

NOTTINGHAMSHIRE Police & Crime Panel



Annual Report 2021-22



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FOREWORD FROM THE CHAIR OF THE POLICE AND CRIME PANEL

Change was in the air!

This year has felt like a year of two halves. Certainly, the first part of the year, COVID was still having a significant influence on our lives. But with the start of the Panel's municipal year we were informed that we must return to meeting within the Council Chamber. Oh, those early halcyon days conducting ourselves whilst simultaneously freezing, and shivering as doors and windows were thrown wide open to the elements, to be COVID compliant. It certainly ensured that meetings moved along at a pace.

The new year also started with a new Commissioner, Caroline Henry, who was elected in May 2021.

Having been in post a few months our new Commissioner informed the Panel that she had recruited a management consultant to review the Office of the Police and Crime Commissioner in terms of function and form. The Vice Chair, our Democratic Support Officer and I were interviewed as part of the process.

This resulted in a major change programme for the Commissioner, and a series of Confirmation Hearings for the Panel. So far this has included an Interim Chief Executive post, followed by a Confirmation Hearing for the permanent Chief Executive post and then an Interim Chief Finance Officer. This was proposed as a temporary post shared with the force, about which Members were keen to understand the protocol and safeguards. This was quickly followed by the Confirmation Hearing for the permanent Chief Finance Officer.

The Commissioner and Chief Constable invited Panel Members to the newly commissioned Force Headquarters, a shared accommodation with both the Fire Service as well as a suite of rooms for the Commissioner's office. Members wanted to follow up on the accommodation which hosts the Call Centre staff. Their former

accommodation had been very cramped, and members had followed the process through the planning stages, to ensure that a more appropriate working environment was secured for them.

More recently, the Commissioner arranged a presentation to the Panel on the widening role of The Violence Reduction Unit (VRU). A twenty-minute presentation lasted almost an hour due to the level of interest and Q&A session.

One of the areas of concern raised with Commissioner Henry was the issue of Court delays, a legacy of the impact of COVID. The Commissioner shared the Panel's concern, and subsequently established a Local Criminal Justice Board. It's early days but we remain hopeful that this will aid progress.

Like all Panels we have contributed to and awaited the various review findings, and have also been studying the Home Office Police (Fire) and Crime Panel good practice guides. Taken together with our Scrutiny role, we are ensured a busy year ahead.

Finally, I must record my sincerest thanks to my Vice Chair Cllr David Ellis for his wise counsel, and Panel Members for their unstinting support. On their behalf may I also acknowledge the tremendous service we receive from our Democratic Officers namely, Pete Barker, and Jo Toomey.



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 in Nottinghamshire by responding to the demands of communities and ensuring that local and national priorities are suitably funded by setting a budget and ensuring the performance of the police force is monitored. Essentially, the PCC is responsible for the strategic direction of the Force, whilst the Chief Constable decides how that can best be implemented operationally.

The Panel supports and challenges the PCC in carrying out these functions on behalf of the people of Nottinghamshire.

The Panel focuses on the key strategic decisions of the PCC, as well as actions planned and undertaken, including whether the Commissioner 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 and ask the Commissioner to think again. 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).

Nottinghamshire County Council is the host authority for the Panel, with meetings being held in public at County Hall in West Bridgford. Meetings are broadcast live on YouTube and recordings remain available to view after the event.

In addition to the public meetings, the Panel also holds workshops and briefing sessions in private to explore issues in detail, notably as part of the budget-setting process.

Membership of the Police and Crime Panel

The Panel is composed of nominated elected Members from each of the Councils in the area covered by Nottinghamshire Police Force (including Nottingham City). Panels are also required to have at least two independent members.

Every year the Panel must review its membership to make sure it is as politically balanced as possible and reflective of representation across all Nottinghamshire Councils in their totality. Where necessary, the Panel can choose to co-opt further elected Members to ensure that it is politically representative. During 2021/22 each Council was entitled to one seat on the Panel with an additional place going to Nottingham City Council to reflect the population of that Council's area and an additional seat going to Nottinghamshire County Council to reflect the changes in political representation arising from the local election in May 2021.

