

# NOTTINGHAMSHIRE POLICE AND CRIME PANEL

**Monday, 07 September 2020 at 14:00**

Virtual meeting, <https://www.youtube.com/user/nottscc>

**This meeting will be held virtually and broadcast live.**

**Members are requested to join the meeting from 1.45pm**

## **AGENDA**

<b>1a</b>	<b>Minutes of last meeting held on 1 June 2020</b>	<b>5 - 12</b>
<b>1b</b>	<b>Minutes of Confirmation Hearing held on 1 June 2020</b>	<b>13 - 22</b>
<b>2</b>	<b>Apologies for Absence</b>	
<b>3</b>	<b>Declarations of Interests by Members and Officers:- (see note below)</b> (a) Disclosable Pecuniary Interests (b) Private Interests (pecuniary and non-pecuniary)	
<b>4</b>	<b>Domestic Violence Update - Position Paper</b>	<b>23 - 36</b>
<b>5</b>	<b>Work Programme</b>	<b>37 - 42</b>
<b>6</b>	<b>Police and Crime Commissioners Update Report to June 2020</b>	<b>43 - 102</b>
<b>7</b>	<b>National and Regional Developments - Police and Crime Commissioner Update</b>	<b>103 - 110</b>

<b>8</b>	<b>Home Office Review into the Role of Police and Crime Commissioners</b>	<b>111 - 118</b>
<b>9</b>	<b>Police and Crime Commissioner's Annual Report 2019-20</b>	<b>119 - 176</b>
<b>10</b>	<b>Police and Crime Panel Annual Report - 2019-20</b>	<b>177 - 194</b>

## **Notes**

- (a) Members of the public are welcome to attend to observe meetings of the Police and Crime Panel. Please note that there is no opportunity for the public to speak at these meetings.
- (b) Nominations for the position of Chair and Vice-Chair for the 2020/21 municipal year will be requested at the meeting. Nominations will need to be seconded. In the event of more than one nomination being received, a formal vote will take place.
- (c) Declarations of Interests – Persons making a declaration of interest should have regard to their own Council's Code of Conduct and the Panel's Procedural Rules.

Members or Officers requiring clarification on whether to make a declaration of interest are invited to contact Keith Ford (Tel. 0115 977 2590) or a colleague in Democratic Services at Nottinghamshire County Council prior to the meeting.

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

Customer Services Centre 0300 500 80 80

- (e) Membership:-

Executive Mayor Andy Abrahams – Mansfield District Council

Councillor Leslie Ayoola – Nottingham City Council

Councillor Scott Carlton – Newark & Sherwood Borough Council

Lesley Dalby – Independent Co-optee  
Councillor Tony Eaton – Bassetlaw District Council  
Councillor David Ellis – Gedling Borough Council  
Christine Goldstraw – Independent Co-optee  
Suma Harding – Independent Co-optee  
Councillor Rob Inglis – Rushcliffe Borough Council  
Councillor Richard MacRae – Broxtowe Borough Council  
Councillor Francis Purdue-Horan – Nottinghamshire County Council  
Bob Vaughan-Newton – Independent Co-optee  
Councillor Linda Woodings – Nottingham City Council  
Councillor Jason Zadrozny – Ashfield District Council





**NOTTINGHAMSHIRE POLICE AND CRIME PANEL**

**MINUTES OF THE VIRTUAL MEETING HELD ON MONDAY 1 JUNE 2020 AT 2.00 PM**

**MEMBERS PRESENT**

(A denotes absent)

Christine Goldstraw OBE – Independent Member (Chair)  
Councillor David Ellis – Gedling Borough Council (Vice Chair)

Executive Mayor Andy Abrahams – Mansfield District Council - A  
Councillor Leslie Ayoola – Nottingham City Council  
Councillor Scott Carlton – Newark and Sherwood District Council - A  
Lesley Dalby – Independent Member  
Councillor Tony Eaton – Bassetlaw District Council  
Suma Harding – Independent Member  
Councillor Rob Inglis – Rushcliffe Borough Council  
Councillor Richard MacRae – Broxtowe Borough Council  
Councillor Francis Purdue-Horan - Nottinghamshire County Council  
Councillor Stuart Richardson (substitute for Mayor Abrahams) - Mansfield District Council  
Bob Vaughan-Newton – Independent Member  
Councillor Linda Woodings – Nottingham City Council  
Councillor Jason Zadrozny – Ashfield District Council

**OFFICERS PRESENT**

Keith Ford - Team Manager, Democratic Services } Nottinghamshire County Council  
Pete Barker - Democratic Services Officer } (Host Authority)

**OTHERS PRESENT**

Paddy Tipping - Police and Crime Commissioner (PCC)  
Craig Guildford - Chief Constable, Notts Police  
Kevin Dennis - Chief Executive, Office of PCC (OPCC)  
Charlie Radford - Chief Finance Officer, OPCC

**1. ELECTION OF CHAIR**

**RESOLVED 2020/007**

That Christine Goldstraw OBE be appointed Chairman of the Panel for the 2020/21 municipal year.

**2. ELECTION OF VICE CHAIR**

**RESOLVED 2020/008**

That Councillor David Ellis be appointed Vice-Chairman of the Panel for the 2020/21 municipal year.

**3. MINUTES OF THE LAST MEETING HELD ON 6 FEBRUARY 2020**

Mr Ford confirmed to members that the minutes are public documents and can be shared.

The minutes of the meeting held on 6 February 2020, having been previously circulated, were agreed as a true and correct record, and were confirmed and signed by the Chair.

**4. NOTES ON TELECONFERENCE 20 MARCH 2020**

Members appreciated the issue of domestic violence during lockdown being discussed and the Commissioner informed members that he would bring a report on the subject to the September meeting of the Panel.

The notes of the teleconference held on 20 March 2020, having been previously circulated, were agreed as a true and correct record, and were confirmed and signed by the Chair.

**5. APOLOGIES FOR ABSENCE**

Apologies were received from Executive Mayor Abrahams.

**6. DECLARATIONS OF INTEREST**

No declarations of interest were made.

**7. REVIEW OF MEMBERSHIP - BALANCED APPOINTMENT OBJECTIVE**

Keith Ford introduced the report and informed members that the aim was for the Panel to be politically balanced and reflect the community that it served. Mr Ford stated that no Council elections had been held in the past year and no changes in membership had been notified, therefore no changes to the political membership were required. Mr Ford informed the Panel that the reappointment and recruitment process for Independent members was due to commence soon and that a report would be brought to the Panel meeting in September.

Councillor Woodings stated that the City Council felt that it was under-represented but recognised that a consensus was required for changes to be made.

**RESOLVED 2020/012**

**That the membership of the Panel be noted.**

**8. WORK PROGRAMME**

Mr Ford introduced the report and informed the Panel that the schedule attached to the report was open to change. Mr Ford referred to the delayed presentation on domestic violence was due to take place at the meeting of the Panel in September, though there was the possibility

that this could be delayed further. Mr Ford drew members' attention to paragraph 18 of the report which contained the dates of future meetings. Mr Ford spoke about the Annual Report which would cover the Panel's work from last year and informed the Panel that work on the report had been delayed because of other commitments but that it was hoped to bring a draft Annual Report to the meeting in September. Mr Ford also informed members that approval was being sought to renew the annual subscription to the Regional Police & Crime Panel Network organised by Frontline Consulting. Mr Ford stated that the subscription for the year had reduced from £500 to £400, though this no longer included a free place at the National Conference which is due to take place in November, though again this is subject to change.

Mr Ford informed the Panel that the National Conference is due to take place on the same day as the AGM of the new National Association of Police and Fire Panels and invited Mrs Harding as the panel's representative on the national association to feedback from recent virtual meetings. Mrs Harding informed the Panel that a survey had been sent to all 42 panels, with 31 responding, and that the information gathered would either be circulated by email or presented at the Panel's meeting in September.

### **RESOLVED 2020/013**

- 1) That the subscription to the Regional Police and Crime Panel Network be renewed for the 2020-21 financial year at a reduced cost of £400.**
- 2) That any Panel members wishing to attend the national PCP Conference at Warwick Conference Centre contact Keith Ford / Peter Barker to confirm their place.**

### **9. POLICE AND CRIME COMMISSIONER'S UPDATE REPORT TO MARCH 2020**

The Commissioner introduced the report and stated that a lot had happened, much of it unpredictable, since the Panel had last met in February to approve the budget. The Commissioner informed the panel that the response to COVID was an operational matter but that the Chief Constable was on-line to answer any questions.

The Commissioner informed the Panel that for the year ending 31<sup>st</sup> March 2020, for the first time there had been a decrease in overall crime in Nottinghamshire of 1%.

The Commissioner informed members that Police numbers for the year to 31<sup>st</sup> March 2020 stood at 2123 and that the plan for the present year was to increase that figure by 150 to bring the total up to 2273. The Commissioner stated that this would be achieved by using the performance bonus that was available from the Government for Forces who had achieved their uplift target and that the Notts force was one of the few to reach their target a year early. The Commissioner stated that recruitment would begin once the figures from the Government were confirmed and which are expected by the summer. The Commissioner informed the Panel that all areas of the County will benefit and that from the autumn Neighbourhood Inspectors will have a 'Reacher' team in place.

The Commissioner spoke about the budget and informed members that the predicted overspend had reduced to £92k, mainly as a result of COVID preventing suppliers supplying goods on time. The Commissioner reminded the Panel that the overall budget was £206m meaning that in this context the overspend was not significant.

The Commissioner referred to COVID and stated that the pandemic had caused much worry, concern and focus. The Commissioner informed the Panel that overall crime had decreased both nationally and in Nottinghamshire: nationally crime had reduced by approximately 25% and in Nottinghamshire by approximately 30%. The Commissioner informed members that there was early concern that officers and staff would be absent through sickness and although some were, the majority are now back, though the current sickness rate of 8.3% is double the normal rate which is standard across the County generally. The Commissioner stated that the majority of those staying away from work were not ill but self-isolating, with many being able to work from home. The Commissioner informed the Panel that the Force had learnt the importance of remote working and that some changes to work practices will not be reversed. The Commissioner spoke of the national shortage of PPE equipment and informed the Panel that the Force's stocks were adequate. The Commissioner stated that because local suppliers had been identified and that there was also access to the national supply line, the Force was in a good position. The Commissioner informed members that much effort had gone into maintaining social distancing but because of the nature of the job this had not always been possible. The Commissioner stated that in the main the public had been responsible and respectable and although there had been some problems they had been well handled. The Commissioner informed the Panel that nationally there had been 18,000 fixed penalty notices issued, with only 153 of those in Nottinghamshire. The Commissioner informed the Panel that this meant the Force was in the bottom quartile, by way of comparison Leicestershire and Derbyshire have both issued approximately 50% more notices than Nottinghamshire despite being of a similar size.

The Commissioner spoke about DV and referred to the confusing messages that had been issued on the topic. The Commissioner stated that though calls to the national helpline had increased by 100%, analysis had shown that many of the calls were to professionals from people seeking advice rather than from victims and that this had skewed the figures. The Commissioner informed the Panel that locally calls had increased slightly but not significantly. The Commissioner referred to Juno Women's Aid and informed the Panel that in the past their reliance on traditional technology meant that calls were being missed but that £18k of emergency funding and a move to the 'Cloud' based services meant that everything was now working well. The Commissioner informed the Panel that in the early days of lockdown calls to the Force about DV had gone down but that over the last 8-9 weeks the number of calls had begun to increase, though the Commissioner assured the Panel that plans were in hand and that the meeting in September would be a good opportunity for all those involved to have a discussion.

The Commissioner spoke about the courts and stated that they were still operating, albeit in a reduced way. The Commissioner informed the Panel that there were currently 40k outstanding cases which would take 4-5 years to deal with and which the Commissioner regarded as unacceptable. The Commissioner informed members that discussions were going on between the Home Office, Judges, the CPS, the Ministry of Justice and others to find a way forward but that there had been a disparity between the messages coming from the centre and what was happening locally.

The Commissioner told the Panel that the response of the Police and partners to the COVID situation had been good and the Commissioner thanked the Local Resilience Forum for their work. The Commissioner informed the Panel that much had been learnt about partnership working and that he was involved in work nationally looking at the lessons to be learned which would affect policing in the future.

The Chair invited the Chief Constable to comment on the COVID issue and he informed the Panel that a huge amount of testing of the workforce had taken place and that this had been good for morale. The Chief Constable stated that the fact that the Force was in the bottom quartile for fines issued was the result of the conscious strategy to explain first and use enforcement last, meaning that policing by consent was retained. The Chief Constable spoke of last year's investment in IT which enables work to be sent home and ensures work can still be completed despite the current circumstances. The Chief Constable referred to the Local Resilience Forum (LRF) informing the Panel that this was a strong partnership with the city and the county playing vital roles. The Chief Constable informed members that the early challenges around the supply of PPE was overcome through cooperation with people sharing admirably. The Chief Constable spoke of the importance of understanding the nature of the challenge posed both from a policing and a health point of view, especially in the event of a local outbreak, and assured the Panel that plans are in place. The Chief Constable stated that there were health benefits associated with returning to normality and although a Nightingale hospital and been scoped and planned for, infections seemed to have peaked and there is now no need for the hospital. The Chief Constable informed the Panel that an important strand of work was with the LRF in establishing a 'Recovery Cell' which would look forward at areas such as infrastructure and schools and universities going back so that everything could be done to stimulate the economy while keeping people safe. The Chief Constable spoke of the finance around the current crisis and informed the Panel that some savings had been made in the short term, including in transport from not having to travel to meetings, though extra expenditure had been incurred in purchasing PPE, drawing up contingency plans and increasing visibility through patrolling key areas.

Following the Commissioner's and the Chief Constable's statements the Panel raised the following issues:

- The Chief Constable explained that the Local Resilience Forum was a statutory body comprising all partners and voluntary groups in Nottingham and Nottinghamshire with a Strategic Coordination Group chaired by the Chief Constable and supported by various tactical groups. The Chief Constable informed the Panel that the work of the LRF was informed by all of the public sector and voluntary sector organisations in the City and the County.
- The Chief Constable confirmed that of the 496 staff that had been tested for COVID, 26 were found to be positive and all but 2 were now back at work.
- In terms of noise, the Commissioner informed the Panel that calls regarding Anti-Social Behaviour (ASB) had increased by 100% and were partly caused by complaints about noise and partly by those not socially distancing. The Commissioner stated that he had discussed with the Chief Constable how the force and the local councils handled the issue of noise and concluded that work needed to be done, with the City committed to working with the Police.
- The Commissioner replied to a question about the '555' facility, where if these 3 numbers were dialled after dialling '999' victims of DV would have their calls recorded, by stating that the option had hardly been used. The Commissioner spoke of Boots the chemist being a good civic player and informed the Panel that DV victims could report incidents confidentially to that company. The Commissioner informed members that as crime had fallen the Police had more time to contact vulnerable people proactively and that there had been a focus on perpetrators during lockdown and that this is detailed in the report which will be

brought to the Panel in September. The Commissioner stated that the Police were just one part in the jigsaw with much work being undertaken with partners and many discussions around refuge provision in lockdown taking place. The Commissioner stated that money had been found but that not all of the required facilities were up and running that would be required as lockdown is eased. The Commissioner informed members that the force was in a strong position but that it was not complacent.

- The Commissioner then responded to a question regarding fixed penalty notices and stop and searches of BAME people. The Commissioner informed the Panel that there had only been 153 fixed penalty notices issued in Nottinghamshire which was a small sample and there were many unknowns associated with this, though the Commissioner did state that although the majority of notices were issued to white males between the ages of 18-25, nationally there was a disproportionate number of those from the BAME community issued with such notices. In terms of stop and search, the Commissioner informed the Panel that the numbers had increased by nearly 100% over the last 12 months but that the Force's success rate was the highest in the country. The Chief Constable then informed members that once the advice had been received officers in various categories according to age, background and underlying health conditions had now all been assessed.
- The Commissioner then responded to a question about documenting the work that had gone well, and not so well, during the pandemic so that lessons could be learned if there was a similar occurrence in the future. The Commissioner stated that the National Police Chiefs' Association had commissioned some work on this and that the Deputy Chief Constable of Nottinghamshire, Rachel Barber, was going to be involved in this. The Commissioner informed the Panel that discussions were going on with the Home Office for a budget for such work, though that work was already under way and it was hoped that an initial report would be available soon.
- The Commissioner was asked about the case of the 14-year-old murdered in Waltham Forest, with the potential lost opportunity to engage with him after he was brought back from Bournemouth due to some confusion of which agency should deal with him and whether procedures were now in place in Nottinghamshire to avoid this in future. The Commissioner informed the Panel that the boy was well known to the force before he moved to London, that there was some slight implied criticism of the force in the safeguarding report, that the police are not always in place to intervene but that the relations between the police, the City and the County Councils are strong in Nottinghamshire. The Chief Constable also spoke of the implied criticism in the report and informed the Panel that he thought it related to the first contact with the police and the school which was not shared with the Youth Offending Service (YOS) and that this information would have helped YOS at the time of the second transgression. The Chief Constable stated that the force had changed its procedures during the serious case review. The Chief Constable then spoke of the work of the Missing from Home Team which works with the Locate Team and children's social care as well as the YOS team, and which shares information and is very effective.
- Responding to a question about sickness levels in the force, the Commissioner stated that that this subject was a regular source of discussion between himself



and the Chief Constable and that he was aware of the steps that were being taken to reduce the incidence. The Chief Constable informed the Panel that the figures had now reduced significantly but had been high due to stress and anxiety. The Chief Constable informed members that recruiting had helped in this respect along with the tighter approach that had been adopted towards ill health retirements. The Chief Constable also stated that the 'back up buddy' scheme and increased awareness of mental health issues had contributed along with changing the Force's cognitive behavioural therapy supplier. The Chief Constable informed the Panel that attendance during the COVID crisis was as high as it had been over the last 2-3 years.

- The Commissioner informed members that Operation Reacher would ultimately be rolled out to all neighbourhoods, hopefully during September/October/November, sergeants had been identified and teams would be put in place, though not full ones initially. The Commissioner stated that 2/3 of the new recruits would be frontline neighbourhood officers and that lockdown had meant the force had been able to put more uniformed officers onto the street.
- The Panel questioned the Commissioner about the response rates to '999' and '101' calls and also about on-line reporting and the Commissioner stated that the figures for '999' calls were one of the best in the country. In terms of '101' calls, the Commissioner stated that there had been difficulties in the past but that the abandonment rate had fallen significantly, and that the system would be moving onto a digital platform in the future. The Commissioner informed the Panel that he would draft a brief report/note for members with more detailed figures including how many callers selected which options when dialling '101'.

#### **RESOLVED 2020/014**

**That the contents of the report be noted.**

#### **10. POLICE AND CRIME PLAN – STRATEGIC PRIORITY THEME 3 – TACKLING CRIME AND ANTI SOCIAL BEHAVIOUR**

The Commissioner introduced the report, stating that it was a short, straightforward report and that given the time constraints he would keep the introduction brief.

There were no questions.

#### **RESOLVED 2020/015**

**That the contents of the report be noted.**

The meeting closed at 3.09pm

CHAIR







Mr Ford introduced the report and informed members that the Commissioner had written to the Panel on 11 May 2020 informing them of his proposal to appoint a deputy. Mr Ford stated that the Panel must review this proposal at a confirmation hearing. Mr Ford informed the Panel that the letter included the Commissioner's reasons for establishing the post, the candidate's suitability, the Terms and Conditions of the post and a CV. Mr Ford informed member that all of this information had been made public and was available via the County Council's website. Mr Ford stated that the hearing had to be heard in public, though the decision making would be held in private session, with the Panel asking the candidate 10 previously-shared questions. Mr Ford informed the Panel that the advice from the LGA was that the focus of the questions should be limited to issues of professional competence and personal independence.

Following Mr Ford's introductory comments, the Chair invited the Commissioner to introduce the candidate and explain his rationale for establishing the post.

The Commissioner reminded the Panel that when the budget was discussed in February a small sum had been identified to enable changes in the Commissioner's office to be implemented.

The Commissioner informed the Panel that over the years he had increasingly taken on national roles, stating that he was the lead for PCCs nationally on finance and transformation, was heavily involved in the spending review, was a board member of the Police's IT company and had regular meetings with ministers and officials. The Commissioner expressed his disappointment at having to turn down invitations locally and stressed the importance of having someone 'at home' in these circumstances.

The Commissioner informed the Panel that he was keen to 're-boot' the work on DV and informed members that the report on the issue was nearly complete and that he wanted a person assigned to it to take it forward and that he had always wanted a woman alongside to focus on DV

The Commissioner stated that historically the Panel had always taken an interest in the victims of sexual violence and the abuse in children's homes and following the publication of the IICSA report last year the police had worked very hard with partners, informing the Panel that it had been difficult putting plans together but that the money was now in place to help victims of sexual violence and that shortly an organisation would be commissioned to provide a service to victims. The Commissioner reminded the Panel that there was already a Paediatric Sexual Assault Referral Unit in place and that architects had been engaged to design the adult section. The Commissioner stated that it was important to have someone in place to drive all of this work forward.

The Commissioner stated that the final reason for needing a deputy was because of the effects of COVID on the criminal justice system. The Commissioner informed the Panel that there were now 40k outstanding cases which will require a great deal of effort and changes in systems to

process. There is a local Criminal Justice Board in the East Midlands which the Leicestershire PCC chairs and the Commissioner informed the Panel that in the current crisis he wanted to a greater involvement and that a deputy would be able to assist in this.

The Commissioner told members that he had total confidence in Ms Foody, that he had spent a lot of time on the appointment and though the post had not been advertised he had spoken to many people and concluded that Ms Foody was the appropriate person for the job. The Commissioner asked the Panel to endorse his judgement.

Following the Commissioner's introductory remarks the following comments and questions were responded to:

- The legislation states that the appointment of a Deputy PCC is within the remit of the PCC and does not require advertising. Nationally, 4 deputies have been appointed since the election was postponed and none was advertised.
- The salary of the Commissioner is set by the Home Office and was reviewed by an independent body 12 months ago. The Commissioner was not aware of any changes as a result. 3 of the 4 reasons the Commissioner gave for needing a deputy were based around enhancing the service to Nottinghamshire.

The Chair then welcomed Emma Foody to the meeting. She responded to a series of questions from the Panel, as summarised below:-

- **What do you see as the main challenges and opportunities in this new role of Deputy Police and Crime Commissioner?**
  - Ms Foody felt that under the current circumstances the demands of the post will be shaped by the effects of COVID. New ways of working will become normalised. It was essential that witnesses and victims have access to the appropriate technology.
  - Ms Foody stated that the force was actively recruiting, and this presented the opportunity to address what concerns the locals as well as ensuring the workforce reflects the communities it serves.
  - Ms Food referred to her history of partnership working and stated that more work needed to be done in the field of DV and that a report would be coming to the September meeting of the Panel.
  - Ms Foody informed the Panel that under COVID some traditional crimes had reduced but that that the number of victims of sexual violence and on-line child sexual exploitation had increased and that she would be involved in supporting the commissioning of a

support service for victims of sexual violence and taking the lead in supporting the building of the Sexual Assault Referral Centre.

- **How do you think you can bring added value to the role?**
  - Ms Foody spoke about her wide range of experience of working in multiple sectors:
    - As a board member at one of the largest social housing providers in the area
    - As a magistrate which helps the understanding of the judiciary system
    - As a senior manager in a large membership organisation which aids understanding of governance
    - As a community ambassador for women's aid since autumn 2018 supporting survivors
    - As a front-line emergency worker which helps to understand the challenges faced by a blue light service
  - Ms Foody informed the Panel that she thought her experience demonstrated that she had the communication and partnership working skills needed for the role.
  - Ms Foody informed the Panel that she had known the Commissioner for a decade and that their strong relationship would allow her to challenge the Commissioner and have constructive discussions.
- **To what extent do you think your previous experience with Women's Aid can help the Commissioner address the rise in repeat victims of domestic violence?**
  - Ms Foody replied that there was no more pertinent time for this work given the COVID crisis and the effect on the DV figures and Ms Foody acknowledged that the Panel takes a real interest in the issue.
  - Ms Foody spoke of her experience with the Women's Aid Scheme which was being rolled out across Nottinghamshire and was based around awareness/inquiry/sign-posting where victims are believed. Ms Foody informed the Panel that this gave her a real insight into the challenges around DV and an insight into the needs of the victims.

- Ms Foody stated that though the number of victims was increasing this was partly due to the recognition of such hidden harm as well as those affected having more confidence in reporting the crimes.
- Ms Foody stated that her experience had given her the skills and capacity to provide the appropriate packages of support.
- **With regard to your proposed community engagement role, how do you think the Commissioner can build upon Police successes such as Operation Reacher and how can links with new and emerging communities be improved?**
  - Ms Foody replied that she lives in the area that Operation Reacher covers and was aware of the effects on drugs and organised crime that the initiative has had. Ms Foody informed the Panel that the scheme does encourage participation and that it was a great success.
  - Ms Foody said that the Reacher teams should focus on local needs but that neighbourhoods are diverse and the approaches needs to reflect this. Ms Foody spoke of the need for leaders and councillors to work together.
  - Ms Foody stressed the need to work with the emerging communities - traditionally liaison took place with the Jamaican and Muslim communities and though this needed to continue, there must be awareness of the changes have taken place for dialogue to begin.
  - In response to a question, Ms Foody replied that the success of the approach should be shared with the media. Ms Foody stated that it was the opportunity to talk about the expansion of the police's role, it is not just about enforcement but also about prevention.
- **As the Deputy Police and Crime Commissioner, how can you assist in ensuring the protection of those 9 characteristics laid out in the Equalities Act for the benefit of cohesiveness both in the force and the community?**
  - Ms Foody replied that the relationship between the Force and the community is not as strong as it could be and work needed to be done, but that the relationship was improving
  - Ms Foody stated that one of the key pledges of the Commissioner was that the voices of hate crime victims would not go unheard and that she supports this.

- Ms Foody was aware that crime does not impact on all members of the community equally and cited the report by David Lammy
  - Ms Foody stated she would play a key role in helping victims and that the refreshed plan includes the aims, amongst others, of reducing hate crimes and employing a more representative workforce.
- Can you give us examples of how you have managed change by influencing partner agencies?**
- Ms Foody gave the example of working in the 2016 Australian federal campaign where the Labour Party wanted to do things differently – in the past the focus was on TV adverts but a more traditional, field-based campaign was required. Emma informed the Panel that she was thrown in at the last minute and though there had be no tradition of knocking on doors, organised the resources of 5.5k volunteers and achieved 1m conversations during the campaign. As a result of this experience she told the Panel that she had learnt a transferable approach of having a clear goal; communicating effectively; having clear expectations; and evaluating progress.
  - Ms Foody gave another example of managing change from her experience of being a board member of an organisation providing social housing. Ms Foody spoke of the need to update the organisation’s engagement mechanisms to ensure that everybody’s voice was being heard. A new process is now in place which serves the needs of the increasingly diverse tenants whose feedback can achieve change.
- Could you clarify your experience as a magistrate and to what extent do you feel that experience will assist you in strengthening links with the Regional Criminal Justice Board?**
- Ms Foody explained to the Panel that she had applied to become a magistrate in January 2017 and began sitting in 2018 and recognised that there were Panel members who had served on the bench for a lot longer.
  - Ms Foody told the Panel that her experience as a magistrate had given her an insight into how the criminal justice system works, how social and structural issues impact on the community and how improvements can be made.
  - Ms Foody stated that the COVID crisis had given people the opportunity to think differently and that the public needed to be on board with the changes made. She stated that it takes too long for cases to get to court, that recovery cannot start until justice has been done and that greater use of impact statements and video was required.

- **From your own experience, what are the key processes and attributes which organisations need to have in place in order to ensure sustainable improvements through performance monitoring?**
  - Ms Foody stated that she had been involved in sustainable improvements in a variety of past roles including with the ambulance service, as a board member, as a charity trustee and also in her current role, and informed the Panel that though there were common aspects there was no 'one size fits all' solution.
  - Ms Foody stated that the scrutiny functions need to be properly funded and not treated as an 'add on', and though targets were helpful, support by qualitative analysis was essential.
  - Ms Foody stated that accountability frameworks needed to be in place with the use of milestones so that providers can be held to account.
  - The relationship between the commissioner and the provider was crucial, with the need for the provider to feel empowered to be able to report honestly, talk about any roadblocks or state where further investment is needed.
  - Ms Foody acknowledged the role of the Panel in providing independent, transparent scrutiny of the Commissioner's work.
  - Ms Foody emphasised the importance of having clear objectives and everyone knowing their roles.
  
- **Do you see any potential for your personal independence to be conflicted by certain aspects of this role and the specific topics on which you will be focussed?**
  - Ms Foody answered that she did not foresee any problems and informed the Panel that she had experience of dealing with sensitive information without any issues and that she had been vetted at a management level by the Notts Police.
  - Ms Foody stated that she understood the need to publish any business interests.
  - Ms Foody stated that she understood that the office of the Commissioner could not be used for any political purposes and assured the Panel that she would never seek to do so.
  - Ms Foody informed members that she understood that all of her actions were open to scrutiny.



- Ms Foody informed members that she would be diligent and act with integrity and would not seek to influence the operational aspects of the Police.

**10. What do you see as the potential longer-term impacts and opportunities of COVID-19 for the specific areas of work which you will be leading on for the Commissioner?**

- Ms Foody replied that lockdown had impacted on the risks relating to DV and on-line child abuse, put pressure on refuges and affected modern slavery and that social distancing had presented a challenge in safeguarding victims.
- Ms Foody stated that social distancing had acted as a restraint on some organisations involved in the constraint of high-risk perpetrators and presented a challenge to the safeguarding of victims.
- Ms Foody listed some of the many and varied changes/effects which have occurred as a result of the current crisis:
  - rises in youth unemployment
  - abuse in the home
  - the need for more agile working
  - more business being undertaken virtually, with technology facilitating this, and the present circumstances have shone a light on where technology has not been adequate
  - local resilience has been tested
  - society's inter-dependencies have been highlighted
  - an increase in volunteering and social capital which some organisations may want to capitalise on

Before moving into the closed section of the meeting the Chair confirmed with Ms Foody that she was aware of the remainder of the process.

**RESOLVED 2020/016**

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

**4. EXCLUSION OF PUBLIC**

**RESOLVED 2020/017**

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



## **5. PROPOSED APPOINTMENT OF A DEPUTY POLICE AND CRIME COMMISSIONER – PANEL’S DECISION-MAKING**

During discussions, Members raised the following issues:-

- the Commissioner’s previous appointment of a deputy gave prominence to DV issues and it is right to appoint again, especially given the ICCSA inquiry and the ongoing problem of CSE;
- the post of Deputy provides the Commissioner with a sounding board to bounce ideas off;
- the appointment of a deputy is overdue, it was disappointing to lose the last deputy without a replacement being appointed;
- Mr Ford confirmed that the expectation is that the candidate will resign as a magistrate once the appointment to Deputy has been confirmed;
- Positive comments were made about the quality of the interview, the strength and depth of the candidate’s knowledge, the quality of their delivery and the energy the candidate displayed regarding the role;
- Members felt that it would be helpful to have a clearer understanding of the Deputy’s priorities and objectives over the various milestones of her first year in office.

### **RESOLVED 2020/018**

**That the Commissioner be notified of the Panel’s support for the appointment of Emma Foody as the Deputy Police and Crime Commissioner.**

The meeting closed at 4.23pm

CHAIR



<b>Consideration</b>	
<b>Public/Non Public*</b>	Public
<b>Report to:</b>	Police and Crime Panel
<b>Date of Meeting:</b>	7 September 2020
<b>Report of:</b>	DVA Position Paper
<b>Report Author:</b>	Nicola Wade
<b>E-mail:</b>	<a href="mailto:nicola.wade14231@nottinghamshire.pnn.police.uk">nicola.wade14231@nottinghamshire.pnn.police.uk</a>
<b>Other Contacts:</b>	
<b>Agenda Item:</b>	<b>4</b>

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

## **DOMESTIC VIOLENCE UPDATE – POSITION PAPER**

### **1. Purpose of the Report**

- 1.1 To introduce the Executive Summary of the PCC’s final consultation draft report: “Improving the response to domestic violence and abuse in Nottinghamshire, a whole systems approach” (otherwise known as “the DVA Position Paper”).

### **2. Recommendations**

- 2.1 To consider the Executive Summary and feedback on recommendations.

### **3. Reasons for Recommendations**

- 3.1 The PCC requested a review of domestic abuse in 2019. Also in 2019, the Police and Crime Panel requested a short paper setting out the current domestic abuse position in Nottinghamshire, with particular reference to the PCC’s areas of responsibility in policing and crime.
- 3.2 As domestic abuse is a cross cutting theme with relevance to criminal justice, safeguarding, social care, education and other areas, the DVA Position Paper takes a whole system approach. The Executive Summary sets out key findings from the paper and the recommendations.
- 3.3 The publication of the paper was delayed by Covid-19 but is now published in full, updated to include a section on the response to Covid-19.
- 3.4 A range of recommendations for further action has been identified, all of which involve the PCC and many of which include other agencies such as Nottinghamshire Police and the Nottingham and Nottinghamshire Violence Reduction Unit as well the City and County Councils.
- 3.5 The main domestic abuse providers for Nottingham and Nottinghamshire and specialist policy officers for Nottingham City Council and Nottinghamshire County Council have been invited to attend the panel meeting and respond to questions from panel members.

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

4.1 Key points are set out in the Executive Summary.

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

5.1 There are financial implications for implementation of the recommendations. The PCC will work with other public sector partners to implement the recommendations, reviewing current budget provision and seeking external funding opportunities when possible.

#### **6. Human Resources Implications**

6.1 None.

#### **7. Equality Implications**

7.1 The DVA Position Paper identifies potential equalities gaps and recommends action to develop greater understanding of the gaps and activity to address them.

#### **8. Risk Management**

8.1 Managing domestic abuse risk is one of the report's significant themes.

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

9.1 The Police and Crime Plan has a strategic them to help and support victims. In addition, the plan commits the PCC to continuing to invest in outcomes focussed domestic abuse services for victims and survivors.

#### **10. Changes in Legislation or other Legal Considerations**

10.1 The Domestic Abuse Bill 2020 is currently progressing through Parliament. The paper considers the implications of the Bill for Nottinghamshire.

#### **11. Details of outcome of consultation**

11.1 None.

#### **12. Appendices**

12.1 The Executive Summary is included below.



2020 Improving the  
Response to Domes

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

- 13.1 The full DVA Position Paper “Improving the response to domestic violence and abuse in Nottinghamshire: a whole systems approach” is available as a background paper.





# Improving the response to domestic violence and abuse in Nottinghamshire

A WHOLE SYSTEMS APPROACH

## Executive Summary

**FINAL CONSULTATION DRAFT**

## About this paper

The full Domestic Abuse Position Paper has been compiled by the Nottinghamshire Office of the Police and Crime Commissioner with contributions from Nottinghamshire Police, Nottingham City Council and Nottinghamshire County Council strategic leads for domestic abuse and local commissioned domestic abuse service providers.

It considers the current service landscape and opportunities to improve the response to domestic abuse across five potential phases of intervention as part of a 'whole-systems approach'. These include:

- Prevention of domestic abuse, from primary through to tertiary prevention
- Identification and discovery of domestic abuse and hidden harm
- Immediate safeguarding and crisis care response to domestic abuse
- Longer term recovery and rehabilitation among survivors and perpetrators respectively
- Criminal justice outcomes

The paper collates findings from a range of existing assessment and inspection reports which include:

- HMIC and HMCPSI: Evidence-led Domestic Abuse Prosecutions, 2020 (HMI-ELP2020)
- Nottinghamshire JSNA: Domestic Abuse, 2019 (NS-JSNA2019)
- Nottinghamshire DSVAP Partnership, 2019 (DSVAP-2019)
- HMICFRS: Nottinghamshire PEEL Inspection, 2019 (HMI-PEEL19)
- HMICFRS: Police Response to Domestic Abuse Follow Up, 2019 (HMI-DA2019)
- Nottingham JSNA: Domestic and Sexual Violence and Abuse, 2018 (NM-JSNA2018)
- Rural Crime Network 'Captive and Controlled' research reports (RCN2019)

The paper sets out recommendations for the Police and PCC in addition to areas for more systemic consideration by the wider domestic abuse partnerships in the city and county. Care has been taken to identify recommendations which fall into the PCC's purview.

The information in the full paper will be used by the Police and Crime Commissioner ("the PCC") and other key partners to help inform scrutiny, planning and commissioning activity for 2020 and beyond.

This paper is an Executive Summary of the full Position Paper, which includes the key findings and recommendations.



# Executive Summary

## Key Findings

1. Domestic violence and abuse remains a critical shared priority for partner agencies across Nottinghamshire on account of the high level of individual harm it can cause, prevalence and likelihood of abuse occurring in local communities and the extent to which presenting demand continues to exceed available service capacity. Despite this profile, the service response to domestic abuse in Nottinghamshire maintains a highly positive trajectory.
2. The County's Domestic and Sexual Abuse Framework is due to expire in 2020 and the City's Violence Against Women and Girls ("VAWG") strategy is still in development. There is a gap for a city/county wide domestic abuse strategy which sets out clear measures of success. Given the link between domestic abuse, sexual violence, honour based abuse, female genital mutilation ("FGM") and stalking, and the need for any strategy to address all aspects of domestic abuse, including prevention activity as well as supporting survivors, a PCC led VAWG Strategy for Nottinghamshire would enable all strands to be brought together under one overarching plan with clear success measures.
3. Evidence suggests that both the prevalence and severity of domestic abuse occurring within our communities has been in steady decline over the last decade. However, our growing understanding of non-physical aspects of abuse, the use of technology to exercise power and control, the growing complexity and increasing presenting demand continue to present new challenges for victim service providers and the criminal justice system. Other emerging trends reported by specialist providers such as adolescent to parent violence may require the development of new approaches.
4. A good range of specialist primary prevention initiatives are in place across the force area. Healthy relationship provision in schools has been consistently funded in the city for many years and is almost universal. Specialist schools-based prevention activity has been more ad hoc across the county, but has been growing year on year. Further work is required to secure a more stable and consistent strategic approach across Nottinghamshire.
5. Domestic abuse services across Nottinghamshire are generally, strong, resilient, well-embedded and mostly compliant with Public Health Guidance 116 and the Home Office's National Statement of Expectations for domestic abuse support in local areas, with some gaps in some areas which require further development, such as perpetrators - see below. Despite reductions in the overall budget for policing since 2010, the force has also maintained and invested in its response to domestic abuse over this period with dedicated investigators and specialists.
6. The proportion of domestic abuse coming to the attention of the police and other agencies is growing markedly, driven in part by better recording, greater recognition of coercive control and stalking, more police proactivity in identifying hidden harm and increases in victim disclosure. This positive trend is likely to continue to do so over the next three years given the increasing multi-agency focus on trauma-informed practice and routine enquiry.

7. Despite this, however, the number of domestic incidents recorded by police remains lower than that of other comparable police force areas and some groups, such as male victims, remain under-represented within the police recorded crime profile. This indicates opportunities for further partnership engagement, outreach and awareness raising activity. The number of domestic crimes remains broadly similar to that of other comparable areas.
8. Domestic abuse-related demand and the complexity of that demand continues to grow in Nottinghamshire, placing increasing pressures on investigation, public protection caseloads, Multi Agency Risk Assessment Conferences (“MARACs”), criminal justice and victim support services. Analysis of Independent Domestic Violence Advisers (“IDVAs”) supporting survivors at high risk of harm demonstrates that there is a good level of local resourcing which is just under nationally recommended levels but very well above East Midlands and national averages.
9. The first response to domestic abuse is a critical period in terms of safety planning, protecting victims and preventing future harm. Arrest rates for domestic abuse are marginally lower than average in Nottinghamshire, however arrest rates vary significantly and proportionately on the basis of the risk presented.
10. Further work should be undertaken to explore the reasons for variance in successful application rate for Domestic Violence Protection Orders (“DVPOs”) and ‘right to know’ applications when compared to the national picture and ensure the police and other relevant agencies involved in the management of perpetrators are aware of new relationships and proactively engage with potential victims.
11. While positive outcome rates for domestic-related crime have been falling over recent years, Nottinghamshire Police maintains a stronger position than the East Midlands and England and Wales average. Reductions in positive outcomes rates are being driven in part by cases in which the survivor does not support further action.
12. Similarly, while CPS charging rates and conviction for domestic abuse related crimes have been increasing since 2014/15 and are in line with the England and Wales and East Midlands picture, the volume of legal decisions, charges and prosecutions has been falling. This has been driven in part by demand pressures on the police and CPS, higher thresholds required for charging and standards expected of digital and medical evidence and disclosure.
13. Consequently, while police recorded domestic abuse is rising, levels of charging, prosecution and conviction have been falling over recent years. Only around 8.4% of domestic abuse-related crimes reported to the police currently result in conviction. This local and national concern has led to an increasing focus on evidence-led prosecution.
14. The PCC, City and County Councils work together closely to co-commission evidence based support services which help survivors. The co-commissioned support services meet national Women’s Aid, Respect and SafeLives quality standards as well as the Home Office’s VAWG National Statement of Expectations. They consistently deliver high rates of positive outcomes, for example in feelings of safety and greater confidence. They have made good progress in identifying and reaching out to survivors from groups which are under-represented in service, such as disabled, BAME and LGBT survivors. However,

there is more work to be done in this area, including to understand and respond to the needs of migrant workers, which is an issue identified nationally.

