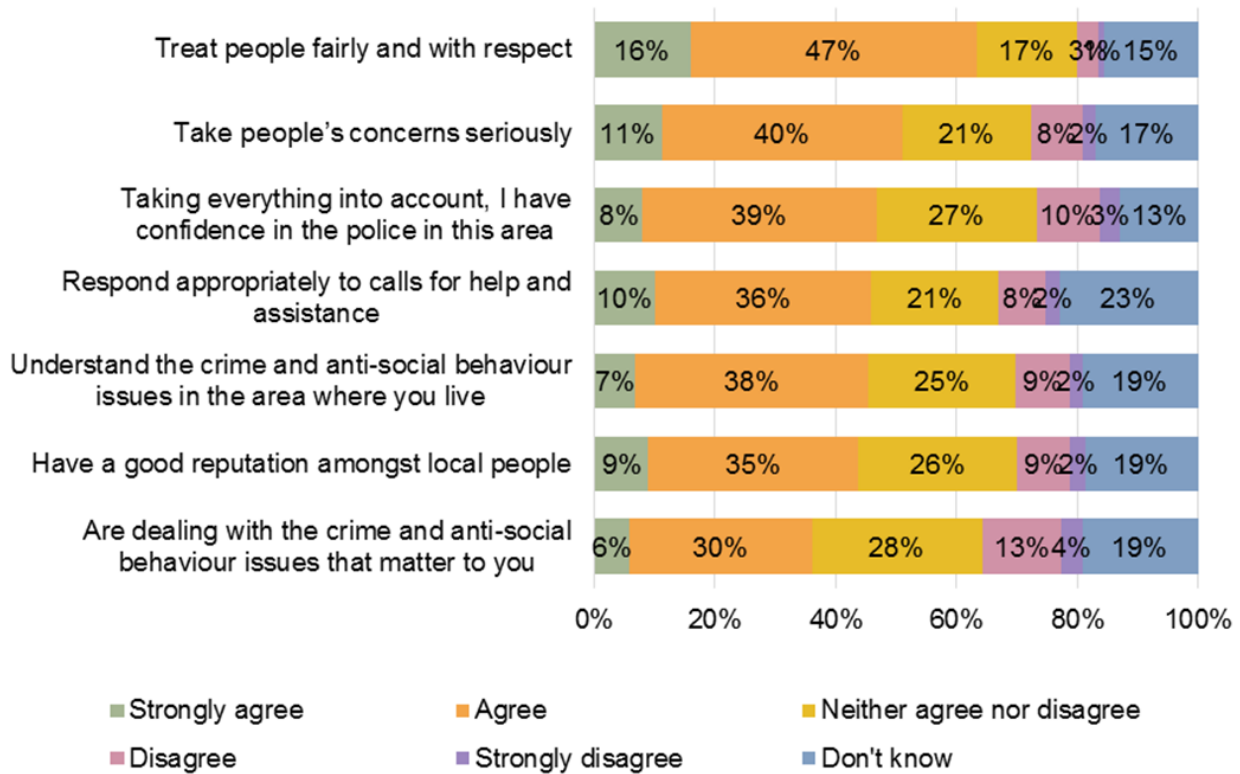
^a *Statutory duties to engage with local communities on local policing matters, consult with local people in identifying and setting local priorities and consult the public and local rate payers prior to issuing the policing precept; Commissioner’s and Chief Constable’s shared ambition to “give victims and citizens a bigger voice in policing” and to “engage our communities to ensure we understand their needs”; HMIC recommendations to further develop understanding of our local communities*

- 1.7 Only around 33% of crimes were reported to the police with rates of reporting remaining particularly low in the case of computer misuse offences (4%) and online fraud (13%). The most common reasons for not reporting crime include; feeling that the offence was too trivial, feeling that the police would not have been bothered and feeling that the police could have done nothing.
- 1.8 The top three crime or anti-social issues that respondents would like to see police or other agencies do more to tackle in their area were reckless and dangerous driving (47%), drug use and dealing (45%) and burglary (45%). The profile of community priorities varied however by area, with disproportionately higher levels of concern about wildlife crime in Bassetlaw, Newark and Sherwood, drug use and dealing in Mansfield and Ashfield and hate crime in Nottingham.
- 1.9 A more detailed baseline findings relating to the 2017/18 Police and Crime Survey can be found on the Nottinghamshire PCC website at:- <https://www.nottinghamshire.pcc.police.uk/Home.aspx>

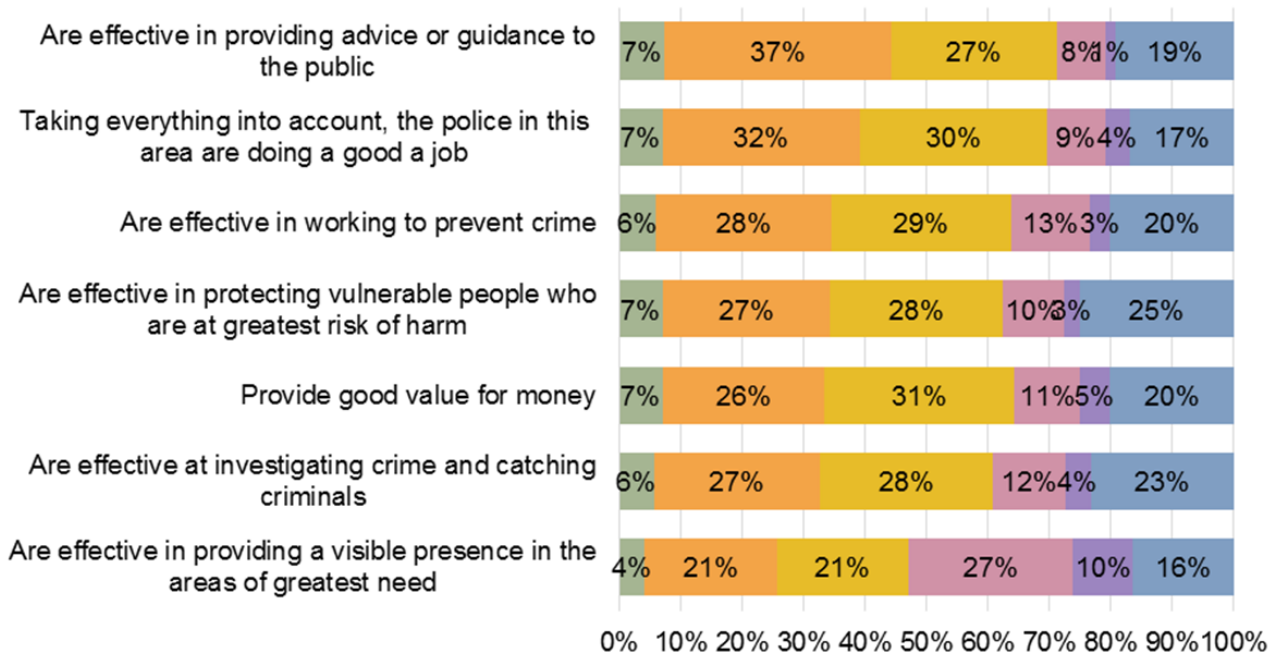
NOTTINGHAMSHIRE POLICE AND CRIME SURVEY: HEADLINE STATISTICS

AUGUST 2017 TO JULY 2018 BASELINE

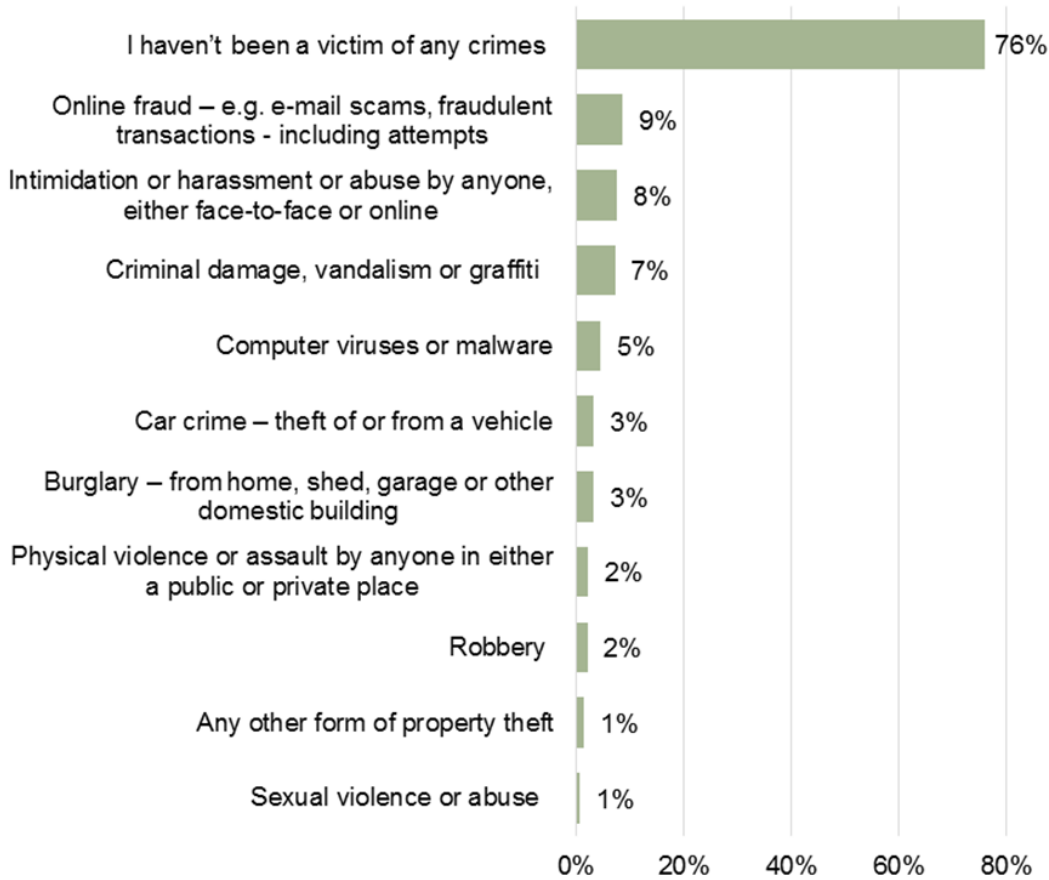
How much you agree or disagree with each of the following statements about the police in your local area?



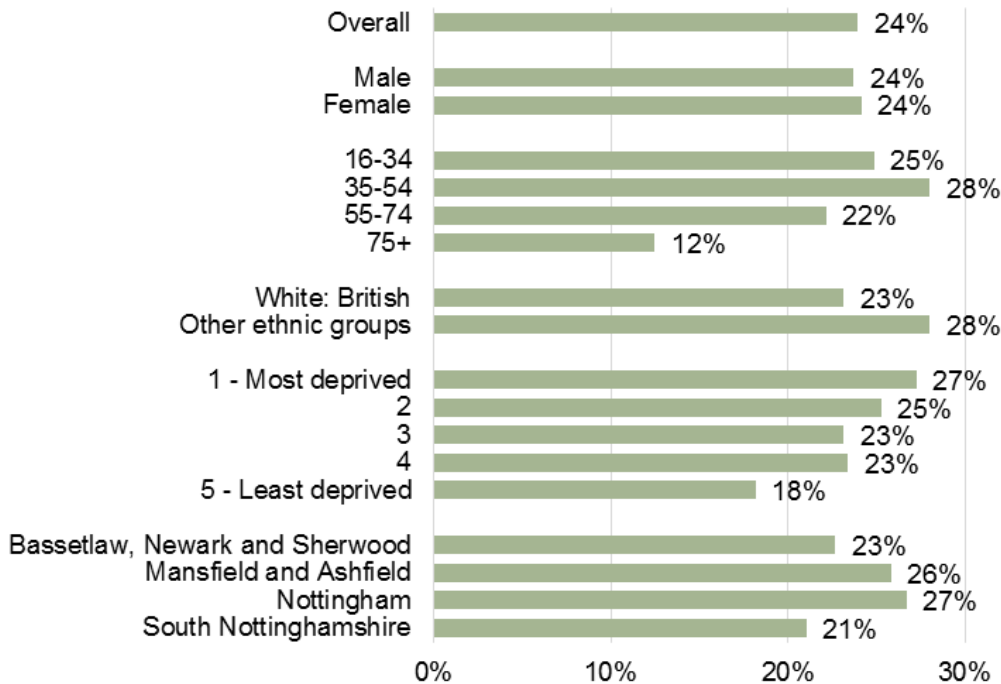
How much you agree or disagree with each of the following statements about the police in your local area?



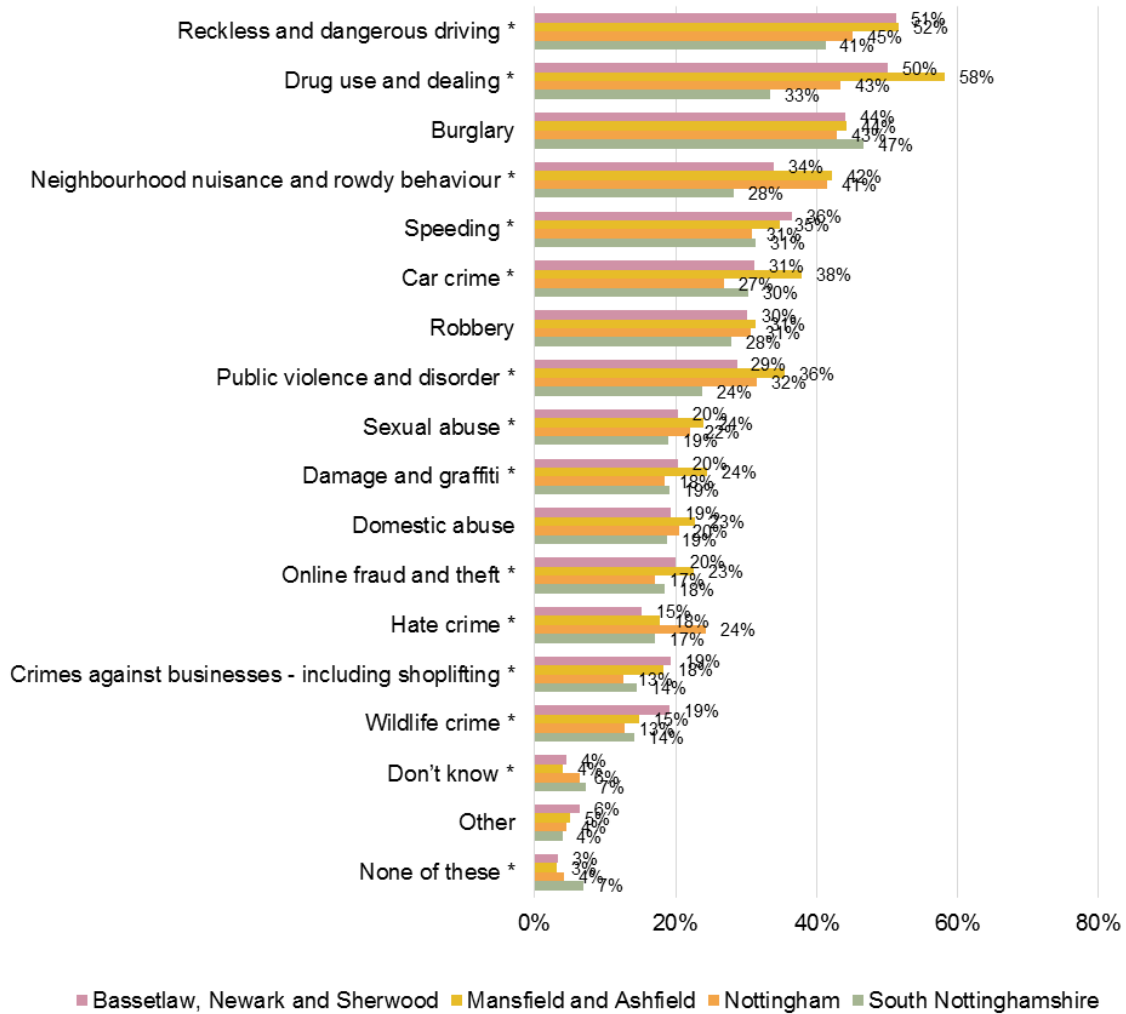
In the last 12 months, have you personally been a victim of any of the following crimes?



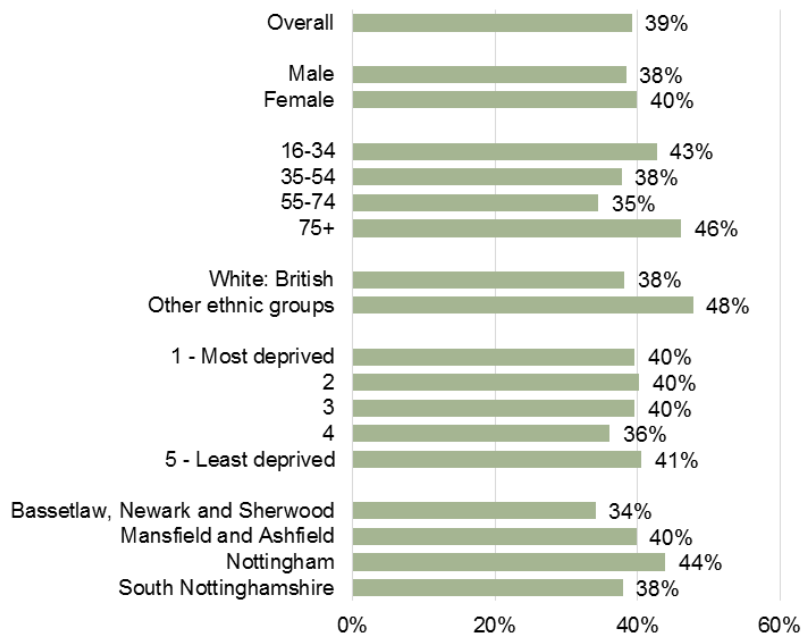
Victim of crime in the last 12 months



Are there any specific crime or anti-social behaviour issues that you would like to see the police and other agencies do more to tackle in your area?



Taking everything into account, the police in this area are doing a good a job - Strongly agree & agree





Nottinghamshire

POLICE & CRIME COMMISSIONER

Decisions of Significant Public Interest: Forward Plan

August 2018

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

2.0 Contracts (above £250k)						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
2.1	October 2018	New Custody Suite Consultants /Contractors	Following Business Case, award contract	£17,000,000 est. but agreements will only be for pre-construction costs	Ronnie Adams EMSCU	Force
2.2	TBC	Hucknall EMAS Works	Building Contractors	£515,000	Ronnie Adams EMSCU	Force
2.3	October 2018	ANPR	Procurement of ANPR hardware and installation	£650k	Ronnie Adams EMSCU	Force
2.4	TBC	Water Services	Contract for Water Services	>£250k	Ronnie Adams EMSCU	Force
2.5	October 2018	Driver Awareness Courses	Award of Contractor	>£250k	Ronnie Adams EMSCU	Force
2.6	August 2018	Lot 1 Vehicle Recovery Services	Award of Contractor	£1m	Ronnie Adams EMSCU	Force
2.7	TBC	Travel and Accommodation	Procurement of supplier, decision on award	>£250k	Ronnie Adams EMSCU	Force
2.8	September 2018	Agile Hardware	Procurement of Laptops / Desktops / Monitors, decision to award.	>£250k	Ronnie Adams EMSCU	Force



Nottinghamshire

POLICE & CRIME COMMISSIONER

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	Nottingham Bridewell	Replacement of the Bridewell.	Project Team working up details and costs for final Business Case	Insp Duncan Collins – EMCJS/ Tim Wendels, Estates and Facilities	Force
3.2	TBC	Replacement SARC	Proposal to replace the existing adult SARC with new, more suitable premises	Interim Business Case in course of preparation	T/DCI Clare Dean and Tim Wendels, Estates and Facilities	Force/OPCC

4.0 Workforce Plan and Recruitment Strategies						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
None to report.						

5.0 Strategic Issues including Finance						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
None to report.						

For Decision	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance
Date of Meeting:	6th September 2018
Report of:	Chief Constable
Report Author:	David Machin
E-mail:	David.Machin10991@Nottinghamshire.pnn.police.uk
Other Contacts:	Mark Kimberley
Agenda Item:	8

Finance Revenue Budget Outturn for 2018/19 as at June 2018

1. Purpose of the Report

- 1.1 The purpose of this report is to provide an update on the projected financial outturn position for revenue against the key financial performance headlines for Nottinghamshire Police as at 30th June 2018 (Period 3).

