

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

Monday, 28 April 2014 at 14:00

**The Ballroom, Retford Town Hall, Retford, Nottinghamshire
DN22 6DE,**

**There will be a pre-meeting for Panel Members
only at 1.00 pm in the Council Chamber**

AGENDA

- | | | |
|----------|---|----------------------|
| 1 | Minutes of last meeting held on 3 February 2014 | 5 - 12 |
| 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 | Work Programme | 13 - 18 |
| 5 | Police and Crime Commissioner's Update | 19 - 60 |
| 6 | Police and Crime Plan 12 Month Monitoring Report | 61 - 100 |
| 7 | Domestic Violence Update | 101 -
108 |
| 8 | Commissioning of Victims' Support Services | 109 -
112 |

9	Policing Pre-Planned Events	113 - 118
10	Cost Comparison Office of the Police and Crime Commissioner	119 - 122
11	Complaints Update	123 - 124
12	Dates of Future Meetings - to note the following dates:-	
	Wednesday 18 June 2014	10.30am
	Monday 15 September 2014	2.00pm
	Monday 10 November 2014	2.00pm
	Monday 5 January 2015	2.00pm
	Friday 9 and/or Friday 16 January 2015	2.00pm
	(Budget workshop/s)	
	Monday 2 February 2015	2.00pm
	Monday 20 April 2015	2.00pm
	Monday 15 June 2015	2.00pm

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 such 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

Councillor John Clarke – Gedling Borough Council – Chair
Mayor Tony Egginton – Mansfield District Council – Vice-Chair

Rizwan Araf - Independent Member
Councillor Chris Barron – Ashfield District Council
Councillor Eunice Campbell – Nottingham City Council
Councillor David Challinor – Bassetlaw District Council

Councillor Jon Collins – Nottingham City Council
Councillor Georgina Culley – Nottingham City Council
Mrs Christine Goldstraw OBE – Independent Member
Mrs Suma Harding – Independent Member
Councillor John Handley – Nottinghamshire County Council
Councillor Glynn Gilfoyle – Nottinghamshire County Council
Councillor Pat Lally – Broxtowe Borough Council
Councillor Bruce Laughton – Newark and Sherwood District Council
Councillor Keith Longdon – Nottinghamshire County Council
Councillor Debbie Mason – Rushcliffe Borough Council
Councillor Carole McCulloch – Nottingham City Council
Bob Vaughan-Newton – Independent Member

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

MINUTES OF THE MEETING HELD ON 3 FEBRUARY 2014 AT 2.00 PM AT NOTTINGHAMSHIRE COUNTY COUNCIL

MEMBERS PRESENT

(A denotes absent)

Chairman - Councillor John Clarke – Gedling Borough Council

Vice-Chairman - Executive Mayor Tony Egginton – Mansfield District Council

Rizwan Araf – Independent Member

Councillor Chris Baron – Ashfield District Council

Councillor David Challinor – Bassetlaw District Council

Councillor Eunice Campbell – Nottingham City Council

Councillor Jon Collins – Nottingham City Council- **A**

Councillor Georgina Culley – Nottingham City Council

Councillor Glynn Gilfoyle – Nottinghamshire County Council

Christine Goldstraw OBE – Independent Member - **A**

Councillor John Handley – Nottinghamshire County Council

Suma Harding – Independent Member

Councillor Pat Lally – Broxtowe Borough Council

Councillor Bruce Laughton – Newark and Sherwood District Council

Councillor Keith Longdon – Nottinghamshire County Council

Councillor Debbie Mason – Rushcliffe Borough Council - **A**

Councillor Carole McCulloch – Nottingham City Council - **A**

Bob Vaughan-Newton – Independent Member

Councillor Eddie Fearon – Rushcliffe Borough Council (Substitute for Councillor Debbie Mason)

OFFICERS PRESENT

Jayne Francis-Ward – Corporate Director) Nottinghamshire

Keith Ford – Senior Democratic Services Officer) County Council

Nigel Stevenson – Chief Accountant) (Host Authority)

OTHERS PRESENT

Paddy Tipping – Police and Crime Commissioner

Chris Cutland – Deputy Police and Crime Commissioner

Kevin Dennis – Chief Executive, Office of Police and Crime Commissioner (OPCC)

Chief Constable Chris Eyre – Nottinghamshire Police

James Molloy – Temporary Chief Finance Officer, OPCC

Margaret Monckton – Assistant Chief Officer, Resources, Nottinghamshire Police

Charlotte Radford – Chief Finance Officer, OPCC

Chief Superintendent Ian Waterfield – Nottinghamshire Police

1. MINUTES OF LAST MEETING

The minutes of the meeting held on 16 December 2013, having been previously circulated, were agreed as a true and correct record and were confirmed and signed by the Chair.

2. APOLOGIES FOR ABSENCE

Apologies for absence were received from Christine Goldstraw OBE and Councillors Collins, McCulloch and Mason.

3. DECLARATIONS OF INTERESTS

Councillor Laughton declared a private interest in relation to his wife's employment with Nottinghamshire Police.

4. INTRODUCTION

The Chair welcomed Mr Molloy who would be covering for Charlotte Radford as Temporary Chief Finance Officer whilst Ms Radford was undergoing medical treatment. The Chair thanked Ms Radford for her work and wished her a speedy recovery.

5. DRAFT PREVENTING DEMAND STRATEGY 2014-17

Chief Superintendent (CS) Ian Waterfield introduced the report and highlighted the background and aims of this strategy which sought to reduce demand for Police services by working more closely with partner agencies at an earlier stage, thereby preventing duplication of effort. This work had received a £500,000 grant from the Home Office's Innovation Fund and more funding was likely to be available in future for such preventative initiatives.

During discussions, the following issues were raised:-

- Members welcomed the approach which they felt was long overdue. In terms of partnership working, the need for the Police to input into the planning application process (for example, through the submission of crime impact safety statements) was emphasised. Members felt that such submissions could prevent further work and additional expenditure down the line;
- in response to Members' questions, CS Waterfield clarified that the flexibility within the strategy would enable a bespoke approach to be taken in different areas with different needs. He felt that the reluctance of some agency officers to work outside of their specialisms and fully engage in partnership working was one of the greatest obstacles to implementing this preventative approach, which had inter-agency problem solving as a key outcome. Members highlighted the joint working between Rushcliffe Borough Council and the Police as an example of such successful partnership working;
- the Police did not want to lead this work as it was recognised that partnership working was needed to drive innovation and integration. The Commissioner

underlined the importance of strengthening relationships with the Fire and Rescue Service and health agencies;

- CS Waterfield clarified that the two pilot schemes (one in the County and one in Aspley in the City) would commence in February/March 2014 and would last for no more than six months;
- in response to Members' concerns that the Strategy was potentially duplicating similar initiatives already occurring, CS Waterfield stated that individual approaches had been developed previously but best practice arising from these had not been shared across the City and the County.

RESOLVED 2014/001

That the draft Preventing Demand Strategy proposals be noted.

6. WORK PROGRAMME

Keith Ford introduced the report which outlined the agenda items scheduled for future Panel meetings. During discussions, the Commissioner agreed a request to bring an update report on the Victim's Strategy and Regional Collaboration to a future meeting. In response to a Member request for further details of Force sickness absence levels, the Commissioner underlined that there were targets about both Police Officer and staff sickness absence levels within the Police and Crime Plan.

RESOLVED 2014/002

That the work programme be noted and updated as discussed.

7. FINANCIAL REPORTS OF THE POLICE AND CRIME COMMISSIONER 2014-15

The Commissioner introduced the report and stated it was a challenging budget but one which was balanced and sustainable. He highlighted the following key issues:-

- savings of approximately £40 million had already been achieved. There was a savings target of £12.6m for 2014-15 and a similar figure for the following year, with a further £20m of savings required thereafter;
- the budget proposals had been developed in consultation with the Force and had the full support of the Chief Constable;
- key areas of development and funding included rural area policing (with a text messaging service being developed to warn people of suspicious occurrences); increased numbers of GPS tags for offenders; mental health; the development of the Alcohol Strategy; increased focus on regional collaboration; an improved workforce mix which better reflects the communities served and would enable appropriate tasks to be undertaken by

civilian staff; and increased numbers of Police Officers and Police Community Support Officers. With regard to the latter point and recent reports in the media that further recruitment could potentially bankrupt the Force, the Commissioner underlined that recruitment would not be pursued if it was not possible to make the necessary savings required to finance it;

- the Commissioner underlined the need for caution around the use of reserves and stated that £2m from reserves would be used this year in order to make the required investments to make savings in further years;
- the Commissioner stated that the recommended precept increase was 'up to 1.96%' because, at this stage, the Secretary of State had yet to announce the precept capping level. If necessary, the increase level would be reduced to below whatever the capping level was set at. He underlined that an increase of 1.96% would result in an additional cost of 4-5p per day for the majority of residents and public consultation had revealed support for such an increase in return for the additional officers and services proposed;
- the Chief Constable underlined his support for the jointly developed budget proposals and emphasised the ongoing efforts to redress the disadvantage which Nottinghamshire faced through the Government's existing funding formula. The Commissioner highlighted his involvement in this review and stated that any changes would not be introduced until 2016/17 at the earliest. Members welcomed these ongoing efforts and suggested a presentation to a future Panel meeting on this issue.

During discussions, the following issues were raised:-

- Members queried how the recruitment of further Police Officers would be balanced against the proposals to 'civilianize' tasks currently undertaken by Officers. In response, the Commissioner emphasised how the closures of police stations would enable savings to help fund recruitment and was in line with the public's desire for 'bobbies not buildings'. He recognised that this was a year of transition in terms of the workforce mix and contrasted the Nottinghamshire proposals with likely reduction in Police Officer numbers in Leicestershire and Derbyshire. The Chief Constable added that the proposals to 'civilianize' tasks would aim to enhance and make more cost-efficient those services currently being delivered and further enhance the role of PCSOs in neighbourhoods. In illustrating this point, the Commissioner highlighted the benefits of using suitable specialists, rather than Police Officers, to investigate commercial fraud;
- in comparison to last year's budget reports, Members welcomed the increased detail within the reports about level of reserves and queried whether the proposed remaining level (following £2m of expenditure this coming year) was in line with CIPFA advice about prudent levels. In response the Commissioner stated that, in comparison to most other Forces, the levels were relatively low but underlined the need to invest to save and to better manage existing contracts (such as fleet management) in order to optimise savings. The Chief Constable added that the Force was leading nationally on

the proposed investment into improved technology which would enable Officers to record and capture information directly from incidents;

- Members felt that further means of income generation needed to be fully explored, for example seeking increased contributions from those organisations whose activities required policing such as local professional football and cricket clubs and pubs and clubs. In response, the Commissioner stated that charges to sporting clubs were currently being reviewed but stressed that these charges needed to be set at a fair level. He highlighted that the City Council was currently consulting on a Night Time Levy for business although other local authorities had chosen not to pursue this. He also highlighted the issue of potential sponsorship, whilst recognising the sensitivities around this;
- with regard to buildings being closed and numbers of Officers increasing, Members stressed the importance of ensuring Officers had a place to go in order to rest, eat and access washroom facilities when on duty. In response, the Commissioner stated that local, low-cost bases which Officers could 'drop in' at were being explored;
- some Members did not support an increase and felt that it would be better to take the 1% freeze grant on offer from the Government. In response, the Commissioner stated that 74% of the Force's funding currently came from central Government and he was keen to see a relative increase in the local tax base level over time. He added that there was no guarantee that the freeze grant would continue or be built into the base budget and therefore a potential 'cliff edge' scenario could be faced in future years if that funding was withdrawn. He added that he respected the difference of views around the increase;
- the majority of Members supported the proposed 1.96% increase in light of the levels of savings required this year and the potential 'cliff-edge' scenario in future years; the current level of reserves; the potential impact of the A19 appeal judgement; and the positive views expressed in the public consultation about the proposed increase.

RESOLVED 2014/003

1) That the following reports be noted:-

- **Revenue Budget Report 2014-15**
- **Medium Term Financial Plan Report**
- **Reserves Strategy**
- **4 Year Capital Programme**
- **Treasury Management Strategy.**

2) That the Commissioner's decision to increase the precept by up to 1.96% in 2014-15 be supported.

8. DRAFT REFRESHED POLICE AND CRIME PLAN 2014-18

The Commissioner introduced the report and his refreshed Police and Crime Plan.

During discussions, the following issues were raised:-

- Members welcomed the use of clear and ambitious targets as a means of enabling the public to clearly assess performance. They raised concerns that the Anti-Social Behaviour target of 8% may not be met this year. In response, the Commissioner felt that some calls about ASB were now coming directly to the Police rather than to local councils and, although this was affecting Police performance figures, he was relatively relaxed about this if it meant that the public overall were receiving a better service and response. The Chief Constable echoed this sentiment and underlined that although there had been significant reductions in ASB, the public still perceived it to be an issue;
- Members raised concerns about the rise in reported Domestic Violence incidents. In response the Chief Constable warned against the dangers of 'hitting a target but missing the point'. The Deputy Police and Crime Commissioner underlined that an increase of this kind was also illustrative of the public's growing confidence in reporting such issues to the Police. The Commissioner added that in analysing performance he was keen to focus on trends rather than simply the latest figures.

RESOLVED 2014/004

- 1) That the refreshed Police and Crime Plan for 2014-18 be noted.**
- 2) That the Panel's views be reflected in the finalisation of the Plan.**

9. POLICE AND CRIME COMMISSIONER'S UPDATE

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

- the way in which victim support services were commissioned would be changing in 2014/15, with national funding being allocated via Police and Crime Commissioners rather than Victim Support as currently. Some specialist domestic violence work, such as work around homicide victims, would continue to be led at a national level. Nottinghamshire had agreed to be one of the first to take on these new responsibilities, with some funding transferring to the Commissioner from October 2014. A tender process would be undertaken ahead of that date in line with legal requirements. Possibilities for regional working on this issue would be explored, as would the services provided by national victim support services. An organisation had been commissioned to undertake local research and consultation with victims and professional bodies in order to develop the most appropriate and effective services. A new Victim's Code came into force in December 2013 and the Force's development of the 'Track my Crime' facility was addressing victims' current lack of information to clarify the latest situation with their case within the criminal justice system. The

Deputy Police and Crime Commissioner agreed to update the Panel on victims issue in April 2014;

- the Commissioner was putting further funding into developing victim-led restorative justice services in 2014/15. A conference had been held in January 2014 to share best practice and the Home Office had commissioned the national organisation 'Remedi' to map out existing services and best practice in this field.

During discussions, the following issues were raised:-

- Members thanked the Commissioner for his efforts to increase the powers of PCSOs, which could be particularly useful in rural areas in addressing issues such as speeding traffic. The Chief Constable highlighted that funding was available for speed awareness education in schools. Members highlighted a former HGV driver who specialised in training in this area. The Commissioner also commended the approach taken in Harworth whereby speeding drivers were held to account by parents and were offered the opportunity to attend a school assembly on the issue rather than receive a speeding ticket. It was felt that this approach had been very effective in achieving a sustained change in driving behaviour. In the City, a Speed Watch project in Bulwell East ward had been funded by the local City Council area committee and was beginning to reduce speeding in the area. Members also highlighted the Gedling Borough Council funded scheme whereby radar type speeding cameras, uniforms and signage had been purchased and local volunteers had been trained to use these cameras;
- the Commissioner was not confident that cautions and fixed penalty notices were always being utilised appropriately and he was seeking input from magistrates to consider this issue further, by scrutinising and reviewing every out of court disposal. The Chief Constable added that this issue was also being reviewed nationally due to concerns about the lack of transparency and public confidence in the current system;
- Members highlighted the recent spate of fatal and serious road traffic accidents and asked for any lessons arising from this to be shared with the Panel. A further update on the Transforming Rehabilitation agenda was also requested. In response, the Commissioner highlighted that the Force had held discussions with local authorities about road safety issues and felt that changes in the management of offenders serving less than 12 months were required but that further funding was needed to achieve success in this area. He felt that the national view was that the Commissioner's Office in Nottinghamshire had done more than other areas to help assist the transition to the new system.

