

APPENDIX A

12 MONTH UPDATE – POLICE AND CRIME PLAN (2013-18)

COMMISSIONER'S PLEDGES		
1.	Campaign against Government funding cuts to Nottinghamshire's budget for policing	STATUS (RAG)
	<p>The Commissioner continues to lobby for more resources, with the cost of savings being a challenging £10m each year. Despite this lobbying, and although the pledge is fulfilled, the Government has still imposed further cuts.</p> <p>Nottinghamshire is disadvantaged by the present funding formula. This is currently under review by the Home Office and will not be completed until 2016-17; the Commissioner has lobbied for this new formula to begin sooner.</p>	G
	The Commissioner has maintained the same level of funding of £3m to local partnerships to provide community safety and victims' services despite a reduction in the Community Safety funding provided by Government.	G
	<p>The Commissioner continues to explore every opportunity to make the best use of available funding by securing efficiencies through regional collaboration overseen by the Regional PCC Board and the Regional Efficiency Board.</p> <p>The East Midlands Police Collaboration Programme (EMPCP) has the task of delivering changes which will improve many areas of operational and non-operational policing functions.</p> <p>In total, the EMPCP is working on more than 40 projects as diverse as improving IT infrastructure, police legal services, training programmes, streamlining fraud and financial investigations and regionalising the management of HR data.</p>	G
2	Improve Community Policing across Nottinghamshire by taking on 150 extras Police Officers and 100 Police Community Support Officers	STATUS
	The Commissioner has made significant progress in increasing the number of Police Officers and PCSO's in	G

	<p>line with his election promises. By April 2015 there will be 2142 police officers; an increase of 120 since 2012-13 and 375 PCSO's an increase of 75 since 2012-13.</p> <p>In his first year of office, the Commissioner secured the recruitment of 161 police officers (either new recruits or transferees) and 90 PCSOs (as there have been officer's leaving the Force) this equates to an extra 89 police officers and 75 PCSOs during 2013-14.</p>	
	<p>There will be continuing work to encourage more volunteering to support local crime prevention work which will include the introduction of Rural Special Constables and / or volunteer PCSOs.</p> <p>There will be a focus on streamlining staffing structures with fewer senior police officers and staff so that we can afford to recruit the highest number of frontline police officers and staff for local policing to meet community needs.</p>	A
	There are current discussions to work up plans for developing Parish Constables to further support the increased recruitment of specials and volunteers in local neighbourhoods. Also volunteers to support the Commissioners mystery shoppers scheme.	A
3	Work in partnership to reduce antisocial behaviour by 50%.	STATUS
	The end of year figures for 2013-14 show a reduction of 38% since the 2011-12 baseline. A further 12% reduction is required to be achieved over the next two years.	A
	Funding has been provided to enable community safety partners to work together to combat antisocial behaviour in priority neighbourhoods.	G
	A Community Safety Partnership fund of £350,000 has been established to support the work of community based projects aimed at tackling anti-social behaviour, alcohol and supporting victims and vulnerable people.	G
	An Alcohol Conference has been held and an Alcohol Strategy and Action Plan developed and now being delivered by Police and partners.	G
	<p>A new ASB Crime and Policing Act (2014) has been introduced by the government, which has been directly influenced by experiences of anti-social behaviour and policing in Nottinghamshire.</p> <p>The new legislation reflects on Nottingham's unique Community Protection partnership. It shows that Nottinghamshire is at the forefront of managing crime and disorder by using a suite of tools and powers designed by front-line professionals.</p>	G
	Supported the CDP in delivering the Respect Nottingham Annual Survey on perceptions of crime and anti-	

	social behaviour. The findings show that anti-social behaviour perceptions of anti-social behaviour continue to improve and the overall level of anti-social behaviour is at an all time low with 7% of people Nottingham citywide highlighting anti-social behaviour as a problem in their area. Similarly, almost all individual types of anti-social behaviour (litter, dog fouling etc) are all seeing continued reductions with the exception of begging in the city centre which saw a significant increase over the last 12 months.	
4	Give extra priority and resources to domestic violence and crimes against girls and women	STATUS
	Commissioned projects to develop a multi agency process of identification of girls affected by gangs, identifying risk and developing pathways to enable appropriate support and also to offer early intervention support to girls involved in gangs. The Girls and Gangs report will be completed on 30/04/2014. A trial MARAC process has been piloted and the recommendations made from this will be included in the Girls and Gangs report and considered by the Girls and Gangs Working Group.	G
	Police Authority Scrutiny - identified Medium Risk Repeat as a priority – the Deputy Commissioner is continually monitoring and evaluating the Scrutiny Committee recommendations and the subsequent follow up Internal Audit by RSM Tenon.	G
	Domestic Violence commissioned services through partner agencies, with £130k per annum for Domestic Violence Medium Risk Intervention Workers (X1 City & x2 County – Women's Aid Integrated Services (WAIS)& Nottinghamshire Women's Aid Ltd (NWAL)); Community Safety Partnership support for additional staffing of the 24h Domestic Abuse helpline; additional resources to MARAC; academic research by the University of Leicester – to identify innovative opportunities to improve services to support and respond to victims' individual needs.	G
	Following on from the review of the City commissioned services for Domestic Violence, the Deputy Commissioner has commissioned a review of County Domestic Violence Services. a multi agency conference is being planned for 13 th May 2014.	A
	The Commissioner has been working with Nottingham Citizens and the Force to improve Safer School Routes.	A
	The successful pilot of the Domestic Violence Disclosure Scheme: Clare's Law in Nottinghamshire has now led to the national roll out of the Scheme and there will be a continued focus on improving services to victims of domestic abuse.	G
	The Deputy Commissioner is also reviewing the County domestic violence commissioned services, which will be followed by a programme of improvement. This is supported by academic research to improve services for repeat victims of medium risk domestic abuse. The County review will be completed by July	A

	2014.	
5	Ensure that victims of crime are treated as people, not cases, and will properly fund Victim Support.	STATUS
	Commissioned an independent Black and Minority Ethnic (BME) project which has highlighted 30 recommendations which are being progressed.	G
	The Commissioner has requested work to ensure that the new Code of Practice for Victims of Crime ¹ will be implemented alongside the Commissioner's new responsibility to commission victim's support services from October 2014. A new Victims Strategy is also being developed. The Deputy Police and Crime Commissioner is now Chairman of a Sub-Group of the Local Criminal Justice Board which has responsibility to implement the code locally.	A
	Restorative justice and community resolution are important processes for repairing the harm to victims and the community. A Restorative Justice Summit has been held sponsoring a National Restorative Justice Conference on 3rd December 2013 in Nottingham.	G
	The Commissioner is committed to expanding the use of restorative justice and will be investing in training to ensure that it is used appropriately and to a consistently high standard. The Commissioner's mapping of restorative justice practice will be completed in the spring of 2014.	A
	<p>The Commissioner has recently commissioned an independent organisation to develop a partnership restorative practice strategy. In addition, the Commissioner has provided funding to film a restorative justice conference on the benefits of the approach to victims and offenders.</p> <p>The Deputy Commissioner has launched a formal tendering process which will appoint an experienced researcher or consultancy agency to examine current restorative justice practice in Nottinghamshire and provide evidence on how the initiative can help heal victims' experiences and reduce re-offending. The successful applicant will also help the Commissioner to devise a restorative justice strategy for the county and consult with victims and the public to gain their feedback on the possible sanctions that could be offered to offenders as part of a community resolution or conditional caution</p>	G
	There will be ongoing focus on protecting and promoting the welfare of children in custody at all stages of	A

