

NOTTINGHAMSHIRE Police & Crime Panel

Annual Report 2023-24



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In Memoriam

For all those people in Nottinghamshire who have been affected by some of the most serious and tragic crimes, you are in the panel's thoughts.

We would particularly like to recognise two very sad incidents that took place during the year, putting Nottinghamshire in the national spotlight.

The first is the distressing series of attacks on 13 June 2023, which saw three people killed and three others injured. The attacks were felt at the heart of Nottingham and its communities, bringing the city together to stand with all the victims and their families. The panel's thoughts are with all those who were affected on that day, wishing sincerest condolences to the families and friends of the victims.

The second was the death of Graham Saville, a Nottinghamshire Police Sergeant, who tragically lost his life whilst on duty, helping someone in distress. The panel commends Sergeant Saville's selflessness and service, and adds its condolences to Graham's family, friends, and colleagues.

FOREWORD FROM THE CHAIR OF THE POLICE AND CRIME PANEL

As the panel enters a new era, it is clear many changes lie ahead. The first of these is the resignation of one of our most outstanding and long-serving independent co-opted panel members, Mr. Bob Vaughan-Newton. Bob has been a member of the panel for ten and a half years. He remains one of our most dedicated members, not only in terms of his attendance but as a resource-extraordinaire, constantly seeking out reports and articles that were helpful to members and always of interest. I would like to publicly thank Bob, both for his support to me as Chair, and his 100% commitment to the panel. He will be missed.

Our next farewell is to Commissioner Henry following the elections in spring 2024 which brought the end of her tenure. The Commissioner was a firm believer in targeting her energies and financial support in the areas of greatest need in Nottingham and Nottinghamshire. Her strategy of allocating monies to a large number of organisations and groups provided the panel with an interesting challenge as it found the best way to hold her to account. The increased investment has seen a proliferation in the number and range of groups and organisations which has challenged the panel when reviewing performance and progress.

The most significant issue the Commissioner brought to the panel during the year was that an inspection by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) had moved the force to enhanced monitoring, known as 'engage'. The panel has been kept informed of progress and will receive an update at its meeting in September 2024.

The Commissioner, together with Chief Constable Kate Meynell, arranged a visit to force headquarters, which covered a tour of the state of the art and modern training facility, which was clearly very well supported, plus visits to the control rooms and dog handlers (always popular)! The panel also appreciated the opportunity for a couple of operational briefings with the Commissioner and Chief Constable on sensitive matters to help broaden members' understanding.

I would like to thank all panel members for their commitment and effort during the year. Together, we asked Commissioner Henry for assurances on wide-ranging issues, the breadth of which are reflected in this report. We look forward to continuing these conversations with the new Commissioner in 2024/25.



Christine Goldstraw
OBE JP DL

BACKGROUND INFORMATION ABOUT THE POLICE AND CRIME PANEL

Police and crime panels (PCPs) provide support and scrutiny to elected Police and Crime Commissioners (PCCs).

The panel conducts its work in public. It reviews information provided by the Commissioner and asks questions about it. It does this on behalf of the people of Nottingham city and Nottinghamshire.

The PCC sets policing priorities by talking to local communities and responding to their concerns. They ensure local and national priorities are suitably funded by setting a budget. They also track the performance of the police force. The PCC sets the strategic direction of the force which the Chief Constable implements operationally.

The panel focuses on the PCC's strategic decisions, and actions planned and undertaken, including whether the Commissioner has:

- Achieved the aims set out in the Police and Crime Plan (Make Notts Safe Plan)
- Considered the priorities of community safety partners
- Consulted appropriately with the public and victims

The panel has a responsive work programme and a range of powers that help it carry out its functions. These include reviewing the Police and Crime Plan and Commissioner's annual report, which shows how the plan has been implemented.

The PCP must consider the Commissioner's proposed precept (the amount of Council Tax that goes towards the cost of policing). It has the power to veto the amount proposed and ask the Commissioner to think again.

Before the Commissioner makes a senior appointment, the panel must consider and share its views. When considering the appointment of a proposed Chief Constable, the panel has the power to veto if necessary.

Nottinghamshire County Council hosts the panel. Meetings take place at County Hall, West Bridgford, and are broadcast live on YouTube. Recordings remain available to view after the event.