The Nottinghamshire Panel has chosen to co-opt four independent members with their terms being reviewed at the Panel's meeting on 15 November 2021. The Panel agreed to extend each of the existing co-opted members' terms of office for a further two years following the expiration of their current terms on 31 May 2022. Panel members made that decision because of the high level of engagement and diverse backgrounds of the existing co-opted members. The Panel was also mindful of the uncertainty created by national review work which had stimulated dialogue on independent co-opted members. They therefore felt it was appropriate to wait until the review had been concluded and the outcomes were clear.

As part of its annual review, the Panel must also seek to ensure that its membership reflects the communities it serves and that members have an appropriate spread of skills, knowledge and experience.



The Panel elects its Chair and Vice-Chair at its Annual Meeting in June each year.

The Panel's membership during 2021/22 was:



Chair

Christine Goldstraw OBE
Independent
Co-optee



Vice-Chair

Councillor David Ellis
Gedling Borough
Council



Executive Mayor Andy Abrahams
Mansfield District
Council



André Camilleri
Nottinghamshire
County Council



Councillor Scott Carlton
Newark & Sherwood
District Council



Lesley Dalby
Independent
Co-optee



Councillor Kevin Greaves
Bassetlaw
District Council



Suma Harding
Independent
Co-optee



Councillor Rob Inglis
Rushcliffe
Borough Council



Councillor Mike Introna
Nottinghamshire
County Council



Councillor Neghat Khan
Nottingham
City Council



Councillor Richard MacRae
Broxtowe
Borough Council



Councillor Helen-Ann Smith
Ashfield
District Council



Bob Vaughan-Newton
Independent
Co-optee



Councillor Linda Woodings
Nottingham
City Council

Panel member insight – the thoughts of a new member

Being on the Panel gives me a strong sense of duty as a representative of the Council to offer constructive feedback on the way Notts Police are managed and manage resources. I feel privileged to have been asked to be a member of a team involved in a service so very important and influential in our communities.

Councillor Mike Introna - Nottinghamshire County Council

KEY ACTIVITIES IN 2021-22

At each meeting of the Panel, the Commissioner submitted update reports, which outlined key activities and projects, incorporated regular performance and insight reports, the latest budget position and planned significant decisions.

The Panel considered these reports in advance and raised concerns and queries at the meeting as part of its 'challenge' role. It often requested further information and that updates be brought to future meetings or for the circulation of additional information between meetings. Members were also keen to commend good performance, practice and areas of innovation as part of their 'support' role.

The Commissioner attended each meeting to introduce the reports and 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 9 times in 2021-22. You can view meetings of the Panel on Nottinghamshire County Council's YouTube channel, but we have included the website address for a couple of meetings for your ease of access:

- Annual meeting – 7 June 2021
<https://youtu.be/Xvo4pb1IUDk>
- Budget meeting – 8 February 2022
<https://youtu.be/J2g60gj6LLs>

The Panel also held two workshop meetings in preparation for its formal consideration of the Commissioner's proposed precept. Further remote workshops have also been held to accommodate the preparation of this annual report.



Links into regional and national networks

Panel members and support officers continue to play an active part in regional and national networks. The Panel continues 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 also continues to be represented on the National Association of Police, Fire and Crime Panels by Suma Harding.

In November 2021, Frontline Consulting held its Annual Conference, which, following a virtual event in 2020, returned to Warwick University. The Panel was represented at the conference by its Chair (who chaired the morning session) and Councillor Neghat Khan. The Panel's support officer also attended.

The new police estate

The context in which the Commissioner has been working and the force has been operating was significantly affected by COVID-19. It changed the levels of crime that were being experienced and led to shifts in the kind of offences that were being recorded. The pandemic also changed the way the police and other support services commissioned by the PCC could respond and impacted staffing levels. It therefore became a key issue for the Panel.

Custody suite

Panel members were invited to tour the new custody facility in advance of its opening. During the visit on 27 September 2021 members were shown the detention area, welfare facilities and partnership accommodation. Panel members were impressed with the work that had been done to create as pleasant and safe working environment as possible for staff and increase the respect and dignity afforded to detainees.