¹ [The Code of practice for victims of crime and supporting public information materials](#)

	the process, together with working with partners to improve processes for effectively dealing with patients under Section 136 of the Mental Health Act 2007. The Commissioner is planning a conference on 'mental health and criminalisation system' in July 2014.	
	<p>The police have a central role in protecting children, preventing and investigating crime through the Public Protection Unit.</p> <p>There will be continuing focus on young victims and witnesses, safeguarding children and vulnerable adults. The police hold important information about children who may be suffering, or likely to suffer significant harm, as well as those who cause this harm, which they should share with other organisations to protect children.</p>	G
	Funding has been committed to Victims Support and Crimestoppers.	G
	Community Safety work around focussing on homophobia awareness training, ambassadors for the Gypsy Community, victim support and third party reporting, together with various diversionary and educational training for young people have been supported.	G
	The Deputy Commissioner has been appointed as chair of the Local Criminal Justice Board's Victims' Subgroup which is dedicated to improving the experience of victims and delivering more efficient justice. She will also lead on the commissioning of victims' services, which transfers to the OPCC from October 2014, and oversee the roll out of the Victims Code providing victims with a legal right to information about their case.	G
6	Be fair, honest and protect taxpayers' money.	STATUS
	A Base Budget Review has been commissioned to assist with the identification of opportunities to better align the Force budget with the Police and Crime Plan priorities, compare cost savings and potential opportunities for new ways of working with the regional forces and partners. The final report has been considered by the Commissioner.	G
	New and innovative ways to work in partnership and through Regional Collaboration have been exploring to work up delivering savings whilst protecting local delivery.	G
	The cost of the Commissioner's Office and staff is £1.1 million, which is significantly less than that of the former Police Authority (£1.25 million).	G

	The Commissioner has supported the introduction of Leadership standards through the College of Policing's draft Code of Ethics, ² which outlines the principles and standards of behaviour expected of policing to improve the public's trust and confidence in policing.	G
	The Commissioner has agreed to implement the recommendations from the independent research into 'BME Experiences of Policing' which will be to fairer to BME citizens.	G
	The Commissioner launched his Social Responsibility Strategy in April 2014 which consists of four key objectives which should lead to better decision making and systems/processes which should add value to the community and environment and improves socio-economic strength to communities.	G
	In 2013 the Commissioner approved a Governance meeting structure as set out in including monthly Strategic Resources and Performance meeting and Community Stakeholder Forums be established from 1st April 2013 which allows him to hold the Chief Constable to account on a range of policing matters.	G

COMMISSIONER'S STRATEGIC THEMES		
1	Protect, support and respond to victims, witnesses and vulnerable people	STATUS
	There has been sound progress to set out and deliver commissioned services and outline key strategies (Victims Strategy) to be delivered, together with identifying positions against national standards (including Victims' Support Pledge, Barnardo's Pledge and Youth Charter) and commissioned research (BME Project) to identify recommendations to progress the response of the police and community safety and criminal justice services to deliver improvements for victims, witnesses and vulnerable people.	A
2	Improve the efficiency, accessibility and effectiveness of the criminal justice process	
	There has been commissioned work through the BME project, which has outlined 30 recommendations to be delivered for improvement, there is ongoing monitoring through Performance and Insight of the CJS. The Commissioner has taken an active role in developing a local response to improving rehabilitation agenda,	A

² [College of Policing: Code of Ethics](#)

	and has commissioned a Restorative Justice Strategy based upon a mapping exercise with an organisation called Remedi, there is also further work to develop the Victims Strategy,	
3	Focus on those local areas that are most affected by crime and antisocial behaviour	STATUS
	<p>There has been strategic focus on the High Impact Areas for the City and Priority Plus areas for the County. There have been identified grants and work to develop Safer School Routes, development of the public transport safety CCTV Scheme, and commitment by the Commissioner to maintain the same level of funding for local partnerships to provide community safety and victims' services.</p> <p>In Nottingham the CDP has maintained its focus on High Impact Areas as part of its four tier model of working.</p>	G
4	Reduce the impact of drugs and alcohol on levels of crime and antisocial behaviour	STATUS
	<p>There has been joint commissioning of substance misuse services, together with delivering the Alcohol Strategy and Action Plan, which addresses night time economy issues. Funding has been provided to the Safer Nottinghamshire Board and to the Nottingham Crime and Drugs Partnership to ensure drug misusing offenders have access to treatment and recovery services.</p> <p>The CDP Executive group applies deep dive methodology to substance misuse and associated issues on a quarterly basis. In doing so, partners plan and coordinate service delivery jointly.</p> <p>The PCC and Nottingham City alcohol strategy have been aligned. The CDP is delivering on the strategy and associated plans in Nottingham.</p> <p>Local Alcohol Action Area status has been achieved across the city and county.</p> <p>The CDP continues to commission and manage all drugs and alcohol treatment services.</p>	G
5	Reduce the threat from organised crime	STATUS
	The Commissioner and Chief Constable review the capability and capacity to deliver the Strategic Policing Requirement ³ , this is being Inspected by the HMIC with a national thematic to be reported in April 2014.	A

³ [Strategic Policing Requirement 2012](#)

	There is a national Serious and Organised Strategy ⁴ with new duties for Commissioner which will be progressed through regional collaborative working.	
6	Prevention, early intervention and reduction in reoffending	STATUS
	There is ongoing work across policing and community safety to address prevention, early intervention and commissioned grants for focused activities for reduction in reoffending. Together with setting the Community Safety Partnership Fund specifically setting out to assist small local groups to reduce crime and antisocial behaviour. Nottinghamshire Police are in the process of developing a prevention strategy.	A
7	Spending your money wisely	STATUS
	<p>There has been a significant amount of progress this year to deal with the change and growth required for policing in Nottingham and Nottinghamshire; this has been supported by the commissioned Base Budget Review. The Commissioner has set out his commitment to collaboration with PCCs across the region in order to protect local policing, and on behalf of the other PCCs he is the regional lead for the efficiency programme.</p> <p>The Commissioner has been leading innovation funding opportunities through local and regional bids with the Home Office Innovation funding secured for early intervention and cross-agency working, together with joint collaboration bids for Information Communications Technology and a Forensics Centre of Excellence.</p> <p>The Commissioner has also been part of successfully securing an innovation fund from the College of Policing for a 'Better Policing Collaborative'. This sees internationally recognised researchers who come from a wide range of academic disciplines working with forces on crime reduction and policing.</p> <p>The Force is developing a programme of significant transformational change, through a Target Operating Model (TOM). This will change the way in which the policing service in Nottinghamshire is provided in the future. The TOM is largely predicated on a different workforce mix of Police Officers and staff.</p> <p>A secure printing service, known as Follow Me Printing has been deployed to all multi functional printer copiers (MFD's) at all sites across the Force. This will save on waste by deleting something before it's printed and ensure the security and confidentiality of printed material by controlling when the work is</p>	A

⁴ [National Serious and Organised Crime Strategy 2013](#)