2. Recommendations

2.1 Recommendation 1

It is recommended that the contents of the attached report in Appendix A and virements approved under delegated arrangements cumulative to June 2018 are shown in Appendix B are noted.

2.2 Recommendation 2

That the Police and Crime Commissioner notes the forecast movements of less than £100k requiring Chief Constable approval as set out in Appendix C.

2.3 Recommendation 3

That the Police and Crime Commissioner approves the forecast movements greater than £100k requiring Chief Constable recommendation as set out in Appendix D.

2.4 Recommendation 4

That the planned PCSO recruitment in October 2018 is delayed until March 2019.

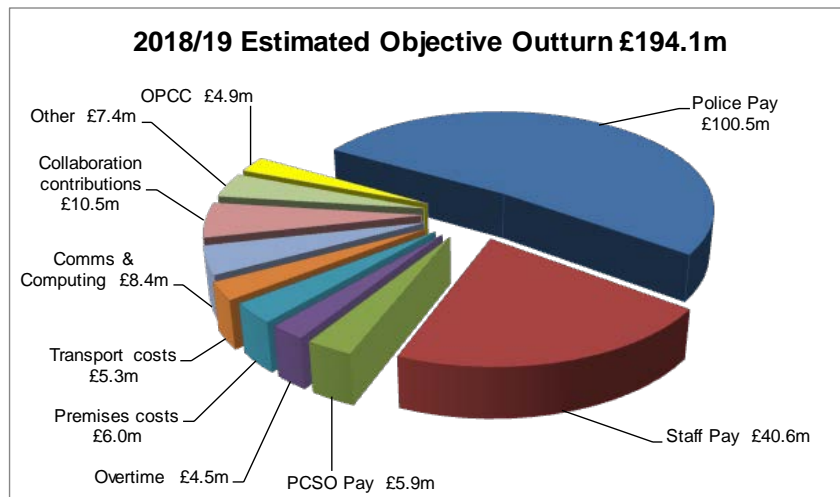
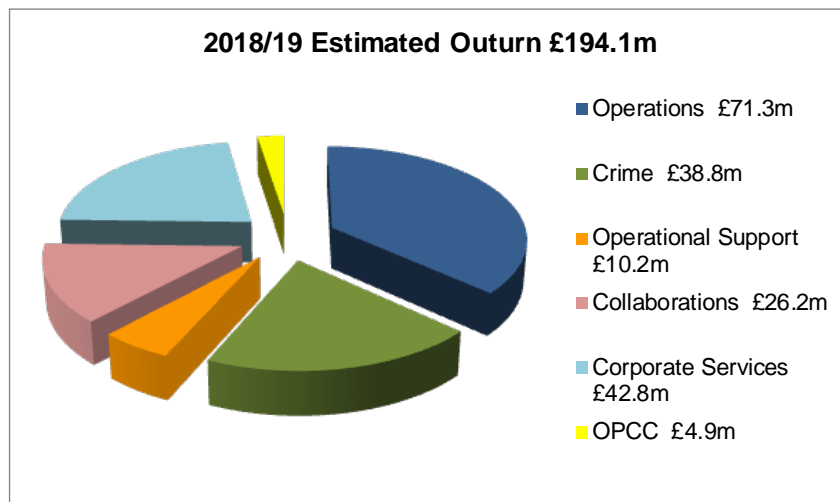
2.5 Background

The full year net revenue budget for 2018/19 is £193,100k. This is split the Force Budget £188,209k and the Office of the Police and Crime Commissioner (OPCC) £4,891k.

During June, Finance in conjunction with the organisation has continued to review the year end position (Appendix A). At the end of June the projected year end outturn is:

Entity	Budget £'000	Forecast Outturn £'000	Variance to Budget £'000
Force	188,209	189,258	1,049
OPCC	4,891	4,891	-
	193,100	194,149	1,049

Analysis of the 2018/19 Estimated Outturn



3. Reasons for Recommendations

- 3.1 To update the Chief Officer Team and the Office of the PCC on the Force's budgetary position for 2018/19 and complies with good financial management and Financial Regulations.

4. Summary of Key Points

Overview

- 4.1 The review during June of revenue expenditure is forecasting an over spend in the Force budget of £1,049k with a projected revenue spend of £189,258k; and an on budget position within the OPCC of £4,891k. Appendix A provides a more detailed position.

This over spend is predominately being driven by collaboration contributions, staff pay costs, overtime and other supplies & services. These have been partly offset by payroll savings from officers and PCSO pay costs, forensics & investigative costs, capital financing and additional income.

It is assumed that any underspends within the OPCC during the year will be transferred to OPCC's Commissioning reserve.

The table below shows the projected Force (including externally funded and seconded officers/staff) variances against the 2018/19 budget as at the end of June:

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Nottinghamshire Police Group Position Total: Budget Variance Analysis				
	Variance to Budget			
	£'000	£'000	£'000	Note
Pay & allowances				4.2
Police officer	(380)			
Staff	740			
PCSO	(768)			
			(407)	
Overtime				4.3
Police officer	442			
Staff	(28)			
PCSO	1			
			416	
Other employee expenses		193		4.4
Medical retirements		-		
Total pay costs		201		
Premises costs	198			4.5
Transport costs	59			4.6
Comms & computing	177			4.7
Clothing, uniform & laundry	33			
Other supplies & services	684			4.8
Custody costs & police doctor	(88)			4.9
Forensic & investigative costs	(172)			4.10
Partnership payments	99			4.11
Collaboration contributions	920			4.12
Capital financing	(286)			4.13
Total non-pay costs		1,625		
Income		(777)		4.14
Force overspend		1,049		
OPCC		-		
Group overspend		1,049		

4.2 Pay & allowances – under spend £407k

Police officer pay – under spend £380k

Forecast for the year is £100,485k, which is a projected under spend of £380k against the original budget. The forecast takes into account the recruitment profile assuming 198 FTE's during the year; includes the assumption of natural leavers rate at 7.5 FTE's per month and those officers reaching their 30 years' service will leave, unless otherwise advised by HR; whilst extending senior

ranks has incurred additional costs. The forecast reflects a downward movement in externally funded and seconded officers of £643k which has been reflected by reduced income.

Police staff – over spend £740k

Forecast for the year is £40,574k, which is a projected over spend of £740k against the original budget. There has been savings of £180k from reduced PIO's, but has been offset by agency costs where the budget assumed only a small agency cost as vacancies were budgeted at their substantive cost, however whilst the continued use of agency staff provides flexibility but it does so at an increased cost. In addition the vacancy provision rate was calculated on 7.5%, this is proving to be an overly optimistic position; a 1% over provision will increase costs by around £400k.

All requests for additional staff over and above establishment needs to be challenged to assess the business impact.

The forecast reflects a downward movement in externally funded and seconded staff of £64k which has been reflected by reduced income.

PCSO – under spend £768k

Forecast for the year is £5,867k, which is a projected under spend of £768k against the original budget. This reflects current performance to date and the rephasing of one of the planned cohorts towards the end of the financial year.

4.3 Overtime – over spend £416k

Overtime forecast for the year is £4,526k, which is a projected over spend of £416k against the original budget. The main drivers of the overspend are Op Palmitate at £88k; OS at £62k which is to be offset within income from the ARV uplift fund; seconded and externally funded officers/staff of £35k which has been offset by income; City and County at £118k driven by a lot of costs within CID; and custody of £43k.

4.4 Other employee costs – over spend £193k

Other employee costs forecast for the year is £2,234k, which is a projected over spend of £193k against the original budget. This is largely due to a general increase in training costs as advised by L&D; and virements to realign budgets account for £22k.

4.5 Premises costs – over spend £198k

Premises costs forecast for the year is £6,049k, which is a projected over spend by £198k against the original budget. This is mainly due to an increase in the dilapidations charge of £54k following a review by Estates (this is to provide for the costs required to bring properties to a good state of repair when the lease ends or the property is vacated); moves for Response resulting in £30k of revenue spend as a consequence of capital projects; £19k on utilities; rent

reviews of £35k (mainly for Riverside); business rates of £23k; and cleaning costs £53k, where the elements of the Solo contract were under budgeted.

4.6 Transport costs – over spend £59k

Transport costs forecast for the year is £5,347k, which is a projected over spend by £59k against the original budget. This is due to increased fuel costs of £8k; motor insurance of £12k; and public transport of £27k (where the forecast has been increased to reflect quarter one's current spend).

4.7 Comms & Computing – over spend £177k

Comms & computing forecast for the year is £8,430k, which is a projected over spend of £177k against the original budget. Virements to realign budgets account for £28k of the over spend with the remainder due to additional costs for Niche of £150k; GrayKey purchase which will reduce the need to send phones to Leicestershire for unlocking of £11k; and Signals for Noise software costs for the April to September of £17k which is being funded by not recruiting into a vacant post.

4.8 Other supplies & services – over spend £684k

Other supplies & services forecast for the year is £5,039k, which is a projected over spend of £684k against the original budget. This is largely due to the reversing out of the £250k procurement efficiency challenge from the budget which will be delivered across numerous lines of expenditure; consultancy and professional fees of £292k for additional support to the command and control replacement project (£238k) and supporting the Vensons review (£51k); vehicle recovery costs of £67k which is in line with recent activity and is more than offset through additional income (see note 4.14); increased Taser costs of £55k; and catering costs of £21k (mainly Op Palmitate).

4.9 Custody costs & police doctor – under spend £88k

Custody costs & police doctor forecast for the year is £1,349k, which is a projected under spend of £88k against the original budget. This is due to a new contract for the police doctor resulting in a saving of £120k; partly offset by increased costs for doctors statements of £17k and custody costs for meals, cleaning and other consumables.

4.10 Forensic & investigative costs – under spend £172k

Forensic & investigative costs forecast for the year is £1,913k, which is a projected under spend of £172k against the original budget. Virements to realign budgets account for £11k of the under spend, with the remainder being due to savings in new contracts for forensic analysis of £120k and interpreters of £50k.

4.11 Partnership payments – over spend £99k

Partnership payments forecast for the year is £1,520k, which is a projected over spend of £99k against the original budget. This due to payments for seconded costs of an additional ACC for three months; and a contribution to the Minerva Niche national team of £30k.

4.12 Collaboration contributions – over spend £920k

Collaboration contributions forecast for the year is £10,542k, which is a projected over spend of £920k against the original budget due to the MFSS of £1,042k for business as usual and the delay of the Fusion project. This was partly offset by savings on Legal services of £67k which related to savings from 2017/18; and confirmation that the contribution to NPAS will be reduced by £55k for 2018/19. The PCC may consider additional support in respect of these costs if additional savings cannot be identified in future periods.

4.13 Capital financing – under spend £286k

Capital financing forecast for the year is £3,854k, which is a projected under spend of £286k against the original budget. This saving is due to lower interest charges of £100k as a result of reduced borrowing; and a reduction in the Minimum Revenue Provision (MRP) of £186k as a result of the actual 2017/18 capital spend being lower than budgeted assumption.

4.14 Income – additional income £777k

Income forecast for the year is £13,810k, which is projected to be £777k above the original budget. Virements to realign budgets account for £21k of the additional income; £236k offsetting overtime costs for EMSOU officers; £250k from the ARV uplift fund to offset OS overtime costs; £100k from training apprenticeships to be recharged to university; £500k miscellaneous income based on recent activity; £120k for anticipated mutual aid; £100k of vehicle recovery which offsets the additional costs in Other supplies & services (see note 4.8); £59k from Lincolnshire for Niche collaboration for data centre, surge capacity and strategic delivery; £50k from the sales of non-slot vehicles. This has been partly offset by a reduction in seconded officers/staff and externally funded projects income which offsets payroll costs.

4.15 Efficiencies

The 2018/19 efficiency target in order to achieve a balanced budget is £300k as per the table below:

Efficiencies Target for 2018/19	
	£'000
Procurement	250
Forensics	50
	<u>300</u>

The procurement savings was included within Other supplies & services for budget purposes and was been reversed out in the June forecast on the basis that the savings will be delivered across numerous lines of expenditure.

Finance and the change team are constantly reviewing all efficiency projects with the organisation to identify any possible risks or opportunities to delivering the yearend target. Overall the total savings are expected to be achieved.

4.16 OPCC

The OPCC is projecting an on budget performance with an outturn of £4,891k. It is assumed that any under spend that may arise during the year will be transferred to the OPCC's Commissioning reserve at year end.

5. Financial Implications and Budget Provision

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

6. Human Resources Implications

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

7. Equality Implications

7.1 There are no equality implications arising from this report.

8. Risk Management

8.1 Please see attached Appendix A.

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

9.1 There are no policy implications arising from this report.

10. Changes in Legislation or other Legal Considerations

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

11. Details of outcome of consultation

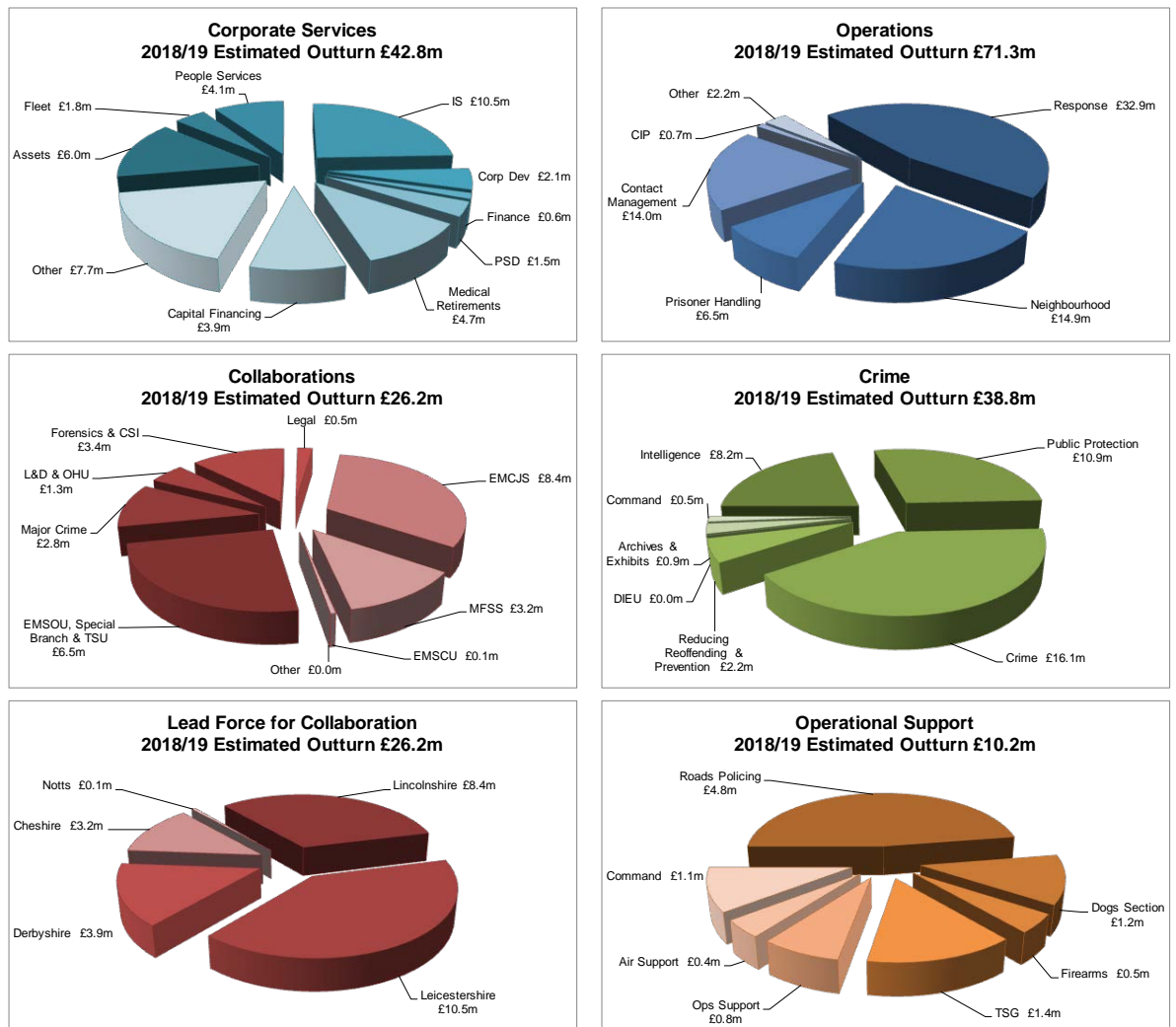
11.1 The figures included in this report are presented to the Force Executive Board on a monthly basis.

12. Appendices

- 12.1 Appendix A – Revenue Report to June 2018
- 12.2 Appendix B – Virements approved under delegated arrangements
- 12.3 Appendix C – Forecast movements less than £100k
- 12.4 Appendix D – Forecast movements greater than £100k

Appendix A

Analysis of the 2018/19 Estimated Outturn



A year to date under spend of £3,057k against the cash flow forecast is shown in detail in Appendix A. These differences represent timing differences between the agreed estimated spend profile and latest provisions. Overall this difference has no impact in outturn over and above that reported in the above table.

The cash flow forecast is split £1,845k for the Force and £1,212k for the OPCC. The cash flow under spend is largely due to timing of partnership payments and the 2018/19 charge for the Minimum Revenue Provision (MRP); timing of payments in for medical retirements which are difficult to predict. This is partly offset by income which is mainly due to the reversal of a year end accrual and timing of seconded/externally funded projects income; and EMSOU collaboration payment which was budgeted later in the year.

The year to date reduction in cash flow forecasting within the OPCC of £1,212k is due to the phasing of payments relating to the community safety grant, which is expected to reverse over the remainder of the financial year.