Beside the public meetings, the panel also holds workshops and briefing sessions. At these informal sessions, members explore issues in detail, for example, as part of the budget-setting process.

The Police and Crime Commissioner

2023/24 brought with it the end of Commissioner Caroline Henry's term of office. This report covers the final year of her tenure as Commissioner.

At the election on 2 May 2024, Gary Godden was elected as the new Police and Crime Commissioner for Nottinghamshire.

The panel wishes outgoing Commissioner Henry all the best for the future. Members look forward to working with Commissioner Godden as he begins his term of office.

Membership of the Police and Crime Panel

Composition

Every council in the Nottinghamshire Police Force area (including Nottingham city) nominates councillors to the panel. Panels must also have at least two independent members.

Each year the panel reviews its membership to make sure it is as politically representative as possible. Membership must reflect the administrations across Nottinghamshire as well as the political make-up of councils in their totality. To achieve balance, the panel can co-opt further elected Members. During 2023/24 each district and borough council had one seat on the panel. Nottingham City Council held a second seat to reflect the population size of that Council's area. Nottinghamshire County Council also had two seats helping the panel's membership better reflect the political landscape across the county.

Independent co-opted members

The panel must also ensure its membership reflects the communities it serves and that members have an appropriate spread of skills, knowledge and experience. Appointing independent co-opted members can help the panel achieve this.

The Nottinghamshire PCP has chosen to co-opt four independent members.

On 20 November 2023, the panel discussed the independent co-opted members' terms of office. The current members' terms were ending on 31 May 2024. The panel felt the existing independent co-opted members brought a lot of skills, experience and enthusiasm to the panel. They also provided stability as councillor representatives were more prone to change. The panel therefore agreed to offer the four existing independent co-opted members a 2-year extension to their terms of office. If any of the current members chose not to accept that extension, then the panel would recruit to those vacancies.

The independent co-opted members considered the panel's offer to extend their terms of office. Christine Goldstraw, Lesley Dalby and Suma Harding said they were happy to continue their work on the panel. Bob Vaughan-Newton indicated that he would like to stand down at the end of his term of office.

The panel therefore began a process to recruit to that vacancy. The panel received two applications which were presented to the Chair and Vice-Chair for short-listing. Given the small pool, they did not feel able to shortlist. As a result, they recommended that the vacancy be held, and a further round of recruitment be undertaken later in 2024. The panel was due to consider their recommendation at its annual meeting on 17 June 2024.

2023/24 membership

The panel's membership changed in 2023/24 to reflect the results of the city, district and borough council elections. The panel welcomed four new members who all brought new skills and experience. Other changes were made to the panel's membership in-year. Through the year the panel has developed the way it works to take advantage of the attributes of the new members. From its members, the panel elects its Chair and Vice-Chair at its annual meeting in June each year.

The panel's membership during 2023/24 was:



Chair

Christine Goldstraw OBE
Independent
co-opted member



Vice-Chair

Councillor David Ellis
Gedling Borough
Council



Executive Mayor Andy Abrahams
Mansfield District
Council



(until December 2023)

Councillor Scott Carlton
Nottinghamshire
County Council



Councillor Teresa Cullen
Broxtowe Borough
Council



Lesley Dalby
Independent
co-opted member



(from December 2023)

Councillor Boyd Elliott
Nottinghamshire
County Council



Suma Harding
Independent
co-opted member



Councillor Rob Inglis
Rushcliffe
Borough Council



Councillor Mike Introna
Nottinghamshire
County Council



Councillor Sajid Mohammed
Nottingham City
Council



Councillor Madelaine Richardson
Broxtowe Borough
Council



(until January 2024)

Councillor Helen-Ann Smith
Ashfield
District Council



Councillor Paul Taylor
Newark & Sherwood
District Council



Bob Vaughan-Newton
Independent
co-opted member



(from January 2024)

Councillor John Wilmott
Ashfield District
Council



Councillor Linda Woodings
Nottingham
City Council

Reflections from members

Bob Vaughan-Newton (retiring member)

A personal reflection

Before the Police and Crime Commissioners there were the Police Authorities. Each Force area such as Nottinghamshire (including Nottingham city) had a committee of Councillors, Magistrates and others. Very few people knew about this system of governance, and it was difficult to imagine how a Chief Constable might be held accountable. There was considerable resistance to change in this system and the Police Reform and Social Responsibility Act 2011 (which introduced PCCs and the PCPs to scrutinise and support the PCCs) was delayed in implementation so that the first PCC elections did not take place until November 2012. No other elections were scheduled for the same day and turnout was very poor – at one polling station in Newport, Gwent no votes were cast the entire day.