	<p>released (a feature particularly supported by a recent Information Commissioner audit).</p> <p>Some challenges include:</p> <ul style="list-style-type: none"> → Sustainable services with reduced budgets → Partnership working and collaboration → Demonstrating Value for Money → To date £42 million of efficiencies has been delivered to balance the budgets since austerity measures were taken by the government. → There is an identified need to find on average £10 million in savings each year is set to continue. → Rationalisation of Police estate and front counters has been necessary to make savings 	
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THEME 1 - COMMISSIONER'S ACTIVITIES		
PCP C1.1	Develop a Victims' Strategy and Commissioning Framework based upon evidence of need.	STATUS
	<p>The Commissioner is seeking support from the MOJ to start commissioning locally from October 2014. There has been a Project Initiation Document produced to outline the approach to integrating victims services, this includes work streams to develop the communication and consultation, governance, Victims Strategy, Commissioning Framework, performance, Restorative Justice, Domestic Violence, Sexual Violence and Anti-social Behaviour. The Nottinghamshire Victim Support Annual Review highlighted the continued support that the Force provides in helping victims of crime; there is a new Valuing Victims Intranet site for officers and staff to drive improved victim care and satisfaction.</p> <p>Independent consultants have been commissioned to conduct research with victims, and the people who work with them, to understand their views on what future services should look like. The consultants held a series of focus groups and interviews during February and March and will report in April 2014. Their findings will inform the Victims' Strategy and Commissioning Framework to be produced in May 2014. The Commissioner procurement process for victims service will begin in June 2014.</p>	A

PCP C1.2	Work with 'Victim Support' to secure funding for Anti-Social Behaviour Case Workers.	STATUS
	<p>The future funding of Case Workers was reviewed as part of the Victims' Strategy and Commissioning Framework.</p> <p>Funding for caseworker support for ASB victims has been provided by the PCC, through the district level community safety partnerships. There are plans to extend the service further in 2014-5. Victim Support has been offered a grant by the Commissioner to support funding for a antisocial behaviour case worker in 2014/15.</p>	G
PCP C1.3	Improve support to young victims of crime.	STATUS
	<p>There has been ongoing work with Community Safety partners to review the needs of young victims which has been assessed and will form part of the Victims' Strategy. There is development work with 16-18 year olds experiencing domestic abuse through grant funding, together with further support for child victims of domestic abuse.</p> <p>Four voluntary sector led community safety projects were funded in 2013-4 to improve the support to young victims of crime. This included work with individual support to teenage survivors of domestic abuse, group based support to young women who are the victims of other types of crime and work in schools to raise awareness with young people about sexual violence. Further support is planned in 2014-5.</p>	G
PCP C1.4	Through a better understanding, protect and reduce violence to young women and girls in gangs.	STATUS
	<p>The Commissioner has funded research through the Health Shop to investigate the issues and support requirements of young women and girls involved in gangs. A report containing recommendations from this work will be completed in April 2014. As a direct result, a number of young women have been protected. The findings from the report will inform future services.</p>	G
PCP C1.5	Protect, support and respond to repeat victims of domestic abuse, especially high and medium risk.	STATUS

	<p>The business case for continued commissioning has been produced, specifications for delivery of x3 Medium Risk Intervention Workers. There has also been the successful tendering and commissioning of the Academic Research for Medium Risk Repeat victims of domestic violence to the University of Leicester, which will run until August 2015.</p> <p>The Steering Group comprises of colleagues from Leicester University, Equation, Deputy Police and Crime Commissioner, WAIS and Notts Women's Aid and Domestic Violence leads for the City and County.</p> <p>Currently the Research approach has been approved by the University's Ethics Board.</p> <p>Community Safety Partnership commissioning of support workers for children such as the WAIS and NCHA, and also Equation.</p> <p>A HMIC Thematic Inspection of Domestic Violence was commissioned by the Home Secretary in 2013 and in April 2013 published its report which has highlighted key areas that have progressed and key areas for improvement that will be monitored by the Deputy Police and Crime Commissioner.</p> <p>SNB: Domestic Violence - Additional staffing of the 24h Domestic Abuse helpline, additional resources to MARAC.</p>	A
PCP C1.6	Protect and support victims of sexual violence.	STATUS
	<p>The Commissioner has signed up to the Barnardo's Pledge, and there has been a review of how the Force meets these standards. Further discussion took place following the 26 November 2013 on the Governments Response to Sexual Exploitation and local grooming at the Chairs of the Strategic Partnership meeting. There is Community Safety Partnership funding allocated for Independent Sexual, Domestic Violence Support and Rape Crisis.</p> <p>The Commissioner has funded a schools based project to raise awareness in young people about sexual violence. Additional projects will be funded in 2014-5 to provide further support to victims of sexual violence.</p> <p>The current Programme Plan for Integrated Victims Services identifies victims of sexual violence as a</p>	A

	work stream to be monitored through to transition of services to the Police and Crime Commissioner. The Commissioner has supported a conference to address 'child sexual exploitation'.	
PCP C1.7	Improve BME experience of policing through better engagement and being more responsive to needs.	STATUS
	<p>Shortly after taking office, the Commissioner commissioned a research project '<i>Exploring and Improving BME Policing Experiences</i>', which resulted in a detailed report consisting of 30 recommendations in support of the above objective which the Commissioner has agreed to review and implement.</p> <p>He has invited the Research Team to continue as a BME Steering Group and has also established an internal BME Working Group which he chairs. Progress and implementation is overseen by the Deputy Chief Constable.</p> <p>The programme of work is reported to the BME Project Steering Group on a monthly basis. The Working Group is currently focussing on three key areas: Stop and Search, Recruitment (Police officers and PCSOs) and Training.</p> <p>The recommendations should improve:</p> <ul style="list-style-type: none"> a) BME victim satisfaction b) Increase BME representation within the Force c) Improve BME proportionality with stop searches d) ensure effective BME community and IAG engagement 	A

THEME 1 – FORCE ACTIVITIES		
PCP F1.8	Working in partnership with other organisations to focus on hate crime.	STATUS
	Inaugural Hate Crime group held between Police and Partners. Performance pack in development. Funding has been provided through the Safer Nottinghamshire Board to the Hate Crime Champion to support a local strategy. The Community Safety Grant is also supporting a local voluntary organisation to	G

	<p>establish a local strategy of reporting.</p> <p>SNB: Hate Crime: Work focussing on homophobia awareness training, development of ambassadors for the Gypsy community, victim support, and third party reporting</p>	
PCP F 1.9	Ensure Stop and Search transparency and proportionality.	STATUS
	A Stop and Search Live Dashboard is now up and running, enabling accurate management and analysis for each area and team. Stop and Search is discussed at monthly Divisional Operational Reviews as a standing item.	A
PCP F1.10	Ensure the police workforce continues to respect and represents the communities it serves.	STATUS
	<p>The Force continues with its activities and implementation of its Public Engagement Strategy 2013-2018. A paper has been prepared showing the approach being taken and the work that is required to achieve the aim in the long term.</p> <p>Current BME representation in Force stands at 4.3% (January 2014). This shows little change from the proportion recorded in March 2012, however the Force is in the process of recruiting new officers following a positive action campaign and therefore a change may be seen in the representation statistics in the coming months.</p> <p>The 4.3% figure is lower than the BME population of Nottinghamshire, which stands at 11.2% (Source: 2011 Census Data).</p>	A

THEME 1 - PARTNERSHIP ACTIVITIES		
PCP P1.11	Promote and develop opportunities for local communities, individuals and businesses to work together to reduce crime.	STATUS
	There is the Commissioner's Engagement and Consultation Strategy and forward plan of consultation to identify priorities from local communities and businesses. Nottinghamshire Police are running a pilot with the Co-Operative chain of supermarkets looking at minimum standards of evidence for reporting.	A