15. In terms of crisis intervention, there are capacity constraints relating to agencies attending increasing MARAC presentations and constraints on the availability of refuge places, with new statutory responsibilities for local authorities under the Domestic Abuse Bill likely to increase demand for community-based services and refuge. Nottingham and Nottinghamshire do not currently have sufficient refuge provision and a substantial proportion of existing refuge space in Nottinghamshire is funded nationally, with Ministry of Housing, Local Government and Communities (MHCLG) funding currently supporting over 40% of the refuge units across Nottingham and Nottinghamshire. Temporary MHCLG funding has recently been re-awarded until the new statutory duties are in force. If insufficient national funding is available to pay for current and additional refuge provision, the new Domestic Abuse Bill may have unintended consequences by diverting local funding from wider domestic abuse support services to refuge. Local partnership working will be required to ensure no negative impact on domestic abuse provision.
16. Despite national expectations and NICE recommendations for local areas to commission tailored interventions for people who perpetrate domestic violence, work in this area remains under-developed both nationally and locally. In Nottinghamshire there is already some primary, secondary and tertiary prevention activity in place to tackle perpetrators, often funded by the PCC. Nottinghamshire's DVA Integrated Offender Management (IOM) pilot has demonstrated a reduction in risk from high risk serial perpetrators and increasing the sense of safety of the survivors associated with them.
17. However, there is a need to do more to address perpetrator behaviour and there are gaps and opportunities for further activity. National evidence suggests that it is unlikely that a universal, one-size fits all programme will be found that meets the needs of survivors, perpetrators, commissioners and police. Given this, a strategic local approach to prevention work is needed, based on best available evidence and considering where resources are best targeted (for example at emerging low risk perpetrators or high risk offenders). Any work funded should meet national Respect guidelines and complement Nottinghamshire's mature domestic abuse landscape. Great care must be taken to ensure that programmes are safe and do no further harm.
18. The Covid-19 pandemic and subsequent restrictions have presented challenges for domestic abuse services, with lockdown measures widely perceived to have exacerbated and escalated the risk of domestic abuse. Domestic abuse demand on Nottinghamshire Police dipped during lockdown then rose as restrictions were eased. Demand in the county continues to be higher than expected. Nottinghamshire's DSVA Helpline has experienced very high demand and some co-commissioned support services rising from moderate to severe pressure in August 2020. Mitigation is in place to reduce pressure to back to moderate in early September.
19. Strong existing partnership structures helped to ensure a swift response to changes to domestic abuse provision during the lockdown. In addition, the PCC used emergency MoJ funding to bolster support services, however, more financial help may be needed when the national funding expires. There is a need to identify and implement the domestic abuse specific lessons learnt from the pandemic and an opportunity for public sector

partners to work together strategically to ensure that employers in Nottinghamshire have the capacity to respond to domestic abuse experienced by employees.

20. Learning from domestic homicide reviews across Nottinghamshire since 2015 have reiterated many of the key messages set out in this paper, most notably the importance of an effective response to people with complex needs, rigorous and robust information sharing, comprehensive training across agencies and the value of a whole family approach.
21. This paper draws largely on information collected by the police, criminal justice bodies and locally commissioned survivor support services. It should be recognised that arrests, prosecutions and survivor support only hold part of the solution. Further work may be required to better understand the individual and family level impact of domestic abuse from a public health perspective as part of a sustainable long term approach.
22. The analysis in this paper offers only a point in time snapshot of what is a rapidly changing picture. Further policy and legislative changes are likely to impact upon the profile of domestic abuse over the coming year, including the Government's review of pre-charge bail and new duties and responsibilities under the Homelessness Reduction and Domestic Abuse Acts. In addition, Covid-19 measures will continue to have an impact on domestic abuse.
23. The momentum brought about by the Government's landmark Domestic Abuse Bill, combined with the focus on domestic abuse during Covid-19, provides a timely opportunity to drive further improvements in Nottinghamshire's approach to tackling and reducing domestic abuse, underpinned by dedicated funding and new duties and responsibilities. These developments, and the recommendations below, should be taken forward as part of an integrated multi-agency whole-systems approach across the Nottinghamshire Police force area.

## Recommendations

Theme	Recommendation	Lead agencies
<b>Policy context</b>	1. The PCC to work with key stakeholders across the violence against women and girls sector to develop a whole systems Violence Against Women and Girls Strategy and Action plan for 2020-2025 by March 2021. This should include indicators of success against which performance will be tracked.	PCC City Council County Council Violence Reduction Unit
<b>Nature and prevalence of domestic abuse</b>	2. The PCC to continue to work with local authority partners to co-commission professional development activity to embed coercive control, emotional abuse, economic abuse, parental abuse and technologically-assisted abuse through local training  3. As part of the VAWG strategy and action plan, the PCC to work with partners to take forward work to address the particular issues faced by migrants and children affected by domestic abuse, bidding for national funding if available.	PCC City Council County Council  PCC City Council County Council
<b>Prevention</b>	4. The PCC and partners to continue to invest in universal and targeted education, prevention and awareness raising activities and campaigns across the city and county where there is clear evidence of impact and where possible increase funding to ensure consistent city/county wide coverage.  5. The PCC to work with the Nottingham and Nottinghamshire Violence Reduction Unit to continue to fund and then evaluate initiatives to respond to children and young people who have witnessed violence with knives.	PCC City Council County Council  PCC Violence Reduction Unit
<b>Identification</b>	6. Nottinghamshire Police to drive further improvements in the domestic crime and incident identification rate, with a focus on spotting the signs of abuse and ensuring routine enquiry as part of interactions with potentially vulnerable groups.  7. The PCC and City and County Councils to review front line capacity in view of any increasing identification rate. Further resource may be required.  8. The PCC to work with the City and County Council to review the take up of support services across all of Nottinghamshire's communities and develop an action plan to improve take up from under-represented groups, including hidden harm in BAME and rural communities and amongst male survivors.	Nottinghamshire Police  PCC City Council County Council  PCC City Council County Council

Theme	Recommendation	Lead agencies
<b>Safeguarding</b>	9. Nottinghamshire Police to lead work to improve the use of domestic violence protection orders.	Nottinghamshire Police
	10. Nottinghamshire Police to work with co-commissioned support services to improve the rate of take up of Claire’s law.	Nottinghamshire Police
	11. The PCC to work with the City and County Councils to continue to co-commission high quality evidence based support services and monitor their capacity to provide high quality helpline, MARAC and IDVA support, reviewing the level of IDVA provision as necessary.	PCC City Council County Council
	12. The PCC and partners to work together to ensure that the forthcoming statutory duty for domestic abuse accommodation is properly funded and does not have a negative impact on other specialist services.	PCC City Council County Council
<b>Longer term support and recovery</b>	13. The PCC to consult with the clinical commissioning groups about the provision of, demand for and clinical effectiveness of therapeutic support provided to survivors of domestic violence and abuse.	PCC City Council County Council CCGs
	14. The PCC and partners to improve understanding of the needs, experiences and service response to male survivors of domestic abuse, working with the existing male support service.	PCC City Council County Council
<b>Rehabilitation and behaviour change</b>	15. The PCC to work with partners to put a DVA prevention strategy in place, as part of the Violence Against Girls Strategy and Action Plan.	PCC, Nottinghamshire Police, Probation, Violence Reduction Unit, Local authorities
	16. The PCC, Nottinghamshire Police, CRC and commissioned support services to consider expansion to build on the success of the DVA IOM Scheme.	PCC Nottinghamshire Police
	17. Develop and seek funding to pilot a Respect accredited DV perpetrator programme for offenders within and outside of the CJS, ideally informed by NNVRU’s literature review.	PCC Violence Reduction Unit

Theme	Recommendation	Lead agencies
<b>The Criminal Justice System</b>	18. Improve oversight and scrutiny of the appropriate use of ‘release under investigation’ and pre-charge bail pending legislative/guidance changes.	PCC Nottinghamshire Police
	19. Ensure ongoing monitoring of domestic abuse satisfaction rates and support action to maintain strong levels of survivor satisfaction with police, particularly via improvements in follow up and feedback.	PCC Nottinghamshire Police
	20. Work with HM Courts and criminal justice partners to ensure access to justice and sufficient specialist DV provision across the city and county.	PCC Crown Prosecution Service HM Courts
	21. Police and CPS to explore opportunities to improve use and understanding of evidence-led prosecutions alongside appropriate training, messaging and sharing of best practice.	Nottinghamshire Police Crown Prosecution Service
<b>Covid-19</b>	22. The PCC work with local authorities and Nottinghamshire Police to ensure that critical specialist support services can continue safely throughout and after the pandemic.	PCC City Council County Council
	23. The PCC to work with Nottinghamshire Police, local authorities and commissioned support services to identify and implement lessons learnt from Covid-19.	PCC Nottinghamshire Police City Council County Council





## NOTTINGHAMSHIRE POLICE AND CRIME PANEL

7 SEPTEMBER 2020

### WORK PROGRAMME

#### **Purpose of the Report**

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

#### **Information and Advice**

3. The work programme is intended to assist with the Panel's agenda management and forward planning. The draft programme will be updated and reviewed regularly in conjunction with the Chairman and Vice-Chairman of the Panel and is subject to detailed discussion with the Chief Executive of the Office of the Police and Crime Commissioner (OPCC).
4. The work programme is updated to include specific focus on each of the Strategic Priority Themes included in the Police and Crime Plan at each meeting of the Panel.
5. The schedule for future meetings has been updated in line with the revised Strategic Themes within the refreshed Police and Crime Plan.
6. Discussions take place with the Chair and Vice-Chair and the OPCC to schedule future agenda items as appropriate. Suggestions about future agenda items are welcome from Members and the PCC at any time.
7. At this stage it is expected that the Panel will continue to meet but this will be reviewed on an ongoing basis in line with the latest rules and guidance from Government.

#### **Frontline National Police and Crime Panel (PCP) Conference – 23-24 November 2020 – Warwick Conference Centre**

8. At this stage it is planned that the Conference will still go ahead albeit with a reduced attendance to enable safe social distancing. Bookings for the event have now been suspended, with the initial batch of limited places now all reserved.
9. Nottinghamshire PCP has booked 4 places to enable the 3 Panel members who have requested places to attend, along with one of the Panel's support officers.
10. The revised programme is attached at **Appendix B** for information.

#### **Other Options Considered**

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

## **Reasons for Recommendation/s**

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

## **RECOMMENDATIONS**

- 1) That the work programme be updated in line with Members' suggestions as appropriate.

## Background Papers and Published Documents

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

For any enquiries about this report please contact:-

Keith Ford, Team Manager, Democratic Services, Nottinghamshire County Council  
[keith.ford@nottscc.gov.uk](mailto:keith.ford@nottscc.gov.uk) Tel: 0115 977 2590

## APPENDIX A

### Nottinghamshire Police and Crime Panel Work Programme (as at 26 August 2020)

<u>Agenda Item</u>	<u>Brief Summary</u>
<b>23 November 2020</b>	
Independent Member Recruitment	To agree the process for reappointing / recruiting to the role of Independent Co-opted Members (further to the Panel's decisions of 1 April 2019).
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, details of decisions taken and overview of Force Performance).	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner.
Findings of Part One of the Home Office Review into the Role of Police and Crime Commissioners.	To share the findings of Part 1 of this review undertaken by the Government over the summer of 2020.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes.	Panel to focus on new Priority Theme 4- Transforming Services
<b>22 January 2021 – Budget Workshop (N.B. Not a public meeting)</b>	
With the Police & Crime Commissioner	
<b>29 January 2021 – Budget Workshop (N.B. Not a public meeting)</b>	
With the host authority's Finance Officers	
<b>4 February 2021</b>	
Proposed Precept and Budget	To consider the Commissioner's proposed Council Tax precept.
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, details of decisions taken and overview of Force Performance).	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes	Panel to focus on new Priority Theme 1 – Protecting People from harm
<b>29 March 2021</b>	
Domestic Violence Update	This item will be an update on the September 2020 item and if at that stage the meeting can be held in person, will also include presentations from service providers and opportunities for wider information-sharing.
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, details of decisions taken and overview of Force Performance).	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance and financial issues within the Force.

<b><u>Agenda Item</u></b>	<b><u>Brief Summary</u></b>
Update on the Complaints Process	In February 2020, The PCC adopted Option 1 of the new process options developed by the Home Office for dealing with complaints about the Force. This report will provide the Panel with an update on complaints received and overall outcomes.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes.	Panel to focus on new Priority Theme 2 - Helping and Supporting Victims
<b>7 June 2021 (Annual Meeting)</b>	
Appointment of Chairman and Vice-Chairman	To appoint the Chairman and Vice-Chairman of the Panel for the next municipal year.
Review of Balanced Appointment Objective.	The Panel will review its membership to see whether any actions are required in order to meet the requirements for:- <ul style="list-style-type: none"> <li>• the membership to represent all parts of the police force area and be politically balanced; and</li> <li>• members to have the skills, knowledge and experience necessary.</li> </ul>
Police and Crime Commissioner's update, including Budget and Efficiency Programme update, details of decisions taken and overview of Force Performance).	The Panel will review and scrutinise any decisions and other actions taken by the Commissioner on an ongoing basis. The Panel will also consider the Commissioner's response to the key performance and financial issues within the Force.
Complaints update	Regular update on any complaints received against the Police and Crime Commissioner.
Specific focus on one of the Police and Crime Plan Strategic Priority Themes.	Panel to focus on Priority Theme 3 - Tackling Crime and Anti-Social Behaviour

# Ninth National Conference for Chairs, Members and Support Officers of Police (Fire) and Crime Panels

Monday 23 to Tuesday 24 November 2020

Scarman House, Warwick Conference Centre CV4 7SH

Follow @pcpsdirect; retweet and comment using #PFCPCConf2020 leading up to and during the Conference. Register, seek information, meet sponsors and network in the Information and Sponsors' Hub (the small bar), open throughout the Conference

## PROGRAMME

### Monday 23 November 2020

3 pm	Check in available	Scarman House reception
5 pm	Registration for the Conference	The Hub
8 pm	Conference dinner	Courtyard restaurant

### Tuesday 24 November 2020

9 am	Registration for day delegates	The Hub
	Refreshments and networking	Lounge
9.30 am	<b>AGM of the National Association of P(F)CPs</b>	Tiered lecture theatre
10.15 am	Networking break and refreshments	Hub and Lounge
10.30 am	<b>Opening Conference plenary. Policy briefing</b>	Tiered lecture theatre

Theme: 'Collaboration. The bigger picture for Panels. Initiatives, opportunities and challenges for policing, fire and criminal justice in the 2020s'

Welcome by the Chair: Paul Grady, Head of Police, Grant Thornton UK LLP

Speakers:

- Becci Bryant QFSM MBA MIFireE Hon DPP, Chief Fire Officer, Staffordshire Fire and Rescue Service
- Mayor Andy Burnham, Mayor of Greater Manchester Combined Authority (tbc)
- Frances Crook, Chief Executive, Howard League for Penal Reform
- Chief Constable Olivia Pinkney QPM MA, Hampshire Police Service

The issues raised by the speakers will be explored further in the breakout sessions during the afternoon

12 noon	Lunch and networking Tea, coffee and networking	Lakeview Restaurant Lounge and Hub
<b>1.15 pm</b>	<p><b>Conference breakout sessions. Good practice and Panel development (Spaces)</b> Thematic policy seminars, practitioner led workshops and forums</p> <p>Theme: In the light of the briefings on collaboration and the bigger picture outlined in the morning, an opportunity to explore how we fulfil our roles of challenge to and support of our Commissioner and how we might develop our activity as Panels</p> <p>Venues: Spaces 1 – 8 are located outside the tiered lecture theatre</p> <ol style="list-style-type: none"> <li>1) Tackling human trafficking and modern slavery (Unseen - tbc) (Space 1)</li> <li>2) An aspect of criminal justice (Lorraine Atkinson, Howard League) (2)</li> <li>3) Working with fire &amp; rescue services (Evan Morris, Cheshire PCP) (3)</li> <li>4) Working together – police and mental health triage (Vicki Noble and Samuel Watson, Leicester NHS Trust and Leicestershire Police) (4)</li> <li>5) Working with public health around early intervention (Lynn Gibbons, Public Health Consultant, South Gloucestershire Council) (5)</li> <li>6) Public policy and policing (Grant Thornton - tbc) (6)</li> <li>7) Forum for Independent Members (Keith Walker, Staffordshire PFCP) (7)</li> <li>8) Forum for police, fire and crime panels (8)</li> <li>9) Effective scrutiny - building the team, developing the role, raising the issues (Tim Young, Frontline Consulting) Tiered lecture theatre</li> <li>10) Elections for Commissioners in 2021 – information for Panels Hub</li> </ol>	
2.30 pm	Networking break and refreshments	Hub and Lounge
<b>2.45 pm</b>	<b>Conference breakout sessions (repeated)</b>	
<b>4 pm</b>	<p><b>Closing Conference plenary. Reflections and next steps</b> Tiered lecture theatre</p> <p>Chair: Cllr Norma Stephenson OBE, Chair of the Cleveland Police and Crime Panel</p> <p>Theme: Exploring key messages from our discussions and identifying what we might need to help us better to fulfil our roles of challenge to and support of Commissioners</p> <p>Q&amp;A and discussion</p>	
<b>4.30 pm</b>	<b>Conference ends</b>	

<b>For Consideration</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Police and Crime Panel</b>
<b>Date of Meeting:</b>	<b>07 September 2020</b>
<b>Report of:</b>	<b>Paddy Tipping Police and Crime Commissioner</b>
<b>Report Author:</b>	<b>Kevin Dennis</b>
<b>E-mail:</b>	<b>Kevin.Dennis@nottinghamshire.pnn.Police.uk</b>
<b>Other Contacts:</b>	<b>Kevin Dennis</b>
<b>Agenda Item:</b>	<b>6</b>

## **POLICE AND CRIME COMMISSIONER'S UPDATE REPORT TO JUNE 2020**

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

- 1.1 This report provides the Police and Crime Panel (Panel) with an update on progress in delivering the Police and Crime Commissioner's (Commissioner) Police and Crime Plan (2018-21), in compliance with the Commissioner's statutory duties<sup>a</sup>.
- 1.2 The report also provides a summary of performance headlines for quarter 1 of the 2020/21 financial year (Appendix A), the revenue and capital financial outturn position for 2019/20 (Appendices B and C) and a summary of key OPCC and force decisions made over the latest planning period (Appendix D).

### **2. RECOMMENDATIONS**

- 2.1 The Panel is invited scrutinise the contents of this report, seek assurance from the Commissioner on any specific areas of concern, request further information where required and make recommendations within the scope of their role<sup>b</sup>.
- 2.2 The Police and Crime Panel has a statutory duty<sup>c</sup> to provide scrutiny of performance and delivery against the ambitions of the Police and Crime Plan and of the Commissioner in fulfilling his core statutory duties (Section 14 of the Policing Protocol 2011). This update report is designed to assist the Panel in fulfilling these responsibilities.

<sup>a</sup> Section 13 of the Police Reform and Social Responsibility (PR&SR) Act 2011 requires the Commissioner to, subject to certain restrictions, provide the Panel with any information which they may reasonably require in order to carry out their functions, and any other information which the Commissioner considers appropriate

<sup>b</sup> [Police and Crime Panels: A Guide to Scrutiny](#), Local Government Association (Updated 2016)

<sup>c</sup> Police Reform and Social Responsibility Act 2011

### 3. POLICE AND CRIME PLAN PERFORMANCE (2018-21)

- 3.1 The Commissioner's Police and Crime Plan (2018-21) set 57 performance indicators and 12 sub-measures across four strategic themes. These indicators are tracked by the force and OPCC on a quarterly basis as part of the Performance and Insight Report shown at appendix A. Previous versions of the report can be accessed via the Commissioner's website<sup>d</sup>.
- 3.2 The April to June reporting period has been impacted by the repercussions from and service response to the Covid-19 pandemic, including 'lockdown' measures implemented from 23 March 2020. The areas affected include:-
- Mental health related incidents, which saw their first quarterly increase since Summer 2019
  - Calls to the police 999 emergency service which fell to the lowest level in two years in April 2020, following a long term period of successive increases
  - Total police recorded crime which fell markedly between April and June 2020, largely affected by reductions in theft from person, vehicle crime and burglary
  - Reported online crime, which has been increasing steadily since September 2019, but saw the most pronounced increase during the latest quarter
  - Domestic abuse offences, which fell during the April and May lockdown period, before increasing to the highest levels in a year in June 2020
  - Serious sexual offences fell markedly between March and May 2020, while positive outcome rates increased to levels comparable with June 2019
  - Reported incidents of anti-social behaviour increased substantially during the April to June 2020 period, largely driven by the reporting of neighbourhood-based issues and concerns during the lockdown period
  - Satisfaction and perception measures captured via the Nottinghamshire Police and Crime Survey and domestic abuse survivor survey. These mechanisms were suspended during the COVID-19 lockdown period

In each of these cases, trends will be monitored closely over the coming months to determine what represents a temporary skew affected by the COVID-19 restrictions and what represents a new norm. Panel members may wish to note the following key performance updates:-

- 3.3 **Protecting vulnerable people from harm:** Ongoing improvements in proactivity, training, risk management and effective partnership working are helping to support sustained increases in safeguarding referrals (+28%). The work of a dedicated Missing Persons team has also helped to secure a 16% reduction in missing persons reports over the last year, equating to estimated financial savings of

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<sup>d</sup> <https://www.nottinghamshire.pcc.police.uk/Public-Information/Performance/>



around £650,000. Proactive police and partnership activity in response to modern slavery and county lines has also led to referral rates more than doubling (+149%) over the last year.

**3.4 Helping and supporting victims:** Outcomes relating to PCC-commissioned victim services have remained relatively stable over the last year, with around 78% of victims supported reporting that they were better able to cope with aspects of everyday life as a result of the support received, and sustained increases in the number of victims supported. Force compliance with the Victim's Code of Practice (91%) also remains strong. Levels of police recorded domestic abuse have increased by around 4.2% over the last year, but have stabilised during 2020 at around 15,150 per year.

**3.5 Tackling crime and Anti-social Behaviour:** Police recorded crime statistics and findings from the independent Police and Crime Survey to March 2020 indicate that victim-based crime has been falling steadily over the previous two years and have been most pronounced in the more urban areas of the force. While police recorded crime has reduced significantly during the COVID-19 lockdown period, work is still underway to develop our understanding of the temporary and longer-term impact of the pandemic on crime and ASB offending and victimisation and reporting. The number of violent knife crimes recorded by Nottinghamshire Police has fallen by 11.7% over the last year.

**3.6 Transforming services and delivering quality policing:** Reflecting national trends, calls to the 999 emergency service fell for the first quarter in two years during the April to June 2020 period, while calls to the 101 service also continued to decline. Compliance with National Crime Recording Standards (NCRS) remains strong (96%). Indicators of public confidence in the police, as captured by the independent Police and Crime Survey, saw marked improvements during 2019/20. The survey was suspended in June 2020 on account of the Coronavirus restrictions, but is due to resume later in the year.

**3.7 Key areas for consideration as part of the latest insight report include:-**

- Ongoing issues in reporting on service response times as a result of the transition to the new 'SAFE' system<sup>e</sup> in January 2020. The force's Management Information Team are working to create dashboards for operational use across the force, however this has been affected by technical constraints in manipulating the large live data sets. A project is underway to create a static data warehouse

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<sup>e</sup> The SAFE' system replaced the Legacy system in March 2020 which was no longer compliant with Home Office requirements. SAFE provides Command and Control, telephony and Airwave radio interfaces into the control room, with all data transactions, including those from the mobile and web clients, being recorded by the system in real time. This provides the foundation for producing near real-time reports.

that will be updated daily and interrogated via Power Bi. Additional SSRS reports are also being developed by the supplier at a chargeable rate.

- Understanding and responding to the rising level of reported online victimisation, including the risks to vulnerable children and young people during the period of coronavirus restrictions. Similarly, there remain opportunities to further improving our understanding of the factors driving reductions in police recorded Child Sexual Exploitation (CSE) offences over the previous two years.
- Tracking vacancy rates among the established PCSO posts across Nottinghamshire. It is recognised that recent rounds of recruitment have created some degree of organisational churn across the service.

3.8 The force and OPCC will continue to closely monitor and assess the impact of the Coronavirus Pandemic and consequential restrictions on levels of crime, ASB and service demand over the coming months, particularly in relation to domestic violence and abuse, cybercrime and mental health-related demand.

#### **4. Case Study: Improving BAME Experiences of Policing In Nottinghamshire**

4.1 The tragic murder of George Floyd in May 2020 had significant repercussions for trust and confidence in policing on an international scale, triggering protests, demonstrations and in some cases public disorder across UK towns and cities. In Nottinghamshire, a pragmatic and proportionate approach was taken to policing the Nottingham Black Lives Matter demonstration on 7 June 2020. The force publicly supported the aims of the event, engaged early and moved the venue to a more appropriate location. The event was facilitated without injury or arrest as part of an approach that was recognised and commended by participants<sup>f</sup>.

4.2 This case study provides an overview of some of the broader work that has been undertaken in by the police and PCC to drive improvements in community engagement, inclusion and workforce diversity across Nottinghamshire. It is informed by the PCC and Chief Constable's submission to the Home Affairs Select Committee in July 2020 as part of their inquiry into the Macpherson Report – twenty one years on.

4.3 In 2012, the Nottinghamshire PCC set a long-term ambition to improve BAME experiences of policing and the recruitment, retention and progression of BAME

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<sup>f</sup> *Nick Glynn of Open Society Foundations in commenting on variations in policing approaches: "Attending BLM demonstration in Nottingham ... the police were almost invisible and the protest was an excellent event. It was well run, it was well attended, people had their say and it went without any kind of incident". HASC evidence session, 17 June 2020*

officers and staff. Strong progress has been made in delivering against these ambitions, as outlined below.

### **Recruitment, retention and progression of BAME officers and staff**

- 4.4 Nottinghamshire Police aspires to become the first police force in the UK to be proportionately representative of the community it serves (11.2% BAME) and has moved quickly to seize the once-in-a-generation opportunity brought about by Operation Uplift. This has included significant investment in a programme of Positive Action during 2020/21 to target under-represented groups and promote positive BAME role models in policing. The race disparity unit and positive action practitioner's alliance have provided positive feedback on Nottinghamshire's approach which has gone on to inform learning at a national level<sup>9</sup>.
- 4.5 In 2019/20, 26% of completed officer applications were from BAME individuals. This marks a significant change on previous years and is set to continue in 2020/21 (23% year to date). Furthermore, around 15% of those commencing Police Constable Degree Apprenticeships (PCDA) since September 2018 have been from BAME backgrounds. Despite these positive developments, recruitment from our Black African and Caribbean communities continues to be a challenge and we are working to further strengthen engagement via the black churches together and local education Trusts.
- 4.6 A youth-focus remains a core component of our long term strategy. In 2018, we launched a 'Mini Police' scheme which involves over 700 pupils, many from socially deprived areas within the city and with adverse childhood experiences. 44% of our Mini Police are from BAME backgrounds. BAME representation within our 200 police cadets has also risen from 6% to 24% over the last year, with the service having opened the first mosque centred base outside of London. Our BAME community outreach worker has played an important role in reaching out to young people and has been intrinsic in expanding our Police Cadet scheme.

### **Involving and engaging BAME communities**

- 4.7 We have worked extensively to improve engagement and involvement of BAME communities in matters pertaining to crime, community safety and policing over recent years. This has included the introduction of new engagement forums, such as our programme of Inter-faith listening events in 2020, designed to amplify the voices of marginalised communities, strengthen channels of communication and provide co-ordination in the response to grievances and community concerns.

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<sup>9</sup> Nottinghamshire Police Peer Review, February 2020 found the force's Diversity and Inclusion planning to be a: "comprehensive and meticulously thought out piece of work built upon the strong foundations of the Community Cohesion work of the past 3 years and the highly engaged and capable networks of community members that have been established. There are indications it will achieve a representative workforce in the next 2 years"

Further to this, the PCC has also commissioned independent research to gain a better understanding of the lived experiences of and barriers faced by minority and new and emerging communities<sup>h</sup>.

- 4.8 As part of the police training process, Nottinghamshire has introduced 'new recruits meet the community' sessions where constables meet a range of community members selected by the community cohesion coordinator for challenging discussions relating to policing. The process has been well received by new recruits and communities alike. The force has also introduced Peoples Panels to review the selection and promotion of senior officers.
- 4.9 Nottinghamshire Police adopted a pragmatic and proportionate approach to enforcing the Coronavirus Regulations in 2020, engaging with local communities and ensuring education and explanation of requirements with minimal enforcement. Consequently, Nottinghamshire maintained one of the lowest levels of Fixed Penalty Notices (FPNs) issued nationally (9<sup>th</sup> lowest)<sup>i</sup>.
- 4.10 Table 2 of the national comparative tables' shows that Nottinghamshire officers issued 182 FPNs between 27th March to 25th May, of which 10% (19) were issued to black residents. The Force undertook its own analysis which identifies that most FPNS were issued in the City (55%) with the County recording 45%. The top location was at a County address where 11 FPNs were issued at the same time to a group of white residents.
- 4.11 Of the 19 FPNs issued to black residents, a fifth of them (4) were issued to a group at the same time at a city location. On another occasion, 3 FPNs were issued to another group at another city location.

### **Stop and Search and use of force**

- 4.12 Use of stop and search as a policing tactic has been increasing both locally and nationally since 2018/19. Despite this, Nottinghamshire has maintained one of the lowest search rates per 1,000 population in the country and has seen a steady long-term reduction in BAME disproportionality over recent years. In 2017/18, the likelihood of BAME individuals being stopped and searched<sup>j</sup> was 4.2 times higher than of White in Nottinghamshire. This fell to 3.7 times more likely in 2018/19 and 3.1 times more likely in 2019/20. The disproportionality rate among those from Black backgrounds also shows a positive direction of travel, having fallen from 7.0

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<sup>h</sup> *Research and co-engagement activity to better understand the lived experiences of Nottinghamshire's new and emerging communities, NTU, August 2019*

<sup>i</sup> *Provisional data: Fines issued during lockdown, NPCC: Nottinghamshire issued the 9<sup>th</sup> lowest number of COVID-19 related FPNs among all English forces between 27 March and 25<sup>th</sup> May 2020 Table 2.*

<sup>j</sup> *Based on searches under s.1 of PACE and s23 of the Misuse of Drugs Act which account for around 80.4% of all stop and searches undertaken in Nottinghamshire*

to 5.8 over the same period. Complaints relating to stop and search also remain extremely rare<sup>k</sup>.

4.13 The use of handcuffs in stop and search can be required on occasion, particularly when the individual presents a threat towards the officer or may cause danger to themselves or others. The proportion of searches involving the use of handcuffs fell from 30% to 23% in 2019/20 and by 10% among those from BAME backgrounds. Despite these positive reductions, the use of handcuffing in searches remains disproportionately high among those from Asian (37%) and Black (37%) backgrounds. Positively the rate of non-compliant handcuffing (11%) in stop and searches remains broadly proportionate across all groups.

4.14 Where strictly controlled, the use of Taser can be an excellent harm prevention tool, and we have increased the proportion of officers with access to these devices in response to the government's national roll out in 2019/20. Around 19% of all Taser deployments involved individuals from BAME backgrounds in 2019/20, having fallen from 26% the previous year<sup>l</sup>. In the city, in particular, Taser deployments involving those from BAME backgrounds (35.8%) have approached parity with the area's resident population profile.

### **Safeguards and effective practice**

4.15 The strong progress made by Nottinghamshire police in reducing disproportionality in policing outcomes and increasing representation over recent years has been underpinned by:-

- **Transparent and effective oversight and scrutiny processes** via our Independent Advisory Groups (IAGs) and the Independent Community Scrutiny Panel established to review the use of Stop and Search, Custody and use of force. Community leaders / groups and community activists are involved in these processes, which include regular external scrutiny meetings where performance and key issues are openly discussed.
- **Work to recognise and address unconscious bias** which has included education and awareness-raising sessions among priority departments. More is being done in this area to ensure constant reinforcement of key messages and learning across the wider organisation.
- **Strengthening disciplinary proceedings for proven 'racist words or acts'** in line with recommendations from the Macpherson report. The Nottinghamshire Chief Constable has steered and implemented national changes to the

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<sup>k</sup> Only 4 out of 3,023 searches resulted in a complaint in 2018/19

<sup>l</sup> Based on instances where ethnicity could be captured

disciplinary system which include post retirement provisions and indicative sanctions guidance.

- **Ensuring procedural justice.** BAME officers accounted for 5.4% of all officers involved in disciplinary proceedings with a case to answer in 2019, which was broadly in line with the proportion of BAME officers that make up the our police workforce (5.8%). In 2018, there were no BAME officers subject to disciplinary with a case to answer. This marks a clear reduction in levels of disproportionality seen in both 2016 (15%) and 2017 (6.1%).

4.16 We feel confident that this positive direction of travel can be maintained in these areas, but recognise that there remains much still to do. Particular challenges remain in the recruitment, retention and promotion of officers and staff from Black backgrounds, achieving greater parity in the use of compliant handcuffing and mainstreaming unconscious bias training across the wider police workforce.

## 5. Activities of the Commissioner

- 5.1 The Commissioner is represented at key thematic, partnership and force performance boards to obtain assurance that the police and partners are aware of the current performance threats and taking appropriate action to address emerging issues and challenges. This is reported to the Commissioner who holds the Chief Constable to account on a weekly basis. The Commissioner also meets heads of Investigations and Intelligence and Operations on a quarterly basis to gain a deeper understanding of threats, harm and risk to performance. The Commissioner seeks regular assurance that the Chief Constable has identified the key threats to performance and taken swift remedial action as appropriate. Key activities are reported on the Commissioner's website.<sup>m</sup>
- 5.2 The Commissioner's partnership and community engagement schedule has been significantly affected by the impact of Covid-19 lockdown arrangements since 23 March 2020, however the OPCC has sought to maintained business continuity during this exceptional period by adapting to new ways of working. The commissioner continues to engage with partner agencies and communities in accordance with social distancing guidelines, though events such as the Community Listening Steering Group (23 July 2020) and Sutton Neighbourhood Network (6 April 2020).
- 5.3 The Commissioner was elected as the new chair of the Association of Police and Crime Commissioners on 15 July 2020, with new responsibilities at a national level for driving positive change in policing and police governance. Following the virtual

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



confirmation hearing held on 1 June 2020, Nottinghamshire's new Deputy PCC has commenced an extensive induction programme, meeting key police and partner agency stakeholders across the force area.

- 5.4 Nottinghamshire PCC was also successful in securing £550k Home Office Safer Streets funding on 28 July 2020, which will be used to tackle acquisitive crime, such as burglary, vehicle crime and bicycle theft in the Chatham and Northgate area of Newark. The grant will be used to improve lighting, CCTV and ANPR use, upgrade security on doors and windows and improve bicycle storage. It will also fund the appointment of a new Burglary Reduction Officer to work with the local community to undertake assessments of properties at risk of crime. The Force will run a series of bicycle property marking events to reduce theft and aid the detection and recovery of property.

## 6. Decisions

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

## 7. Financial Implications and Budget Provision

- 7.1 The Commissioner's Strategic Resources and Performance meetings (SSRP) provide a formal mechanism for holding the Chief Constable to account. At this meeting the Chief Constable submits a number of financial reports for scrutiny.
- 7.2 The final financial outturn position for 2019/20 was reported to the SSRP meeting held on 14 May 2020. At 31 March 2020, the financial revenue outturn position was £206,375,000, which represented a force overspend of £92,000 against a total approved net revenue budget of £206,283,000. The OPCC achieved an on budget position.
- 7.3 Actual overspend for 2019/20 was £299k less than the figures forecasted in January 2020, largely due to COVID-19 related issues and a number of orders

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

placed with suppliers that were not delivered before the end of the financial year. This will ultimately impact on budget pressures in 2020/21.

- 7.4 Monitoring has been problematic throughout the year, and while outturn monitoring in relation to all pay has been completed, payroll and general ledger continue to be out of balance at the present time. Inaccuracies between departments are also currently irreconcilable and inconsistent.

Nottinghamshire Police Revenue Position as at the end of March 2020 by Department

	Revised Budget £'000	19/20 Actuals	FO-RB Variance £'000
<b>Local Policing</b>			
County	43,196	42,129	(1,067)
City	29,424	30,652	1,228
Contact Management	16,166	15,491	(675)
	<b>88,786</b>	<b>88,272</b>	<b>(514)</b>
<b>Crime &amp; Operational Services</b>			
Public Protection	12,501	12,488	(13)
Operational Support	10,225	10,827	602
Intelligence	9,141	8,238	(903)
Serious & Organised Crime	7,428	6,791	(638)
Archive & Exhibits	1,115	1,085	(30)
Other	255	516	262
	<b>40,665</b>	<b>39,945</b>	<b>(720)</b>
<b>Corporate Services</b>			
Technical Accounting	12,343	13,492	1,149
Information Services	11,622	11,236	(387)
Estates	6,235	7,646	1,411
Fleet	3,246	3,556	310
People Services	1,781	1,910	129
PSD	1,575	1,367	(208)
Futures Board	789	427	(362)
Command	1,278	1,406	128
Corporate Development	1,121	898	(222)
Corporate Communications	843	647	(196)
Finance	691	769	78
Information Management	531	432	(99)
Other smaller budget departments	215	258	42
	<b>42,271</b>	<b>44,043</b>	<b>1,772</b>
<b>Collaboration</b>			
EMSOU Operations	13,472	12,596	(877)
EMCJS	9,071	9,783	712
EMSOU Services	4,175	4,328	153
MFSS	2,567	2,467	(100)
ESN	186	230	44
EMSCU	153	190	37
	<b>29,624</b>	<b>29,593</b>	<b>(31)</b>
<b>Home Office Grants &amp; Partnerships</b>			
Knife Crime	0	173	173
ARV Uplift	0	(118)	(118)
Cyber Crime	0	(0)	(0)
Op Uplift	0	(507)	(507)
Externally Funded Projects	(38)	0	38



	(38)	(453)	(415)
<b>Force Total</b>	<b>201,308</b>	<b>201,400</b>	<b>92</b>
<b>OPCC</b>	<b>4,975</b>	<b>4,975</b>	<b>0</b>
<b>Group Total</b>	<b>206,283</b>	<b>206,375</b>	<b>92</b>

Overspends shown as positive numbers, under-spends shown as ( ) numbers.  
No manual adjustments have been made for rounding

- 7.5 The most significant areas of overspend include: Local policing in the city (+£1,228k) which have been offset by underspends in the county and contact management; Technical accounting (+£1,149k) reflecting re-coding on pay and an increase in transfers to reserves and; Estates (+£1,411), reflecting cost of uniform for new officers accrued during March 2020 and a rise in provision for dilapidation costs on account of inflationary increases.
- 7.6 A £14,630k capital budget was agreed for 2019/20, calculated as £1,470k slippage from 2018/19 and £13,160k new allocations, which include an additional £900k in relation to the Joint FHQ New Build, £50k in relation to additional vehicle purchases and £29k in relation to Conducted Energy Devices (CED). Actual spend during the year was £8,072k, resulting in £6,410k slippage and a small underspend of £147k. Slippage is predominantly against the two multi-year new build projects, with Nottingham Custody Suite having experienced delays as a result of contractual difficulties. £496k is due to unavoidable COVID-19 issues.