Fast forward to 2024 and nearly 229,000 votes were cast in the Nottinghamshire force area for the three PCC candidates. In the time since the first PCC was elected in our area there have been four Chief Constables, three different PCCs and three Chief Executives for the office of the PCC. Broadly I would say that this system works – there is more accountability and members of the public can have more influence over the way they are policed.

I finished as an Independent Coopted Member of the PCP at the end of May 2024 having served 10½ years. People like us provide continuity and corporate memory, which is much needed in a fast-changing world such as policing. Most panel members are elected Councillors from the various local authorities in the Force area – they bring their own perspectives too. I am delighted to say that party political friction on the panel has been rare – we mostly get on with the job.

What was the best thing for me? Seeing the reconstruction of a functioning police service as police officer numbers began to be restored towards 2010 levels from their lowest ebb in the late 2010s. This has allowed the Neighbourhood Policing approach the chance to grow – I believe this is key to re-establishing public confidence in the police. Excellent work has been done to support good mental health in the wider community as well as among the Force's personnel.

What was the worst? On average six times a year the post would bring a large white envelope containing as many as 210 pages to read and digest before the next meeting.

Still, I genuinely believe that my colleagues and I have made a positive difference.

Thank you.



Bob
Vaughan-Newton

Panel development

Induction

The panel held an induction session on 15 November 2023. Dave Burn from Frontline Consulting led the session which was open to all members.

The training covered:

- The national context in which police and crime panels operate
- Statutory duties and powers of panels
- Effective scrutiny, including the role of scrutiny and key principles for good scrutiny
- Effective work programming, questioning, evidence-gathering, and conducting reviews
- Potential challenges to effective scrutiny and common pitfalls
- Measuring the success of the panel's work

Visit to Force Headquarters & Away Day

On 24 January 2024, the Commissioner and Chief Constable hosted a panel away day at force headquarters. As well as touring the facilities, the panel enjoyed presentations from the Chief Constable and Assistant Chief Constable.

Regional & national network

The panel continues to take part in the regional Police, (Fire) and Crime Panel network. This provides a forum for all the panels in the East Midlands to share good practice. A member of the panel also sits on the national network.

Police, Fire and Crime Panel Conference

The 12th Annual Police, (Fire) and Crime Panel Conference took place in November 2023. Key themes from the conference were:

- Collaboration and challenge between the panel and PCC
- The panel's role in addressing public confidence in policing
- Measuring success
- Preparing for change



How the panel works

At each panel meeting, the Commissioner updates members on key activities and projects. Members also receive regular performance reports and budget updates. The Commissioner also shares decisions she is scheduled make.

The panel reviews reports before its meetings, asking questions and raising concerns as part of its challenge role. If members ask for more information, the Commissioner can provide a report at a future meeting or share it outside the meeting.

The Commissioner attended all the panel's meetings to introduce her reports and respond to questions. The PCC also invited members of her team or the Chief Constable (or their representative) to contribute.

The panel met formally six times in 2023/24. You can view panel meetings on the county council's YouTube channel. For ease of access, the website addresses for a couple of meetings are below:

➤ Annual meeting (5 June 2023) – <https://www.youtube.com/watch?v=XVXvLYFcd3g>

➤ Budget meeting (5 February 2024) – www.youtube.com/watch?v=6o0KEkj0nk8

The panel also held two budget workshops. These helped members prepare for the formal consideration of the Commissioner's proposed precept.

Police and Crime Panel hub

One outcome of the Home Office's review of Police and Crime Commissioners identified the need to strengthen support for panels. One initiative it is introducing to do this is a best practice hub. The hub will provide good practice, tools and templates, and expert advice on complex topics and processes.

On 20 May 2024, the Home Office announced it had begun the bidding process to identify a host authority for the hub. The Home Office extended the bidding deadline by 4-weeks because of the General Election. This may affect the date the results of the process are announced (originally expected in early August 2024).

The Home Office has indicated that in the first instance the funding for the hub was confirmed until the end of March 2026.