	<p>Nottinghamshire Police are currently working as the Primary Authority for the Co-Op, so any issues they get nationally in relation to retail crime on their premises, they will come to the Force first to advise / pilot, before putting anything into place in their stores in other parts of the UK. The Co-op have dedicated a member of their management team to work closely and regularly with the Force to roll out the pilot. When the pilot has been assessed, their plan is to roll it out nationally across all Co-Ops.</p> <p>CDP: Continuation of the Weeks of Action Programme which addresses local issues identified by the public, the most recent being a Week of Action in St. Ann's which focused on raising awareness of domestic abuse). Locality working through the four tier model that problem solves local issues at a local level. Additionally a number of performance summits have been held (mobile phone theft, burglary and shop theft) and activity is now being delivered through various task and finish groups. The views of local businesses and local communities are an integral part of this approach. The Nottingham city centre Business Retail Crime Partnership (hosted by the Nottingham BID) provides the opportunity to discuss issues such as information sharing and address key concerns such as shop theft and mobile phone theft.</p> <p>CDP: A community education campaign was undertaken by advertising on a Nottingham Tram and NCT Buses, which serve the high impact neighbourhoods. This campaign aims to reduce burglary by raising awareness of the key security measures households can take to prevent them becoming a victim of burglary and to raise awareness of the use of SmartWater to protect property.</p> <p>CDP: Crime prevention items were purchased and distributed by the partnership to complement campaigns to reduce crimes such as Burglary, Mobile phone theft and shop theft. The items included timer switches, shed alarms, window alarms, 'spikey' drink stoppers mobile phone cables, purse bells, bag hangers and bike locks. This was aimed at protecting property from burglary and also preventing people from becoming victims of personal robbery and theft when out and about in Nottingham city. These items were distributed mainly through community engagement events in the three localities and through neighbourhood policing teams to prevent crime and support victims from further victimisation.</p> <p>SNB: Work being led to focus on community regeneration and retail crime and substance misuse.</p> <p>Violent Crime: Development of family clinics for young people found in possession of drugs and alcohol.</p> <p>Youth Issues: Diversionary activity at Roch House, flats for homeless young offenders.</p> <p>Positive Future – Bassetlaw / Ashfield: Diversionary and educational training for young people.</p>	
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	<p>There was a Retail Crime Summit in August, and a Retail Crime Gold Group has been set up, with the Co-op, Sainsburys and Primark having all agreed to work in partnership and it is hoped that Asda and Tesco will also sign up.</p> <p>Vulnerable People – Work is being led to ensure early identification of vulnerable older people</p>	
PCP P1.12	Improve witnesses and victims' experience and participation levels in the Criminal Justice system by removing barriers.	STATUS
	<p>Work will be progressed through the development of the Victim's Strategy. There has been investment through the grant funding of McKenzie Friends at court (providing moral support; taking notes; helping with case papers; quietly giving advice on any aspect of the conduct of the case).</p>	A

THEME 2 - COMMISSIONER'S ACTIVITIES		
PCP C2.1	The Commissioner will work with Criminal Justice Partners to agree ways in which the Criminal Justice System can be more accessible to all communities.	STATUS
	<p>The Police and Crime Plan includes targets to reduce the number of ineffective trials at magistrates and crown courts. These are monitored on a quarterly basis.</p> <p>Funding has been made available to providing support for victims of domestic violence and working with the Criminal Justice System, through IDVAs.</p> <p>The Commissioner has held a Restorative Justice Summit with key partners to ensure victims get the best deal and identify how this approach can be expanded. The Commissioner hosted a national conference called Facing up to Offending on 3 December 2013.</p> <p>An independent consultancy organisation has been appointed to take forward and develop a restorative practice strategy and to make recommendations on a local delivery model. The Commissioner has made available £100,000 to Nottingham Crime and Drug Partnership and Safer Nottinghamshire Board to support local restorative justice schemes.</p>	G
PCP C2.2	Monitor the effectiveness of the Youth Justice and Criminal Justice System, including timeliness and compliance with national standards on sentencing decisions.	STATUS
	There is ongoing monitoring through the Performance and Insight packs and the update reports to the Strategic Resources and Performance Meetings as part of the performance management and the Commissioner's Governance Framework.	G

THEME 2 – FORCE ACTIVITIES		
PCP F2.3	Improve the timeliness and quality of case files.	STATUS
	File Quality Monitoring System now in place. Monthly Performance report produced by OBSU Manager. Sergeants Accreditation process almost fully complete. In terms of the quality of files submitted, the error	A

	<p>rate was 10.5% for the Magistrates court and 56.9% for the Crown Court.</p> <p>As of Mon 7th April 2014 Crown Court feedback forms transferred digitally between Police and CPS should further enable the monitoring of file timeliness and quality for Crown Court Files. There had previously been some blockage in obtaining feedback forms which led to lack of robust monitoring information. This process is due to be taken forward with the Magistrates Court section in late April 2014. Approval received for Back to Basics 2 (File Quality Accreditation training for Sergeants) to be rolled out over 2014.</p>	
PCP F2.4	Digitalise the way case files are produced and transferred.	STATUS
	<p>Digitalisation of case files update - everything is now sent electronically from the Bridewell and Mansfield Custody suites bar Crown Court upgrade files (trial files). Newark custody suite is fully digitalised. Remand files are still sent via paper due to process issues with the Crown Prosecution Service; capacity is lacking for dealing with these pre court, so whilst the files are digitalised ready for upgrade, hard copies are also sent. Crown Court upgrades are in process- current progress is that all Early Guilty plea files are sent electronically. There is still a lot of manual input from the Police side in terms of delivering electronic files, but the main focus of work is now Crime and Justice working to ensure electronic capture.</p> <p>This has been completed in line with the National CJ efficiency matrix, so all file transfer to CPS is now digital. All Crown court files were the last to move digital.</p>	G

THEME 2 - PARTNERSHIP ACTIVITIES		
PCP P2.5	Improve the effectiveness and support of victims and witnesses going through the Criminal Justice System.	STATUS
	<p>Following process mapping of support services for Domestic Violence, undertaken dedicated focus groups about why survivors do not engage with services with an action plan in development. The outcomes of focus groups have helped to review policies and practices of Police and CPS – with an action plan in development.</p> <p>Currently there is monitoring of the impact of implementation of "the greatest need" support for Victims with view to highlight gaps and support commissioning process of PCC. CJ processes are being regionalised. Work is beginning to develop a "victim and witness impact tool" to assess effectiveness and influence</p>	A