One area that particularly stood out was the innovations that had been incorporated within the development and delivery of the project.

Future item

The Panel scheduled an update in 2022-23 to review whether the new development has met its objectives and identify any lessons learned from the innovations that had been integrated.

Panel member insight

The newly built custody suite off Radford Road, Nottingham, opened on 29 September 2021. Some Panel Members were able to go there two days earlier to see what had been achieved.

We were particularly impressed with the careful planning that had been given to the safety and welfare of people within the building – staff and detainees alike. Measures had been incorporated (in consultation with specialist organisations such as those who deal with people with autism or with physical disabilities) to protect the dignity of vulnerable detainees. Two separate entrances allow detainees who might have cause to attempt to hurt each other to be unaware of each other's presence. A simple measure such as having the custody sergeant's eyeline at the same level as that of the detainee being booked in can reduce tensions. On-site accommodation has been provided for mental health, drug / alcohol and homelessness partner organisations.

This sort of facility can be associated with enhanced risk of injury to staff. The layout in this case is such that help can arrive within seconds if needed.

The modern design has allowed for many carbon reduction and energy saving measures to be built in. It was completed on time and within budget largely within the pandemic. It was no accident that the Police Inspector who supervised the construction had formerly been a builder.

Overall we found the new facility to be a vast improvement on the old Bridewell custody suite. It is no surprise that there has been much interest in the design and innovations not only from other Forces but also from the academic world.

Bob Vaughan-Newton - Independent Co-opted Member

Force Headquarters

On 20 April 2022 the Panel received a tour of the new force headquarters building. During the visit, members:

- Received a presentation on the progress of Operation Uplift and discussion of how Nottinghamshire was increasing routes into policing and making the workforce more diverse.
- Viewed the training and welfare facilities and noted the improvements in working conditions.
- Discussed the use of tasers with taser users who had just completed their refresher training.
- Visited the control room and discussed how the design improved working and received a presentation on call response rates.
- Viewed the gold and silver command suites that enable partners to manage the most serious incidents together.
- Saw a demonstration of drug dogs in training.

Panel member insight

The Panel recently visited the new Police and Fire & Rescue Service Joint Headquarters. They were pleased to observe the facilities in the gym and the rest areas provided for staff. The training rooms are also impressive and new recruits are already benefiting from the improved facilities.

Lesley Dalby - Independent Co-opted Member

Panel member insight

In April Police & Crime Panel members were invited to tour the new Force training complex and the joint strategic and control centre at Sherwood Lodge HQ. The visit concluded with a live demonstration from the dog section.

Having gone through Police training myself in the 1980s, where we were sent away for our initial training to District Centres for twelve weeks, I was intrigued to see how things have changed.

The HQ was a dowdy place in my time, referred to as the 'Dream Factory' where the corridors were empty, and you only really saw the person, or the department being visited. But what an amazing transformation!

The buzz, the atmosphere, the vibrancy, and so upbeat – All floors were alive.

This capital and technological investment is a huge asset in taking the Force into the future.

It inspires positivity, bonding and the sense of belonging, because in my view, strong camaraderie is vital in the Police family. These impressive facilities will absolutely generate that by offering new recruits the best possible start to their careers without the dilution that shared multi force centres presented.

Councillor Rob Inglis - Rushcliffe Borough Council

Hot topics

Violence reduction unit

The Head of the Violence Reduction Unit (VRU), Natalie Baker-Swift, attended the Panel's meeting on 28 March 2022. Natalie delivered a presentation to the Panel and then answered its questions. The Panel explored:

- Background to the purpose and remit of the VRU.
- Funding arrangements.
- The principles behind the work of the VRU and the introduction of the Serious Violence Duty.
- Deployment of Trauma Informed Strategy.
- Development of a Youth Work Strategy.
- Examples of interventions that had been deployed, including case studies.
- Preparation of the Serious Violence Strategic Needs Assessment.
- The strategic framework and structure of the VRU.

The Panel asked for reassurance about school-based interventions and how this linked with work being undertaken with partner agencies, including the Police, in school settings.