Appendix A

Nottinghamshire Police

Revenue Budget Monitoring as at June 2018



	2018/19 Approved Budget £'000	Virements £'000	(Opportunities) / Risks £'000	Seconded & EF Projects £'000	Revised Budget £'000	Year to Date Revised Budget £'000	2018/19 Expenditure £'000	Year to Date Variance £'000	Projected Over/ (Under)spend £'000	Movement £'000
Local Policing										
Uniformed Operations	56,635	-	(77)	-	56,558	13,956	14,119	163	(77)	(77)
Contact Management	14,132	-	(146)	-	13,986	3,534	3,495	(39)	(146)	(146)
Citizens in Policing	242	-	479	-	721	60	180	120	479	479
	71,009		256		71,265	17,550	17,793	243	256	256
Crime & Operational Support										
Crime	38,698	(148)	216	-	38,766	9,611	9,445	(166)	68	68
Operational Support	10,165	-	43	-	10,208	2,554	2,683	130	43	43
	48,863	(148)	259		48,974	12,165	12,129	(36)	111	111
Collaboration - Operational										
EMCJS	8,974	-	(539)	-	8,435	2,192	1,751	(441)	(539)	(539)
Forensics	2,336	-	(120)	-	2,216	(0)	26	26	(120)	(120)
CSI	1,249	-	(90)	-	1,159	311	291	(20)	(90)	(90)
Special Branch	867	-	(44)	-	823	219	222	3	(44)	(44)
Major Crime	2,715	-	76	-	2,791	606	774	168	76	76
EMSOU CID	2,918	-	-	-	2,918	4	1,449	1,445	-	-
TSU	612	-	(6)	-	605	1	284	283	(6)	(6)
EMSOU SOCU	2,412	-	(306)	-	2,105	606	579	(27)	(306)	(306)
	22,083		(1,030)		21,052	3,938	5,376	1,438	(1,030)	(1,030)
Corporate Services										
Assets	5,684	-	304	-	5,989	1,500	1,128	(371)	304	304
Fleet	1,902	-	(93)	-	1,809	481	563	82	(93)	(93)
Finance	662	-	(93)	-	569	172	140	(32)	(93)	(93)
People Services	3,813	-	254	-	4,066	975	862	(113)	254	254
Information Services	10,039	148	290	-	10,477	2,918	2,797	(121)	438	438
Corporate Development	2,177	(5)	(43)	-	2,130	540	522	(19)	(48)	(48)
Corporate Communications	821	-	(24)	-	798	215	196	(19)	(24)	(24)
Command	1,025	(95)	175	-	1,105	308	315	7	80	80
PSD	1,626	-	(139)	-	1,487	435	375	(60)	(139)	(139)
Procurement	737	-	21	-	758	132	160	28	21	21
Central Codes	12,581	100	(310)	-	12,371	6,112	2,812	(3,300)	(210)	(210)
Other	993	-	268	-	1,262	247	130	(116)	268	268
	42,063	148	610		42,821	14,035	10,000	(4,035)	758	758
Collaboration - Corporate Services										
MFSS	2,155	-	1,041	-	3,196	539	(269)	(808)	1,041	1,041
Learning & Development	788	-	(0)	-	788	-	393	393	(0)	(0)
EMSCU	150	-	(20)	-	130	85	258	173	(20)	(20)
Force Collaboration	-	-	-	-	-	-	-	-	-	-
Collaboration Contributions	-	-	-	-	-	-	-	-	-	-
IS Transformation	-	-	-	-	-	-	-	-	-	-
Legal	606	-	(67)	-	539	44	(58)	(102)	(67)	(67)
OHU	492	-	-	-	492	-	234	234	-	-
	4,192		954		5,146	668	557	(110)	954	954
Externally Funded										
	-	-	-	-	-	551	620	69	-	-
Seconded Officers										
	-	-	-	-	-	14	601	587	-	-
Force total	188,209		1,049		189,258	48,920	47,076	(1,845)	1,049	1,049
OPCC	4,891						(1,286)	(1,212)		
Group position total	193,100		1,049		194,149	48,846	45,789	(3,057)	1,049	1,049

Appendix A

Nottinghamshire Police

Revenue Budget Monitoring as at June 2018



	2018/19 Approved Budget £'000	Virements £'000	(Opportunities) / Risks £'000	Seconded & EF Projects £'000	Revised Budget £'000	Year to Date Revised Budget £'000	2018/19 Expenditure £'000	Year to Date Variance £'000	Projected Over/ (Under)spend £'000	Movement £'000
Pay & Allowances										
Police officer	100,864	-	263	(643)	100,485	25,231	25,043	(188)	(380)	(380)
Staff	39,834	(17)	824	(66)	40,574	10,455	10,286	(169)	740	740
PCSO	6,635	-	(771)	3	5,867	1,648	1,487	(161)	(768)	(768)
	147,333	(17)	316	(707)	146,926	37,334	36,816	(518)	(407)	(407)
Overtime										
Police officer	3,418	(1)	408	35	3,860	818	1,252	434	442	442
Staff	642	-	(22)	(6)	614	169	152	(17)	(28)	(28)
PCSO	51	-	1	0	52	13	14	1	1	1
	4,111	(1)	388	29	4,526	999	1,418	419	416	416
Other employee expenses	2,041	22	171	-	2,234	455	380	(74)	193	193
Medical retirements	4,695	-	-	-	4,695	1,181	762	(419)	-	-
	158,180	4	875	(678)	158,381	39,968	39,376	(592)	201	201
Premises costs	5,851	-	198	-	6,049	1,542	883	(659)	198	198
Transport costs	5,287	-	59	-	5,347	1,676	1,262	(414)	59	59
Comms & computing	8,253	28	149	-	8,430	2,491	2,337	(154)	177	177
Clothing, uniform & laundry	612	-	33	-	645	100	149	49	33	33
Other supplies & services	4,354	-	678	6	5,039	1,465	873	(592)	684	684
Custody costs & police doctor	1,437	-	(88)	-	1,349	359	211	(149)	(88)	(88)
Forensic & investigative costs	2,085	(11)	(161)	-	1,913	262	36	(226)	(172)	(172)
Partnership payments	1,422	-	91	8	1,520	69	(2,528)	(2,597)	99	99
Collaboration contributions	9,622	-	920	-	10,542	665	2,212	1,548	920	920
Capital financing	4,139	-	(286)	-	3,854	2,986	119	(2,867)	(286)	(286)
	43,062	17	1,594	14	44,687	11,615	5,554	(6,061)	1,625	1,625
Total expenditure	201,242	21	2,469	(664)	203,068	51,583	44,930	(6,653)	1,826	1,826
Income	(13,033)	(21)	(1,420)	664	(13,810)	(2,662)	2,146	4,808	(777)	(777)
Force	188,209	-	1,049	-	189,258	48,920	47,076	(1,845)	1,049	1,049
OPCC	4,891	-	-	-	4,891	(74)	(1,286)	(1,212)	-	-
Group position total	193,100	-	1,049	-	194,149	48,846	45,789	(3,057)	1,049	1,049

Appendix B

2018/19 Forecast Movements - April to June 2018

Virements

			Month	£
Police Staff Pay				
AS110 Police Staff - Basic Pay	Signals for Noise software Apr - Sep 2018 - using savings from P3 vacant post that not recruiting to		Jun	(14,000)
AS310 Police Staff - NI	Signals for Noise software Apr - Sep 2018 - using savings from P3 vacant post that not recruiting to		Jun	(1,400)
AS380 Police Staff - Standard Employer's Pension Contribution	Signals for Noise software Apr - Sep 2018 - using savings from P3 vacant post that not recruiting to		Jun	(1,600)
				(17,000)
Overtime				
AO920 Police Officer - Time and a Third	Move budget to fund Counter Corruption training		Jun	(1,150)
				(1,150)
Other Employee Costs				
AE320 External Training Courses	Income from sale of vehicles will be used to fund external training		Jun	21,260
AE320 External Training Courses	Move budget to fund Counter Corruption training		Jun	1,150
				22,410
Communications & Computing				
EC512 Software Licences	GrayKey purchase. IT are going to take responsibility for this so moving budget from Intel to cover the costs. This will reduce the need to send phones to Leics for unlocking		Jun	11,080
EC512 Software Licences	Signals for Noise software Apr - Sep 2018 - using savings from P3 vacant post that not recruiting to		Jun	17,000
				28,080
Forensic & investigative costs				
EF130 Electronic Forensics	GrayKey purchase. IT are going to take responsibility for this so moving budget from Intel to cover the costs. This will reduce the need to send phones to Leics for unlocking		Jun	(11,080)
				(11,080)
Income				
IO990 Miscellaneous Income	Income from sale of vehicles will be used to fund external training		Jun	(21,260)
				(21,260)
				-

Appendix C

2018/19 Forecast Movements - April to June 2018

Less than £100k

		Month	£
Staff Overtime			
Various	Reflects expected 2018/19 outturn	Jun	(21,717)
			(21,717)
PCSO Overtime			
Various	Reflects expected 2018/19 outturn	Jun	968
			968
Other Employee Costs			
AE320 External Training Courses	Senior Investigating Officer Development Programme; Divisional Training Days vs New Intakes Provision for training on Cyber Crime, this cost should be off-set by income from Region for setting up the Cyber Crime team; Provision for training on Cyber Crime, this cost should be off-set by income from Region for setting up the Cyber Crime team; Covert Monitoring training approved from ACC contingency; Pursuit Commanders course; GP dog instructor course ordered locally - not got approval from EMCHRS; Specialist dog search course ordered locally - not got approval from EMCHRS	Jun	38,063
AE340 Tuition Fees	Based on spend to date on access to work - some of this should be offset by income	Jun	5,000
AE350 Training Materials	Savings identified following a review of 2017/18 spend	Jun	(4,200)
AE404 Recruitment relocation cost	Relocation expenses	Jun	3,693
AE560 Chaplains Fees	Annual contribution to chaplaincy service	Jun	4,100
			46,656
Property Related			
EP102 Planned Maintenance	Response moves to Kirkby, Arnold and Byron House, revenue spend as a consequence of capital projects; Increase in Dilapidations provision following review	Jun	83,500
EP141 Annual Servicing	Price amended as per schedule with new contract prices; and Carlton, reduced as building empty and due to be sold	Jun	(26,207)
EP201 Gas	Adjusted in-line with 2017/18 actuals	Jun	22,530
EP202 Electricity	Adjusted in-line with 2017/18 actuals; amendments for Trowell and Tuxford	Jun	17,125
EP205 Water Services / Rates	Adjusted in-line with 2017/18 actuals	Jun	(20,850)
EP250 Rent	Riveride, reviewed based on April rental charge; Warsop, originally reduced as trowell part of neighbourhood review, this has not yet commenced; Byron House, amended to 2017/18 actuals, national car park charges not known at budget setting	Jun	35,125
EP251 Hire of Rooms/Premises	SLC Costs for 2018/19 not included within original budget; Purchase of portacabin at FHQ to accommodate CAB staff; Op Palmitate - hire of welfare cabins and portaloos	Jun	15,539
EP253 Service Charge	Tuxford, originally reduced as trowell part of neighbourhood review, this has not yet commenced	Jun	285
EP302 Council Tax	Various adjustments Reflecting 2018/19 demand and various adjustments for Carlton, Tuxford, Holmes House, Eastwood, Mansfield Woodhouse, Bingham, and Sutton	Jun	22,772
EP350 Waste Disposal	Adjusted in-line with 2017/18 actuals	Jun	9,555
EP401 Contract Cleaning	Solo, charges for management fee and cleaning consumables not included within original budget; and adjustments made for Trowell and Holmes House	Jun	43,925
EP403 Cleaning Equipment	Adjusted in-line with 2017/18 actuals	Jun	(5,750)
			197,549
Transport Related			
ET104 Vehicles - Tyres & Tubes	Adjusted in-line with 2017/18 actuals	Jun	5,000
ET140 Upkeep of Transport & Plant	Decommissioning of fuel tank at Sutton in Ashfield station in preparation for sale of property	Jun	4,916
ET170 Vehicle Cleaning	Adjusted in-line with 2017/18 actuals	Jun	2,935
ET190 Petrol	Adjusted in-line with 2017/18 actuals	Jun	7,730
ET250 Vehicle Insurance	Heath Lambert, actual invoice for 2018/19 less than budget	Jun	11,740
ET455 Public Transport & Parking	Adjusted in-line with 2017/18 actuals	Jun	20,840
ET455 Public Transport & Parking	Travel warrants issued by Custody staff, adjustment to reflect recent actuals	Jun	6,280
			59,441
Communications & Computing			
Various	Various movements in service costs	Jun	703
			(703)
Clothing & Uniforms			
EU111 Clothing & Uniforms	Revised uniform costs due to change of recruitment programme from original list at budget setting	Jun	13,285
EU111 Clothing & Uniforms	Cost of measuring service provided by Cooneen	Jun	11,400
EU114 Laundry	Amended in-live with 2017/18 actuals	Jun	8,400
			33,085

Appendix C

2018/19 Forecast Movements - April to June 2018

Less than £100k

		Month	£
Other Supplies & Services			
EO110 Contract Catering	Amended in-live with 2018/19 actuals	Jun	7,025
EO110 Contract Catering	Op Palmitate, amended in-live with 2018/19 actuals	Jun	14,460
ER101 Stationery & Office Consumables	Increased in-line with 2017/19 actuals for Pangbourne purchases and costs for printing supplies	Jun	21,000
ER101 Stationery & Office Consumables	Saving on the purchase of pre-printed digital media by new tender award	Jun	(5,038)
Various insurance costs	Heath Lambert, actual invoice for 2018/19 less than budget	Jun	(21,440)
EX410 Specialist Operational Equipment	The original budget needed to be increased based on outturn for 2017/18	Jun	3,718
EX426 Police Cones & Traffic Signs	OP Palmitate, necessary to cover costs for sign rental & installation for 2018	Jun	1,290
ex431 Maintenance/Consumables Specialist Op Equipment	Take out buddi tags that was increased at the end of 2017/18, this was never approved by COT	Jun	(29,700)
EX701 Firearms & Ammunition	Increased Taser Costs	Jun	55,000
EX750 Vehicle Recovery Costs	Increase in average calculations based on outturn for 2017/18, which is offset by income	Jun	67,200
EX802 Stray Animals (maintenance costs)	Increase in contract price for Suntop boarding kennels for 2018/19	Jun	5,380
EX901 Legal Costs	Advice for Vensons contract work - expected that this will be an ongoing need until further notice	Jun	14,000
EY250 Consultants Fees	P2G Venson consultancy	Jun	16,000
EY250 Consultants Fees	Priority Plan work	Jun	3,400
EY251 Professional Fees	Vensons PFI Remodelling and Vensons Consultancy (supplier CMS Legal Services)	Jun	34,500
EY510 Subsistence	Amended in-live with 2017/18 and 2018/19 actuals	Jun	3,000
			189,795
Custody costs & police doctor			
ED111 Detained Persons - Meals / Refreshments	Amended in-live with 2017/18 and 2018/19 actuals	Jun	8,400
ED510 Decontamination Costs	Adjusted in-line with 2017/18 actuals	Jun	2,885
ES140 Doctors Statements	Amendment based on recalculation in Jun	Jun	16,920
ES320 First Aid Equipment / Consumables	Adjusted in-line with 2017/18 actuals	Jun	4,590
			32,795
Forensic & investigative costs			
EF110 Pathologists Fees	Additional budget to cover increased post mortem costs due to coroners being under more scrutiny	Jun	9,000
EL110 Interpreters Fees	New contract in place so should see a reduction in these costs.	Jun	(50,000)
			(41,000)
Partnership Payments			
EJ130 Young Offenders Teams	Reduction in Notts County Council element of YOT	Jun	(25,500)
EJ190 Other Partnerships	Extension of ACC Prior contract August/September due to handover for new Temp ACC Kate Meynell	Jun	19,000
EJ190 Other Partnerships	MAPPA adjustment for actual figure	Jun	1,904
EJ190 Other Partnerships	Minerva Niche - contribution to National Team	Jun	30,000
EJ190 Other Partnerships	Mini police costs	Jun	5,000
EJ190 Other Partnerships	Volunteer Police Cadets interim cost sharing arrangement agreed at Chief Council	Jun	7,500
EJ190 Other Partnerships	EMPAC contribution is no longer required by Notts	Jun	(14,000)
EJ190 Other Partnerships	Costs for ACC Prior Apr-July2018. Originally forecast within Officer Pay	Jun	60,000
EJ190 Other Partnerships	Project consultancy for Apr & May not included within the ESN budget but may need to be recharged back to the Region.	Jun	7,200
			91,104
Collaboration Contributions			
EJ601 Collaboration service	Legal savings from 2017/18 which was notified late	Jun	(67,000)
EJ601 Collaboration service	Reduced NPAS charges for 2018/19	Jun	(55,000)
EJ601 Collaboration service	Contribution to Op Advenus to EMSOU 2018/19	Jun	8,500
EJ601 Collaboration service	Collaboration 2017/18 adjustment for TSU	Jun	(7,488)
EJ601 Collaboration service	Change request costs for staff pay for MFSS	Jun	41,150
			(79,838)
Income			
IF170 Certificates	Pedlar certificates income	Jun	(172)
IF340 Aerials Rental	Adjusted income as per revised schedule received from Cell CM. Income lower due to removal of HH and retention of maintenance money	Jun	45,925
IG117 Loan Charges Grant	Loan Charges savings not known at time of budgeting	Jun	(40,000)
IG810 Local Partnership Funding	Income from salary recharge to Trading Standards	Jun	(33,000)
IG810 Local Partnership Funding	Income received from EMSOU re Op Sesame	Jun	(1,396)
IG810 Local Partnership Funding	Income received from EMSOU re Op Arraigning	Jun	(1,396)
IG810 Local Partnership Funding	Income from Lincs re Niche collaboration for data centre, surge capacity and strategic delivery	Jun	(59,165)
IO151 Insurance received	Adjusted in-line with 2017/18 actuals	Jun	(57,600)
IO990 Miscellaneous Income	Income for Prison Lockouts	Jun	(6,000)
IO990 Miscellaneous Income	Vetting income, based on income to date	Jun	(10,000)
IO990 Miscellaneous Income	Collaboration 2017/18 adjustment for EMSOU SOC	Jun	(1,556)
IS110 Sale of Surplus Equipment	Income for sale of non-slot vehicles replaced under capital programme	Jun	(50,000)
			(214,360)

Appendix C
2018/19 Forecast Movements - April to June 2018
Less than £100k

Month	£
-------	---

293,775

Chief Officer Team:

Approved by: _____

Date: _____

Finance:

Approved by: _____

Date: _____

Appendix D

2018/19 Forecast Movements - April to June 2018 Greater than £100k

		Month	£
Police Officer Pay			
Various	Reflects the move to the new police model	Jun	263,066
			263,066
Police Staff Pay			
Various	Reflects expected 2018/19 outturn	Jun	823,920
			823,920
PCSO Pay			
Various	Reflects expected 2018/19 outturn	Jun	(770,508)
			(770,508)
Police Officer Overtime			
Various	Reflects expected 2018/19 outturn	Jun	408,421
			408,421
Other Employee Costs			
AE320 External Training Courses	Due to increased recruitment of officers	Jun	124,000
			124,000
Communications & Computing			
EC525 Web Infrastructure	Additional Niche costs	Jun	150,000
			150,000
Other Supplies & Services			
EY104 Central Efficiency Target	To remove the budget put in for the Procurement savings as this is now coming through within the actuals	Jun	250,000
EY250 Consultants Fees	Additional people resources to support the Command and Control replacement system	Jun	238,421
			488,421
Custody costs & police doctor			
ES110 Police Surgeons / Clinicians	New contract in place so should see a reduction in these costs.	Jun	(120,396)
			(120,396)
Forensic & investigative costs			
EF120 Forensic Analysis	New contract in place so should see a reduction in these costs.	Jun	(120,000)
			(120,000)
Collaboration Contributions			
EJ601 Collaboration service	Revised costs for MFSS for Fusion and BAU	Jun	1,000,000
			1,000,000
Capital Financing			
KI110 Interest Paid	Updated interest figure	Jun	(100,000)
KM110 Minimum Revenue Provision	Revised MRP charge	Jun	(185,809)
			(285,809)
Income			
IF620 Vehicle Recovery	Increase in average calculations based on outturn for 2017/18, which is offset by costs	Jun	(100,000)
IF640 Training - Police	Income for training apprenticeships - recharge to university	Jun	(100,000)
IO154 Crime Prevention Income	Budget is no longer needed for the crime fighting fund as this will be met from reserves	Jun	100,000
IO990 Miscellaneous Income	Additional general income	Jun	(500,000)
IO990 Miscellaneous Income	ARV income not included in the budget	Jun	(250,000)
IR150 Seconded Police - inter force	EMSOU overtime recharge	Jun	(235,801)
IR160 Mutual Assistance	Anticipated mutual aid	Jun	(120,000)
			(1,205,801)
			755,314

Chief Officer Team:

Approved by:

Date:

Finance:

Approved by:

Date:

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	8th October 2018
Report of:	Paddy Tipping Police Commissioner
Report Author:	Kevin Dennis
E-mail:	kevin.dennis@nottinghamshire.pnn.police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	8

POLICE AND CRIME PLAN (2017-18) – ANNUAL REPORT

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to provide the Police and Crime Panel with the Commissioner's Annual Report in respect of his Police and Crime Plan for 2017-18. **Appendix A** contains the full report.
- 1.2 The report identifies the end of year performance against targets and a summary of the range of activities that have been implemented during 2017-18.

2. RECOMMENDATIONS

- 2.1 That the Panel discuss and note the progress made.
- 2.2 That the Panel scrutinises performance against the strategic priority themes and activities set out in the Police and Crime Plan.

3. REASONS FOR RECOMMENDATIONS

- 3.1 The Police Reform and Social Responsibility (PR&SR) Act 2011 places a statutory duty on the Commissioner to produce an Annual Report on the exercise of his functions in each financial year, and the progress which has been made in meeting the police and crime objectives in the Commissioner's Police and Crime Plan.
- 3.2 As soon as practicable after producing the Annual Report, the Commissioner must send the report to the Panel. The Commissioner must attend before the Panel at the public meeting arranged by the Panel to present the report to the Panel and answer the Panel's questions on the report.
- 3.3 The Commissioner must give the Panel a response to any report or recommendations on the Annual Report and publish any such response.

3.4 This report fulfils in part these statutory obligations.

4. Summary of Key Points

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

5. Financial Implications and Budget Provision

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

6. Human Resources Implications

6.1 None - this is an information report.

7. Equality Implications

7.1 None

8. Risk Management

8.1 Risks to performance are identified in other reports.

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

9.1 This report provides Members with the Commissioner's Annual Report on progress in respect of the Police and Crime Plan for 2017-18.