	<p>planned changes. Secured more slots for SDVCs following HMCTS decision to hold fewer sessions. Work to be progressed through the development of the Victim's Strategy. This will be supported by Partnership activities and will involve a strategic assessment of need. Also redesigning the service. Year-to-date figures to July 2013 show that the current effective trial rate is 43.5% for the Magistrates Court, and 42.6% for the Crown Court, meaning that neither court is achieving the target 50% effective trial rate.</p> <p>The Force will soon be introducing a new process to maximise Early Guilty Pleas in Nottinghamshire. The process, which will be introduced to the Force on Monday 28 April 2014, has been agreed between the Force, CPS East Midlands, the City and County defence community and HM Courts & Tribunals Service (HMCTS). The new process is about being as streamlined as possible. Too many defendants who are entering guilty pleas are not doing this at the first hearing, which leads to several reviews by CPS and also officers building files which may not be necessary to achieve the desired outcome.</p>	
PCP P2.6	Ensure that all agencies deal fairly with offenders from all backgrounds.	STATUS
	There is national work in development that may reinvigorate a cross agency approach. In Nottinghamshire the focus has been on the 'front end' and with the police in their attempts to improve practice and accountability for stop and search.	A
PCP P2.7	Promote and align community payback with local neighbourhood priorities to improve the local environment.	STATUS
	Nottinghamshire Probation Service manages a very successful community payback scheme, which is directly benefiting local communities and their environment. The Commissioner will be in discussion with Nottinghamshire Probation Service for to take the action forward as part of his police and crime plan for 2014/15.	A
PCP P2.8	Develop opportunities to involve victims of anti-social behaviour and crime in neighbourhood justice.	STATUS
	The Nottinghamshire Police and Crime Commissioner has set up the Community Safety Partnership Fund specifically to assist small local groups to reduce crime and antisocial behaviour and protect and support victims of crime at neighbourhood level. There is work progressing through the Youth Offending Teams.	A

PCP P2.9	Providing public information on the sentencing and names of offenders.	STATUS
	The Force follows the Publishing Sentencing Outcomes Guidance and publishes public information on offenders on the Force Internet and the Force Intranet.	A

THEME 3 - COMMISSIONER'S ACTIVITIES		
PCP C3.1	Combat crime and create safe public open spaces, such as the Forest Recreation in the City.	STATUS
	Agreed to fund £150k capital contribution to the development of the Forest Recreation to support positive activities for young people to prevent offending and re-offending. A legal agreement with Nottingham City Council is under review and not yet finalised.	A
PCP C3.2	Explore the benefits and evidence for creating safer school routes.	STATUS
	The Commissioner and Deputy Commissioner have been working with Nottingham Citizens to develop Safer School Route, which has been progressing with the Force and the introduction of tagging of routes and incidents to report alerts to Schools.	A
PCP C3.3	Improve public transport safety and introduce with partners a safer Cab Scheme.	STATUS
	<p>Since February 2013 the use and benefits of CCTV in Taxis has been extensively reviewed by a Working Group led by the Nottingham City Crime and Drugs Partnership. A number of options have been considered and other national schemes reviewed.</p> <p>Based on the reviews, the Commissioner has approved £95k to fund a Nottingham City Hackney Carriage CCTV Safer Cab Voluntary scheme initially as a pilot (year 1) with a view to running for three years with estimated costs of (Year 2 £31k, and Year 3 £57.3k).</p> <p>A paper (prepared by the City Council) fully describing the scheme was presented and approved at the</p>	A

	<p>Licensing and Regulatory Committee on 7th April 2014.</p> <p>The Commissioner is hoping to jointly launch the scheme in May/June 2014.</p>	
PCP C3.4	Continue to support partnership working on high impact neighbourhoods across the City and partnership priority areas across the County.	STATUS
	<p>The Commissioner has maintained the same level of funding of £3m to local partnerships to provide community safety and victims' services. Funding has been made available by the Commissioner to the SNB of over £400k. To support work in the Nottinghamshire's Partnership Plus Area. There has also been a Force led review into the impact of a "partnership plus" approach on local neighbourhoods, which will be presented to the next SNB, together with any recommendations for change.</p> <p>A recent example of improved partnership working is the 'Street Level Problem Solving' (SLPS) initiative developed by the City Council's Community Protection team and City Division.</p> <p>It involves removing obstacles to true partnership working; such as how the working day is structured, who to contact, performance indicators that don't make sense and silo working which are believed to get in the way creating a safe, healthy and clean city.</p> <p>The Commissioner's office is leading a review on the future focus of the priority plus areas.</p>	A
PCP C3.5	Work with partners to protect local natural environments from issues of trespass and damage and reduce rural crime of theft and improve cross border working.	STATUS
	<p>This work is in its infancy, but there is commissioned focus on rural crime and the impact, with a report going to the Strategic Resources and Performance meeting on the Development of the Commissioners Social Responsibility Strategy which will in clue priorities for rural crime as part of the developing Action Plan which will be published by April 2014. Last year the Force hosted a Rural Crime Conference at Newark Showground. At this event the work of the Special Constabulary was introduced to encourage applications from rural communities. Officers with a stated desire to work in rural and isolated communities will be placed with the beat teams for these areas. The conference will be repeated in 2014, with a particular emphasis on the south of the County</p>	A

THEME 3 – FORCE ACTIVITIES		
PCP F3.6	Zero tolerance to violence.	STATUS
	<p>Violence Strategy in place and Violence Gold Group in action. Peer review conducted by Merseyside Police. Plans in place through Violence Gold Group to address all areas of Violence, looking at Prevention, Intelligence, Enforcement, Investigation.</p> <p>SNB: To focus on DV medium risk, community engagement, ASB, violence and theft (Worksop SE,NW & S). To focus on violence, DV, ASB, substance misuse public awareness, and youth diversion (Carr Bank, Woodlands, Sutton E, Kirkby East, Hucknall Central, Hucknall East, Sutton Central). To focus on DV medium risk, community engagement, ASB, violence and theft (Castle, Magnus).</p> <p>HMIC Inspection for Violence completed. Report to be published shortly.</p>	G
PCP F3.7	Work with partners to achieve a safe and secure night time economy for the City and other towns.	STATUS
	<p>Night Time Economy related violence has decreased across Nottinghamshire. Work is undertaken with Community Safety Partnerships, the Nottingham City Crime and Drugs Partnership and Community Protection to achieve this. Achieving a safe and secure night time economy is a key strand and activity in the Alcohol Strategy and Action Plan. There are Community Safety Partnership projects that contribute to improving safety which include Street Pastors.</p>	G
PCP F3.8	Work with social landlords, private landlords and other partners in combating anti-social behaviour.	STATUS
	<p>Work is ongoing through CSP Performance groups and Locality boards working with Social Landlords, Student Landlords and Private landlords to combat crime and ASB. There has been a 'Tackling our Crime Priorities' workshop, focusing on reinvigorating Neighbourhood Watch, security, expanding the IOM remit and working in partnership with private social landlords. Two partnership Gold Groups have been set up to look at Burglary and Violence.</p>	G
PCP F3.9	Reduce crime by designing out opportunities in residential, business and commercial developments.	STATUS

	Force have architectural liaison in place at Pre-Crime Unit, available for tasking through Divisional OPRs and CJ OPR. SNB: To focus on community regeneration (Netherfield and Colwick). To focus on retail crime and substance misuse (Eastwood South).	G
PCP F3.10	Improve the continuity of police officers to achieve sustainable workforce planning for neighbourhood policing and other specialist policing services.	STATUS
	This area of work is undertaken through the People Programme run through the Human Resources department and managed through the Operational Support project board.	A