Panel member insight

As an Ambassador for the VRU I have seen its work first-hand and I've commended the Commissioner on a number of occasions about the work being done by the unit. I would also like to thank all of the VRU Ambassadors and the groups and organisations they represent as they are all making such a positive impact and improvements to Nottinghamshire and Nottingham.

Councillor Richard MacRae - Broxtowe Borough Council

Violence against women and girls

From the time of her election, Commissioner Henry highlighted that tackling Violence Against Women and Girls was a priority for her. This is something in which members of the Panel have been interested in over recent years, with domestic abuse being a recurring 'hot topic'.

Members of the Panel have therefore been keen to track this area of work, ensuring that it is incorporated within the Commissioner's Police and Crime Plan, 'Make Notts Safe', asking questions about commissioned services, testing budget capacity and exploring resourcing of this priority area through confirmation hearings for members of the PCC's senior team.

Performance information throughout the year has shown a deterioration in the number of people who feel safe in their own areas, which has been linked in part to the Violence Against Women and Girls agenda. This is an ongoing topic of concern for the Panel, which it is keeping under review. The Commissioner has told the Panel about some of the schemes that she has introduced to help address public concerns, including the safe streets project that was piloted in the run up to Christmas 2021.

Panel member insight

Violence Against Women and Girls is a subject of immense importance to the Panel. This is demonstrated through the interest shown in the subject by Panel members throughout 2021/22. During this period members raised a number of VAWG related issues at Panel meetings. These included the importance of improving female safety in the night time economy, the work done in schools to educate young people and role of the Violence Reduction Unit in tackling gender-based violence. The Panel was also keen to highlight the pioneering work of Nottinghamshire Police in recording misogyny as a distinct category of hate crime. The importance of commissioned services in preventing VAWG and supporting victims was another key issue highlighted by the Panel during the past year and thus members were fully supportive of the inclusion of VAWG in the Commissioner's 'Make Notts Safe' plan.

Councillor Neghat Khan and Councillor Linda Woodings - Nottingham City Council

COVID-19 – Courts and Criminal Justice

At its meeting on 8 September 2021, the Panel received an update on the Courts and Criminal Justice Recovery Plan, which was produced by Her Majesty's Courts and Tribunal Service. The report was received as a result of the Panel's interest in the delays to the Courts service that had been created by the COVID-19 pandemic and action it had taken to support the previous Commissioner.

The report highlighted that the establishment of the Nightingale Court in Nottinghamshire and a planned trial blitz would continue to reduce the backlog of cases. Members of the Panel noted that the number of police-led prosecutions had increased and the aim for this was to continue, however the report did identify some issues that remained around file quality. There was some concern around changes in legislation, which had seen the burden of work in preparing for court cases shifting from the Crown Prosecution Service to the Police.

The backlog of cases remained a concern for the Panel, however members felt some reassurance from the steps being taken by Commissioner Henry to set up a Local Criminal Justice Assurance Board for Nottinghamshire.

On the basis of the update provided by Her Majesty's Courts and Tribunal Service and the steps being taken by the Commissioner, the Panel agreed to conclude its work on this topic, notwithstanding any requests for support that the Commissioner may require in the future.

Panel member insight

I have been an Independent Member of the Police and Crime Panel since 2012.

It has been an interesting journey and a rewarding experience. In recent years I have seen many changes including the building of a new custody suite and a new Forces headquarters. Police Officers have embraced technology and use laptops, body worn videos and better communication devices. Channel 5 has shadowed the police interceptors and highlighted the issues that the force faces in the city and in rural areas.

I have been sitting as a member of the bench in Nottinghamshire for 29 years and I am particularly interested in the criminal justice system and how the force interacts with the courts. The Nottinghamshire Criminal Justice Assurance Board was created last year and I will be an observer on this board. I hope this will broaden my knowledge of this area.

Suma Harding

- Independent Co-opted Member

Operation Uplift and Force Recruitment

Nottinghamshire Police met its Uplift target one year early, with its quota in place by March 2022. Active work was also undertaken as part of Operation Uplift to increase the diversity of the workforce. The PEEL assessment highlighted that in the year ending 31 March 2021, the force recruited the highest percentage of new police officers who were Black, Asian or from a minority ethnic group (19.5%) in England and Wales.