RESOLVED 2014/005

That the contents of the update report be noted.

The meeting closed at 4.05 pm

CHAIRMAN
M_3Feb2014

WORK PROGRAMME

Purpose of the Report

1. To give Members an opportunity to consider the work programme for the Panel and to suggest further topics for inclusion (**see appendix A**).
2. To consider a proposal to join a facilitated regional network with the other four police and crime panels.

Information and Advice

3. The work programme is intended to assist with the Panel's agenda management and forward planning. The draft programme will be updated and reviewed regularly in conjunction with the Chairman and Vice-Chairman of the Panel.

Other Options Considered

4. All Members of the Panel are able to suggest items for possible inclusion in the work programme.
5. The Work Programme has been updated following discussions around the Commissioner's update report at the last meeting. The regular standing items and statutory requirements have also been scheduled into the proposed meeting timetable.
6. Following discussions at the Panel Development session on 30 October 2013 about the potential for holding a regional Panel meeting, East Midlands Councils and Frontline consultancy have developed a proposal which was discussed at an initial regional meeting for Chairs, Vice-Chairs and support officers held on 4 February 2014 (**see appendix B**).
7. Nottinghamshire Police and Crime Panel was represented at this meeting by Suma Harding and Keith Ford. It was felt to be a positive meeting and the benefits of sharing experiences between Panels in the region were highlighted. It is recommended that Nottinghamshire Police and Crime Panel signs up to this support initiative for 2014/15 at a cost of £500. The benefits of this support package are detailed within the appendix.

Reasons for Recommendation/s

8. To enable the work programme to be developed further.
9. To share best practice with other panels in the region and to utilise the support of a national expert in this field.

RECOMMENDATION/S

- 1) That the work programme be noted and updated in line with Members' suggestions as appropriate.
- 2) That Nottinghamshire Police and Crime Panel sign up to the supported regional network for 2014/15 at a cost of £500.

Background Papers and Published Documents

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

For any enquiries about this report please contact:-

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keith.ford@nottsc.gov.uk
Tel: 0115 9772590

Nottinghamshire Police and Crime Panel**Work Programme (as at 16 April 2014)**

<u>Agenda Item</u>	<u>Brief Summary</u>
18 June 2014 – 10.30am - Annual Meeting – Newark and Sherwood District Council	
Appointment of Chairman and Vice-Chairman	<p>To appoint the Chairman and Vice-Chairman of the Panel for the 2014/15 year.</p> <p><i>N.B. Nominations for the position of Chair/ Vice-Chair for the 2013/14 municipal year will be requested at the meeting. Nominations will need to be seconded. In the event of more than one nomination being received, voting will take place by a show of hands.</i></p>
Transforming Rehabilitation	Update on the latest situation following the changes to the Probation Service – presentation by Wendy Aubrey, Commissioning Manager / Competition Support Manager, Ministry of Justice
Review of Balanced Appointment Objective.	<p>The Panel will review its membership to see whether any actions are required in order to meet the requirements for:-</p> <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.
Regional Collaboration	To review progress against the HMIC Review.
Annual Report 2013/14	The Panel will scrutinise, comment and agree a formal response to the Commissioner's 2 nd Annual Report.
Police and Crime Commissioner's update (including 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 issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner or Deputy Police and Crime Commissioner.
15 September 2014 – 2.00pm – venue TBC	
Police and Crime Commissioner's update (including 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 issues within the Force.

<u>Agenda Item</u>	<u>Brief Summary</u>
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner or Deputy Police and Crime Commissioner.
Domestic Violence update	Regular update on progress with this issue and the related strategic themes and key activities.
Designing the Future	To consider the Force's new operating model.
10 November 2014 – 2.00pm – venue TBC	
Police and Crime Commissioner's update (including 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 issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner or Deputy Police and Crime Commissioner.

PROPOSAL FOR A POLICE AND CRIME PANEL NETWORK FOR THE EAST MIDLANDS

Benefits of a regional network

A network would enable the Panels to share their perspectives and ways of working, their experiences of engaging with their PCCs, exchange views about good practice and discuss potential solutions to difficult problems.

Networking also lays the basis for potential joint working on items that affect a Police and Crime Plan's strategic objective of more than one or perhaps all of the PCCs in the East Midlands region, should that be a step that Panels might like to consider at some point in the future.

Support from Frontline Consulting Associates

Frontline Consulting Associates has been supporting Police and Crime Panels across England since the early days of shadow Panels. Following a national conference in Gloucester in June 2012, we ran a number of induction sessions for Members joining the new Panels, then learning and development events for Panels so they could take stock of their experiences and reflect on how they might improve their working practices.

A second national conference held by Frontline Consulting in July 2013 looked at Panels' experiences of their first eight months' work and lessons to help Panels prepare for their second year of work. It was at this conference that some participants raised the possibility of regional networks being set up to assist Panels and provide mutual support.

How a network might operate and what is on offer

Our proposal for an East Midlands network, to be run in association with East Midlands Councils who would host network meetings, would be customised to meet the precise requirements of the participating PCPs. We are able to offer the following:

- Two meetings a year for the Chairman, Vice-Chairman and support officer (substitutes allowable) of each Panel to share information and experience, to problem-solve and to collaborate as appropriate; agendas would be devised by the participants and would include a regional update based upon information provided in a common template and 'hot topics' of challenges to address across the five Force areas as identified by participants
- A 'helpline' facility (by telephone, e-mail and online) supported by Tim Young, Frontline Consulting's Lead on Policing and Crime, to answer queries and provide advice
- A website www.pcps-direct.net, which all PCP members and support officers can sign up for, for free, to share their experiences and good practice, including:
 - an Information section: open-access pages that include a digest of news covering issues around Police and Crime Panels that will interest councillors, Independent Members and support officers, plus occasional features. There will be provision for Panels to post films, articles and more in-depth pieces about latest PCP developments; and
 - an Exchange section, offering scope for you to network with each other across PCPs by setting up personal circles or engaging in broader networks by theme, role, activity or Force area. One of the Networks is Ask Tim, where you can post your queries

In addition, we would offer:

- Three places for the price of two for Network members who want to attend our annual PCP conference (equivalent to a £99 discount)
- a 10% discount on any learning and development sessions that PCPs might want to engage Frontline Consulting to deliver.

Costs

We are very aware of the limited budget available for Police and Crime Panels. We are therefore proposing a modest annual subscription of £500 per Panel. As with any subscription, this does not presuppose automatic annual renewal.

Next steps

Frontline Consulting will support a continuing network on the above basis with the hosting of the biannual meeting by East Midlands Councils.

Any queries?

Please feel free to contact Tim Young to discuss any aspects of this proposal.

Tim Young
Lead on Police and Crime
Frontline Consulting Associates
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E-mail: timy@frontlineconsulting.co.uk
Web: www.frontlineconsulting.co.uk and www.pcps-direct.net

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	28th April 2014
Report of:	Paddy Tipping Police Commissioner
Report Author:	Kevin Dennis
E-mail:	kevin.dennis@nottinghamshire.pnn.police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	5

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT

1. PURPOSE OF THE REPORT

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

2. RECOMMENDATIONS

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

3. REASONS FOR RECOMMENDATIONS

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

4. Summary of Key Points

POLICING AND CRIME PLAN – (2013-18)

- 4.1 Performance against targets across all themes is contained in the tables at **Appendix A** up to February 2014.
- 4.2 It should be emphasised that some of the performance data is only readily available on a quarterly basis (especially partnership and other national data) and therefore not available for this report. However, some data is now reported on to show comparative City and County performance.
- 4.3 The Performance data contained in this report has been taken from the Force's detailed and validated unrestricted monthly Performance and Insight Reports and Commissioner's weekly performance reports in respect of key Policing Plan priorities.
- 4.4 The Commissioner has a statutory duty to ensure that the Force is efficient, effective and provides value for money. A range of performance indicators relating to the 7 strategic themes contained within the current Police and Crime Plan are monitored by the Office of Commissioner and where performance is identified as a risk the Commissioner holds the Chief Constable to account to seek assurances that action is being taken to address the performance concerns.
- 4.5 The Commissioner will do this through bilateral weekly meetings with the Chief Constable and through an extended bimonthly Resource and Performance meeting with the wider Chief Officer Team. In addition, the Commissioner, his Deputy and various members of his office attend a number of Force and Divisional performance meetings where necessary assurances are sought and obtained.
- 4.6 The following performance indicators identify areas which are currently off target. Further explanation is given in the respective theme and also **Appendix A**:
- 60% of people agree that the Police and Council are dealing with local Anti-Social Behaviour and other crime issues – Currently 51.5%
 - Improve the current timeliness and quality of files – quality and timeliness still an issue at Magistrates Court – only 0.6% off target and the data are unreliable as four months' worth is missing.
 - Reduce % of ineffective trials in the Magistrates' and Crown Courts – still an issue in both Crown and Magistrates Courts
 - 10% reduction in All Crime across the Force - +0.2% in February 2014
 - 37% detection rate (including Positive Outcomes) for recorded offences – 33.1% in February 2014

- 10% increase (year on year) in the numbers of confiscation and forfeiture orders compared to 2012-13: -5.2% compared to previous year
- Total number of days lost due to sickness (3.7%) – Officers only 4.02%
- BME representation (to close the gap) - Current BME representation in Force stands at 4.3% overall, 4.1% for Officers and 4.6% for staff (February 2014) and BME community representation is 11.2%.

4.7 The Commissioner is satisfied that the Chief Constable is aware of these issues and is taking appropriate action to address them all.

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

Performance

4.8 As of December 2013, it will be seen that 87% of victims of crime are completely, very or fairly satisfied with the service they have received from Nottinghamshire Police which is just 3% away from the 90% target. The County is 87.5% and the City is 86.3%.

4.9 In December, 96.7% of victims and witnesses were satisfied or very satisfied with the services provided in Court and the 90% target has been achieved in each of the last 12 months. Year-to-date figures (April - Dec 2013) show an average satisfaction level of 94.5%, while 75.3% felt confident to give evidence.

4.10 Over the past 12 months ending in September 2013, 51.5% of people agreed that the Police and Council are dealing with local anti-social behaviour and other crime issues. Performance is stable but remains below the 60% target (by 2015-16).

4.11 The Force has been set a target (5% year-on-year compared to 2012-13) to reduce the number of repeat victims of:

- Domestic Violence (DV)
- Hate Crime (HC)
- Anti-Social Behaviour (ASB)

4.12 During the year repeat victimisation has decreased by 9.9% which is driven by ASB (-14%). The Table below also shows the current performance for Domestic Violence (+5.9%, was +9.3%) and Hate Crime (+35.9%, was +46.4%):

Domestic Violence	Year-to-date performance				Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
City	701	613	88	14.4%	582	119	17.0%
County	941	937	4	0.4%	890	51	5.4%
Force	1642	1550	92	5.9%	1473	169	10.3%

Hate Crime	Year-to-date performance				Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
City	28	15	13	86.7%	14	14	50.0%
County	25	24	1	4.2%	23	2	8.0%
Force	53	39	14	35.9%	37	16	30.2%

Anti-Social Behaviour	Year-to-date performance				Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
City	2,498	2,677	-179	-6.7%	2,543	-45	-1.8%
County	2,984	3,696	-712	-19.3%	3,511	-527	-17.7%
Force	5,482	6,373	-891	-14.0%	6,054	-572	-10.4%

4.13 The numbers for Hate Crime are low which makes the percentage change more pronounced. The City has greater repeat victimisation in both crime types (+14.4% DV, +86.7% HC).

4.14 The Force continues to record significant reductions in the number of persons Killed or Seriously Injured (KSI) on Nottinghamshire's roads. The reductions during quarters one, two and three (January – September) have been so strong that the Force is easily achieving the 9.0% adjusted target for the current year, and also remains in a favourable position against the long-term Road Safety Partnership target of a 40% reduction by the year 2020 .

4.15 Reductions are recorded in all of the road-user groups when compared to last year, with the largest percentage reduction in the fatalities group.

4.16 Quarter four provisional data suggests that the current trend will continue, allowing confidence that Nottinghamshire is experiencing a consistent reduction in the number of persons Killed or Seriously Injured on the roads .

4.17 Although the overall KSI reduction figure for 2013 looks very promising there is no room for complacency as the number of recent fatalities has shown. December 2013 saw 10 deaths, January and February 2014 - 7 and 1 respectively. The current figure is now 12 deaths in 2014 a figure we only reached in July 2013. Each collision is under investigation and a number of causation factors are emerging which are being translated into police enforcement activity throughout the year.

Activity:

4.18 The Force continues to work with partners to reduce the number of repeat victims by providing effective intervention at the time of the first incident. An increase in repeat victims of Domestic Violence is a concern and suggests that positive action to tackle repeat victimisation in this area is proving to be challenging. Domestic Violence repeat victims are being managed at a local

level to ensure that those who are most vulnerable are receiving an appropriate level of support.

- 4.19 The Commissioner has emphasised the importance of reducing repeat victimisation for DV victims in his refreshed Police and Crime Plan and the Force is committed to taking swifter action but are also reliant on partnership support.
- 4.20 The Force is currently making preparations for Operation Drosometer 3, which begins on the 1st of April and will run for two months. Activity will focus on the fatal 4 road offences (mobile phones, seatbelts, speeding, drink/drug driving) and is timed to coincide with a seasonal uplift in road casualties.
- 4.21 New national guidance has come into effect which ensures all victims of crime are treated appropriately and kept informed regarding the progress of their case.
- 4.22 The new Code of Practice for Victims of Crime, which came into force in December 2013, aims to improve the experience of victims of crime from the point of reporting a crime through to the end of a trial. It sets out the services and information all victims are entitled to receive from criminal justice agencies and the extra support required for victims of the most serious crime, persistently targeted and vulnerable or intimidated victims. It includes reform that allows victims to choose whether to make a Victim Personal Statement to be read out in court on a guilty verdict which details the emotional and physical effects of their experience at the hands of the offender.
- 4.23 The Deputy Commissioner has been appointed as chair of the Local Criminal Justice Board's Victims' Group 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.
- 4.24 Victims of crime in Nottinghamshire are now being given access to a brand new web-based service 'Track My Crime' which gives them instant access to the status of their case.
- 4.25 Victims can log on and view progress updates and also register for email alerts when something is updated in a bid to make their journey through the criminal justice system smoother. The system, which has been designed to work on Smartphone's, tablets and desktop computers, is similar to internet banking and promises to revolutionise how police communicate with the public as well as save officer time. Victims will still be able to receive face-to-face updates, letters and phone calls if they prefer this mode of contact.