10. Changes in Legislation or other Legal Considerations

10.1 None which affects the content of this report.

11. Details of outcome of consultation

11.1 The Chief Constable has been consulted on this report.

12. Appendices

A. The Commissioner's Annual Report (2017-18).

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

- Police and Crime Plan 2016-2018 (published)

Kevin Dennis, Chief Executive of the Nottinghamshire Office of the Police and Crime Commissioner

Kevin.dennis@nottinghamshire.pnn.police.uk

Tel: 0115 8445998

Philip Gilbert, Head of Strategy and Assurance of the Nottinghamshire Office of the Police and Crime Commissioner

philip.gilbert11028@nottinghamshire.pnn.police.uk

Tel: 0115 8445998



Annual Report

2017-18

July 2018 Final

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Foreword



It's time to look back at the highlights of another successful year. This annual report, which is my sixth as Nottinghamshire's PCC, updates you on the work we've been doing to improve public safety and our many achievements.

We've had another positive year as evidenced by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) which assessed the force as "Good" in two of the three major inspection areas. This is a significant improvement on previous assessments and

illustrates our continued determination to deliver the best possible service to the public in the face of on-going resource constraints.

As well as keeping crime levels in line with the national average in 2017-18, we've continued to provide exceptional value for money for the public, delivering policing at a cost of just 48 pence per day to local taxpayers – much less than the national average of 55 pence.

Some other key successes I want to highlight are:

- ✓ Despite higher levels of recorded crime our local resident's perception of risk of crime is at an all-time low
- ✓ 92.4% of domestic abuse survivors surveyed were fairly, very or completely satisfied with the service they received from the Police
- ✓ Nottinghamshire Magistrates' Court has the highest conviction rate in the region with a rate of 85.7% and 0.8% higher than the national average



- ✓ Death or Serious Injury through Unlawful Driving has reduced 57.1%, Theft from Person -22.9%, Bicycle Theft -17% and Antisocial Behaviour down 3.3%
- ✓ Several police and partnership operations to tackle organised crime have succeeded (one case led to 17 members of a gang being arrested and prosecuted and sentenced to a total of 100 years' imprisonment)
- ✓ The 2017-18 efficiency target to save £5.5m has been exceeded by £2.3m

Nevertheless, 2017-18 has continued to present its challenges. HMICFRS's Value for Money profiles have consistently highlighted disparities between demand for our services and the funding we receive from the government, with the latter much lower than average despite a higher volume of 999 calls per head of population. Put very simply, this means we have a demand and crime profile of a metropolitan force with the funding profile of a county force.

Our local authority colleagues have endured similar financial challenge which has affected proactive work. This year, we experienced the further withdrawal of preventative services which has had an unwelcome impact. I believe more than ever that we are seeing the consequences of austerity.


At the same time, crime is becoming more complex and resilient to traditional investigation. We've seen an increase in dating scams, family or friend-related "mate" crime and online frauds targeting the elderly. High risk offences such as serious sexual violence - both current and non-recent - have increased alongside rises in international offending such as human trafficking which is the result of our victim recovery work increasing confidence in reporting. There have also been emerging risks to deal with including the ever-expanding variety of psychoactive substances on our streets.

Against this backdrop, the need to bolster our frontline has become acute and the Chief Constable has been busy identifying efficiencies to facilitate the recruitment of up to 200 additional Police Officers in 2017-18 and a further 158 in 2018-19. I hope to see the number of officers grow in Nottinghamshire to a figure approaching 2,000 in the next couple of years and maintain hope that the government will help us to maintain and grow this number in the future.

Alongside this ambitious recruitment programme, last year saw the introduction of a new geographic-based policing model making more effective use of our time and resources to achieve better results within our communities. This change is about putting people together in areas where they are needed to respond to issues and will be supported by force-wide specialist operations helping us to tackle emerging priorities in 2018-19.

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

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



Paddy Tipping
Nottinghamshire Police and Crime Commissioner

Introduction

This is the Commissioner's sixth Annual Report for 2017-18 relating to his 2016-18 Police and Crime Plan.

The Commissioner is required by law to produce an annual report and to share it with the Police and Crime Panel for review. He will publish his response to their comments and recommendations following the Panel's meeting in September 2018 when this report will be discussed.

This report covers the financial year from April 2017 to March 2018 and details a range of performance outcomes and of activities undertaken by the Commissioner, Nottinghamshire Police and Partners during the year to make people safer.



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

The Police and Crime Plan draws strongly on the experiences of the public, shared during an extensive engagement and consultation programme. It aims to put their views and the interests of victims at the heart of policing for

FORCE AREA 	834 square miles	
POPULATION 	1.12m people	7% local 10 yr change
WORKFORCE 	73% frontline	78% national level
	3.3 per 1000 population	3.6 national level
	15% change in local workforce since 2010	15% national change since 2010
VICTIM-BASED CRIMES 	0.06 per person	0.06 national level
	Local 5 year trend (no change)	National 5 year trend (no change)
COST 	48p per person per day local	55p per person per day national

Nottingham and Nottinghamshire and sets out the main priorities for action over the next year, reflecting what the public has told us needs to happen to increase their feelings of safety and reduce their fear of crime.

During 2017-18, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) carried out a number of inspections and published a number of reports assessing Nottinghamshire Police 'Good' in two of the three areas inspected i.e. Effectiveness and Legitimacy with Efficiency Requires Improvement.

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

As can be seen, although HMICFRS deemed the Force Good overall, this is against a backdrop of a 15% fall in resources since 2010.

The level of crime is in line with the national average but it costs each local tax payer only 48 pence per day which is less than the national average of 55 pence.

As can be seen, the Force also has fewer resources (3.3 per 1000 population).

Consultation and Engagement

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



The info graphic (right) illustrates the range of consultation.

In December 2017, two major stakeholder events were held specifically to gain a better understanding of what the Commissioner should prioritise in his new plan.

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

Communication

- 6 issues of 'The Beat' newsletter & 3 'rural round-ups' published
- Wrote 20 newspaper columns and issued 290+ press releases
- Tweets and Facebook posts received over 58,000 views
- Website received around 41,700 unique views

Public consultation and engagement

- Police and Crime Survey captured views of over 4,000 residents
- Further 4,550 residents consulted through engagement activity
- Engaged over 200 individuals from partner agencies
- Engaged local residents on their views about policing via events such as Newark Show, Nottingham Pride, Nottingham Carnival

Public Contact

- Dealt with 69 police professional standards complaints
- Responded to 32 Freedom of Information Requests
- Dealt with over 500 letters and e-mails the public
- Attended community meetings in Harworth and Bircotes, the Meadows, Clifton, Leake, Normanton and Stanford-on-Soar

Conferences and Stakeholder Events

- Supported and organised conferences and stakeholder events including 'Lives Not Knives Conference' and 'Crossing Boundaries'
- Attended events focusing on Drinkaware, Switch Up Knife Crime, Nottinghamshire Youth Commission and Nottingham Citizens

Public and Stakeholder Meetings

- Held 5 Strategic Resources and Performance meetings, 3 public Audit and Scrutiny Panels and attended 6 Police and Crime Panels
- Convened two meetings with Chairs of Strategic Partnerships
- Held a Stakeholder budget workshop with partner agencies

Walkabouts

- Conducted a number of community walkabouts to listen to local issues and concerns and view projects supported by PCC funding

The Commissioner's Consultation and Engagement Strategy published in May 2016 provides comprehensive information on the various ways the Commissioner and his office consults and engages with the communities.¹

Pledges

The Commissioner made seven pledges during his second election campaign and a range of activities to support these pledges was reported extensively in last year's annual report, but in summary:

- ✓ The Commissioner has worked with the Chief Constable to maintain 57 neighbourhood policing teams across the whole of Nottingham and Nottinghamshire and on 1st April this year the Force implemented its new geographical structure led by two superintendents with area responsibility for the City and County.
- ✓ Better services have been commissioned for the victims of crime through Victim Care which commenced its new service in January 2017 providing better support for domestic violence crimes against women, girls and hate crime victims. Over 9,000 victims of crime and anti-social behaviour were referred to Victim CARE, who conducted over 4000 needs assessments.
- ✓ A wide range of activity has been undertaken to tackle cybercrime and online fraud including introducing Operation Signature, a model of identifying and protecting vulnerable victims of financial abuse.
- ✓ The Commissioner has honoured his ten commitments to Nottingham Citizens and on 10th May 2018, together with the Deputy Chief Constable,



reported to an assembly of up to 1000 members on the progress made in respect of, undertaking a range of activity to increase BME representation in recruitment and promotion; improvements to stop and searches; increased trust and confidence and engagement with BME communities and tackling hate crime including misogyny.

- ✓ Extensive partnership working is now well established to safeguard young people both online and on our streets such as regular Child Sexual Exploitation (CSE) strategy meetings, the Multi-Agency Sexual Exploitation Panel (MASE), Concerns Network Meeting, Child Sexual Abuse Cross Authority Group (CSECAG and the creation of a dedicated CSE Coordinator Post to ensure activity is joined up.
- ✓ Nottinghamshire residents continue to be protected from terrorism through effective neighbourhood and partnership working supported by the East

¹ <https://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Policies-and-Procedures/Consultation-and-Engagement-Strategy-2016-2020.pdf>

Midlands Counter Terrorism team. This involves intelligence analysis and an increased armed patrol presence when and where necessary.

- ✓ The Commissioner promised that victims of non-recent abuse in local children's' homes would receive both support and a public inquiry; consequently, there has been substantive investment in sexual abuse services in 2017/18; a new regional paediatric and County wide Adult Sexual Assault Referral Centre (SARC) services have been re-commissioned and operational from 1st April 2018.
- ✓ In addition, a new independent sexual violence advocate service has been re-procured and went live on 1st July 2018. Adult victims of non-recent abuse continue to receive a dedicated support service under these arrangements.

The Seven Strategic Themes

The Commissioner's Police and Crime Plan (2016-18) had seven strategic themes. This report details the end-of-year performance in respect of the Plan's targets and measures (2017-18) and a brief overview of key activities supporting each strategic theme.

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

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

Performance Overview

As already mentioned, during the year, Her Majesty's Inspectorate Of Constabulary and Fire & Rescue Services (HMICFRS) assessed the Force as being 'Good' at keeping people safe and reducing crime.

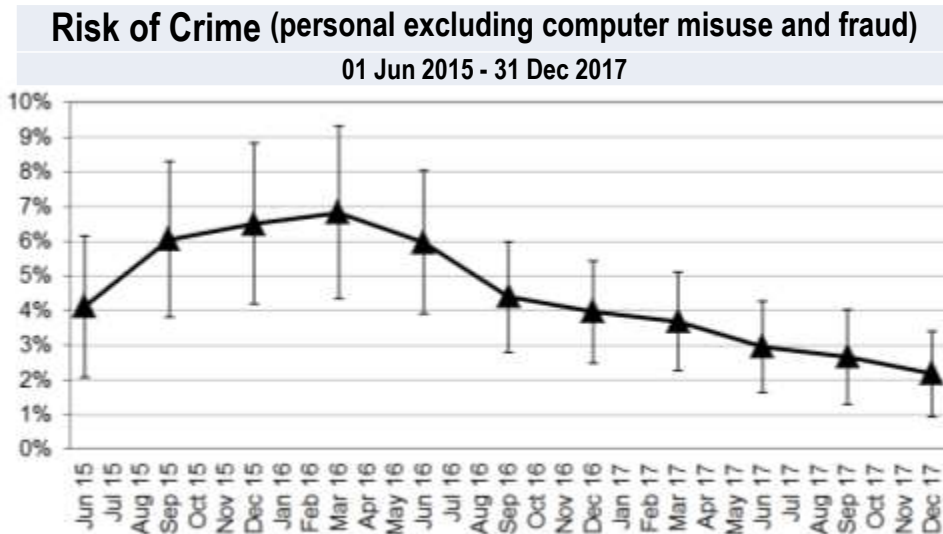
However, since HMICFRS crime recording integrity inspections which commenced in 2015 the Force has made radical changes to its procedures to ensure that crimes are recorded ethically and compliant with the National Crime Recording Standard (NCRS). This has led to a large increase in recorded crime during 2017-18



Changes in recording rules and practice make it more difficult to compare crime figures between years.

For this reason the Commissioner has established an alternative more reliable tried and tested means of measuring success through his own public residents survey. These new survey measures are incorporated into the Strategic Performance Framework of Commissioner's new Police and Crime Plan (2018-21).

In contrast to recorded crime, the most recent Crime Survey for England and Wales (CSEW)² reveals that the risk of crime felt by household residents in Nottinghamshire fell from 6.8% in March 2016 to 2.2% (more than 2/3rds) in December 2017 placing the Force best in its MSG (Most Similar Group of forces) indicating that people's experience of crime is in stark contrast to recorded crime.



² CSEW Survey to Dec 2017 - Risk of Crime (personal excluding computer misuse and fraud).

Reports of incidents to the Force have largely remained unchanged i.e. they have only increased 1.7% during the year (+10,577 calls); however, overall of these incidents 18.4% (+9,931) more have been recorded as crimes. The total number of 999 calls for this financial year has decreased by approximately 1.6% (-2,904 fewer calls) when compared to the previous financial year.

Despite the NCRS issue having a major impact on most crime types, there were however, some reductions such as:

- Death or Serious Injury through Unlawful Driving -57.1%
- Theft from Person -22.9%
- Bicycle Theft -17%
- ASB -3.3%
- Robbery of Business Property -1.8%
- Trafficking in Controlled Drugs -1.6%

Appendix A details the complete breakdown of different crime types across the Force, City and County. **Appendix B** does the same by Community Safety Partnerships (CSPs). **Appendix C** provides a comparative breakdown of the demands placed on the service during the year.

Delivery against the Seven Strategic Themes

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

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

Some Key Performance Indicators

- 92.4% of domestic abuse survivors surveyed were fairly, very or completely satisfied with the service they received from the Police
- In 2017-18 just over 9,000 victims of crime and anti-social behaviour were referred to Victim CARE, who conducted over 4000 needs assessments. The service reports a satisfaction rate of 97%.
- Just fewer than 2,000 survivors were supported in the County in 2017/8, with on average 84% reporting that they feel safer following support and almost 80% reporting greater emotional wellbeing.
- The Commissioner's survey reveals that 91% of respondents feel very or fairly safe outside in their local area during the day and 65% when outside in their local area after dark
- The number of modern slavery referrals to National Referral Mechanism for Nottinghamshire has increased from 27 in 2016/17 to 73 in 2017/18.

Some Key Strategic Activities

- ✓ Victim CARE continues to support children, young people and adults who have been harmed through crime, anti-social behaviour (ASB), hate incidents and identity theft. The new delivery model was directly informed by the needs of victims with protected characteristics who typically do not report crime to the Police.



- ✓ The Commissioner continued to co-fund WAIS, Nottinghamshire Women's Aid and Equation to deliver domestic abuse support and fund the new regional paediatric and countywide Adult SARC services.
- ✓ A new independent sexual violence advocate service has been reproduced and went live 1st July 2018. The Commissioner has made substantial investment in sexual abuse services in 2017/18.
- ✓ During the year a wide range of activity (funded by the Commissioner) was undertaken across Nottinghamshire to tackle hate crime including £35k granted to the Safer Nottinghamshire Boards Hate Crime Steering Group.
- ✓ A multi-agency forum chaired by the CEO of Gedling Borough Council continues to oversee a detailed Action Plan to tackle modern slavery. Around 800 front-line practitioners have received training on modern slavery.
- ✓ The activity of paedophile "hunter groups", operating in Nottinghamshire led to in excess of 50 arrests as a direct result of their activity.
- ✓ The Force has been praised by the Independent Anti-Slavery Commissioner for its work in tackling modern slavery and officers have taken part in a French TV documentary promoting its work.

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

Some Key Performance Indicators

- Nottinghamshire Magistrates' Court has the highest conviction rate in the region with a rate of 85.7% and 0.8% higher than the national average
- Nottinghamshire's Magistrates' Court performance is currently the best in the region with a rate of 79% in respect of Guilty Plea at first hearing; the region being 77.7% and national average of 76.6%.
- Transforming Summary Justice (TSJ) dashboard data shows improvements during the year in terms of national rankings for file quality.

Quarter measured	Force Position Nationally
Q1 2017/18	36th
Q2 2017/18	28th
Q3 2017/18	22nd

- The Force has the third lowest stop and search rate per 10,000 population nationally and also one of the highest positive outcomes rates (currently 37.8%) with the rate for black people falling the most as seen in the chart (right). The use of Taser is also third lowest rate nationally.

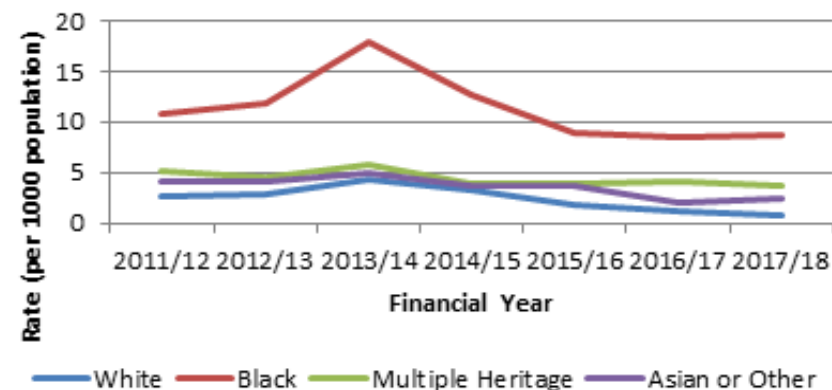
Some Key Strategic Activities

- ✓ Since October 2016 the Force in collaboration with the East Midlands Criminal Justice Service (EMCJS) has run the file for purpose model FIT model which has seen consistent file quality improvements.



- ✓ File quality is continually monitored and officers are given personal feedback to drive up quality. File quality champions are being considered as the next stage with possible links to the promotion.

Rate of Stop & Search by Ethnicity and Financial Year



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



Some Key Performance Indicators

Reports of incidents to the Force have largely remained unchanged i.e. they have only increased 1.7% during the year (+10,577 calls); however, overall of these incidents 18.4% (+9,931) more have been recorded as crimes.

Crimes Increases

- The Force ended the performance year with a 18.4% (+15,181 offences) increase in All Crime compared to last year. Antisocial Behaviour (ASB) decreased 6.5% (-2,406). The top 3 percentage increases include:
 - Sexual Offences (+35.6%, +921)
 - Public Order (+34.9%, +1,523)
 - Vehicle Offences (+34.5%, +2,433)

Crime Decreases

- Top 3 percentage decreases include:
 - Death or Serious Injury through Unlawful Driving (-57.1%, -12)

- Theft from Person (-22.8%, -212)
- Bicycle Theft (-17%, -323)

Some Key Strategic Activities

- ✓ The Commissioner has continued to fund initiatives to tackle crime and ASB in the City and County's high crime areas, through the Crime and Drugs Partnership (CDP) and the Safer Nottinghamshire Board (SNB). In 2017-8 the Commissioner awarded £1,148,557 to the CDP and £675,118 to SNB and £332,000 for substance misuse in the County.
- ✓ In addition the Commissioner provided a total of nearly £250,000 from his Community Safety Fund to third sector organisations to help him tackle crime and disorder.
- ✓ Examples of the initiatives funded include support for street drinkers in Bassetlaw, people with complex needs in Newark and work with young people at risk of gangs and knife crime in the City.
- ✓ The Commissioner has funded a quad bike to target the illegal use of off-road motorbikes, quad bikes and other nuisance vehicles on private or public land in Newark and Sherwood area.
- ✓ Operation Graduate continued to target the student population where officers provided crime prevention advice including avoiding drink spiking, use of taxis and getting home safely and preventing sexual offences.
- ✓ To further develop and empower partnership working, the Chief Constable approved the accreditation of Gedling Borough Community Wardens by granting them a number of police powers to help tackle ASB.

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

Some Key Performance Indicators

- 7.1% of all Crimes (6,887) were alcohol related as was 11.5% of ASB (3,843) which is less than the Crime Survey for England and Wales estimates.
- The proportion of Alcohol-Related Violence in Nottinghamshire year-to-date is 15.0%. The current level is less than half that is estimated nationally, based on findings from the Crime Survey for England and Wales.
- 55.3% of all Night-Time Economy violence against the person offences (971) were flagged on Police systems as being alcohol-related.
- In 2017-18 the City based Clean Slate service (which is dedicated to criminal justice only) cost in the region of £1.2pm pa and the County based Change Grow Live Service (which includes but is not limited to criminal justice) cost in the region of £8.4m. The PCC contributed around £630k to the contracts.
- Around 12,500 people were supported across both services, of which 2,000 were in the criminal justice system. The services have an average 21.5% successful completion rate.