The Panel was pleased to hear about the increased workforce diversity and recognise the impact this can have on communities' level of confidence in the police, as well as the influence of positive role models.

When Panel members visited the new Force Headquarters, members received a presentation that set out a broad range of channels through which people could enter Nottinghamshire Police, with examples of how the different strands had positively impacted the diversity of the workforce.

The Panel has also taken an interest in opportunities to increase the workforce diversity of the Office of the Police and Crime Commissioner and looks forward to updates as the restructure progresses.



Panel processes

Support

Areas of performance welcomed and commended by Panel members during the 2021-22 year

- The Panel supported the Commissioner's proposed precept increase of £9.99 for a Band D property, following reassurance around the Commissioner's justification for the increase, savings and efficiencies, reserves, the Capital Programme, staffing and financial governance and an assessment of the risk of not increasing the precept.
- Members were supportive of the introduction of the Commissioner's Make Notts Safe grant scheme and the opportunities it would provide for targeting specific issues in the areas of most need.
- The Panel welcomed the commitment of the Commissioner to form a Local Criminal Justice Assurance Board for Nottinghamshire.
- Support and lobbying from the Panel around the Courts Service contributed to the creation of a Nightingale Court for Nottinghamshire to help tackle the backlog of cases created by the COVID-19 pandemic.
- Support was expressed for work that was being undertaken in schools, particularly noted were the programmes designed to tackle domestic abuse and promote healthy relationships.
- Members were pleased by improvements made to response times for answering 999 and 101 calls, and commended work that had seen Nottinghamshire have one of the best call response rates in the country.
- The Panel was supportive of the Commissioner's commitment to consultation and the continually developing methodology as she learns from her experiences.
- Panel members supported the current practice of the Police to regard misogyny as a specific category of hate crime and considered that this should be a mainstream approach.
- Members welcomed online reporting and the development and introduction of an app through which crime could be reported.
- The Panel praised the opening of the new custody suite which incorporated improved conditions both for officers and detainees, together with state of the art equipment and innovative practice.



- Members recognised the challenges for charities and commissioned services that needed to apply for funding annually and supported the Commissioner in her lobbying for the allocation of grants over a longer period.
- Members praised the new Force Headquarters development and were particularly pleased by the improved working conditions for call handlers.
- The Panel recognised the benefit of empowering communities to help the police tackle crime and anti-social behaviour.
- Panel members supported the work done to reduce neighbourhood crime in hotspot areas using Safer Streets funding and supported continued applications to roll out good practice in further areas of the county.
- Members supported the initiatives that were in place to improve people's feelings of safety at night.
- Value for Money profiles produced by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services showed that Nottinghamshire Police spent more on its frontline services than most similar forces, which provided reassurance.

Challenge

Areas of concern or where further information or updates were requested by the Panel during the 2021-22 year

- Panel members asked questions about the Commissioner's proposed precept increase in the context of the national financial situation both in terms of recovery from the COVID-19 pandemic and the cost of living increases.
- Members sought assurance about whether the measures that were in place to tackle drug abuse were sufficient or whether dedicated support was required.
- Members asked questions and sought assurance around an increase in first time entrants to the criminal justice system.
- A recommendation was raised about opportunities to enhance services for witnesses, particularly around how they could access information to update them on their case, including whether this could be accommodated in the victim care app.
- Concern was expressed over resources that were available to Operation Reacher Teams and whether they had the appropriate equipment to effectively carry out their role.
- Through the year the Panel has seen significant increases to the levels of online fraud, both attempted and successful, and has asked the Commissioner for reassurance around activity she is commissioning and how she is holding the Chief Constable to account to improve performance.
- Following early commitment from the Commissioner to place particular emphasis on tackling rural crime and subsequent softening of this language, members of the Panel challenged the Commissioner and lobbied for a more robust response.