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

- 4.26 The Crown Court continues to meet target in terms of both file quality and timeliness, with the current year to date (data is to January 2014) error rate and late rate lower than the positions reported last month. Examining monthly performance for files submitted to the Crown Court suggests an improvement in quality, with the error rate reducing month-on-month through the majority of this year.
- 4.27 **Please note that there is no new data available for the Magistrates Court^a.** The Magistrates Court is achieving the file quality target, but not the timeliness target, with a late rate that is slightly higher than that reported last month. Monthly performance for files submitted to the Magistrates Court appears to show a high level of fluctuation, meaning that it is not possible to provide an indication of trends in the long-term. This is further compounded by the fact that the Magistrates Court also failed to return any data to the Force for the month of September.
- 4.28 Nottinghamshire Criminal Justice Area is showing a year-to-date conviction rate of **84.2%** for cases prosecuted through the Magistrates' Courts (MC) and **85.3%** for cases prosecuted through the Crown Court (CC).
- 4.29 The Crown Court have achieved target year-to-date, having recorded a rate more than four percentage points higher than the national average rate. The Magistrates Court is within reach of target, at only 0.3pp below the national average. The Crown Court is showing the greater improvement when compared to last year's position, with an increase of 6.0 pp at the end of quarter three, while the Magistrates court has recorded a rate similar to last year.
- 4.30 Year-to-date figures to December 2013 show that the current effective trial rate is 43.4% for the Crown Court and 41.9% for the Magistrates Court, meaning that neither court is achieving the effective trial rate target of 50%.
- 4.31 Performance across both courts has been fairly static since the start of 2012, and there is little change in the effective trial rate for either court this month. The proportion of cracked trials (where the defendant offers on acceptable plea or the prosecution offers no evidence) and ineffective trials (where no final outcome is reached) also remain broadly similar to last year.
- 4.32 Current trends suggest that the target will be a challenging one to achieve this year. Improvements in file quality and timeliness may help to support the Criminal Justice Service in improving the effective trial rate for the courts.

^a It has not been possible to update this information as the Magistrates Court failed to return data for the months of November through to January

Activity:

- 4.33 The Force continues to work with its local criminal justice partners to take action to increase the quality and timeliness of the evidence submitted by officers. Key issues have been identified and a Force working group continues to meet in order to tackle the range of issues.
- 4.34 The Commissioner has recently launched independent research project into an offender reconciliation scheme. Independent research companies are invited to bid for a contract that will enable him to deliver enhanced restorative justice services across the county.
- 4.35 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.
- 4.36 Imprisonment is not enough to deter the most prolific criminals and rehabilitation is really the only solution. Restorative justice brings emotion into offending and holds those responsible to account so they are forced to take responsibility for the actions – possibly for the first time.

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

- 4.37 Year-to-date the Force continues to record a similar volume of offences to that recorded last year (an increase of 0.2% or 151 offences). Despite this, the Force is still a considerable distance away from the 10% reduction target and will not be able to achieve this by year end.
- 4.38 Violence Against the Person (VAP), Theft & Handling and Burglary Dwelling continue to generate a large volume of recorded offences for the Force, however recent performance has been more favourable with the period November-February recording either decreases or marginal increases for these groups compared to last year. The month of February is normally expected to be a low volume month; however, this February recorded the lowest monthly crime volume for over five years and continues a downward trend from May 2013.
- 4.39 The table below shows the performance of the 15 Priority Plus and High Impact Areas.

Partnership Plus Area	Year-to-date performance					Target Position	
	2013/14	2012/13	Volume Change	Percentage Change	Current Stretch Target	Difference from Stretch Target	Percentage Difference from Stretch Target
Arboretum	1,367	1,227	140	11.4%	933	434	31.7%
Aspley	1,414	1,559	-145	-9.3%	1185	229	16.2%
Bridge	852	915	-63	-6.9%	695	157	18.4%
Bulwell	1,705	1,726	-21	-1.2%	1312	393	23.0%
St Anns	1,105	1,033	72	7.0%	785	320	29.0%
Carr Bank	276	274	2	0.7%	225	51	18.5%
Portland	809	733	76	10.4%	601	208	25.7%
Woodlands	794	731	63	8.6%	599	195	24.6%
Hucknall Central	335	396	-61	-15.4%	325	10	3.0%
Hucknall East	595	476	119	25.0%	390	205	34.5%
Kirkby East	515	542	-27	-5.0%	444	71	13.8%
Sutton Central/East	991	960	31	3.2%	787	204	20.6%
Castle/Magnus	1,187	1,205	-18	-1.5%	1012	175	14.7%
Worksop	2,297	2,226	71	3.2%	1870	427	18.6%
Eastwood South	667	490	177	36.1%	402	265	39.7%
Netherfield And Colwick	520	568	-48	-8.5%	466	54	10.4%

4.40 The table below shows the All Crime Breakdown by Area.

	Year-to-date performance					Target Position	
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
Force	62,418	62,280	138	0.2%	56,052	6,366	10.2%
City	27,488	27,664	-176	-0.6%	24,898	2,590	9.4%
County	34,930	34,616	314	0.9%	31,154	3,776	10.8%
Ashfield/Mansfield	12,208	11,951	257	2.2%	10,756	1,452	11.9%
Ashfield	6,092	6,102	-10	-0.2%	5,492	600	9.9%
Mansfield	6,116	5,849	267	4.6%	5,264	852	13.9%
Bassetlaw/N & S	11,109	10,838	271	2.5%	9,754	1,355	12.2%
Bassetlaw	6,274	6,178	96	1.6%	5,560	714	11.4%
Newark & Sherwood	4,835	4,660	175	3.8%	4,194	641	13.3%
South Nottinghamshire	11,613	11,827	-214	-1.8%	10,644	969	8.3%
Broxtowe	4,329	4,219	110	2.6%	3,797	532	12.3%
Gedling	4,254	4,444	-190	-4.3%	4,000	254	6.0%
Rushcliffe	3,030	3,164	-134	-4.2%	2,848	182	6.0%
City	27,488	27,664	-176	-0.6%	24,898	2,590	9.4%
City Central	7,597	7,056	541	7.7%	6,350	1,247	16.4%
City North	7,815	7,858	-43	-0.5%	7,072	743	9.5%
City South	5,417	5,485	-68	-1.2%	4,937	481	8.9%
City Centre	6,659	7,265	-606	-8.3%	6,539	121	1.8%

4.41 The Force is maintaining a year-to-date reduction in the volume of Anti-Social Behaviour (ASB) incidents and is also achieving the 8% target reduction. A slowdown in trend noted in previous reports remains this month, with the current year-to-date reduction of 8.1% (2,868 incidents) lower than the position reported at the end of January.

4.42 This has been driven by a 27.3% (259 incidents) increase recorded on the City in February, and this compares to an 8.2% reduction (114 incidents) on the County. As a result of performance on the City, the Force has recorded an increase of 6.2% (145 incidents) in February when compared to February last year.

- 4.43 The Force is currently recording a detection rate of 33.1% year-to-date, a 3.0 percentage point (pp) drop compared to same period of last year and 3.9pp below the Police & Crime Plan target. When considering detections awaiting approval the rate increases to around 33.5%, also below the 37% Police and Crime Plan target.
- 4.44 Detection rates on the divisions are similar to those seen at Force level (33.6% on the City, 32.4% on the County).
- 4.45 One driver behind the drop in detection rate is a reduction in the volume of detections recorded against an increase in offence volume. The reduction in detection volume appears to be predominately driven by a large drop in the volume of TIC disposals, across both City and County. This drop seems to have been partially driven by external factors and the Force will require a significant increase in the volume of detections it achieves in the remainder of the year in order to stand a chance of meeting target.

Activity:

- 4.46 This Force's proactive work to reduce violence, such as the '**Alliance Against Violence**' campaign, is having a positive effect on performance.
- 4.47 In March 2014 the Commissioner unveiled details of the 2014-15 grants scheme which will help local groups and community-based organisations support victims of crime and reduce offending.
- 4.48 Some £250,000 from his Community Safety Fund has been ring-fenced for this purpose and grants of up to a maximum of £25,000 are available. This year, the Commissioner is particularly keen to support services which focus on early intervention such as those that provide support for victims of hate crime, sexual violence and domestic violence in ways not currently being met. He is also interested in hearing from BME projects which aim to build trust and understanding of the police and those initiatives which aim to reduce antisocial behaviour.
- 4.49 The Commissioner has completed his walk about activity visiting all key crime areas with the Deputy Commissioner between October 2013 and March 2014 and has a better understanding of the issues at grass roots levels. These visits provide him with assurance that what can be done is being done. However, these visits also provided him with valuable insight into key issues which he has taken into account as part of the Police and Crime Plan and Delivery Plan refresh.
- 4.50 The Commissioner continues to obtain assurance that the Chief Constable is firstly aware of the issues and is taking appropriate action to tackle them. In support of this, officers from the Commissioner's Office continue to attend Force and Divisional Performance meetings and the Commissioner and Deputy Commissioner are subsequently briefed on any emerging risks to performance.

4.51 The three Partnership Gold Groups continue to meet and implement their action plans.

4.52 In addition to activities undertaken by Gold Groups and Community Safety Partnerships (CSPs), key actions being taken by the Force on other key performance risks include:

Crime Type	Location	Current Actions
All Crime	County	The County's Partnership Plus Areas are subject to costed delivery plans which are funded through the Safer Nottinghamshire Board. These plans are monitored and delivered through the Community Safety Partnerships for each of the County Operational Areas. The Partnership Plus areas are subject to an inflated All Crime reduction target of 18% (16% in Bassetlaw/Newark & Sherwood) due to the increased funding available to these areas to tackle Crime and Anti-Social Behaviour.
All Crime	City	The City's Priority Wards are monitored through the City Crime and Disorder Partnership and are subject to additional activity in order to tackle the high volume issues in these areas.
VAP	Hotspot areas	A micro-beat technique is being used to identify sub-beat level areas within hotspot locations for VAP offences, such as those areas in town and city centres where violence offences are likely to occur. It is intended that this technique will allow officers to prevent or diffuse potentially violent situations before they can escalate.
VAP	Force-wide	Directed activity to target Violent Crime (particularly VAP) continues to be managed through the Force Violence gold group.
VAP	City	Operation Promote has now concluded on the City Centre. This operation aimed to reduce VAP offences where drugs such as cocaine are a contributory factor. Results analysis covering the period that the operation ran reveals a notable reduction in VAP offences, and a number of persons were arrested and referred to the Criminal Justice Intervention Team (CJIT) in relation to drugs offences over this time.
Theft and Handling	City	Operation Dormice continues to run in the City. This operation is working to reduce shop thefts in the top retail premises by identifying and managing prolific offenders through the Integrated Offender Management team. The operation has also been extended to West Bassetlaw in response to high numbers of shoplifting offences this year.

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

4.53 Year-to-date figures reveal that 13.8% of All Crime in Force was alcohol related, compared to 16.1% last year. (Year-to-date: City 15.5%, County 12.2%). Over the same time periods, 24.9% of Violent Crime (All VAP, Robbery but excluding Sexual Offences) was alcohol related in 2013/14, compared to 28.8% in 2012/13. The current position of 24.9% appears at odds with CSEW results for 2011/12 where the national average for the same offences was 47%.

4.54 Due to current recording limitations there is no target for this measure and the current results should be treated with some caution during the monitoring phase. Improvements in recording practices are monitored with a view to setting a target in later years.

4.55 The Force Alcohol Tactical Group continues to monitor alcohol-related crime performance through its quarterly meetings.

Activity:

- 4.56 The Alcohol Strategy continues to be implemented and the Commissioner. In conjunction with partners it will expand support services for those affected and bring tougher enforcement. It will also ensure a unified approach to tackling the problem in the future.
- 4.57 Twenty areas across England and Wales are being set up as Local Alcohol Action Areas (LAAAs) to combat drink-fuelled crime and disorder and the damage caused to people's health. Work in the LAAAs will also be focused on promoting diverse night time economies. Nottingham and Nottinghamshire County have been successful in a joint bid to the Home Office to become a LAAA. There was considerable competition for LAAA status and the award represents a vote of confidence in the city and the county's approach to alcohol.
- 4.58 LAAAs will receive additional support and insight from government to assist local agencies to tackle alcohol related crime, anti-social behaviour and the health harms caused by alcohol misuse. They will be able to draw on expertise and support from the highest level while sharing best practice with others facing similar challenges. This validates the emphasis the Commissioner has placed on tackling alcohol abuse and gives additional impetus to the delivery of the county-wide alcohol strategy.
- 4.59 The Commissioner will seek to ensure that there is cohesive action between all the different organisations impacted by alcohol-related issues within his countywide Alcohol Strategy.
- 4.60 The increased level of engagement with the Home Office which the LAAA represents will allow issues for Nottingham and Nottinghamshire to be raised at the highest level helping to ensure the best outcomes for citizens.

Theme 5: Reduce the threat from organised crime

- 4.61 There is no update on the THR level since last month. In terms of criminal intent and capability, the current threat from Serious, Organised Crime in Nottinghamshire remains significant and consistent despite evidence of successful disruption within the last 12 month period as a result of various Nottinghamshire Police and EMSOU operations.
- 4.62 The current intelligence picture relating to organised criminality, coupled with the upcoming prison release of key individuals linked to organised crime, suggests that the medium term threat from Serious, Organised Crime in Nottinghamshire will not change from its current threat status of significant and consistent.
- 4.63 The activities of Organised Crime Groups present one of the priority external threats to policing in Nottinghamshire. They have a direct and indirect involvement in a wide range of serious criminality including Murder, Serious Violence, the Criminal Use of Firearms, Drugs Supply, Serious Acquisitive

Crime, Fraud and Sexual Exploitation. They impact upon confidence and satisfaction, community cohesion and police endeavours to reduce crime and keep people safe from the risk of harm.

- 4.64 In respect of the number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders, the target for this measure is to increase the number of confiscation and forfeiture orders compared to last year, currently the Force is recording a slight decrease in the number of orders, with 165 orders this year compared to 174 last year (a reduction of 5.2%).
- 4.65 This reduction in the number of orders means that the Force has not achieved the year-to-date target volume, with 165 orders compared to a target of 191, meaning that the Force has fallen short of target by 26 orders or 16.0% based on year-to-date figures. It is worth noting that despite monthly fluctuations at the start of the year, this year-on-year picture appears to be fairly stable, with the current gap to the target and comparisons to last year both being similar to last month.
- 4.66 So far this year 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.

Activity:

- 4.67 In terms of the management of each active Organised Crime Group by the police, each group has a specific management plan and Lead Responsible Officer, with progress monitored through the Level I and Level II Force Tasking and Coordination process in line with National Intelligence Model (NIM) guidelines.
- 4.68 The Force has recently appointed 5 new staff to support POCA investigations and some local housing keeping and streamlining will lead to a year on year increase in the numbers of confiscation and forfeitures. However, it should be noted that some cases may take up to 4 years to be concluded.

Theme 6: Prevention, early intervention and reduction in re-offending

- 4.69 There have been 425 First-Time Entrants (FTEs) into the Youth Justice System this year (April – February 2014). This is a reduction of 10.9% (52 FTEs) compared to last year. The current year-to-date target has therefore been achieved i.e. currently 1.0% or 4 FTEs better than target.
- 4.70 The largest reduction this year is seen on the County, where a 18.0% reduction was recorded, while the City recorded a reduction of 3.4%.