Capital Outturn Position as at the end of March 2020, by Project

Project Name	Revised Budget £'000	Forecast Outturn £'000	Underspend £'000	Slippage to 2020/21 £'000
<b>Estates</b>				
Nottingham Custody Suite	6,430	1,422	0	(5,008)
Building Improvement, Renovation & Conversion Works	1,185	895	(0)	(290)
Hucknall EMAS	674	674	0	0
Custody Improvements	360	297	0	(63)
New HQ Joint Build	1,252	1,060	0	(192)
Northern Property Store	246	246	0	0
Bunkered Fuel Tanks	62	62	0	0
Automatic Gates & Barriers	35	29	(6)	0
Community Rehabilitation Companies Renovations	25	24	(1)	0
West Bridgford Police Station Relocation & Sale	431	174	(93)	(165)
Northern Control Room	386	24	0	(362)
<b>Estates Total</b>	<b>11,087</b>	<b>4,907</b>	<b>(100)</b>	<b>(6,080)</b>
<b>Information Services</b>				
Command & Control	1,771	1,730	(41)	0
Technology Services Refresh & Upgrades	1,315	1,132	(0)	(183)
ANPR Camera Project	157	9	0	(148)
NEP	55	49	(7)	0
SICCS Upgrade	0	0	0	0
<b>IS Total</b>	<b>3,297</b>	<b>2,919</b>	<b>(47)</b>	<b>(331)</b>
<b>Other Projects</b>				
Taser	29	29	0	0
Vehicle & Equipment Replacement	217	217	(0)	0
<b>Other Total</b>	<b>246</b>	<b>246</b>	<b>(0)</b>	<b>0</b>
<b>Overall Total</b>	<b>14,630</b>	<b>8,072</b>	<b>(147)</b>	<b>(6,410)</b>

Overspends shown as positive numbers, under-spends shown as ( ) numbers.  
No manual adjustments have been made for rounding

7.7 **Appendices B and C** contain the full finance revenue and capital reports submitted to the Strategic Resources and Performance Board and provide more detail regarding the provisional year end position for each.

## 8. Human Resources Implications

8.1 None - this is an information report.

## 9. Equality Implications

9.1 The case study reported on at section 4.1 details some of the good work undertaken by the PCC and Chief Constable to advance the inequalities of BAME communities. Building trust and confidence is vital if we are to effectively engage with our diverse communities.

9.2 Engagement however, should be followed with meaningful action so that our communities can see that we take their concerns seriously and follow through on our promises. The PCC has recently established a Community Listening Group and further scrutiny groups will follow in the next few months.

## **10. Risk Management**

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

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

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

## **12. Changes in Legislation or other Legal Considerations**

12.1 The Commissioner publishes a horizon scanning briefing on a fortnightly basis which is widely accessed by OPCC, policing and other partner agencies nationally. The briefing captures information from a wide range of sources including emerging legislation, government publications, audits and inspections and significant consultations, statistics and research findings in order to help inform local strategic planning and decision making. The briefings can be accessed via the Commissioner's website<sup>o</sup>.

## **13. Details of outcome of consultation**

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

## **14. Appendices**

- A. Nottinghamshire Performance and Insight Report - Quarter 1 - 2020/21
- B. Finance Revenue Budget Position for Q4 2019/20 as at March 2020: Paper presented to Strategic Resources and Performance Board on 14 May
- C. Finance Capital Budget Position for Q4 2019/20 as at March 2020: Paper presented to Strategic Resources and Performance Board on 14 May
- D. Forward Plan of Key Decisions for the OPCC and the Force to July 2020

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

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

For any enquiries about this report please contact:

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<sup>o</sup> <http://www.nottinghamshire.pcc.police.uk/Public-Information/Horizon-Scanning/Horizon-Scanning.aspx>

Kevin Dennis, Chief Executive of the Nottinghamshire Office of the Police and Crime Commissioner [Kevin.dennis@nottinghamshire.pnn.police.uk](mailto:Kevin.dennis@nottinghamshire.pnn.police.uk)  
Tel: 0115 8445998

Dan Howitt, Head of Strategy and Assurance of the Nottinghamshire Office of the Police and Crime Commissioner [daniel.howitt13452@nottinghamshire.pnn.police.uk](mailto:daniel.howitt13452@nottinghamshire.pnn.police.uk)  
Tel: 0115 8445998



# NOTTINGHAMSHIRE POLICE AND CRIME PLAN PERFORMANCE AND INSIGHT REPORT 2020/21

## QUARTER 1: PERFORMANCE TO JUNE 2020

**Guidance notes:**

1. The following performance indicators are taken from the Police and Crime Commissioner's (PCC) plan 2018-21. The information is structured according to the four strategic priority themes.
2. Wherever possible, performance information is provided for a 12 month rolling period compared to the equivalent 12 months of the previous year, in order to provide an indication of trend. Where information provided is for an alternative period this is stated.
3. Additional insight is included in the report in order to provide context in relation to performance exceptions only.
4. Data sources and further insight is specified at Appendix 1, including any information supplied outside of the Nottinghamshire Police Management Information team.
5. Amendments and additions have been added to this edition of the P&I report, in line with the revised Police and Crime Plan Strategic Framework (2018-21)
6. Due to the impact of the COVID-19 pandemic Coronavirus Restrictions which came into force in March 2020, it has not been possible to undertake planned face to face fieldwork this quarter as part of the Commissioner's rolling Police and Crime Survey. The situation will be re-assessed following the further easing of lockdown measures on 1 August, with a view to resuming the programme of consultation in late summer if deemed safe, practical and appropriate to do so.

**Performance exceptions:**

Performance exceptions, both positive and negative, are indicated within the report by the following markers:-

- Positive exception: Significant improvement in latest quarter, or improving trend over three successive quarters
- Negative exception: Significant deterioration in latest quarter, or deteriorating trend over three successive quarters

## Summary of Key Performance Headlines and Exceptions

### Theme 1: Protecting Vulnerable People from Harm – Pages 3 to 4

- Nottinghamshire Police was assessed by HMICFRS as 'GOOD' at Protecting Vulnerable People as part of the 2019 PEEL inspections.
- Safeguarding referrals continue to show marked increases each quarter, largely due to improved training and better Partnership working.
- Missing Persons Reports have continued to see progressive reductions each yearly quarter.
- Recorded Modern Slavery offences saw a marked increase in the 12 months to June 2020 (+149.1%) partly due to the dedicated team and on-going training & awareness raising.
- Police recorded Child Sexual Exploitation (CSE) offences continue to see reductions.
- Online crime saw increases in the latest quarter and yearly comparison.

### Theme 2: Helping and Supporting Victims – Pages 5 to 6

- Domestic Abuse crimes increased by 4.2% in the year ending June 2020 compared to the previous 12 months; lockdown measures and victims being furloughed at home are thought to have contributed.
- The collection of DA satisfaction data for the last quarter has not been possible due to Covid-19 restrictions.
- Both Adult and Child Serious Sexual Assaults saw reductions in the year ending June 2020.

### Theme 3: Tackling Crime and Anti-social Behaviour – Pages 7 to 10

- Victim-based crime decreased by a further 8,778 offences in the year ending June 2020.
- Crime in urban areas continued to decrease more noticeably than rural areas.
- Of the 23 Priority Areas, Basford and Arboretum recorded the highest severity scores in the 12 months to June 2020.
- Gun Crime saw noticeable decreases between March and May 2020 and then a marked increase to 17 offences in June 2020.
- Both Alcohol related Violence and ASB continued to see reductions in this period compared to the previous two years.
- Both City and County Youth Offending Teams have seen reductions in First Time Entrants (FTE) into the youth justice system over the last year.

### Theme 4: Transforming Services and Delivering Quality Policing – Pages 11 to 13

- PSD recorded timeliness saw a large increase in the 12 months to June 2020.
- Both Police Officer and Police Staff sickness levels saw reductions compared to the previous 12 months.
- 999 calls for service saw a reduction in the latest year to June 2020, with April 2020 seeing the lowest number of calls received in two years.

## Theme 1: Protecting Vulnerable People from Harm

### Theme 1A: More Vulnerable People Safeguarded and Protected

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year		
							%	Actual	
1A.1	<b>Adult and Child Safeguarding Referrals</b>	Increase	<b>5,837</b>	6,401	6,739	7,056	● 7,450	+27.6%	+1,613
1A.2	<b>Missing persons</b>	Monitor	<b>3,242</b>	3,153	2,964	2,895	● 2,712	-16.4%	-530
1A.3	<b>Missing: No apparent risk</b>	Monitor	<b>3,094</b>	3,016	3,008	3,103	<b>2,838</b>	-8.3%	-256
1A.4	<b>Mental health-related incidents</b>	Monitor	<b>18,708</b>	18,456	18,416	18,818	<b>19,249</b>	+2.9%	+541

#### Safeguarding Referrals

Safeguarding referrals to Nottinghamshire Police have continued to increase over the last year, reaching a new peak in June 2020 (777). Referrals have increased by 27.6% over the last year.

This positive trend has been largely driven by improvements in the identification and recording of safeguarding concerns, which in turn enable agencies to take appropriate safeguarding actions to minimise the risk of harm. Improved training and better Partnership working in relation to CSE, PPNs and Knife crime are believed to have impacted upon this trend.

#### Missing Person Reports

Missing Person reports have been in decline since May 2018 following force investment in a dedicated Missing Team to work collaboratively on safeguarding issues. Missing person reports have fallen by 16.4% over the last year, bucking rising trends seen among other police forces nationally. These reductions are estimated to equate to savings of around £1.3 million over the last two years. Average monthly reports have fallen from 244 to 226 over the last year.

Reports of 'Missing with no apparent risk' (formerly Absent Persons Reports) increased sharply during February and March 2020 – reaching the highest monthly rate (302) since July 2018. The April and May 2020 COVID-19 lockdown period saw large reductions in 'Missing with no apparent risk' reports, however levels returned to a more normal rate in June 2020 (259).

#### Mental Health-Related Incidents

Police recorded mental health reports have averaged around 1,604 per month over the last year, which marks an increase of around 2.9% on the previous year (1,559 per month). This increase follows a downward trend seen since Summer 2019 and is most likely attributable to the impact of Covid-19 lockdown measures.



## Theme 1: Protecting Vulnerable People from Harm

### Theme 1B: Improved Response to Serious and Emerging Threats

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
							%	Actual
1B.1	Fraud Offences	3,076	3,049	3,006	3,013	2,877	-6.5%	-199
1B.2	Online Crime	3,567	3,469	3,556	3,641	3,813	+6.9%	+246
1B.3	Drug Trafficking and Supply Offences	847	897	947	908	959	+13.2%	+112
1B.4	Police recorded Child Sexual Exploitation	588	575	560	525	520	-11.6%	-68
1B.5	Police recorded Modern Slavery offences	53	73	102	116	132	+149.1%	+79

#### Modern Slavery

The last financial year saw significant increases in recorded modern slavery offences and the latest quarter continues this trend with a 149.1% increase compared to the previous year. This positive trend largely reflects on-going training and proactivity among officers and an increased awareness of the nature, risk, legislation and signs of slavery. The force has a dedicated Modern Slavery and County Lines Team. The force continues to take a proactive approach to identifying and tackling modern slavery - seeking out offences, ensuring survivors are protected and that offenders are brought to justice.

#### Fraud offences and online crime

Fraud offences and online crime continue to represent a significant challenge to the police and represent a growing demand on police resources. Fraud saw a 6.5% reduction over the last 12 months. The proportion of crime flagged as online offending, meanwhile has been increasing since September 2020.

#### Child Sexual Exploitation

The latest quarter has seen a continuation in the reduction of CSE, with an 11.6% decrease compared to the previous 12 months. There are no definitive factors that can be evidenced to explain this reduction. However, a number of considerations can be given to provide possible context for the reduction:-

- Previously, CSE was a force priority area and heavily advertised; more recently CCE (Child Criminal Exploitation) has become the priority and some crimes may now be recorded as this.
- Notts has recently seen an uplift in the recruitment of new officers; there may be issues with their training and understanding of crimes linked to CSE and the use of the correct flags.
- There has been increased education and advertisement about CSE in the public domain; this could have had the potential to put some offenders off or, has made them smarter in their offending so that crimes are becoming better hidden.

#### Drug Trafficking and Supply Offences

Recorded drug trafficking and supply offences have continued to increase; over 13% in the past 12 months. In the latest quarter, there have been 21 drug seizures, 62 vehicles seized of which 7 were stolen and £3000 of criminal cash seized.

The Op Reacher teams are continuing to support local churches with care packages and have liaised with Tesco to supply a gift hamper to a local resident who had gone above and beyond their normal duties during the pandemic. Police vehicles are also to receive 'Reacher' branding (black bonnet and Op Reacher lettering), providing an increased visual presence on Nottinghamshire's roads

## Theme 2: Helping and Supporting Victims

### Theme 2A: Improved Reporting and Response to Domestic and Sexual Violence and Abuse

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year		
							%	Actual	
2A.1	Police recorded domestic abuse crimes	Monitor	14,571	14,860	15,124	15,119	15,176	+4.2%	+548
2A.2	Domestic abuse repeat victimisation rate	Monitor	33.5%	34.4%	34.5%	34.1%	33.8%	+0.3% pts	n/a
2A.3	Domestic abuse: Positive Outcome Rate	Monitor	14.6%	13.8%	13.4%	13.7%	13.2%	-1.4%	n/a
2A.4	% Domestic abuse victims satisfied (overall)	Monitor	90.9%	90.0%	88.0%	88.4%*	*n/a	n/a	n/a
2A.5	Serious sexual offences: Adult	Monitor	1,500	1,447	1,466	1,431	1,340	-10.7%	-160
2A.6	Serious sexual offences: Child	Monitor	1,391	1,406	1,387	1,408	1,233	-11.4%	-158
2A.7	Sexual Offences: Positive Outcome Rate	Monitor	8.5%	7.2%	7.3%	7.8%	8.2%	-0.3% pts	n/a

#### Domestic Abuse

The area has seen an increasing trend in reporting over the last two years due, in part, to improvements in recording and a likely increase in survivor confidence to come forward and seek support from the force and partner agencies.

Domestic abuse crimes increased by 4.2% in the year ending June 2020 compared to the year ending June 2019. June 2020 levels were the highest recorded for 12 months (1,434) and could be attributable to the lockdown period and victims being furloughed at home. The proportion of victims that are repeats has increased marginally during the year.

Levels of satisfaction with the police among survivors of domestic abuse began to reduce between April 2018 and December 2019, largely driven by reductions in satisfaction among victims with being kept informed. The Force devised an audit to review numerous crimes for VCOP compliance in keeping victims informed. This deals with non-compliance through a series of emails and later personal interventions from managers.

\* NB: Satisfaction survey suspended during period of Covid-19 restrictions.

#### Sexual Abuse

Both Adult and Child Serious Sexual Offences saw decreases of 10.7% and 11.4% respectively in the year ending June 2020 when compared to the previous 12 months. Figures were markedly lower between March and May 2020 as a result of the lockdown and Covid-19 measures. The positive outcome rate remains broadly comparable to the level seen in June 2019, despite having dipped during the remained to 2019.

## Theme 2: Helping and Supporting Victims

### Theme 2B: Victims Receive High Quality and Effective Support Services

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year		
							%	Actual	
2B.1	Victims Code of Practice Compliance	Monitor	90.4%	90.0%	90.0%	90.4%	91.4%	+1.0%	n/a
2B.2	Victim Services: Closed Cases	Monitor	2,956	3,526	3,545	3,565	n/a	n/a	n/a
2B.3	Improved cope and recover outcomes (all)	Monitor	79.6%	80.6%	79.5%	78.4%	n/a	n/a	n/a
2B.4	% crimes resolved via community resolution	Monitor	10.5%	10.7%	10.4%	10.0%	9.5%	-1.0%	n/a

#### Victims Code of Practice

The Victims Code Of Practice (VCOP) requires that a VCOP assessment be made and recorded for every victim of a crime, and that victim services should be offered as part of this assessment. In order to be VCOP compliant, every victim-based crime should have a completed VCOP recorded on the crime and the officer should record that victim services have been offered. A slight improvement has been seen in the past 12 months compared to the previous 12 months that may be attributable to the more robust screening of RASSO offences and VCOP compliance.

#### Victim Services

Ministry of Justice funded victim services commissioned by the PCC supported around 11,071 individuals in 2019/20, of which 10,135 were new referrals to these services. Victim services formally closed around 3,565 cases in 2019/20, of which around 78.4% reported being better able to recover and cope with aspects of everyday life as a result of the support received. This remains broadly in line with levels recorded in 2018/19. Outcomes remain particularly strong among the services providing support for survivors of Child Sexual Exploitation and Abuse, where around 90% of cases closed reported improvements in their ability to cope and recover.

#### Community Resolution

The proportion of crimes resulting in community resolution has remained relatively stable over the previous year with a 1% reduction in the 12 months to June 2020 when compared to the previous year.

## Theme 3: Tackling Crime and Anti-social Behaviour

### Theme 3A: People and communities are safer and feel safer

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year		
							%	Actual	
3A.1	Victim-based crime: Total	Monitor	92,677	92,432	92,076	90,797	83,899	-9.5%	-8,778
3A.2	Victim-based crime: Rural areas	Monitor	10,768	10,983	11,388	11,406	10,718	-0.5%	-50
3A.3	Victim-based crime: Urban areas	Monitor	80,915	80,463	79,532	78,351	72,279	-10.7%	-8,636
3A.4	Average Crime Severity: Force-wide	Monitor	167.99	163.34	163.01	159.06	158.23	-5.8%	-9.76
3A.5	Average Crime Severity: Priority areas	Monitor	170.03	165.87	164.22	174.67	172.84	+1.7%	+2.81
3A.6	Residents reporting experience of crime	Monitor	18.9%	18.1%	18.9%	18.0%	*n/a	n/a	n/a
3A.7	% residents feeling safe in area by day	Monitor	89.1%	89.2%	88.7%	89.2%	*n/a	n/a	n/a
3A.8	% residents feeling safe in area after dark	Monitor	60.5%	61.1%	61.0%	61.5%	*n/a	n/a	n/a
3A.9	% reporting drug use / dealing as an issue	Reduce	48.1%	48.9%	43.3%	42.8%	*n/a	n/a	n/a

#### Police recorded crime

Police recorded crime, decreased by 8,778 offences in the 12 months up to June 2020, largely influenced by significant reductions between April and June 2020. This correlated with the Covid-19 lockdown measures, with some of the most pronounced reductions being seen in Theft from Person, TFMV, Burglary Residential and Business Robbery. Police recorded crime in rural areas decreased marginally, while crime in urban areas increased more noticeably over the 12 month period

\*Self-reported experience of crime (Police & Crime Survey) has not been captured this quarter as fieldwork has been delayed by the impact of Covid-19.

#### Crime Severity

The average severity score of crimes recorded force-wide (based on weightings via the ONS Crime Harm Index) has reduced by 5.8% over the last year, indicating a higher volume of offences being recorded that are of lower severity, alongside reductions in the highest severity offences.

The 23 Priority Areas saw a slight (+1.7%) increase in average crime severity in the year ending June 2020, rising from 170.0 to 172.8. This follows a reducing trend seen throughout 2019. The priority areas of Basford (206.46) and Arboretum (203.46) have recorded the highest crime average severity scores over the latest 12 month period.

#### Resident concerns regarding drug use and dealing

\*Police and Crime survey measures have not been captured this quarter. Fieldwork has been delayed by the impact of Covid-19.

## Theme 3: Tackling Crime and Anti-social Behaviour

### Theme 3B: Fewer People Commit Crime and offenders are supported to rehabilitate

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year		
							%	Actual	
3B.1	Violent knife crime	Monitor	837	806	812	762	739	-11.7%	-98
3B.2	Violent knife crime: Positive outcomes	Monitor	28.9%	29.8%	29.6%	27.3%	26.9%	-2.0% pts	n/a
3B.3	Gun crime	Monitor	163	153	175	163	149	-8.6%	-14
3B.4	Possession of weapons offences	Monitor	1,163	1,221	1,263	1,205	1,112	-4.4%	-51
3B.5	Stop and Searches	Monitor	3,933	4,608	5,405	5,487	5,377	+36.7%	+1,444
3B.6	Stop and Search: Positive outcomes	Monitor	41.8%	42.5%	42.5%	40.4%	39.8%	-2.0% pts	n/a
3B.7	Alcohol-related violence	Monitor	17.4%	16.9%	16.4%	16.0%	15.4%	-2.0% pts	n/a
3B.8	Alcohol-related ASB	Monitor	9.5%	9.5%	9.4%	8.9%	7.8%	-1.7% pts	n/a

#### Violent Knife Crime

There has been a steady reduction in the number of violent Knife Crimes recorded since 2018, with a further 11.7% reduction being recorded in the last 12 months compared to the previous 12 months. The proportion of offences resulting in a positive outcome has reduced by 2% points over the last year.

#### Gun Crime

Police recorded gun crime has decreased by over 8% in the current 12 month period. Large monthly decreases were seen January to May 2020, however, an upsurge to 17 offences was seen in June 2020. See Appendix A.

#### Stop Searches

There has been a significant increase in the number of stop searches conducted since January 2018, largely attributable to Operation Reacher. Levels have remained high in the latest year to June 2020, despite reduced numbers in Feb-Apr 2020. This trend is likely to continue in view of new community teams that were formed in January 2020.

Positive Outcomes improved steadily in 2019, although, the latest year end to June 2020 has seen a small reduction. The increase in activity and upward trend of positive outcomes is primarily associated with targeted intelligence led operations which derive from local commanders identifying a specific crime issue in a given location that can be addressed through on-street proactive policing activity. The force continues to work with communities in our use of these powers.

#### Possession of Weapons

Police recorded Possession of Weapons offences decreased by 4.4% to June 2020 compared to year ending June 2019; this reflects the continued positive proactive work of Op Reacher and the newly formed community teams in taking more weapons taken off the streets.

#### Alcohol-related violence and ASB

The force is working to develop an accurate picture of alcohol-related crime via use of an alcohol marker on the Niche crime recording system. The monthly rate has remained stable with Alcohol related violence continuing to see steady reductions over the previous two years and Alcohol related ASB also seeing a steady downward trend over the previous two years.

## Theme 3: Tackling Crime and Anti-social Behaviour

### Theme 3B: Fewer People Commit Crime and offenders are supported to rehabilitate

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year		
							%	Actual	
3B.9	IOM: Offenders subject to monitoring	Monitor	286	281	302	317	385	+34.6%	+99
3B.10	IOM: Offenders successfully removed	Monitor	117	108	96	78	61	-47.8%	-56
3B.11	IOM: Reduction in average re-offending risk	Monitor	-44.6%	-44.9%	-45.1%	-45.3%	-46.0%	+1.4% pts	n/a
3B.12	Youth Justice First Time Entrants: City	Monitor	156	154	146	140	109	-30.1%	-47
3B.13	Youth Justice First Time Entrants: County	Monitor	158	137	122	123	115	-27.0%	-43
3B.14	Crimes with an identified suspect (average)	Monitor	2,787	2,836	2,897	3,048	3,102	+11.3%	+315
3B.15	Positive outcomes: All crime	Monitor	15.4%	15.5%	15.4%	15.4%	15.6%	+0.2% pts	n/a
3B.16	Positive outcomes: Victim-based crime	Monitor	12.0%	12.0%	11.8%	11.7%	11.9%	-0.1% pts	n/a

#### Integrated Offender Management (IOM)

The IOM scheme monitored reoffending risk among 61 offenders removed from the scheme during the previous year. Of these, the average reoffending risk scores (RRS) per offender fell from 209 (entry score) to 87 (removed score) – marking a reduction of 58%.

A further 324 offenders have been actively engaging with the scheme over the last year. Among this cohort, 212 have received mid-point reoffending risk assessment (12 months post-scheme entry), whereby average IOM reoffending risk scores fell from 336 (on score) to 223 (mid-point score). This marks a 34% reduction in reoffending risk among the active IOM cohort.

#### DVIOM Scheme

As at June 2020, 89 offenders had been removed from the DVIOM scheme, of which their average Priority Perpetrator Identification Tool (PPIT) score per offender fell from 11.8 (at point of entry onto scheme) to 7.8 (at point of removal). This marks a reduction of 33% in the PPIT risk score. The threshold for entry onto the DVIOM scheme has increased to 17.0 (PPIT), from around 8.0 since the scheme was launched in 2017. While this has led to some lower scoring offenders being removed from the scheme, DVIOM continues to maintain a focus on the highest risk offenders identified. Assessment of the DVIOM cohort via the standard IOM matrix indicates a reduction in reoffending risk of 46%, with average RRS scores falling from 183 (entry score) to 91.5 (removed score).

A further 60 offenders remain on the scheme and are subject to ongoing performance monitoring.

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#### Youth Justice – First Time Entrants

Both the City (-30.1%) and County (-27.0%) Youth Offending Teams have seen steady reductions in rates of First Time Entrants into the Youth Justice System over the last year.

#### Identified Suspects

The number of Niche crime outcomes with a named suspect has been increasing steadily since April 2018, with a further 11.3% increase over the last year to June 2020.

#### Positive Outcomes: All Crime & Victim Based Crime

Positive outcome rates for both All Crime and Victim Based Crime have remained relatively stable.

## Theme 3: Tackling Crime and Anti-social Behaviour

### Theme 3C: Build Stronger and More Cohesive Communities

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
							%	Actual
3C.1	Police recorded hate occurrences	Monitor <b>2,357</b>	2,346	2,320	2,351	<b>2,379</b>	+0.9%	+22
3C.2	Hate crime repeat victimisation rate	Monitor <b>15.8%</b>	15.3%	14.7%	14.4%	<b>14.3%</b>	-1.5%	n/a
3C.3	% Hate crime victims satisfied (overall)	Monitor <b>83.0%</b>	84.2%	85.4%	84.0%	<b>84.3%*</b>	n/a	n/a
3C.4	% feeling there is a sense of community	Monitor <b>50.8%</b>	51.1%	52.6%	54.0%	<b>*n/a</b>	n/a	n/a
3C.5	% feeling different backgrounds get on well	Monitor <b>53.8%</b>	53.1%	53.4%	54.7%	<b>*n/a</b>	n/a	n/a
3C.6	Anti-social Behaviour Incidents	Monitor <b>31,870</b>	31,647	31,455	32,137	<b>39,019</b>	+22.4%	+7,149
3C.7	Anti-social Behaviour Incidents: % Repeats	Monitor <b>28.4%</b>	28.4%	28.4%	28.4%	<b>26.9%</b>	-1.5 pts	n/a
3C.8	Alcohol-related ASB	Monitor <b>9.5%</b>	9.5%	9.4%	8.9%	<b>7.8%</b>	+1.7 pts	n/a

#### Hate Crime

Recorded Hate Crime has remained steady over the previous two years. Repeat victims of Hate Crime have seen a gradual decline over the two year period. Victim Satisfaction has remained at around 84%.

\*NB: Please note that Hate Crime survey results are 2-3 months behind real time and the data shown is only to May 2020 due to Covid-19 restrictions.

#### Community Cohesion

This measure cannot be updated this quarter as fieldwork has been delayed by the impact of Covid-19.

#### Anti-social Behaviour

ASB saw large increases from April to June 2020. Performance in relation to ASB remains stable, as does the number of repeat victims. Alcohol related ASB has also seen a downward trend over the previous year, reducing by 19 incidents in the 12 months to June 2020, when compared with the 12 months to June 2019.

New questions introduced into the PCC's Police and Crime Survey in 2019 will continue to provide a consistent measure of self-reported experience of ASB and its impact in 2020, once Covid-19 restrictions have been lifted.

## Theme 4: Transforming Services and Delivering High Quality Policing

### Theme 4A: Further Improve Public Confidence in Policing

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
							%	Actual
4A.1	Police are dealing with the issues that matter	Monitor 40.3%	40.9%	42.0%	41.7%	*n/a	n/a	n/a
4A.2	Residents feeling the Police do a good job	Monitor 47.7%	47.9%	49.3%	50.0%	*n/a	n/a	n/a
4A.3	Residence reporting confidence in the police	Monitor 53.4%	53.6%	54.9%	55.4%	*n/a	n/a	n/a
4A.4	% residents satisfied with the police	Monitor 59.2%	60.4%	59.2%	58.4%	*n/a	n/a	n/a
4A.5	PSD Recorded Complaints	Monitor 995	988	989	896	904	-9.1%	-91
4A.6	PSD Recorded Complaints: Timeliness (days)	Monitor 55.0	60.0	68.0	73.0	● 91.5	+66.4%	+36.5

#### Public Confidence in the Police

Indicators of public confidence in the police saw steady improvements during 2019/20.

\*Police and Crime survey has been delayed this quarter on account of the Covid-19 pandemic.

#### PSD Recorded Complaints: Timeliness

The average timeliness for the resolution of PSD complaints has risen from around 55 days to 92 days over the last year. This has been affected by data cleansing of information recorded on Centurion and chasing of historical complaints for closure – which in turn has skewed the data. Work continues to drive improvements in timeliness for PSD recorded complaints, which includes:

- A revised PSD performance pack to ensure scrutiny and current reporting procedures from the IOPC
- New arrangements to highlight 'legacy' cases that will be dealt with via the Senior Management Team
- Extensive training on Centurion undertaken by staff in June 2020

The restructure has also seen the two local resolution Sergeants moved from the City and County into the PSD umbrella. This will mean stronger supervision and more stringent scrutiny of historical complaints.



## Theme 4: Transforming Services and Delivering High Quality Policing

### Theme 4B: Achieving Value for Money – Budget and Workforce

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
							%	Actual
4B.4	Staffing vs Establishment: Officers	99.7% 1,943/1,950	98.9% 1,939/1,960	98.2% 1,935/1,970	98.7% 1,980/2,006	*98.8% 2,062/2,087	-0.9% pts	+119
4B.5	Staffing vs Establishment: Staff	97.0% 1,115/1,151	96.9% 1,157/1,123	97.0% 1,166/1,131	98.3% 1,119/1,138	*99.6% 1,134/1,139	+2.6% pts	+19
4B.6	Staffing vs Establishment: PCSOs	90.3% 181/200	87.7% 175/200	84.6% 169/200	75.53% 151/200	*83.5% 167/200	-6.8% pts	-14
4B.7	% Contracted days lost to Sickness: Officers	5.13% 19,710	5.33% 20,311	5.29% 20,733	5.24% 20,718	4.83% 19,628	-0.3% pts	-82
4B.8	% Contracted days lost to Sickness: Staff & PCSOs	5.13% 14,384	5.11% 14,521	5.10% 14,225	5.13% 14,426	4.80% 13,741	-0.33% pts	-643

#### Budget vs Spend: Revenue/Capital

In terms of budget vs actual spend, the Force ended up being £92k overspent for the year ended 19/20 for our revenue budget. The total spend was £206,375k versus a budget of £206,286k. For capital spend for 19/20 we spent a total of £8,072k versus a budget of £14,580k which was an underspend of £6,508k.

#### Staffing: Officers / Staff / PCSOs

The number of police officers (+119) and staff (+19) in post across Nottinghamshire has increased over the last year compared to a marginal reduction in PCSOs (-14). Established PCSOs posts (200) continue to show the highest vacancy rate (16.5%)

\* Data reported up to 31/05/20

#### Sickness: Officers / Staff & PCSOs

Overall, Officer and Staff sickness rates have been reducing over the last two-years, with the latest quarter showing one of the lowest sickness rates recorded during this period, despite the impact of the COVID-19 pandemic.

A separate absence category has been introduced in order to track the impact of COVID 19 and the force has continued to follow government guidelines in implementing self-isolation, shielding and authorised absences where necessary. These cases are not reported as sickness absence. It is likely that the COVID restrictions have led to reductions, not only the spread of common viruses, but also absences caused by physical injuries, such as sporting activity.

Other potential contributory factors include reductions in demand, increases in staffing as new officers have arrived on shift. A sense of duty at a time of crisis can also lead to reductions in absence rates. The force's Staff Survey indicates that motivation to serve the public remains high.

The increase of flexibility and working from home is well-researched externally and is known to increase productivity and reduce absence. We are also aware, however, that due to fear of Covid-19, some individuals are likely to be avoiding diagnosis of emerging health concerns, which may present to the service at a later date.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4C: Achieving Value for Money – Demand Management

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
							%	Actual
4C.1	Calls for Service: 999	186,229	189,325	190,968	195,050	188,570	+1.3%	+2,341
4C.2	Abandoned Call rate: 999	0.08%	0.06%	0.11%	0.51%	0.70%	+0.6% pts	n/a
4C.3	Calls for Service: 101	417,705	406,989	400,047	388,671	372,991	-10.7%	-44,714
4C.4	Abandoned Call rate: 101	3.1%	2.0%	2.1%	5.1%	7.4%	+4.3% pts	n/a
4C.5	Response times: Grade 1 Urban	77.9%	78.7%	79.3%	-	-	-	-
4C.6	Response times: Grade 1 Rural	74.6%	74.6%	74.2%	-	-	-	-
4C.7	Response times: Grade 2	50.9%	52.1%	52.5%	-	-	-	-
4C.8	Compliance with NCRS	94.0%	94.0%	94.0%	94%-96%*	96.1%	+0.1*	n/a

**Calls for Service: 999 and 101**

999 calls have seen successive increases over the last two years, however, the latest year to June 20 has seen a reduction of over 2,000 calls compared to the previous 12 months to March 2020. April 2020 saw the lowest number of 999 calls recorded in the last 2 years (11,824), mainly attributable to the Covid-19 situation. Abandoned call rates for 999 remain extremely low. 101 calls have seen successive decreases over the last two years, mainly attributable to the cost of using the service and the Public reluctance to incur a charge. However, the last yearly quarter figure to the end of June 2020 has seen an increase in the number of 101 abandoned calls.

**Response Times within Target**

Response times for the latest full year to June 2020 have been affected by the introduction of SAFE and are not available at this time.

**Compliance with NCRS**

The coronavirus lockdown has seen significant reduction in crime in many categories throughout England and Wales, including Nottinghamshire. NCRS compliance remains strong at 96.1% overall.

\* Proxy measure. Reporting affected by the transition to the new 'SAFE' system in January 2020.

## **APPENDIX A**

### **Gun Crime**

The Force has produced a problem profile for Gun Crime. Points of note for the latest quarter (March-June 2020) include an increase in 'actual' firearms discharges across both the City and the County in June 2020 following a low during the preceding months. All of the discharges appear to emanate from different issues, and have resulted in offenders either being arrested, charged or remanded. Only one of the offenders is known to be mapped to a recognised Organised Crime Group. Other discharges have resulted from a dispute between nominals that are known to each other. P&I figures contain air weapon offences, these are not included in the intelligence gathering of Gun Crime as they are typically ASB and are deemed low risk/threat. We have also seen an increase in drugs offences as lockdown restrictions have eased and business becomes more overt in its nature. Firearms discharges are often linked to historic and ongoing tensions in the drug market.

### **ECINS Update**

A training plan has been created to ensure that there is clear guidance on basic ECINS use as well as how to maintain the knife crime cohort, how to create a problem-solving plan and how to make a referral to a Complex Case Panel (or local equivalent). NFRS agreed to provide training to each County NPI as well as two super-users per NPI area. Insp Gummer will provide training for the City NPI's and super-users. This will be 'train the trainer' delivery to enable them to cascade the training to their teams. The training package addressed the issues identified from the ECINS audit and was scheduled for delivery April to June 2020 – this unfortunately, had to be postponed and will now be delivered by the end of August.

The creation of short 'how to' videos has also been implemented, these will be stored on the Neighbourhood portals. Any that are relevant to partners can also be shared with them to bring about corporate usage.

Significant work has been undertaken to meet with recommendations from the internal audit, this has ensured that all users still require access to the system and are showing on the correct team. We also ensured that all PNC references and warning markers were deleted from profiles. In relation to building confidence in the system among users and potential users, Notts has the most successful year since the start of the project.

The primary driver for this being the City MARAC process moving onto E-CINS, this has necessitated many additional agencies meaningfully interacting with the system successfully, for a purpose that already existed and had a need for a system such as E-CINS to host it. This project caused partners, such as those in the health sector, who had previously been reluctant to engage with E-CINS, to adopt the system, see the benefits and then envisage further uses.



## Appendix B: Revenue Report presented to Strategic Resources & Performance

<b>For Information Only</b>	
<b>Public/Non Public*</b>	
<b>Report to:</b>	<b>Strategic Resources &amp; Performance</b>
<b>Date of Meeting:</b>	<b>14 May 2020</b>
<b>Report of:</b>	<b>Mark Kimberley</b>
<b>Report Author:</b>	<b>Tracey Morris</b>
<b>E-mail:</b>	<b>tracey.morris@Nottinghamshire.pnn.police.uk</b>
<b>Other Contacts:</b>	<b>Charlotte Radford</b>
<b>Agenda Item:</b>	

### Revenue Report for Period 12; Quarter 4 2019/20 (Provisional Outturn)

#### 1. Purpose of the Report

- 1.1 The purpose of this report is to provide an update on the financial outturn position for revenue as at 31<sup>st</sup> March 2020 (Period 12, Quarter 4).

#### 2. Recommendations

##### 2.1 Recommendation 1

It is recommended that the contents of the report and virements approved under delegated arrangements for Period 12 2020 shown in Appendix B are noted.

##### 2.2 Recommendation 2

That the Police and Crime Commissioner approve the virements of greater than £100k which have been recommended by the Chief Constable as set out in Appendix C. These virements will be reflected in the outturn position once fully approved. There are none in this period.

##### 2.3 Recommendation 3

That the Police and Crime Commissioner note the overspend position as set out in Appendix D.

##### 2.4 Background

The net revenue budget for 2019/20 is £206,283k. This is split between the Force £201,308k and the Office of the Police and Crime Commissioner (OPCC) £4,975k.

Finance in conjunction with the organisation has continued to review the outturn position. At the end of March 2020 the year end outturn is £206,375k, which represents an over spend of £92k against the budget, a reduction of £299k against Period 10. There were no reports for Period 11. Please also refer to section 8 of this report which identifies risk issues in respect of this report.

#### 3. Reasons for Recommendations

- 3.1 To update the Chief Officer Team and the Office of the PCC on the Force's projected outturn position for 2019/20 and also to comply with good financial management and Financial Regulations.

## 4. Summary of Key Points

### Executive Summary

- 4.1 The final review of revenue expenditure has resulted in an over spend in the Force budget of £92k; and an on budget position within the OPCC.

The main driver for the variance between that reported in P10 and year end is due to COVID-19 issues a number of orders were placed with suppliers, with all good intention of delivery occurring before the end of the financial year, this in some circumstances did not happen, this will impact on budget pressures in 2020/21 when these deliveries will now take place.

Monitoring has been problematic throughout the year as has been reported. It should be noted that outturn monitoring in relation to all pay has been completed, however payroll and general ledger continue to be out of balance at the present time, inaccuracies between departments are also irreconcilable and inconsistent, however this remains unresolved at year end.

The table below shows the Force provisional outturn (including externally funded and seconded officers/staff) variances against the 2019/20 budget plus approved virements (revised budget) as at the end of March 2020.

Variances greater than £50k are explained in more detail within section 4 of this report, unless there is no movement between previous reported variance and this month's variance.

Data explaining the variance between original budget and revised budget can be found in Appendix A. Data explaining the virements can be found in Appendix B and Appendix C.

**Nottinghamshire Police Group Position as at the end of March 2020, by Department.**

Over spends are shown as + numbers, whilst under spends are shown as ( ) numbers. No adjustments have been made for rounding.

	<b>Revised Budget £'000</b>	<b>19/20 Actuals</b>	<b>FO-RB Variance £'000</b>
<b>Local Policing</b>			
County	43,196	42,129	(1,067)
City	29,424	30,652	1,228
Contact Management	16,166	15,491	(675)
	<b>88,786</b>	<b>88,272</b>	<b>(514)</b>
<b>Crime &amp; Operational Services</b>			
Public Protection	12,501	12,488	(13)
Operational Support	10,225	10,827	602
Intelligence	9,141	8,238	(903)
Serious & Organised Crime	7,428	6,791	(638)
Archive & Exhibits	1,115	1,085	(30)
Other	255	516	262
	<b>40,665</b>	<b>39,945</b>	<b>(720)</b>
<b>Corporate Services</b>			
Technical Accounting	12,343	13,492	1,149
Information Services	11,622	11,236	(387)
Estates	6,235	7,646	1,411
Fleet	3,246	3,556	310
People Services	1,781	1,910	129
PSD	1,575	1,367	(208)
Futures Board	789	427	(362)
Command	1,278	1,406	128
Corporate Development	1,121	898	(222)
Corporate Communications	843	647	(196)
Finance	691	769	78
Information Management	531	432	(99)
Other smaller budget departments	215	258	42
	<b>42,271</b>	<b>44,043</b>	<b>1,772</b>
<b>Collaboration</b>			
EMSOU Operations	13,472	12,596	(877)
EMCJS	9,071	9,783	712
EMSOU Services	4,175	4,328	153
MFSS	2,567	2,467	(100)
ESN	186	230	44
EMSCU	153	190	37
	<b>29,624</b>	<b>29,593</b>	<b>(31)</b>
<b>Home Office Grants &amp; Partnerships</b>			
Knife Crime	0	173	173
ARV Uplift	0	(118)	(118)
Cyber Crime	0	(0)	(0)
Op Uplift	0	(507)	(507)
Externally Funded Projects	(38)	0	38
	<b>(38)</b>	<b>(453)</b>	<b>(415)</b>
<b>Force Total</b>	<b>201,308</b>	<b>201,400</b>	<b>92</b>
<b>OPCC</b>	<b>4,975</b>	<b>4,975</b>	<b>0</b>
<b>Group Total</b>	<b>206,283</b>	<b>206,375</b>	<b>92</b>

#### **4.2 Local Policing – under spend (£514k) a reduction of £1,317k on P10 figures.**

The reduction in under spend reflects the on-going issue of miscoding's relating to pay and the year end reconciliation for CNPS where balances are transferred to reserves at the end of the financial year.