Some Key Strategic Activities

- ✓ Nottingham was successful in being selected for the second round of the Home Office's Local Alcohol Area Action Plan (LAAA2). A comprehensive Delivery Plan is in place for the LAAA2 covering the 5 themes and use of the night time levy funding to help implement activity. Co-commissioned



substance misuse support services are in place which provides support for offenders who are misusing new psychoactive substances (NPS).

- ✓ The Commissioner provided £30k funding to Bassetlaw Community Safety Partnership (CSP) specifically to tackle the complex needs of a cohort of street drinkers and NPS users. This initiative, ("Project Stepping Stones") has achieved some successes in engaging with a very vulnerable group of people with complex needs who were causing ASB in Worksop town centre.
- ✓ Drugs related Force activity for the latest quarter
- ✓ January to March 2018 includes seizures by the Intelligence Team of 100kg of Class B (estimated street value £75k) and approx. £2,000,000 in cannabis.
- ✓ Serious Organised Crime ran Operation Nebule with street value seizures confirmed as £1,000,000. Operational Belt successfully obtained a guilty plea for Conspiracy to Supply Class A Drugs and Operation Redrew achieved a 6.5 year prison sentence for Conspiracy to Produce Cannabis.

Theme 5: Reduce the threat from organised crime

Some Key Performance Indicators

- The known threat from Organised Crime in Nottinghamshire has increased by 2.6% in the last quarter of 2017-18 due to trafficking, modern slavery and the sexual exploitation of females.
- There were 679 production and supply drug offences during the year, which represents a decrease of 9 offences. The number of supply offences has decreased by 4 offences, while production offences reduced by 13.
- Operation Flagstone targeted a City based Organised Crime Group (OCG) who were supplying controlled drugs into the Nottingham student market. The partnership operation led to 17 members of the gang being arrested and prosecuted and sentenced to a total of 100 years imprisonment.
- During the year, there were 132 referrals made to the PREVENT team of which 116 have been closed.
- In the final quarter of 2017/18 the Force recorded 862 online crimes. This equates to 3.6% of all recorded crime.

Some Key Strategic Activities

- ✓ The Commissioner continues to provide financial support to the East Midlands Special Operations Unit (EMSOU) collaboration to combat Serious and Organised Crime (SOC) across the East Midlands.
- ✓ The Commissioner has funded a Knife Crime Strategy Manager and raised the profile of the problem and need for enhanced partnership working by



Pre Partners Meeting



Warrants – 18 search warrants executed.



Drugs Seized- cannabis to the value between £8,000 – 10,000 seized from suspect addresses and vehicles



Cash Seized- cash and assets to the value of £54,762 seized from suspects



Arrests Dealers- 17 suspects arrested and prosecuted for various drugs offences



Students Customers- joint awareness campaign with the universities increasing awareness. 25 warning letters sent to persistent student callers to lines. 3 warrants executed at student address.



Mosque/Community Meeting

hosting a conference involving 160 partners and third sector delegates; the findings of which will inform a new strategy and action plan.

- ✓ The Commissioner provided £140K of funding to the Crime and Drugs Partnership (CDP) to tackle gang and young violence. Initiatives supported include diversionary activity as well as a prevention post.
- ✓ The Force has bolstered its Cyber and Protect capability and is now better able to provide advice, perform financial investigations, target and confiscate funds obtained by organised crime groups.
- ✓ Civil enforcement powers have been used more extensively to tackle organised criminality e.g. Serious Crime Prevention Orders and other civil enforcement options.

Theme 6: Prevention, early intervention and reduction in reoffending

Some Key Performance Indicators

- 26.5% of youth offenders (88) in the City and 34% in the County (94) within the cohort have re-offended in the last 12 months, the national average being 37%.
- 2,066 youth offenders were dealt with by way of Police community resolution in the 2 year period 2016-18. This equates to a monthly reoffending rate of 7.0% for March 2018 against 2 cohorts of a total 2,066 youth offenders.
- The Integrated Offender Management (IOM) team managed 315 offenders since January 2016, of these, 83 (25.2%) have since exited the programme and posed significantly less risk of offending.

Some Key Strategic Activities

- ✓ The Commissioner has funded numerous community groups to work with young people at risk of knife crime offending and the QMC Hospital Rethread Project to work with victims of knife crime.
- ✓ Schools and Early Intervention Officer (SEIO) pilot commenced in September 2017 tackling substance misuse, including drugs, alcohol and psychoactive substances is included as a critical core topic.
- ✓ Through the Community Safety Fund the Commissioner funded 3 projects to deliver targeted early intervention work to support young people vulnerable to being involved in crime. The projects achieved a reduction in ASB from the



young people involved as well as a positive change in attitudes towards crime.

- ✓ In April 2017 the Force increased the number of GPS tags to 25 enabling the Multi Agency Intelligence Team (MAIT) to overlay offender mapping movements with crime and intelligence which led to successful detections.
- ✓ A new Reducing Re-Offending Board has been established to set the strategic direction for the management of offenders across Nottingham and Nottinghamshire. Criminal Justice Partners, including local prisons are active members of this board.
- ✓ Contact Management has explored the innovative use of Intelligent Voice Recognitions (IVR) systems messaging to manage caller expectations, divert calls more effectively and reduce abandoned call rates this includes the potential introduction of new 'queue buster' technology.

Theme 7: Spending your money wisely

Some Key Performance Indicators

- The 2017/18 efficiency target to save £5.5m has been exceeded by £2.3m.
- The total number of 999 calls for this financial year decreased by 1.6% (-2,904 fewer calls)
- The Force received 49,227 calls to the control room in March 2018. Performance year for the 17/18 financial year suggests an increase in the total number of calls to the control room of approximately 1.7% (+10,577 calls).
- At the end of March 2018, the BME headcount (excluding those officers and staff seconded out of force) was 4.6% for Police Officers, 5.2% for Police Staff and 10.9% for Police Specials. This is higher than the 3.7% level when the Commissioner was first elected.

Some Key Strategic Activities

- ✓ Efficiency savings were predominantly found through on-going pay savings with some smaller efficiencies realised through procurement and medical retirements. The additional £2.3m has been added to reserves.
- ✓ The Strategic Alliance across the three forces is not going forward in the original intended structure. The focus and emphasis by PCCs across the region is on collaboration across five forces. Where it is in the interest of each force, PCCs and Chief Constables will then discuss future collaboration opportunities at a workshop in the autumn of this year.

- ✓ Residual force to force collaboration has secured all police forces nearly £14m compared to the cost incurred prior to collaboration.



- ✓ A joint collaboration board and programme of work has been established between the Police and Fire and Rescue Services. Collaboration opportunities are being explored across both estates, joint communication and media, loan sharing of vehicles and equipment, and greater co-operation between prevention and Fire Safety Schemes
- ✓ The Force has undertaken specific targeted recruitment for the Police Constable Degree Apprenticeship, working with key Schools and sixth form Colleges as well as holding targeted community events leading to 21% of applications from BAME communities.
- ✓ Along with many other departments, a review of demand on Police resources has been completed as part of the Chief Constable's annual departmental assessment (ADA) process which has led new improved operating procedures designed to prevent and better manage future demand.
- ✓ The Force has introduced new telephone and IT systems which enables more efficient answering of calls and performance management. Front counters are also assisting in managing demand.
- ✓ A new crime and intelligence system, NICHE, enables officers to work more effectively without double keying meaning.

PCC Volunteer Schemes

Some Key Performance Indicators

- During 2017-18, there were 198 Independent Custody visits
- 709 detainees were offered a visit; 65 (9%) declined the offer. Last year the figures were 801 and 85 (10%) respectively.
- The Animal Welfare Lay Visitors made 14 visits to the dog kennels compared with 16 visits the previous year. One visit each month with extra visits during the summer in hotter weather conditions.
- This year 84 individual inspections of police dogs were made overall, compared with 76 last year.

Some Key Strategic Activities

- ✓ The Commissioner currently has 24 Volunteers and has sought to ensure that his Independent Volunteer Scheme (ICV) is as representative as possible to reflect community diversity in terms of ethnic origin, gender, and age. In this respect:
 - 16% of the Volunteers are from the BME Communities.
 - 71% of the Volunteers are female and 29% male across an even spread of age groups.
 - 8% of the Volunteers have a disability.
- ✓ Overall, feedback from ICVs show that detainees are generally very satisfied with the way in which they are treated and raise few complaints. This overall view continues from last year.



- ✓ The Commissioner has established a Police Dog Pension Scheme to ensure that medical expenses relating to work-related injuries/illnesses are reimbursed post dog retirement.
- ✓ The new Police Dog Kennels were officially opened in June 2017 and named the **Ged Walker Kennels** as a tribute to the Police Dog Handler who was killed in the line of duty in 2003. New high standard, energy efficient units supported by modern management facilities have been installed.
- ✓ The Mystery Shoppers were provided with extensive training to enable them to pilot an exercise to provide the Commissioner with assurance that Victims of Crime are receiving their entitlements under the Victims Code.
- ✓ During the year they contacted victims by telephone to review their experiences of policing.

Resources

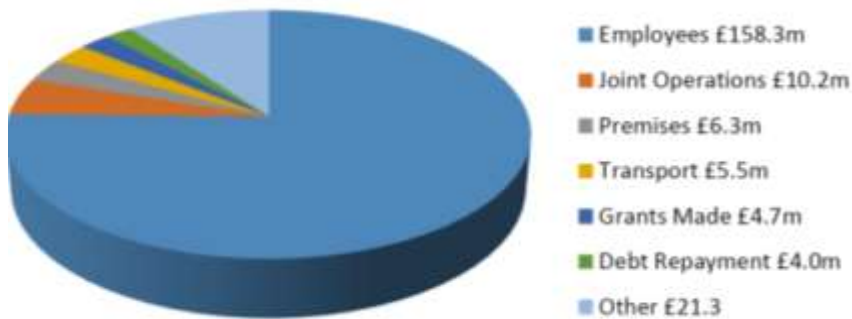
Funding (2017-18)

Central Government funding provides the Commissioner with approximately 70% of the funding required to police Nottinghamshire. The remainder is met from local council tax payers.

For 2017-18 the Government Grant was reduced by £1.8m reflecting the assumptions of increased income from council tax. This still required savings of £5.5m to be achieved by the Force. This has been exceeded and is detailed in the Financial Performance section of the Commissioner's Group Statement of Accounts 2017-2018.³

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

Revenue Expenditure 2017-18



Financed by:	£m
Police and Crime Grant	124.3
Legacy Grant	9.7
Precept	57.3
Other Income	21.3
Net Contribution to Reserves	(2.3)
	<u>210.3</u>

The table below ⁴ provides a comparison of expenditure in 2017-18 compared to the previous year in respect of the nature of expenditure or income. It can be seen that expenditure for employee services increased in 2017-18 by £20m and Other Financing by £40m.

Capital expenditure was £0.6m for land and buildings and £3.4m for plant, vehicle and equipment. This was financed by Voluntary Revenue Provision £0.2m, Capital Grants £2.8m and £1m external borrowing.

Nottinghamshire Police continues to have an ambitious capital programme to maintain the existing estate, update and replace IT and fund a new custody suite.

Chief Constable	2016-17		Nature of Expenditure or Income	2017-18	
	PCC	Group		PCC	Group
£000	£000	£000		£000	£000
172,027	585	172,612	Expenditure on services - employees	191,945	668
49,138	4,887	54,025	Expenditure on services - other	40,198	4,585
(21,546)	(1,461)	(23,007)	Income from services	(20,971)	(1,641)
	(54,888)	(54,888)	Income from local taxation	0	(57,398)
0	(174,426)	(174,426)	Government grants and contributions	0	(181,441)
0	14,571	14,571	Depreciation, amortisation and impairment	0	0
44,544	(13,249)	31,295	Other Financing	72,469	1,716
0	(1,324)	(1,324)	(Gain) or loss on disposal of non-current assets	0	(123)
(228,295)	228,295	0	Intra Group Funding	(227,536)	227,536
15,868	2,990	18,858	(Surplus) or Deficit for Year	56,105	(6,098)

³ <https://www.nottinghamshire.pcc.police.uk/Document-Library/Our-Money/Annual-Accounts/2017-2018/Group-Accounts-official-draft.pdf>

⁴ This chart is copied from page 48 of the above report.

The funding formula review has been further delayed and it is unlikely to be changed soon.

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

Community Safety Fund

The Commissioner commissions the majority of community safety work through City and County Community Safety Partnerships (CSPs), which bring together local stakeholders who are well placed to understand local need and priorities. In 2017-18 he awarded £1,148,557 to the City's Crime and Drugs Partnership (CDP) to fund work which supports his Police and Crime Plan priorities. For example, this includes:

- ✓ Up to £296,513 for criminal justice substance misuse support
- ✓ Up to £28,284 for substance misuse support for young people
- ✓ Up to £45,000 for the Integrated Offender Management posts (IDVA)
- ✓ Up to 95,000 for 3 community projects
- ✓ Up to £20,000 for a small community grants programme
- ✓ Up to £35,000 for Redthread (knife crime project)
- ✓ Up to £23,500 for a City Wide Prevention Post

The Commissioner also awarded £675,118 to the County's Safer Nottinghamshire Board (SNB) to support his priorities as follows:

- ✓ Up to £95,000 for the IOM IDVA
- ✓ Up to £45,125 for the Hate Crime Manager Post
- ✓ Up to £109,00 towards youth crime reduction
- ✓ Up to £25,760 for work around vulnerable people
- ✓ Up to £25,761 for work around modern day slavery

- ✓ Up to £25,761 for work around new and emerging communities
- ✓ Up to £26,100 towards hate crime work
- ✓ Up to £25,761 for work around rural crime
- ✓ Up to £26,100 for work delivered by the domestic abuse executive
- ✓ Up to £270,750 for locality working in the County

In addition to this the Commissioner also awarded £332,000 for substance misuse in the County.

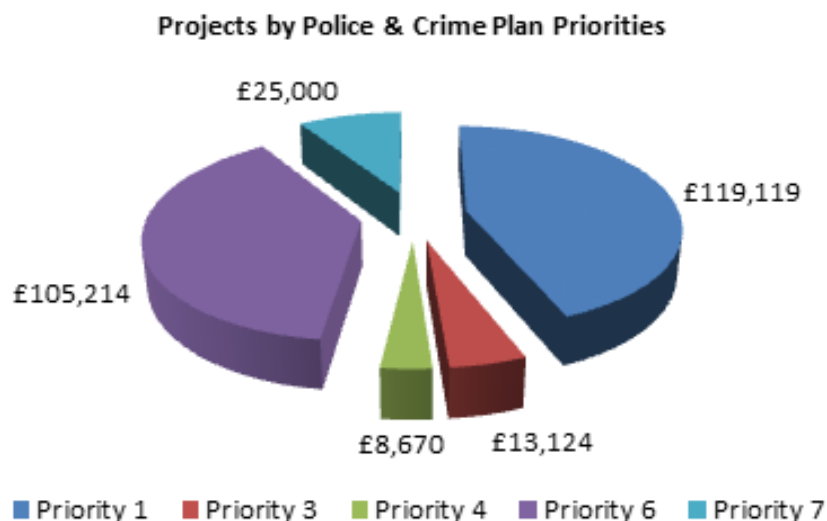
Commissioning

In 2017-18, 23 organisations in Nottinghamshire were awarded a total of nearly £250,000 from the Commissioner's Community Safety Fund. Some examples include projects which:

- Provide emotional & practical support, through culturally specific mentoring and counselling and life coaching for young people who are vulnerable to being involved in crime.
- A number of projects which tackle hate crime.
- Street Pastors from local Churches engaging with people on the streets – to care, to help, and to listen.
- Early intervention activity supporting children and families after a disclosure of child sexual abuse.
- A project to build trust amongst communities, embracing diversity and removing negative stereotypes around Muslims in Britain.
- Several projects designed to tackle knife crime, rural crime and other crime.

The allocation of funding by each of the Commissioner's seven strategic themes is shown in the chart below. As can be seen, the majority of funding (£119,119) was allocated to Theme1 projects which helped protect, support and respond to

victims, witnesses and vulnerable people followed by Theme 5 projects which helped reduce the threat from organised crime (£105,214).



Staffing Levels

During the year the Chief Constable sought to recruit an additional 200 Police officers which started in September 2017 and has ambitions to recruit a further 158 in 2018-19. The Commissioner hopes to see the number of officers grow in Nottinghamshire to a figure approaching 2,000. However, that will depend upon November's budget and the outcome of discussions on the Police Funding Formula on Government funding. The table below details the establishment at the end of March 2018.

Number of	Head Count	FTE
Police Officers	1965	1917.21
PCSOs	193	185.32
Police Staff	1275	1158.29
Police Specials	175	-
Cadets	35	-
Volunteers	134	-

The figures include staff on a career break but exclude those seconded out of the Force. The BME workforce representation overall, including Special Constables, Cadets and Police Volunteers is 5.42%. BME workforce representation in supervisory roles/senior ranks (Police Sergeant and above) is 4.44%.

Police Recruitment

Due to the need to recruit large numbers of officers quickly during the year the Force's Positive Action campaign was widespread including mentors briefing, hosting positive action seminar events, making use of social media, bus and tram adverts and widespread recruitment events.

During the year the Force received 2,182 Police Officer applications of which 251 (11.5%) were from BME communities. So far, 259 applicants have been successful at the interview stage including 28 (10.8%) from the BME communities.

Recruitment for PCSOs opened on 21st July 2017 and closed midnight 18th August 2017. There were 216 applications of which 22 (10%) were from BME Communities. Furthermore, 46 applicants were successful at the interview stage including 10 (21.7%) from the BME communities.

Police Constable Degree Apprenticeship (PCDA) recruitment commenced February 2018 resulting in 133 applications of which 29 (21.8%) were from BME

Communities and 26 of these were successful at the interview stage equating to 21.3% representation.

HMICFRS Validation and Audit

During 2017-18, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services carried out a number of inspections and published a number of reports.⁵ The Commissioner reviews these reports and ensures that any recommendations are considered and implemented. His written responses to HMICFRS reports are published on his website.⁶



⁵ See HMIC Web Site:
<http://www.justiceinspectorates.gov.uk/hmic/?type=publications&force=nottinghamshire&year=2017&s>
<http://www.justiceinspectorates.gov.uk/hmic/?type=publications&force=nottinghamshire&year=2018&s>

⁶ https://www.nottinghamshire.pcc.police.uk/Public-Information/HER_MAJESTY'S_INSPECTORATE_OF_CONSTABULARY_AND_FIRE_&_RESCUE_SERVICES-Reports.aspx

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

Completed HMIC Inspections:

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

Report	Date of Report	Response
PEEL: Police effectiveness 2017	22nd March 2018	PCC Response
<p>HMICFRS adopted an interim risk-based approach to inspection in 2017 in order to focus more closely on areas of policing where risk to the public is most acute. Under this approach, not all forces are assessed against every part of the PEEL effectiveness programme every year. Nottinghamshire Police was assessed against the following areas in 2017:</p> <ul style="list-style-type: none"> • Preventing crime and tackling anti-social behaviour; • Protecting vulnerable people; and • Specialist capabilities. 		
PEEL: Police legitimacy (including leadership) 2017	12th December 2017	PCC Response
<p>As part of its annual inspections into police effectiveness, efficiency and legitimacy (PEEL), HMICFRS assesses the legitimacy and leadership of police forces across England and Wales.</p> <p>Police legitimacy – a concept that is well established in the UK as ‘policing by consent’ – is crucial in a democratic society. The police have powers to act in</p>		

ways that would be considered illegal by any other member of the public (for example, by using force or depriving people of their liberty). Therefore, it is vital that they use these powers fairly, and that they treat people with respect in the course of their duties.

PEEL: Police efficiency (including leadership) 2017	9th November 2017	PCC Response
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As with all public services, the police service must operate in a way that makes the most of its available resources. To do this, police forces must understand what their demand is – by which we mean what work they can reasonably predict they will have on any given day – and ensure that they have the resources they need, in the right place, to meet that demand. To stay efficient they must have good, realistic and evidence-based plans for the future. Our efficiency inspection assessed all of these areas during 2017.