THEME 4 - COMMISSIONER'S ACTIVITIES		
PCP C4.1	Better alignment of partnership budgets to reduce alcohol and drug misuse.	STATUS
	<p>The Commissioner has been jointly commissioning substance misuse services with Nottinghamshire County Council. To date this work involves consultation and redesigning substance misuse services. It is likely that the service will be retendered next year. There are various projects being supported through the Community Safety Partnerships which includes Probation to commission and deliver projects to target identified 18-25 year olds, linking work to the Transforming Rehabilitation agenda. There has been a commitment to providing advice and support to vulnerable people and Hetty's Criminal Justice Family Interventions has received £25k to deliver preventative family intervention workshops focused on the impact of prisoners' drug and alcohol use on family members.</p> <p>The Commissioner has jointly commissioned substance misuse services with Nottinghamshire County Council. Substance Misuse and Drug Rehabilitation Requirement Services are currently out to tender. Deadline for tender submissions is 8th May 2014 and it is expected that the new service model will become operational from 1st October 2014.</p> <p>An alcohol strategy and delivery plan is in place and agreed with partner agencies. The Commissioner has set up a quarterly monitoring meeting with lead partner agencies. He has identified £100,000 to support prevention activity across the Police and Crime Plan, including support for the alcohol delivery plan. The</p>	A

	strategy in the first year is focusing on 1) working together and sharing intelligence 2) early intervention and education 3) recovery and support 4) diversion and prevents 5) enforcement.	
PCP C4.2	Work to ensure that alcohol is a strategic and resource priority for all partners.	STATUS
	<p>There has been the Alcohol Conference, and the launch of the Strategy and Action Plan with ongoing negotiations and discussions with partners to deliver the plan by January 2014.</p> <p>Night time economy is a key standing activity in the alcohol strategy area action plan. The Commissioner is supporting the introduction of the night time levy by Nottingham City Council. The consultation period on the introduction of the night time levy proposal has just closed. Following a bid supported by the Commissioner the Home Office have agreed that the City and County is a Local Alcohol Action Area.</p>	A
PCP C4.3	Work with local authorities to create safer night time economy.	STATUS
	Night Time Economy is a key strand within the Alcohol Strategy and Action Plan. Nottingham City Council are currently consulting on the introduction of a Night Time Levy - which the Commissioner is supporting through a joint bid from the City and the County for Local Alcohol Action Areas.	A

THEME 4 – FORCE ACTIVITIES		
PCP F4.5	Continue to provide drug testing, assessment and wrap around support for drug misusing offenders.	STATUS
	Drugs Tactical Group in Operation. New drug testing policy in force has improved positive test rates. Cannabis dismantling team and Expert Witness team now in place. Integrated Offender Management programme continues.	G

THEME 4 - PARTNERSHIP ACTIVITIES		
PCP P4.6	Improve drug and alcohol treatment and assessment in custody, prisons and the community.	STATUS
	<p>The CDP now has responsibility for the commissioning of substance misuse treatment services in HMP Nottingham. A new integrated substance misuse service delivered for both drugs and alcohol and by Nottinghamshire Healthcare Trust was implemented in the Prison in July 2013 which has strengthened the pathway between Prison and the community.</p> <p>The CDP is undertaking a review of the Criminal Justice System drug treatment provision. With the changes underway in Probation, recommendations for a new system will be brought forward in 2014 for implementation in that year.</p> <p>The CDP is currently undertaking a review of adult alcohol treatment provision in Nottingham having been given responsibility for alcohol commissioning from April 2013. Recommendations for future commissioning will be brought forwards in 2014.</p> <p>The CDP is currently undertaking a review of young people's drug and alcohol treatment provision in the city. Recommendations for future commissioning will be brought forward in 2014.</p> <p>The above reviews all rely on robust analytical evidence, national guidance and local needs assessments to ensure improvements in treatment provision are delivered for Nottingham's citizens.</p>	G
PCP P4.7	Increase the use of Civil and Criminal Enforcement remedies to manage the impact of excessive drinking.	STATUS
	CDP: Community Protection pro-actively enforce the city's protection officers and are working on considerations to expand the approach to the whole city. The Alcohol Diversion Scheme continues to run allowing for a legally directed treatment intervention for less serious offending.	G
PCP P4.8	Develop interventions to prevent and tackle 'legal highs' to address the impact on violent crime.	STATUS
	CDP: This work is now underway led by partners via the CDP to address new psychoactive substances (NPS) or 'legal highs'. The approach will include the updating and dissemination of harm reduction materials, ensuring that treatment systems are in place to accommodate need as well as the removal of NPS (New	A

	Psychoactive Substances) from Nottingham's shops by Community Protection Trading Standards.	
PCP P4.9	Ensure the robust enforcement of licensing conditions of pubs and clubs causing the most concerns.	STATUS
	CDP: The City's Licensing Group chaired by a Nottinghamshire Police/Community Protection Inspector continues to ensure the proactive management of on-licensed premises through the close working of the responsible authorities.	G
PCP P4.10	Consider and explore the benefits of family drug and alcohol courts.	STATUS
	The benefits of family drug and alcohol courts will be explored as part of the implementation of the Alcohol Strategy and Action Plan.	A

THEME 5 - COMMISSIONER'S ACTIVITIES		
PCP C5.1	Work in partnership to manage the national threat assessment and meet the Strategic Policing Requirement (cyber crime, terrorism, public order, and civil emergencies).	STATUS
	<p>The Commissioner and Chief Constable review the capability and capacity to deliver the Strategic Policing Requirement. In terms of criminal intent and capability, the current threat from Serious, Organised Crime in Nottinghamshire can be described as significant and consistent but with evidence of successful disruption within the last 6 month period as a result of various Nottinghamshire Police and EMSOU operations. The strategic tasking and co-ordination group (STCG) has agreed a Force Control Strategy to meet the requirements as set out by the Strategic Policing Requirements.</p> <p>The first of three reports have been produced on how well police forces have responded to the requirements of the SPR since it was published in July 2012.</p> <p>The Commissioner will seek assurance from the Chief Constable on the implementation of the key areas for improvement from the report as part of the governance process.</p>	A
PCP C5.2	Encourage greater regional collaboration between Forces for crime, criminal justice and operational support.	STATUS

	<p>The Regional PCCs have commissioned an Inspection by HMIC on Collaboration. This will be reported to the PCC Regional Board, with an opportunity to seek agreement on the future direction and focus on collaboration. The Regional PCCs have identified a further £2.4m savings opportunity through agreeing in principle to bring further savings around operational support, special operations and resources.</p> <p>Nottinghamshire, Northamptonshire and Lincolnshire have set out plans which would see eventually the Forces operating on a shared system for all IT-enabled services. The vision of a collaborative project to transform ICT systems and services in three East Midlands Forces.</p>	G
PCP C5.3	Support the Ending Gang Partnership programme and enhance community involvement.	STATUS
	<p>The Commissioner has made available funding to Nottingham CDP for the Ending Gang Programme. Diversion projects have continued to work in Radford and Basford and new projects were commissioned in November 2013 in St Anns and Basford.</p> <p>There is work commencing on the National Serious and Organised Crime Strategy and local implementation which will cover support for gangs and support local communities.</p> <p>The Force's work on urban street gangs and organised crime groups has recently been held up as an example of good working practice on an international scale.</p>	G
PCP C5.4	Promote activities to build active communities to improve relationships and community cohesion.	STATUS
	<p>The Commissioner opened the first Bingham Safety Fair, which brought together a multitude of crime reduction organisations to provide free advice and information to the public.</p> <p>Community Grant funding has been commissioned and approved by the Commissioner with a focus on improving community relationships and cohesion. This includes - Youth Issues: Diversionary activity at Roch House, flats for homeless young offenders. Positive Future – Bassetlaw / Ashfield: Diversionary and educational training for young people.</p>	G