- ▶ While rates of knife crime in Nottinghamshire remained below the national average, there had been an upward trend. Panel members challenged the Commissioner to consider the contribution of her commissioned services and whether they were sufficient and appropriate.
- ▶ Members were concerned that the Multi Force Shared Service (MFSS) meant that the monitoring of accounts was problematic with continued reporting of errors in the data. The Panel was advised that from 1 April 2022 the force would be moving away from the MFSS, which would save money and help ensure effective controls were in place.
- ▶ In light of national incidents that raised questions around the licencing of firearms, members of the Panel sought reassurance about the procedures that were in place in Nottinghamshire, including applicants providing information about their mental health.
- ▶ Members challenged the decision of the Commissioner to keep the current site for Newark Police Station open, reversing the decision of the Chief Constable to move to a shared facility with partners, and the impact this would have on achieving forecast savings; Panel members also challenged the use of the police estate around the county, including the siting of police stations and active custody suites.
- ▶ The reduction in the number of people who felt safe after dark was of concern to the Panel, with members asking about trends that had been identified and seeking reassurance that measures were in place to address deteriorating performance.
- ▶ The Panel received its first report since the Commissioner took on oversight of force complaints and were concerned about the time it took to resolve some complaints – those complaints where an investigation was required were usually resolved within an average of 35 days while in those instances where an investigation was not required the time to resolve the complaint was 56 days on average.
- ▶ During 2021/22, there were several high-profile national cases around the conduct of police officers that had negatively affected trust and confidence locally; Panel members asked the Commissioner for reassurance around the handling of such matters in Nottinghamshire by the Chief Constable.



Confirmation Hearings

In 2021/22 the Panel held four confirmation hearings:

- 14 December 2021
- Interim Chief Executive
- 24 January 2022
- Interim Chief Finance Officer
- 8 February 2022
- Chief Executive
- 20 April 2022
- Chief Finance Officer

During the hearings the Panel was given the opportunity to ask questions of the Commissioner to explore why she had nominated each of her preferred candidates and her priorities for them. Members also sought reassurances about the openness, transparency and fairness of the recruitment processes that were followed and, for the two interim appointments, alternative options that

had been considered. During the confirmation hearing for the interim Chief Finance Officer, which would be a shared role with Nottinghamshire Police, members also looked for reassurances about the way in which the proposed arrangements would work in practice and the management of potential conflicts of interest.

At each of the confirmation hearings the Panel members were given an opportunity to ask questions of the Commissioner's preferred candidates. In doing this, members tested the candidate's knowledge and experience, their skills, and best practice they would bring to Nottinghamshire. In each case the Panel supported the recommendation of the Commissioner.

While confirmation hearings are a statutory function for PCPs, Panel members saw this as an opportunity to support the Commissioner and enhance services for communities across Nottinghamshire.



Police Precept

Before the Commissioner presented her proposed precept to the Panel at the meeting on 8 February 2022, two workshops were held. The first workshop gave the Commissioner and her team an opportunity to outline their budget and precept proposals. Following this session and on receipt of the precept and budget report, Panel members held a second workshop to prepare questions to submit for a response in advance of the Panel meeting. Members were grateful for the answers that they received.

At its meeting on 8 February 2022, the Panel considered the Commissioner's final precept proposals, which would increase the precept on a Band D property by £9.99.

There was some debate about whether this was the right time to be increasing the precept. Panel members asked whether it would be appropriate if the precept was not increased in 2022 in light of increases to the cost of living. Members also asked about the impact of any standstill on future years' budgets. The answers highlighted those areas that could not be delivered without the increase in precept and the level of shortfall this would bring in future years, which would not be recoverable.

Following a lengthy question and answer session, a majority of members voted to support the proposed increase to the precept, recognising that the increase in precept was necessary to deliver the Commissioner's 'Make Notts Safe' plan and its impact on the ability to deliver improvements to policing.

During the meeting reference was made to efficiencies, some of which were listed within the budget papers to be achieved by bringing services back in-house. Panel members were concerned that the force had the appropriate skills and capacity to be able to deliver these services and whether those efficiencies could be realised. Members were reassured by the answers that were provided around staff that were already available and the direction of travel for the remainder of the projects.