As part of the 2017 inspection, we also integrated aspects of leadership into our assessment of efficiency, as the two areas are closely linked. We assessed how police leaders are driving innovation in policing, within their own forces and further afield. We also inspected how well forces are planning for the future with regards to their leadership.

control framework. The Annual Report in respect of work completed in 2017-18 is published on the Commissioner’s web site.⁷ The Head of Internal Audit’s Opinion for the Commissioner is:

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

External Audit

In October 2017, the external auditor, KPMG issued an unqualified value for money conclusion for 2016-17. This means that they are satisfied that the Group had proper arrangements for securing financial resilience and for challenging how it secures economy, efficiency effectiveness.⁸

Internal Audit

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

One of the assurance statements that the Group receives is the annual opinion of the Head of Internal Audit (Senior Manager – Mazars) in respect of the financial

⁷ <https://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Meetings/Audit-and-Scrutiny-Panel/30th-May-2018/Item-05-Internal-Audit-Annual-Assurance-Report-covering-report.pdf>

⁸ <https://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Meetings/Audit-and-Scrutiny-Panel/5th-December-2017/Item-06a-Annual-Audit-Letter-Appendix-A.pdf>

APPENDIX A – FORCE CRIME REDUCTION PERFORMANCE (2017-18)

Force, City and County

Force	2017/18	All Crime %	2016/17	All Crime %	Volume Change	% Change	City	2017/18	All Crime %	2016/17	All Crime %	Volume Change	% Change	County	2017/18	All Crime %	2016/17	All Crime %	Volume Change	% Change
All Crime	97,508		82,327		15,181	18.4%	All Crime	39,789		33,687		6,102	18.1%	All Crime	56,462		47,737		8,725	18.3%
Victim-Based Crime	85,892	88.1%	72,831	88.5%	13,061	17.9%	Victim-Based Crime	34,254	86.1%	29,180	86.6%	5,074	17.4%	Victim-Based Crime	50,552	89.5%	42,885	89.8%	7,667	17.9%
Violence against the Person	26,341	27.0%	22,322	27.1%	4,019	18.0%	Violence against the Person	10,847	27.3%	9,064	26.9%	1,783	19.7%	Violence against the Person	15,185	26.9%	12,992	27.2%	2,193	16.9%
Homicide	12	0.0%	11	0.0%	1	9.1%	Homicide	4	0.0%	6	0.0%	-2	-33.3%	Homicide	8	0.0%	5	0.0%	3	60.0%
Death or Serious Injury - Unlawful Driving	9	0.0%	21	0.0%	-12	-57.1%	Death or Serious Injury - Unlawful Driving	2	0.0%	5	0.0%	-3	-60.0%	Death or Serious Injury - Unlawful Driving	7	0.0%	16	0.0%	-9	-56.3%
Violence with injury	11,801	12.1%	10,860	13.2%	941	8.7%	Violence with injury	5,053	12.7%	4,520	13.4%	533	11.8%	Violence with injury	6,650	11.8%	6,233	13.1%	417	6.7%
Violence without injury	9,062	9.3%	7,608	9.2%	1,454	19.1%	Violence without injury	3,895	9.8%	3,149	9.3%	746	23.7%	Violence without injury	5,072	9.0%	4,381	9.2%	691	15.8%
Stalking and Harassment	5,458	5.6%	3,822	4.6%	1,636	42.8%	Stalking and Harassment	1,893	4.8%	1,384	4.1%	509	36.8%	Stalking and Harassment	3,449	6.1%	2,357	4.9%	1,092	46.3%
Sexual Offences	3,509	3.6%	2,588	3.1%	921	35.6%	Sexual Offences	1,475	3.7%	1,028	3.1%	447	43.5%	Sexual Offences	1,909	3.4%	1,507	3.2%	402	26.7%
Rape	1,376	1.4%	910	1.1%	466	51.2%	Rape	597	1.5%	394	1.2%	203	51.5%	Rape	710	1.3%	500	1.0%	210	42.0%
Other Sexual Offences	2,133	2.2%	1,678	2.0%	455	27.1%	Other Sexual Offences	878	2.2%	634	1.9%	244	38.5%	Other Sexual Offences	1,199	2.1%	1,007	2.1%	192	19.1%
Robbery	1,085	1.1%	890	1.1%	195	21.9%	Robbery	681	1.7%	571	1.7%	110	19.3%	Robbery	400	0.7%	314	0.7%	86	27.4%
Robbery of Business Property	106	0.1%	109	0.1%	-3	-2.8%	Robbery of Business Property	48	0.1%	56	0.2%	-8	-14.3%	Robbery of Business Property	58	0.1%	51	0.1%	7	13.7%
Robbery of Personal Property	979	1.0%	781	0.9%	198	25.4%	Robbery of Personal Property	633	1.6%	515	1.5%	118	22.9%	Robbery of Personal Property	342	0.6%	263	0.6%	79	30.0%
Burglary	8,343	8.6%	8,001	9.7%	342	4.3%	Burglary	2,889	7.3%	2,479	7.4%	410	16.5%	Burglary	5,322	9.4%	5,439	11.4%	-117	-2.2%
Burglary - Residential	5,832	6.0%	0	0.0%	5,832	-	Burglary - Residential	2,106	5.3%	0	0.0%	2,106	-	Burglary - Residential	3,688	6.5%	0	0.0%	3,688	-
Burglary - Business and Community	2,511	2.6%	0	0.0%	2,511	-	Burglary - Business and Community	783	2.0%	0	0.0%	783	-	Burglary - Business and Community	1,634	2.9%	0	0.0%	1,634	-
Theft	24,926	25.6%	21,144	25.7%	3,782	17.9%	Theft	10,740	27.0%	9,564	28.4%	1,176	12.3%	Theft	13,891	24.6%	11,375	23.8%	2,516	22.1%
Theft from the Person	718	0.7%	930	1.1%	-212	-22.8%	Theft from the Person	474	1.2%	623	1.8%	-149	-23.9%	Theft from the Person	233	0.4%	293	0.6%	-60	-20.5%
Bicycle Theft	1,579	1.6%	1,902	2.3%	-323	-17.0%	Bicycle Theft	783	2.0%	1,085	3.2%	-302	-27.8%	Bicycle Theft	776	1.4%	796	1.7%	-20	-2.5%
Shoplifting	10,103	10.4%	8,579	10.4%	1,524	17.8%	Shoplifting	4,232	10.6%	3,858	11.5%	374	9.7%	Shoplifting	5,787	10.2%	4,677	9.8%	1,110	23.7%
Other Theft	12,526	12.8%	9,733	11.8%	2,793	28.7%	Other Theft	5,251	13.2%	3,998	11.9%	1,253	31.3%	Other Theft	7,095	12.6%	5,609	11.7%	1,486	26.5%
Vehicle Offences	9,479	9.7%	7,046	8.6%	2,433	34.5%	Vehicle Offences	3,244	8.2%	2,418	7.2%	826	34.2%	Vehicle Offences	6,119	10.8%	4,555	9.5%	1,564	34.3%
Theft from a Motor Vehicle	5,954	6.1%	4,624	5.6%	1,330	28.8%	Theft from a Motor Vehicle	1,916	4.8%	1,505	4.5%	411	27.3%	Theft from a Motor Vehicle	3,972	7.0%	3,079	6.4%	893	29.0%
Theft of a Motor Vehicle	2,320	2.4%	1,583	1.9%	737	46.6%	Theft of a Motor Vehicle	991	2.5%	666	2.0%	325	48.8%	Theft of a Motor Vehicle	1,295	2.3%	890	1.9%	405	45.5%
Interfering with Motor Vehicle	1,205	1.2%	839	1.0%	366	43.6%	Interfering with Motor Vehicle	337	0.8%	247	0.7%	90	36.4%	Interfering with Motor Vehicle	852	1.5%	586	1.2%	266	45.4%
Arson and Criminal Damage	12,209	12.5%	10,840	13.2%	1,369	12.6%	Arson and Criminal Damage	4,378	11.0%	4,056	12.0%	322	7.9%	Arson and Criminal Damage	7,726	13.7%	6,703	14.0%	1,023	15.3%
Arson	527	0.5%	449	0.5%	78	17.4%	Arson	168	0.4%	150	0.4%	18	12.0%	Arson	354	0.6%	296	0.6%	58	19.6%
Criminal Damage	11,682	12.0%	10,391	12.6%	1,291	12.4%	Criminal Damage	4,210	10.6%	3,906	11.6%	304	7.8%	Criminal Damage	7,372	13.1%	6,407	13.4%	965	15.1%
Other Crimes Against Society	11,616	11.9%	9,496	11.5%	2,120	22.3%	Other Crimes Against Society	5,535	13.9%	4,507	13.4%	1,028	22.8%	Other Crimes Against Society	5,910	10.5%	4,852	10.2%	1,058	21.8%
Drug Offences	2,859	2.9%	2,853	3.5%	6	0.2%	Drug Offences	1,667	4.2%	1,518	4.5%	149	9.8%	Drug Offences	1,147	2.0%	1,291	2.7%	-144	-11.2%
Possession of Weapons	936	1.0%	782	0.9%	154	19.7%	Possession of Weapons	504	1.3%	407	1.2%	97	23.8%	Possession of Weapons	423	0.7%	368	0.8%	55	14.9%
Public Order Offences	5,881	6.0%	4,358	5.3%	1,523	34.9%	Public Order Offences	2,578	6.5%	1,912	5.7%	666	34.8%	Public Order Offences	3,227	5.7%	2,394	5.0%	833	34.8%
Miscellaneous Crimes Against Society	1,940	2.0%	1,503	1.8%	437	29.1%	Miscellaneous Crimes Against Society	786	2.0%	670	2.0%	116	17.3%	Miscellaneous Crimes Against Society	1,113	2.0%	799	1.7%	314	39.3%
Domestic Crime	10,394	10.7%	8,853	10.8%	1,541	17.4%	Domestic Crime	4,091	10.3%	3,424	10.2%	667	19.5%	Domestic Crime	6,186	11.0%	5,320	11.1%	866	16.3%
Hate Crime	1,584	1.6%	1,337	1.6%	247	18.5%	Hate Crime	848	2.1%	705	2.1%	143	20.3%	Hate Crime	716	1.3%	616	1.3%	100	16.2%
ASB Incidents	33313		34465		-1152	-3.3%	ASB Incidents	15429		16150		-721	-4.5%	ASB Incidents	17884		18315		-431	-2.4%

APPENDIX B – CSP CRIME REDUCTION PERFORMANCE (2017-18)

Community Safety Partnership Areas

Ashfield & Mansfield	2017/18	2016/17	Volume Change	Percentage Change
All Crime	20,731	17,585	3,146	17.9%
Victim-Based Crime	18,326	15,659	2,667	17.0%
Violence against the Person	6,123	5,176	947	18.3%
Homicide	5	1	4	400.0%
Death or Serious Injury - Unlawful Driving	2	2	0	0.0%
Violence with injury	2,717	2,447	270	11.0%
Violence without injury	2,083	1,802	281	15.6%
Stalking and Harassment	1,316	924	392	42.4%
Sexual Offences	726	595	131	22.0%
Rape	261	205	56	27.3%
Other Sexual Offences	465	390	75	19.2%
Robbery	166	110	56	50.9%
Robbery of Business Property	26	7	19	271.4%
Robbery of Personal Property	140	103	37	35.9%
Burglary	1,992	1,828	-164	-12.9%
Burglary - Residential	1,092	0	1,092	-
Burglary - Business and Community	900	0	900	-
Theft	4,641	3,799	842	22.2%
Theft from the Person	88	138	-50	-36.2%
Bicycle Theft	188	207	-19	-9.2%
Shoplifting	2,127	1,570	557	35.5%
Other Theft	2,238	1,884	354	18.8%
Vehicle Offences	2,106	1,614	492	30.5%
Theft from a Motor Vehicle	1,325	1,050	275	26.2%
Theft of a Motor Vehicle	440	338	102	30.2%
Interfering with Motor Vehicle	341	226	115	50.9%
Arson and Criminal Damage	2,972	2,537	435	17.1%
Arson	130	114	16	14.0%
Criminal Damage	2,842	2,423	419	17.3%
Other Crimes Against Society	2,405	1,926	479	24.9%
Drug Offences	567	575	-8	-1.4%
Trafficking in Controlled Drugs	121	149	-28	-18.8%
Possession of Drugs	446	426	20	4.7%
Possession of Weapons	168	140	28	20.0%
Public Order Offences	1,252	922	330	35.8%
Miscellaneous Crimes Against Society	418	289	129	44.6%
Hate Crime	279	237	42	17.7%
ASB Incidents	6,957	6,963	-6	-0.1%

Baselaw, Newark & Sherwood	2017/18	2016/17	Volume Change	Percentage Change
All Crime	17,994	15,382	2,552	16.6%
Victim-Based Crime	16,166	13,843	2,323	16.8%
Violence against the Person	4,697	4,083	614	15.0%
Homicide	2	3	-1	-33.3%
Death or Serious Injury - Unlawful Driving	2	6	-4	-66.7%
Violence with injury	2,150	2,027	123	6.1%
Violence without injury	1,472	1,347	125	9.3%
Stalking and Harassment	1,071	700	371	53.0%
Sexual Offences	574	454	120	26.4%
Rape	208	151	57	37.7%
Other Sexual Offences	366	303	63	20.8%
Robbery	75	75	0	0.0%
Robbery of Business Property	6	7	-1	-14.3%
Robbery of Personal Property	69	68	1	1.5%
Burglary	1,759	1,779	-20	-1.1%
Burglary - Residential	1,076	0	1,076	-
Burglary - Business and Community	683	0	683	-
Theft	4,776	3,818	958	25.1%
Theft from the Person	76	70	6	8.6%
Bicycle Theft	286	281	5	1.8%
Shoplifting	1,865	1,548	317	20.5%
Other Theft	2,549	1,919	630	32.8%
Vehicle Offences	1,845	1,567	278	17.7%
Theft from a Motor Vehicle	1,260	1,077	183	17.0%
Theft of a Motor Vehicle	368	288	80	27.8%
Interfering with Motor Vehicle	217	202	15	7.4%
Arson and Criminal Damage	2,440	2,067	373	18.0%
Arson	147	111	36	32.4%
Criminal Damage	2,293	1,956	337	17.2%
Other Crimes Against Society	1,768	1,539	229	14.9%
Drug Offences	255	348	-88	-25.7%
Trafficking in Controlled Drugs	71	58	13	22.4%
Possession of Drugs	184	285	-101	-35.4%
Possession of Weapons	124	97	27	27.8%
Public Order Offences	1,037	806	231	28.7%
Miscellaneous Crimes Against Society	352	295	59	20.1%
Hate Crime	192	173	19	11.0%
ASB Incidents	5,510	5,655	-145	-2.6%

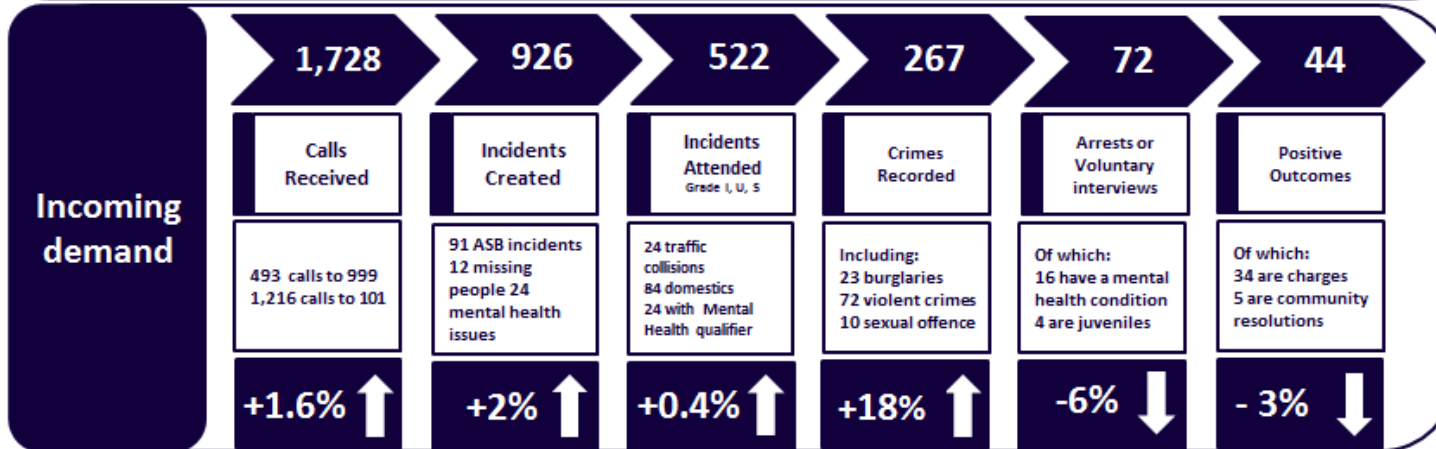
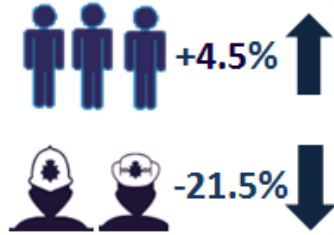
Broxtowe, Gedling & Rushcliffe	2017/18	2016/17	Volume Change	Percentage Change
All Crime	17,842	14,783	3,059	20.7%
Victim-Based Crime	16,096	13,994	2,702	20.2%
Violence against the Person	4,380	3,735	645	17.3%
Homicide	2	1	1	100.0%
Death or Serious Injury - Unlawful Driving	3	8	-5	-62.5%
Violence with injury	1,785	1,760	25	1.4%
Violence without injury	1,528	1,233	295	23.9%
Stalking and Harassment	1,062	733	329	44.9%
Sexual Offences	612	459	153	33.3%
Rape	242	144	98	68.1%
Other Sexual Offences	370	315	55	17.5%
Robbery	162	129	33	25.6%
Robbery of Business Property	27	37	-10	-27.0%
Robbery of Personal Property	135	92	43	46.7%
Burglary	1,973	1,833	140	7.6%
Burglary - Residential	1,522	0	1,522	-
Burglary - Business and Community	451	0	451	-
Theft	4,485	3,763	722	19.2%
Theft from the Person	70	85	-15	-17.6%
Bicycle Theft	302	310	-8	-2.6%
Shoplifting	1,802	1,559	243	15.6%
Other Theft	2,311	1,809	502	27.8%
Vehicle Offences	2,172	1,374	798	58.1%
Theft from a Motor Vehicle	1,389	952	437	45.9%
Theft of a Motor Vehicle	488	264	224	84.8%
Interfering with Motor Vehicle	295	158	137	86.7%
Arson and Criminal Damage	2,312	2,101	211	10.0%
Arson	78	71	7	9.9%
Criminal Damage	2,234	2,030	204	10.0%
Other Crimes Against Society	1,746	1,389	357	25.7%
Drug Offences	527	373	154	41.3%
Trafficking in Controlled Drugs	93	98	-5	-5.1%
Possession of Drugs	234	275	-41	-14.9%
Possession of Weapons	131	131	0	0.0%
Public Order Offences	941	666	275	41.3%
Miscellaneous Crimes Against Society	347	219	128	58.4%
Hate Crime	249	207	42	20.3%
ASB Incidents	5,420	5,697	-277	-4.9%

APPENDIX C – DEMAND FOR SERVICE (2017-18)

A typical day in Nottinghamshire Police



- The population of Nottinghamshire is 1,135,992 people
- Nottinghamshire Police has 1,917 officers
- Across Nottinghamshire there is approximately one police officer for every 593 members of the public
- Since 2010, officer numbers have fallen while the population of Nottinghamshire has risen



On-going demand

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

- Supporting 1,522 domestic abuse survivors at the Multi-Agency Risk Assessment Centres
- Managing 1,642 sexual and violent offenders under Multi Agency Public Protection Arrangement
- Supporting 2,975 children and young people subject to a Child Protection Plan
- Supporting 2,968 priority families in the City of Nottingham, 29% of which have ASB or Domestic problems
- Carrying out 5 stop and searches, with a 34.2% positive outcome rate

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	8th October 2018
Report of:	Paddy Tipping Police Commissioner
Report Author:	Kevin Dennis
E-mail:	kevin.dennis@nottinghamshire.pnn.police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	9

POLICE AND CRIME PLAN (2018-21) – THEME 3: TACKLING CRIME AND ANTISOCIAL BEHAVIOUR

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to provide the Police and Crime Panel with a progress report on how the Chief Constable and partners are delivering his strategic activities in respect of Theme 3 of his new Police and Crime Plan for 2018-21.
- 1.2 The report identifies an outline of the activities that are planned for 2018-2019 or have been progressing across policing and community safety.
- 1.3 This Theme 3 update report was considered at the Strategic Resources and Performance meeting of 19th July 2018.