Statutory responsibilities

Police and Crime Commissioner's Annual Report 2022/23

The Commissioner presented her annual report to the panel on 25 September 2023. The report is a requirement of the Police Reform and Social Responsibility Act. It covered the 2022/23 financial year.

It summarised activities and interventions commissioned by the PCC as she implemented her Make Notts Safe Plan. The report also highlighted key achievements in relation to objectives outlined in the Make Notts Safe Plan. Members asked questions and explored the following topics:

- National and local increases in retail crime
- On the ground perceptions about crime trends in comparison to performance data
- The police estate and the distribution of police stations and custody suites across the county and potential impacts of this
- Distribution of police officers around the county
- The police Uplift programme and officer retention
- Grants awarded by the Commissioner and geographical distribution of recipients
- Police interaction with diverse communities
- Safer Streets 5
- Prosecution and conviction rates for domestic abuse
- The staffing structure of the Office of the Police and Crime Commissioner
- The impact of monitoring and enforcing of bail conditions on crime and anti-social behaviour



Precept

The panel considered the Commissioner's proposed precept on 5 February 2024. Members balanced their support for delivering a high quality, forward-looking, community-focused policing service against cost-of-living pressures. Members asked questions exploring what alternatives the Commissioner had considered to a £12.96 (Band D) increase. Members discussed:

- The outcome of public consultation on the proposed precept and how views differed across Nottingham and Nottinghamshire
- Those who supported the increased precept on the basis that they would see tangible improvements in service and visibility

- The lack of certainty for activities and services funded by grants that were due to end in March 2025
- Funding of additional police officers recruited through the Uplift programme
- The Reserves Strategy and plans for the use of reserves
- The pressure to maximise precept income to avoid being disadvantaged in future years or securing additional funding

Following much discussion and consideration, a majority of members, on balance, supported the proposed increase of £12.96 for a Band D property.

Interim Chief Executive Confirmation Hearing

On 8 January 2024, the panel held a confirmation hearing for an Interim Chief Executive of the Office of the Police and Crime Commissioner. Members asked Michelle Buttery, the Commissioner's preferred candidate, questions to assess her professional competence and personal independence. The panel was impressed with the answers given by the candidate and unanimously supported her appointment.



Hot topics

Inspections

On 11 March 2024, His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) announced it had moved Nottinghamshire Police into an enhanced level of monitoring. This followed an inspection into police effectiveness, efficiency and legitimacy (a PEEL inspection), which identified two accelerated causes for concern. **These were a result of the force's failure to:**

- Sufficiently manage and carry out effective investigations and support victims
- Have adequate governance arrangements in place

This was added as an urgent item on the agenda for the panel's meeting on 18 March 2024.

During the panel meeting, members:

- Asked questions about the inspection and feedback process, who was involved and at what stage
- Clarified timelines from the inspection taking place to the announcement of HMICFRS' decision to move the force into 'enhanced monitoring'
- Explored actions that were already underway to address the concerns raised
- Sought assurances about the budget and resourcing the Commissioner was providing to the Chief Constable to address the causes for concern
- Explored the mechanisms the Commissioner used to hold the Chief Constable to account and how to strengthen them following HMICFRS' findings

- Probed whether there were earlier opportunities to identify and address the issues at the centre of the accelerated causes for concern
- Compared the findings of HMICFRS with the reports and assurances the Commissioner had provided for members

The Commissioner also arranged a separate operational briefing for panel members. This gave members an opportunity to understand more detail and ask questions. The Chief Constable also updated the panel on work the force had already completed to address concerns, as well as other work that was underway.

The calling of the general election on 4 July 2024 has meant HMICFRS has delayed publishing the final full inspection report from May 2024 to later in July 2024.

Panel members asked the Commissioner for regular updates about the progress the force was making in addressing the accelerated causes for concern. The panel will also consider the final inspection report and identify any areas about which it wishes to seek assurance from the Commissioner.

Nottingham attacks

On 13 June 2023 Nottinghamshire Police became the focus of national media attention when a series of related attacks took place in the city centre. During the attacks, three people were fatally stabbed and three others injured. The perpetrator was arrested and has since stood trial for the offences.

The victims' families criticised Nottinghamshire Police about its handling of the case. The conduct of some individual officers has also been criticised and subject to misconduct proceedings. The Commissioner commissioned a learning review led by the College of Policing; the Panel was subsequently advised that the review was paused. This was in addition to a review by the Independent Office for Police Conduct. The PCC met with the victims' families and added her support to calls for a public inquiry.