#### **4.3 Crime and Operational Services – under spend (£720k) an increase of £287k on P10 figures.**

The increase in under spend reflects the on-going issue of miscoding's relating to pay. Accruals have also been created to account for the overdue ARV income from 2018/19 of £411k, the forces share of ARV income from 2016/17 of £90k and £214k in respect of Optik income from EMOpSS; this has been off-set with a cost of £217k in relation to the disaggregation of EMOpSS.

#### **4.4 Corporate Services – over spend £1,772k an increase of £375k on P10.**

##### **4.4.1 Technical Accounting – over spend £1,149k an increase of £405k.**

This change reflects re-coding on pay and an increase in transfers to reserves of £378k.

##### **4.4.2 Estates – over spend £1,411k an increase of £369k**

The cost of uniform for new officers has been accrued this month and an increase in the provision for dilapidation costs reflecting the rise in inflation when these works are required to be carried out.

##### **4.4.3 PSD – Under spend (£208k) an increase of £164k.**

This change reflects re-coding on pay.

#### **4.5 Collaboration and Partnerships – under spend (£31k) a reduction of £427k**

##### **4.5.1 EMSOU Operations under spend (£877k) a reduction of £882k**

This change reflects re-coding on pay.

##### **4.5.2 EMCJS – over spend £712k an increase of £840k**

This change reflects re-coding on pay.

##### **4.5.3 MFSS – under spend (£100k), a reduction of £439k**

The change in position reflects the release of provision for unexpected costs and a lower charge for GEN2 than was expected.

#### **4.6 OPCC – on budget**

The Office of the PCC expenditure was in line with predictions at the start of the year. During the year it was able to recharge some salary costs to grant claims resulting in an overall underspend of £0.083m at year end. Similarly some of the small grants awarded by the PCC were allocated towards grants received from Government departments, enabling the PCC to contribute to more local requests in the future.



In total £1.213m was under spent against the grants and commissioning budget for a variety of reasons such as: partners under spending against grant delivery plans, income received in advance relating to expenditure in 20/21 and unallocated budgets where projects had not been proposed to fully utilise the budget during the year.

The under spends from above will be transferred to reserves for use in future years.

#### 4.7 Grant Funding

This section of the report shows grant funded projects for 2019/20. The use of grant to match expenditure in the outturn figures are shown as income in the tables reported under item 4.1 the detail of which is shown below.

##### 4.7.1 Op Scorpion – Grant £1,540k

No change from last month's report. The project is on track and returns are on time to the Home Office. Although the grant has been maximised, indeed the forces core budget has supported this initiative the outturn is less than that previously reported this is due to the supply of ANPR cameras and fingerprint scanners being delayed due to COVID-19.

Home Office Knife Crime Surge Grant	Core £'000	New £'000	Total Grant £'000	Outturn £'000	Balance £'000
Location targeting: prevention & enforcement in hotspot areas	124	258	382	605	(223)
Individual targeting: intelligence & targeted activity	34	155	188	143	45
Investigative response	471	210	681	873	(192)
Equipment & technology	0	289	289	254	35
	629	911	1,540	1,875	(335)

##### 4.7.2 ARV Uplift – Grant £263k

The variance in outturn of £31k was allocated to Mobile ANPR; this did not go ahead due to factory closure as a result of COVID-19 issues. The purchase will be made through capital in 2020/21.

Home Office ARV Uplift Funding Grant	Core £'000	New £'000	Total Grant £'000	Outturn £'000	Balance £'000
RAPT, TST, TAPT related overtime & staffing	236	(181)	55	55	0
Armoury Improvement		52	52	52	0
Glock 17 Gen 5 Pistol Set		6	6	6	0
New Shields		10	10	10	0
Mobile ANPR		34	34	3	31
Taser Uplift		33	33	33	0
1 x duty planning staff	27		27	27	0
Targetry proposals		26	26	26	0
Method of entry rig and shelter		20	20	20	0
	263	0	263	232	31

#### 4.7.3 Cyber Crime – Grant £160k an increase of £3k.

Region has confirmed a small increase in the grant allowance, which we have utilised against employee costs. The full grant amount has been claimed.

Home Office Cyber Crime Grant	Core	New	Total Grant	Outturn	Balance
	£'000	£'000	£'000	£'000	£'000
Employee costs	99	9	108	112	0
Crypto currency equipment		2	2	2	0
Technology Equipment		20	20	22	0
Travel & accommodation for Cyber Team		10	10	5	0
Phase 3 Equipment Allocation		20	20	20	0
	99	61	160	160	0

#### 4.8 Efficiencies

The 2019/20 efficiency target in order to achieve a balanced budget is £3,300k as per the table below:

Efficiencies Target for 2019/20				
		Target £'000	Outturn £'000	Variance £'000
Pay & Expenses				
	Ongoing staff pay savings	1,500	1,750	250
	Overtime	500	0	(500)
		<b>2,000</b>	<b>1,750</b>	<b>(250)</b>
Non Pay				
	Procurement	300	400	100
	Comms & Computing	300	200	(100)
	Capital Financing	300	250	(50)
	Supplies & Services	200	200	0
	Income	200	350	150
		<b>1,300</b>	<b>1,400</b>	<b>100</b>
	<b>Total Savings</b>	<b>3,300</b>	<b>3,150</b>	<b>(150)</b>

Savings targets/achievements are captured in the outturn summary at 4.1.

Finance has constantly reviewed all efficiency targets with the organisation to identify any possible risks or opportunities to delivering the yearend target.

## 5 Financial Implications and Budget Provision

5.1 The financial information relating to this item is contained within item 4.1 and Appendix A.

## **6 Human Resources Implications**

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

## **7 Equality Implications**

7.1 There are no equality implications arising from this report.

## **8 Risk Management**

8.1 Monitoring has been problematic and errors in the data continue to be reported. It should be noted that outturn monitoring in relation to pay has not been resolved at year end. Payroll and general ledger reporting continue to be out of balance. You will have noticed within section 4 of this report request referrals to on-going issue of miscoding's relating to pay.

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

9.1 There are no policy implications arising from this report.

## **10 Changes in Legislation or other Legal Considerations**

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

## **11 Details of outcome of consultation**

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

## **12. Appendices**

12.1 Appendix A - Revenue Report to March 2020 CIPFA format.

12.2 Appendix B - Virements approved under delegated arrangements.

12.3 Appendix C – Virements greater than £100k requiring PCC approval.

12.4 Appendix D - Outturn movements.

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

NB: See guidance on public access to meetings and information about meetings for guidance on non-public information and confidential information.

**Nottinghamshire Police Group Position as at the end of March 2020, by CIPFA format.**

The table shows the original budget and approved virements to represent the revised budget. Over spends are shown as + numbers, whilst under spends are shown as ( ) numbers. No manual adjustments have been made for rounding.

	Budget £'000	Virements £'000	Revised Budget (RB) £'000	19/20 Actuals	FO-RB Variance £'000
<b>Pay &amp; Allowances</b>					
Police Officer	107,907	380	108,287	106,727	(1,561)
Police Staff	43,151	817	43,968	41,954	(2,013)
PCSO	5,723	0	5,723	5,650	(73)
	<b>156,781</b>	<b>1,197</b>	<b>157,978</b>	<b>154,332</b>	<b>(3,647)</b>
<b>Overtime</b>					
Police Officer	4,016	70	4,086	5,764	1,678
Police Staff	743	(3)	740	749	9
PCSO	60	99	159	68	(91)
	<b>4,819</b>	<b>166</b>	<b>4,985</b>	<b>6,582</b>	<b>1,597</b>
<b>Other Employee Expenses</b>					
Medical Retirements	4,929	0	4,929	4,221	(708)
Other Employee Expenses	2,156	18	2,174	2,267	93
	<b>7,085</b>	<b>18</b>	<b>7,103</b>	<b>6,488</b>	<b>(615)</b>
<b>Total Pay &amp; Allowances</b>	<b>168,685</b>	<b>1,382</b>	<b>170,067</b>	<b>167,402</b>	<b>(2,665)</b>
<b>Non Pay</b>					
Collaboration Contributions	10,246	266	10,511	10,905	394
Comms & Computing	8,683	88	8,771	8,871	101
Other Supplies & Services	5,853	208	6,060	5,441	(619)
Premises	5,767	53	5,820	7,307	1,488
Transport	5,652	85	5,738	6,047	310
Capital Financing	4,335	0	4,335	4,381	46
Forensic & Investigative costs	2,090	22	2,112	1,993	(120)
Custody costs & Police Doctor	1,483	(11)	1,472	1,525	53
Partnership Payments	1,312	(181)	1,131	1,540	409
Clothing, Uniform & Laundry	527	2	529	671	142
Income	(13,325)	(1,913)	(15,238)	(14,685)	553
<b>Total Non-Pay</b>	<b>32,623</b>	<b>(1,382)</b>	<b>31,241</b>	<b>33,999</b>	<b>2,757</b>
<b>OPCC</b>	<b>4,975</b>	<b>0</b>	<b>4,975</b>	<b>4,975</b>	<b>0</b>
<b>TOTAL GROUP POSITION</b>	<b>206,283</b>	<b>0</b>	<b>206,283</b>	<b>206,375</b>	<b>92</b>

## Nottinghamshire Police Group Position as at the end of March 2020, by Department.

The table shows the original budget and approved virements to represent the revised budget. Over spends are shown as + numbers, whilst under spends are shown as ( ) numbers. No manual adjustments have been made for rounding.

	Budget £'000	Virements £'000	Revised Budget £'000	19/20 Actuals	FO-RB Variance £'000
<b>Local Policing</b>					
County	43,081	116	43,196	42,129	(1,067)
City	29,450	(26)	29,424	30,652	1,228
Contact Management	16,479	(313)	16,166	15,491	(675)
	<b>89,010</b>	<b>(224)</b>	<b>88,786</b>	<b>88,272</b>	<b>(514)</b>
<b>Crime &amp; Operational Services</b>					
Public Protection	12,438	63	12,501	12,488	(13)
Operational Support	10,156	70	10,225	10,827	602
Intelligence	9,191	(51)	9,141	8,238	(903)
Serious & Organised Crime	7,313	115	7,428	6,791	(638)
Archive & Exhibits	1,078	38	1,115	1,085	(30)
Other	(47)	302	255	516	262
	<b>40,129</b>	<b>536</b>	<b>40,665</b>	<b>39,945</b>	<b>(720)</b>
<b>Corporate Services</b>					
Technical Accounting	12,776	(433)	12,343	13,492	1,149
Information Services	11,272	351	11,622	11,236	(387)
Estates	6,235	0	6,235	7,646	1,411
Fleet	2,876	370	3,246	3,556	310
People Services	1,715	66	1,781	1,910	129
PSD	1,635	(61)	1,575	1,367	(208)
Futures Board	1,280	(491)	789	427	(362)
Command	1,235	43	1,278	1,406	128
Corporate Development	1,628	(507)	1,121	898	(222)
Corporate Communications	833	10	843	647	(196)
Finance	671	20	691	769	78
Information Management	0	531	531	432	(99)
Other smaller budget departments	215	0	215	258	42
	<b>42,372</b>	<b>(101)</b>	<b>42,271</b>	<b>44,043</b>	<b>1,772</b>
<b>Collaboration</b>					
EMSOU Operations	13,781	(308)	13,472	12,596	(877)
EMCJS	9,066	5	9,071	9,783	712
EMSOU Services	4,195	(21)	4,175	4,328	153
MFSS	2,418	150	2,567	2,467	(100)
ESN	186	0	186	230	44
EMSCU	153	0	153	190	37
	<b>29,798</b>	<b>(174)</b>	<b>29,624</b>	<b>29,593</b>	<b>(31)</b>
<b>Home Office Grants &amp; Partnerships</b>					
Knife Crime	0	0	0	173	173
ARV Uplift	0	0	0	(118)	(118)
Cyber Crime	0	0	0	(0)	(0)
Op Uplift	0	0	0	(507)	(507)
Externally Funded Projects	(0)	(38)	(38)	0	38
	<b>(0)</b>	<b>(38)</b>	<b>(38)</b>	<b>(453)</b>	<b>(415)</b>
<b>Force Total</b>	<b>201,308</b>	<b>(0)</b>	<b>201,308</b>	<b>201,400</b>	<b>92</b>
<b>OPCC</b>	<b>4,975</b>	<b>0</b>	<b>4,975</b>	<b>4,975</b>	<b>0</b>
<b>Group Total</b>	<b>206,283</b>	<b>(0)</b>	<b>206,283</b>	<b>206,375</b>	<b>92</b>

**Virements Period 12 - Approved under delegated arrangements**

Expenditure Type	Description	Amount £
Comms & Computing	Purchase of OPTIK app amendment	5,167.55
	Purchase of lap Tops for Major Crime	22,000.00
Custody Costs & Police Doctor	Realignment of Budget for Public Protection	(10,000.00)
Forensic & Investigative Costs	Realignment of Budget for Public Protection	10,000.00
Other Employee Expenses	Business Benefits Course	500.00
Other Supplies & Services	Realignment of Budget for Public Protection	(6,000.00)
Other Supplies & Services	Saving on Operational Equipment within County	(2,000.00)
Pay & Employment Costs	ACC contingency fund used to cover costs of OPTIK app	(5,167.55)
	Saving on Pay within Corporate Services	(22,500.00)
Transport	Realignment of Budget for Public Protection	6,000.00
	Purchase of quad bike trailer as part of safer neighbourhoods	2,000.00
	OVERALL MOVEMENT	-

**Virements Period 12 - Requiring PCC approval.**

Nothing to report.

**Outturn Movements Period 12- 2019/20**

<b>Expenditure Type</b>	<b>Description</b>	<b>Amount £</b>
Agency & Contract Services	OPCC year end amendments	(29,601.00)
	MFSS Revised outturn position	(380,000.00)
	Regional Collaboration revised outturn position	62,162.00
	Charge for Disaggregation of EMOpSS off-set with saving on ACRO	188,823.00
		<b>(158,616.00)</b>
Comms & Computing	Transfer to IS Reserve for NEP - National delays -See Technical Accounting	(305,000.00)
	Reduction in cost due to delay in orders due to COVID-19	(119,698.00)
	OPCC year end amendments	65,833.00
	Additional ANPR Cameras off-set by Income	35,000.00
	Various minor changes reflecting year end out-turn.	18,107.00
		<b>(305,758.00)</b>
Employee	Increased costs of assessment centres and employment checks due to uplift in officers	45,832.00
	Accrual for Overtime - reflecting what has been worked, but not paid	368,632.00
	Accrual for Officer Bonus Payments	100,000.00
	Ongoing review of pay & allowances position	206,226.00
	OPCC year end amendments	109,778.00
		<b>830,468.00</b>
Supplies & Services	Various minor changes reflecting year end out-turn.	(42,464.36)
	Updated figures reflecting charges for Forensics, Interpreters and tax liability for Informant payments	(85,827.00)
	Increase insurance contributions to reserves	(200,270.00)
	Reallocation of costs to Departments approved from OPCC/CC Fund	(71,106.00)
	Updated figures for Legal Services	(75,042.00)
	Release of final provision on Futures Board	(298,243.00)
	Additional Operational Equipment for Uplift in officers	(141,076.00)
	CED (conducted energy device) costs transferred to capital	42,270.00
OPCC year end amendments	742,950.00	
		<b>(128,808.36)</b>
Pension	Release of provision against pending ill-health retirement cases.	<b>(300,784.00)</b>
Property Related	Increase in dilapidation provision	304,000.00
	Various changes reflecting utility charges for year end out-turn.	(39,033.00)
	Balance of costs for regionally occupied buildings off-set with income	28,000.00
	Refund of rates	(35,000.00)
	Reduction in charges for leased buildings	(38,000.00)
OPCC year end amendments	36,634.00	
		<b>256,601.00</b>
Transport Related	Various minor changes reflecting year end out-turn.	44,365.00
	Release of provision for anticipated Venson legal costs	(100,000.00)
	Capital correction to Revenue off-set with revenue contribution to capital - See Technical Accounting	(50,000.00)
	OPCC year end amendments	(2,783.00)
		<b>(108,418.00)</b>
Capital Financing	Reversal of Revenue contribution to Capital for FHQ - See Technical Accounting	(750,000.00)
	Updated figures for Interest Paid	(219,974.00)
		<b>(969,974.00)</b>



Technical Accounting	Overall additional Revenue contribution to Capital - FHQ Build	900,000.00
	Revenue contribution to Capital - additional vehicles - See Transport	50,000.00
	Revenue contribution to Capital - IT related equipment	177,738.00
	Year end reconciliation for ARIS	4,019.00
	Transfer to IS Reserve for NEP - National delays -See Comms & Computing	426,945.00
	Provision for Bad Debts	210,000.00
	Transfer from reserves to off-set balances on EF Projects	(279,754.00)
	Insurance Reserve for damage to Operation Vehicles	100,000.00
	<b>1,588,948.00</b>	
Income	Various minor changes reflecting year end out-turn.	(79,546.00)
	OPCC year end amendments	(922,810.00)
		<b>(1,002,356.00)</b>
<b>OVERALL OUTTURN MOVEMENT TO P12</b>		<b>(298,697.36)</b>
<b>PREVIOUS OUTTURN MOVEMENT</b>		<b>391,124.84</b>
<b>TOTAL OUTTURN MOVEMENT</b>		<b>92,427.48</b>



## Appendix C: Capital Report presented to Strategic Resources & Performance

<b>For Information Only</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources &amp; Performance</b>
<b>Date of Meeting:</b>	<b>14 May 2020</b>
<b>Report of:</b>	<b>Mark Kimberley</b>
<b>Report Author:</b>	<b>Tracey Morris</b>
<b>E-mail:</b>	<a href="mailto:Tracey.morris@nottinghamshire.pnn.police.uk">Tracey.morris@nottinghamshire.pnn.police.uk</a>
<b>Other Contacts:</b>	<b>Charlotte Radford</b>
<b>Agenda Item:</b>	

### Capital Report Final Outturn 2019/20

#### 1. Purpose of the Report

- 1.1 The purpose of this report is to provide an update on the financial outturn position for capital as at 31<sup>st</sup> March 2020 (Period 12, Quarter 4).

#### 2. Recommendations

2.1 Recommendation 1 Outturn Position

That the Police and Crime Commissioner note the final out-turn position as set out in Appendix A.

Recommendation 2 Virement

That the Police and Crime Commissioner note the virement approved by the Chief Constable under delegated powers, being below £100,000, as set out in Appendix B.

Recommendation 3 Slippage

That the Police and Crime Commissioner approve the slippage requests as set out in Appendix C.

#### 2.2 Background

The Capital Programme for 2019/20 to 2023/24 was presented and approved at the Police and Crime Panel Meeting on 7<sup>th</sup> February 2019.

The current capital budget for 2019/20 is £14,630k. This is calculated as slippage from 2018/19 of £1,470k and new allocations in 2019/20 of £13,160k, this includes an additional £900k approved on decision record 2020.002 in relation to Joint FHQ New Build; £29k on decision record 2020.022 in relation to CED (Conducted Energy Devices) Funding and £50k on decision record 2020.023 in relation to additional vehicle purchases funded from revenue.

Finance in conjunction with project leads and budget holders have continued to review the outturn position (Appendix A). At the end of P12 2019/20 the outturn position is as follows:

Area	Budget £'000	Outturn £'000	Underspend £'000	Slippage £'000
Assets	11,087	4,907	100	6,080
Information Services	3,297	2,919	47	331
Other	246	246	0	-
<b>Total</b>	<b>14,630</b>	<b>8,072</b>	<b>147</b>	<b>6,410</b>

2.3 Actual spend to the end of March 2020 is £8,072k which is a decrease of £305k in comparison to Period 10, due to the prepayment of Body Worn Video equipment.

2.4 Finance has reviewed and supports all requests for slippage.

### 3. Reasons for Recommendations

3.1 To update the Chief Officer Team and the Office of the PCC on the Force's final outturn position for 2019/20 and also to comply with good financial management and Financial Regulations.

### 4. Summary of Key Points

#### 4.1 Executive Summary

The number of individual projects has reduced considerably over the last 3 years. Because of this projects are now better controlled, have better ownership and local governance arrangements. Further work has been undertaken to ensure projects are scoped and phased properly to ensure they are deliverable within the financial year meeting the expectations of the force and OPCC.

This year shows a minor total underspend against all projects of £147k, in the main this is due to commercial savings.

A slippage request of £6,410k is recommended;

- £5,200k is against the two new build projects, both multiyear projects, one which has experienced some contractual difficulties causing a delay in progress;
- £496k is due to COVID-19 issues which were totally unavoidable;
- £362k relates to lack of capacity in IS as they delivered their departmental restructure during the year;
- £290k due to contractor availability as a scheme has expanded and
- £63k to combine with new budget in 2020/21 to facilitate greater improvements to the custody suite at Mansfield.

Data explaining the variance between original budget and revised budget can be found in Appendix A. Data explaining the virements can be found in Appendix B. Data recommending slippage requests can be found in Appendix C.

## **Capital Outturn Position as at the end of March 2020, by Project.**

Over spends are shown as + numbers, whilst under spends are shown as ( ) numbers. No manual adjustments have been made for rounding.

Project Name	Revised Budget £'000	Forecast Outturn £'000	Underspend £'000	Slippage to 2020/21 £'000
<b>Estates</b>				
Nottingham Custody Suite	6,430	1,422	0	(5,008)
Building Improvement, Renovation & Conversion Works	1,185	895	(0)	(290)
Hucknall EMAS	674	674	0	0
Custody Improvements	360	297	0	(63)
New HQ Joint Build	1,252	1,060	0	(192)
Northern Property Store	246	246	0	0
Bunkered Fuel Tanks	62	62	0	0
Automatic Gates & Barriers	35	29	(6)	0
Community Rehabilitation Companies Renovations	25	24	(1)	0
West Bridgford Police Station Relocation & Sale	431	174	(93)	(165)
Northern Control Room	386	24	0	(362)
<b>Estates Total</b>	<b>11,087</b>	<b>4,907</b>	<b>(100)</b>	<b>(6,080)</b>
<b>Information Services</b>				
Command & Control	1,771	1,730	(41)	0
Technology Services Refresh & Upgrades	1,315	1,132	(0)	(183)
ANPR Camera Project	157	9	0	(148)
NEP	55	49	(7)	0
SICCS Upgrade	0	0	0	0
<b>IS Total</b>	<b>3,297</b>	<b>2,919</b>	<b>(47)</b>	<b>(331)</b>
<b>Other Projects</b>				
Taser	29	29	0	0
Vehicle & Equipment Replacement	217	217	(0)	0
<b>Other Total</b>	<b>246</b>	<b>246</b>	<b>(0)</b>	<b>0</b>
<b>Overall Total</b>	<b>14,630</b>	<b>8,072</b>	<b>(147)</b>	<b>(6,410)</b>

### **4.2 Estates – Under spend (£100k) and Slippage (£6,080k)**

#### **4.2.1 Nottingham Custody Suite – Slippage request £5,008k**

Lack of clarity of information from suppliers and delays in agreeing contract terms and conditions have caused a delay in the progress of this project. This is a multi-year project and overall the project is expected to be delivered on target.

#### **4.2.2 Building Improvement, Renovation & Conversion Works – Slippage request £290k**

The slippage is requested to complete works at Ollerton, which due to an additional award to the same contractor for Armoury works, now means that Ollerton will be delayed. Works at Radford Road have developed into a larger project than anticipated which will now include the replacement of windows and roof works which are overdue. Alterations at Mansfield have been delayed due to IS being over committed. Retention monies for FHQ Kennels need to be carried forward as additional drainage works have not been finalised.

#### **4.2.3 Custody Improvement - Slippage request £63k**

The slippage is requested for changes to the Mansfield charge desk, CCTV, affray alarm, cell call system and creation of a forensic room,

this will ensure Mansfield will be working to a similar standard as the new Nottingham Custody Suite. A feasibility study is being worked on by estates and more details will be provided later in the year. It is anticipated that this slippage request along with next year's budget allocation will still be insufficient to complete all required works.

**4.2.5 New HQ Joint Build – Slippage request £192k**

The OPCC approved a decision notice to bring forward budget of £900k in support of early costs for this project; the balance of £192k is requested slippage to support the on-going costs of this multiyear project. A revenue contribution to capital has been completed to fund this earlier than anticipated injection of finances.

**4.2.6 West Bridgford Police Station Relocation & Sale – Slippage request £165k**

Delays in producing the design work have pushed the project back into 2020/21, which is now caught up in COVID-19 delays.

**4.2.7 Northern Control Room – Slippage request £362k**

This project has been delayed due to commitments in Information Services. This is as a result of the department not being able to provide resources due to delayed delivery of additional staffing as part of their restructure.

**4.3 Information Services – Under spend (£47k) and slippage (£331k)**

**4.3.1 Technology Services Refresh & Upgrades – Slippage request £183k.**

A number of deliveries have been delayed due to COVID-19, hence the request for slippage. Orders have been placed and were scheduled for delivery before the end of the financial year; these are now on hold pending suppliers returning to business.

**4.3.2 ANPR Camera Project – Slippage request £148k**

The order to Cleartone is currently pending delivery due to COVID-19. Part of this order was to be funded from the ARV Uplift Revenue grant, however as delivery has not taken place the Home Office will not accept the charge against the grant. A virement has been recommended between two other IS projects amounting to £31k to ensure the complete order can be funded from capital. This is not an increase in overall capital requirement.

**4.4 Other Projects – on budget**

**4.4.1 Taser**

The force was successful in gaining approval to purchase CED (Conducted Energy Devices) in both 2019/20 and 2020/21; this late approval has been included in the capital programme and will be funded through Home Office grants.

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

5.1 The financial information relating to this item is contained within item 4.1 and Appendix A.

## **6 Human Resources Implications**

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

## **7 Equality Implications**

7.1 There are no equality implications arising from this report.

## **8 Risk Management**

8.1 It should be noted that during the financial year, figures recorded within the general ledger have been inaccurate. As we close the year end on our capital accounting the GL figures are now considered to be accurate, this has taken a great deal of time and resources to rectify over the year. It is expected that similar issues will occur in the 2020/21 financial year.

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

9.1 There are no policy implications arising from this report.

## **10 Changes in Legislation or other Legal Considerations**

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

## **11 Details of outcome of consultation**

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

## **12. Appendices**

12.1 Appendix A – Detailed Report to March 2020.

12.2 Appendix B – Virements requiring approval.

12.3 Appendix C – Projects requiring slippage approval.

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

NB

See guidance on public access to meetings and information about meetings for guidance on non-public information and confidential information.

**Capital Position as at the end of March 2020.**

The table shows the original budget, approved slippage, requested virements and outturn position. Overspends are shown as + numbers, whilst under spends are shown as () numbers. No manual adjustments have been made for rounding.

	Slippage From 2018/19	New Budget 2019/20	In Year Virements	Total Available for Project	Total Actual Spend YTD	Out-turn	Under Spend	Slippage to 2020/21
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Estates</b>								
Nottingham Custody Suite	0	6,430	0	6,430	1,422	1,422	0	(5,008)
Building Improvement, Renovation & Conversion Works	0	1,250	(65)	1,185	895	895	(0)	(290)
Hucknall EMAS	637	26	11	674	674	674	0	0
Custody Improvements	260	100	0	360	297	297	0	(63)
New HQ Joint Build	0	1,252	0	1,252	1,060	1,060	0	(192)
Northern Property Store	168	0	78	246	246	246	0	0
Bunkered Fuel Tanks	76	0	(14)	62	62	62	0	0
Automatic Gates & Barriers	52	0	(17)	35	29	29	(6)	0
Community Rehabilitation Companies Renovations	0	25	0	25	24	24	(1)	0
West Bridgford Police Station Relocation & Sale	0	442	(11)	431	174	174	(93)	(165)
Northern Control Room	0	386	0	386	24	24	0	(362)
	<b>1,193</b>	<b>9,911</b>	<b>(17)</b>	<b>11,087</b>	<b>4,907</b>	<b>4,907</b>	<b>(100)</b>	<b>(6,080)</b>
<b>Information Services</b>								
Command & Control	0	2,000	(229)	1,771	1,730	1,730	(41)	0
Technology Services Refresh & Upgrades	0	1,090	225	1,315	1,132	1,132	(0)	(183)
ANPR Camera Project	106	20	31	157	9	9	0	(148)
NEP	112	0	(57)	55	49	49	(7)	0
SICCS Upgrade	59	0	(59)	0	0	0	0	0
	<b>277</b>	<b>3,110</b>	<b>(90)</b>	<b>3,297</b>	<b>2,919</b>	<b>2,919</b>	<b>(47)</b>	<b>(331)</b>
<b>Other Projects</b>								
Taser	0	29	0	29	29	29	0	0
Vehicle & Equipment Replacement	0	110	107	217	217	217	(0)	0
	<b>0</b>	<b>139</b>	<b>107</b>	<b>246</b>	<b>246</b>	<b>246</b>	<b>(0)</b>	<b>0</b>
<b>Total</b>	<b>1,470</b>	<b>13,160</b>	<b>0</b>	<b>14,630</b>	<b>8,072</b>	<b>8,072</b>	<b>(147)</b>	<b>(6,410)</b>



For completeness at year end the table below shows those projects which carried accrual balances from 2018-19 into 2019-20.

	Slippage From 2018/19	New Budget 2019/20	In Year Virements	Total Available for Project	Total Actual Spend YTD	Out-turn	Under Spend	Slippage to 2020/21
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Estates</b>								
Building Management System	0	0	0	0	(0)	0	0	0
Mansfield replace tea points and showers	0	0	0	0	0	0	0	0
Fixed Electrical Works	0	0	0	0	(5)	(5)	(5)	0
Queens Building	0	0	0	0	0	0	0	0
Jubilee House	0	0	0	0	0	0	0	0
Lift Replacement Mansfield Goods	0	0	0	0	(27)	(27)	(27)	0
RAF Newton Improvements	0	0	0	0	(0)	(0)	(0)	0
Mansfield Create Open Space	0	0	0	0	0	0	0	0
Oxclose Lane Lift Replacement	0	0	0	0	0	0	0	0
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(32)</b>	<b>(32)</b>	<b>(32)</b>	<b>0</b>
<b>Information Services</b>								
Upgrade Audio Visual Equipment	0	0	0	0	(0)	0	0	0
Sharepoint Portal	0	0	0	0	(2)	(2)	(2)	0
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(2)</b>	<b>(2)</b>	<b>(2)</b>	<b>0</b>
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(34)</b>	<b>(34)</b>	<b>(34)</b>	<b>0</b>
<b>COMBINED TABLES - TOTAL</b>	<b>1,470</b>	<b>13,160</b>	<b>0</b>	<b>14,630</b>	<b>8,038</b>	<b>8,038</b>	<b>(182)</b>	<b>(6,410)</b>

**Virements Period 12 – 2019/20**

<b>Project</b>	<b>Description</b>	<b>Amount £</b>
Automatic Gates & Barriers	To fund the Drone	-17,000
Vehicle & Equipment Replacement	To fund the Drone	17,000
NEP	To fund Cleartone order for ANPR	-9,000
Technology Services Refresh & Upgrades	To fund Cleartone order for ANPR	-22,000
ANPR Camera Project	To fund Cleartone order for ANPR	31,000
<b>Total</b>		<b>0</b>

Recommendations for Slippage to 2020/21

	Total Available for Project	Total Actual Spend YTD	Out-turn	Under Spend	Slippage to 2020/21
	£'000	£'000	£'000	£'000	£'000
<b>Estates</b>					
Nottingham Custody Suite	6,430	1,422	1,422	0	(5,008)
Building Improvement, Renovation & Conversion Works	1,185	895	895	(0)	(290)
Custody Improvements	360	297	297	0	(63)
New HQ Joint Build	1,252	1,060	1,060	0	(192)
West Bridgford Police Station Relocation & Sale	431	174	174	(93)	(165)
Northern Control Room	386	24	24	0	(362)
	<b>10,045</b>	<b>3,872</b>	<b>3,872</b>	<b>(93)</b>	<b>(6,080)</b>
<b>Information Services</b>					
Technology Services Refresh & Upgrades	1,315	1,132	1,132	(0)	(183)
ANPR Camera Project	157	9	9	0	(148)
	<b>1,471</b>	<b>1,141</b>	<b>1,141</b>	<b>(0)</b>	<b>(331)</b>
<b>Total</b>	<b>11,516</b>	<b>5,013</b>	<b>5,013</b>	<b>(93)</b>	<b>(6,410)</b>





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## Decisions of Significant Public Interest: Forward Plan

September 2020

1.0 Business cases						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force

2.0 Contracts (above £250k)						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
2.1	TBC	Northern Control Room Alterations	Procurement Award	>£250k	R Adams EMSCU	Force
2.2	TBC	Fleet Maintenance Non Slot Vehicles	Procurement Award	>£250K	R Adams EMSCU	Force
2.4	TBC	Middleware and Mobile ID	Contract award	>£250K	R Adams EMSCU	Force
2.5	September 2020	SVA Hub	Procurement Award	>£250K	R Adams EMSCU	OPC
2.6	TBC	Replacement Storage	Procurement Award	>£250k	R Adams EMSCU	Force
2.7	TBC	Mansfield Custody Suite Improvements	Procurement Award	>£250K	R Adams EMSCU	Force
2.8	August / September 2020	Technology procurement for Project Regain	Procurement award	>£250K	R Adams EMSCU	Force



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2.9	TBC	Condition Survey Phase 4	Procurement Award	>£250K	R Adams EMSCU	Force
2.10	TBC	Car Park Extensions and Improvements	Procurement Award	>£250K	R Adams EMSCU	Force
2.11	TBC	Cleaning Contract	Procurement Award	>£250K	R Adams EMSCU	Force

**3.0 Estates, ICT and Asset Strategic Planning**

Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
	TBC	Sale of Hucknall Police Station	New Training Centre is being constructed at Sherwood Lodge and the Hucknall Police Station site is to be marketed and sold.	TBC	Tim Wendels, Estates and Facilities	Force
	TBC	Lease of Phoenix House, Mansfield	Lease renewal.	TBC	Tim Wendels, Estates and Facilities	Force
	TBC	Neighbourhood Offices	Consider the outcome of consultation on the future of Neighbourhood Offices	TBC	Tim Wendels, Estates and Facilities	Force
	TBC	Lease of part of lower car park at Burntstump Country Park	Lease of car park to become Visitors' car park for the Joint Police/Fire HQ.	TBC	Tim Wendels, Estates and Facilities	Force



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	December	Replacement body-worn video cameras	OPCC will already be aware as Charlie Radford has signed off the spend, but we are likely to commit to a spend of in excess of £900k for replacement body-worn video cameras this month (December) in order to take advantage of a significant discount offered by the supplier (Reveal Media) for buying them all up front	Excess of £900k	Supt Ted Antill	Force
3.3	August	Refresh of the MFD Estate	The MFD fleet is at the end of its natural life. We commissioned a full audit of the current utilisation to inform recommendations for the replacement programme. Final checks are being made to the proposal, this is likely to recommend a reduction in the number of devices we purchase to reflect the overall drop in demand for printing	Hardware £150k support and maintenance contract £119,791.00 for 3 years or £183,651.00 for 5 years	Chief Superintendent Gerard Milano	Force
3.4	August – 18 months	National Enabling Programmes	National Enabling Programmes – restart of activities to deliver the 250 Business User Pilot following on closely with the Force Wide Deployment of the NEP blueprint and the associated productivity tools. Continued hardware refresh of the end user computers will form part of this project.	-	Chief Superintendent Gerard Milano	Force



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3.5	Ongoing	DEMS	Scoping work has restarted to implement a DEMS solution for the Force. As yet, the technical solution for this has not been scoped and will likely require some investment.	-	Chief Superintendent Gerard Milano	Force
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**4.0 Workforce Plan and Recruitment Strategies**

Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
4.1	July 2020	Operation Uplift	Significant and on-going recruitment throughout the year in order to meet our 20/21 target of 150 additional officers plus maintenance of establishment which is estimated at approx. 100 officers. Recruitment plan is agreed with Finance team to ensure a cohesive approach to funding. The Force should expect increase in recruitment costs associated with a large scale recruitment of this type		Claire Salter	Force





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<b>5.0 Strategic Issues including Finance</b>						
<b>Ref</b>	<b>Date</b>	<b>Subject</b>	<b>Summary of Decision</b>	<b>Cost (£) Where available</b>	<b>Contact Officer</b>	<b>Report of OPCC / Force</b>
5.1	September 2019	Routine monthly monitoring reports in respect of capital and Revenue expenditure'	Approval of viraments and additional budget		Mark Kimberley	Force
5.2	February 2020	Setting a precept and approving the annual capital and revenue budgets and supporting financial strategies	Band D precept amount set		Charlie Radford	OPCC
5.3	March 2020	Operation Uplift Additional Grant	Allocation of funding	£3 million	Mark Kimberley	Force

<b>6.0 Other OPCC Commissioning</b>						
<b>Ref</b>	<b>Date</b>	<b>Subject</b>	<b>Summary of Decision</b>	<b>Cost (£) Where available</b>	<b>Contact Officer</b>	<b>Report of OPCC / Force</b>
6.1	September 2020	Domestic abuse schools based prevention and professional development	To continue to co-commission, with the City Council as the lead commissioner, a joint PCC/City Council domestic abuse prevention and workforce development service	Up to £967,500 (over up to 9 years)	Nicola Wade	OPCC
6.2	September 2020	Non domestic stalking	Extension of non domestic stalking pilot until September 2021	£50,000	Nicola Wade	OPCC



Nottinghamshire

**POLICE & CRIME COMMISSIONER**


<b>For Consideration</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Police and Crime Panel</b>
<b>Date of Meeting:</b>	<b>7<sup>th</sup> September 2020</b>
<b>Report of:</b>	<b>Paddy Tipping Police Commissioner</b>
<b>Report Author:</b>	<b>Kevin Dennis</b>
<b>E-mail:</b>	<b>kevin.dennis@nottinghamshire.pnn.police.uk</b>
<b>Other Contacts:</b>	<b>Kevin Dennis</b>
<b>Agenda Item:</b>	<b>7</b>

## **NATIONAL AND REGIONAL DEVELOPMENTS – PCC UPDATE REPORT**

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

- 1.1 This report provides the Police and Crime Panel with an update on national and regional policing developments.

### **2. RECOMMENDATIONS**

- 2.1 The Panel to note the report.

### **3. REASONS FOR RECOMMENDATIONS**

- 3.1 To provide the Panel with a brief update on national and regional policing developments.

### **4. Summary of Key Points**

- 4.1 On 17<sup>th</sup> July 2020, the Chief Constable's Update Report to the Commissioner included the following national and regional developments:
- Police Reform Programme, including ESN (Police Reform Transformation Programme)
  - Strategic Policing Requirement
  - National Police Air Support (NPAS)
  - Transforming Forensics
  - East Midlands Special Operations Unit (EMSOU)
  - EM Criminal Justice Services (EMCJS)
  - East Midlands Strategic Commercial Unit (EMSCU)
  - East Midlands Collaborative HR Services (EMCHRS) + Learning & Development

- EMPLS - East Midlands Police Legal Services Unit

4.2 This report provides a brief summary of the main issues highlighted for each report. However, the full report can be downloaded by clicking the link below.<sup>a</sup>

## **5. Police Reform Programme, including ESN (Police Reform Transformation Programme)**

- 5.1 Nottinghamshire Police continues to plan and prepare for mobilisation activities in readiness for transition onto Emergency Services Network (ESN) in line with national timescales in order to deliver an operationally viable critical communications capability over ESN.
- 5.2 The Home Office is leading the Emergency Services Mobile Communications Programme (ESMCP) that is working across administrations and departments to deliver the new (ESN) critical communications system. This will replace the current Airwave service used by the emergency services in Great Britain.
- 5.3 Nationally, the police service working assumption is that forces will each require a 12-month period of transition during the 24 months prior to Airwave National Shutdown (NSD) in December 2024.
- 5.4 The current predicted commencement of transition onto ESN for Nottinghamshire Police is Q2 2022. The Joint Headquarters Programme is well underway with completion expected early 2022, ahead of the transition to ESN. The timescales for both will be monitored closely to address interdependencies and ensure effective and efficient delivery.