The Panel also had a number of questions about the reorganisation of the Office of the Police and Crime Commissioner. It identified that additional budget for staffing had been included to support the revised structure and the increase in commissioning activity. Panel members asked for reassurance at an appropriate time in the timetable that the restructure would bring forward an office that was modern, efficient and structured to deliver.



Make Notts Safe Plan

At its meeting in November 2021, the Commissioner presented the draft 'Make Notts Safe' plan to the Panel. She highlighted her priorities and updated the Panel on the progress and findings of the consultation programme.

Feedback given by the Panel at this stage included:

- A suggestion that the work being undertaken to tackle violence against women and girls could be further enhanced by recognising misogyny as a hate crime.
- Concern about linking hate crime with anti-social behaviour because of the risk of understating the impact and importance of hate crime.
- Some of the wording within the draft presenting an urban bias.
- Concern about the readiness of some rural communities to report crimes.
- Recognition of the changes that were made to the engagement sessions in light of early experience to increase the diversity of communities whose concerns were represented.
- Noted the intention to set up a Criminal Justice Assurance Board.
- Recommended that targets should be agreed numerical targets rather than an unquantified target of improving performance and requested access to comparator data to assist its review of progress.
- Highlighted ensuring the trust and confidence of local communities as a key strand of work, including work to enhance communications with people involved in any cases.

The final version of the 'Make Notts Safe' plan was presented to the Panel at its meeting on 8 February 2022. When members discussed this, they expressed support for the listed priorities and were pleased that clear targets had been included. Panel members shared the commitment of the Commissioner to seeing better services for communities across the county. The Panel was particularly supportive of the focus on community-led activity and tackling violence against women and girls.

Members were also interested in opportunities that might be available to the Commissioner to lobby for longer-term funding settlements to provide some certainty for charities and commissioned services, thus reducing the resources that were needed to secure further funding.

During 2020-21 an area of focus for the Panel was the delays within the Courts Service arising from the COVID-19 pandemic. An area of the plan that was therefore of particular interest to members was the formation of the Criminal Justice Assurance Board in December 2021.

Further support was expressed by members in relation to the Commissioner's commitments around equality and diversity, particularly representation in the workforce, recognising the importance of diverse role models as a key influence for driving young people from crime.

Outcomes

Members asked that the Commissioner:

- Provides updates on the progress the Criminal Justice Assurance Board is making and the impact it is having.
- Provides updates on workforce diversity, relating to both the force and the OPCC, as part of the regular update reports.
- Shares a copy of the delivery plan that sits behind the 'Make Notts Safe' plan.

National developments

Home Office Review of Police and Crime Commissioners

In July 2020 the Home Office initiated a review of Police and Crime Commissioners, which was a two-part exercise. The findings from the first stage of the review were published in March 2021 and made a number of recommendations, which covered:

- Strengthening Police and Crime Commissioner accountability.
- Improving the transparency of Police and Crime Commissioners to the public.
- Clarifying the relationship between Commissioners and Chief Constables.
- Bringing more consistency to the Police and Crime Commissioner role.
- Raising professional standards.
- Improving the checks and balances currently in place.

Some of the actions have therefore affected the Police and Crime Panel, which has seen a national training session sponsored by the Home Office, which was made available to all Panel members and support officers. Recordings of these sessions have now been made available, together with further training materials and guidance to support Panel members.

One of the other recommendations arising from stage one of the review was to consult on potential changes to the Policing Protocol 2011 to clarify the responsibilities of and the relationship between Commissioners and Chief Constables (Including the notion of operational independence), and to better reflect the policing current landscape.



The Protocol sets out the relationships between PCCs, Chief Officers, Police and Crime Panels, Mayors that exercise PCC functions (including the Mayor's Office for Policing and Crime) and the Home Secretary, and how their functions should be exercised in relation to each other. These parties must have regard to the Protocol when exercising their functions.

On 7 March 2022, the Home Office launched a consultation on potential changes to the Policing Protocol Order 2011. The Local Government Association submitted a response on behalf of all Panels, to which the Nottinghamshire Police and Crime Panel contributed.