THEME 5 - FORCE ACTIVITIES

PCP F5.5	Co-operate and share information across force boundaries to manage risks and threats.	STATUS
	Links provided through Force Intelligence capability, now centrally managed, linking in with EMSOU and regional collaborations. There has been a Strategic Policing Requirement HMIC Inspection, with the final report published for April 2014. The Chairs of Strategic Partnership Meeting has discussed and supports an Information Sharing Protocol.	G
PCP F5.6	Pursue criminals through the courts to confiscate and seize assets to ensure no one profits from crime.	STATUS
	<p>So far this year (up to Feb 2014) the Force has recorded a total order value of £887,973.01 (down £451,962.61 or 33.7% compared to last year). This equates to an average order value of £5,381.61, a decrease of 33.7% compared to the average order value recorded during the same period of last year (£7,700.78). Again, it should be noted that this position is similar to that reported last month.⁵</p> <p>The figures require a degree of interpretation as the operational model during this period was changed to incorporate a Regional aspect and a significant proportion of financial investigation at Level II was conducted by the Regional Asset Recovery Team and is not included in these figures.</p> <p>An additional 5 members of staff have been recruited to the team and it is anticipated that after some local housekeeping POCA will increase.</p>	A
PCP F5.7	Ensure neighbourhoods are free from organised crime.	STATUS
	<p>The year-to-date threat, harm and risk level is slightly reduced when compared to that recorded at the end of last year. The Force has launched mandatory training for police officers on Organised Crime Groups (OCGs) and their impact on communities.</p> <p>An example of the Force's activity in this area is the Alliance Against Violence (AAV) amnesties campaign which was launched in October 2013. Since then the Force has seen more than 230 weapons handed in</p>	G

⁵ Please note that data has been taken from the national JARD system which is a live system and may be subject to change. Data was downloaded 10th March 2014.

	including 52 shotguns, 27 rifles, 37 air rifles, 101 handguns/ pistols/ revolvers, two stun guns, three air-soft weapons and seven imitation/replica weapons. Thousands of pieces of ammunition were also collected.	
PCP F5.8	Proactively investigate and manage individuals involved in the sexual exploitation of women and children.	STATUS
	Centralised PPU units now in place within the Force with responsibility for this objective.	G
PCP F5.9	Deter and prevent the use of the roads by criminals through ANPR.	STATUS
	The Force has invested in 56 additional ANPR cameras positioned around the County division in addition to the 30 camera network already established around the City division. This camera network now covers all of Nottinghamshire's strategic roads and road network. All Operational Support vehicles have been equipped with new 3G mobile ANPR cameras. In addition to the camera network covering the county a Real Time Intelligence unit is being created, based in contact management, which will enable a rapid response to activations from the ANPR network. Nottinghamshire has a robust, comprehensive and well serviced ANPR network. HMIC have programmed an Inspection.	G
PCP F5.10	Promote road safety and reduce the number of people who are seriously injured or killed on the roads.	STATUS
	The Nottinghamshire Road Safety Assessment will be presented at the next SNB meeting. Although there are reductions in the total number of KSI's, further work is required around the fatal four road safety areas which includes speeding, drinking and driving, not wearing seatbelts and using a mobile phone while driving. Quarter 1 and 2 figures reveal that between January and June 2013, the Force recorded a 23.5% reduction in KSIs when compared to the same period of 2012. Operations Drosometer and Fatal 4 Operations have been run across the whole year to date.	G

THEME 6 - COMMISSIONER'S ACTIVITIES		
PCP C6.1	Work in partnership to address the mental health needs of offenders and the impact of substance misuse and alcohol.	STATUS
	<p>There has been a HMIC review of Custody which has raised the profile of mental health needs of offenders. The Commissioner has been working with partners and key stakeholders to look at mental health of offenders, identifying key links to the Alcohol Strategy.</p> <p>The Commissioner has provided support for the introduction of triage cars with mental health nurses going on patrol with Police Officers. Planning is underway to hold a Mental Health summit in the early summer this year. The focus of the work will be on ensuring vulnerable people receive appropriate levels of support at the earliest opportunity and reducing demand on custody suites.</p> <p>In 2013 Nottinghamshire Police dealt with 11,903 incidents tagged with a mental health consideration.</p> <p>Detentions under Section 136 of the Mental Health Act 1983 are the highest they have been in five years (321 in 2013, 245 in 2012, 266 in 2011, 189 in 2010 and 225 in 2009).</p> <p>The Force has teamed up with the NHS to provide mobile mental health services to the people of Nottinghamshire in times of crisis. Funded by the Department of Health, and in partnership with Nottinghamshire Healthcare NHS Trust, the scheme will team a police response officer with a mental health professional.</p> <p>The pilot cars, hit the road on Friday 4 April 2014, and feature two police branded vehicles, one based in Nottingham and the other based in Mansfield. The cars operate seven days a week as well as being made available during peak periods of Friday and Saturday evenings and overnight. The coverage will be force-wide.</p>	A
PCP C6.2	Provide positive activities for young people at most risk of getting involved in offending and anti-social behaviour.	STATUS
	<p>The last Reducing Re-offending Board confirmed that there will be 3 work streams which will focus on IOM, Domestic Violence and High Risk and young adults. There have been dedicated grants identified to support young people, with examples including Catch 22 and Positive Futures. Various projects are being managed</p>	G

	through the Community Safety Partnerships.	
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THEME 6 – FORCE ACTIVITIES		
PCP F6.3	Reduce re-offending and deter the number of persistent and problematic offenders through robust offender management (statutory and non-statutory), in addition to proactively managing dangerous offenders, perpetrators of domestic abuse and individuals involved in shoplifting.	STATUS
	<p>Integrated Offender Management Programme well established and now including IOM ST for shoplifting offenders. DPMU and DASU centrally managed through PPU. The Integrated Offender Management (IOM) Scheme has had a minor refresh, will work being conducted around new populations with the focus on prolific offender management. There is work progressing through the SNB to establish with the DWP if benefit claims can be made prior to release from prison.</p> <p>IOM has now progressed to an all crime model from acquisitive crime. Plans to have a PPU based strand are still being developed. Performance framework for IOM development is near completion and will feed into the RRB and OPRs. The Force is currently working with partners to prepare for the impact of transforming rehabilitation legislation.</p>	G

THEME 6 - PARTNERSHIP ACTIVITIES		
PCP P6.4	Actively manage through MAPPA dangerous sex and violent offenders to reduce the threat to communities.	STATUS
	Work progressing to reduce the threat to communities through the active management of the dangerous sex and violent offenders, with violence being prioritised through the partnerships and the Force's Gold Group.	A
PCP P6.5	Expand the use of restorative justice by partners and roll out the new conditional Youth Caution Scheme.	STATUS
	Work progressing on the development of the Restorative Justice Strategy, there is also the commissioned work on mapping, and there will be training to ensue consistent standards applied when rolling out.	A

PCP P6.6	Intervene early and provide support to complex and priority troubled families.	STATUS
	There is ongoing monitoring and focus on initiatives supporting troubled families, which includes help to improve youth crime and work to encourage people back into work. There is ongoing work with troubled families, which will be developed further, through the Chairs of the Strategic Partnerships meeting, with a focus on developing information sharing.	A
PCP P6.7	Save resources through co-location and shared services such as; AURORA, Targeted Youth Support, MASH, Local anti-social behaviour and Offender Management Teams.	STATUS
	<p>In terms of performance the local and national re-offending figures are good with a reduction of 26%. The new youth conditional caution is making a real difference, the IOM work is successful and violence is down by 20%.</p> <p>SNB:</p> <p>Re-offending - Provision of monitoring and information to the Multi-agency Intelligence Team (MAIT), Young Adult Offenders project, a Probation representative on MASH, and support to the work streams of young adults and high risk.</p> <p>Drug intervention Programme - Support towards the Criminal Intervention Teams in Nottinghamshire, and development of Crown House as project base.</p> <p>Youth Justice Grant - diversionary activities aimed at youth offending in partnership plus areas.</p>	A