The panel is keen to stay abreast of any recommendations coming out of any of these reviews. Members will welcome continued conversations with the Commissioner in 2024/25 for reassurance around the implementation of recommendations.

Trust and confidence

One of the issues that has been of greatest concern to the panel has been trust and confidence in the police. Performance around trust and confidence has deteriorated in recent years. The updates presented to the panel identified national drivers that had led to the deterioration. These included:

- Serious offences committed by serving officers
- Policing of protests
- Conduct and operational failings in high profile cases.

During the year, the panel reflected on the findings of the Baroness Casey Review of the Metropolitan Police and Angiolini Inquiry which investigated how an off-duty police officer was able to abduct, rape and murder a member of the public. Members wanted assurance that their findings were not reflected within Nottinghamshire.

Members wanted to understand vetting and professional standards arrangements in-force. They were also interested in how the force addressed conduct matters. The panel wanted clarity about the process when someone complains about a police officer and the consequences if the allegations are proven.



Members heard that the Commissioner received reports on professional standards at her accountability board meetings. They also noted the force operates a 'call it out' culture if a member of staff or the public is not satisfied with an officer's conduct.

Panel members underscored the need to actively seek input from people in the Black, Asian and minority ethnic communities. They particularly emphasised the impact stop and search could have on trust and confidence within these communities.

Panel members also asked the Commissioner for her views on comments made by the Home Secretary (at that time Suella Braverman MP) about the way police officers engaged with community events, for example LGBTQ+ events.

Given the prolonged period over which confidence had been declining, members of the panel asked the Commissioner for clear assurances about what action she was taking to counter the trend. Methods to improve trust and confidence included public engagement and greater transparency.

The November 2023 performance and insight report saw public confidence stabilise at district level at a rate comparable to the pre-Covid average. This data came from the police and crime survey. Nottinghamshire Police also surveyed its officers and staff to understand how confident they were in the police.

The other issue that members have explored, both as part of the setting of the precept and in the context of building trust and confidence in communities, is the distribution of resources across the force area. Several members shared frustrations from their areas where residents paid higher levels of precept but had only a limited visible police presence. They indicated this was having a negative effect on trust and confidence locally.

The panel did note that despite the general low confidence, satisfaction levels of those who had direct dealings with the police were high.



Hate Crime and Community Tension

The panel recognised Nottingham and Nottinghamshire had diverse communities. There were concerns about whether nationally experienced tensions stemming from international events were also present in Nottinghamshire. The panel asked for updates and assurance around community tension and hate crime.

The Independent Community Scrutiny Panel

Throughout the year, the Commissioner's update and performance and insight reports referred to the Independent Community Scrutiny Panel (ICSP). Members wanted to better understand the ICSP and its work and requested a specific report which it considered at its meeting on 5 February 2024.

Members heard about the three key areas on which the ICSP focussed: stop and search, use of force and hate crime. The ICSP would go through each issue in turn and undertake a 'deep dive' into how the force dealt with them. Based on samples reviewed, the ICSP also provided feedback to the Force. The PCP raised concerns about the small sample size of incidents reviewed by the ICSP, particularly in respect of stop and search. They were particularly concerned about its impact on Black, Asian and Minority Ethnic communities and issues around trust and confidence.

As the ICSP's work was a useful source of assurance around high profile issues, the panel decided to keep it on its work programme. Members asked for a future report setting out greater detail on activity of the ICSP.

The Commissioner's Accountability Board

Throughout the year, panel members heard how the Commissioner was improving the transparency of the accountability board. This included providing opportunities for members of the public to submit questions and broadcasting discrete parts of board meetings.

The Commissioner's accountability board also came into focus when the panel considered the expedited areas of concern identified during the 2024 PEEL inspection. Members wanted to understand why the Commissioner had not picked up the issues raised by HMICFRS through the accountability board.

The Police estate

Over several meetings, members discussed the police estate and its impact on police visibility. Some members expressed concern about the limited police presence in several areas. They believed this contributed to increased criminal and anti-social behaviour.