- 4.71 The use of Restorative Justice disposals and Community Resolutions came into force at the beginning of 2012-13 and it is expected that as it gathers momentum there will be less FTEs year on year.
- 4.72 National data published by the Ministry of Justice covering the 12 months to March 2012 suggests that Nottinghamshire had a 'proven' reoffending rate of 36.7% (compared to 37.6% for the 12 month period ending December 2011), 2.9 percentage points above the national average of 33.8%, placing the Force 32nd out of 36 areas. However, please note that this data relates to activity over 12 months ago albeit the most recent.
- 4.73 When considering the Force's Acquisitive Crime cohort (data to end of February 2014), there are currently 304 IOM (Integrated Offender Management) nominals managed by the Force with just over half in the City. The majority of nominals are adult, with 9% currently classed as a juvenile.
- 4.74 Cross referencing the 304 nominal's against named offenders and/or suspects for offences recorded in 2013/14 (April – February) reveals that 579 offences have had an IOM nominal listed as an offender and a further 487 offences have had an IOM nominal listed as a suspect. This activity can be linked to 203 nominals or two thirds of the current IOM cohort. These offences combined account for 1.7% of recorded crime in 2013/14

Activity:

- 4.75 The Commissioner will receive ring-fenced funding from Government from April 2014 to deliver restorative justice services. Funding for victims' support services will follow from October 2014. A new model of victims' support services, which will include the independent delivery of a high quality restorative justice service, will be delivered from April 2015. It is hoped that partners' funding for these types of services can be aligned with the Commissioner's funding.
- 4.76 On 14th March 2014 the Commissioner launched a Consultancy tender brief 'Restorative Practice Strategy' the purpose of which is to:
- § fill the gaps in knowledge of restorative justice practices across Nottinghamshire;
 - § define an evidence base of how restorative practice can contribute towards repairing harm to victims and reducing re-offending;
 - § develop a Nottingham/shire restorative practice strategy, defining common definitions, services and occupational standards for organisations and individuals involved in providing services and delivering restorative practice;
 - § advise and make recommendations on how generic victim services and restorative practice should best work together to ensure an integrated pathway of support for victims;
 - § advise on the likely need and future demand for restorative justice services;

- § develop a delivery model for the future delivery restorative practice; and
- § consult with victims and members of the public on their views on a list of sanctions to be offered as part of community resolution or conditional caution.

Theme 7: Spending your money wisely

- 4.77 The Government's grant has reduced significantly and in order to balance the budget, savings of £8.6m need to be made in 2013-14. Detailed plans are in place to ensure the savings target is met. Confirmed efficiencies are currently being made through staff savings and savings from Fleet, Estates and Collaboration.
- 4.78 The latest 12 month rolling sickness data for the Force has shown that officer sickness reduced to 4.02% in February 2014 from 4.53% in March 2013 and 4.55% in February 2013. HR is continuing to work closely with line managers to reduce the number of officers on long term sick. (See Section 5 below for a more detailed
- 4.79 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.
- 4.80 The 4.3% figure is lower than the BME population of Nottinghamshire, which stands at 11.2% (Source: 2011 Census Data).

Activity:

- 4.81 The Commission has met recently with the Chief Constable to discuss options for further efficiency savings. The HMIC report '*Policing in Austerity: Rising to the Challenge Compendium*' was used in preparation for those discussions.^b
- 4.82 The BME Project Steering and Joint Working Group continue to meet monthly to discuss the key themes of stop and search, recruitment and training.

5. ATTENDANCE MANAGEMENT

- 5.1 At the last Panel meeting there was a request that the Commissioner provides a more detailed report on sickness absence reports. This section of the report provides an overview.

^b The HMIC Report details numerous practical examples from the 2013 valuing the police inspections where forces have made efficiency savings. <http://www.hmic.gov.uk/publication/policing-in-austerity-rising-to-the-challenge-compedium/>

5.2 The Attendance Management Policy was introduced in October 2012. Since then, the 12 month rolling average (Force wide) police officer sickness has reduced from 4.67% to 3.99% (a reduction of 15%), and police staff sickness has decreased from 4.44% to 3.69% (a reduction of 17%).

5.3 Comparing the end of October 2012 with the end of January 2014:-

- § Sickness within Contact Management for police staff has reduced by 22% over the reference period (from 7.85% to 6.10%). The 12 month rolling average police staff sickness within Contact Management peaked at 8.96% in August 2012 and has reduced to 6.10% as at the end of January 2014.
- § The 12 month rolling average for Crime and Justice (C&J) sickness for officers and staff has decreased to 4.25% and 4.09% respectively in Jan 2014 (from 6.09% and 4.91%).
- § Sickness rates for officers in City and County Divisions reduced to 3.70% and 4.08% at the end of January 2014 (from 4.22% and 4.62% respectively in October 2012).
- § Operational Support Department (OSD) officer sickness has increased to 5.99%. This is primarily due to officers on long term sickness.
- § Corporate Services police staff sickness has reduced by 29% from 2.56% to 1.82%

5.4 The cost of officer sickness in the period from Oct 2012 until to Jan 2014 has reduced by £0.7m, and police staff sickness in the same period reduced by £0.2m.

Year on year comparison

5.5 The latest 12 month rolling data for Officers (as at the end of January 2014) shows sickness has decreased to 3.99% compared to 4.41% in January 2013, and police staff has decreased to 3.69% (from 4.20% in January 2013). This represents a reduction of 10% for officers and 12% for police staff during this 12 month period.

5.6 Table 1 below provides a summary of sickness rates comparing the end of January 2013 to the end of January 2014.

Table 1 - Police Officers	Officers	
	January 2013	January 2014
City	4.40%	3.70%
County	4.54%	4.08%
Corporate Services	1.78%	2.98%
Crime & Justice	4.83%	4.25%
CM	9.56%	11.18%
OSD	4.81%	5.59%

Total	4.41%	3.99%
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- 5.7 Table 2 below provides a summary of sickness rates comparing end of January 2013 to end of January 2014.

Table 2 - Police Staff	Police staff	
	January 2013	January 2014
City	2.50%	2.63%
County	4.09%	3.77%
Corporate Services	2.77%	1.82%
Crime and Justice	4.94%	4.09%
Contact Management	6.90%	6.10%
OSD	1.86%	1.42%
Total	4.20%	3.69%

- 5.8 Force wide, table 3 below provides a summary of the 12 month rolling data for sickness on a quarterly basis since September 2011.

Table 3 – Summary of 12 month sickness

	Officers	Police Staff
Sept 11	4.83%	4.08%
Dec 11	4.89%	3.95%
March 12	4.86%	3.87%
June 12	4.77%	4.01%
Sept 12	4.68%	4.32%
Dec 12	4.69%	4.40%
March 13	4.53%	4.24%
June 13	4.18%	3.94%
Sept 13	4.05%	3.80%
Dec 13	4.03%	3.77%

- 5.9 During the period identified above, sickness has reduced by 17% for officers 8% for police staff.
- 5.10 Since the beginning of the 2013/14 financial year, 624 individuals have breached the first stage short term trigger and 17 individuals stage 2. Of these, HR has been advised that 489 have had a formal attendance management Stage 1 meeting with line managers (76%). The figures represent an improvement from 73% which was reported at the December 2013 Professional Standards and Integrity Board which the Deputy PCC attends.

- 5.11 Regular reports are being provided to line managers detailing individuals who breach 3 or more absences / 10 days in a rolling 12 month period. HR is providing support / coaching as required.
- 5.12 Attendance Management training is contained within 'Shaping Conversations' programme.
- 5.13 The number of long term sickness cases as at 31st January 2014 was 70 - this represents a decrease from 92 in October 2013. A breakdown of the 70 cases are:
- § 34 (49%) Stress / anxiety / depression
 - § 19 (27%) Musculoskeletal
 - § 7 (10%) Serious illness / life threatening conditions
 - § 5 (7%) Operations e.g. Abdominal and Gynaecological
 - § 5 (7%) Other
- 5.14 The national 2013 Chartered Institute of Personnel and Development annual absence survey, which covers public and private sectors, confirmed that stress remained the top reason for sickness absence across all organisations. Nottinghamshire Police is not untypical.
- 5.15 A Force wide 'work and wellbeing' survey has been commissioned from Nottingham University for all officers and police staff. This is currently being undertaken. The aim is to identify a baseline of wellbeing/ stress levels felt by staff. The results will be reported back to the Force in approx April / May.

DECISIONS

- 5.16 The Commissioner has the sole legal authority to make a decision as the result of a discussion or based on information provided to him by the public, partner organisations, members of staff from the Nottinghamshire Office of the Police and Crime Commissioner (NOPCC) or Chief Constable.

Significant Public Interest Decisions

- 5.17 The Commissioner's web site provides details of all significant public interest decisions. Since the last report a number of decisions have been in respect of:
- **Payment of Police Pensions:** An approach to reclaim the overpayment of Police Pension from future police pensioner payments.
 - **Replacement of Oil Fired Heating at Sherwood Lodge with Biomass:** Installation of a biomass boiler at Sherwood Lodge.
 - **Re-imbursements and Allowances:** Payments made currently refer to several documents and can therefore be subject to error. There is now one core document that consolidates these.

- **Business Case ICT Telephony Solution:** Two systems now one service.
- **Regulation A19 Against ET Decision:** Decision made to appeal to the EAT
- **Provision of Temporary Staff to Nottinghamshire Police:** Addecco UK to provide temporary staff as and when required.
- **Refurbishment works to Bridewell, Mansfield and Newark Police Stations Custody Suites:** Successful tender will now carry out these works.
- **Precept Revenue, MTFP, Reserves Strategy, 4 year capital programme and treasury management reports 2014-15:** Approved
- **Integrated Operational Support for the East Midlands Region:** An integrated operational support department for the East Midlands Region approved.
- **Grants and Commissioning 2013:** Final list of small grants approved.
- **Delegations to temporary Chief Finance Officer:** A temporary Chief Finance Officer has been appointed to cover a period of absence of the permanent post holder.
- **County Substance Misuse Contract:** Financial support agreed.
- **New HR Policies and Procedures:** Six HR policies and procedures which have been redrafted to ensure that they conform to Police Regulations 2003 and employment legislation agreed.
- **Independent Victims and Police and Crime Plan Priorities and Police Budget and Precept Research:** Approved.

ACTIVITIES OF COMMISSIONER

- 5.18 Since the last report, the Commissioner and Deputy Commissioner have been engaged in a number of activities and meetings in relation to strategic matters, media activities, conducted numerous walkabouts and engaged with partners and various communities. These extensive activities reflect the Commissioner's commitment and pledge to be the People's Commissioner.
- 5.19 As detailed in section 2 above, the Commissioner and Deputy Commissioner continue 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 top 15 Priority Wards in the County and High Impact Wards in the City.
- 5.20 The Commissioner continues to invite partners to raise their game by working even closer together in partnership with the Police to tackle the emerging issues currently adversely impacting overall performance.
- 5.21 The Commissioner has consulting with the people of Nottinghamshire to ensure that the refreshed Police and Crime Plan and the budget to deliver it reflect their

views and expectations. A final copy of the plan is available on the PCC web site.

- 5.22 **Appendix B** contains the Commissioner's newsletter for February 2014 and provides more detail of his and his Deputy's activities since the last Panel report.

6. Financial Implications and Budget Provision

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

7. Human Resources Implications

- 7.1 None - this is an information report. However, the report does provide some information about BME representation.

8. Equality Implications

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

9. Risk Management

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

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

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

11. Changes in Legislation or other Legal Considerations

- 11.1 None which affects the content of this report.

12. Details of outcome of consultation

- 12.1 The Deputy Chief Constable will be consulted on this report and feedback will be taken into account where possible.

13. Appendices

- A. Performance Tables
- B. Commissioner's Newsletter for February 2014

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

- Police and Crime Plan 2013-2017 (published)
- Force Performance and Insight Reports – February 2014

For any enquiries about this report please contact:

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APPENDIX A

Performance & Insight Report

Themes 1 - 7

Performance to February 2014

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

Measure	Target Profile	Current Performance – 12 months to February 2014 ¹		
		Target	Trend	Summary
1	% of victims of crime that are completely, very or fairly satisfied with the service they have received from the police § 90% § To be in the top five Forces nationally	-3.0 pp ² ●	-0.5 pp	Performance is stable when considering the long term trend with the Force remaining below the 90% target. Satisfaction for incidents in the 12 months to December is 87.0% . It was 87.5% for the comparative period in the previous year. While there is no underlying difference between the divisions in terms of the headline figure (City 86.3% , County 87.5%), theft from vehicle crime satisfaction remains a differentiating factor, with deterioration across the Force.
2	% of victims and witnesses satisfied with the services provided in court § 90% satisfied with service received § 85% feel confident to give evidence in court § Improved satisfaction levels compared to 2012-13	+4.5 pp ●	³	There is no new data for this measure. In December, 96.7% of victims and witnesses were satisfied or very satisfied with the services provided in Court and the 90% target has been achieved in eleven of the last twelve months. Year-to-date figures show an average satisfaction level of 94.5% (April - December 2013), while 75.3% felt confident to give evidence (April - December 2013).
3	% of people who agree that the Police and Council are dealing with local Anti-Social Behaviour and other crime issues § 60% by 2015-16	-8.5 pp ●	-5.2 pp	There is no new data for this measure. The agreement level is 51.5% for 12 months interviews ending September 2013. Performance is stable and remains below target. There has been little movement since the previous quarterly results.

¹ Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure


² Percentage points

³ Should be treated with caution due to limited amount of data available

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

Measure		Target Profile	Current Performance – 12 months to February 2014 ¹		
			Target	Trend	Summary
4	% reduction of people that have been repeat victims within the previous 12 months	§ Reduce the number of repeat victims of Domestic Abuse, Hate Crime & Anti-Social Behaviour by 5% year on year compared to 2012-13	-5.4% ●	-9.9%	<p>Year-to-date (April to February 2014) there has been a 9.9% reduction in the number of people that have been repeat victims of Domestic Violence, Hate Crime or Anti-Social Behaviour (ASB) within the previous 12 months when compared to the same period of last year. This equates to 785 fewer repeat victims.</p> <p>The Force is currently achieving target on this measure, with performance being driven by a reduction of 14.0% (891 fewer victims) in repeat ASB victims when compared with the same period last year.</p> <p>Whilst this is positive it should be noted that as ASB accounts for the majority of the volume on this measure, strong performance in terms of ASB repeat victims is serving to mask an increase in repeat victims of Domestic Violence, with the Force currently experiencing an increase of 5.9% (92 victims) when compared to last year.</p> <p>Considering Domestic Violence repeats at a divisional level; the City continues to have the larger percentage increase, with City Central recording the largest year-to-date increase in terms of volume and percentage. On the County; Bassetlaw, Ashfield and Gedling have seen improvements in performance and are all currently recording a year-to-date reduction in repeat victims of Domestic Violence.</p> <p>Through working with partners the Force aims to reduce the number of repeat victims by providing effective intervention at the time of the first incident. An increase in repeat victims of Domestic Violence is a concern and suggests that positive action to tackle repeat victimisation in this area is not proving effective. Domestic Violence repeat victims are being managed at a local level to ensure that those who are most vulnerable are receiving an appropriate level of support.</p>

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

Measure	Target Profile	Current Performance – 12 months to February 2014 ¹		
		Target	Trend	Summary
5 The number of people Killed or Seriously Injured (KSIs) on Nottinghamshire's roads	§ 40% reduction in all Killed and Seriously Injured (KSIs) by 2020 (from 2005-2009 average)	-18.8% 	-23.5%	<p>Performance in the 2013 calendar year is positive, with the Force continuing to record significant reductions in the number of persons Killed or Seriously Injured (KSI) on Nottinghamshire's roads. The reductions during quarters one, two and three (January – September) have been so strong that the Force is easily achieving the 9.0% adjusted target for the current year, and also remains in a favourable position against the long-term Road Safety Partnership target of a 40% reduction by the year 2020⁴.</p> <p>Reductions are recorded in all of the road-user groups when compared to last year, with the largest percentage reduction in the fatalities group.</p> <p>Quarter four provisional data suggests that the current trend will continue, allowing confidence that Nottinghamshire is experiencing a consistent reduction in the number of persons Killed or Seriously Injured on the roads⁵.</p> <p>Concern around the high number of fatal road collisions remains, with the Force having recorded a total of seven road deaths during January and February this year. This is high considering that last year the same total was not seen until May.</p> <p>The Force is currently making preparations for Operation Drosometer 3, which begins on the 1st of April and will run for two months. Activity will focus on the fatal 4 road offences (mobile phones, seatbelts, speeding, drink/drug driving) and is timed to coincide with a seasonal uplift in road casualties.</p>

⁴ Nottinghamshire Road Safety Partnership target, reduction when compared to the 2005-2009 baseline

⁵ It is anticipated that quarter four finalised data will be available in the April report

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




Measure		Target Profile	Current Performance – Year-to-date to January 2014 ⁶		
			Target	Trend	Summary
1	% of Crown Court files to be submitted by the police to the CPS on time and without deficiencies	§ To improve the current timeliness and quality of files	CC Quality +0.6pp ●	7	<p>The Crown Court continues to meet target in terms of both file quality and timeliness, with the current year to date (data is to January 2014) error rate and late rate lower than the positions reported last month. Examining monthly performance for files submitted to the Crown Court suggests an improvement in quality, with the error rate reducing month-on-month through the majority of this year.</p> <p>Please note that there is no new data available for the Magistrates Court⁸. The Magistrates Court is achieving the file quality target, but not the timeliness target, with a late rate that is slightly higher than that reported last month. Monthly performance for files submitted to the Magistrates Court appears to show a high level of fluctuation, meaning that it is not possible to provide an indication of trends in the long-term. This is further compounded by the fact that the Magistrates Court also failed to return any data to the Force for the month of September.</p>
			CC Timeliness +1.1pp ●		
			MC Quality +0.1pp ●		
			MC Timeliness -0.6pp ●		
2	Crown Court and Magistrates Court conviction rates	§ To be better than the national average § To be consistently in line with CPS national averages	CC +4.2pp ●		Nottinghamshire Criminal Justice Area is showing a year-to-date conviction rate of 84.2% for cases prosecuted through the Magistrates' Courts (MC) and 85.3% for cases prosecuted through the Crown Court (CC).