Future item

The Panel will explore how it can make best use of the tools during the 2022/23 municipal year.

The second stage of the review began in July 2021. It focused on longer term reform of the role of Police and Crime Commissioners, including consideration of additional powers to tackle crime in their areas, as well as scrutiny of the Police and Crime Commissioner model.

The Panel participated in the call for evidence for stage two and consultation exercises on general powers of competence, which helped to inform the recommendations published on completion of stage two of the review.

The Home Secretary made an announcement in Parliament on 7 March 2022 outlining the outcome of the second stage of the review. The recommendations covered:

- Cementing the Police and Crime Commissioner's role in Offender Management.
- Improving the way Commissioners work in partnership with others to fight crime and support victims.
- Improving public confidence in policing.
- Improving Police and Crime Commissioners' access to criminal justice data.
- Helping ensure there is effective local scrutiny.
- Helping ensure the public can complain about their Commissioner if needed and trust that their complaint will be handled fairly and consistently.

Following the conclusion of the review, the Home Secretary stated that her department would then work with partners to deliver the recommendations, including legislating where necessary and when parliamentary time allows.

Future action

The Panel will continue to monitor any outcomes from the review that affect members' role, responsibilities and how they challenge and support the Commissioner.

Strategic Review of Policing in England and Wales

During March 2022 the Police Foundation's Strategic Review of Policing in England and Wales was published. The final report captures the findings of the review and articulates the kind of police service that is necessary in order to address the policing challenges of the 21st century.

Future action

Panel members agreed to hold a development workshop with the Commissioner and her team to consider the outcomes of the Strategic Review and how all parties could work together to ensure that Nottinghamshire Police Force is able to adapt to and meet changing policing needs and demands.

Future plans and priorities

The PEEL Assessment

On 28 April 2022, Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) published its inspection of Nottinghamshire Police, which assesses police effectiveness, efficiency and legitimacy. As part of the review HMICFRS graded Nottinghamshire Police's performance across nine areas of policing and found the force was 'good' in two areas, 'adequate' in six areas and 'requires improvement' in one area. It said that whilst Nottinghamshire is good at investigating crime, more needs to be done to ensure it is recording crime effectively.

Members will have the opportunity to ask questions about the review at the Panel's annual meeting on 6 June 2022 to understand its impact on the deliverability of the Commissioner's Police and Crime Plan and identify areas that it may wish to monitor going forwards. A particular area of interest and focus for the Panel in 2022/23 will be seeking assurance around data quality and ensuring that crime recording is effective.





Nottinghamshire Criminal Justice Assurance Board

The delays in the Court Service that arose as a consequence of the COVID-19 pandemic have been a continued area of interest and concern to the Panel, both because of the impact they had on people involved in the proceedings and the impact they had on the services supporting those people. Members are therefore keen to keep track of the progress and impact of the Nottinghamshire Criminal Justice Assurance Board which was launched by the Commissioner in December 2021.

Re-Structure of the Office of the Police and Crime Commissioner

When the Commissioner's proposed Budget was presented to the Panel, members highlighted the increased spend on staff for the Office of the Police and Crime Commissioner arising from the re-structure and creation of additional posts. The Panel was advised that this increase would support the modernisation of the office and support the additional workload created by increased commissioning activity. Further analytical capacity was also promised, which, Panel members were advised, could assist in providing further 'deep dive' information, which had previously been limited by capacity. Members are keen to see the outcomes from this increased investment and ensuring that the review has met its objectives.

CONTACT DETAILS AND FURTHER INFORMATION

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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

The PCC's own website can be found via the following link:

<https://www.nottinghamshire.pcc.police.uk/Home.aspx>

Other useful links

PEEL 2021/22 – An inspection of Nottinghamshire Police - HMICFRS
www.justiceinspectorates.gov.uk/hmicfrs/publications/peel-assessment-2021-22-nottinghamshire

Strategic Review of Policing
www.policingreview.org.uk

Police and Crime Commissioner Review:
Part 1 - Hansard - UK Parliament

Police and Crime Commissioner Review:
Part 2 - Hansard - UK Parliament