Members raised concerns about the amount of time police officers were away from their areas whilst transporting detainees to custody suites in Nottingham and Mansfield. There were also concerns that this meant officers in areas remote from custody sites were less likely to make arrests. The Commissioner shared information with members that included a cost/benefit analysis of custody suites. She added that there was sufficient capacity at existing sites to meet demand.

Force complaints

The meeting on 25 September 2023 saw the panel receive an update on those force complaints that the Commissioner had been asked to review. Given national concerns about conduct, complaints were of particular interest to members.

Neighbourhood Policing

One intervention to improve trust and confidence was a review and restructure of neighbourhood policing. Disbanding Operation Reacher teams would release additional resources for neighbourhood policing. While members supported increasing neighbourhood policing resources, losing Operation Reacher caused concern. In this context, the panel wanted assurance about service delivery and the force's ability to tackle neighbourhood priorities.



Operation Uplift and retention

Regular reports provided updates on force performance against its Uplift target, the headcount, and staff retention. Members noted that whilst the force had met its Uplift target ahead of schedule, it had seen reductions in the number of special constables. This was, in part, attributed to specials joining the force through Operation Uplift. Members asked the Commissioner about what action was being taken to rebuild the special constable cohort.

Retail crime

During the year, one issue that was subject to national media attention was retail crime, including violence and abuse targeted at people working in retail. Through their questions, members raised concerns that some retailers were not getting responses from Nottinghamshire Police.

Nottinghamshire Police introduced new measures to prevent shoplifters selling stolen goods to licensed premises and their customers. The force had also launched Operation Pegasus, which prioritised urgently attending the scene of any shoplifting incident that involved violence against a shop worker, where security guards had detained an offender or to secure evidence.

As part of the national debate, the Co-op highlighted and commended the working practices of Nottinghamshire Police, which the panel noted.

Rural crime

One recurring topic that interested panel members and about which they asked for assurance is rural crime. Throughout the year members learned about the proactive enforcement team, neighbourhood wildlife officers, visits to local farms and the off-road bike team. There had also been cross-force operations.

Other activity included:

- Grants awarded by the PCC to third sector organisations to tackle rural crime
- An anti-social behaviour and rural crime prevention programme
- Educating young people about conservation, preventing and deterring wildlife offences and anti-social behaviour
- Tackling domestic abuse in rural communities by raising awareness and signposting to specialist support and bystander training



Safer Streets

The Safer Streets Fund was set up by the Home Office to allow forces and local authorities to invest in crime prevention initiatives. Over several funding rounds, Safer Streets has facilitated interventions to tackle:

- Neighbourhood crime
- Anti-social behaviour
- Violence against women and girls
- Improving the safety of public spaces for all

On 5 June 2023, the panel learned about projects funded through rounds 1 to 3 and plans for phase 4. During discussion, members explored the sustainability of interventions once the safer streets funding was used up. Members were also interested in outcomes for residents in the targeted areas, including how safe they felt.

Safer Streets 5 funding was also due to run until March 2025. It was funding interventions in Sutton-in-Ashfield, Worksop North, Beeston Central, Woodthorpe, Mansfield town centre, Balderton and Bingham. The Commissioner also funded these interventions in Nottingham city centre.

Members received regular updates about progress in delivering the interventions. They also asked questions about whether the interventions were having the desired outcomes.

Restorative Justice

2023/24 saw the launch of Restorative Nottinghamshire as a standalone service. Until then it formed part of the victim care package. The service aimed to conduct up to 60 face-to-face consultations each year to help those harmed by crime.

The programme allows communication between those harmed by crime and those responsible for the harm. It gives those harmed by crime an opportunity to explain the impact it has had on them. They can also ask questions of the person responsible. The person who committed the offence has the chance to take responsibility for and explain their actions, make amends, and apologise if this is appropriate.

After Restorative Nottinghamshire launched on 2 October 2023, the panel requested an update at its meeting on 5 February 2024. Members noted that approximately 30 people were engaging with the programme. Similar schemes in other force areas showed slow uptake in the first instance. As the programme became embedded, numbers had greatly increased.

The panel identified restorative justice as an area about which it would like further updates in 2024/25. Members were particularly interested in levels of engagement, and overall performance of the programme including any successes or significant developments in reducing rates of re-offending.

Immediate Justice

In March 2023, the Home Office announced Nottinghamshire Police as a trailblazer for its Immediate Justice pilot. This provided extra funding to tackle anti-social behaviour. The Commissioner withdrew the force from the programme in the aftermath of the Nottingham attacks. This was to allow the force to focus on community cohesion and community resilience work.