⁶ Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure

⁷ Performance on all of the criminal justice measures remains stable in the short-term, however it is not possible to make accurate long-term judgments regarding trend due to a lack of available data

⁸ It has not been possible to update this information as the Magistrates Court failed to return data for the months of November through to January

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

Measure	Target Profile	Current Performance – Year-to-date to January 2014 ⁶		
		Target	Trend	Summary
		MC -0.3 pp 		The Crown Court have achieved target year-to-date, having recorded a rate more than four percentage points higher than the national average rate. The Magistrates Court is within reach of target, at only 0.3pp below the national average. The Crown Court is showing the greater improvement when compared to last years position, with an increase of 6.0 pp at the end of quarter three, while the Magistrates court has recorded a rate similar to last year.
3	<p>% of effective trials in the Magistrates' and Crown Courts</p> <p>§ Reduce % of ineffective trials compared to 2012-13</p> <p>§ Achieve an effective trial rate of 50% for Crown Court and 50% for Magistrates Court</p>	<p>CC -6.6pp </p> <p>MC -8.1pp </p>		<p>Year-to-date figures to December 2013 show that the current effective trial rate is 43.4% for the Crown Court and 41.9% for the Magistrates Court, meaning that neither court is achieving the effective trial rate target of 50%.</p> <p>Performance across both courts has been fairly static since the start of 2012, and there is little change in the effective trial rate for either court this month. The proportion of cracked trials (where the defendant offers on acceptable plea or the prosecution offers no evidence) and ineffective trials (where no final outcome is reached) also remain broadly similar to last year.</p> <p>Current trends suggest that the target will be a challenging one to achieve this year. Improvements in file quality and timeliness may help to support the Criminal Justice Service in improving the effective trial rate for the courts.</p>

Strategic Priority Theme 3: Focus on those local areas that are most affected by Crime and Anti-Social Behaviour

Measure		Target Profile	Current Performance – Year-to-date to February 2014		
			Target	Trend	Summary
1	Reduction in All Crime across the Force	§ 10% reduction compared to 2012-13	+10.2% ●	+0.2%	Year-to-date the Force continues to record a similar volume of offences to that recorded last year (an increase of 0.2% or 151 offences). Despite this, the Force is still a considerable distance away from the 10% reduction target and will not be able to achieve this by year end. Violence Against the Person (VAP), Theft & Handling and Burglary Dwelling continue to generate a large volume of recorded offences for the Force, however recent performance has been more favourable with the period November-February recording either decreases or marginal increases for these groups compared to last year. The month of February is normally expected to be a low volume month; however, this February recorded the lowest monthly crime volume for over five years and continues a downward trend from May 2013.
2	Reduction in Anti-Social Behaviour incidents across the Force	§ 8% reduction year on year, from 2013-14 to 2015-16 § A 50% reduction in ASB incidents across the Force by 2015-16 compared to 2011-12	-0.1% ●	-8.1%	<p>The Force is maintaining a year-to-date reduction in the volume of Anti-Social Behaviour (ASB) incidents and is also achieving the 8% target reduction. A slowdown in trend noted in previous reports remains this month, with the current year-to-date reduction of 8.1% (2,868 incidents) lower than the position reported at the end of January.</p> <p>This has been driven by a 27.3% (259 incidents) increase recorded on the City in February, and this compares to an 8.2% reduction (114 incidents) on the County. As a result of performance on the City, the Force has recorded an increase of 6.2% (145 incidents) in February when compared to February last year.</p> <p>Although both the City and County are recording year-to-date reductions (City -0.1% or 10 incidents, County -13.7% or 2,858 incidents), the Force's overall reduction is clearly masking a split in performance across the two divisions, with County recording the more substantial reduction.</p>

Strategic Priority Theme 3: Focus on those local areas that are most affected by Crime and Anti-Social Behaviour

Measure	Target Profile	Current Performance – Year-to-date to February 2014		
		Target	Trend	Summary
3 The detection rate (including Positive Outcomes) for recorded offences	<p>§ A rate of 37% (including positive outcomes) for All Crime</p> <p>§ To monitor Home Office disposals as follows; Charge/Summons, Caution/Reprimand/Warning Taken into consideration, Penalty Notice for Disorder, Cannabis Warning, Community Resolution.</p>	-3.9pp ●	-3.0pp	<p>The Force is currently recording a detection rate of 33.1% year-to-date, a 3.0 percentage point (pp) drop compared to same period of last year and 3.9pp below the Police & Crime Plan target. When considering detections awaiting approval the rate increases to around 33.5%, also below the 37% Police and Crime Plan target.</p> <p>Detection rates on the divisions are similar to those seen at Force level (33.6% on the City, 32.4% on the County).</p> <p>One driver behind the drop in detection rate is a reduction in the volume of detections recorded against an increase in offence volume. The reduction in detection volume appears to be predominately driven by a large drop in the volume of TIC disposals, across both City and County. This drop seems to have been partially driven by external factors and the Force will require a significant increase in the volume of detections it achieves in the remainder of the year in order to stand a chance of meeting target.</p>

Strategic Priority Theme 4: Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour

Measure		Target Profile	Current Performance – Year-to-date to February 2014		
			Target	Trend	Summary
1	Number of alcohol related admissions to hospital	§ A reduction in the number of alcohol related admissions to hospital compared to 2012-13	-11.1% ●	-11.1%	<p>There is no new data available for this measure. Nottinghamshire police Force data is broken down by the two Local Authorities; Nottingham and Nottinghamshire. The volume of admissions in quarter four (Q4) of 2012/13 was; 1,405 for Nottingham, 4,150 for Nottinghamshire.</p> <p>These totals represent decreases for both Nottingham (-18.5% or 319 fewer admissions) and Nottinghamshire (-8.3% or 374 fewer admissions), compared to the same quarter the previous year, in the previous quarter (Q3). Both local authorities recorded increases compared to the same quarter the previous year.</p> <p>Assessing 2012/13 as a whole, both the local authorities and the overall Force area have recorded an increase compared to 2011/12, (Force +0.2% or 50 admissions, Nottingham +0.2% or 16 admissions and Nottinghamshire +0.2% or 34 admissions). These low level increases appear in line with a general reduction in percentage increases year-on-year over the last four years.</p>

Strategic Priority Theme 4: Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour

Measure		Target Profile	Current Performance – Year-to-date to February 2014		
			Target	Trend	Summary
2	The number of alcohol related crimes (proxy measure)	§ Monitor the number of crimes which appear alcohol related	N/A	N/A	<p>Year-to-date figures reveal that 13.8% of All Crime in Force was alcohol related, compared to 16.1% last year. (Year-to-date: City 15.5%, County 12.2%). Over the same time periods, 24.9% of Violent Crime (All VAP, Robbery but excluding Sexual Offences) was alcohol related in 2013/14, compared to 28.8% in 2012/13. The current position of 24.9% appears at odds with CSEW results for 2011/12 where the national average for the same offences was 47%.</p> <p>Due to current recording limitations there is no target for this measure and the current results should be treated with some caution during the monitoring phase. Improvements in recording practices will be monitored this year with a view to setting a target in later years.</p> <p>The Force Alcohol Tactical Group continues to monitor alcohol-related crime performance through its quarterly meetings.</p>

Strategic Priority Theme 5: Reduce the threat from organised crime


Measure		Target Profile	Current Performance – Year-to-date to February 2014		
			Target	Trend	Summary

Strategic Priority Theme 5: Reduce the threat from organised crime

Measure		Target Profile	Current Performance – Year-to-date to February 2014		
			Target	Trend	Summary
1	The number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders	§ 10% increase (year on year) in the numbers of confiscation and forfeiture orders compared to 2012-13	-16.0% ●	-5.2%	<p>The target for this measure is to increase the number of confiscation and forfeiture orders compared to last year, currently the Force is recording a slight decrease in the number of orders, with 165 orders this year compared to 174 last year (a reduction of 5.2%).</p> <p>This reduction in the number of orders means that the Force has not achieved the year-to-date target volume, with 165 orders compared to a target of 191, meaning that the Force has fallen short of target by 26 orders or 16.0% based on year-to-date figures. It is worth noting that despite monthly fluctuations at the start of the year, this year-on-year picture appears to be fairly stable, with the current gap to the target and comparisons to last year both being similar to last month.</p> <p>So far this year 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.⁹</p>

⁹ 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.

Strategic Priority Theme 5: Reduce the threat from organised crime

Measure		Target Profile	Current Performance – Year-to-date to February 2014		
			Target	Trend	Summary
2	Force threat, harm and risk (THR) assessment level	§ To reduce THR to below the 2012-13 level			<p>There is no update on the THR level since last month. The activities of Organised Crime Groups present one of the priority external threats to policing in Nottinghamshire. They have a direct and indirect involvement in a wide range of serious criminality including Murder, Serious Violence, the Criminal Use of Firearms, Drugs Supply, Serious Acquisitive Crime, Fraud and Sexual Exploitation. They impact upon confidence and satisfaction, community cohesion and police endeavours to reduce crime and keep people safe from the risk of harm. In terms of the management of each active Organised Crime Group by the police, each group has a specific management plan and Lead Responsible Officer, with progress monitored through the Level I and Level II Force Tasking and Coordination process in line with NIM guidelines.</p> <p>In terms of criminal intent and capability, the current threat from Serious, Organised Crime in Nottinghamshire remains significant and consistent despite evidence of successful disruption within the last 12 month period as a result of various Nottinghamshire Police and EMSOU operations.</p> <p>The current intelligence picture relating to organised criminality, coupled with the upcoming prison release of key individuals linked to organised crime, suggests that the medium term threat from Serious, Organised Crime in Nottinghamshire will not change from its current threat status of significant and consistent."</p>

Strategic Priority Theme 6: Prevention, early intervention and reduction in re-offending

Measure		Target Profile	Current Performance – Year-to-date to February 2014		
			Target	Trend	Summary
1	First-Time Entrants (FTEs) into the Youth Justice System	§ 10% reduction (year on year) compared to 2012-13	-1.0% ●	-10.9%	<p>There have been 425 First-Time Entrants (FTEs) into the Youth Justice System this year (April – February 2014). This is a reduction of 10.9% (52 FTEs) compared to last year. The current year-to-date target has been achieved. Currently 1.0% or 4 FTEs better than target.</p> <p>It should be noted that the current year-to-date reduction is not as strong as the position reported last month (11.9%), however the difference is not significant.</p> <p>The largest reduction this year is seen on the County, where a 18.0% reduction was recorded, while the City recorded a reduction of 3.4%.</p> <p>The use of Restorative Justice disposals and Community Resolutions came into force at the beginning of 2012-13 and it is expected that as it gathers momentum there will be less FTEs year on year.</p>

Strategic Priority Theme 6: Prevention, early intervention and reduction in re-offending

Measure	Target Profile	Current Performance – Year-to-date to February 2014		
		Target	Trend	Summary
2	<p>National – reduce the offending of offenders managed and supervised by Integrated Offender Management (IOM) that cause significant harm</p> <p>Local - Acquisitive Crime Cohort, high risk of harm offenders and young adult offenders (18-21years)</p>	<p>§ 10% reduction (year on year) compared to 2012-13</p> <p>§ Reduce (proven) reoffending to be below the national average</p> <p>§ To monitor the Acquisitive Crime Cohort, high risk of harm offenders and young adult offenders (18-21years)</p>	+2.9pp ●	<p>N/A</p> <p>National data published by the Ministry of Justice covering the 12 months to March 2012 suggests that Nottinghamshire had a ‘proven’ reoffending rate of 36.7% (compared to 37.6% for the 12 month period ending December 2011), 2.9 percentage points above the national average of 33.8%, placing the Force 32nd out of 36 areas.</p> <p>When considering the Force’s Acquisitive Crime cohort (data to end of February 2014), there are currently 304 IOM (Integrated Offender Management) nominals managed by the Force with just over half in the City. The majority of nominals are adult, with 9% currently classed as a juvenile.</p> <p>Cross referencing the 304 nominal’s against named offenders and/or suspects for offences recorded in 2013/14 (April – February) reveals that 579 offences have had an IOM nominal listed as an offender and a further 487 offences have had an IOM nominal listed as a suspect. This activity can be linked to 203 nominals or two thirds of the current IOM cohort. These offences combined account for 1.7% of recorded crime in 2013/14</p>

Strategic Priority Theme 7: Spending your money wisely





Measure	Target Profile	Current Performance – Year-to-date to February 2014 ¹⁰		
		Target	Trend	Summary

¹⁰ Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure

Strategic Priority Theme 7: Spending your money wisely

Measure		Target Profile	Current Performance – Year-to-date to February 2014 ¹⁰		
			Target	Trend	Summary
1	Make efficiency savings	§ Save £8.6m by March 2014	N/A	N/A	<p>The Government's grant has reduced significantly and in order to balance the budget, savings of £8.6m need to be made in 2013-14.</p> <p>Detailed plans are in place to ensure the savings target is met.</p> <p>Confirmed efficiencies are currently being made through staff savings and savings from Fleet, Estates and Collaboration.</p>
2	Ensure balanced budget	§ Overall spend v restated budget	+0.0% ●	N/A	<p>The full year net revenue budget for 2013-14 is £196.998m. During December the Quarter Three forecast was undertaken which resulted in an agreed restated full year budget of £198.600m.</p> <p>Actual net expenditure for the 11 months to February 2014 was £182.392m against a restated budget of £181.904m.</p> <p>The resulting position against the restated budget was an over spend of £0.488m, meaning that the Force is currently over budget and is within approved target at this time.</p>
3	Total number of days lost due to sickness (Officer)	§ 3.7% for Officers and Staff (8.2 days)	+8.7% ●	-11.6%	<p>The latest 12 month rolling sickness data for the Force has shown that officer sickness reduced to 4.02% in February 2014 from 4.53% in March 2013 and 4.55% in February 2013.</p> <p>HR is continuing to work closely with line managers to reduce the number of officers on long term sick.</p> <p>Officer sickness absence in the 12 months to February 2014 amounted to an annual cost to the Force of £4.1m. This has reduced from £4.8m as at the end of October 2012 when the revised policy was introduced.</p>
3	Total number of days lost due to sickness (Staff)	§ 3.7% for Officers and Staff (8.2 days)	+0.1% ●	-14.3%	<p>As at the end of February 2014, the rolling 12 month average staff sickness rate was 3.71%. This has reduced from 4.33% in February 2013. This represents a reduction of 14% over the past year.</p>

Strategic Priority Theme 7: Spending your money wisely

Measure		Target Profile	Current Performance – Year-to-date to February 2014 ¹⁰		
			Target	Trend	Summary
4	BME representation	§ To reduce the gap in current Black Minority Ethnic (BME) representation within the Force and local BME community representation in respect of: Recruitment for officers and staff to reflect the local community		+0.2%	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. The 4.3% figure is lower than the BME population of Nottinghamshire, which stands at 11.2% (Source: 2011 Census Data).
Proxy measures:					
5	Overtime Budget	§ Maintain overtime spend below budget	-4.3% 	+16.0%	The Force's overtime expenditure during the year to February 2014 was £4.650m, which is an under spend of £0.211m against a revised budget of £4.861m. The main operations were: Op Sponsor (£0.105m, rechargeable), Op Accelerate (£0.100m), Op Embolite (£0.036m), Op Enamelled (£0.025m), Op Solentina (£0.022m, rechargeable).
6	Establishment	§ Officer establishment 2,109 § Staff establishment 1,646	 	N/A	Targets quoted are for March 2014. Officer and PCSO recruitment is in process which will help get levels up to target.