THEME 7 - COMMISSIONER'S ACTIVITIES		
PCP C7.1	Create a partnership fund and provide resources to local communities to help resolve local problems and concerns.	STATUS
	The Commissioner has achieved this through the development of the Grants. The Community Safety Partnership Fund provides small grants of £25,000 or less to voluntary and community groups for projects which assist in reducing crime and protecting victims, witnesses and vulnerable people. There were 89 applications received at the end of May, requesting £1.4m. Following appraisal, 28 projects were approved	G

	to a value of £351,50.90. There is a diverse range of projects working in the following areas: Crimestoppers, Domestic violence, Drugs and alcohol, Hate crime, Neighbourhood Watch, Reducing re-offending, Restorative justice and Victims.	
PCP C7.2	Build resource allocation for policing from zero based budgets to improve value for money.	STATUS
	The Commissioner commissioned a Base Budget Review conducted by Deloitte which has reported back on the Force budget and alignment with the Commissioner's priorities, comparison costs of Corporate Services and potential opportunities for new ways of working to help transform service delivery and reduce costs. The 5 PCCs across the East Midlands have commissioned HMIC to review the arrangements for collaboration between the five East Midlands police forces, with the report being published on the Commissioners web page on 11 November 2013.	A
PCP C7.3	Achieve greater financial savings from regional collaboration	STATUS
	The Commissioner in consultation with the Regional PCCs has identified further £2.4m opportunities for savings. The Regional PCC's have commissioned a HMIC review of the Collaboration, with the Commissioner representing Nottinghamshire on the Regional Efficiency Board. Work is underway across the region to develop a single IT strategy and development for services for criminal justice administrative support.	A
PCP C7.4	Review the policing estate and custody arrangements in Worksop and the north of the county.	STATUS
	The PCC has commissioned work on the re opening of Worksop Custody Suite. In the meantime the police operate a mobile custody van on a Friday and Saturday evening to avoid making unnecessary journeys to Mansfield or Newark Custody suites. The Estate has also been reviewed as part of the Base Budget Review conducted by Deloitte. Initial capital work to bring the suite up to the required safe detention standard would be in excess of £700k. The PCC is reluctant to commit this funding whilst there is uncertainty about the future of Worksop Magistrates Court.	A

PCP C7.5	Build sustainability into policing and reduce the carbon footprint and improve energy management.	STATUS
	<p>The Commissioner has led the Force to be the first Police Force in England and Wales to become a 'Living Wage Employer'. There is a Commissioner's Report going to the Strategic Resources and Performance Meeting on the 20 November which outlines the Development of a Social Responsibility Strategy. There is a Working Group set up to develop the Strategy and the NOPCC is representing the Commissioner for developing the Governments Framework for Action on Corporate Responsibility through the Department for Business, Innovation and Skills. The Strategy will be developed for April 2014.</p>	A
PCP C7.6	Recruit more volunteers, including cadets, Parish Constables, Specials, Neighbourhood Watch and 'Mystery Shoppers' to support of the work of the Commissioner.	STATUS
	<p>During the year a Mystery Shopper scheme involving numerous volunteers has been established and is now fully active. The Commissioner has recruited 15 additional volunteers who were trained in December 2013.</p> <p>The purpose of the scheme is to provide the Commissioner with information on the quality and delivery of customer service provided by Nottinghamshire Police. Between January and March 2014, Mystery Shoppers made 15 visits to police stations and noted waiting times, provision of information, the professionalism of front counter staff, the cleanliness of the police station, whether opening times were clearly displayed, the car parking facilities and disability access.</p> <p>In addition, Mystery Shoppers listened to 48 recorded phone calls to Nottinghamshire Police (randomly selected) assessing the greeting, any transferred calls, whether caller could hear the handler clearly, whether the caller was satisfied at the end of the call and overall professionalism.</p> <p>Young Mystery Shoppers between the age of 15 and 18 were asked to navigate the New Nottinghamshire Police Website.</p> <p>The findings of all Mystery Shopping are currently being analysed but initial review suggests that there are no major issues but a number of areas where improvements can be made. The Commissioner will discuss the outcome with the Chief Constable once the final report is complete.</p>	G
	<p>Nottinghamshire Police Cadets returned in September 2013, with over 70 cadets recruited in year one. The cadets, who are all aged 16 on joining, take part in a two year training and development programme,</p>	G

	<p>delivered from bases within communities. Cadets take part in team building exercises, sports activities, and will have the opportunity to learn about specialist police units, like the dog section and the under water search unit. As part of the cadet programme, cadets will volunteer four hours a month to assist the police in attending community events and general public engagement activities.</p> <p>The cadets will also meet once a week on a weekday evening, where they will learn about a range of topics including; police history, first aid, conflict management skills and campaigns; including those to reduce road traffic accidents, anti-social behaviour, and alcohol related crime.</p>	
	Discussions are underway to develop the concept of Parish Constables to be rolled out in 2014/15.	A

THEME 7 – FORCE ACTIVITIES		
PCP F7.7	Invest in police leadership and the development of sergeants and inspectors.	STATUS
	Support and development for 52 Officers in a 6-month period of Work Based Assessment for promotion to Inspector and Chief Inspector ranks, A mission-critical initiative for HR during 2013/14 to support first and second line managers with challenging conversations and to raise awareness about people management policy areas: discipline, grievance, dispute resolution, performance management and attendance management.	G
PCP F7.8	Improve the recruitment, retention and progression of for BME and other officers and staff to reflect the local community.	STATUS
	<p>The work of the BME project has contributed to identifying 30 recommendations for improvements being progressed through the BME Working Group. A BME Steering Group has been established to oversee and guide the implementation of recommendations as identified in the independent research. The Groups both meet monthly and are focused on three key areas: Recruitment, Stop and Search and Training.</p> <p>Positive action plans for recruitment, retention and progression are in place and monitored through the Strategic EDHR Board chaired by the Chief Constable.</p> <p>There are recruitment drives focussing on recruitment from BME community in progress.</p>	A

PCP F7.9	Improve attendance by reducing sickness and stress related absence of police officers and police staff.	STATUS
	<p>Attendance has improved as reported in the performance reports. For example, sickness performance continues to improve and is under target for Police Staff, with some stabilisation seen for Police Officers after substantial reductions. This is clearly due to the Attendance Management policy introduced last year, and compliance being monitored through Senior Management team meetings across the departments.</p> <p>Stage 1 triggers and WINS issued are monitored and actioned through OPRS.</p>	G
PCP F7.10	Redesign the Police workforce and expand the use of civilian investigators.	STATUS
	<p>Civilian Investigators work stream reporting through the Operational Board- current recruitment activity undertaken with training to commence late October. Up to 35 Civilian investigators being recruited. Level 1 cohort first tranche goes live at the end of November. The wider workforce modernisation programme of activity is under review through the Transformation Board.</p> <p>The Target Operating Model project is in progress.</p>	A