Subsequently, Nottinghamshire was able to resume as a pilot scheme, which launched on 2 January 2024. Under the scheme, those found committing anti-social behaviour would repair the damage they inflicted on victims and communities. The ambition is that they start work as soon as 48 hours after their offence.

The Commissioner said she was confident that up to 32 people a week would take part in the programme. Panel members identified the progress of the scheme as a topic of ongoing interest.

‘Right care, right person’

During the year, the panel discussed the introduction of ‘Right Care, Right Person’ with the Commissioner. ‘Right Care, Right Person’ is a national operational model. It aims to make sure the right agency deals with mental health-related calls instead of the police being the default first responder.

The Commissioner and panel shared concerns about possible impacts and unintended consequences of the strategy. Members wanted assurance from the Commissioner about the way in which the Chief Constable was rolling out the strategy in Nottinghamshire. Members wanted to ensure that it would not put people at risk. The Commissioner reassured panel members that the force would continue to collaborate with partners around incidents related to mental health.

Challenge and support

Challenge

Areas where the panel challenged the Commissioner in 2023/24 included:

- Court delays and how they affect positive outcomes for victims and wider public confidence. Members asked the Commissioner how she was using her role to collaborate with wider partners in the Criminal Justice System
- The consistency of figures for rape and serious sexual assault across different performance indicators
- Force establishment figures. The panel wanted to understand the impact of Operation Uplift, additional cohorts of new officers, and the total force establishment
- The reduced number of special constables and the vacancy rate for police staff. The panel sought assurance about work that was underway to support recruitment
- The number of people killed or seriously injured on Nottinghamshire's roads, which was higher than in previous years
- The reduction in the number of positive outcomes of stop and search. Panel members asked for assurance that there had been no deterioration in reasonable grounds for stop and search
- An indication from the Commissioner that she was considering appointing a deputy. She had campaigned on a ticket that she would not look to appoint one unless the Government mandated it.

Support

Areas where the panel supported the Commissioner in 2023/24 included:

- Police officers and their welfare. The panel noted increasing numbers of assaults, including national examples where officers had received life-changing injuries
- Policing with consent, which could only work with the trust of the public. Members supported the development of a plan to improve cultural sensitivity in the police's interactions with all communities
- Work taking place in Nottinghamshire's schools, particularly work around healthy relationships
- Innovative technology, including:
 - Using artificial intelligence in work around sexual exploitation
 - New sobriety equipment
 - Using the digivan to quickly gather evidence after a crime
- Changes to structures around honour-based violence and the launch of the new 'know it, spot it, stop it' campaign
- The national direction that forces should offer home visits to homes that were subject to domestic burglary. Members wanted assurance that Nottinghamshire Police continued to deliver this
- Using many different types of media to share fraud prevention messages to reach the broadest possible audience
- Proactive work tackling possession of weapons which led to reductions in levels of violence with injury
- Work to target anti-social behaviour hotspot areas and new Home Office funding starting in 2024.

Looking forwards

Areas of work that the panel will focus on during 2024-25 include

- Scrutiny of Commissioner Godden's first Police and Crime Plan
- Holding any confirmation hearings that are required, including one for the permanent appointment of the Chief Executive of the Office of the Police and Crime Commissioner
- Considering the full PEEL inspection report and actions put in place to bring the force out of enhanced monitoring
- Holding the Commissioner and through him, the Chief Constable to account, when the outcomes of the reviews into the Nottingham attacks are published
- Understanding how the panel's work fits alongside the East Midlands combined County Authority, its Mayor, and their priorities
- Understanding the impact and implementation of policy changes stemming from the results of the General Election





CONTACT DETAILS AND FURTHER INFORMATION

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For agenda packs and related papers, which will provide more detailed information: [Police & Crime Panel agendas, minutes and reports](#)

You can find the PCC's own website using the following link: [Nottinghamshire Police & Crime Commissioner](#)

Other useful links

- [His Majesty's Inspectorate of Constabulary and Fire & Rescue Services - Nottinghamshire](#)
- [College of Policing](#)
- [Independent Office for Police Conduct](#)
- [The Baroness Casey Review - final report](#)
- [The Angiolini Inquiry](#)