THE BEAT

Delivering what the public wants most of all: a greater visible presence on our streets.

With next year's budget finalised, we're moving swiftly towards the outcomes I've agreed with our partners to improve the policing experience in Nottinghamshire. Financially, we're still being tested and it will be a long time before we can approach a new year without trepidation at the scale of the challenge facing us. That said, this year at least, we have a robust plan of action that will deliver what the public wants most of all: a greater visible presence on our streets.



THAT'S RIGHT... from February 24th, my team and I will be moving to new offices so look out for our new contact number and address on page 3.

This month, the Police and Crime Panel formally endorsed my 2014-15 budget which will give life to all of the ambitious plans I've proposed for the County in the year ahead and beyond. Underpinning all of my aspirations for Nottinghamshire is a desire to meet the public's need of a stronger, more visible frontline and I am pleased that this budget supports my promised recruitment plans.



Chair of the Panel, John Clarke, said: "The Panel scrutinised the budget plans carefully, quizzing the Commissioner in some detail over different aspects. The responses reassured members who subsequently agreed to support the proposed increase in council tax.

"We were also pleased to hear that the Commissioner will have an input into the Government's forthcoming review of the way funding is allocated. We are all aware that currently Nottinghamshire loses out on grant money that it should actually receive and we feel this imbalance should be addressed once and for all."

NEW BUDGET aims to protect frontline policing

An extra 30 Police Officers will be hired over the next 12 months to tackle the issues which matter to local people. This will bring the increase in officer strength to 120 by April 2015 when compared to 2012/13. Furthermore, the number of PCSOs would have increased by 75 during the same period.

Among a number of new initiatives planned is the introduction of a rural alert system providing timely crime information to farmers and landowners and the launch of Rural Special Constables to increase reassurance in some of our more isolated villages. Chasing criminals does little to heal the problems that cause disengagement from society in the first place and this is why I'm placing so much emphasis on prevention. A Prevent Fund has been created which frees up £100K in-force to enable officers to work with partners for prevention purposes. I've also maintained funding the Safer Nottinghamshire Board and Crime and Drugs Partnership at the same level of £3m so they can continue their work to reduce crime and antisocial behaviour.

The 2014-15 precept



To meet the current year's funding cuts and to honour my recruitment promise, I'm proposing to increase the amount local people pay towards the council tax bill by 1.96% this year (2014-15). This will see the policing portion of the council tax bill for a Band D household rise from £169.65 to £172.98, an increase of £3.33 which is less than a penny a day. Such a move will help us to negotiate the 4.8% reduction of the Force's main policing grant from the Government and help us to sustain performance this year and in the years that follow.

A19 Employment Tribunal

An Employment Tribunal has ruled that five force's use of regulation A19 to require officers with more than 30 years' pensionable service to retire was unlawful. Nottinghamshire was one of the five and almost 100 officers left the force between April 2011 and March 2012 when the force introduced A19.

This is an important landmark decision with big consequences on policing in Nottinghamshire as well as nationally and we are currently in discussions with the other four forces regarding the way forward.

Although this all took place before my time, I know that the decision to use A19 was seen as a necessity in order to meet the funding cuts required by the Government. We'll keep you informed of any developments.



Refreshed Police and Crime Plan

Twelve months ago, I set out a series of aims and objectives in my first Police and Crime Plan to keep Nottinghamshire safe. At the time of its construction I pledged to revisit it every year to ensure it remained relevant to you. Following a period of public consultation, my Plan has now been rejuvenated to incorporate the progress made thus far and the work still to be achieved.

In line with my election pledges, I've continued to lobby the Government for a fairer share of police funding to help us meet the risks posed to our communities. Previous consultations tell us that antisocial behaviour is still a top concern and I'm working hard to address this and meet my objective to reduce it by 50%. The Alcohol Strategy I've developed this year in conjunction with partners will expand support services for those affected and bring tougher enforcement. It will also ensure a unified approach to tackling the problem in the future.



The outcomes we are striving for remain the same – to deliver safer communities, improve trust and confidence and provide value for money policing.

Visits to key community safety partners

Over the past month I've made a number of visits to charities, organisations and community groups who have benefited from funding via my Community Safety Partnership Fund. It's very important in this job to see for myself the work that is taking place to support victims of crime so that I can understand how this fits in with my overall safer Nottinghamshire commitment.

Visits in recent weeks include **Nottinghamshire Women's Aid in Worksop** to find out more about its Star Project - Supporting Teenagers in Abusive Relationships - which supports vulnerable young girls between the ages of 13 to 18 who are at risk of relationship violence. I've also dropped in on Nottingham charity We R Here which provides support services and workshops to children, young people and adults including those affected by domestic violence. Both of these charities provide very valuable counselling services that promote self-esteem and recovery and are making a real difference to the lives of Nottinghamshire residents.





RELOCATION

From February 24th, my team and I will be moving to new offices owned by Gedling Borough Council. Our new base will be in Arnot Hill House, Arnold – a detached building in the grounds of Arnot Hill Park, next to the council's main Civic Centre.

The relocation will hopefully make it easier for local people to access me. The building also benefits from excellent conference facilities including a number of meeting rooms and the council chambers which will be useful for my team when organising meetings and events.

The full address of the new office is:

**Nottinghamshire
Office of the Police and
Crime Commissioner**

**Arnot Hill House
Arnot Hill Park
Arnold
Nottingham
NG5 6LU**

Telephone:
0115 844 5998



From February 24th

Talking to the people WHO MATTER

There is no better way to improve a service than by talking to the people who actually use it. This is the thinking behind a new victims of crime consultation designed to gather local opinion on what is missing for those who fall victim to crime in Nottinghamshire.

From October, I have the responsibility of commissioning services aimed at helping victims through their experiences. To find out what works and what doesn't, I've commissioned independent research company Opinion Research Services (ORS) to gather information built on real experiences so we get it right in the future.

This work runs alongside a separate consultation focusing on survivors of domestic violence and their experiences of support services with the aim of also improving them in the future. Please, if you know what it's like to be a victim of crime, tell us about your experience at <http://www.nottinghamshire.pcc.police.uk/Get-Involved/Tell-Us-What-You-Need/Tell-Us-What-You-Need.aspx> (this consultation will close on 21 February, so do it today!)

Chris Cutland, Deputy Police and Crime Commissioner said: "We really do need victims' views in order to improve the support we provide, so please if you have been a victim of crime, take part in the survey – and encourage others."





TRACK MY CRIME

More than anything else, victims of crime tell us that they want to know what is happening with their crime. Now victims of crime in Nottinghamshire are being given access to a brand new web-based service which gives them instant access to the status of their case.

People can log on and view progress updates and also register for email alerts when something is updated in a bid to make their journey through the criminal justice system smoother. The system, which has been designed to work on smartphones, tablets and desktop computers, is similar to internet banking and promises to revolutionise how police communicate with the public as well as save officer time. Victims will still be able to receive face-to-face updates, letters and phone calls if they prefer this mode of contact.

Small grants scheme launched



This month I have unveiled details of the 2014-15 grants scheme which will help local groups and community-based organisations support victims of crime and reduce offending.

Some £250,000 from my Community Safety Fund has been ring-fenced for this purpose and grants of up to a maximum of £25,000 are available. This year, I'm particularly keen to support services which focus on early intervention such as those that provide support for victims of hate crime, sexual violence and domestic violence in ways not currently being met. I'm also interested in hearing from BME projects which aim to build trust and understanding of the police and those initiatives which aim to reduce antisocial behaviour.

The deadline for applying is 12pm on Monday, March 10. Further information, guidance notes and the application form are available from the Commissioner's website at <http://www.nottinghamshire.pcc.police.uk>.

VICTIMS' CODE



In addition to my own commitment to prioritise the victim in crime investigation, new national guidance has come into effect which ensures all victims of crime are treated appropriately and kept informed regarding the progress of their case.

The new Code of Practice for Victims of Crime, which came into force in December, aims to improve the experience of victims of crime from the point of reporting a crime through to the end of a trial. It sets out the services and information all victims are entitled to receive from criminal justice agencies and the extra support required for victims of the most serious crime, persistently targeted and vulnerable or intimidated victims. It includes reform that allows victims to choose whether to make a Victim Personal Statement to be read out in court on a guilty verdict which details the emotional and physical effects of their experience at the hands of the offender.

SUPPORT US...

... IN OUR BID TO SEE IMPROVEMENTS IN THE STATE PENSION PROVISION WITHOUT ADDING TO THE FINANCIAL PRESSURES ON THE POLICE BUDGET.

Whatever changes are made to the State Pension, they need to be affordable, now and in the future. I am concerned about the financial implications of the proposed changes for both employers and employees within the Police Service. The impact of the changes being proposed by the Government will be an additional £3.7m of costs for Nottinghamshire alone and that's on top of the reduction in grant funding.

That's why I have started an E.petition, calling for the Government to work with the Police to consider ways to improve matters without adding to the financial pressures we face already.

Please show your support by signing up today! <http://epetitions.direct.gov.uk/petitions/58238>



KEEP **ON** TALKING

I'm delighted that so many people contact me, with problems, compliments and comments. This is particularly important as I need to be able to listen to your views and learn from them and also know that you can keep up to date with what my Deputy, my team and I are doing.

Whatever I do, I am answerable to you, the electorate. You can contact me at any time to ask questions or put your views across.

You can visit:

www.nottinghamshire.pcc.police.uk

You can follow me:

@PaddyTipping and @NottsPCC
or **Facebook PaddyTipping or NottsPCC**

You can write to me at:

**Nottinghamshire Office of the Police
and Crime Commissioner, Arnot Hill House,
Arnot Hill Park, Arnold, Nottingham NG5 6LU**

E-mail me at:

nopcc@nottinghamshire.pnn.police.uk

Telephone me on:

0115 844 5998



For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	28th April 2014
Report of:	Paddy Tipping Police Commissioner
Report Author:	Kevin Dennis
E-mail:	kevin.dennis@nottinghamshire.pnn.police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	6

POLICE AND CRIME PLAN (2013-18) – 12 MONTH MONITORING 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 monitoring report on the progress of delivery of the Police and Crime Plan for 2013-18.
- 1.2 The report identifies success measures and an outline of the activities that have been progressing across policing and community safety. This is the second report to the Police and Crime Panel and covers the time period 1 April – 31st March 2014. The 6 month report was tabled at the Panel's meeting on 16th December 2013.^a

2. RECOMMENDATIONS

- 2.1 That the Panel Members discuss and note the progress made.
- 2.2 That the Panel Members scrutinise performance against the strategic priority themes and activities set out in the Police and Crime Plan.
- 2.3 That the Panel Members identify issues for the Commissioner to take forward during the refresh of the Police and Crime Delivery Plan for 2014-18.

3. REASONS FOR RECOMMENDATIONS

- 3.1 The Police Reform and Social Responsibility (PR&SR) Act 2011 places a statutory duty on the Commissioner to publish a Police and Crime Plan for their policing area. Section 5(1) of the PR&SR Act 2011 requires the Commissioner to 'issue a Police and Crime Plan within the financial year in which each

^a

[*POLICE AND CRIME PLAN \(2013-18\) – 6 MONTH MONITORING REPORT \(Dec 2013\)*](#)

ordinary election is held'. For the first Police and Crime Plan this meant no later than 31st March 2013.^b

- 3.2 This annual monitoring report provides an overview of the delivery of the actions against the Commissioner's pledges, seven strategic priority themes, activities, performance and commissioning of grants.

4. Summary of Key Points

- 4.1 Since taking up the new role of Commissioner on the 22 November 2012, the Commissioner and his Deputy Commissioner have worked closely with the Force, partners, stakeholders and the public to create a Police and Crime Plan (the Plan)^c which reflects the views and interests of everyone living and working in Nottingham and Nottinghamshire.
- 4.2 In February 2014 Panel members were presented with the Commissioner's draft Police and Crime Plan refreshed for 2014-18. Consultation and feedback has now concluded.
- 4.3 The 2013-18 Plan came into effect on the 1 April 2013 and set out the strategic priority themes and activities of the Commissioner for policing and community safety across Nottingham and Nottinghamshire. The Plan took forward the Commissioner's Manifesto pledges and seven strategic priority themes underpinned by activities, performance measures and commissioned grants.
- 4.4 Together with producing the Plan, the Commissioner had to make some key decisions which included setting the precept and the budget for the totality of policing.^d The Commissioner intends to submit his second Annual Report to the Panel's meeting in June 2014.
- 4.5 **Appendix A** provides a Table detailing the progress and achievements of the Commissioner's pledges and success toward his seven strategic themes.

5. Financial Implications and Budget Provision

- 5.1 None - this is an information report.

6. Human Resources Implications

- 6.1 None - this is an information report.

^b [Police Reform and Social Responsibility \(PR&SR\) Act 2011](#)

^c [Nottinghamshire Police and Crime Plan 2013-18](#)

^d [Policing Protocol Order 2011](#)

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 an update on progress in respect of the Police and Crime Plan for 2013-18.

10. Changes in Legislation or other Legal Considerations

10.1 None which affect the content of this report.

11. Details of outcome of consultation

11.1 None.

12. Appendices

A. Table detailing the progress and achievements of the Commissioner's pledges and success toward his seven strategic themes.

