

**NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER**

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

**MINUTES OF THE MEETING OF THE NOTTINGHAMSHIRE POLICE AND CRIME  
COMMISSIONER STRATEGIC RESOURCES AND PERFORMANCE MEETING  
HELD ON TUESDAY 14<sup>TH</sup> SEPTEMBER 2021 AT GEDLING BOROUGH  
COUNCIL CIVIC CENTRE**

**COMMENCING AT 10.30 AM**

**MEMBERSHIP**

(A – denotes absence)

- Caroline Henry - Police and Crime Commissioner  
Kevin Dennis - Chief Executive, OPCC  
A Charlie Radford - Chief Finance Officer, OPCC  
Craig Guildford - Chief Constable, Nottinghamshire Police  
Rachel Barber - Deputy Chief Constable, Nottinghamshire Police  
A Mark Kimberley - Head of Finance, Nottinghamshire Police

**OTHERS PRESENT**

Noel McMenamin – Democratic Services, Nottinghamshire County Council

**1. NOTES OF MEETING HELD ON 21 JULY 2021**

The notes of the meeting held on 21<sup>st</sup> July 2021, having been circulated to all Members, were taken as read and agreed as a true record.

**2. APOLOGIES FOR ABSENCE**

Apologies were received from:

Charlie Radford and Mark Kimberley.

**3. ESTATES STRATEGY AND ESTATES RATIONALISATION UPDATE**

The meeting considered the published report, updating the Police and Crime Commissioner on progress with implementing the Estates Strategy and rationalisation programme.

During discussion, a number of issues were raised and points made:

- A long list of disposals had already been achieved, which in turn had helped fund investment both in new capital infrastructure and in improving the residual estate. The new Headquarters development was running to time and on budget;

- It was confirmed that the current lease arrangements for Byron House were favourable, and while its future would be considered in due course, it was a lesser priority at present;
- The meeting was advised that the staff surveys indicated that the workforce was supportive of changes to the estate, with the approach taken on car parking being well-received;
- Rationalisation of the estate was taking place in the context of several 'agile working' pilot schemes, which were proceeding well
- A review of the Strategy was scheduled for the spring of 2022, and was expected to be delivered in-house.

#### **RESOLVED 2021/029**

To note the update.

#### **4. ENVIRONMENTAL MANAGEMENT**

The meeting considered the published report, providing an update on Force's environmental management, recycling rates and current environmental initiatives.

During discussion, a number of issues were raised and points made:

- Overall mileage rates had reduced, with virtual meetings reducing the need for travel. Even with the easing of restrictions and a move to more 'normal' conditions, pressure on car park facilities had not returned to pre-Covid levels;
- It was confirmed that a significant proportion of the current estate benefitted from renewable energy;
- Given the current lack of charging infrastructure in Nottinghamshire, there hadn't yet been a full replacement programme roll-out for the existing vehicle fleet. It was expected that the Force was at least 2 major purchase cycles away from establishing a fully-electric fleet.

#### **RESOLVED 2021/030**

To note the update.

#### **5. WORKFORCE PLANNING**

The meeting considered the report, updating the Police and Crime Commissioner in respect of the Police Officer and Police Staff establishment as at 31 July 2021.

During discussion several issues were raised and points made:

- The Force continued to improve in respect of the representation of females and BME. Half of the Force's Superintendents were now female, and strong representation was evident at the recent Sergeants' Board outcomes. The Force's diverse recruitment profile had not gone unnoticed at national level;
- It was explained that there were 4 PCSO intakes per year, and there was a clear divide between those who saw the role as a stepping-stone to a career as a Police Officer, and those who considered serving communities in the role as an end in itself;
- PCSOs needed an input of at least 6 months' training and mentoring before they were considered ready to patrol alone;
- It was acknowledged that sickness levels had increased recently, but rates were lower than they had been pre-pandemic. Unfortunately, delays in diagnosing serious health conditions and illness during the pandemic had led to a recent spike in such diagnoses, with the resultant impact on sickness rates;
- It was pointed out that the overall age profile of the workforce had decreased in recent years, meaning a change in the overall illness profile of the workforce over time. The Force had become much better supporting its workforce, particularly in identifying and supporting those suffering from mental health conditions.

## **RESOLVED 2021/031**

To note the report.