## **6. Strategic Policing Requirement Compliance Update**

6.1 The Strategic Policing Requirement (SPR) was first issued in July 2012, in accordance with Section 77 of the Police Reform and Social Responsibility Act 2011.<sup>b</sup> The Government has a responsibility for ensuring that sufficient capabilities are in place to respond to serious and cross-boundary threats and supports Chief Constables and Police and Crime Commissioners (PCCs) in balancing local and national priorities. These SPR's can be revised by the Home Secretary as and when required.<sup>c</sup> For example, in 2015 Child Sexual Abuse (CSA) was made an additional national threat. The current SPRs in brief are:

- Terrorism
- Serious and organised crime

<sup>a</sup> <https://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Meetings/Strategic-Resources-and-Performance/July-2020/03-Update-Report-Nottinghamshire-Police-July-2020.pdf>

<sup>b</sup> <https://www.gov.uk/government/publications/strategic-policing-requirement>

<sup>c</sup> <https://www.parliament.uk/business/publications/written-questions-answers-statements/written-statement/Commons/2015-03-03/HCWS329/>

- A national cyber security incident
- Threats to public order or public safety
- Civil emergencies
- Child sexual abuse

6.2 Police and Crime Commissioners and Chief Constables are required to have regard to these SPRs in exercising their respective roles.

6.3 In September 2018, HMICFRS undertook an inspection on how the Force was meeting its SPR requirements and found that the Force:

- Has a good understanding of the potential harm facing the public.
- Its armed policing strategic threat and risk assessment (APSTRA) conforms to the requirements of the code and the College of Policing guidance.
- Has a good understanding of the armed criminals who operate in Nottinghamshire and neighbouring force areas.
- Is alert to the likelihood of terrorist attacks and has identified venues that may require additional protection in times of heightened threat.

## **7. National Police Air Support (NPAS)**

7.1 In January 2020 Chief Constables, through the NPCC, were presented with a package of proposals that sought to optimise police air support. The task was to address the underlying challenges associated with service optimisation, delivery model and fleet replacement for the National Police Air Service.

7.2 The current funding model for air support through NPAS is based on ACS (Actioned Calls for Service). It is universally supported within the national review and the NPCC that the service moves away from this charging model. ACS can significantly skew what forces pay year on year, based on factors beyond their control, such as how other forces use the service. It is also evident that some forces / regions are subsidising others. The move to a 'direct cost' model reduces these factors, but further work is required in relation to both the regional and local division of cost by the national programme team.

7.3 There are several recommendations within the review which have purely national perspective, but others which affect Nottinghamshire Police and the East Midlands more directly.

7.4 In summary, the early recommendations and findings of the review is that the East Midlands can continue to receive air support at a similar cost it does now. Nottinghamshire Police would receive an improved service, in relation to response times and the associated operational benefits, with a move to the EMA, and operating on a 18/7 schedule would cater for the vast majority of demand, whilst delivering the necessary efficiencies. More work will be required nationally and

regionally, once the review and supplementary work has reported, in relation to the subsequent division of costs.

## **8. Transforming Forensics**

8.1 The Transforming Forensics Programme (TFP) intends to work together nationally to modernise our forensic services in line with the Policing Vision 2025, responding to current challenges and future demands. The programme is working in the following areas:

- Fingerprint Bureau – TFP are working closely with the Home Office Biometrics Programme using technological changes will redesign the way fingerprint services are delivered.
- Digital Forensics – TFP will assist forces to develop innovative digital forensics to address the rising challenges of digital crime.
- ISO Accreditation – TFP are working with forces to support them in streamlining the accreditation process.

8.2 TFP has secured £26.8 million in Government funding to drive the above forward and established the new Forensic Capability Network (FCN) in April 2020.

8.3 The FCN is split into four strands, which are FCN Science, FCN Quality, FCN Commercial and FCN Operations. These strands will support forces and improve performance and efficiency within forensic services. The TFP have secured £5.5 million for 2020/21 to fund the first year of this programme. After the first year, forces will be required to fund this. A Section 22a Agreement will be released in the coming weeks that will outline the funding requirements of each force.

8.4 Regionally, EMSOU-FS were the first region in the country to launch Niche Forensics on 27th November 2019. This saw the consolidation of a number of case management systems into one go live, bringing forensics into core policing. Positive feedback has been received from officers and staff in relation to usability. Further work and refinements are in progress as required.

8.5 EMSOU-FS are collaborating with the University of Nottingham on the development of new technology that could potentially allow both fingerprint and DNA evidence to be lifted off a surface. The technology detects chemical changes on an object, pinpointing the exact area that has been in contact with skin, narrowing the swab area.

## **9. East Midlands Special Operations Unit (EMSOU)**

9.1 In 2020, the Nottinghamshire Major Crime Unit undertook eight new homicide investigations. Seven are detected including Op Haxey which was a category A murder. Op Hoppee, remains under investigation. This relates to a death following a 'herbalist' supplying a substance which the victim consumed and is waiting toxicology results.

- 9.2 There continues to be pressure on the Drugs Expert Witness capacity throughout the region. EMSOU is exploring the possibility of coordinating this function across the region, this may require an additional post at the centre, which would also contribute to capacity.
- 9.3 Covid-19 has resulted in Security Service's creation of a priority list for operations as well as investigative leads and the suspension of many lower priority cases. All such cases in the East Midlands have been risk assessed by the Senior Investigating Officer (SIO) and, where appropriate, mitigating measures put in place. Priorities are regularly reviewed with CTP involvement in the process.

## **10. EM Criminal Justice Services (EMCJS)**

- 10.1 A spike in demand has been seen in the prosecutions section across the region due to forces clearing their backlogs resulting in more pre-charge files and postal requisitions being sent into Criminal Justice (CJ) as well as an increase in pre-charge files being sent directly to the Crown Prosecution Service (CPS) by Officers. Many of these result in further work for both CJ and the CPS. Senior management at the CPS have recently written to the five Chief Constables across the region to raise the issue. As a result, a Gold Group has been created which features the Heads of Prosecutions, an ACC per force and representatives from the CPS to work on addressing the matter.
- 10.2 In addition to the above there is a significant and growing backlog of cases within the Court. This is making it difficult for forces to manage the victims and witnesses as well as the witness care sections who are working extremely hard to warn and de-warn them, whilst trying to keep them engaged in the process. Data shows a variation throughout the region of court backlog data.
- 10.3 Nottingham Magistrates have struggled to maintain a number of Legal Advisors posts. The available slots in these two Courts are split between Postal Requisition and Charge and Bail. Comparatively, Nottinghamshire appear to have a significant number of cases pushed through the postal requisition process and as a team are reviewing the amount of work that arrives.
- 10.4 Demands upon listing numbers include initial hearings, interim hearings and trials. The numbers of interim hearings aren't shown in these figures but many can be attributed to the number of adjournments required for material to be supplied before progress can be made.
- 10.5 Nottinghamshire also have the greatest workload which is identified in the backlog of Mags and Crown court trials which now need to be relisted. Prior to Covid-19, the backlog for Nottinghamshire was significantly more than the region, this is being reviewed, to establish if there are any victimless cases that can be discontinued or dealt with by way of out of court disposal.
- 10.6 The Force continues to meet fortnightly with HMCTS and CPS colleagues to review our situation and renegotiate the way forward. Slow progress is being

made but it is on a local Mags court basis and we have to await our turn in terms of court houses passing risk assessments to accommodate the way forward.

## **11. East Midlands Strategic Commercial Unit (EMSCU)**

### **Project Regain**

11.1 EMSCU are working closely with the project team on the procurement of the two information systems and are aiming to make an award by the end of August 2020.

### **Custody Suite**

11.2 EMSCU are supporting the project team in attending weekly updates with Wilmot Dixon to review progress and to help resolve any issues associated with project progress.

### **Joint HQ**

11.3 The tender evaluations have been concluded and all six bidders have been informed of the outcome. The Joint Force HQ project team is currently working with the preferred bidder.

## **12. East Midlands Collaborative HR Services (EMCHRS) + Learning & Development**

12.1 The EMCHRS L&D structure which commenced on 1st April 2020, continues to embed. The team has been working very closely with lead officers of the Force. An internal review is being undertaken of current workloads and will report on capabilities and any gaps that exist within Learning & Development. The review will also highlight opportunities to use more innovative approaches.

12.2 Nottinghamshire Police re Covid-19 - the Learning & Development team are now moving in to recovery plans and the majority of learning has recommenced.

12.3 The L&D Team continue to utilise technology to deliver some of the initial recruit training, which has been well received by the new officers in the service. There are plans to implement a WebEx solution ahead of the rollout of MS Teams in 2021.

## **13. EMLPS (East Midlands Police Legal Services Unit)**

13.1 An important area of work that EMPLS undertakes for Nottinghamshire Police is assisting officers in obtaining civil orders to deprive criminals of the proceeds of their crimes and to obtain civil orders to protect some of our most vulnerable members of our communities. For instance, domestic violence protection orders, stalking prevention orders, anti social injunctions, football banning orders, force marriage protection orders, female genital mutilation protection orders or sex



offender orders. Where EMPLS apply for such an order, they succeed in over 96% of cases

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

- [Reports to Strategic Resources & Performance Meeting – 15<sup>th</sup> July 2019](#)

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](mailto:Kevin.dennis@nottinghamshire.pnn.police.uk)

Tel: 0115 8445998

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

[philip.gilbert11028@nottinghamshire.pnn.police.uk](mailto:philip.gilbert11028@nottinghamshire.pnn.police.uk)

Tel: 0115 8445998



## NOTTINGHAMSHIRE POLICE AND CRIME PANEL

7 SEPTEMBER 2020

### HOME OFFICE REVIEW INTO THE ROLE OF POLICE AND CRIME COMMISSIONERS

#### **Purpose of the Report**

1. To highlight the scope and focus of the Home Office Review into the Role of Police and Crime Commissioners and to share the views submitted by Panel Members via the Local Government Association (LGA).

#### **Information and Advice**

2. The Home Office announced on 22 July 2020 a proposed review into the role of Police and Crime Commissioners (PCCs).
3. The announcement of the review stated:-

‘The review delivers on the manifesto commitment to strengthen and expand the role of PCCs. The public wants to see a reduction in crime and PCCs are elected to deliver on the people’s priorities.

Measures to be considered in the review include:

- raising the profile of PCCs
- giving the public better access to information about the performance of their PCC
- sharing best practice so that PCCs are delivering consistently across the country
- reviewing the relationship between PCCs and Chief Constables

Eight years on from their introduction in 2012, it is right that we look at ways to ensure the public can better hold PCCs to account for bringing crime down and protecting citizens in their area.’

4. In launching the review, the Home Secretary, Priti Patel said:-

“The British people want to know the police will uphold the law and then be held to account on that basis. This review will help to improve accountability, scrutiny and transparency, ensuring Police and Crime Commissioners always put the law-abiding silent majority who voted for them at the centre of their decision-making.”

5. The review will take place in two parts, with the initial stage underway and the second stage to take place following the proposed PCC elections in May 2021 with a focus on longer term reforms ahead of the 2024 elections.
6. A Stakeholder Briefing (see **Appendix A**) was circulated by the Home Office in late July and this was shared with Panel Members on 31 July 2020 for information.

7. The Key Research Questions (see **Appendix B**) to be covered in part one of the review were also circulated to Members, with Question 3 being of particular relevance to the role of Police and Crime Panels.
8. This document was circulated to relevant bodies to help guide the structure of responses. It also clarifies that wholesale reform of the Police and Crime Panel model of scrutiny; consideration of PCCs' roles in reoffender management and wider criminal justice devolution and substantive electoral reform are out of the scope of the review. Also outside of the scope is consideration of a wholly new governance model for policing or a revised version of the existing 43 police force model.
9. The deadline for submissions to the Home Office for part one of the review is **4 September 2020** and the initial findings will be reported to the Home Secretary and the Minister of State for Crime, Policing and Fire Service in October 2020. The Home Office has requested collated responses wherever possible through relevant representative bodies.
10. The Local Government Association (LGA) sought Panel Members' views nationally in advance of today's meeting (the deadline for responses being 21 August) so that a co-ordinated response could be produced.
11. In response to that request, the Panel's support officers requested views from Members and the following responses were submitted to the LGA on 21 August:-
  - a) Reference was made to the length of term for a Panel member and how a high churn rate could impact negatively on the work of a Panel.
  - b) Can financial savings/cuts be imposed to the PCC Office annual budget in light of Government spending?
  - c) Should The PCC/DPCC work reduced salaries with bonus payments as the top up, as the Force has to do, which are only realised when targets are met?
  - d) PCCs accountability and value for money: There is much coverage in the media regarding PCCs which is negative, derogatory or making comments to the office being a waste of money etc
  - e) Some PCCs have national chair responsibilities which mean that those PCCs cannot afford the time needed for their local role, hence the need for a deputy in some cases. Should the National Chair be a role in itself?
  - f) Comment was also made about the current process for appointing a deputy which can happen without scrutiny, equal opportunities and with political influence.
12. It is understood that other Members of the Panel have also responded via the National Association of Police, Fire and Crime Panels.
13. The Commissioner has also been involved in collating a response to part one of the review through his new role as the Chair of the Association of Police and Crime Commissioners.
14. It is intended to submit the findings of part one of the review, if published by the Home Office at that point, to the next meeting of the Panel on 23 November 2020.

## **Other Options Considered**

15. None – due to the timescales involved it was not possible for a response to be submitted to the LGA following a discussion at this meeting of the Panel.

## **Reasons for Recommendation/s**

16. To ensure all Panel Members are aware of the aims and timescales of the two parts of the review and to share the submissions that were made by Members to the LGA.

## **RECOMMENDATION**

- 1) That the aims and timescales involved in the two stages of the review be noted.
- 2) That the Panel Members' views submitted to the LGA on 21 August 2020 be noted.
- 3) That a further update report be submitted to a future meeting of the Panel following the Home Office's publication of the outcomes of part one of the review.

## Background Papers and Published Documents

E-mails about the review to Panel Members from Keith Ford, dated 31 July and 7 August 2020.

For any enquiries about this report please contact:-

Keith Ford, Team Manager, Democratic Services, Nottinghamshire County Council  
[keith.ford@nottscc.gov.uk](mailto:keith.ford@nottscc.gov.uk) Tel: 0115 977 2590



## Police and Crime Commissioner Review

On Wednesday 22 July 2020, the Minister for Crime and Policing laid a Written Ministerial Statement [[Link here](#)] in Parliament launching a review of the Police and Crime Commissioner model.

### Review Timetable

The Review will take place in two parts with the first stage beginning immediately and reporting to Ministers in the Autumn. The Home Secretary will consider the Review's final report before taking recommendations to the National Policing Board. The second part will commence after the May 2021 elections.

### Part-one of the Review

**Part-one** will focus on the changes required to strengthen the model and which can be delivered ahead of the 2021 PCC elections. It will also consider ways to strengthen the accountability of fire and rescue services in line with the Government's long-term ambitions on fire governance reform and will be aligned with the Government's commitment to mayoral devolution. In particular, part-one will look at how to strengthen:

- Accountability and legitimacy; through improving access to information, standards and profile of PCCs.
- Resilience; consider situations where a PCC cannot undertake their duties and the role of Deputy PCCs.
- Scrutiny mechanisms; examine the existing model to drive up standards, to identify and share best practice across the scrutiny body sector.
- The effectiveness of the relationship between PCCs and Chief Constables and the checks and balances currently in place.
- The mayoral PCC model, with the longer-term ambition to increase the number of mayors with PCC functions in mind

### Part-two of the Review

**Part-two** will commence after the 2021 elections and will consider further ways to strengthen and expand the role of PCCs, including the role PCCs play in tackling re-offending to help reduce crime. It will focus on longer-term reforms and the potential for wider efficiencies to be made within the system with a view to implementation ahead of the 2024 elections.

Neither Part-one nor Part-two of the review will consider a wholly new governance model for policing or examine the 43 police force model.

### Engagement

The Senior Responsible Owner for the Review is the Home Office Director of Policing. The Review Team will comprise of civil servants from within the Home Office. The Review Team will gather evidence through direct interviews, engagement with representative bodies and local/national victims' groups, and public polling/surveys.

An Advisory Group will be convened to support Part-one of the review, made up of senior external stakeholders with expertise in the policing and fire sectors. The Review Team will engage with the Advisory Group throughout the review.

## Frequently asked questions

### **How will Police and Crime Commissioners and interested parties contribute to the review?**

The Review Team will request written submissions as part of its evidence gathering phase and will supplement this with a series of interviews, bilateral meetings, sector engagement and polling. Views can also be submitted to [pccreview@homeoffice.gov.uk](mailto:pccreview@homeoffice.gov.uk).

### **Will the Review and its report be published?**

The internal review will report to the Home Secretary in the Autumn before being discussed at the National Policing Board.

### **Will changes be implemented before close of nominations for the 2021 elections?**

Part-one of the Review will report before the elections and give time for candidates and the public to consider the changes and future direction of the PCC model.

### **When will we know what the Part-two terms of reference are?**

Terms of reference for the second stage of the review will be developed post the elections next May and will, in part, be informed by the evidence gathered during this first phase.

### **Will the mandation of fire governance transfers be considered in Part-one?**

It would be wrong to second-guess the outcome of the review, however there are early indications of success from the first cycle of fire governance transfers to PCCs. It is right that we use this review to explore whether we can achieve a more robust governance model through PFCCs.

### **What is the relationship between the review and the Devolution White Paper?**

The review will consider ways in which both the PCC and mayoral PCC models can be strengthened and aligned. We believe mayors of Combined Authorities should be powerful local figures with the ability to drive public safety, as well as economic growth and local recovery. We plan to develop the role of PCCs with that longer-term trajectory in mind, building on the established mayoral models. We plan to publish the Local Recovery and Devolution Paper in the Autumn and will set out our mayoral devolution ambitions including increasing the number of mayors with responsibility for policing.

### **Will Recall or the electoral system be considered in Part-one?**

Part-one will consider options to strengthen the accountability of PCCs and take account of the Home Affairs Select Committee report on recall. Although not for consideration in part-one of the Review, we will continue to work across government on the Government's wider electoral reform agenda.

#### **Contact**

If you have any questions or comments on the contents of this note, please contact:

[pccreview@homeoffice.gov.uk](mailto:pccreview@homeoffice.gov.uk)



## Annex A Review into the role of Police and Crime Commissioners

### Part One – Key Research Questions

This following sets out a broad, high-level sense of the areas we want to cover in Part One and is by no means exhaustive. We welcome any suggested additions within the remit of the review's terms of reference.

- 1) **How to reinforce and sharpen the accountability of PCCs to the communities they serve, including how to raise the profile of the PCC model and improve the ease with which the public can access information about their PCC.**
  - i. How effectively do PCCs engage the public?
  - ii. How do we ensure the public can more easily hold their PCC to account at the ballot box, for reducing crime and delivering an effective and efficient police force?
  
- 2) **How to ensure that PCCs have sufficient resilience in the event that they cannot undertake their role, by considering existing arrangements for appointing Deputies.**
  - i. Is the current model resilient enough to hold up when things go wrong?
  
- 3) **How to improve the current scrutiny model for PCCs, including the provision of common quality standards and considering the role of Panel chairs.**
  - i. Are the right checks and balances in place to make PCC-led accountability work?
  - ii. Do police and crime panels have the right skills, tools and powers to hold PCCs to account?
  - iii. Should a system of recall be introduced for PCCs, and if so, what should be the trigger mechanism?
  
- 4) **The effectiveness of the current PCC and Chief Constable oversight dynamic, including consideration of the process for the suspension/dismissal of Chief Constables and reviewing the Policing Protocol.**
  - i. Are PCC powers around the removal and appointment of chief constables correctly calibrated?
  - ii. Is the balance right in the PCC/CC relationship? And what changes might be needed to the Policing Protocol?
  
- 5) **Whether any steps are needed to strengthen accountability or clarity of roles within the mayoral PCC model, learning from the transfer of PCC and Fire & Rescue Authority (FRA) functions to mayors.** This will lay the foundations for our longer-term ambition to increase the number of mayors with responsibility for public safety, which will be outlined in the forthcoming Local Recovery and Devolution White Paper.
  - i. What do you see as the strategic benefits of having a single, elected and accountable leader, who is responsible for a range of public safety functions?
  - ii. What are the opportunities and issues with transferring PCC and FRA functions to mayors?
  - iii. What are the lessons learned to date from transferring PCC and FRA functions to mayoral models?

**6) How we set out our long-term ambition on fire governance reform ahead of the May 2021 PCC elections.**

- i. What are the benefits and challenges of the current model for transferring fire governance to PCCs?
- ii. How can we strengthen the accountability and transparency of fire governance?
- iii. How can we strengthen and clarify the distinction between strategic and operational planning in fire?
- iv. Could governance change help maximise collaboration between policing and fire?
- v. What are the benefits of having a range of services and strategic planning under one elected individual?

In helping us prepare for Part Two, we are also interested in understanding if the levers currently available to PCCs are sufficient to allow them to cut crime effectively in their force areas.

**The following areas are explicitly out of scope for part-one:**

- Wholesale reform of the existing scrutiny model through Police and Crime Panels
- Consideration of PCCs' role in reoffender management and wider justice devolution
- Substantive electoral reform (Cabinet Office lead)

Neither Part one nor Part two of the review will consider a wholly new governance model for policing (mayoral devolution aside) or examine the 43 police force model.

<b>For Consideration</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Police and Crime Panel</b>
<b>Date of Meeting:</b>	<b>7<sup>th</sup> September 2020</b>
<b>Report of:</b>	<b>Paddy Tipping Police Commissioner</b>
<b>Report Author:</b>	<b>Kevin Dennis</b>
<b>E-mail:</b>	<b>kevin.dennis@nottinghamshire.pnn.police.uk</b>
<b>Other Contacts:</b>	<b>Kevin Dennis</b>
<b>Agenda Item:</b>	<b>9</b>

## **POLICE AND CRIME PLAN (2019-20) – DRAFT ANNUAL REPORT**

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

- 1.1 The purpose of this report is to provide the Police and Crime Panel with the Commissioner's current draft Annual Report in respect of his Police and Crime Plan for 2018-21. **Appendix A** contains the full report. This version may be subject to minor changes.
- 1.2 The report identifies the end of year performance against targets and a summary of the range of activities that have been implemented during 2019-20.

### **2. RECOMMENDATIONS**

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

### **3. REASONS FOR RECOMMENDATIONS**

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

3.4 This report fulfils in part these statutory obligations.

#### **4. Summary of Key Points**

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

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

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

#### **6. Human Resources Implications**

6.1 None - this is an information report.

#### **7. Equality Implications**

7.1 None

#### **8. Risk Management**

8.1 Risks to performance are identified in other reports.

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

9.1 This report provides Members with the Commissioner's Annual Report on progress in respect of the Police and Crime Plan for 2018-21.

#### **10. Changes in Legislation or other Legal Considerations**

10.1 None which affects the content of this report.

#### **11. Details of outcome of consultation**

11.1 The Chief Constable has been consulted on this report.

## 12. Appendices

A. The Commissioner's Annual Report (2019-20).

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

- Police and Crime Plan 2018-2021 (published)

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

[Kevin.dennis@nottinghamshire.pnn.police.uk](mailto:Kevin.dennis@nottinghamshire.pnn.police.uk)

Tel: 0115 8445998

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

[philip.gilbert11028@nottinghamshire.pnn.police.uk](mailto:philip.gilbert11028@nottinghamshire.pnn.police.uk)

Tel: 0115 8445998



**Nottinghamshire Police and Crime Commissioner**

# **Annual Report 2019-20**

V004

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## Foreword



This is my eight annual report as Nottinghamshire Police and Crime Commissioner (PCC) and I am proud to update you on the work we've been doing to reduce crime, protect the public and support victims.

We have continued to provide exceptional value for money for the public, delivering policing at a cost of just 45 pence per day to local taxpayers (1p less than last year and 2p less than the year before).

Some of our key successes include:

- ✓ Crime overall reduced by 0.5% in line with the national average which is better than last year which saw an increase of 11.2%.
- ✓ The proportion of the workforce undertaking frontline duties has increased 16% this year from 73% to 89%.
- ✓ Non Domestic Crime is down 14.6%
- ✓ Theft down 11.2%
- ✓ Hate Incidents (Non-Crime) down 8.8%
- ✓ Vehicle Crime down 4.6%
- ✓ Burglary down 3%
- ✓ Robbery down 2.9%

- ✓ Sexual Offences down 2.8%
- ✓ Arson and Criminal Damage down 2%
- ✓ Antisocial behaviour (ASB) is down 3.7%
- ✓ Knife Crime reduced 13.6%
- ✓ Stop and Searches increased by 78.7% of which 40.4% resulted in a positive outcome
- ✓ Missing Person reports fell by 15.5%
- ✓ 50% of residents feel the Police do a good job which is 3.1% better than last year
- ✓ 239 new staff were appointed of which 34 (14.2%) were from BAME communities
- ✓ 110 Police officers were recruited of which 13 were from BAME communities

In short we have achieved some good results this year and hopefully you will see that when you read the rest of my report.

I am working very closely with the Chief Constable and my national colleagues to secure funding for even more Police officers.

Along with all other organisations we had a major challenge of responding to the Covid-19 pandemic which placed unprecedented demands on our Police Officers who were given new enforcement powers to issue fixed penalty tickets to anyone found breaching social distancing rules.

There will always be a minority of individuals who fail to respond to advice and so I believe our approach in Nottinghamshire was very balanced between enforcement and advice given to our communities concerning social

distancing. I believe the Chief Constable's strategy of 'Engaging, Explaining, Encouragement and Enforcement as a last resort worked very well.

In this year's annual report I want to highlight the good work of our third sector community organisations that have helped us keep Nottingham and Nottinghamshire safer. Their work has been summarised into mini case studies across my four strategic Police and Crime Plan themes.

In addition, I've included four more detailed case studies in respect of:

- ✓ Missing Persons
- ✓ Use of Police Drones
- ✓ Operation Uplift (Police Recruitment)
- ✓ Managing Demand

During the year, I have continued to invest in outcomes focussed domestic abuse support services, working with the City and County Councils.

In the County almost 2,000 women and men and 570 children and young people were supported by the joint County Council/PCC commissioned contracts delivered by Equation, Juno Women's Aid and Nottinghamshire Women's Aid.

In the City nearly 800 women were supported through the joint City Council/PCC commissioned IDVA service (which includes MARAC, Court and teen IDVA services). Positive outcomes in relation to increased feelings of safety and improved wellbeing were consistently high.

You will learn about the good work undertaken by voluntary organisations who have tackled disability hate crime (Mencap) and Misogyny (Nottingham Women's Centre) and the work undertaken by the Force to recruit more Police officers (Operation Uplift).

Going forward, there is uncertainty on whether there will be a second wave of the Covid-19 pandemic and if there is we will play our part but this will place a huge drain on our resources.

Since I have been in office, we have made strong progress in reducing disproportionality in policing outcomes and increasing representation over recent years. This has been underpinned by a thoughtful and intelligence-led approach to the use of coercive policing powers, transparent oversight and scrutiny processes and a demonstrable commitment to improving diversity, inclusion and community engagement from the top down and bottom up.

Particular challenges remain in the recruitment, retention and promotion of officers and staff from Black backgrounds, achieving greater parity in the use of compliant handcuffing and mainstreaming unconscious bias training Force wide.

So, more work needs to be done and this year I will be establishing a number of new BAME consultative and scrutiny groups to ensure that our diverse communities have their voices heard and we have mechanisms in place to respond their concerns. I have established a new Equality Diversity & Projects Officer to lead this work.

The criminal justice system in England and Wales is facing a backlog of around 40,000 criminal cases, which will not be solved even if all Crown Courts are brought into service under physical distancing rules. This poses additional challenges for the Force and heartache for victims.

I have recently been elected as the chair of the APCC (Association of Police and Crime Commissioners) a post I will hold for the next 12 months. I am keen to influence the national agenda which will of course benefit Nottinghamshire. The decisions and action we take now to navigate this difficult period in our history will be vital for building trust and shaping policing in the future. We

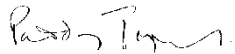
must use our powerful, collective voice to build a police service that is not only fit for the 21st century but has the implicit support of the public.

This role will of course take up more of my time and to help support me with my priorities in Nottinghamshire I have appointed Emma Foody as Deputy Police and Crime Commissioner who will have lead responsibility for the following:

- Helping and supporting victims
- Protecting and Safeguarding vulnerable people
- Strengthening the links with regional criminal justice board
- Community engagement

Emma was formerly the Regional Director of the Labour Party and an active magistrate. She has extensive stakeholder, voluntary sector and criminal justice experience and has also worked for the National Housing Federation and the North East Ambulance Service.

Finally, I want to say that whilst this is my report, the good news you will read about could not have been achieved without the dedication and incredibly hard-working Police officers, PCSOs, staff, special constables, volunteers and partners who have continued to give their very best to make Nottingham and Nottinghamshire safer. I am proud to be your Commissioner.



**Paddy Tipping PCC**  
**Nottinghamshire Police and Crime**  
**Commissioner**

**Emma Foody DPCC**  
**Nottinghamshire Police and Crime**  
**Commissioner**

# Introduction



The PCC is required by law to produce an annual report and to share it with the Police and Crime Panel for review.

This report covers the financial year from April 2019 to March 2020 and details a range of performance outcomes and of activities undertaken by the PCC, Nottinghamshire Police and partners during the year to make Nottingham and Nottinghamshire safer.

The PCC has been working hard to put into action a range of strategic activities in support of his plan.

The Police and Crime Plan draws strongly on the experiences of the public, and victims of crime shared during an extensive engagement and consultation

<b>FORCE AREA</b> 	<b>834</b> square miles	
<b>POPULATION</b> 	<b>1.15m</b> people	 <b>8%</b> local 10 yr change
<b>WORKFORCE</b> 	<b>89%</b> frontline	
	<b>2.80</b> per 1000 population	
	 <b>25%</b> change in local workforce since 2010	
<b>VICTIM-BASED CRIMES</b> 	<b>0.07</b> per person	
	 <b>Local 5 year trend</b>	
<b>COST</b> 	<b>45p</b> per person per day local	

programme. The plan aims to put their views and their interests at the heart of policing and sets out the main priorities for action over the next year, reflecting what the public has told us needs to happen to increase their feelings of safety and reduce their fear of crime.

The info graphic (left) produced by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) provides some useful key facts related to policing in Nottinghamshire.

HMICFRS estimate the Force population to be 1.15m which is higher than last year (1.14m) and an 8% increase over 10 years.

Due to the Covid-19 virus, in March this year (HMICFRS) suspended all inspection work; as such there are no published PEEL assessments of Nottinghamshire Police for 2019/20.

However, during 2018/19, HMICFRS carried out a number of inspections and published a number of reports assessing Nottinghamshire Police 'Good' in two of the three areas inspected i.e. Effectiveness and Legitimacy with



Efficiency Requires Improvement.

This year we have seen a significant increase in the proportion of the workforce undertaking frontline duties. For example, last year it was 73% and this year it has risen 16% to 89%.

The cost of policing to local tax payers is only 45 pence per day which is less than year when it was 46 pence.

## Consultation and Engagement

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

The following list illustrates examples of the range of consultation over the last year:

### Communication

- Published 6 issues of 'The Beat' newsletter & 2 'rural round-ups'
- Wrote 12 newspaper columns and issued 85 press releases
- Tweets and Facebook posts received around 311,900 views
- The PCC's website was viewed on 42,781 occasions

### Public consultation and engagement

- Police and Crime Survey captured views of over 4,300 residents
- Engagement with over 1,200 residents via public events including Newark Show, Nottingham Pride, Nottingham Carnival

- Engaged over 200 individuals from a range of partner agencies.



### Public Contact

- Dealt with 136 police professional standards complaints
- Responded to 48 Freedom of Information Requests
- Dealt with over 420 letters and e-mails from the public
- Attended various community meetings some examples include: Sutton, Hockley, Tuxford, Calverton, Basford, Retford, Warsop, Lenton & Kingswood



- Attended 5 Police and Crime Panels, 1 Council of Mosque event and 3 Youth Commission events.

### Walkabouts

- Conducted sixteen community walkabouts to listen to the views of local residents and view projects supported by PCC funding.

The feedback from these specific meetings and information received by the PCC throughout the year has helped to shape his new Police and Crime Delivery Plan (2020-21) implemented from 1<sup>st</sup> April 2020.

## The Four Strategic Themes

The PCC's current Police and Crime Plan (2018-21) has four strategic themes. This report details the end-of-year performance in respect of the Plan's targets and measures (2019-20) and a brief overview of key activities supporting each strategic theme.

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

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

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

### Conferences and Stakeholder Events

- Led numerous conferences and stakeholder events including a Partnership Problem Solving conference, a managing police demand roundtable and Voluntary and Community Service (VCS) and Inter-Faith engagement events,
- Supported events including the Nottinghamshire Knife Crime Symposium, and the Integrated Care System Partnership Forum.

### Public and Stakeholder Meetings

- Convened key meetings including Strategic Resources and Performance (5), Audit and Scrutiny Panels (4), Chairs of Strategic Partnerships (1) and the Strategic Violence Reduction Board (4)
- Held a Stakeholder budget workshop with partner agencies



## Performance Overview

During the year, crime overall reduced by 0.5% which is better than last year which saw an increase of 11.2%. The City saw a 3.8% reduction but the County saw an increase of 0.9%. The table below details changes in main crime types compared to last year.

Force	2019/20	2018/19	Volume Change	% Change
All Crime	107,392	107,975	-583	-0.5%
Victim-Based Crime	90,778	93,250	-2,472	-2.7%
Violence against the Person	33,955	32,761	1,194	3.5%
Sexual Offences	3,390	3,485	-95	-2.8%
Robbery	1,213	1,248	-35	-2.9%
Burglary	7,662	7,890	-228	-3.0%
Theft	23,838	26,506	-2,668	-11.2%
Vehicle Offences	8,753	9,153	-400	-4.6%
Arson and Criminal Damage	11,967	12,207	-240	-2.0%
Other Crimes Against Society	16,614	14,725	1,889	11.4%
Drug Offences	4,830	3,785	1,045	21.6%
Possession of Weapons	1,205	1,055	150	12.4%
Public Order Offences	7,613	7,268	345	4.5%
Miscellaneous Crimes Against Society	2,966	2,617	349	11.8%
Domestic Occurrences	20,755	20,739	16	0.1%
Domestic Crime	15,059	14,210	849	5.6%
Domestic Non-Crime	5,696	6,529	-833	-14.6%
Hate Occurrences	2,353	2,365	-12	-0.5%
Hate Crime	1,647	1,597	50	3.0%
Hate Non-Crime	706	768	-62	-8.8%
ASB Incidents	32,135	32,078	57	0.2%

Victim Based crime reduced by 2.7%. There were 195,050 '999' calls received in the last 12 months, which represents an increase of 4.9% (+9,071 calls) but '101' calls reduced by 10.1% (-43,652 calls) over the same period.

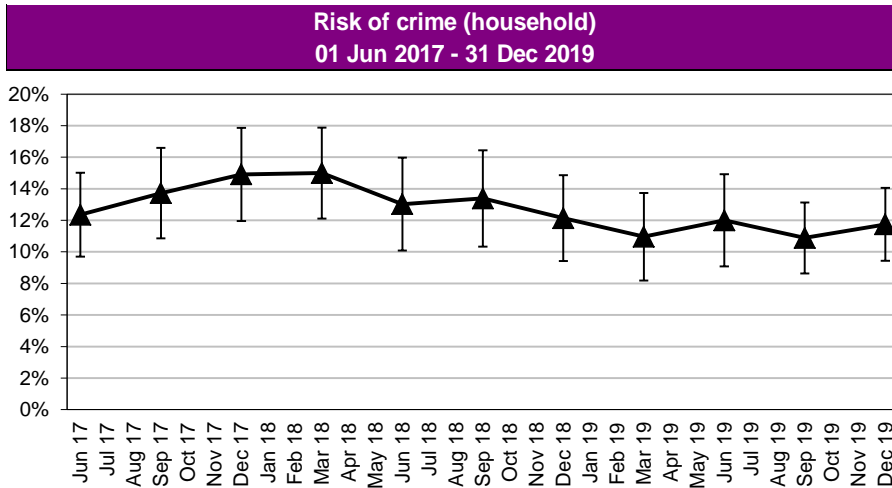
Some key successes include:

- Non Domestic Crime down 14.6%
- Theft down 11.2%
- Hate Incidents (Non-Crime) down 8.8%
- Vehicle Crime down 4.6%
- Burglary down 3%
- Robbery down 2.9%
- Sexual Offences down 2.8%
- Arson and Criminal Damage down 2%

The Police have been very proactive during the year with more weapons, drugs and public order offences being detected. This correlates with the significant increase (78.7%, +2,417) in the use of stop and searches undertaken during the year. For example, of the 5,487 stop and searches undertaken, 2217, (40.4%) resulted in a positive outcome. This proactively has resulted in the following crime increases:

- Drug offences +21.6%
- Possession of Weapons +12.4%
- Public order offences +4.5%

The most recent Crime Survey for England and Wales (CSEW)<sup>1</sup> reveals that the risk of crime felt by household residents in Nottinghamshire fell from 15% in March 2018 to 10.9% (-4.1%) in September 2019.



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

## Delivery against the Four Strategic Themes

Each year, the Commissioner's office undertakes a Police and Crime Needs Assessment (PCNA) to identify any emerging or changing risks in relation to the four strategic themes of the Commissioner's Police and Crime Plan. Consultation

<sup>1</sup> CSEW Survey to Dec 2019 - Risk of Crime (personal excluding computer misuse and fraud).

on the findings is carried out and new priority actions are incorporated into a new Police and Crime Delivery Plan.

Most activity usually relates to new ways of working in terms of service provision or problem solving. The process helps to test out new ideas which improve efficiency and effectiveness in the way we work. Not all activity is as envisaged but over the years some real successes have emerged such as Street Triage, Integrated Offender Management (IOM), Operation Reacher, Automatic Number Plate Recognition (ANPR) Cameras, Street Pastors, Target Hardening of people's homes and establishing dedicated Burglary, Robbery and Knife Crime teams; and a wide range of other partnership and voluntary sector activity to tackle domestic violence, hate crime, drug and alcohol offending.

Some activity is implemented as time bound projects and usually funded for one year in line with the Government's grant funding processes. Most projects are completed within the year but some may be carried forward if they remain priorities identified by the PCNA and consultation. Others form part of mainstream activities but some will not be carried forward.

The table below provides some examples of strategic objectives either amended or completed.

Strategic Objective	Update
Improve public understanding, awareness and reporting of exploitation and modern slavery in order to increase referrals	Amended to: Establish a dedicated county lines police team to safeguard children from exploitation and victimisation
Commission an independent review of modern slavery support	This activity will now be managed and overseen via the Anti-slavery Partnership

pathways and explore opportunities for a more co-ordinated regional approach	as part of mainstream business
Work to safeguard vulnerable people from radicalisation and improve sharing of information to protect the public from terrorism and extremism	This activity is now incorporated into normal day-to-day business
Maximise provision in the Street Triage Team to deal with mental health incidents, reducing inappropriate detention in hospital or custody and repeat calls	This activity is now incorporated into normal day-to-day business
Develop a dedicated website for victims to improve awareness of and access to available support	This activity has now been completed. The website is up and running with the content being managed by the Commissioned Service Notts Victim Care <a href="https://www.nottsvictimcare.org.uk/">https://www.nottsvictimcare.org.uk/</a>
Work with police to improve understanding of the impact of serious crime on witnesses, friends and families – including access to the support services available	The PCC has led work to ensure that officers understand the impact of serious crime. Work completed includes a new colocation arrangement for Independent Sexual Violence Advisers (ISVAs) to work out of police stations. The arrangement is currently on hold because of Covid 19 however it will continue when safe to do so.
Explore opportunities to strengthen scrutiny of specific crime types, including the potential	This project is now complete. The possibility of a Court Observer Panel was explored, but other mechanisms to

for the introduction of Court observer panels	scrutinise cases are being pursued instead.
Continue to promote the Integrated Offender Management of high risk offenders and assess the effectiveness of the approach in managing high risk domestic abuse suspects	This activity is now incorporated into normal day-to-day business.
Undertake research and co-engagement activity to build a better understanding of communities	The first phase of Nottingham Trent University's research project exploring the needs and experiences of new and emerging communities is complete.

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



## THEME ONE

### Protecting People From Harm



## Theme 1: Protecting People from Harm

During the year the PCC has sought to tackle serious violence and exploitation; improve the identification of and response to vulnerability and hidden harm and work with partners to improve the service response to multiple complex needs.