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

- Police and Crime Plan 2013-2017 (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 9670999 ext 8012001

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
	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	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

For Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	April 2014
Report of:	Deputy Police and Crime Commissioner, Chris Cutland
Report Author:	Karen Sleigh
E-mail:	Karen.sleigh@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	7

Domestic Violence Update: "Protect, support and respond to repeat female victims of medium risk domestic abuse"

1. Purpose of the Report

- 1.1 This report presents the Police and Crime Panel (the Panel) with an overview of progress to date on one of the key workstreams of the Police and Crime Plan, Domestic Violence, which is being led by the Deputy Police and Crime Commissioner (Deputy Commissioner), Chris Cutland.
- 1.2 The Police and Crime Commissioner has made a commitment within the Police and Crime Plan to prioritise budgets to protecting, supporting and responding to repeat female victims of domestic abuse, especially medium risk.

2. Recommendations

- 2.1 That the Panel note the Deputy Commissioner's Report.

3. Reasons for Recommendations

- 3.1 The Panel of the 24 June 2013 meeting requested an update on Domestic Violence from the Deputy Commissioner to be presented every six months, the last report was presented to the September 2013 Panel meeting and will form part of the Forward Plan.

4. Summary of Key Points (this should include background information and options appraisal if applicable)

4.1 National Overview:

A core part of the policing mission is to prevent crime and disorder. Domestic abuse causes both serious harm and constitutes a considerable proportion of overall crime. It costs society an estimated £15.7 billion a year.¹ 77 women

¹ Walby, S. (2009). *The cost of domestic violence*. Retrieved from: www.lancaster.ac.uk/fass/doc.../Cost_of_domestic_violence_update.doc

were killed by their partners or ex-partners in 2012/13.² In the UK, one in four young people aged 10 to 24 reported that they experienced domestic violence and abuse during their childhood.³ Forces have highlighted that crime relating to domestic abuse constitutes some 8 percent of all recorded crime in their area, and one third of their recorded assaults with injury. On average the police receive an emergency call relating to domestic abuse every 30 seconds.

4.2 People may experience domestic abuse regardless of their gender, ethnicity, religion, sexuality, class, age or disability. Domestic abuse may also occur in a range of different relationships including heterosexual, gay, lesbian, bi-sexual and transgender, as well as within families.

4.3 While both men and women can be victims of domestic abuse, women are much more likely to be victims than men.

4.4 HMIC Everyone's business: Improving the police response to domestic violence and abuse

This HMIC Thematic⁴ identified that the police response to domestic abuse is not good enough and must be improved. The report identifies that police forces need to take decisive action to improve, following an inspection of all 43 police forces in England and Wales.

4.5 In September 2013, HMIC was commissioned by the Home Secretary to inspect the police response to domestic violence and abuse. The report, **Everyone's business: Improving the police response to domestic abuse**, found that while most forces and police and crime commissioners have said that domestic abuse is a priority for their areas, this isn't being translated into an operational reality. HMIC is concerned to find that, despite the progress made in this area over the last decade, not all police leaders are ensuring that domestic abuse is a priority in their forces – it is often a poor relation to other policing activity.

4.6 HMIC found alarming and unacceptable weaknesses in some core policing activity, in particular the quality of initial investigation undertaken by responding officers when they are called to a scene. The report also identifies that officers may lack the necessary supervision, knowledge and skills effectively to tackle domestic abuse, and some have poor attitudes.

4.7 The inspection also found that:

- The victim's first contact with the police is the most positive part of their experience and that most call handlers understand domestic abuse and can identify it, and send an officer to the scene.

² Office for National Statistics (2013). *Focus on violent crime and sexual offences 2012/13* – Chapter 4: Intimate Personal Violence and Partner Abuse. Retrieved from:

http://www.ons.gov.uk/ons/dcp171776_352362.pdf

³ Radford L, Corral S, Bradley C et al (2011) Child abuse and neglect in the UK today. London: NSPCC.

⁴ [HMIC Everyone's business](#): Improving the police response to domestic abuse

- Victims' experiences of attending officers are mixed. Nearly four out of five victims HMIC surveyed were satisfied with the initial police response, but a third said they felt no safer. Victims told us that they didn't always feel they were being taken seriously, or believed.
- The issue of risk assessment requires urgent attention – HMIC found inconsistent approaches to this. There is a confused approach to arrest, and the term 'positive action' is poorly understood.
- Victims who are assessed as at high-risk of serious harm or murder generally attracted a high level of multi-agency support.
- Specialist domestic abuse units have been centralised and restructured as a response to austerity. In some forces there are risky gaps in capability and capacity of specialist units with unsustainable workloads, and lack of specialist support and supervision.
- There is an inconsistent approach to how criminal justice sanctions are pursued, and how perpetrators are targeted is underdeveloped in most forces.

HMIC has developed a set of recommendations for the police service, Home Office and College of Policing. These recommendations aim to make a long term difference to the way the service prioritises and responds to domestic abuse, and implementing these recommendations requires concerted effort at the local and national levels.

4.8 Nottinghamshire Police's approach to tackling domestic abuse

The Thematic Inspection has been supported by individual Force reports, with Nottinghamshire's Deputy Commissioner welcoming the findings of this independent inspection into the county's approach to domestic violence which has highlighted the progress made in responding to victims.⁵

- 4.9 The report identified that domestic abuse accounts for 11% of calls to the police for assistance in Nottinghamshire and 10% of all recorded crime. Of these calls, 39% are from repeat victims.
- 4.10 The inspection report identified that tackling abuse is a priority for the Police and Crime Commissioner and the Chief Constable and that staff are committed to supporting victims and making them feel safe. The Force's control room-based customer service advisers are described as "competent, confident and empathetic" in dealing with domestic abuse victims and are trained to gather as much relevant information as possible through the caller themselves and background checks to enable them to risk assess and deliver the appropriate police response. It also described supervision in the control room of the calls and response as 'good' due to the presence of intelligence officers who routinely searched police databases to help customer service advisers to build a picture of the threat of harm to a victim and their children.
- 4.11 However, the HMIC report identified room for improvement and said victims assessed as high risk received a better standard of service than those of medium or standard risk which resulted in inconsistencies. The Report has

⁵ [Nottinghamshire Police's approach to tackling domestic abuse](#)

set out a series of recommendations designed to mitigate the risks identified in its inspection which include better systems for identifying repeat victims of domestic abuse including a question on their initial contact with customer service advisors asking about their domestic abuse history and prioritising training for officers within the domestic abuse investigation teams to ensure robust management of investigations.

- 4.12 This issue had been previously identified by Nottinghamshire Police Authority and the Deputy Commissioner and the Commissioner, who last year commissioned a three-year project aimed at identifying 'what works' in reducing the risk to repeat victims and improving the support available. The project covers both the city and the county and has allowed for 3 workers to be employed to work specifically with survivors assessed as medium risk, 2 of these work in the County, north and south. They work closely with the police to minimise the risks.
- 4.13 The associated academic project has numerous objectives. In particular it aims to identify triggers for repeat victims and opportunities for associated support and prevention with an emphasis on methods used for identifying what has happened in relationships and how future relationships can be built without domestic violence. It will also explore the repeat victims of medium risk domestic abuse case management within the voluntary sector groups providing support, identifying what improves the victim's journey to recovery.⁶ The current work of the Medium Risk Research Advisory Group is ensuring that the delivery of the project remains on track and information sharing is progressed.
- 4.14 There are several 'medium risk worker' pilots running across the county where specialist domestic abuse advisors are working jointly with the police to provide a safeguarding package, which was described by inspectors as "good practice".
- 4.15 The report also highlighted inconsistent approaches between the three multi-agency risk assessment conferences (MARAC) that run across Nottingham and Nottinghamshire but said that the Force had developed strong links with partner agencies and were working together to share information to protect high risk victims. A working group is already in place within the county to address the issues and align the processes of the MARACs.
- 4.16 There has been a Review of Nottinghamshire Funding and Commissioning Arrangements for domestic abuse specialist services, which was supported by the Safer Nottinghamshire Board on 30 October 2013.

There were three aims to the Review:

- Review the current level, allocation and effectiveness of public expenditure to address domestic abuse within Nottinghamshire.

⁶ <http://www.nottinghamshire.pcc.police.uk/Document-Library/About-Us/Tenders/Final-Consultants-Tendering-Brief-2---Domestic-Violence-vs-5.pdf>

- Make recommendations to improve and expand joint commissioning arrangements.
 - Inform budget decision making for 2014/15 and commissioning and tendering arrangements for 2015/16.
- 4.17 The Review has included detailed consultation with service users from the specialist domestic abuse service providers and has identified key recommendations for future commissioning of services in Nottinghamshire.
- 4.18 Progress Assurance**
- The Commissioner's Office will be monitoring the recommendations from the Commissioned Review, HMIC recommendations together with ongoing monitoring of the Scrutiny recommendations to provide assurance of continuing improvement to tackling domestic abuse.
- 4.19 The definition of domestic abuse has recently been extended to include those between the ages of 16 and 18. Some of the grant funding has been distributed to the specialist organisations to identify what works in this area with the aim of including this in the future commissioning of services. In addition a Task and Finish Group has been established to "join up" a number of streams of work both within the City and County which are looking at teen abuse. This will also assist with reduction in gaps and sharing good practice.
- 4.20 The Deputy Commissioner has also set out a Domestic Violence Conference to be held on 13th May, to build a forum for discussion on understanding to complexities of domestic abuse and relationships

4 Financial Implications and Budget Provision
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- 5.1 As reported at previous Police and Crime panel meetings following engagement with providers, partner agencies and service users the Deputy Police and Crime Commissioner for Nottinghamshire has identified £130k per annum for the provision of 'protecting, supporting and responding to repeat female victims of domestic abuse' - medium risks.
- 5.2 The Service Specification identifies a contract value of: £130k (approximately £43k for each area) for 3 Workers: Medium Risk Intervention Workers.
- x1 for the City (provided by Women's Aid Integrated Services (WAIS))
 - x1 for the County South (provided by WAIS)
 - x1 for the County North (provided by Nottinghamshire Women's Aid Ltd (NWA))
- 4.3 There is also an Academic Research Tender Brief which outlined work which started on the 1 October 2013 and the final report (consulted on) will be presented by August 2015 to align to the budgets for 2016/17.

5 Human Resources Implications

- 6.1 There is a small number of staff being resourced to deliver case loads.

6 Equality Implications

- 7.1 There has been a requirement through the Service Specification that the delivery of commissioned services around 'protecting, supporting and responding to repeat victims of domestic abuse' must be able to meet and reflect the needs of a diverse range of service users to ensure that there is no one disadvantaged due to their cultural background, linguistic ability, sexual orientation, disability, race, religion, marital status, pregnancy or age.

7 Risk Management

- 8.1 Risks are identified in the Integrated Partnership Strategic Assessment and outlined for prioritisation in the Police and Crime Plan.

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

- 9.1 In September 2012, the Home Office announced that the definition of [domestic violence](#) (DV) and abuse would be widened to include those aged 16 to 17 and wording to reflect coercive control. The decision followed a consultation which saw respondents call overwhelmingly for this change.

9 Changes in Legislation or other Legal Considerations

- 9.3 In November 2012 the Home Office made clear their ambition to tackle violence against women and girls (VAWG) by introducing two new criminal offences for stalking. Additionally, in March 2013 the definition of DV changed to include under 18s and a full review of the VAWG action plan was published by the Home Office.

10 Details of outcome of consultation

- 11.1 Through the Integrated Partnership Strategic Assessment, Domestic Violence was identified as a priority action under the strategic theme of: Protect, support and respond to victims, witnesses and vulnerable people.

12 Appendices

- 12.1 None

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

[Ending violence against women and girls in the UK](#)

<https://www.gov.uk/domestic-violence-and-abuse>

Tackling Violence against Women and Girls: [The Government's New Approach](#):

[World Health Organisation: Violence against women](#): Global Picture Health Response

For Information	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	28 April 2014
Report of:	Update on victims' commissioning
Report Author:	Nicola Wade
E-mail:	nicola.wade12247@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	8

COMMISSIONING OF VICTIMS' SUPPORT SERVICES

1. Purpose of the Report

- 1.1 To update the Panel on the Police and Crime Commissioner's (PCC's) approach to victims' services commissioning from 1 October 2014.

2. Recommendations

- 2.1 That the Police & Crime Panel note the report.

3. Reasons for Recommendations

- 3.1 The agenda item is for information only.

4. Summary of Key Points

- 4.1 Victims' support services are currently commissioned nationally by Ministry of Justice. All PCCs will be commissioning local victims' support services from 1 April 2015. Some PCCs, called "early adopters", will be commissioning local victims' services from 1 October 2014. There are 7 early adopter areas, including Nottinghamshire. Early adopters are working closely with the Ministry of Justice (MoJ) to ensure a smooth transition from national to local commissioning. The PCC's office is setting up a victims' programme board to manage the transition from national to local victims' commissioning.
- 4.2 A detailed presentation about the PCC's approach to commissioning local victims' services will be made at the meeting on 28 April.

5. Financial Implications and Budget Provision

- 5.1 The MoJ will enter into a grant agreement with PCCs to provide funding for local commissioning of victims' services. The final amount is still to be confirmed at the time of writing but is likely to be in the region of £460k for 1 October 2014 to 31 March 2015 and £930k for 2015-6. This will cover the cost of existing services. However, victims' services are fragmented in some areas and there are gaps in others. During the commissioning process the PCC may wish to expand some services as well as find efficiencies.

6. Human Resources Implications

- 6.1 We are seeking legal advice on TUPE as it relates to victims' services.

7. Equality Implications

- 7.1 The PCC has commissioned independent social research consultants ORS to conduct research with victims, and the people who work with them, on the shape of future victims' services. The research includes specific questions about whether existing services meet the needs of people from different equality groups. It will report in mid April 2014 and will inform the specification for victims' service delivery. An equality impact assessment on future services will be conducted as part of the procurement process.

8. Risk Management

- 8.1 A risk register has been established as part of the transition to local victims' commissioning. Risks will be managed through the victims' programme board.

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

- 9.1 This work will deliver objectives relating to the Police and Crime Plan's first priority to protect, support and respond to victims, witnesses and vulnerable people.

10. Changes in Legislation or other Legal Considerations

- 10.1 The Directive 2012/29/EU of the European Parliament establishes minimum standards on the rights, support and protection of victims of crime, and comes into force in all member states on 16 November 2015.
- 10.2 The MoJ's new Code of Practice for Victims came into force in England and Wales in December 2013. The Code of Practice sets out the services to be provided to victims of crime by criminal justice organisations in England and Wales. The duties relate almost entirely to the police, Probation, courts and the CPS. Fulfilling the duties of the Code will ensure that the EU directive obligations are met.

- 10.2 All victims' services commissioned will have a contractual requirement to demonstrate that they meet the Code of Practice for Victims. Compliance to the Code will be monitored by the Victims' Code task and finish group which reports to the Local Criminal Justice Board's victims and witness group.

11. Details of outcome of consultation

- 11.1 This is not available at the time of writing. Independent social research consultants, ORS, who have been commissioned to talk to victims and the people who work with them about the shape of future services for victims, will report on their findings in mid April. A summary of findings will be included in the presentation to be made at the 28 April meeting.

12. Appendices

- 12.1 None – a presentation handout will be tabled at the meeting.