## **6. HEALTH AND WELLBEING ACTIVITY UPDATE**

The meeting considered the report, which provided an update on progress in respect of work being undertaken to improve the health and wellbeing of Nottinghamshire Police.

Several comments were made during discussion:

- The Force's People Strategy and Wellbeing Strategy had been launched, and the targeted early intervention work delivered under the strategic and tactical plan had been well-received by the workforce;
- Health and wellbeing ambassadors and champions were being embedded and empowered within the workforce to promote wellbeing, support improved resilience, identify those with health and wellbeing issues and support and destigmatise treatment and recovery;
- Innovative approaches included the delivery of a sleep workshop, while the outcome of an external bid for Mental Health Train the Trainer funding was awaited;

- The point was made that OPCC staff should have access to the support available under the People Strategy and Wellbeing Strategy.

#### **RESOLVED 2021/032**

To note the report.

### **7. EQUALITY, DIVERSITY AND INCLUSION UPDATE**

The meeting considered the report, which provided an update on the Force's delivery of its responsibilities under the Equality Act 2010.

During discussion, it was noted that the Street Triage Team had received over 1200 referrals since January 2021, and the view was expressed that with ambulance services being stretched during the pandemic, the service was being used in some instances as a 'first response' resource. Clarification was needed in respect of grading policy to determine how mental health-related incidents should be categorised.

#### **RESOLVED 2021/033**

To note the report.

### **8. NOTTINGHAMSHIRE POLICE HEALTH AND SAFETY UPDATE**

The meeting considered the report, which provided an update on key health and safety issues for the Force over the 12-month period to end March 2021.

The following points were raised during discussion:

- While the number of assaults had increased substantially, this was in part due to revised recording methodology, and was reflected in national trends;
- Work was ongoing to encourage the recording of 'near miss' incidents, which it was acknowledged had previously a history of under-reporting;
- It was too early to tell how the workforce had been affected by 'Long Covid', but this was being monitored on an ongoing basis.

#### **RESOLVED 2021/033**

To note the report.

### **9. USE OF FORCE**

This item was withdrawn.

## **10. THE USE OF STOP AND SEARCH IN NOTTINGHAMSHIRE**

The meeting considered the published report, which provided details of Stop and Search activity by Nottinghamshire Police during 2020-2021.

The following points were made during discussion:

- Overall Stop and Search activity had decreased by over 6% over the previous reporting period, and disproportionality rates had also decreased across a range of Black and Minority Ethnic categories;
- Stop and Search activity centred around targeted Police operations to tackle knife crime and drugs offences, and the rate of successful outcomes arising indicated that Stop and Search was effective in disrupting criminal activity;
- Over 91% of Stop and Search incidents were recorded on body-worn camera, and no Section 60 search authorities were issued in Nottinghamshire in the previous 12 month period;
- The point was made that correlating Accident and Emergency, Custody and Stop and Search data to identify overlaps could help inform the Stop and Search narrative going forward.

### **RESOLVED 2021/034**

To note the update.

## **11. THE POLICE AND CRIME COMMISSIONER'S UPDATE REPORT**

The meeting considered the report, which provided an update on progress in developing the Police and Crime Commissioner's Police and Crime Plan 2021-2024.

It was noted that the timetabling of Force Executive Board, Strategic Resources and Police and Crime Panel meetings were current out of sequence and would need recalibrating for 2022. It was also requested that Capital and revenue reports come to future meetings as stand-alone items and not as appendices to this report.

### **RESOLVED 2021/35**

To note the update.

## **12. REGIONAL COLLABORATION – VERBAL UPDATE**

There had not been much formal regional activity since the previous update at end July 2021, but there had been a positive recent meeting with local magistrates in the interim.

The view was expressed that Nottinghamshire Police continued to provide significant resource to regional specialist capacity.

### **RESOLVED 2021/036**

To note the verbal update.

## **13. WORK PROGRAMME**

It was noted that the Work Programme would remain in place for the November 2021 meeting, but would need to be amended after that to reflect revised priorities under the emerging Police and Crime Plan 2021-2024.

### **RESOLVED 2021/036**

That the contents of the work programme be noted.

The next meeting was scheduled for 2 November 2021.

The meeting closed at 11.45am

CHAIR