### Key Performance Successes

- +27.5% in Adult and Child Safeguarding Referrals
- -15.5% in Missing Persons reports
- -20.3% in Police recorded Child Sexual Exploitation (CSE)
- +147% in Police recorded Modern Slavery offences
- -13.6% in Violent Knife Crime
- +78.7% in Stop and Searches
- +0.5% increase in mental health incidents
- 15.5% reduction in missing person reports

### Key Strategic Activities

#### Modern Slavery

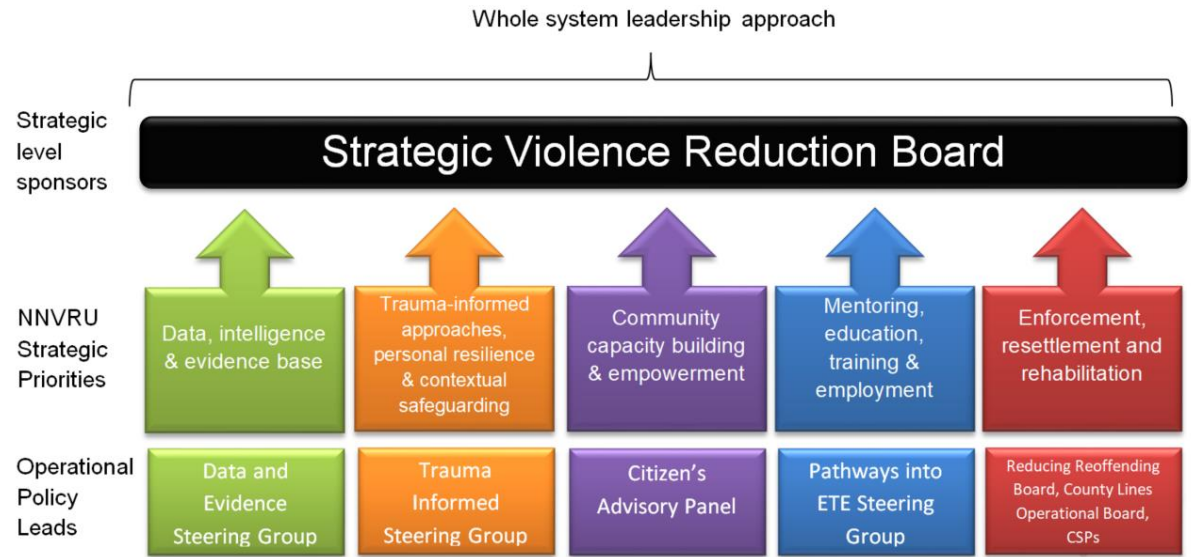
- ✓ During the year an independent review of modern slavery support pathways was commissioned to explore opportunities for a more co-ordinated regional approach. Nottingham Trent University are completing



their independent review of Modern Slavery and have further projects in the pipeline which will be managed and overseen via the Anti-slavery Partnership as part of mainstream business.

- ✓ A Communications Strategy was put in place to support the National Modern Slavery Day held on 18th October 2019
- ✓ The Force has also:
  - Worked with partners to improve public understanding and awareness of modern slavery especially the linkages and significant impact of 'County Lines' and Child Criminal Exploitation
  - Delivered numerous training seminars/presentations to a wide range of partners and other agencies (including, statutory, non-statutory and third sector providers) and undertaken other engagement activities to increase awareness of the issues

- Promoted successful prosecutions at Court, highlighting awareness and opportunities to report modern slavery through the Child Criminal Exploitation Panel (CCEP) in both the City and County
- Developed and highlighted the Modern Slavery team's investigative skills through nominations at national awards
- Joined the Anti-Slavery partnership
- Supported the #LOOKCLOSER campaign on 9th March 2020 in conjunction with regional forces and 'The Children's Society' to raise awareness regarding child exploitation



The Violence Reduction Unit (VRU)



the VRU who have been working together to treat violence as a public health issue by responding to the social, economic and cultural problems which are closely linked to crime. Activities involve taking a holistic approach to ensure communities are more resilient, healthier and safer.

The VRU works closely with the Police to build on the success of the current Knife Crime Strategy and the results this year are showing promise with a 13.6% reduction in Violent Knife Crime

- ✓ In August 2019, the PCC received approval for the use of £880,000 Home Office grant to develop a new multi-agency Violence Reduction Unit (VRU) to fight serious crime across the county including knife crime.
- ✓ The VRU was established and is overseen by the PCC who chairs the VRU Strategic Board. Specialists from the Police, NHS, County and City Council, Clinical Commissioning Groups (CCGs), Education, Public Health England and East Midlands Ambulance Service are members of

- ✓ A Serious Violence Strategic Needs Assessment (SNA) has now been undertaken to better understand the nature of the problem (including context and complexity) and has informed the work of the VRU specifically, in taking a coordinated whole system approach which harnesses the assets and energy within the voluntary sector and communities themselves.
- ✓ Of the allocated £880,000, 60% of the funding has been used to directly support over 578 young people (aged 10-25yrs) and to contribute to the



local evidence base. £150,000 was used to fund community led interventions to enable community led problem solving and capacity building.

- ✓ The table below shows the number of individuals supported for the duration of intervention (including one to one and group work):

Mentors in Violence Prevention	Data not available*
My Voice Programme	72
Juno – Interventions for children exposed to DV	9
Custody Intervention Programme	30
Beyond Recovery – Prison Intervention	65
Choices	36 (exact number tbc)
IOM Non Stat Knife Crime Cohort	30
Redthread	336
<b>Total number of young people supported through VRU funded interventions</b>	<b>578</b>

are now completing routine enquiries with vulnerable young people. Training has just been secured for City SEIO's.

### Mental Health & Street Triage



### Schools and Early Intervention Officers (SEIOs)

- ✓ Throughout the year, SEIO's have delivered lessons and inputs within various schools throughout the City and County and undertaken targeted one to one's with vulnerable individuals and groups.
- ✓ They have attending preventative and reintegration meetings with teachers and students to prevent exclusions or further exclusions; and undertaken low level interventions to prevent any escalation which could result in exclusions e.g. antisocial behaviour or fighting incidents.
- ✓ The SEIO team lead the Force in Adverse Childhood Experience (ACE) awareness and implementation. County based staff have all been trained in undertaking Routine Enquiries into Adverse Childhood (REACH) and

- ✓ The PCC continues to chair the multi-agency Mental Health Crisis Concordat meetings. As a result of the successful bid from the national Police Transformation Fund, the Street Triage Service is now able to operate during the day.
- ✓ During the year, the Force responded to 18,818 mental health-related incidents which is 0.5% higher than last year.
- ✓ To provide better support to persons suffering mental health, for a number of years, the Force has put in place two Street Triage response vehicles consisting of a Police Officer and a Mental Health Nurse which

are deployed to incidents during peak demand periods i.e. between 4pm and 1am. The team work with Nottinghamshire Healthcare NHS Foundation Trust and NHS Commissioners. Local Mental Health Teams and Crisis Teams also continue to provide support.

- ✓ During the year an additional response vehicle has been deployed between the hours of 8am and 4pm every day. This increased cover ensured that 80% of mental health incidents received by the Force were responded to by the Street Triage team.
- ✓ By dealing with incidents more effectively on the street, the number of persons detained in custody who are suffering mental health problems remains low.
- ✓ For example, despite increases in demand, detentions during the year under section 136 of the Mental Health Act 1983 i.e. removing the person to a place of safety at the Police Station have reduced from 450 to 398 in other words just 2% of all incidents.
- ✓ The Street Triage team has developed a Force-wide Mental Health Bulletin published bi-monthly which contains advice on how best to deal with people suffering mental health problems especially repeat caller should the team be unavailable.

## Theme 1 Case Study 1 – Community Safety Projects

### 1. Engage Inform Empower (Nottingham Muslim Women’s Network)

This project sought to raise awareness of domestic sexual violence and abuse in the community, to challenge beliefs and traditions that perpetrate misogyny, and harmful practices in the Muslim community. The Network aimed to take the domestic abuse and violence policy to other Mosques in Nottingham as part of the White Ribbon Campaign 2020.

#### Key Successes

- The Network has successfully engaged and worked with two Mosques who have now adopted the domestic abuse and violence policy that was developed with Equation. This work has allowed the network to develop closer links with Nottingham Islam Information Point.
- Four workshops were undertaken to raise awareness within the community. Two of the workshops were bilingual workshops one delivered to:
  - a group of Syrian women, the focus being to empower them with knowledge and understanding regarding the laws around forced marriage and honour based abuse; and
  - to Al-Nergis Women’s Group aimed at women from the Kurdish Community.
- Two further workshops were also delivered to Muslim women, these workshops were delivered in partnership with Juno Women’s Aid and Mojatu
- A ‘Know Your Rights’ sessions for young Muslim women was also delivered with 25 women registered to attend the session. This was a

unique session designed in partnership with a local female scholar and two solicitors from the Family Law Group. The session was very well received in the community.

- In addition, the Network has been very successful this year in recruiting more volunteers, passionate community members who want to bring about positive change for Muslim women in the community.

### 2. Jericho Road Project (Connect for Recovery)

This project sought to introduce a “Recovery” programme to engage with sex workers through outreach via the provision of a structured approach to recovery with a dedicated team member, reducing and ultimately eliminating reoffending.

Interactions with women at Jericho Road drop-in and late drop-in sessions indicate that the service offers something different to women in terms of providing an environment where they feel safe, secure and valued.

#### Key Successes

- The recovery worker led a weekly outreach and co-ordinated the evening drop-in session. This allowed her to spend focused quality time with service users and to identify needs as well as how to help women to address some of the issues they are facing
- The recovery worker offered focused support to 19 different women between April 2019 and March 2020, and had contact with a further 29 women
- 3 volunteers have been recruited and trained to support the recovery programme by helping at the outreach and drop in sessions





- The late drop-in offered a greater opportunity to listen and chat to the women about their needs and build relationships. Several women commented that they preferred to come to JRP drop-in as it was a calm and relaxed environment.

### 3. Educational Focus and Peer Group Support (Hetty's)

This project sought to provide powerful, structured group sessions to enable family members and substance users to come together to find positive tools to recover from the harmful social and emotional effects of addiction.

#### Key Successes

- Hettys delivered a total of 216 sessions in the reporting period, with 1,189 attendances from families, service users and volunteers
- Clients have encouraged other family members and their loved ones to attend sessions.
- Many individuals were new to group work and have then gone on to access other aspects of Hetty's service delivery.
- Substance users have reported that they have gained confidence, self-esteem and have been able to integrate back into families and the wider communities.
- Those in recovery state report that the sessions have helped them to maintain and stay focussed and positive and reduce lapse and relapse

### 4. Support for FGM Survivors (Mojatu Foundation)

This project sought to prevent the crime of Female Genital Mutilation (FGM) from occurring, and empowering and supporting survivors and at risk children and women with skills and confidence building, as well as providing community resources and awareness about FGM.



#### Key Successes

- Ongoing one-to-one survivor support has been delivered to 78 individuals. Support ranged from signposting, referral to specific support offered by third parties or counselling services offered directly by Mojatu.
- 10 of these women were given extensive support to help them change their behaviour and overcome difficult times
- The project ran weekly sports sessions for women. 78 sessions were provided and attended by 224 unique attendees
- The first Mojatu radio show is now running, which features discussion around mental health, confidence building and relationships.
- Mojatu are continuing to train new people in radio broadcasting with the hope of expanding this over the next year.
- The project has continued to publish stories and content in Mojatu Magazine and online social media platforms on issues relating to FGM. They worked with the Home Office to run extensive social

media campaigns which increased the reach significantly and ensured more people were engaging with the issue of FGM, understanding what it is and how can work to eradicate it.

- Anecdotal evidence gathered from the project suggests that the work helped survivors to:
  - have increased confidence
  - make new friends and feel more confident talking about issues
  - encouraged to campaign against FGM
  - better understand FGM and hold reduced feelings of shame
  - will consider volunteering and training opportunities, and
  - encourage others to come forward and receive support.

### 5. Online Safety Management of Sexual Internet Security Project

The OSMOSIS project sought to promote awareness of online sexual exploitation through Internet safety workshops within the African communities for parents to learn how to keep their children safe whilst online.

#### Key Successes

- The project recruited and trained 10 volunteers who were subsequently involved in the direct delivery of the project
- 4 workshops were delivered on different dates to a total 132 participants
- Each workshop aimed to better equip participants to support their children to use the internet safely. 60 participants completed feedback forms which showed:
  - 98% indicated quality of speakers and workshops themselves were good

- 95% found the workshop useful and helpful
  - 96% said their awareness and knowledge has been raised
  - 95% said they felt more confident to support their children staying safe online
- 94% were able to identify one action they would take from the project – with the most common being to talk with their children about the issues raised in the workshop

### 6. Safe Choices (The Children's Society)



Photo by Zoe Childerley 1

This project sought to provide a service addressing the needs of boys and young men at risk of being sexually and criminally exploited. A dedicated worker addressed risk and intervened to change the level of exploitation. The aim of the intervention package was to disrupt exploitation and support the child to engage successful with the project worker and other agencies.

## Key Successes

- Service delivery took place between May 2019 and March 2020 with 6 high risk young people supported
- 2 parents/carers have also been supported to manage and understand exploitation issues
- Each young person received intensive 1-2-1 support developing relationships and implementing interventions to build awareness of exploitation
- The 6 young people have received 69 one-to-one face to face sessions and 10 virtual sessions (due to Covid-19).
- Between the 2 parents/carers they have received 10 one-to-one face to face sessions and 17 virtual sessions (due to Covid-19)

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## Theme 1 Case Study 2 – Missing Persons



The PCC set the Force a strategic objective to continue to work in partnership to provide an effective response to missing children and persons from hospital, home and care settings. This case study describes some of the work undertaken to help achieve this objective.

### Key Activities and Successes

- Missing Persons reports have seen progressive reductions each quarter during the year and show a 15.5% reduction (-531) in reports compared to last year
- It is believed that this success is down to the Force's revised protocols which were developed in conjunction with Partners in Children's Services to ensure the correct reporting, recording and response to missing Children and persons from Care and Home settings
- The Force has signed protocols in place with our three acute Hospitals Trusts and local Mental Health Trusts to effectively respond to persons who absent themselves from acute hospital care and secure mental health units

- In addition, there is an East Midlands Region Children's Social Care Regional Protocol in place which details how Local Authorities in the East Midland region will work together and how information is shared appropriately between the authorities
- Each authority has its own arrangements for responding to missing children, including the provision of return interviews. This protocol is focussed solely on cross-border working arrangements where a child is placed by one authority (the placing authority) in another authority area (the host authority)
- The protocols define the roles and responsibilities of all those concerned with the processes around children who go missing. It is derived from the Department for Education 'Statutory guidance on children who run away or go missing from home or care January 2014' and incorporates key elements of the College of Policing Authorised Professional Practice (APP) guidance.
- There is a dedicated Missing from Home Team which leads the Force response to find and safeguard the missing person, and prevent (or minimise) further missing episodes by addressing the root cause for going missing
- A review is completed of all absent from leave cases from our local mental health units and these are shared with Nottinghamshire Healthcare Trust so they can act upon common themes / issues
- There are bi-monthly local operational group meetings with our main two Mental Health Hospitals to discuss and problem solve common issues





**THEME TWO**  
**Helping and Supporting Victims**



## Theme 2: Helping and Supporting Victims

During the year a range of activity has been undertaken to improve:

- Access to outcomes from and quality of local victim support services
- Support and service outcomes for survivors of domestic and sexual abuse
- Improving victim and witness experience of the criminal justice system

### Key Performance Successes

- 5% increase in Domestic Abuse crimes
- 1% increase in Domestic Abuse Repeat Victimization
- 88% of Domestic Abuse victims satisfied with Police
- 3.9% decrease in adult Serious Sexual offences
- 34 registered Victim CARE Community Points established
- Victim CARE website now live
- 84% of hate crime victims were satisfied with Police action

### Victim CARE

- ✓ The Victim CARE website <https://www.nottsvictimcare.org.uk/> is now up and running with ongoing work being undertaken to tweak the content as appropriate
- ✓ Supported a total of 5,592 victims throughout the year

- ✓ At the end of the year there were a total of 34 registered Victim CARE Community Points.
- ✓ The following referrals were made to Victim Care by crime type (shown as a %) which correlates with the proportion of crime reported. Not everyone takes up the offer of support, but overall on average, 65% of victims were supported by Victim Care in relation to the top 10 crime types listed below.

Rank	% of Victims Referred by Crime Type	% of Total	% Supported
1	Violence Against the Person	20.5%	65%
2	Burglary	10.3%	62%
3	Theft	9.3%	76%
4	Arson and Criminal Damage	5.4%	62%
5	Stalking and harrassment	4.9%	62%
6	Fraud	4.4%	83%
7	Hate Crime	3.4%	48%
8	Public Order	3.2%	63%
9	Vehicle Offences	2.8%	73%
10	Robbery	2.2%	54%

- ✓ The table below shows a breakdown of the type of support provided for victims receiving enhanced support.

Actions taken with all Enhanced Cases	No.	%
Telephone call - emotional support	4681	34%
Emotional support	3713	27%
Advocacy	1215	9%
Other	1163	8%
Information and Advice	1149	8%
Target Hardening	987	7%
Home Visit	314	2%
Outside referral	285	2%
Practical Support - Criminal Injuries Compensation	124	1%
Community Visit	53	0%

- ✓ Victim CARE gave out 6 small grants of up to £2,000 to some of their Community Points to undertake work to specifically help victims.
- ✓ A total of 106 LGBT+ children and young people and 12 parents and carers were engaged with the Centreplace hate crime awareness project funded by Victim CARE
- ✓ 50 safety packs (including a safety plan, a stopper, an alarm, a torch and a bottle), clothing and food have been handed out to young victims of crime by Redthread following a small grant from Victim Care
- ✓ The Community Points application process was reviewed to make it easier for Community Organisations to become a Community Point in the hope that this will enable a greater number of organisations to engage.
- ✓ Victim CARE have sought to identify and contact more BAME organisations to expand the number of Community Points thus widening the reach and improving access to victim services for all victims.
- ✓ Victim Care have worked closely with the Force's Fraud department on dating and romance fraud by attending events with Women's Institutes and University of the Third Age (U3A). These groups often include the

most elderly members of the community who are likely to be targeted by fraudsters.

#### Victim-Led Restorative Justice (RJ)

- ✓ During the year, the Force Restorative Justice lead developed additional avenues to further increase the offer and take up of victim-led restorative justice. There is now an agreement for a Victim CARE Restorative Justice Worker to be embedded within the Police Bridewell (Custody Suite) to enable them to work much more closely with the Force RJ lead and officers to further promote Restorative Justice.
- ✓ The Restorative Justice Worker now meets with the Prisoner Handling Teams and Case Builders to increase their knowledge of RJ.
- ✓ Training will be provided to officers to further raise awareness.
- ✓ Furthermore, the Force Hate Crime Panel has identified a number of potential RJ referrals.
- ✓ Also, Victim CARE has a worker embedded within the Witness Care Unit to try to increase the Restorative Justice take up rate at the Court outcome stage.

#### Hate Crime Reporting and Access to Support Services

- ✓ The Force Hate Crime team continued to maintain its relationship with local agencies to encourage reporting and build trust and confidence. For example, members attended a City event organised by Communities Inc in support of the National Bystander Awareness Day.
- ✓ This event was held to encourage the reporting of hate crime following the slogan 'See, Report, Support' when witnessed within the community.
- ✓ Despite the lockdown, following the Corona virus restrictions, hate crime occurrences did not increase. At the end of March 2020, there was an overall reduction in all hate occurrences.

- ✓ The Chinese community did report a slight increase in hate crime incidents and the team kept close contact with the National Chinese Welfare Association and the Chinese School to monitor any tensions.
- ✓ During the year, Hate Crime Shift Champions delivered training to members of their team.

### Domestic Abuse Services for Victims and Survivors

- ✓ The PCC has continued to invest in outcomes focussed domestic abuse support services, working with the City and County Councils.
- ✓ In the County almost 2,000 women and men and 570 children and young people were supported by the joint County Council/PCC commissioned contracts delivered by Equation, Juno Women's Aid and Nottinghamshire Women's Aid.
- ✓ In the City nearly 800 women were supported through the joint City Council/PCC commissioned IDVA service (which includes MARAC, Court and teen IDVA services). Positive outcomes in relation to increased feelings of safety and improved wellbeing were consistently high.
- ✓ Although the number of domestic abuse crimes and incidents reported to Nottinghamshire Police initially fell during the Covid-19 lockdown, there was significant increased demand on all domestic abuse support services. This includes Nottinghamshire's Domestic and Sexual Violence and Abuse (DSVA) helpline, which in the last weeks of March and first weeks of April received double the number of calls it had received during the same period the previous year.



- ✓ To respond to this, the PCC agreed over £16,000 to pay for a cloud based solution to the helpline and for additional staff cover to cope with the volume of calls over weekends.

### Responding to Recommendations of IICSA

- ✓ During the year, the PCC has led discussions with partners to ensure that adults who were abused as children in the care of authorities have the right support in place. The PCC's needs assessment specifically consulted in depth with Child Sexual Abuse (CSA) survivors and the OPCC has worked closely with them to develop a new model for support.
- ✓ As a result, funding for a new support service, which includes a specialist "hub" long called for by survivors, is now agreed, split 3 ways by the PCC, Clinical Commissioning Group (CCGs) and local authorities.
- ✓ The PCC will publish an invitation to tender to deliver the new hub and a specialist SVA therapy service in June 2020. Survivors are at the heart of the new service, have helped to develop the new specification and will be actively involved in evaluating bids. The new service is scheduled to begin in January 2021
- ✓ In addition, the PCC and City and County Councils agreed to fund a Sexual Violence Engagement Manager until March 2022



### Impact of Serious Crime on Witnesses, Friends and Families

- ✓ In January 2020 the PCC established an Independent Sexual Violence Adviser service which has been partially co-located with the Force. This

is already proving beneficial in raising officers' awareness of victim support services.

- ✓ Early signs are that the arrangement has increased the number of Police referrals to the ISVA service. However, the arrangement is currently on hold because of Covid 19 however it will continue when safe to do so.

#### Multi-Agency Safeguarding Hub (MASH) – Repeat Victims

- ✓ During the year the Force recruited two safeguarding officers who now deal exclusively with repeat victims and serial perpetrators. The role sits outside of the MASH (Multi-Agency Risk Assessment Conference) under the Domestic Abuse Unit.
- ✓ Reports of approximately 1500 repeat domestic abuse victims are received each month. Public Protection Safeguarding officers identify and prioritise the top 30 victims and work with partners to implement the most effective interventions.
- ✓ The list is continually refreshed based on risk which means some victims remain on the list but others are removed as effective safeguarding interventions are put in place reducing or eliminating the risk.
- ✓ During the year, the team have worked with 160 different victims who have all received safeguarding support. A wide range of interventions are considered and implemented including civil orders i.e. the Domestic Violence Disclosure Scheme (DVDs), Domestic Violence Protection Notice (DVPN), Stalking Protection Order (SPO) and other powers as well as partnership activity.
- ✓ The Safeguarding officers share the list of most vulnerable with local policing colleagues for additional support and consideration of inclusion at the community safety partnerships Vulnerable Persons/Complex Needs Panels.





## THEME THREE Tackling Crime & ASB



### Theme 3: Tackling Crime and ASB

A range of activities have been undertaken to ensure communities and people are safer and feel safer by developing the strategic response to serious, organised and high impact crime; improving offender management outcomes and work to address the drivers of offending behaviour; and improve service responses to the crime and ASB issues of greatest community concern.

#### Key Performance Successes

During the year, calls for service via 999 to the Force increased by 4.9% (+9,071) although 101 calls reduced by -10.1% (-43,652).

#### Top 10 Crime Types with Reductions of more than 150 crimes

Top 10	Crime Categories	2019/20	2018/19	Volume Change	% Change
1	Other Theft	9,449	11,134	-1,685	-17.8%
2	Violence with injury	11,924	13,770	-1,846	-15.5%
3	Domestic Non-Crime	5,696	6,529	-833	-14.6%
4	Burglary - Business and Community	2,226	2,519	-293	-13.2%
5	Rape	1,184	1,323	-139	-11.7%
6	Bicycle Theft	1,931	2,117	-186	-9.6%
7	Shoplifting	10,646	11,389	-743	-7.0%
8	Theft of a Motor Vehicle	2,309	2,461	-152	-6.6%
9	Theft from a Motor Vehicle	5,454	5,630	-176	-3.2%
10	Burglary	7,662	7,890	-228	-3.0%

- During the year crime overall fell 0.5% (-583) with victim based crime falling 2.7% (-2,472). The table (left) shows the top 10 crimes types experiencing reductions of 150 crimes or more.
- The Force charged/summoned 11.72% of all crimes reported which was 3.65% higher than its most similar group (MSG)
- The table below shows the top 10 crimes types experiencing increases of 150 crimes or more.
- **Appendices A and B** provide detailed crime reduction breakdowns.

#### Top 10 Crime Types with Increases of more than 150 crimes

Ref	Force	2019/20	2018/19	Volume Change	% Change
1	Possession of Drugs	3,923	2,978	945	24.1%
2	Drug Offences	4,830	3,785	1,045	21.6%
3	Violence without injury	11,951	10,163	1,788	15.0%
4	Possession of Weapons	1,205	1,055	150	12.4%
5	Stalking and Harassment	10,061	8,814	1,247	12.4%
6	Other Crime (Domestic)	3,061	2,793	268	8.8%
7	Domestic Crime	15,059	14,210	849	5.6%
8	Violence (Domestic)	11,597	10,947	650	5.6%
9	Public Order Offences	7,613	7,268	345	4.5%
10	Violence against the Person	33,955	32,761	1,194	3.5%

#### Violent Knife Crime

There has been a steady reduction in the number of violent Knife Crimes recorded between 2018 and 2020; a reduction of 13.6% year ending March 2020 compared to year ending March 2019.

## Key Strategic Activities

### Serious and Organised Crime (SOC)

- ✓ The Serious and Organised Crime (SOC) department used a range of disruption tools across the full national 4P spectrum strategy (Prepare, Protect, Prevent and Pursue).



- ✓ Whilst there was a strong focus of Police led enforcement activity against principal and significant members of Organised Crime Groups (OCGs) who posed the greatest threat to communities, action also incorporated partnership working with both statutory partners and third sector organisations.
- ✓ For example, successful disruption operations were undertaken against an OCG based in Bestwood which involved partnership working with the National Crime Agency (NCA), Her Majesty Prison Service, the East Midlands Specialist Operations Unit (EMSOU), the Government Agencies Intelligence Network (GAIN), Trading Standards and Her Majesty's Revenue and Custom (HMRC).
- ✓ Several separate criminal investigations remain live in respect of that operation with numerous persons charged with serious offences including drugs and supply of firearms.

- ✓ The SOC Task Force engages with statutory partners in Social Care, Education and Health to bolster safeguarding measures for those who are vulnerable and find themselves in the proximity of serious criminality and OCG criminals who target vulnerable children and young adults.
- ✓ For example, some criminal groups have been using vulnerable children to move drugs from the City into the County and the Force has been addressing this issue under its Operation Mop which includes a variety of plans and partnership activities to disrupt this criminality e.g. the use of Serious and Organised Crime Prevention Orders (SOCPO).
- ✓ In addition, the Integrated Offender Management (IOM) team, the National Probation Service (NPS), the County SOC Board and the equivalent City Vulnerabilities and Commodities Group all provide assistance in tackling serious and organised crime.
- ✓ SOC have looked to bridge the gap to front line policing which saw the launch of operation Reacher in Bestwood, which is a neighbourhood policing team aligned and tasked through the SOC team.
- ✓ Due to its success, other teams are being rolled out across all neighbourhoods as part of the national uplift in Police officers.

### Online Paedophilia

- ✓ In order to tackle the escalating threat of online paedophilia the Force has established a dedicated Paedophile Online Investigation Team (POLIT). The team consists of a combination of Professionalising Investigation Programme (PIP) Investigators (a dedicated intelligence officer, dedicated digital forensic examiner and a dedicated, PIP 2 Detective Sergeant. The Team is overseen by an experienced Detective Inspector.
- ✓ The team works closely with the Force's Digital Investigation Unit which allows officers to build strong prosecution cases which have led to early guilty pleas by defendants.



- ✓ The team utilises various technology to support their investigations e.g. the Child Protection System (Gridcop) and the ICAC Child On-line Protection System (ICACCOPS) as a means of identifying offenders. The team uses the Kent Internet Risk Assessment Tool (KIRAT) risk to prioritise cases.

### Integrated Offender Management (IOM)

- ✓ The Force has worked closely with its partners in the Criminal Justice system, via a wide range of multi-agency forums, to design an advanced IOM programme to ensure that it includes appropriate interventions to reduce the offending of domestic abuse perpetrators.
- ✓ Specialist supportive Independent domestic violence advisor (IDVA) services have also been developed and specially trained IDVA's trained to support survivors. The Force has recruited two safeguarding officers to work with the victims of high risk offenders and support the IOM process.
- ✓ The effectiveness of this approach is managed at the monthly IOM meeting. The number of Domestic Abuse (DA) perpetrators that IOM DA manages has been as high as 60.
- ✓ Figures taken from a recent Domestic Abuse IOM report demonstrates the effectiveness of this scheme: The cumulative Risk of Reoffending

score (RRS) represents a 41% drop in their IOM RRS score since scheme entry.

### Problem Solving Training

- ✓ During the year the PCC agreed to provide funding for Problem Solving training for Police Officers, Police Staff and Partners in support of a recommendation arising out of the Neighbourhood Policing review to reinvigorate effective partnership working and support activity to reduce high severity crime in high harm localities and other local problems. Between December 2019 and March 2020:
  - An external trainer undertook the training which was delivered in line with Neighbourhood Policing guidelines and the National Crime Prevention Plan
  - Each attendee received 2 days consecutive training
  - Each training event consisted of both Police officers, Police staff and partners (40 people on each course to ensure maximise attendance)
  - There were 14 planned training sessions to be attended by 520 staff (400 Police officers/Police Staff and 120 partners).
- ✓ In addition, the PCC funded a Program Manager via the Safer Nottinghamshire Board (SNB) to help local partners and policing teams tackle areas of high severity to ensure better integration with local neighbourhood policing plans.

### Burglary and Robbery Reduction Teams

- ✓ The Burglary and Robbery teams and their associated processes are now well embedded within the organisation. Staffing of the Teams has been a challenge since their inception in 2018. In spite of this, performance and delivery overall has been good as shown in the table below:

Force	2019/20	2018/19	Volume Change	% Change
<b>Robbery</b>	<b>1,213</b>	<b>1,248</b>	<b>-35</b>	<b>-2.9%</b>
Robbery of Business Property	116	119	-3	-2.6%
Robbery of Personal Property	1,097	1,129	-32	-2.9%
<b>Burglary</b>	<b>7,662</b>	<b>7,890</b>	<b>-228</b>	<b>-3.0%</b>
Burglary - Residential	5,436	5,371	65	1.2%
Burglary - Business and Community	2,226	2,519	-293	-13.2%

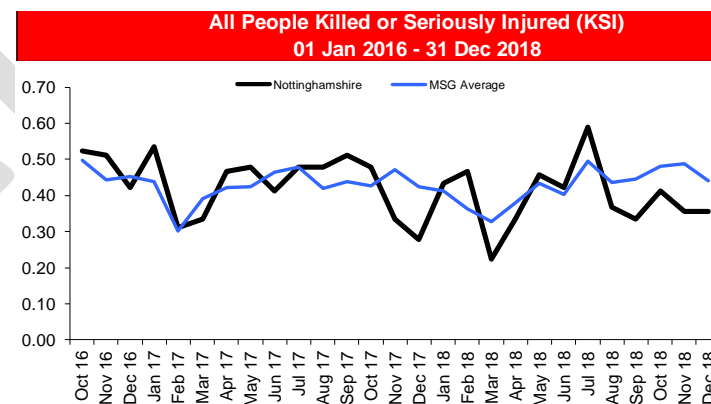
- ✓ Both teams work very closely together building on research and intelligence which reveals that offenders cross-cut across the respective crime types. Further Burglary reductions were hampered by a considerable increase in offending across the Rushcliffe area which incurred an increase of 112 more victims of burglary. This increase has occurred in the West Bridgford ward due to three main offenders who have since been arrested.
- ✓ Officers in the burglary teams work closely with partners to work efficiently targeting series of offences and effectively pursuing and deterring target offenders.
- ✓ The Force Robbery team is staffed in line with established numbers and their work complements all of the work as detailed above. Good working relationships with partners has yielded some considerable successes in identifying suspects while ensuring efficient use of resources through targeted hotspot patrols.

### Nottinghamshire Road Safety Partnership

- ✓ The Nottinghamshire Road Safety Partnership (NRSP) act as the strategic group that coordinates the action across the partner agencies to reduce the numbers of those killed or seriously injured on Nottinghamshire's roads, and coordinates the Education, Engineering and Enforcement activities.
- ✓ Collision and casualty investigations and analysis is undertaken by via the Safer Highways of Nottinghamshire County Council and used to monitor the impact of enforcement upon casualty reduction rates

throughout the year. Any new trends or patterns are used to carry out enforcement activity. These sites are referred to as Core Casualty Routes.

- ✓ In total there are approximately 75-80 enforcement sites on Core Casualty Routes throughout the County, and use a mixture of mobile and static cameras. The advantage of having mobile speed cameras are that these are able to respond immediately to any change in casualty data.
- ✓ The chart below shows a two year trend of people killed or seriously injured (KSI) across the roads of Nottinghamshire to December 2018 (most current data available) in comparison to the Force's most similar group. There was a 7% reduction in KSIs as of December 2018 compared to the previous year.





## Theme 3 Case Study 1 – Drone

The PCC set the Chief Constable a strategic objective to work with partners to identify further collaboration opportunities for pooled budgets, efficiencies and improved services. Exploiting technology to improve efficiencies and effectiveness in operational policing is vital especially with limited funds and increased demand. This case study provides such an example.



In January this year the Force went live with its first ever drone team working in collaboration with Nottinghamshire Fire & Rescue Service (NFRS) servicing both organisations.

The team is made up of ten Response Officers and five Neighbourhood Policing Team Officers who provide a 24/7 spontaneous response to incidents. The team has a dedicated vehicle equipped three drones.

The Drone team also provide support to pre-planned events such as football matches, protests, and public order incidents, execution of drugs warrants, firearms operations and Road Traffic Accident scene imagery.

### Key Successes

Between 1<sup>st</sup> January and end of May 2020 there has been 250 spontaneous deployments, and 83 Pre-Planned deployments. This figure represents the number of times the drone has been in the air, as opposed to the number of calls for service which is far greater. The tables left provide a breakdown of the type of call outs attended.

A specific example, best explains the use of drones. In April this year the team were called to a report of a suicidal male who was reported missing and believed to have entered a large open remote area with poor vehicular access and poor lighting.

The Pilot launched the drone and activated its heat seeking thermal imaging capabilities and patrolled a vast area within a very short time, something Police officers on foot would not be able to achieve. Within 20 minutes the Pilot identified and locked onto a heat source 1300 meters away. The GPS location was used to direct officers through the fields to an unconscious male who had overdosed on insulin. He was given urgent medical treatment and admitted to hospital. Without the use of the drone, it is likely this person would have died.

Spontaneous Deployments		250
Missing Person/Suicide	75	30%
RTC/Road Related	41	16%
Other	31	12%
Burglary	18	7%
Arrest Attempt	16	6%
Training	16	6%
Fire Incident	12	5%
Violence	12	5%
Firearms	12	5%
Intelligence/Drugs	7	3%
Warrant	4	2%
Ops Planning	4	2%
Engagement	1	0%
Pre-Planned	1	0%

Pre-Planned Deployments		83
Intelligence/Drugs	29	35%
Other	12	14%
Training	9	11%
Pre-Planned	9	11%
Warrant	8	10%
RTC/Road Related	4	5%
Violence	3	4%
Football	1	1%
Engagement	6	7%
Arrest Attempt	1	1%
Burglary	1	1%

## Theme 3 Case Study 2 – Community Safety Projects

### 1. Switch Up CIC (Switch on Your Positivity)

Switch Up CIC provided targeted and focused activity to divert children and young people away from crime and anti-social behaviour.

The project received 8 high risk referrals from the police. These 8 young people presented with multiple and complex needs. All 8 engaged in some form of mentoring from the project with 6 being provided with sustained engagement. All individuals were supported with a range of interventions to prevent re-offending, provide support to help them access legitimate income sources, personal development and assistance with gaining accommodation and dealing with Statutory agencies in a more positive and proactive manner.

The majority of those engaged have also seen improvements in confidence, self-esteem and fitness levels with an improved view of education and better career prospects.

### Key Successes

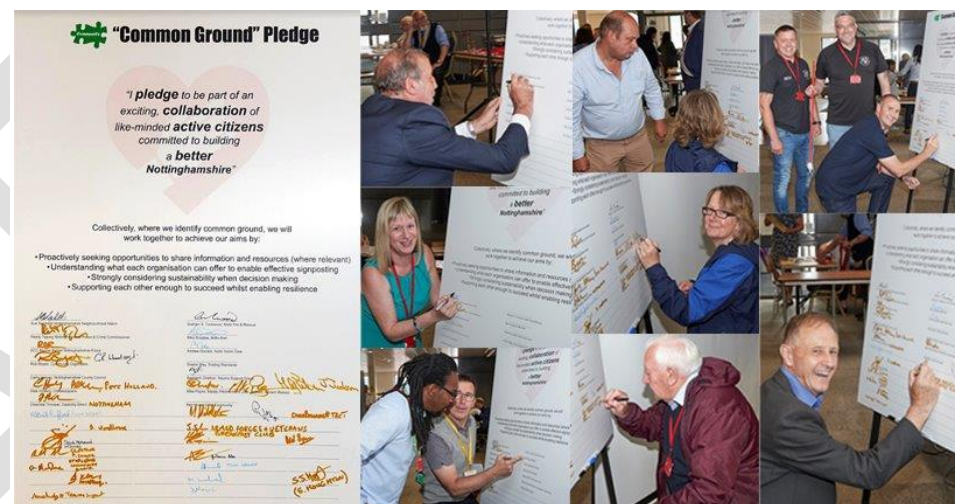
- 5 of the 6 engaged in sporting activities;
- 2 of the 6 engaged in volunteering;
- 6 of the 6 entered / stayed in education / entered employment;
- 6 of the 6 did not commit any crime or further offending
- 5 of the 6 disassociated from negative peers

### 2. Notts Watch (Community Safety Initiative)

During the year Notts Watch has worked collaboratively with the Force and Local Authorities continuing to support residents create additional Neighbourhood

Watch Schemes. Additionally, existing coordinators have been trained and supported to enhance community cohesion and reduce crime.

In July 2019 the Notts Watch held its annual conference at which 7 people were presented with Active Citizen Awards.



### Key Successes

- 56 new Neighbourhood Watch schemes have been set up across Nottingham and Nottinghamshire
- 4 new Multi Scheme Administrators recruited and trained
- A quarterly newsletter has been produced
- A new mobile optimised NottsWatch website has been launched

### 3. Trust Building Project

The Trust Building Project focused on tackling trust deficit amongst communities in Nottingham, raising awareness of embracing diversity and removing negative stereotypical about Muslims in Britain.

#### Key Successes

- 20 new Trust Building Volunteers/Ambassadors recruited and trained from workshops and events in Gedling and Broxtowe.
- 18 workshops undertaken in 3 schools (Emmanuel, Bluecoat and George Spencer) to 380 pupils and 32 teachers
- 1 x Trust Building Conference arranged and delivered to 250 delegates

### 4. Nottingham Mencap Smile! Stop Hate Crime

This project focused on keeping people with learning disabilities and autism safe and to reduce incidents of crime & hate crime directed towards them, helping insure they live full inclusive lives.

#### Key Successes

- 8 Keeping Safe Online training sessions were delivered to 80 people
- 6 workshops were delivered for people with learning difficulties
- A session for 30 people was facilitated on how to travel safely by bus in conjunction with transport providers
- 20 people attended a partnership consultation event on how to run transport for people with disabilities
- 5 outside events were attended by Mencap aimed at communicating anti-hate crime and safety messages to the general public



- A social media campaign was undertaken throughout the year based on understanding what Disability Hate Crime is and how do you report it
- Mencap worked with Nottingham City Council to create an event in Learning Disability Awareness Week attended by 100+ people
- Mencap worked with 4 teams of students to create 4 films for use in training and social media. One film performed to a live audience of 80 people
- All 9 have reported improved community connections

### 5. The Inspire and Achieve Foundation

This project sought to reduce offending and rebuild the lives of offenders aged 16-25 via intensive mentoring. A total of 9 young people received intensive mentoring support.

A baseline assessment of each of these 9 individuals was undertaken which enabled workers to identify key areas where support and mentoring was needed to reduce reoffending and support progression of individuals.