2. RECOMMENDATIONS

- 2.1 That the Panel discuss and note the progress made.
- 2.2 That the Panel scrutinises activity undertaken in support of Theme 3 and provide the commissioner with feedback.

3. REASONS FOR RECOMMENDATIONS

- 3.1 The Police and Crime Panel have requested an update on Theme 3 in its work plan for 2018-19 and this report gives Panel members an opportunity to hold the Commissioner to account and raise any concerns.
- 3.2 This monitoring report provides an overview of the delivery of the activity and performance in respect of Theme 3 of the Police and Crime Plan (2018-21) for quarter 1 of 2018-19.

4. Summary of Key Points

4.1 On 7th February 2018, the Commissioner presented his new Police and Crime Plan (2018-21) for implementation commencing 1st April 2018. The new plan has four new themes:

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

4.2 **Appendix A** provides a table summarising the progress and achievements in respect of Theme 3 of the new plan. The activities have been graded in terms of completion/progress and it will be seen that 100% of activity is currently graded Green (on track) and there are no actions Amber or Red.

5. Details of outcome of consultation

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

6. Appendices

6.1 **Appendix A:** Table detailing the progress and achievements of the Commissioner's toward Theme 3 of the Commissioner's Police and Crime Plan (2018-21).

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

- [Police and Crime Plan 2018-2021 \(published\)](#)

For any enquiries about this report please contact:

Kevin Dennis, Chief Executive of the Nottinghamshire Office of the Police and Crime Commissioner

Kevin.dennis@nottinghamshire.pnn.police.uk

Tel: 0115 8445998

Philip Gilbert, Head of Strategy and Assurance of the Nottinghamshire Office of the Police and Crime Commissioner

philip.gilbert11028@nottinghamshire.pnn.police.uk

Tel: 0115 8445998

APPENDIX A



POLICE AND CRIME DELIVERY PLAN (2018-21)

Working with you for a safer Nottingham and Nottinghamshire

COMMISSIONER'S STRATEGIC THEME 3 UPDATE - QRT 1 UPDATE (June 2018)

Final

STATUS KEY and Results: The overall rating is therefore very good

Green	Achieved or Adequate Progress being Made	Amber	Started but Inadequate Progress or Risk that it won't be achieved	Red	Unachieved or strong likely that it won't be achieved	White (NS)	Not Started but Planned to take place during later Qrt
Number & %	16/16 (100%)	Number & %	0/16 (0%)	Number & %	0/16 (0%)		0/16 (0%)

THEME 3: TACKLING CRIME AND ANTISOCIAL BEHAVIOUR

No	Organisation	SPECIFIC DELIVERABLES OF COMMISSIONER, CHIEF CONSTABLE AND PARTNERS	RAG Status
1	NOPCC NW	Continue to provide financial support for targeted programmes to divert children and young people away from crime and anti-social behaviour.	G
<p>In the first quarter of 2018/19 the Commissioner has committed £50,000 to three knife crime projects delivered by community organisations (Nottingham Forest Community Trust, Switch Up CIC and Fearless Youth Association) aimed at diverting young people away from knife crime. The three projects are working closely with the Knife Crime Strategy Manager to ensure that robust and appropriate referral mechanisms are in place to capture the most appropriate individuals.</p> <p>In addition, two of the 2018/19 Community Safety Fund projects (Chayah and Al-Hurraya) totalling £27,500 are focused on diversionary activity.</p> <p>Finally, via PCC funding provided to the Safer Neighbourhood Board, £109,000 has been allocated for the year to the County Youth Justice Service for Youth Crime Prevention and Diversion activity.</p>			

2	NOPCC DH	Undertake research and co-engagement activity to build a better understanding of communities.	G
<p>The final quartile of the Police and Crime Survey data will be reported in July 2018 which will provide a full 12 month baseline for on-going monitoring and more detailed insight into the perceptions, priorities, needs and experiences of local communities. This will also provide a robust framework for monitoring delivery against aspects of the Nottinghamshire Police and Crime Plan. Following changes in key staffing, the Safer Nottinghamshire Board (SNB) lead for New and Emerging Communities held a meeting in May 2018 to re-invigorate partnership working linked to this agenda. The project has been broadened to encompass the City and includes work Nottingham Trent University (NTU) led research involving specific new and emerging communities that aims to inform local integration and cohesion strategies.</p>			

3	Force	Identify high severity 'harm spot' locations in Neighbourhood Policing Areas and produce detailed intelligence profiles to support problem solving.	G
<p>The Force's Performance team has identified high severity 'harm spot' locations within Neighbourhood Policing Areas. This has allowed the Safer Nottinghamshire Board (SNB) and Crime and Drugs Partnership (CDP) to agree an order for the production of detailed local intelligence analytical profiles (using the template designed for the Local Arboretum 'deep-dive' Serious and Organised Crime (SOC) profile which was commended by the Home Office and partners).</p> <p>Two 'proof of concept' profiles have been completed. These are:</p> <ul style="list-style-type: none"> • Worksop Town Centre/ Worksop North East • Carlton & Porchester <p>Scheduled City Profiles:</p> <ul style="list-style-type: none"> • City Centre • Bulwell • Arboretum refresh/extension (tbc) <p>Scheduled County Profiles:</p> <ul style="list-style-type: none"> • Sutton in Ashfield local profile • Newark local profile • Mansfield East / West local profile • Stapleford local profile • Worksop South local profile • Hucknall local profile • West Bridgford local profile 			

Note: In addition to the above an additional local intel profile has already commenced for the Bestwood area relating to Operation Reacher.

4	Force	Invest in community problem-solving approaches to address concerns that matter most to people such as rural crime, motorcycle noise and alcohol related anti-social behaviour	G
<p>The Force has conducted extensive benchmarking with other forces in the development of its problem solving model: OSARA (Outcomes, Scanning, Analysis, Response, Assessment). Problem solving data is stored on ECINS to enable the effective sharing of plans and information with our partners who also use the system.</p> <p>In addition to OSARA, the Force is working in partnership to apply a multi-agency problem solving approach to complex issues. For example, the Vulnerable Persons Panel (County) and Complex Persons Panel (City), provides a forum to discuss individuals who are vulnerable, and / or causing crime and ASB in a community, where traditional policing methods are not working. Agencies share their information enabling an effective problem solving approach. This is also seen within Priority Families, where officers and PCSOs are trained to lead a multi-agency response.</p> <p>There is a dedicated Intranet site to support Problem Solving Policing and all our neighbourhood policing staff are being trained in the force problem solving approach using the OSARA model and ECINS.</p> <p>The Force has moved into shared accommodation across many areas of the County, which has led to enhanced partnership working. This includes, not just co-locating services to save estate cost, but to deliver better joined up problem solving for community safety issues and better use of resources through more effective tasking and coordination and daily management processes.</p> <p>The accommodation plan is on track and within the next 6-8 weeks Response and NHP resources will be fully embedded with partners at key bases across the county. The rolling out of the agile working programme will further enhance the ability for all staff to remain visible in communities.</p> <p>In support of the local policing teams (NP, response & CID), a dedicated rural crime resource within the Force is currently provided by a pro-active rural crime specials team (1 Special Sergeant and 5 Special Constables). They are supported by 5 rural parish special constables. The latter have been given a bespoke training package which covered the core policing skills and also additional rural elements.</p> <p>From January to June 2018 Rural Special Constables have contributed over 1000 policing hours in the rural communities of Nottinghamshire. Some of the activities they have completed are:</p> <ul style="list-style-type: none">• Arson reduction patrols - Rural Specials working alongside Notts Fire and Rescue carrying out targeted visits on farms where there have been a number of reported arson attacks and ASB.• ANPR Operations has resulted in 5655 vehicles checked by cameras with 7 vehicles seized.• Off road areas patrolled utilising 4 x 4 concentrating on off road motorbike/quad use and poaching.• Liaised with angling teams and other rural parties to combat fly tipping• Currently recruiting for more Rural Specials to join the Rural Specials Team <p>Rural crime activity is coordinated through a Rural Crime Partnership Group chaired by the force lead for rural crime and attended by stakeholders, including the National</p>			

Farmers Union (NFU), community representatives, partners and individual landowners and farmers. It acts as a forum to develop and deliver key activities, such as:

- **Operation Bifocal:** targeting night-time poaching and hare-coursing activities and utilises the expertise and capacity of gamekeepers, farmers and landowners to work alongside Officers.
- **Operation Jericho:** targeting the use of off-road quad bikes, motor bikes and vehicles causing damage to land, crops, hedges and fields. A key part of the operation is the use of civil tools and powers as well as partner agency powers where applicable to take enforcement action.
- **Operation Traverse:** targeting ASB, crime and illegal fishing on the bank-sides of our rivers and waterways. This utilises partners including the Angling Trust voluntary bailiff scheme, Environment Agency fishery enforcement officers and police officers to work collaboratively and for the benefit of all.

The Force have recently convened a county wide internal rural crime group bringing together our wildlife crime officers, media, neighbourhood inspectors and the force lead with the objective to coordinate and oversee the approach to rural crime internally. In addition we are working with the Nottinghamshire Wildlife Trust to promote understanding, awareness and deliver training to officers on wildlife crime. This is being funded through the PCC's Community Safety Grants scheme.

Furthermore, the Force have recently secured a quad bike through PCC funding to enable staff to deal with some aspects of rural and nuisance bike crime. This is used operationally to support rural operations but also in engagement events such as the county show to demonstrate a commitment to rural crime, capability to tackle rural issues and to generate positive engagement opportunities with communities.

Nottingham was successful in being selected for the second round of the Home Office's Local Alcohol Area Action Plan (LAAA2). A comprehensive Delivery Plan is in place for the LAAA2 covering the 5 themes and use of the night time levy funding to implement this is on-going.

5	NOPCC PG	Support community led initiatives to reduce serious acquisitive crime, such as vehicle crime and domestic burglary and reinvigorate traditional target hardening activity	G
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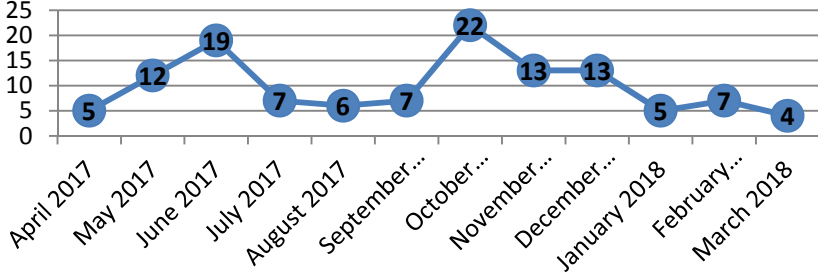
The Chief Constable has established and a City and County burglary team. Residential PCC county funding of up to £70k has been identified and plans are being developed to establish a target hardening scheme to tackle domestic burglary. See also No. 15 below.

6	Force	Continue to work collaboratively in local, regional, national and international structures to obtain, analyse and share intelligence to protect the public from terrorism and extremism.	G
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The Force continues to be an active member of the strategy-driven Prevent Steering Group and the Channel Panel, the safeguarding forum for Counter Terrorism and

radicalisation.

Through NCTPHO¹ and our Regional and Local teams we work collaboratively to ensure that we identify vulnerable individuals who are at risk of radicalisation and seek to safeguard them. This work is also collaborated with Statutory Partners and the Prevent strategy including the CHANNEL programme. Due to our Regional alignment with Pursue and the Intelligence function we have access to intelligence and information which, when appropriate, we are able to share with partners in a multi-agency environment to ensure that the public and vulnerable are safeguarded.

7	Force	Police and Partners to work closely with statutory partners, community contacts and Police colleagues to safeguard people from radicalisation and to prevent the spread of all forms extremist rhetoric and acts of terrorism.	G																										
<p>The Prevent Team works with statutory partners through the "Prevent Steering group" forum and CHANNEL in terms of mitigating risk and protecting vulnerable persons. There have been 132 referrals on the East Midlands PCM (Prevent Case Management) tracker between 1st April 2017 and 31st March 2018.</p>  <table border="1" data-bbox="107 667 922 944"><thead><tr><th>Month</th><th>Referrals</th></tr></thead><tbody><tr><td>April 2017</td><td>5</td></tr><tr><td>May 2017</td><td>12</td></tr><tr><td>June 2017</td><td>19</td></tr><tr><td>July 2017</td><td>7</td></tr><tr><td>August 2017</td><td>6</td></tr><tr><td>September 2017</td><td>7</td></tr><tr><td>October 2017</td><td>22</td></tr><tr><td>November 2017</td><td>13</td></tr><tr><td>December 2017</td><td>13</td></tr><tr><td>January 2018</td><td>5</td></tr><tr><td>February 2018</td><td>7</td></tr><tr><td>March 2018</td><td>4</td></tr></tbody></table> <p>The above graph shows the distribution of referrals over the past 12 months. During this time 116 referrals were closed on PCM.</p>				Month	Referrals	April 2017	5	May 2017	12	June 2017	19	July 2017	7	August 2017	6	September 2017	7	October 2017	22	November 2017	13	December 2017	13	January 2018	5	February 2018	7	March 2018	4
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¹ NCTPHO: National Counter Terrorism Policing Headquarters

8	Force	Help develop the Road Safety Partnership using Community Watch and include Fire and Rescue Service in Partnership working arrangements	G
<p>The Force is currently reviewing its Roads Policing provision, having recently re-established local resource which was previously provided by the region. An on-going review will design and deliver the structure required to provide the specialist policing model in line with local requirements and national policing requirements. Our ambition is to have a small dedicated roads policing unit who will target the most risky drivers through an evidence led approach and work with road safety partners to educate and protect the most vulnerable groups. We have already started this transition, for example, the Road Safety partnership has been brought under the leadership of the force roads policing tactical lead to enable co-ordinated tasking in conjunction with the Operational Support capability.</p> <p>The priority for our roads policing capability will remain that of reducing KSIs (Killed or Seriously Injured) in line with analysis of validated fatal and serious collision data provided by the Department for Transport and recommendations from the Roads Policing STRA. Work will continue with Nottinghamshire Roads Safety Partnership in enforcing fatal 4 and further development of reduction initiatives, such as Operation Tutelage.</p> <p>The Fire and Rescue Service are currently linked in with Traffic Management in the Nottinghamshire Road Safety Partnership Education Group, with the Education Lead and Persons at Risk Team Manager and Watch Manager Education Team. Both attend the regular meetings of the group. Also present/invited are Nottinghamshire County Council, Nottingham City Council and Highways England.</p>			

9	Force	Work with national Neighbourhood Watch and Neighbourhood Alert to further develop technological opportunities and other working for sharing and responding to community intelligence.	G
<p>As part of each area community engagement plan each Neighbourhood Policing Team (NPT) utilise various social media platforms and more traditional methods of written engagement to deliver messages into the community. These include Neighbourhood Alert and Neighbourhood Watch co-ordinators.</p> <p>The use and subscription to social media platforms is subject of formal performance reporting through the digital engagement team into the support and scrutiny community engagement meetings held every 6 months.</p>			

10	Force	Pilot 'Safer Schools Officers' to achieve better engagement and introduce early intervention activities.	G
<p>The Force is establishing Schools and Early Intervention Officers as part of a new operating model with the aim of identifying young people at risk of crime and ASB to provide support in a multi-agency framework. The new structure includes plans for schools officers in every Neighbourhood Policing area across the Force, from the start of the academic year 2018/19. This follows a successful trial this year whereby three officers undertook 482 bespoke interventions.</p>			

11	Force	Manage suspects and offenders who pose the most risk to committing domestic abuse through the Integrated Offender Management (IOM) programme and through 'alcohol' monitoring tags.	G
<p>In October 2017 Nottingham Integrated Offender Management (IOM) teams took on a cohort of the highest risk serial perpetrators of Domestic Violence. Since October there have been 60 offenders accepted onto the DVIOM cohort. They have all been jointly managed between Police, Public Protection Unit (PPU), Independent Domestic Violence Advisors (IDVA), Probation, Clean Slate, Change Grow Live (CGL) and Community Rehabilitation Company (CRC) substance misuse services.</p> <p>Stalking offenders that fall outside the DA category are now also included in our IOM model.</p> <p>The new IOM model (new cohort) enables the development of programmes of interventions and diversion therefore, for not only domestic abuse stalking but the other forms of stalking as well. Since October there have been 60 offenders accepted onto the Domestic Violence IOM cohort. They have all been jointly managed between Police, Public Protection Team, Independent Domestic Violence Advisors, Probation, Clean Slate, CGL and CRC substance misuse services.</p> <p>Early results are also encouraging, from a PPIT point of view, rescores after IOM actions on the initial cohort saw the removal back to IOM standard of 17 offenders.</p>			

12	Force	Explore new methodology to score and prioritise IOM (Integrated Offender Management) using ONS high harm crime index	G
<p>Nottinghamshire has a well-established IOM scoring matrix which measures frequency and severity of offending to aid in selection and performance reporting. This has been successful in driving the scheme towards risk and harm. The offence scores are allocated in line with harm and sentencing and measured across arrests as well as convictions. This matrix is heavily linked to the IOM Performance Tool and work is on-going to embed 'cost of crime' and pathways effectiveness figures into the performance reporting.</p>			

13	Force	Continue to improve 101 responses to low level drug dealing, ASB and noise related ASB through joint Partnership working in urban and rural areas.	G
<p>The move to shared partnership hubs supports this priority at tactical and operational level as practitioners are co-located and are able to managed cases via the ECINS system. The Force website includes useful information on how to report ASB, including the 101 non-emergency number, Crimestoppers and contact details for Neighbourhood Policing Teams.</p> <p>The current use of the Intelligence Voice Recognition/Referral (IVR) system, and the exploration of the 'Queue Buster' platform to enhance the efficiency of call handling service, are some of the ways that technology is currently assisting our staff to meet incoming calls for service.</p>			

14	Force	Appoint a 'Knife Crime Strategy Manager' to improve joint working and mainstream the knife crime team	G
<p>A Detective Superintendent is based within a specific knife crime partnership role, co-ordinating our work to reduce it. It is hoped this work will see a reduction in incidences of knife crime and weapon carriers.</p> <p>As part of our new operating model a Knife Crime Team of 1 Sgt and 6 PCs is now established to continue to work alongside IOM, School Liaison Officers and community protection colleagues, targeting issues of knife related crime, particularly involving youth violence.</p> <p>A Knife Crime strategy is in draft /consultation and work is on-going to design a multi-agency response. A range of mediation, conflict resolution and other intervention methods are being considered.</p>			

15	Force	Establish dedicated burglary reduction teams in the City and County to increase proactive capacity in the Force.	G
<p>From April 2018 the Force has established two dedicated burglary teams as part of the restructure. Two proactive Detective Inspectors increase capacity and effectiveness and have line management responsibility for the newly formed Burglary teams with uplift of 24 investigators, to form these. This allows these staff to focus solely on burglary dwelling recognising the impact this crime type has on victims.</p>			

16	Force	Continue to support partnership activity and targeted programmes in support of tackling serious and organised crime (SOC).	G
<p>The East Midlands GAIN Coordinator role is a ROCU Core Capability and is well established within the East Midlands. A good network has been developed and continues to be developed further particularly outside of traditional law enforcement agencies. A new Disruption Team will form the operational arm of GAIN and allow greater engagement with Forces and Partners to proactively identify opportunities to disrupt SOC through a multi-agency approach, through both law enforcement agencies and wider partnership working.</p> <p>Diversionsary tactics and opportunities are managed through a fortnightly consultation with the Ending Gang and Youth Violence and Cohesion sections of the local authority. This identifies best practice, new opportunities that are available to intervene with troubled families and third sector providers of intervention. The SOC Board and SOC delivery group lead and review the effectiveness of the partnership approaches.</p>			

For Information	
Public	
Report to:	Strategic Resources and Performance Meeting / Police and Crime Panel
Date of Meeting:	8th October 2018
Report of:	Supt Matt McFarlane, Head of Corporate Development
Report Author:	Natalie Baker-Swift, Governance and Planning Manager
E-mail:	matthew.mcfarlane@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	

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

Force Management Statement – Next Steps and Lessons Learned

1. Purpose of the Report

- 1.1 To formally communicate the Force Management Statement (FMS) to the Police and Crime Commissioner and Police and Crime Panel for information.
- 1.2 To outline the next steps, including;
 - How the Force plans to respond to areas for improvement identified through completion of the FMS;
 - Identification of lessons learned following the production of the FMS.