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

13. None.

For Information	
Public/Non Public*	Public
Report to:	Police & Crime Panel
Date of Meeting:	28th April 2014
Report of:	ACC Simon Torr
Report Author:	PC 2159 Lisa Davies
E-mail:	Lisa.davies@nottinghamshire.pnn.police.uk
Other Contacts:	Insp Robin Taylor
Agenda Item:	9

POLICING PRE- PLANNED EVENTS

1. Purpose of the Report

- 1.1 To inform the Police and Crime Panel of the current working arrangements of Nottinghamshire Police regarding policing pre-planned events.

2. Recommendations

- 2.1 That the Panel notes the content of the report.

3. Reasons for Recommendations

- 3.1 To inform the Panel of recent changes to practise regarding policing pre-planned events, which will ensure that the resources of Nottinghamshire Police are focused on key priorities of cutting crime and keeping the public safe, increasing public trust and confidence and spending money wisely.
- 3.2 To inform the Panel of the current arrangements for policing pre-planned events.

4. Summary of Key Points

4.1 Background

- 4.2 At the Nottinghamshire Police Force Executive Board 20th January 2014, a decision was made to cease policing pre-planned events that do not fit the ACPO criteria outlined in the document 'Guidance on Public Safety Policy' (see 4.19). The only exception to this rule being those events that are deemed to have national significance and/or importance and/or there are security issues e.g. Events such as Remembrance Day, Armed Forces Day or the Olympic Torch Relay.
- 4.3 At the same meeting, it was also decided that the process of engaging with event organisers be formalised, ensuring that specified Points of Contact were used for all events – these Points of Contact are City & County Planning Teams, plus Operational Support Planning.

4.4 Supporting background information

- 4.5 Prior to the decision for change, Nottinghamshire Police had been occasionally inconsistent in their approach to policing events; some events would be policed but other events not, therefore there was a lack of consistent decision making with regard to events policing.
- 4.6 It was recognised that there is very little legislation that supports the policing of events; the majority of legislation for events planning sits with the District Council or Traffic Authority.
- 4.7 Event organisers and partners are being encouraged to make better use of existing legislation, structures, advice and guidance. Nottinghamshire Police will continue to police such events that fit the criteria as detailed at 4.19 below.
- 4.8 Each year Nottinghamshire Police receives approximately 1,000 requests to police pre-planned events. The vast majority of these requests are dealt with by City Planning or County Planning teams. The Planning Teams provide tactical advice and guidance to event organisers in order to satisfy themselves that the event is being organised and is to be run safely. The advice may be contained within a letter, operational order or other documentation. Approximately 700 (or 70%) of these events are held without the need to deploy resources, in essence these events are self sustaining and police free. The police will only attend police free/self sustaining events in a community engagement capacity.
- 4.9 Nottinghamshire Police assists with policing events that fit the criteria laid down by ACPO (see 4.19); the types of events tend to be sport related (Championship League football, county or international level cricket or high profile boxing matches) or very large scale public events (Goose Fair, Armed Forces Day and the Olympic Torch Relay). If the Force deploys resources to events such as these, it is usually able to recoup some of the costs.
- 4.10 The police can recover costs for policing an event only when an official request for Special Police Service (SPS) is made. Where no SPS request is made but we go on to police an event, we cannot recover any of the costs of deploying resources. The Force would not seek to recoup the costs for events that have national significance and or importance, and or if there are security issues, events such as Armed Forces Day, Olympic Torch Relay or Remembrance Day.
- 4.11 Nottinghamshire Police has occasionally been inconsistent in its approach to event policing. Some events have been policed and others not. Some events have been policed when there is no need for them to be - this situation usually occurs when one of the Planning Teams has provided tactical advice about how an event can be safely run without police resources, and the event organiser has gone on to make a direct approach to a local officer requesting a favour. On some occasions Members of Parliament, the clergy or a local dignitary have contacted a senior officer to request that a Planning Team

decision be overturned - recent examples of when this has happened was a Scout Jamboree and a parade in Southwell.

- 4.12 Event planning/organisation is a business and as such established businesses who organise events such as the Robin Hood Half Marathon are paid to do so. When the Force is requested to assist with such events but do not recoup the cost, we do so at the expense of the public.
- 4.13 In order to meet the priority needs of communities Nottinghamshire Police will withdraw resources from the majority of pre-planned events and encourage event organisers and partners to manage such events themselves, utilising existing legislation, structures, advice and guidance.
- 4.14 Legislation
- 4.15 The public perception is that the Police are the lead agency for approving all public events including those which take place on the public highway. In reality, the Police have no authority to either approve or ban such events and in fact, Police powers to regulate traffic for planned events are extremely limited.
- 4.16 Legislation exists to authorise a road closure, but this is only open to the District Council and the Traffic Authority to use. The Town Police Clauses Act 1847 enables the District Council to authorise a road closure for events involving processions, rejoicing, illuminations or thronging (events such as carnivals and Remembrance Day). The Traffic Regulation Act 1984 empowers the Traffic Authority (or an agent) to authorise a road closure for sporting and leisure events on the highway (events such as cycle races, triathlons and running races).
- 4.17 The police have general powers to direct and/or stop traffic. Section 163 of the Road Traffic Act 1988 allows a constable in uniform or a traffic officer to stop a mechanically propelled vehicle being driven, or a cycle being ridden, on a road; and Section 6 of the Traffic Management Act 2004 confers power to a traffic officer when engaged in the regulation of traffic in a road, to direct a person driving or propelling a vehicle to stop the vehicle, or to make it proceed in, or keep to, a particular line of traffic. The police do not have a general power to order a road closure, other than to assist in an emergency.
- 4.18 Advice and guidance
- 4.19 ACPO has issued guidance regarding police involvement in pre-planned events. The guidance forms the backbone of Nottinghamshire Police's policing response to all pre-planned public events. As per the guidance, Nottinghamshire Police's involvement will only be when one of the four points listed below relate to an event:
- 1) Prevention and detection of crime
 - 2) Preventing breaches of the peace
 - 3) Traffic regulation where a road closure application had been made

4) Activation of a contingency plan.

- 4.20 Further advice and guidance is available to event planners/organisers through the Safety Advisory Group (SAG). SAGs chaired by the Local Authority have now been formed and provide the opportunity for experts from a wide range of backgrounds to meet with potential event organisers and provide a best practice guide to their individual event. SAG panel members include representatives from ALL emergency services (including Nottinghamshire Police City & County Planning Teams), council representatives from Highways, Licensing, Health & Safety and Environmental Health, and Traffic Management companies.
- 4.21 SAGs meet periodically throughout the year and deal with multiple applications at each meeting ranging from a large scale pop concert to a small charity 'Bed Push' by the Scouts. The advice provided to all organisers is based on national best practice, e.g. HSE Purple Event Safety Guide.
- 4.22 There is a raft of advice and guidance available to event organisers and can be easily accessed via the internet from the Health and Safety Executive's website and or Nottinghamshire County Council's website (amongst others).
- 4.23 Past reviews
- 4.24 Nottinghamshire Police has in recent years commissioned 2 internal reviews into events planning. These reviews resulted in the formation of City and County Planning Teams, the adoption of ACPO guidance, entitled 'Guidance on Public Safety', the adoption of a notification process for all county-wide events, and adoption of agreed processes, procedures and working practises, plus closer working relationships with partners. The reviews have also had an impact on the formation and creation of SAGs.
- 4.25 The reviews have brought about incremental but not wholesale change. It is recognised that there are still gaps in the current system.
- 4.26 Summary
- 4.27 It is acknowledged that there has been occasional inconsistency in the way Nottinghamshire Police deals with and responds to pre-planned events.
- 4.28 There was a need for a force-wide consistent approach to events planning.
- 4.29 Structures, advice and guidance exist outside of the Police Service, which enable event planners / organisers to safely plan events.
- 4.30 Legislation exists, which enables partners to authorise road closures.
- 4.31 Very little legislation exists for police to use with regard to event planning.
- 4.32 The police can only recover costs when a SPS request is made to assist with an event.

- 4.33 Policing events that fall outside of the ACPO guidance does not support our 3 policing priorities; Priority 1: to cut crime and keep you safe; Priority 2: to spend your money wisely; Priority 3: to earn your trust and confidence.

5. Financial Implications and Budget Provision

- 5.1 Nottinghamshire Police already has structures and personnel in place to effectively manage and plan events. There are no financial implications arising from this report.

6. Human Resources Implications

- 6.1 Nottinghamshire Police already has structures and personnel in place to effectively manage and plan events. There are no human resources implications arising from this report.

7. Equality Implications

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

8. Risk Management

- 8.1 Organisationally Nottinghamshire Police has reduced the exposure to risk and liability.
- 8.2 Nottinghamshire Police is now in a position to guide event organisers via the SAG.

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

- 9.1 The policy adhered to by Nottinghamshire Police is the ACPO Guidance on Public Safety Policy. Full event planning details are available on the intranet and have been communicated to all officers and staff.

10. Changes in Legislation or other Legal Considerations

- 10.1 There are no changes to legislation required. Relevant legislation has been detailed within this report.

11. Details of outcome of consultation

- 11.1 Formal consultation was not thought necessary in this case.

12. Appendices

- 12.1 There are no appendices to this document.

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

ACPO Guidance on Public Safety Policy

HSE Purple Guide for Events

HSE Green Guide for Sporting Events

Home Office Good Practice Safety Guide

For Information / Consideration	
Public/Non Public*	Public
Report to:	Police and Crime Panel
Date of Meeting:	28 April 2014
Report of:	Interim Chief Finance Officer
Report Author:	Jim Molloy
E-mail:	
Other Contacts:	Kevin Dennis, Chief Executive
Agenda Item:	10

Cost Comparison Office of the Police and Crime Commissioner

1. Purpose of the Report

- 1.1 To consider the budgeted costs for the Office of the Police and Crime Commissioner (OPCC) compared with the cost of the former Police Authority.

2. Recommendations

- 2.1 Members note the report.

3. Reasons for Recommendations

- 3.1 This information has previously been requested by the Panel and is included in the forward plan for the April 2014 meeting.

4. Summary of Key Points (this should include background information and options appraisal if applicable)

- 4.1 The cost of the OPCC includes the cost of the PCC, Deputy PCC, Chief Executive and Support Staff, and all associated running costs.
- 4.2 The Table below sets out the budgeted costs for the financial years 2011/12 to 2013/14.
- 4.3 The Police and Crime Commissioner (PCC) took over responsibility from the Police Authority (PA) on 22 November 2012.

	2011/12 PA	2012/13 PA/ PCC	2013/14 PCC	2014/15 PCC
	£'000's	£'000's	£'000's	£'000's
Total Budget	1,200	1,250	1,100	1,100

- 4.4 Members will note that the comparative cost of the OPCC in the current year (2014/15) has reduced by £150,000 when compared 2012/13. This represents

a reduction of 12% in actual terms which in real terms, i.e allowing for inflation, pay awards etc would be a reduction of around 15%.

4.5 The PCC is committed to improving value for money, recent examples include:

- Relocating to Arnot Hill
- Regionalisation of contracts with external bodies
- Developing more flexible staff roles, including secondments

A further reduction of £100,000 is targeted for future years. A number of areas of expenditure are under review to achieve this target.

4.6 HMIC's value for money profile for 2013 showed the cost of Nottinghamshire OPCC at £1.05 per head of population, this compared with a figure of £1.26 for the national average and £1.13 for the average of similar forces. The impact of the budget savings agreed for 2014/15 will bring the Nottinghamshire figure down to around £1.00.

4.7 In November 2013 The Home Affairs Committee launched an inquiry on police and crime commissioners – progress to date, including:

- The effectiveness of commissioners in reducing crime and delivering an effective police service within their police force area;
- The role of commissioners in holding their chief constables to account;
- The role of police and crime panels in holding their commissioners to account;
- The division of functions and staff between commissioners and chief constables following the Stage 2 transfers under the Police Reform and Social Responsibility Act 2011;
- The role of commissioners in budget and precept setting;
- The effectiveness of commissioners in promoting local policing priorities;
- Progress on establishing collaboration agreements with other commissioners, policing organisations and partners; and
- Transparency of and reporting by commissioners to date.

4.8 As part of this study the Home Office published information on the cost of the OPCC which showed that Nationally OPCC budgets as a percentage of total spend in 2013/14 ranged from 0.33% to 1.24%, Nottinghamshire's figure of 0.56% compares favourable within this range. In addition it showed that of the 36 force areas providing information Nottinghamshire's decrease of 12% was the 8th largest decrease.

5. Financial Implications and Budget Provision

- 5.1 The Police and Crime Commissioner's revenue budget to support the running of his office and discharging his statutory responsibilities is £1.100 million in 2014/15.

6. Human Resources Implications

- 6.1 The Commissioner approved the restructuring of his office in May 2013 to ensure that staffing roles were aligned with the Commissioner's legal responsibilities and the new governance structure for policing.

7. Equality Implications

- 7.1 An equalities impact assessment was carried out as part of the business base for the restructuring of the Commissioner's office. No adverse impacts on specific employee groups were identified.

8. Risk Management

- 8.1 It is anticipated that financial and economic climate will not change significantly over the medium term financial plan for policing. The Commissioner's savings target for his own office and the reduction in governance cost is challenging. Careful planning will need to be made to ensure the reduction in funding does not impact on policing accountability.

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

- 9.1 The Police and Crime Plan set out the Commissioner's pledge to be fair, honest and protect tax payer's money. This commitment included ensuring that the running costs of the Commissioner's office costs no more than the former Police Authority.

10. Changes in Legislation or other Legal Considerations

- 10.1 Police and Crime Commissioners were established under the Police Reform and Social Responsibility Act 2011. Under this Act Commissioners are under a legal obligation to ensure value for money for goods and services purchased.

11. Details of outcome of consultation

- 11.1 Police and Crime Commissioners are under legal duty to consult with the public and victims of crime about local policing concerns. As part of the precept and Police and Crime Plan consultation with the public this year. The Commissioner asked for views on areas of policing business where savings could be made to help achieve the overall reduction in policing funding.

Reducing the costs of the Commissioner's office and back office support functions where identified as the first and second preferences for the public.

12. Appendices

12.1 None.

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

- 13.1 Annual Budget papers
- 13.2 Police and Crime Commissioners: Register of Interests - Home Affairs Committee 23 May 2013
- 13.3 Police Reform and Social Responsibility Act 2011 / Policing Protocol Order 2011

COMPLAINTS UPDATE

Purpose of the Report

1. To update the Police and Crime Panel on complaints considered under the Complaints Procedure.

Information and Advice

2. The Police and Crime Panel is required to make suitable arrangements for handling complaints against the Police and Crime Commissioner and his Deputy. Criminal complaints are to be referred to the Independent Police Complaints Commission, while local arrangements are required for dealing with other complaints. The Panel adopted a complaints procedure in December 2012.
3. Since the last report to Panel in June 2013 one complaint has been received. This complaint related to the way the Police and Crime Commissioner handled a complaint regarding an employee of Nottinghamshire Police.
4. The decision in relation to the complaint was to take no further action as the Police and Crime Commissioner had acted correctly in forwarding the complaint to Nottinghamshire Police's Professional Standards Department.
5. It is not within the Police and Crime Commissioner's remit to deal with complaints about officers below the rank of Chief Constable, or to deal with complaints about operational matters. However, where complaints received suggest that there may be a systemic failing, the Commissioner may consider exploring the issue further.

Other Options Considered

6. The report is for noting only.

Reasons for Recommendation/s

7. The report is for noting only.

RECOMMENDATION/S

That the Police and Crime Panel note details of the complaints received in respect of the Police and Crime Commissioner and his Deputy since June 2013.

Background Papers and Published Documents

- 1) Complaints Procedure (published)

For any enquiries about this report please contact:-

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