### Key Successes

- 7 of the 9 individuals have dramatically reduced their offending (with 2 prolific offenders completely stopping for over a year)
- 5 of the 9 individuals are in positive progressions: 4 completed the Princes Trust Team programme and 1 is in full time education
- All 9 have reported improved behaviours, prospects and employability skills
- 7 of the 9 individuals have reported improved mental health since involvement with the project
- All 9 have reported improved community connections

### 6. Al-Hurraya (EMPOWER)

This project focused on early intervention, educational workshops, prevention and targeted youth activity.

Five early intervention workshops were delivered to young people. Topics covered included drugs, alcohol, vaping, social media, self-image, sexting, grooming, CSE, gangs, knife crime and social media. A total of 85 individuals attended the five workshops.

The project worked within schools and faith settings with young people identified with criminogenic behaviours; who were at risk of using or selling drugs and/or involved in offending and/or antisocial behaviour who often do not achieve good educational outcomes.

### Key Successes

- 141 one-to-one and group sessions were completed in Schools across the City. These sessions were with those pupils identified by the School as high risk of detentions and exclusions
- 21 weekly sessions were held for 8 young males at Jamia Fatimah Mosque. Most of these beneficiaries have affiliations or are members of families who are renowned for organised crime involvement
- 19 weekly sessions were held for 4 young people at Karimia Mosque. These were targeted sessions for young men needing support around identity, radicalisation, beliefs, self-esteem, gangs, and drugs, Child Sex Exploitation (CSE), Child Criminal Exploitation (CCE) and Children at Risk of Exploitation (CRE)
- 3 young people referred from the Youth Justice Team and mentored one-to one
- 23 clients supported around culturally specific substance misuse

### 7. Nottingham Women's Centre (Misogyny Work)

This project continued to embed the pioneering work to address misogyny hate crime (MHC) locally.

### Key Successes

- 2 meetings of the Misogyny Hate Crime steering group were held
- 4 Misogyny Hate Crime student champions were recruited and trained as well as 14 community ambassadors





- Work was undertaken with partners to coordinate the Law Commission's visit to Nottingham in June 2019 and presentations delivered on the importance of education in misogyny prevention.
- 6 survivors were recruited and supported to give personal testimonies to the Law Commission
- Presentation undertaken at 9 local and national events
- An awareness raising campaign was coordinated to targeted audiences with the main objective being to increase awareness of the

Misogyny Hate Crime policy and subsequently reporting. This also involved a mass social marketing campaign

- A survey was undertaken with 71 men from the University of Nottingham which identified that:
  - 50.7% of 71 men surveyed, knew that misogyny was as classed as a hate crime in Nottingham
  - 67.6% of men had witnessed an incident, and
  - 95.8% thought it was a serious problem.
  - 26.8% of men surveyed knew how to report it
- A workshop was delivered to a group of male students from the University of Nottingham, all of whom said they had increased understanding of MHC and would now know how to report as a witness

#### 8. Breaking Barriers Building Bridges (Feet First)



This project also focused on early intervention diversionary sessions for young people of differing ages by providing additional one to one support as needed.

Weekly 3 hour early intervention diversionary sessions were undertaken with 35 young people.

## Key Successes

- 6 individuals were provided further supported on a one-to-one basis for at least one hour per week
- There have been no reports of offending from these 6 young people since one to one work commenced and all 6 have either entered into education or employment
- Overall the project has given the young people a sense of belonging which has helped them to come away from street corners and gangs.
- The young people have had an input into their local area and the activities which are taking place – giving them a sense of ownership

## 9. Communities Inc (Stand By Her)



This project piloted how bystander interventions can educate and empower men and women in rural communities to tackle misogyny related incidents, including sexual harassment.

## Key Successes

- 16 people were recruited and trained as Ambassadors
- The Ambassadors reported increased knowledge, skills and confidence in using safe bystander interventions in tackling misogyny
- They also reported increased confidence in cascading key messages onto others within their networks
- Of the 16 Ambassadors, 14 reported that they had cascaded key messages to a total of 290 individuals which resulted in increased awareness of misogyny amongst these individuals

## 10. Fearless Youth Association (FYA)

This project focused on sustaining safe spaces for young people, especially those from Black, Minority Ethnic (BAME) communities, to keep them diverted from crime and antisocial behaviour while protecting people from harm and facilitating positive relationships with the Police.

## Key Successes

- Over 1000 young people were engaged online throughout the year including via podcasts dealing with issues such as knife crime, race and mental health
- 35 young people attended the 6 week workshops on reducing gang involvement, youth violence, street life and increasing choices for young people



- 48 young people attended the 6 week digital media training workshops with 21 moving onto further education and 8 getting into apprenticeships or internships
- 72 young people have engaged in the monthly farm trips to undertake outdoor work and activities such as apple picking, orienteering and tree planting.

### 11. Changing Lives (Conditional Caution Early Intervention)

This project provided effective support to low-medium risk women offenders through early interventions and Women Specific Cautions (WSCs) with the aim of preventing reoffending/escalation into more serious crime.

### Key Successes

- Reduction in women's offending/ASB as demonstrated by low re-arrest rate
- Increase in women receiving victim/trauma support including:
  - domestic abuse
  - referrals to appropriate interventions and engagement
  - 1 to 1 work around healthy relationships offered to every participants
  - establishing financial independence including separating benefits and bank accounts
- Increase in women accessing support for addiction; referrals and engagement with service local to the client
- Increase in women accessing housing support/reduced risk of homelessness; stable accommodation achieved, arrears addressed
- Reduction in acquisitive crimes; this has been impacted mainly by support around benefits and debt. In addition to re-arrest data, clients also report reduced likelihood of reoffending
- Reduction in risk of harm; participants report greater sense of control over their mental health management and reduction in risk to self over the programme due to engagement with appropriate services matched to by their Caseworker
- Increase in women accessing employment/training/education advice; employment discussed with all clients including future plans and setting goals to move forward





## THEME FOUR

### Transforming Services



- 46.9% of residents surveyed believe the Police do a good
- 61% of residents surveyed were very or fairly satisfied with police service
- Complaints against police have increased 16.7%

## Theme 4: Transforming Services and Delivering Quality Policing

During the year the PCC has sought to secure sustainable and efficient policing services and value for money; improve community engagement and public trust and confidence in policing; and strengthen integrated partnership working and collaboration.

### Key Performance Successes

- 95% of all crimes audited comply with the national standard (NCRS)
- 41.7% of residents surveyed say the Police are dealing with the issues that matter to them which is 1.4% higher than last year job (PCC survey)
- 50% of residents feel the Police do a good job which is 3.1% better than last year
- 55.4% of residence report confidence in the Police which is 1.9% better than last year
- 58.4% of residents are satisfied with the Police which 2.1% less than last year
- The number of recorded complaints against Police officers fell by 9.4% compared to last year
- 239 new staff were appointed of which 34 (14.2%) were from BAME communities

### Key Strategic Activities

#### Efficiencies

- ✓ The table right shows the efficiencies set for the Chief Constable for the 2019-20 (£3.93).<sup>2</sup>
- ✓ The Force achieved a reduction of £2.2m against this £3.93m efficiency target.
- ✓ As part of the 2020-21 budget, the Force has been set a revised target of £2m.

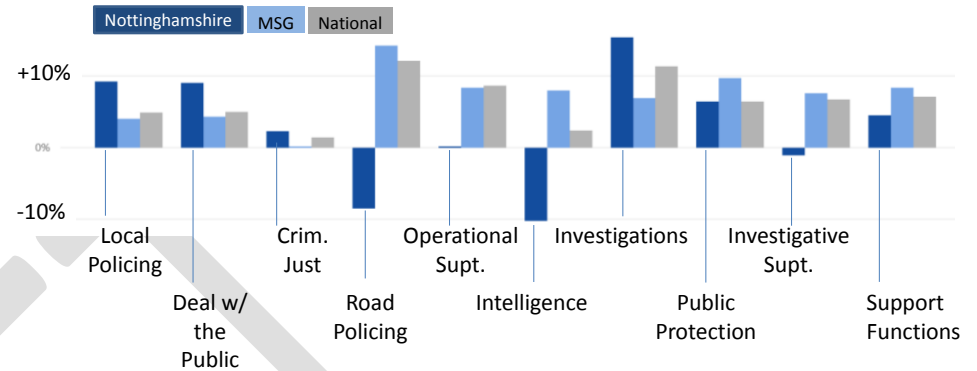
Efficiencies 2019-20	£m
Procurement	0.3
Supplies & Services	0.2
Overtime	0.5
Comms & Computing	0.3
Income	0.2
Capital Financing	0.3
<b>Total</b>	<b>1.8</b>
Ongoing staff pay savings	1.5
<b>Total</b>	<b>3.3</b>

#### Extra Funding

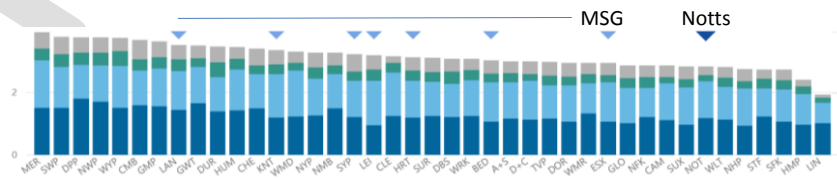
- ✓ In 2019/20 the PCC secured the following additional funding:
  - £1.54m Surge funding to tackle serious knife crime
  - £880,000 Home Office Violence Reduction Unit Fund

<sup>2</sup> <https://www.nottinghamshire.pcc.police.uk/Document-Library/Our-Money/2020-2021-Documents/Budget-Report-2020-21.pdf>

- £690,887 Home Office Early Intervention Youth Fund
- £242k additional funding from Ministry of Justice (MOJ) for the first year of the devolved rape support fund, following the PCC's successful bid in 2018-9.
- £195,000 to support survivors of sexual violence following successful bid to NHS England's High Volume Fund
- £67,638 from the Home Office Violence Against Women and Girls Transformation Fund, received via the City Council, which contributed to the ISVA service
- £50k from Nottinghamshire County Council which contributed to the Independent Sexual Violence Advisor (ISVA) service
- £43,557 contributions from the City and County Councils towards the Survivor Support Service
- £28,875 for Conducted Energy Device Funding (Taser Bid)
- £14,475 towards our jointly co-commissioned Sexual Violence and Abuse (SVA) Needs Assessment following agreement with NHS England



- ✓ In can be seen that the Force put more resources into local policing, dealing with the public and investigative resources.
- ✓ The Force has a low staffing ratio per 1000 population as shown in the chart below. It can be seen to be 7<sup>th</sup> lowest nationally and the lowest in its Most Similar Group (MSG).



### Staff Wellbeing

- ✓ The PCC, Chief Constable and his senior Command team all recognise that our people are the most valuable asset.
- ✓ During the year the Force developed and published a 5 year Wellbeing Strategy that involves:
  - Listening to the workforce
  - Committing to developing and embedding wellbeing

### Value for Money (VFM)

- ✓ HMICFRS continues to produce online VFM profile<sup>3</sup> to allow comparisons to be made with other forces. The chart right illustrates the changes in how resources were deployed in 2019.

<sup>3</sup> <https://www.justiceinspectors.gov.uk/hmicfrs/our-work/article/value-for-money-inspections/value-for-money-profiles/value-for-money-dashboards/>

- Providing a fit for purpose estate and
- Ensuring practices and procedures recognise and support wellbeing
- Creating a culture that is free from stigma and judgement
- ✓ A recent Staff Survey showed some positive results and this has been published for all staff to see including:
  - Staff citing high job satisfaction
  - Parity between officers and staff
  - Clarity on vision
  - Supportive leadership
  - Highest scoring nationally on perceived organisational support

#### Collaboration Opportunities



- ✓ The Force has continued to explore numerous opportunities to identify further collaboration opportunities for pooled budgets, efficiencies and improved services. Some examples are listed below:

- A Tri-Emergency Service Hub has been established at the Ambulance Station at Annesley Road, Hucknall which became fully operational in January this year. This development brings together EMAS Ambulance and Paramedics, with the Hucknall Fire Station and the Ashfield Response and Neighbourhood Policing Teams. This will lead to improved inter-agency working and efficiencies as a result of the closure of other Police and Fire Buildings.
- Following an agreement with Nottinghamshire Fire and Rescue and Nottinghamshire Police the Police training teams based at the Watnall Road Training Centre moved into underutilised space at the Highfields Fire Station in October 2019. This move has helped to reduce revenue savings for each organisation and improve interagency working particularly at major incidents.
- Building work has taken place to enable the Police teams based at West Bridgford Police Station to co-locate with the Fire teams based at the West Bridgford Fire Station. This move will enable both Police and Fire to retain a base in that community and also enable the Police to generate efficiencies.
- As reported in last year's Annual Report, work continues with the new shared Police and Fire HQ at Sherwood Lodge Arnold. The planning application has been approved that would see an £18.5M re-development of the site to include:

#### Space for shared HQ functions

- A new Control Room
- New Police Training School to replace the two existing sites in Hucknall
- A canteen

Multi-purpose hall and Gym

Conferencing facilities

Reconfigured and enlarged car parking space

Police and Fire are working together to create a capability to routinely deploy Aerial Unmanned Airborne Vehicles or more commonly known as 'Drones'

- The main building work will commence in July 2020 be completed and occupied by the end of December 2021.

### Understanding Communities

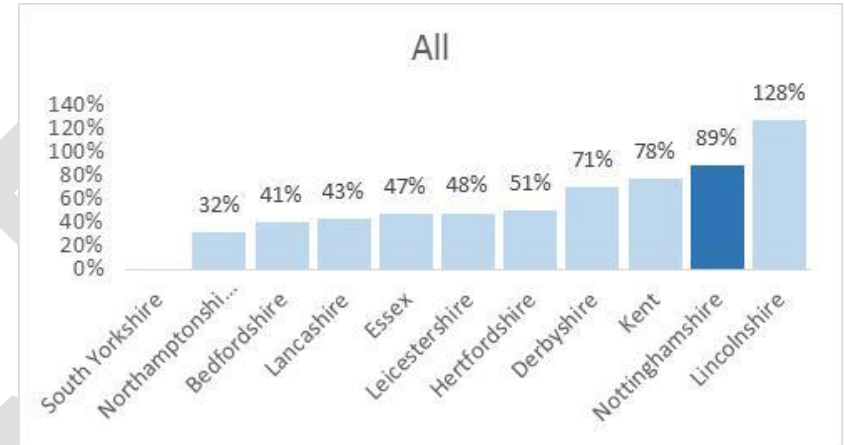
- ✓ The first phase of Nottingham Trent University's research project exploring the needs and experiences of new and emerging communities concluded in 2019 and the insight will help the PCC and partners better understand how to support such communities.



- ✓ The project engaged with diverse ethnic and cultural groups across Nottinghamshire with a view to improving partner agency understanding of the lived experiences of 'new' and 'emerging' communities, and in particular, the challenges and barriers they faced in accessing services and how these could be overcome.
- ✓ The research also considered experiences of hate crime and perceptions in relation to Brexit.
- ✓ Researchers have gained extensive access to local new and emerging community representatives as part of this work which the PCC and partner agencies are keen to maintain and develop in 2020.

## Theme 4 Case Study 1 – Operation Uplift

In October 2019, the Government announced its commitment to put 20,000 extra Police officers on the streets nationally over the next three years. Nottinghamshire Police were set a first year target to increase its establishment by 107 officers. This case study details the progress to date.



- The chart (above) shows a national comparison and it can be seen that Nottinghamshire Police has the 2<sup>nd</sup> highest % increase in terms of uplift in officer numbers.
- The Chief Constable assigned a Police Superintendent to drive a variety of activity to ensure not only an overall uplift but to increase representation from BAME and LGBT communities.
- A targeted approach was undertaken to encourage underrepresented groups to apply. Visits were made to Mosques, Churches and higher education establishments using community engagement methods successfully used to tackle hate crime with the diverse communities.
- This positive action helped to increase applications from the targeted groups for example, applicants consisted of 22% BAME, 16% LGBT and a 55/45 male to female ratio. The Force also targeted heavily possible applicants with neurodiversity e.g. people with dyslexia, autism.
- The Force worked locally with support networks as well as the National Black Police Association who helped with advertising and targeting other forces to attract possible transferees. This resulted in the transfer of additional 9 BAME officers of different ranks.

### Key Successes

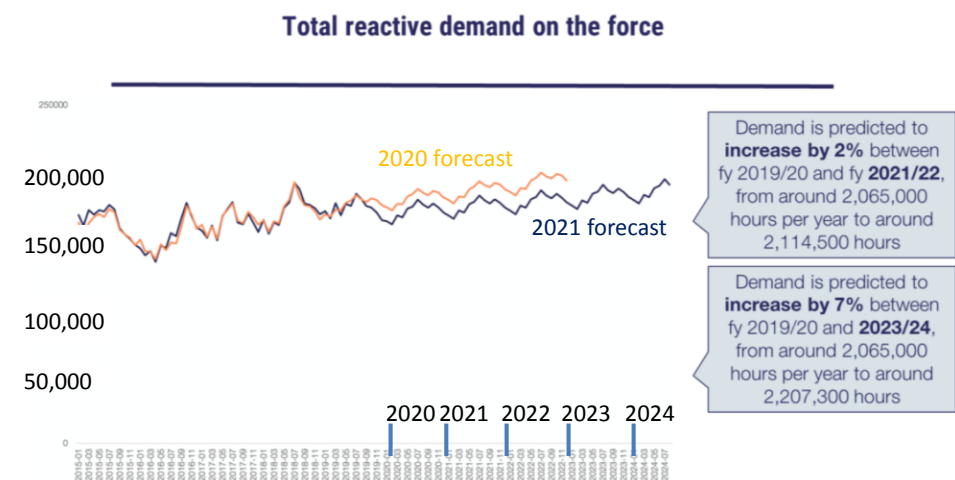
- At the end of March 2020 the Force has successfully recruited an uplift of 89 additional Police officers which equates to 89% of its first year target. However, overall during the whole year the Force appointed 282 new officers. In 2020-21, the Force is planning to recruit 300 Police officers.
- The majority of new officers will be deployed into response and local uniformed policing teams which will allow the Force to move more experienced officers into the new local Operation Reacher teams to build on the successes experienced in Bestwood.



## Theme 4 Case Study 2 – Managing Demand

The PCC set his office an objective to work with independent external partners to further improve understanding and management of policing demand. In order to improve the accuracy and sophistication of forecasting the Force appointed demand specialist Crest Advisory to undertake this work.

Crest are recognised national experts in policing demand, having published an influential national report in 2018 which was considered by the Home Office and Cabinet Officials as part of previous Spending Review negotiations.

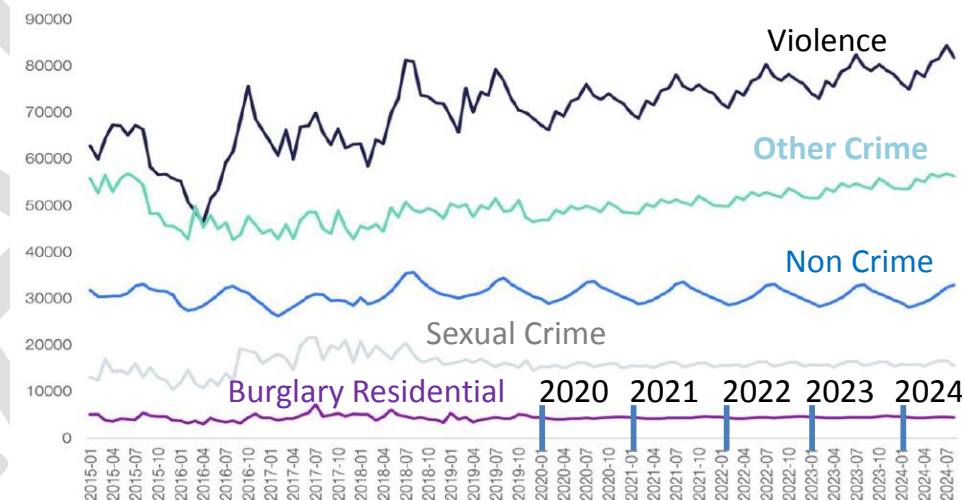


The chart above produced by Crest shows that workforce hours required to meet demand in Nottinghamshire in 2023/24 will increase by 7% by 2023/24 i.e. 2,207,300 hours.

The chart right shows the increase in workforce hours required to meet demand in 2023/24 by key crime types. It can be seen that managing violence will take more available police officer time than all other crime types and incidents.

This information and more has helped the Force formulate its annual Management Statement (FMS) for HMICFRS which provides an overview of the demand the Force expects to face in the next four years.

The information helps with plans to change and improve the workforce and other assets to cope with that demand. The Force will continue to reduce the gap between future demand and future capability and ensure financial plans are in place to enable these plans to be achieved.



Crest's analysis has identified that available police hours are already being outstripped by demand in Nottinghamshire, having been at or over capacity since 2016. Forecasts indicate that by 2023, the service is likely to need at least 260 additional officers to meet reactive demand at an estimated cost of £19.2 million.

The PCC has used this information to good effect in his national negotiations with the Home Office and explains why the PCC has been lobbying for more officers.

## PCC Volunteer Schemes

### Key Performance Successes

- During 2019-20, there were 173 visits to custody made by Independent Custody Visitors.
- 677 detainees were offered a visit; 121 (18%) declined the offer.
- The Animal Welfare Visitors made 14 visits to the kennels in 2019-20, compared with 12 visits the previous year. There were no visits made to the kennels in March 2020 due to the coronavirus outbreak. Animal Welfare Visitors conducted a telephone interview with the Inspector responsible for Dog Section instead, and sent a written report to the PCC.
- This financial year, 79 individual inspections of police dogs were made overall, compared with 104 last year.

### Key Strategic Activities

- ✓ The PCC currently has 32 volunteers (1 more than last year) and has sought to ensure that the Independent Custody Scheme (ICV) is as representative as possible to reflect community diversity in terms of ethnic origin, gender and age. In this respect:
  - 16% of volunteers are from BAME communities.
  - 72% of volunteers are female and 28% are male across a spread of age groups.
  - 9% of volunteers have a disability.
- In response to the Covid-19 pandemic, volunteer visits were suspended in March 2020 to protect the health and wellbeing of volunteers, detainees, officers and staff. Independent monitoring of dog section was carried out by Animal Welfare Volunteers by way of



telephone interviews. Oversight of custody was maintained by reviewing custody records.

- ✓ The NOPCC have participated in a national pilot scheme testing new ways to monitor custody. ICVs in Nottinghamshire are one of 5 areas across England and Wales who have successfully completed the pilot reviewing custody records. A formal evaluation of the pilot has taken place and a decision is awaited by the Home Office as to whether custody record reviews become a permanent role for ICVs.
- ✓ There are 7 Animal Welfare Scheme (AWS) visitors who undertake unannounced visits to the Police Kennels once a month, or sometimes twice a month during the summer when the weather is hotter, to check on the welfare of any police dogs being kept in the kennels. The volunteers work in co-ordination with the RSPCA.
- ✓ When a dog approaches retirement either due to ill health or old age, a retirement fund will ensure that medical expenses relating to work related injuries or illnesses are reimbursed for three years, up to £500 per year, based on a veterinary assessment. This policy is reviewed on an annual basis.

## Resources

### Funding (2019-20)

Net Expenditure Budget	2019-20 £m
Employee	170.6
Premises	5.8
Transport	5.7
Communications & Computing	9.0
Supplies & Services	10.6
Partnership & Collaborations	11.5
Capital Financing	4.6
Income	(13.1)
Efficiencies (not allocated in above)	(3.3)
Net use of reserves	0.0
<b>Total Net Expenditure</b>	<b>201.4</b>

cost of employees.

The Nottinghamshire Office of the Police and Crime Commissioner & Group Statement of Accounts for 2019-2020 are currently unavailable due to delays caused by the COVID-19 pandemic. These will be available on the PCC's website once published.<sup>4</sup>

### Community Safety Fund

The PCC commissions the majority of community safety work through City and County Community Safety Partnerships (CSPs), which bring together local stakeholders who are well placed to understand local need and priorities.

Central Government funding provides the PCC with 66% of the funding required to police Nottinghamshire. The remainder is met from local council tax payers.

In 2019-20 the Net budget expenditure was £201.4m of which 84.7% relates to the

In 2019-20 the PCC awarded £724,557 to the City's Crime and Drugs Partnership (CDP) to fund work which supports his Police and Crime Plan priorities. For example, this includes:

- ✓ Up to £293,876 for criminal justice substance misuse support
- ✓ Up to £28,284 for substance misuse support for young people
- ✓ Up to £60,000 for the Integrated Offender Management IDVA posts
- ✓ Up to £50,000 for the IOM accommodation
- ✓ Up to £35,000 for Redthread (knife crime project)
- ✓ Up to £122,000 for Community Projects to tackle knife crime

The PCC also awarded £625,118 to the County's Safer Nottinghamshire Board (SNB) to support his priorities. For example, this includes:

- ✓ Up to £20,000 for the IOM IDVA
- ✓ Up to £109,00 towards youth crime reduction
- ✓ Up to £60,000 for a Neighbourhood Problem Solving and Severity Project Officer
- ✓ Up to £103,000 for work around hate crime, rural crime, domestic abuse, knife crime etc.
- ✓ Up to £270,750 for locality working in the County

In addition to this the PCC also awarded £318,919 for substance misuse in the County.

<sup>4</sup> <https://www.nottinghamshire.pcc.police.uk/Our-Money/Annual-Accounts.aspx>

## Commissioning

In 2019-20, 20 organisations in Nottinghamshire were awarded a total of £254,174 from the PCC's Community Safety Fund. Monitoring information from each of the 20 projects has been analysed. Headline figures show that:

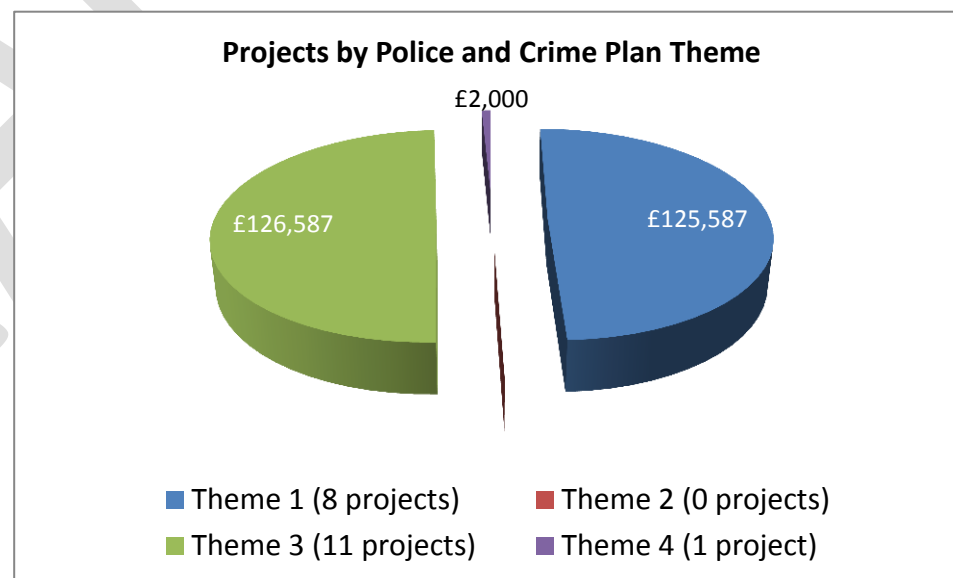
- Up to 44 young people received support and/or mentoring
- Up to 107 young people involved in diversionary activity
- Up to 141 one-to-one and group sessions were held with young people in educational settings
- Up to 1,000 young people were engaged online
- Up to 192 adults received support and/or mentoring
- Up to 224 adults involved in weekly diversionary sports sessions
- Up to 216 group sessions were delivered to up to 1,276 family members and substance users to enable them to find positive tools to recover from the harmful effects of addiction
- Up to 71 individuals were trained by their projects to be ambassadors or volunteers who provided on-going support in the community
- Up to 79 workshops or training sessions delivered were attended by up to 1,276 individuals
- 21 conferences/events were arranged, delivered or presented at; and
- 56 new Neighbourhood Watch Schemes have been set up

Any project which received funding from the PCC must demonstrate how it will deliver against the PCC's Police and Crime Plan and its four key strategic themes. In relation to the 20 funded projects in 2019/20:

- 8 of the projects key deliverables were aligned to Theme 1: Protecting People from Harm. These 8 projects received 49% of the overall funding.

- None of the projects key deliverables were solely aligned to Theme 2: Helping and Supporting Victims, although a number of the projects had this as a secondary theme.
- 11 of the projects key deliverables were aligned to Theme 3: Tackling Crime and Anti-Social Behaviour. These 11 projects received 50% of the overall funding.
- 1 of the projects key deliverables was aligned to Theme 4: Transforming Services and Delivering Quality Policing. This one project received 1% of the overall funding.

The allocation of funding by each of the PCC's four strategic themes is shown in the chart below. As can be seen, the majority of funding was allocated to Themes 1 and 3 projects. This information is also presented in the graph below.



## Staffing Levels

The table below details the Force establishment at the end of March 2020.

Police Staff Numbers, Changes to 2019 and Declared BME Ethnicity - March 2020							
Row Labels	BME	% BME	White	Not Stated	Grand Total	No. Change	% Change
Police Officer	118	5.6%	1969	28	2115	134	6.8%
PCSO	9	5.0%	171	1	181	-4	-2.2%
Staff	77	5.8%	1207	33	1317	46	3.6%
Special	12	7.6%	135	10	157	-42	-21.1%
<b>Grand Total</b>	<b>216</b>	<b>5.7%</b>	<b>3482</b>	<b>72</b>	<b>3770</b>	<b>126</b>	<b>3.5%</b>

The table details the changes in staff numbers during the year and the current ethnicity of staff. It can be seen that Police officer numbers increased by 6.8% which represents an additional 134 officers.

The BAME workforce representation overall is 5.9% and 7.8% for staff in supervisory / senior roles.

The highest representation is with Special Constables at 11.5% which is slightly

higher than the BAME representation identified in the 2011 population census data of 11.2% for Nottinghamshire.

The chart (bottom left) extracted from HMICFRS Value for Money Profiles 2019 shows changes in staffing levels per 1000 population. Due to austerity Police Constables reached its lowest level in 2016/17 but has risen year on year since then. The PCC is working hard to increase this further.

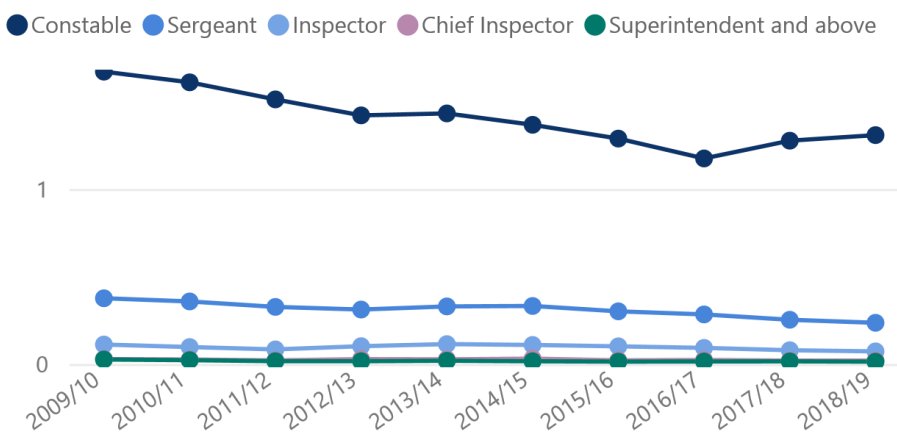
### Police Recruitment and BAME Representation

During the year, the Force recruited 110 Police officers of which 13 were from BAME communities representing 11.8%. Furthermore, the Force recruited 82 Police Cadets (aged 12 to 18 years) of these 11 were from BAME which equates to 13.4%.

Also 47 Police Constable Degree Apprentices (PCDAs) were appointed of which 21.3% (10) were from BAME communities.

Overall 239 new staff were appointed of which 34 (14.2%) were from BAME communities and much higher than the 2011 census of 11.2%.

### How have officer levels changed








## HMICFRS Validation and Audit

Due to the Covid-19 virus, in March this year (HMICFRS) suspended all inspection work; as such there are no published assessments of Nottinghamshire Police in relation to 2019-20.

However, during 2018-19, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) carried out a number of inspections and published a number of reports.<sup>5</sup> The PCC reviews these reports and ensures that any recommendations are considered and implemented. His written responses to HMICFRS reports are published on his website.<sup>6</sup>

	the extent to which the force is effective at reducing crime and keeping people safe is <b>good</b> .
	the extent to which the force operates efficiently and sustainably <b>requires improvement</b> .
	the extent to which the force treats the public and its workforce legitimately is <b>good</b> .

HMICFRS inspects a wide range of policing activity throughout the year across three core PEEL pillars (Efficiency, Effectiveness and Legitimacy) and also examines and reports on leadership. The HMICFRS judgement for 2018-19 is **Good** as shown above.

<sup>5</sup> See HMIC Web Site:  
<https://www.justiceinspectorates.gov.uk/hmicfrs/?force=nottinghamshire&year=2018&type=publications&page=2&cat&frs&s>  
<https://www.justiceinspectorates.gov.uk/hmicfrs/?cat=&force=nottinghamshire&frs=&year=2019&s=&type=publications>

<sup>6</sup> <https://www.nottinghamshire.pcc.police.uk/Public-Information/HER MAJESTY'S INSPECTORATE OF CONSTABULARY AND FIRE & RESCUE SERVICES-Reports.aspx>

## Completed HMIC Inspections (2019-20):

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

HMICFRES Report	Date of Report	Response
<a href="#">Counter-terrorism Policing An inspection of the police's contribution to the government's Prevent programme</a>	9th March 2020	<a href="#">PCC Response</a>
<a href="#">A joint thematic inspection of Integrated Offender Management</a>	28th February 2020	<a href="#">PCC Response</a>
<a href="#">The multi-agency response to child sexual abuse in the family environment</a>	4th February 2020	<a href="#">PCC Response</a>
<a href="#">Evidence led domestic abuse prosecutions</a>	23rd January 2020	<a href="#">PCC Response</a>
<a href="#">Both sides of the coin The police and National Crime Agency's response to vulnerable people in 'county lines' drug offending</a>	10th January 2020	<a href="#">PCC Response</a>
<a href="#">CYBER: Keep the light on - An inspection of the police response to cyber-dependent</a>	24th October 2019	<a href="#">PCC Response</a>
<a href="#">PEEL: Spotlight Report shining a light on betrayal</a>	27th September 2019	<a href="#">PCC Response</a>
<a href="#">The police and CPS response to crimes against older people</a>	17th July 2019	<a href="#">PCC Response</a>

<a href="#">PEEL: Police effectiveness, efficiency and legitimacy 2018/19</a>	2nd May 2019	<a href="#">PCC Response</a>
<a href="#">Fraud: Time to Choose - An Inspection of the police response to fraud</a>	2nd April 2019	<a href="#">PCC Response</a>

### Internal Audit

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

One of the assurance statements that the Group receives is the annual opinion of the Head of Internal Audit (Senior Manager – Mazars) in respect of the financial control framework. The Annual Report in respect of work completed in 2019-20 is published on the PCC’s web site.<sup>7</sup> The Head of Internal Audit’s opinion for the PCC is:

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

*For the Chief Constable:*

*“Our overall opinion is that generally adequate and effective risk management, control and governance processes were in place to manage the achievement of the organisation’s objectives. We have,*

<sup>7</sup> <https://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Meetings/Audit-and-Scrutiny-Panel/23rd-June-2020/07-Internal-Audit-Annual-Assurance-Report.pdf>

*however, identified weaknesses in respect of Health & Safety, Information Assurance, Management of MFSS Arrangements and Payroll that require addressing.”*

*These areas of weakness will be followed up during 2020-21.*

### External Audit

The external audit of the draft statement of accounts for the year ended 31 March 2019 has not yet been completed by our external auditors, EY LLP, due to a lack of external audit resources. This situation is allowed for by Regulation 10, paragraph (2a) of the Accounts and Audit Regulations 2015. These will be uploaded to the PCC website once available.<sup>8</sup>

<sup>8</sup> <https://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Meetings/Audit-and-Scrutiny-Panel/23rd-June-2020/06-Final-Statement-of-Accounts-and-Annual-Governance-Statements-for-2018-2019.pdf>



# APPENDIX A – FORCE CRIME REDUCTION PERFORMANCE (2018-19) - Force, City and County

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Force	2019/20	2018/19	Volume Change	% Change
All Crime	107,392	107,975	-583	-0.5%
Victim-Based Crime	90,778	93,250	-2,472	-2.7%
Violence against the Person	33,955	32,761	1,194	3.5%
Homicide	11	8	3	27.3%
Death or Serious Injury - Unlawful Driving	8	6	2	25.0%
Violence with injury	11,924	13,770	-1,846	-15.5%
Violence without injury	11,951	10,163	1,788	15.0%
Stalking and Harassment	10,061	8,814	1,247	12.4%
Sexual Offences	3,390	3,485	-95	-2.8%
Rape	1,184	1,323	-139	-11.7%
Other Sexual Offences	2,206	2,162	44	2.0%
Robbery	1,213	1,248	-35	-2.9%
Robbery of Business Property	116	119	-3	-2.6%
Robbery of Personal Property	1,097	1,129	-32	-2.9%
Burglary	7,662	7,890	-228	-3.0%
Burglary - Residential	5,436	5,371	65	1.2%
Burglary - Business and Community	2,226	2,519	-293	-13.2%
Theft	23,838	26,506	-2,668	-11.2%
Theft from the Person	1,812	1,866	-54	-3.0%
Bicycle Theft	1,931	2,117	-186	-9.6%
Shoplifting	10,646	11,389	-743	-7.0%
Other Theft	9,449	11,134	-1,685	-17.8%
Vehicle Offences	8,753	9,153	-400	-4.6%
Theft from a Motor Vehicle	5,454	5,630	-176	-3.2%
Theft of a Motor Vehicle	2,309	2,461	-152	-6.6%
Interfering with Motor Vehicle	990	1,062	-72	-7.3%
Arson and Criminal Damage	11,967	12,207	-240	-2.0%
Arson	557	620	-63	-11.3%
Criminal Damage	11,410	11,587	-177	-1.6%
Other Crimes Against Society	16,614	14,725	1,889	11.4%
Drug Offences	4,830	3,785	1,045	21.6%
Trafficking in Controlled Drugs	907	807	100	11.0%
Possession of Drugs	3,923	2,978	945	24.1%
Possession of Weapons	1,205	1,055	150	12.4%
Public Order Offences	7,613	7,268	345	4.5%
Miscellaneous Crimes Against Society	2,966	2,617	349	11.8%
Domestic Occurrences	20,755	20,739	16	0.1%
Domestic Crime	15,059	14,210	849	5.6%
Violence (Domestic)	11,597	10,947	650	5.6%
Sexual (Domestic)	401	470	-69	-17.2%
Rape (Domestic)	299	363	-64	-21.4%
Other Sexual Offences (Domestic)	102	107	-5	-4.9%
Other Crime (Domestic)	3,061	2,793	268	8.8%
Domestic Non-Crime	5,696	6,529	-833	-14.6%
Hate Occurrences	2,353	2,365	-12	-0.5%
Hate Crime	1,647	1,597	50	3.0%
Disability (Crime)	89	104	-15	-16.9%
Race (Crime)	1,213	1,180	33	2.7%
Religion/Faith (Crime)	86	118	-32	-37.2%
Sexual Orientation (Crime)	224	163	61	27.2%
Transgender (Crime)	43	36	7	16.3%
Alternative Subculture (Crime)	10	22	-12	-120.0%
Misogyny (Crime)	60	67	-7	-11.7%
Other (Crime)	66	76	-10	-15.2%
Hate Non-Crime	706	768	-62	-8.8%
Disability (Non-Crime)	94	106	-12	-12.8%
Race (Non-Crime)	417	422	-5	-1.2%
Religion/Faith (Non-Crime)	50	81	-31	-62.0%
Sexual Orientation (Non-Crime)	107	92	15	14.0%
Transgender (Non-Crime)	21	26	-5	-23.8%
Alternative Subculture (Non-Crime)	4	10	-6	-150.0%
Misogyny (Non-Crime)	32	54	-22	-68.8%
Other (Non-Crime)	41	60	-19	-46.3%
ASB Incidents	32,135	32,078	57	0.2%

