

# NOTTINGHAMSHIRE Police & Crime Panel

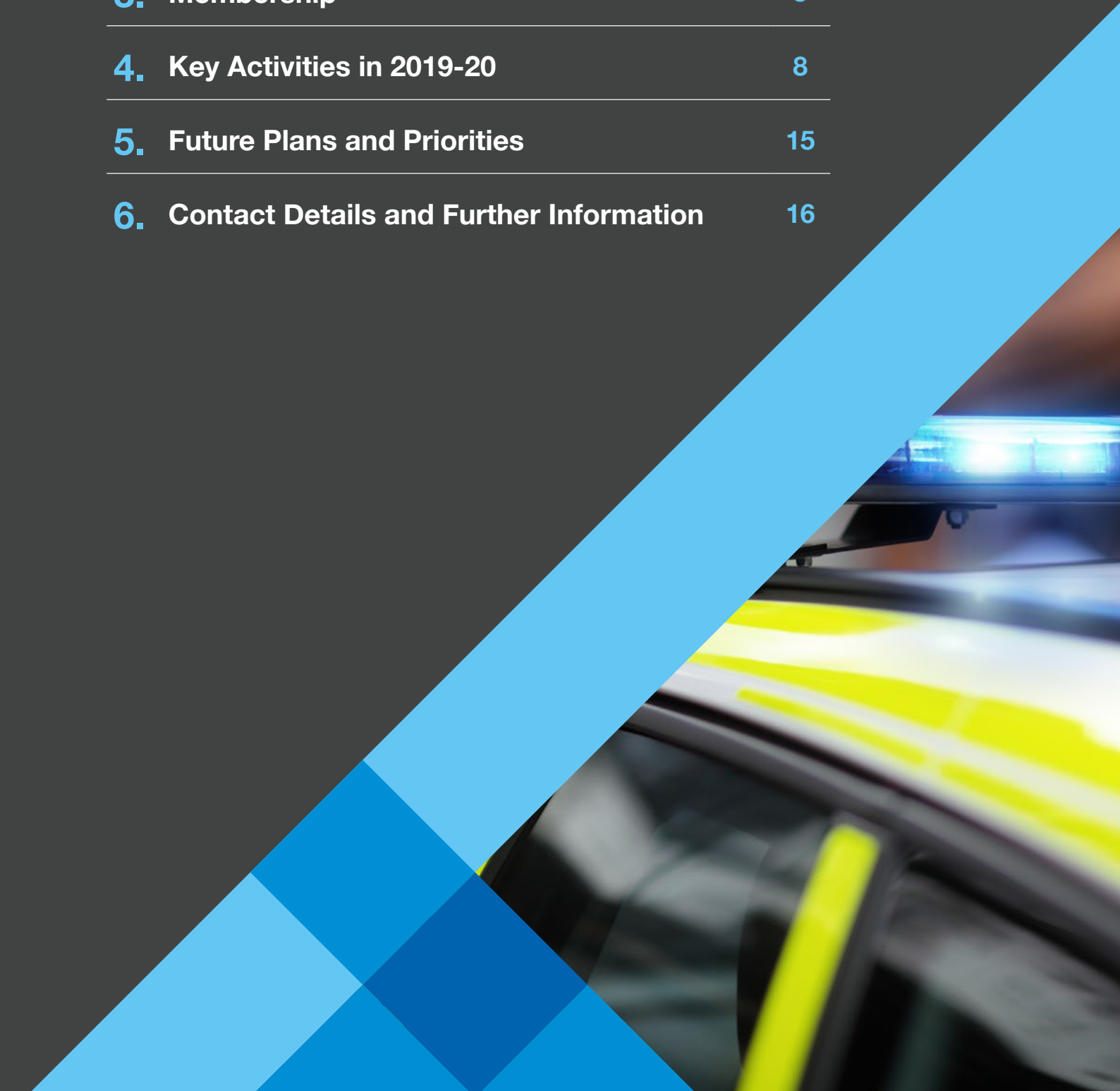


# Annual Report 2019-20



# Contents

<b>1. Foreword from the Chair of the Panel</b>	<b>3</b>
<b>2. Background Information about the Panel</b>	<b>4</b>
<b>3. Membership</b>	<b>5</b>
<b>4. Key Activities in 2019-20</b>	<b>8</b>
<b>5. Future Plans and Priorities</b>	<b>15</b>
<b>6. Contact Details and Further Information</b>	<b>16</b>



# 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.

## 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

## 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.

# 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!





# 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>