2. Recommendations

- 2.1 It is recommended that the Police and Crime Commissioner and the Police and Crime Panel note the contents of this report.

3. Reasons for Recommendations

- 3.1 To ensure the Panel are briefed on the content of the FMS, the Force's response to areas for improvement highlighted in the FMS and identification of lessons learned.

4. Summary of Key Points

4.1 Response to FMS Outcomes

Nottinghamshire Police prepared its first FMS in May 2018. It provides an overview of the demand that is currently experienced, how its resources are currently deployed in response to demand, the future anticipated demand and the force's plans to meet that demand, and finally, any future demand the force feels it will be unable to meet.

The Force has carefully assessed where current and future demands lie and will continue to re-assess how we align resource to existing and emerging

threats. Recent structural changes are specifically aligned with local public and partner needs and they are all costed over the medium term with a 5 year MTFP which sees no intended use of reserves other than for planned infrastructure investments. A capability based policing model has been built which is both flexible and adaptive to present and future challenges.

The most recent PEEL inspection assessments in 2017 from HMICFRS grades the Force as GOOD: an improvement from assessments made in previous years which recognises the dedication, focus and hard work of all officers and staff. However, the Force recognises the need for continuous improvement and to remain responsive to existing and emerging demands.

For an overview of key points highlighted in the FMS, please refer to the FMS Executive Summary at Appendix A.

4.1.1 FMS and the Annual Planning Cycle

The Priority Plan Programme was launched in April 2016, to enable a renewed approach to business planning and business change. A key tool in this process is the Annual Departmental Assessments (ADA), which provide heads of department an opportunity to undertake an evaluation of their area of business and make proposals for improvement which seek to address identified risk and opportunity.

These proposals are presented to an Extraordinary Force Executive Board, chaired by the Chief Constable and attended by key internal and external stakeholders, who approve and direct activity, informing a programme of change for the forthcoming financial year.

Proposals in the 2018/19 ADAs will respond directly to areas for improvement identified in the FMS, as undertaking this has enabled an enhanced assessment of current and future demand to enhance and enrich the force's existing planning process.

Planning Cycle 2018/19:

- **June** – FMS finalised and submitted to HMICFRS.
- **July / August** – Departmental Heads produce ADA's to include proposals which respond to areas for improvement in the FMS.
- **September** - E-FEB takes place to approve and prioritise proposals and inform the Force's programme of change for 2019/20
- **October** – Departmental budget meetings; where sufficient information is available proposals will be costed and built into budgets for 2019/20. Where further scoping or review is required, business cases will be developed which will be subject to the Force's established governance process.
- **November** - Report to Strategic Resources and Performance Meeting to outline outcomes from ADA process, including how these respond to areas for improvement in the FMS.
- **Production of FMS 2019/20** - The template and specific timings of the FMS for next year are still to be confirmed by HMICFRS following review of this

year statements, however it is anticipated that these will continue to be in line with the Force's annual planning cycle.

4.2 **Lessons Learned from the 2018 FMS Process**

Understanding demand

The ability to adequately forecast demand and to establish a common language and understanding between departments was highlighted as an area for development for a number of Forces. Whilst the Force is making headway in its ability to predict and analyse current and future demand, maturity in understanding is critical in ensuring that policing can remain dynamic and responsive to on-going challenges.

In order to understand demand more thoroughly, now and in the future, the force will continue to review its provision for predictive analysis and also available data sources to ensure that the best possible information is utilised. Furthermore, the forthcoming review of Corporate Development, commissioned as part of the ADA process in 2017, will be cognisant of the capacity and capability required to build a greater understanding of demand.

Governance

The continued oversight of the FMS production at Chief Officer Team level is crucial in ensuring adequate resourcing and the required engagement from departmental and operational leads. The new Futures Board, chaired by DCC Barber, will provide strategic oversight for the production of the FMS going forward. Furthermore, following approval of proposals at the E-FEB in September, the Board will oversee the implementation of activity designed to resolve areas for improvement identified in the FMS.

Structure / Approach

This year's FMS was conducted as a pilot, with no grading or formal feedback however it is expected to inform the Integrated PEEL Assessment (IPA).

The guidance which accompanied the template allowed for wide variation in approach. It is not yet known whether the guidance and template is likely to become more prescriptive in future years. A briefing by HMICFRS will take place at the end of September to outline key lessons learned from a national perspective at which point it is expected that the Force will know more in this regard.

In respect of the local approach however, a number of submissions collated by one individual led to a variation in approach, content and analysis. A revised method will be explored next year to enable greater corporacy, not only in respect of commonality of language, but also the balance of strategic and operational detail included by each department head. This will include a greater degree of facilitation by those producing the FMS and the use of focus groups to increase collective knowledge and understanding.

Analytical provision

The degree of analytical provision required to service the requirements of the FMS were potentially underestimated this year. Next year the force will look to agree the scope of analytical data to be included at an early stage to ensure that sufficient insight is included. This will be supported by an improved approach to demand forecasting.

Wellbeing Data

Whilst the Force's strategic approach to wellbeing has improved greatly in recent years, the production of the FMS highlighted a varying degree of understanding of officer and staff wellbeing by departmental heads. Sickness data cannot always be relied upon to give an accurate understanding of wellbeing due to potential presenteeism, therefore further use of perception surveys and other approaches will be explored. This is supported by the launch of a new Health and Wellbeing Strategy in September.

Celebrate successes

As the FMS is intended in future to be a public facing document, it is important that the individual department heads learn to celebrate successes in their respective areas. Whilst the FMS encourages the Force to identify areas for focus and improvement, it is important that it provides a balanced perspective and celebrates what officers and staff already do well.

Overall assessment

It is anticipated that the learning from this year's FMS coupled with a greater level of understanding and buy in from the across the Force, should lead to a smoother, less intensive process in future years. Overall the FMS provided valuable strategic insight and there are clear business benefits to be gained in driving cultural change through the need for improved strategic thinking, planning processes and demand management.

5. Financial Implications and Budget Provision

- 5.1 No direct Financial Implications are raised with regard to this report.
- 5.2 Budgetary provision for business change initiatives required to address key issues highlighted by the FMS will be considered on a case by case basis as part of the financial planning process.

6. Human Resources Implications

- 6.1 There are no direct HR implications with regard to this report.

7. Equality Implications

- 7.1 There are no direct equality implications with regard to this report.

8. Risk Management

8.1 Any Force risks identified in the production of the Force Management Statement have been included in departmental or the Force risk register.

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

9.1 There are not direct policy implications as a result of this report.

9.2 Any planning undertaken as a result of the lessons identified in this report, will be undertaken in line with Police and Crime Plan priorities.

10. Changes in Legislation or other Legal Considerations

10.1 There are not direct legal considerations with regard to this report.

11. Details of outcome of consultation

11.1 There has been no consultation carried out in relation to this report.

12. Appendices

12.1 Appendix A - Force Management Statement Executive Summary

Background paper: Force Management Statement.

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Force Management Statement – Executive Summary

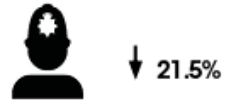
June 2018

Executive Summary

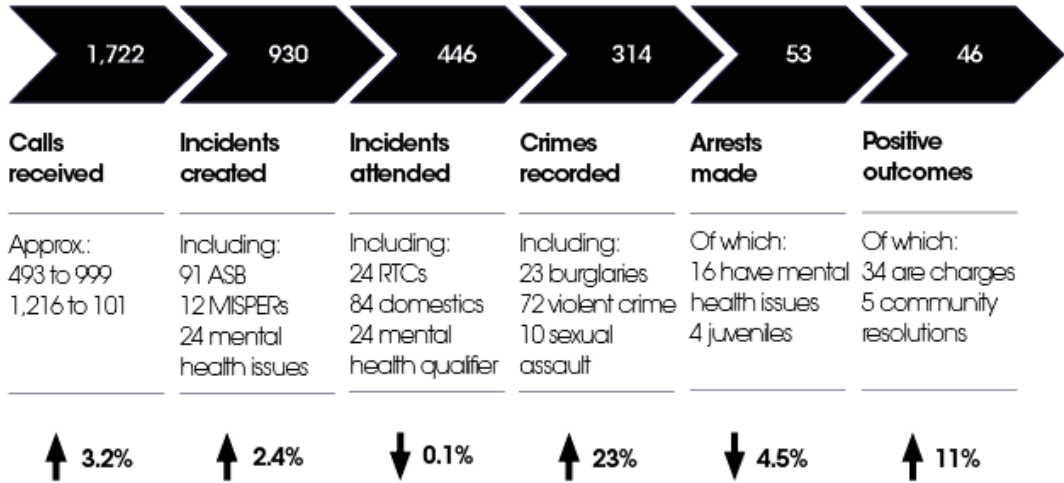
A typical day in Nottinghamshire Police



- The population of Nottinghamshire is 1,135,992 people
- Nottinghamshire Police has 1,917 police officers
- Across Nottinghamshire, there is approximately one police officer for every 593 members of the public
- Since 2010, officer numbers have fallen whilst the population of Nottinghamshire has risen



Incoming demand



On-going demand

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

- Supporting 1,522 domestic abuse survivors at the Multi-Agency Risk Assessment Centres
- Managing 1,642 sexual and violent offenders under Multi Agency Public Protection Arrangement
- Supporting 2,975 children and young people subject to a Child Protection Plan
- Supporting 2,968 priority families in Nottingham city, 29% of which have ASB or domestic problems
- Carrying out 5 stop and searches, with a 34.2% positive outcome rate

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This is the first Force Management Statement (FMS) prepared by Nottinghamshire Police; it provides an overview of the demand that is currently experienced, the future anticipated demand including our plans to meet it, and finally, unquantified future demand. The most recent PEEL inspection assessments in 2017 from HMICFRS find that we are GOOD: an improvement from assessments made in previous years which indicates the dedication, focus and hard work of all our officers and staff.

We believe there are things we can improve, and we recognise there are areas that require focus. We are ensuring that our Annual Departmental Assessments, those assessments completed by heads of departments, continue to take place allowing for a force wide overview of activity and structure to ensure it is meeting demand, the needs of the public, and has an operating and resource model fit for purpose.

2018 has seen the introduction of a new operating model in Nottinghamshire placing geographical local policing at the forefront of our policing response supported by force wide specialist operations. We believe that local accountability through Neighbourhood Policing Inspectors and Superintendent Area Commanders will ensure we have a dynamic and responsive service to meet the needs of the public whilst safeguarding neighbourhood policing. Efficiency savings created by re-structure and process changes have allowed for re-investment in front line constable posts with the recent precept increases supporting our vision to have 2000 police officers by April 2019. We are well on track with this ambition, currently having 1965 officers and will achieve our aim during 2018/19. This is a radical transformation away from 1650 officers and represents a significant shift in resource prioritisation to meet future demand.

HMICFRS Value for Money profiles have consistently demonstrated that we receive a high volume of 999 calls per head of the population, with the number of crimes and charges per officer above the national average. This is compared to a funding picture which has consistently demonstrated that we receive lower than average funding per head of the population, with below average central and local funding. In effect we have a demand and crime profile (as evidenced by the ONS Severity Index) of a more metropolitan force with the funding profile of a county force. This is also evidenced through the volume of criminal justice demand per officer when compared in regional data sets.

Since 2010, our budget has reduced by £54million, which has at its lowest point also resulted in a 21.5% reduction in police officer numbers. This is despite a changing and increasing population with high calls for service and increasing complex demand. Therein lies our challenge coupled with that of our key strategic public sector partners.

This funding picture is replicated within our partner agencies, with the Local Authorities receiving large funding reductions over this time period: for example

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Nottingham City Council's government grant funding has reduced by 80% requiring budget savings of over £200 million. Whilst this has led to structure changes and innovative working, we have also seen an inevitable withdrawal of services from key areas, predominately preventative services such as youth provision. We believe it is now that we are seeing the consequences of such reductions as those individuals who were 10 years old at the start of austerity, are now reaching adulthood. They have not received the same volumetric level of support from formal and third sector organisations as this is now reserved for those who are in need of statutory and acute intervention. A tangible example is to be found in our 'knife crime' cohort of younger people who frequently touch safeguarding and criminality thresholds.

The reduction in adult social care provision and the immense strain on social services can be seen and noted every day when reviewing demand on our services and our desire to increase joint initiatives. Our increase in MARAC meetings to ensure all high risk domestic abuse cases are reviewed was initially delayed due to partner capacity and resourcing. This impact and interdependency should not be forgotten or minimised in our increasing complex and connected society. We have seen an increase in crimes such as dating scams, family or friend related 'mate' crime and online frauds associated with older victims.

This complexity of demand is present throughout all departments and areas, and the increase in reports of high risk crimes, such as serious sexual offences both current and non-recent, increase in awareness of often international offences such as human trafficking, along with visible offences and vulnerabilities linked to the use of psychoactive substances, are examples of this.

National issues often have local impacts and we have worked hard to ensure that the National Child Abuse Investigation is fully supported ahead of its arrival in Nottingham later this year. We have recorded nearly 1000 crimes dating back to 1949 and we have shifted resource to permanently investigate non-recent abuse. This comes at a cost as we have shifted strategically away from dedicated bulk acquisitive crime towards Safeguarding and Vulnerability. This is assessed to grow over the next five years and we welcome the fact that more victims are coming forward and trusting the police.

Crime patterns continue to shift; we are seeing a large and active presence of 'paedophile hunters' within Nottinghamshire. Our aim is to keep children safe and despite the criminal justice challenges we have prosecuted all but one case referred by this method. We have invested increasingly in online operations, more often than not these are focused on the highest risk offenders. We have allocated dedicated resources and have recruited specifically against this threat.

Access to mental health support, most specifically for young people, remains a significant driver to incidents requiring police attendance. The PCC has funded

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bespoke triage arrangements to prevent S136 MHA detentions, a resource we have mainstreamed following demand analysis. Though we understand that binary custody detainee demand has decreased, the complex needs of each detainee are continuing to increase. (Drugs/Alcohol/Mental Health/Homelessness)

We have focused in the last 12-18 months on identifying vulnerability in its many forms, and ensuring that there is a suitably prioritised response. Process changes within the Control Room, Daily Management and Demand Management Inspectors ensure that this demand is regularly reviewed to sustain our improvements.

We have invested strongly in offences of high harm, such as Human Trafficking which we assess will increase. We have a dedicated investigation team and a partnership board that we have benchmarked regionally. Part of our investment has been specifically aimed at prevention and education.

Prevention is a key part of our approach despite the fiscal challenges. We know this is needed, wanted and that it delivers over time from academic research. Schools & Early Intervention Officers will be aligned ubiquitously across the force into every secondary school and academy following a successful trial this year whereby three officers undertook 482 bespoke interventions. This is also being extended to higher education establishments aligned to high profile demands such as knife crime.

This engagement strand is built on by projects such as Mini Police in some of our Primary Schools, which involves children in the activities of our service and teaches positive messages. We also have a substantial number of junior and senior Police Cadets across the force as a further positive preventative and engagement tool to reduce future demand. This work is delivered with Derby University.

We have the only dedicated knife crime team outside of The Met, who use intelligence led tactics working with partners to address knife carrying within Nottinghamshire. They are deployed according to the latest intelligence picture, using stop search powers with phenomenal success with a 65% positive outcome rate. We have jointly invested with our partners in a Knife Crime Strategy Manager who works across the partnerships to delivery direction and tangible improvements to our approach in line with the 4 P's of Pursue, Prevent, Protect and Prepare. This can be seen in the development of a knife crime cohort of offenders for proactive management and intervention using IOM principles. It is through a multi-faceted approach that we aim to reduce both the prevalence of carrying and use of knives within the community. Last year, knife crime rose locally by 11% compared to a national picture of 22% and each incident is carefully analysed.

Firearms offences increased by 11% nationally in 2017 and here in Nottinghamshire they have reduced by a third. Our demand in this area poses a historical and contemporary threat. Consequently we assess and invest with continuing resolve

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which is underlined within our force serious and organised crime teams, their enhanced capabilities and an evidenced gap our regional teams simply cannot meet.

In the last year, we have seen an increase in crime rate: 18% to the end of March 2018. This is in direct comparison to the decreases noted by the Crime Survey of England and Wales, however very much in line with all other police forces nationally. As we have only seen a marginal increase, 1.8%, in the number of incidents received we can attribute a large proportion of this increase to crime recording in line with the National Crime Recording Standards, especially in the offences of lower impact volume violence offences and public order.

We have experienced an increase in volume acquisitive crime offences, such as 29% in theft from motor vehicles, 18% increase in shoplifting and 29% increase in other theft offences. We believe with our partners that part of this increase is due to a genuine increase in crime. Working with partners, a dedicated volume crime cohort of offenders has been identified that will be managed according to offender management principles and will be managed by the joint resource of Nottingham City Council Community Protection and police neighbourhood team.

Due to national recording practices within burglary, it is difficult to ascertain the exact changes however our analysis shows burglary in a dwelling has increased locally approximately 4%, compared to 8% nationally. We recognise the importance and impact this offence has on our community through our survey work. From April 2018 we have established two dedicated burglary teams as part of the force re-structure.

We identify that technology is making our service more efficient and agile, whilst also creating demand locally and nationally. Technological advances and devices touch almost every investigation and incident, with some service providers cooperating with our role and safeguarding our most vulnerable members of the community more than others. National leadership is expected to create change in this area.

There is more action that some service providers could do to disrupt criminality and safeguard the public. Anonymity on the internet is a problematic area as some treat this as a way to incite hatred, with little or no consequence. We are investing in our cyber and digital capability, as we only expect this area of demand to increase for both cybercrime and cyber enabled crime. We have recruited dedicated graduate investigators straight into these areas in response to such demands and we have taken significant investment decisions to facilitate a greater capability closer to the operational frontline in response to these threats.

We will be one of the next forces to receive Single Online Home, and we continue to actively engage with the national ICT projects to realise benefits locally. This will complement online crime and incident reporting which we have invested in to help shift demand.

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This digital and data demand is also relevant in consideration of challenges of disclosure within criminal cases. This highlights, like many aspects of our role, that confidence in the criminal justice system is not just dependent on the police service and a holistic approach needs to be taken. Our ACC has written the national disclosure action plan and we have deliberately delivered more training in this area.

An area that will have a significant local impact is shale oil and gas exploration, with current on-going activity. This is already having a resourcing impact however the on-going legal case regarding exploration at Clumber Park, a National Trust property, is likely to throw the issue of policing such demonstrations into the spotlight. This is a demand and cost that we will be seriously challenged by should central fiscal assistance not be forthcoming in the form of Special Grant procedures.

We have changed our recruitment approach to meet our current and future needs, ensuring that the right skills are within our workforce. We are increasing the numbers of police officers, including launching the first national Police Constable Degree Apprenticeship to broaden the appeal of our service. Our targeted and proactive recruitment has resulted in an increase in the number of applicants from the BAME community with 38% of applicants. Our next traditional intake of 54 officers has an 11% BAME representation. We currently have graduate police investigation officers who are deployed within areas such as Public Protection and Cyber Crime. This not only brings an increase to our resilience, but a targeted skills offer. From July 2018, we will also have two specialist media interns to engage and investigate a changing age profile of social and criminal public communication methods.

Our officers and staff are comparably highly efficient and deliver a good service to the public despite recent fiscal challenges and changing demands. We have a comprehensive and accessible wellbeing programme overseen by the Force Wellbeing Board, taking a preventative and proactive approach to improving workforce wellbeing, such the Wellbeing Conference, Staff Wellbeing surveys in departments and force Disability Survey. These are all aimed at making Nottinghamshire Police an employer of choice and ensuring that we can continue to provide the very best service to the public now and into the future.

Finally all of the above comes at a choice and a cost. We have carefully assessed where our current and future demands lie and we will continue to re-assess how we align resource to emerging threats. Our recent structural changes are specifically aligned with local public and partner needs and they are all costed over the medium term with a 5 year MTFP which sees no intended use of reserves other than for planned infrastructure investments. We have built a capability based policing model which is both flexible and adaptive to the challenges we face. Our aim is to continue to strive for greater predictive analysis, to continue our front line and technological investments and to respond with pace where unpredicted demands require us to adapt in order to protect the public.

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Declaration

This is the force management statement for Nottinghamshire Police. Except where stated otherwise, the information in this statement is complete and accurate in all material respects.

A handwritten signature in black ink, appearing to read 'C. Guildford', with a stylized flourish at the end.

Craig Guildford
Chief Constable