City	2019/20	2018/19	Volume Change	% Change
All Crime	42,818	44,447	-1,629	-3.8%
Victim-Based Crime	34,624	37,283	-2,659	-7.7%
Violence against the Person	13,149	13,321	-172	-1.3%
Homicide	4	3	1	25.0%
Death or Serious Injury - Unlawful Driving	4	2	2	50.0%
Violence with injury	4,535	5,708	-1,173	-25.9%
Violence without injury	5,106	4,454	652	12.8%
Stalking and Harassment	3,500	3,154	346	9.9%
Sexual Offences	1,333	1,402	-69	-5.2%
Rape	479	549	-70	-14.6%
Other Sexual Offences	854	853	1	0.1%
Robbery	648	680	-32	-4.9%
Robbery of Business Property	49	55	-6	-12.2%
Robbery of Personal Property	599	625	-26	-4.3%
Burglary	2,509	2,687	-178	-7.1%
Burglary - Residential	1,816	1,897	-81	-4.5%
Burglary - Business and Community	693	790	-97	-14.0%
Theft	10,074	11,560	-1,486	-14.8%
Theft from the Person	1,244	1,368	-124	-10.0%
Bicycle Theft	1,001	1,041	-40	-4.0%
Shoplifting	4,012	4,592	-580	-14.5%
Other Theft	3,817	4,559	-742	-19.4%
Vehicle Offences	2,848	3,291	-443	-15.6%
Theft from a Motor Vehicle	1,816	2,017	-201	-11.1%
Theft of a Motor Vehicle	727	887	-160	-22.0%
Interfering with Motor Vehicle	305	387	-82	-26.9%
Arson and Criminal Damage	4,063	4,342	-279	-6.9%
Arson	165	225	-60	-36.4%
Criminal Damage	3,898	4,117	-219	-5.6%
Other Crimes Against Society	8,194	7,164	1,030	12.6%
Drug Offences	3,020	2,362	658	21.8%
Trafficking in Controlled Drugs	477	466	11	2.3%
Possession of Drugs	2,543	1,896	647	25.4%
Possession of Weapons	587	566	21	3.6%
Public Order Offences	3,438	3,201	237	6.9%
Miscellaneous Crimes Against Society	1,149	1,035	114	9.9%
Domestic Occurrences	7,534	8,019	-485	-6.4%
Domestic Crime	5,552	5,522	30	0.5%
Violence (Domestic)	4,257	4,281	-24	-0.6%
Sexual (Domestic)	150	168	-18	-12.0%
Rape (Domestic)	116	129	-13	-11.2%
Other Sexual Offences (Domestic)	34	39	-5	-14.7%
Other Crime (Domestic)	1,145	1,073	72	6.3%
Domestic Non-Crime	1,982	2,497	-515	-26.0%
Hate Occurrences	1,239	1,306	-67	-5.4%
Hate Crime	853	889	-36	-4.2%
Disability (Crime)	21	31	-10	-47.6%
Race (Crime)	667	722	-55	-8.2%
Religion/Faith (Crime)	46	71	-25	-54.3%
Sexual Orientation (Crime)	103	75	28	27.2%
Transgender (Crime)	28	21	7	25.0%
Alternative Subculture (Crime)	3	11	-8	-266.7%
Misogyny (Crime)	37	38	-1	-2.7%
Other (Crime)	19	19	0	0.0%
Hate Non-Crime	386	417	-31	-8.0%
Disability (Non-Crime)	38	42	-4	-10.5%
Race (Non-Crime)	240	259	-19	-7.9%
Religion/Faith (Non-Crime)	32	60	-28	-87.5%
Sexual Orientation (Non-Crime)	59	42	17	28.8%
Transgender (Non-Crime)	14	10	4	28.6%
Alternative Subculture (Non-Crime)	1	4	-3	-300.0%
Misogyny (Non-Crime)	22	35	-13	-59.1%
Other (Non-Crime)	19	20	-6	-42.9%
ASB Incidents	15,210	14,890	320	2.1%

County	2019/20	2018/19	Volume Change	% Change
All Crime	62,599	62,038	561	0.9%
Victim-Based Crime	54,415	54,678	-263	-0.5%
Violence against the Person	20,218	19,083	1,135	5.6%
Homicide	7	5	2	28.6%
Death or Serious Injury - Unlawful Driving	4	4	0	0.0%
Violence with injury	7,274	7,986	-712	-9.8%
Violence without injury	6,623	5,565	1,058	16.0%
Stalking and Harassment	6,310	5,523	787	12.5%
Sexual Offences	1,951	1,985	-34	-1.7%
Rape	667	746	-79	-11.8%
Other Sexual Offences	1,284	1,239	45	3.5%
Robbery	548	560	-12	-2.2%
Robbery of Business Property	64	64	0	0.0%
Robbery of Personal Property	484	496	-12	-2.5%
Burglary	5,038	5,151	-113	-2.2%
Burglary - Residential	3,570	3,456	114	3.2%
Burglary - Business and Community	1,468	1,695	-227	-15.5%
Theft	13,271	14,453	-1,182	-8.9%
Theft from the Person	536	465	71	13.2%
Bicycle Theft	888	1,025	-137	-15.4%
Shoplifting	6,459	6,666	-207	-3.2%
Other Theft	5,388	6,297	-909	-16.9%
Vehicle Offences	5,344	5,757	-413	-7.2%
Theft from a Motor Vehicle	3,473	3,555	-82	-2.4%
Theft of a Motor Vehicle	1,502	1,545	-43	-2.9%
Interfering with Motor Vehicle	659	657	2	0.3%
Arson and Criminal Damage	7,755	7,689	66	0.9%
Arson	390	394	-4	-1.0%
Criminal Damage	7,365	7,295	70	1.0%
Other Crimes Against Society	8,184	7,360	824	10.1%
Drug Offences	1,751	1,387	364	20.8%
Trafficking in Controlled Drugs	422	327	95	22.5%
Possession of Drugs	1,329	1,060	269	20.2%
Possession of Weapons	602	474	128	21.3%
Public Order Offences	4,065	3,960	105	2.6%
Miscellaneous Crimes Against Society	1,766	1,539	227	12.9%
Domestic Occurrences	12,833	12,426	407	3.2%
Domestic Crime	9,245	8,544	701	7.6%
Violence (Domestic)	7,117	6,563	554	7.8%
Sexual (Domestic)	244	294	-50	-20.5%
Rape (Domestic)	178	229	-51	-28.7%
Other Sexual Offences (Domestic)	66	65	1	1.5%
Other Crime (Domestic)	1,884	1,687	197	10.5%
Domestic Non-Crime	3,588	3,882	-294	-8.2%
Hate Occurrences	1,075	1,019	56	5.2%
Hate Crime	767	681	86	11.2%
Disability (Crime)	67	71	-4	-6.0%
Race (Crime)	523	437	86	16.4%
Religion/Faith (Crime)	36	45	-9	-25.0%
Sexual Orientation (Crime)	120	85	35	29.2%
Transgender (Crime)	15	14	1	6.7%
Alternative Subculture (Crime)	7	11	-4	-57.1%
Misogyny (Crime)	23	29	-6	-26.1%
Other (Crime)	46	57	-11	-23.9%
Hate Non-Crime	308	338	-30	-9.7%
Disability (Non-Crime)	54	62	-8	-14.8%
Race (Non-Crime)	169	157	12	7.1%
Religion/Faith (Non-Crime)	17	17	0	0.0%
Sexual Orientation (Non-Crime)	48	49	-1	-2.1%
Transgender (Non-Crime)	7	15	-8	-114.3%
Alternative Subculture (Non-Crime)	2	6	-4	-200.0%
Misogyny (Non-Crime)	10	19	-9	-90.0%
Other (Non-Crime)	25	40	-15	-60.0%
ASB Incidents	16,891	17,186	-295	-1.7%

**APPENDIX B – CSP CRIME REDUCTION PERFORMANCE (2018-19) - Community Safety Partnership Areas**

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<b>Mansfield &amp; Ashfield</b>	2019/20	2018/19	Volume Change	% Change
All Crime	23,225	23,209	16	0.1%
Victim-Based Crime	19,833	20,115	-282	-1.4%
Violence against the Person	8,133	7,636	497	6.1%
Homicide	5	2	3	60.0%
Death or Serious Injury - Unlawful Driving	2	1	1	50.0%
Violence with injury	2,977	3,241	-264	-8.9%
Violence without injury	2,638	2,220	418	15.8%
Stalking and Harassment	2,511	2,172	339	13.5%
Sexual Offences	735	818	-83	-11.3%
Rape	248	324	-76	-30.6%
Other Sexual Offences	487	494	-7	-1.4%
Robbery	243	243	0	0.0%
Robbery of Business Property	24	31	-7	-29.2%
Robbery of Personal Property	219	212	7	3.2%
Burglary	1,612	1,478	134	8.3%
Burglary - Residential	1,109	1,031	78	7.0%
Burglary - Business and Community	503	447	56	11.1%
Theft	4,655	5,110	-455	-9.8%
Theft from the Person	214	176	38	17.8%
Bicycle Theft	216	221	-5	-2.3%
Shoplifting	2,396	2,622	-226	-9.4%
Other Theft	1,829	2,091	-262	-14.3%
Vehicle Offences	1,486	1,824	-338	-22.7%
Theft from a Motor Vehicle	842	1,138	-296	-35.2%
Theft of a Motor Vehicle	467	477	-10	-2.1%
Interfering with Motor Vehicle	177	209	-32	-18.1%
Arson and Criminal Damage	2,969	3,006	-37	-1.2%
Arson	127	133	-6	-4.7%
Criminal Damage	2,842	2,873	-31	-1.1%
Other Crimes Against Society	3,392	3,094	298	8.8%
Drug Offences	884	741	143	16.2%
Trafficking in Controlled Drugs	206	170	36	17.5%
Possession of Drugs	678	571	107	15.8%
Possession of Weapons	279	219	60	21.5%
Public Order Offences	1,595	1,566	29	1.8%
Miscellaneous Crimes Against Society	634	568	66	10.4%
Domestic Occurrences	5,369	5,213	156	2.9%
Domestic Crime	3,803	3,492	311	8.2%
Violence (Domestic)	2,906	2,679	227	7.8%
Sexual (Domestic)	109	131	-22	-20.2%
Rape (Domestic)	82	100	-18	-22.0%
Other Sexual Offences (Domestic)	27	31	-4	-14.8%
Other Crime (Domestic)	788	682	106	13.5%
Domestic Non-Crime	1,566	1,721	-155	-9.9%
Hate Occurrences	406	420	-14	-3.4%
Hate Crime	287	273	14	4.9%
Disability (Crime)	28	36	-8	-28.6%
Race (Crime)	192	166	26	13.5%
Religion/Faith (Crime)	13	16	-3	-23.1%
Sexual Orientation (Crime)	49	40	9	18.4%
Transgender (Crime)	4	6	-2	-50.0%
Alternative Subculture (Crime)	3	4	-1	-33.3%
Misogyny (Crime)	8	9	-1	-12.5%
Other (Crime)	19	29	-10	-52.6%
Hate Non-Crime	119	147	-28	-23.5%
Disability (Non-Crime)	34	39	-5	-14.7%
Race (Non-Crime)	48	53	-5	-10.4%
Religion/Faith (Non-Crime)	2	5	-3	-150.0%
Sexual Orientation (Non-Crime)	21	18	3	14.3%
Transgender (Non-Crime)	3	8	-5	-166.7%
Alternative Subculture (Non-Crime)	0	2	-2	-200.0%
Misogyny (Non-Crime)	4	8	-4	-100.0%
Other (Non-Crime)	13	24	-11	-84.6%
ASB Incidents	6,809	7,022	-213	-3.1%

<b>Bassetlaw, Newark &amp; Sherwood</b>	2019/20	2018/19	Volume Change	% Change
All Crime	19,909	19,859	50	0.3%
Victim-Based Crime	17,443	17,618	-175	-1.0%
Violence against the Person	6,151	6,021	130	2.1%
Homicide	1	2	-1	-100.0%
Death or Serious Injury - Unlawful Driving	2	2	0	0.0%
Violence with injury	2,332	2,590	-258	-11.1%
Violence without injury	1,972	1,725	247	12.5%
Stalking and Harassment	1,844	1,702	142	7.7%
Sexual Offences	529	558	-29	-5.5%
Rape	169	187	-18	-10.7%
Other Sexual Offences	360	371	-11	-3.1%
Robbery	112	145	-33	-29.5%
Robbery of Business Property	18	14	4	22.2%
Robbery of Personal Property	94	131	-37	-39.4%
Burglary	1,688	1,889	-201	-11.9%
Burglary - Residential	1,155	1,107	48	4.2%
Burglary - Business and Community	533	782	-249	-46.7%
Theft	4,226	4,664	-438	-10.4%
Theft from the Person	135	133	2	1.5%
Bicycle Theft	246	339	-93	-37.8%
Shoplifting	2,116	2,090	26	1.2%
Other Theft	1,729	2,102	-373	-21.6%
Vehicle Offences	2,212	1,863	349	15.8%
Theft from a Motor Vehicle	1,412	1,207	205	14.5%
Theft of a Motor Vehicle	553	508	45	8.1%
Interfering with Motor Vehicle	247	148	99	40.1%
Arson and Criminal Damage	2,525	2,478	47	1.9%
Arson	147	151	-4	-2.7%
Criminal Damage	2,378	2,327	51	2.1%
Other Crimes Against Society	2,466	2,241	225	9.1%
Drug Offences	390	313	77	19.7%
Trafficking in Controlled Drugs	102	76	26	25.5%
Possession of Drugs	288	237	51	17.7%
Possession of Weapons	168	132	36	21.4%
Public Order Offences	1,296	1,246	50	3.9%
Miscellaneous Crimes Against Society	612	550	62	10.1%
Domestic Occurrences	3,599	3,542	57	1.6%
Domestic Crime	2,640	2,518	122	4.6%
Violence (Domestic)	2,011	1,894	117	5.8%
Sexual (Domestic)	58	81	-23	-39.7%
Rape (Domestic)	41	61	-20	-48.8%
Other Sexual Offences (Domestic)	17	20	-3	-17.6%
Other Crime (Domestic)	571	543	28	4.9%
Domestic Non-Crime	959	1,024	-65	-6.8%
Hate Occurrences	290	261	29	10.0%
Hate Crime	236	186	50	21.2%
Disability (Crime)	23	21	2	8.7%
Race (Crime)	157	117	40	25.5%
Religion/Faith (Crime)	8	9	-1	-12.5%
Sexual Orientation (Crime)	39	23	16	41.0%
Transgender (Crime)	6	7	-1	-16.7%
Alternative Subculture (Crime)	4	3	1	25.0%
Misogyny (Crime)	3	6	-3	-100.0%
Other (Crime)	18	14	4	22.2%
Hate Non-Crime	54	75	-21	-38.9%
Disability (Non-Crime)	6	12	-6	-100.0%
Race (Non-Crime)	33	36	-3	-9.1%
Religion/Faith (Non-Crime)	6	0	6	100.0%
Sexual Orientation (Non-Crime)	9	11	-2	-22.2%
Transgender (Non-Crime)	0	2	-2	-200.0%
Alternative Subculture (Non-Crime)	0	0	0	0.0%
Misogyny (Non-Crime)	1	5	-4	-400.0%
Other (Non-Crime)	3	12	-9	-300.0%
ASB Incidents	4,940	5,044	-104	-2.1%

<b>Broxtowe, Rushcliffe and Gedling</b>	2019/20	2018/19	Volume Change	% Change
All Crime	19,473	18,976	497	2.6%
Victim-Based Crime	17,143	16,950	193	1.1%
Violence against the Person	5,935	5,429	506	8.5%
Homicide	1	1	0	0.0%
Death or Serious Injury - Unlawful Driving	0	1	-1	-100.0%
Violence with injury	1,966	2,155	-189	-9.6%
Violence without injury	2,013	1,622	391	19.4%
Stalking and Harassment	1,955	1,650	305	15.6%
Sexual Offences	688	611	77	11.2%
Rape	250	237	13	5.2%
Other Sexual Offences	438	374	64	14.6%
Robbery	193	172	21	10.9%
Robbery of Business Property	22	19	3	13.6%
Robbery of Personal Property	171	153	18	10.5%
Burglary	1,738	1,784	-46	-2.6%
Burglary - Residential	1,306	1,318	-12	-0.9%
Burglary - Business and Community	432	466	-34	-7.9%
Theft	4,391	4,679	-288	-6.6%
Theft from the Person	187	156	31	16.6%
Bicycle Theft	426	465	-39	-9.2%
Shoplifting	1,947	1,954	-7	-0.4%
Other Theft	1,831	2,104	-273	-14.9%
Vehicle Offences	1,937	2,070	-133	-6.9%
Theft from a Motor Vehicle	1,219	1,210	9	0.7%
Theft of a Motor Vehicle	483	560	-77	-15.9%
Interfering with Motor Vehicle	235	300	-65	-27.7%
Arson and Criminal Damage	2,261	2,205	56	2.5%
Arson	116	110	6	5.2%
Criminal Damage	2,145	2,095	50	2.3%
Other Crimes Against Society	2,330	2,026	304	13.0%
Drug Offences	480	333	147	30.6%
Trafficking in Controlled Drugs	115	81	34	29.6%
Possession of Drugs	365	252	113	31.0%
Possession of Weapons	155	123	32	20.6%
Public Order Offences	1,174	1,149	25	2.1%
Miscellaneous Crimes Against Society	521	421	100	19.2%
Domestic Occurrences	3,866	3,674	192	5.0%
Domestic Crime	2,803	2,537	266	9.5%
Violence (Domestic)	2,200	1,991	209	9.5%
Sexual (Domestic)	77	84	-7	-9.1%
Rape (Domestic)	55	70	-15	-27.3%
Other Sexual Offences (Domestic)	22	14	8	36.4%
Other Crime (Domestic)	526	462	64	12.2%
Domestic Non-Crime	1,063	1,137	-74	-7.0%
Hate Occurrences	379	339	40	10.6%
Hate Crime	244	223	21	8.6%
Disability (Crime)	16	14	2	12.5%
Race (Crime)	174	155	19	10.9%
Religion/Faith (Crime)	15	20	-5	-33.3%
Sexual Orientation (Crime)	32	22	10	31.3%
Transgender (Crime)	5	1	4	80.0%
Alternative Subculture (Crime)	0	4	-4	-400.0%
Misogyny (Crime)	12	14	-2	-16.7%
Other (Crime)	9	14	-5	-55.6%
Hate Non-Crime	135	116	19	14.1%
Disability (Non-Crime)	14	11	3	21.4%
Race (Non-Crime)	88	68	20	22.7%
Religion/Faith (Non-Crime)	9	12	-3	-33.3%
Sexual Orientation (Non-Crime)	18	20	-2	-11.1%
Transgender (Non-Crime)	4	5	-1	-25.0%
Alternative Subculture (Non-Crime)	2	4	-2	-100.0%
Misogyny (Non-Crime)	5	6	-1	-20.0%
Other (Non-Crime)	9	4	5	55.6%
ASB Incidents	5,142	5,120	22	0.4%

# APPENDIX C – DEMAND FOR SERVICE (2019-20)



## STATEMENTS ABOUT DEMAND ON POLICING 2020

The population of Nottinghamshire is approximately 1,154,200 people policed by 2005 officers.

Across Nottinghamshire, there is approximately one police officer for every 576 members of the public.





## NOTTINGHAMSHIRE POLICE AND CRIME PANEL

7 SEPTEMBER 2020

### POLICE AND CRIME PANEL – ANNUAL REPORT 2019-20

#### **Purpose of the Report**

1. Further to discussions at the Panel's Member awareness-raising sessions in September and October 2019, the Panel agreed to produce an Annual Report for the first time, highlighting the activities undertaken by the Panel during the 2019-20 municipal year.
2. A Panel sub-group consisting of the Panel's Chair, Vice-Chair, Councillor Scott Carlton, Lesley Dalby, Councillor Rob Inglis, and Bob Vaughan-Newton was established to develop this document and the group met on 9 March 2020.

#### **Information and Advice**

3. The Annual Report is designed to summarise the Panel's activities over the previous municipal year, which runs from the annual meeting in June through to the following May. It also highlights forthcoming planned areas of focus.
4. It is hoped that the Annual Report can be used as a communications tool, targeted primarily at the public and other elected Members, to help promote understanding of the Panel's role and raise awareness of its activities.
5. The draft Annual Report (**see Appendix A**) has been produced by the Panel's support officers, incorporating those contributions received from the Members of the sub-group. The draft report has been formatted by Nottinghamshire County Council's Communications section, further utilising the new branding that was developed for the virtual meetings of the Panel held on 1 June 2020.
6. Members' views are sought on both the content and the format of this first Annual Report.

#### **Other Options Considered**

7. The sub-group considered examples of best practice provided by Frontline Consulting.

#### **Reasons for Recommendation/s**

8. To seek the views of all Panel Members and to enable the draft Annual Report to be finalised and published.

#### **RECOMMENDATION**

- 1) That the draft Annual Report be considered and, subject to any changes requested by Members, be finalised and published on the Panel's webpages on the Nottinghamshire County Council website.

Background Papers and Published Documents

Work Programme report to 6 February 2020 meeting and minutes of that meeting (published).

For any enquiries about this report please contact:-

Keith Ford, Team Manager, Democratic Services, Nottinghamshire County Council  
[keith.ford@nottscc.gov.uk](mailto:keith.ford@nottscc.gov.uk) Tel: 0115 977 2590



# NOTTINGHAMSHIRE Police & Crime Panel



# Annual Report 2019-20



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# FOREWORD FROM THE CHAIR OF THE POLICE AND CRIME PANEL

Upon being re-elected as Chair of the Nottinghamshire Police and Crime Panel at the Annual Meeting in June 2019, I could have had no idea that the final planned meeting for this municipal year would need to be held as a teleconference due to the impact of the COVID-19 pandemic. This is the Panel's first annual report, and it covers a period of time in which the spotlight has fallen on the crucial and often under-valued role which keyworkers, including the Police, play within our daily lives.

Nottinghamshire Police have taken a sensible and sensitive approach to maintaining the lockdown restrictions and have continued to work in partnership with the various councils whose elected members help make up the Panel's membership. By working together, these public bodies can help to address the financial and social impacts of the pandemic going forward. I believe that the Panel is a long-standing and very good illustration of such partnership working and the benefits which it can bring.

Prior to these extraordinary times in which we currently live, it had been a year of business as usual for the Panel, by which I mean we had continued to both support and challenge Paddy Tipping in his role as Police and Crime Commissioner, acting as 'critical friend' as he implemented his strategic objectives through the Police and Crime Plan.

The Panel has continued to focus on relevant and topical issues in a timely manner and priority areas of focus this year have included

domestic violence, knife crime, the outcomes of the Home Office's PEEL inspections, the development of Operation Reacher to tackle organised crime, recruitment of new officers (including recruitment and retention of black and minority ethnic officers), cyber-enabled crime, pre-Brexit planning, and the Force's control room and 101 response service.

All of this is only possible with a very dedicated Panel of independent and elected Members and strong support from the Panel's support officers. We are also fortunate in that we continue to have positive working relations with the PCC, the Chief Constable and their officers, with their respect for the work of the Panel highlighted by their ongoing commitment to attend our meetings. Members appreciate this level of engagement and the candid discussions that it can lead to.

I would like to pay tribute to Councillor Debbie Mason, our Vice-Chair until 2019 and to Councillor David Ellis, our current Vice-Chair, both of whom have given me tremendous support personally. May I also thank those Members who joined me in forming the sub-group to develop this annual report, namely Councillor David Ellis, Lesley Dalby, Councillor Rob Inglis, Councillor Scott Carlton and Bob Vaughan-Newton.



**Christine Goldstraw**  
OBE JP DL

# BACKGROUND INFORMATION ABOUT THE POLICE AND CRIME PANEL

The Police and Crime Panel meets in public to scrutinise the actions and decisions of the Police and Crime Commissioner (the PCC).

The PCC is responsible for setting the priorities for the Police within Nottinghamshire by responding to the needs and demands of communities and ensuring that local and national priorities are suitably funded by setting a budget and ensuring that performance of the Police Force is monitored. Essentially, the PCC is responsible for the strategic direction of the Force, whilst the Chief Constable has responsibility for deciding how best to implement that operationally.

On behalf of the people of Nottingham and Nottinghamshire, the Panel both supports and challenges the PCC in carrying out his functions.

The Panel focuses on the key strategic decisions and actions planned and undertaken by the PCC including whether he has:

- achieved the aims set out in the Police and Crime Plan;
- considered the priorities of community safety partners;
- consulted appropriately with the public and victims.

The Panel has a range of powers to help it carry out its functions and specific responsibilities relating to the Police and Crime Plan and subsequent Annual Report which details how the Plan has been implemented. It is required to consider the Commissioner's proposed precept (the amount of Council Tax which goes towards the costs of policing) and has the power to veto the proposed amount if it is felt to be too large or too small. It is also required to consider proposed senior appointments and share its views with the Commissioner prior to such appointments being made (and has the power to veto proposed Chief Constable appointments if necessary).

The host authority for the Panel is Nottinghamshire County Council and meetings are usually held at County Hall, West Bridgford, Nottingham in public.

In addition to these public meetings, the Panel also holds workshops and briefing sessions in private to explore issues in more detail, notably as part of the budget setting process.



# BACKGROUND INFORMATION ABOUT THE POLICE AND CRIME PANEL

The membership of the Panel is made up of nominated elected Members from each of the Councils in the Police Force area of Nottinghamshire (including Nottingham City). Panels are also required to co-opt at least two independent Members and the Nottinghamshire Panel has chosen to co-opt four such independent members.

Each year, the Panel must review its membership to ensure it is as politically balanced as possible (i.e. the political make-up of the Panel reflects the representation across all of the Councils involved in its totality). Where necessary, the Panel can choose to co-opt further elected Members to ensure political balance. Currently each Council is entitled to one seat on the Panel and Nottingham City Council has an additional seat to reflect the population of that Council's area.

As part of its annual review, the Panel must also seek ensure that its membership reflects the communities it serves and the membership has an appropriate spread of skills, knowledge and experience.

The Panel elects the Chair and Vice-Chair at its Annual Meeting in June each year. The Panel's membership in 2019-20 was as follows:-



**Chair**

**Christine Goldstraw OBE**  
Independent Co-optee  
Chair



**Vice-Chair**

**Councillor  
David Ellis**  
Gedling Borough Council



**Executive Mayor  
Andy Abrahams**  
Mansfield District Council



**Councillor  
Scott Carlton**  
Newark & Sherwood  
Borough Council



**Councillor  
Leslie Ayoola**  
Nottingham City Council



**Lesley Dalby**  
Independent Co-optee



**Councillor  
Tony Eaton**  
Bassetlaw District Council



**Suma Harding**  
Independent Co-optee



**Councillor Rob Inglis –**  
Rushcliffe Borough Council



**Councillor  
Richard MacRae**  
Broxtowe Borough Council



**Councillor  
Francis Purdue-Horan**  
Nottinghamshire  
County Council



**Bob Vaughan-Newton**  
Independent Co-optee



**Councillor  
Linda Woodings –**  
Nottingham City Council



**Councillor  
Jason Zadrozny**  
Ashfield District Council

## Reflections from a Panel Member

As well as the independent members who bring their own knowledge and expertise, the Panel includes elected councillors from across Nottingham and Nottinghamshire who can reflect the way local communities experience crime and policing. We draw on this, in a non-political way, supporting and challenging the Police and Crime Commissioner with the shared aim of improving community safety for residents.

**Councillor David Ellis** - Vice-Chair of the Police and Crime Panel  
and Gedling Borough Council's representative

## Reflections from a Panel Member

This is my second year on the Police & Crime Panel and I have found it to be most rewarding and satisfying. I have a real passion for Policing, being a retired Nottinghamshire Police Officer, with a full service on the front line.

This has afforded me an understanding of the demands placed on our Force and realistic expectations as to what can and what cannot be delivered.

I have great sympathy and compassion for victims of crime & violence so I am keen to ensure that the PCC provides the budget for the staff and resources to proactively tackle and to prevent all areas of crime, with a renewed focus on rural crime and domestic violence, whilst not forgetting the serious increase in occurrences, during recent months, of the anti-social behaviour that is blighting our communities.

**Councillor Rob Inglis** - Rushcliffe Borough Council's representative





## KEY ACTIVITIES IN 2019-20

At each meeting of the Police and Crime Panel, the PCC submits an update report which details performance, the latest budget position and significant key decisions which he plans to make. These update reports also include a case study on a topical issue (suggested by the PCC or requested by Panel Members). Each meeting also includes a Delivery Plan update on one of the four strategic themes contained within the Police and Crime Plan:

- 1) Protecting People from Harm
- 2) Helping and Supporting Victims
- 3) Tackling Crime and Anti-Social Behaviour
- 4) Transforming Services

The Panel considers these reports in advance and raises any concerns and queries at the meeting as part of its 'challenge' role, often requesting further information and updates to future meetings or to be circulated in between meetings. Members are also keen to commend good performance, practice and areas of innovation as part of their 'support' role.

The PCC attends each meeting to introduce the reports and to respond to the issues raised by Members, along with invited contributions from the Chief Constable (or his representative) and the PCC's own support officers. The Panel met formally four times in 2019-20, with the March 2020 meeting replaced with a teleconference due to the heightened Coronavirus lockdown restrictions (following a change enabled by the Coronavirus Act 2020, the Panel has continued to meet virtually during the ongoing lockdown period).





# Challenge

**Areas of concern or where further information or updates were requested by the Panel during the 2019-20 year.**

- the PEEL Efficiency inspection 'requires improvement' rating
- the increase in crime, nationally and locally
- the increases in domestic violence (and whether this was solely attributable to increased confidence in reporting) and the impact of lockdown restrictions
- knife crime and 'surge' funding
- performance of the '999' and '101' services (including the extended offer to other Forces where necessary) and response times in specific areas
- the findings of the Independent Inquiry into Child Sexual Abuse in relation to Nottingham and Nottinghamshire
- public satisfaction levels
- rural crime levels in specific areas
- County Lines
- the under-representation of Black and Minority Ethnic officers and staff (including those from emerging and Roma communities and plans to address this via recruitment and retention
- the format and contents of performance data submitted to the Panel, including the use of appropriate 'Red Amber Green' ratings and the need for actual figures as well as percentages
- the Police estate including the plans for a new Bridewell and improvements to the Force Headquarters (including co-location with the Fire and Rescue service)
- problems with budget monitoring and variances in financial forecasts
- drug dealing, including via public phone boxes
- the cost of policing of protests and demonstration
- the Police's approach to environmental sustainability
- 'hidden harm'
- anti-social behaviour arising from motorcycles
- the benefits of neighbourhood policing boundaries reflecting partner organisations' boundaries where possible
- the negative findings of the inspection of police custody facilities
- the increase in numbers and timescales for complaints against the Police following the change in recording methods
- consultation with staff and staff morale and welfare
- recorded levels of modern slavery
- Police visibility levels in specific areas
- the development of Schools and Early Intervention Officers in schools
- the approach to policing the lockdown restrictions locally and the expected impact on Police budgets.

## Reflections from a Panel Member

The Panel is not required to consider and respond to reports made by Her Majesty's Inspectorate - that is for the Commissioner to do. However, our understanding of Nottinghamshire Police's effectiveness, efficiency and legitimacy, annually tested by the Inspectorate, is enhanced by reading the reports. This enhances our capacity to scrutinise and support the Commissioner's work.

During 2019/20 the Inspectorate reported that the Force's effectiveness is good, the efficiency requires improvement (particularly in how it meets current demands and plans for the future), but the Force treats the public and its workforce legitimately. The signs are good that the Commissioner is dealing appropriately with the Inspectorate's recommendations.

**Bob Vaughan-Newton** - Independent Co-opted Panel Member

## Support

### Areas of performance welcomed and commended by Panel Members during the 2019-20 year

- the PEEL Effectiveness and Legitimacy inspections 'Good' ratings and overall 'Good' rating for the force
- the recruitment of additional Police Officers, including the recruitment via the Police Constable Degree Apprentices scheme, and utilisation of 'Operation Uplift' funding for this purpose
- the success of Operation Reacher in tackling organised crime and the plans to extend this approach throughout the City and the County
- the extension to the contract of the Chief Constable
- reductions in burglaries
- better targeting and improved outcomes of 'Stop and Search'
- the ongoing investment in neighbourhood policing and the successful partnership working with local authorities
- the Force's attendance at the Pride March and Caribbean Carnival as a means of engaging communities, including in relation to subsequent recruitment
- the Force's attendance at the County Show, underlining the ongoing commitment to tackling rural crime (including through the Force's use of quad bikes, drones and Automatic Number Plate Recognition)
- the extension of the mental health triage cars
- the success of the Integrated Offender Management Scheme
- increased computerisation within the Criminal Justice System
- the use of drones as a cheaper and more environmentally sustainable alternative to helicopters
- the ongoing commitment to funding the Violence Reduction Unit
- the lifetime achievement award given to a special constable for 49 years service.

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## Reflections from a Panel Member

The Panel welcomed the recruitment of 108 officers whilst seeking and receiving assurance that training and equipment would be ready to accommodate the extra staff and that the recruits would be in addition to those needed to replace natural 'churn'.

It was reassured by the proactive plans in place and that the impact of turnover and succession planning had been identified with procedures to identify any gaps in clerical, special constables and other vacancies that could result from successful applications from these groups.

The Panel established that recruitment would encourage candidates from Black, Asian and Minority Ethnic (including Eastern European) communities.

In addition, the Panel was enthusiastic about the Apprentice and Graduate schemes and welcomed these initiatives.

**Lesley Dalby** - Independent Co-opted Panel Member

## Reflections from a Panel Member

Some Members of the Panel were sceptical when the Commissioner proposed to replace the Nottingham Bridewell. However, a meeting and site visit was arranged at which we discussed the business case and saw first-hand the shortcomings of the current building which reassured us that it was a necessary use of public money.

**Suma Harding** - Independent Co-opted Panel Member

## Spotlight on Domestic Violence

As a result of Members' ongoing concerns about the levels of domestic violence and repeat victimisation, local agencies were invited to attend the March 2020 meeting of the Panel.

## Reflections from the Panel Chair

Over a number of meetings, the Panel had listened to debates around the raw numbers of cases of domestic violence, the historical data, and sort some clarity around the assumptions. The idea of this agenda item was to focus on the provision of services from both the statutory and voluntary sector, commissioned by the PCC, and give those representatives an opportunity to provide further contextual information, enabling the Panel to test assumptions and come to fully-informed conclusions about the increasing levels of domestic violence.

**Christine Goldstraw OBE** - Panel Chair and Independent Co-optee



The plan had been for these representatives to also provide display information so that Members and other attendees could learn more about the services provided.

This was to be in conjunction with consideration of a wide-ranging review into domestic abuse commissioned by the PCC.

Sadly, the March meeting had to be replaced by a teleconference. The representatives will now attend the virtual September 2020 meeting and attend in person at a future Panel meeting to provide an update – see next year’s Annual Report for the outcomes!

## Links into Regional and National Networks

Panel Members and support officers continue to play an active part in regional and national networks. The Panel has formally agreed to continue to subscribe to Frontline Consulting’s Regional Network for the East Midlands and the Chair of the Panel and support officers continue to find the Network meetings a useful means of sharing best practice and development.

The Panel has appointed Suma Harding, Independent Co-opted Member, to be its representative on the National Association of Police, Fire and Crime Panels. The lockdown period and developing virtual meetings technology has enabled the Association to be even more active, holding a number of meetings and considering a range of issues affecting Panels and PCCs.

Panel Members remain committed to attending national events. Suma Harding and Lesley Dalby attended the Local Government Association’s Police and Crime Panels Workshop on 11 July 2019 in London, subsequently feeding back the headline issues to the other Panel Members.

The Panel’s support officers, Peter Barker and Keith Ford, attended the eighth Frontline Consulting Annual Conference on 19 November 2019 at Warwick Conference Centre, along with the Chair of the Panel, Christine Goldstraw OBE, who formed part of the Conference Panel leading the Questions and Answers session for delegates. Feedback from this conference was provided to the subsequent Panel meeting in November 2019.



# Awareness Raising and Development Sessions

Frontline Consulting also facilitated two awareness raising sessions for new and existing Panel Members on 23 September 2019 at County Hall and on 19 October 2019 at Force Headquarters, Sherwood Lodge. These sessions proved very useful and included a focus on specific areas of Force practice (including the Control Room and operational support) as well as offering an opportunity for reflecting on how the Panel itself could improve and develop.

The sessions agreed a revised format for monitoring Police performance based on national practice and following discussions with representatives from the Office of the PCC. The sessions also agreed that, in order to strengthen the focus of the Panel, Members would be better to concentrate on agreed Police and Crime Plan Strategic Themes. Following further discussions at the Panel and in between meetings, the list of lead overview areas was agreed as follows:

	Strategic Theme	Members
01	Protecting People from Harm	Christine Goldstraw Cllr Francis Purdue-Horan Cllr Tony Eaton
02	Helping and Supporting Victims	Cllr David Ellis Cllr Linda Woodings Cllr Scott Carlton
03	Tackling Crime and Anti-Social Behaviour	Cllr Rob Inglis Bob Vaughan-Newton Suma Harding Cllr Leslie Ayoola
03	Transforming Services and Delivering Quality Policing	Lesley Dalby Cllr Richard MacRae Cllr Jason Zadrozny Exec Mayor Andy Abrahams

**The Panel plans to develop this approach further over 2020-21.**

## Views of Partners

Nottinghamshire Police and Crime Panel is highly regarded and respected across the country. It has high levels of engagement, good continuity of membership, a well-informed Panel that brings strategic issues to the fore, consistently supported pre-meetings that improve preparation for its meetings and excellent relationships with the Commissioner, his office and the Force.

The Panel has been committed to continuous improvement from the beginning so regularly secure facilitation to help review and refresh their ways of working, focus and procedures. We helped the Panel develop their approach to performance management and questioning especially last year. Input from the PCC, his office and the Force helped to develop understanding, which included an outstanding visit to Force HQ to gain an appreciation of the work of call handlers, the dog unit, drones and armed response.

The Panel values the cooperation and time given by their partners so they can continue to fulfil their statutory and value-added duties as effectively as possible through being informed and keeping up to date. The Panel endeavours to ensure their work programme remains focused and relevant.

**Dave Burn** – Frontline Consulting





## FUTURE PLANS AND PRIORITIES

In common with many other Panels, PCCs and Police Forces, the Panel currently finds itself, due to the COVID-19 pandemic, in a period of uncertainty in which it is difficult to properly plan ahead. The Panel continues to develop and maintain an ongoing work programme, in discussion with the Office of the PCC and it is hoped that meetings will continue to take place regularly and in public, whether that be in person or virtually.

No doubt a great deal of focus in the 2020-21 year will be on the pandemic and the impact of this on the Commissioner's priorities and funding. Indeed, issues such as domestic violence and officer recruitment which were already the subject of focus from the Panel, have become even more topical in recent times.

The Panel will continue to review the PCC's implementation of his Police and Crime Plan in 2020-21, including through specific focus on each strand of the Delivery Plan.

It will also continue to meet its other statutory requirements such as considering the proposed precept and budget.

The Panel is keen to feed into the Home Office's Review into the Role of PCCs which has commenced in the Summer of 2020, particularly with regard to those areas of the Review that directly reference Police and Crime Panels (whilst recognising that wholesale review of the Panel model is out of scope of the Review).

The Panel will monitor the plans for holding the PCC elections in May 2021, following their postponement in 2020, and will seek to continue or develop positive working relations with the successful candidate.

The Panel will also be reviewing its Independent Co-opted membership in 2020-21, agreeing a process for reappointing / recruiting as appropriate.



# CONTACT DETAILS AND FURTHER INFORMATION

For further information about the Nottinghamshire Police and Crime Panel please contact:

Keith Ford, Team Manager, Democratic Services, Nottinghamshire County Council, County Hall, West Bridgford, Nottingham NG2 7QP

E-mail: [keith.ford@nottscc.gov.uk](mailto:keith.ford@nottscc.gov.uk)

Tel: 0115 9772590

Peter Barker, Democratic Services Officer, Democratic Services, Nottinghamshire County Council, County Hall, West Bridgford, Nottingham NG2 7QP

E-mail: [peter.barker@nottscc.gov.uk](mailto:peter.barker@nottscc.gov.uk)

Tel: 0115 9774416

For further details about the Panel and its related expenditure please visit the Nottinghamshire County Council website:

<https://www.nottinghamshire.gov.uk/council-and-democracy/meetings-and-committees/nottinghamshire-police-and-crime-panel>

For agenda packs and related papers:-

[https://www.nottinghamshire.gov.uk/dms/Committees/tabid/62/ctl/ViewCMIS\\_CommitteeDetails/mid/381/id/504/Default.aspx](https://www.nottinghamshire.gov.uk/dms/Committees/tabid/62/ctl/ViewCMIS_CommitteeDetails/mid/381/id/504/Default.aspx)

The PCC's own website can be found via the following link:-

<https://www.nottinghamshire.pcc.police.uk/Home.aspx>

