

<b>For Information</b>	
<b>Public</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources and Performance Meeting</b>
<b>Date of Meeting:</b>	<b>2<sup>nd</sup> November 2021</b>
<b>Report of:</b>	<b>Chief Constable Craig Guildford</b>
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<b>Agenda Item:</b>	<b>9</b>

## **Chief Constable's Update Report November 2021**

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

- 1.1 The purpose of this report is to update the Police and Crime Commissioner of significant events and work that has taken place since the previous update in July 2021.

### **2. Recommendations**

- 2.1 It is recommended that the contents of the attached report are noted.

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

- 3.1 To ensure that the Office of the Police and Crime Commissioner (OPCC) is aware of significant and notable events since the previous update report in July 2021 and receives appropriate assurance regarding the work being undertaken by the Force.

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

- 4.1 Please see Appendix 1 for the full report.

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

- 5.1 Any financial implications and/or budget provision for the work outlined in the attached appendix have been accounted for through the Force financial governance process, led by the Head of Finance.

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

- 6.1 Any staffing implications relating to the areas outlined in the main report will have been considered by the People Services Department.

### **7. Equality Implications**

- 7.1 Nottinghamshire Police is working hard to become even more representative of the communities we serve and with our staff to ensure they have the

opportunity to progress and develop to make sure that this representation is reflected at all levels within the organisation.

- 7.2 Our equality objectives are engrained throughout all areas of our policing whether that be operational policing, engaging with local and diverse communities, and working closely with our partners.

## **8. Risk Management**

8.1 This is an opportunity to make the OPCC aware of the significant events for Nottinghamshire Police, the majority of which are already in the public domain.

8.2 Organisational risk management takes place as part of the Force's core business and is governed through the Chief Officer Team and senior managers using a robust and transparent process.

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

9.1 There are no policy implications arising from this report.

9.2 The attached appendix provides updates on areas of business set out against each of the four Police and Crime priorities.

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

10.1 There are no legal considerations relating to this report.

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

11.1 There has been no consultation on this report as it is for information only.

## **12. Appendices**

12.1 Appendix 1 – Chief Constable's Update Report November 2021.

Appendix 1



Chief Constable's Update Report

Strategic Resources and Performance Board

November 2021

Version 1

## 0.0 Introduction

- 0.1 Since my previous report in July 2021, a significant amount of work has taken place within Force. Covid-19 continues to impact on our daily business, especially around the time of the lifting of lockdown restrictions. An increase in demand for service was seen, however my staff maintained professional and pulled together to meet the need of the public as well as providing reassurance to the communities of Nottingham and Nottinghamshire.
- 0.2 I am pleased to report the findings of the National Statistics end of year crime report, whereby they identified that we were the best force in the country apart from the square mile of the City of London. We continue to see a reduction overall in crime rates when measured against the previous year and benchmarked against other forces. I would like to make a special mention to our Burglary and Robbery teams, I would like to publicly thank them for their efforts to protect our communities as we are seeing a continued decrease in those crime types. I shall discuss our performance in more detail further in my report.
- 0.3 My chosen charity for this year, as voted for by officers and staff is The John Eastwood Hospice Trust, based in Sutton-in-Ashfield. The hospice provides palliative care to people with advanced or progressive diseases, such as cancer, motor-neurone disease and other long-term conditions. We are well underway with fundraising activities having hosted numerous events such as dress down days and sporting events. We are also in the process of organising a sealed bid auction for several pictures, crime novels and sports shirts.
- 0.4 I feel it is pertinent for me to highlight the sentencing outcome following the murder of Sarah Everard, the news of this case has deeply saddened myself and my colleagues. I would like to emphasise that it is my firm belief that we have some of the best officers and staff in the country working for Nottinghamshire Police. We have a robust mechanism in place which ensures any concerns about our officers both internally or externally are investigated thoroughly, fairly and in a timely manner. I never hesitate to act upon improper behaviour.
- 0.5 We have had a number of excellent results from policing operations recently and I will go in to more detail about some of these later in the report.
- 0.5 The information in these update reports should be taken in the context of our heavily scrutinised budgets to ensure that we are continuing to spend public money wisely.
- 0.6 This update report provides information on just some of the work that has been taking place recently and is set out by each of the existing four strategic priority themes:
- Protecting people from harm
  - Helping and supporting victims
  - Tackling crime and antisocial behaviour
  - Transforming services and delivering quality policing.

## 1.0 Strategic Theme 1: Protecting People from Harm

1.1 As outlined in my introduction, we continue to alter the way in which we carry out our business as a result of COVID-19 so that we can protect people from harm. This remains a key objective for Nottinghamshire Police as well as our partners and we continue to work with our communities to ensure that neighbourhoods in the City and County remain safe places for people to live, work and visit.

1.2 As highlighted in previous reports, throughout the pandemic my staff have participated in many roles to ensure they have supported our partners as well as communities, from assisting the NHS at vaccination centres, throughout the City and County to attending neighbourhood calls for service, responding to reported breaches of the regulations.

Since the easing of Coronavirus restrictions on 19<sup>th</sup> July, where all restrictions and social distancing measures were relaxed my officers and staff have continued to deliver a high standard of service. I want to thank the public and my officers for their continued efforts around the Coronavirus pandemic and their adaptability as the rules have changed.

Like other organisations we are noticing that business is starting to resemble what it looked like during pre-covid times, however I think it is important to emphasise that the virus is still very much in our community, and I want to reassure you that we are doing all we can as an organisation to ensure the safety of our officers, staff and public is maintained.

1.3 I would like to highlight the great work my staff do while off duty as well; off duty officer PC Youd saved a member of the public's life by helping a man who was in cardiac arrest. This is testament to the calibre of officers we have within force and just shows that we as officers and staff are rarely off duty.

1.4 We have appointed a Specials Superintendent who will lead the cohort of Special Constables in the force. Currently we have 170 special constables who volunteer, and our intention is to increase this to 200 by the end of the next financial year so assist us in addressing concerns within your community. We have successfully piloted a special to regular entry route with the College of Policing.

1.5 Police Dog Quantum who has helped in the arrest of over 100 suspects in his 4 year career who was stabbed and assaulted has been hailed a national hero and presented with the highly commended accolade in the Outstanding Bravery category of the Thin Blue Paw awards.

1.6 Two Nottinghamshire Police officers who tackled a gunman in a burning building have been honoured at the National Police Bravery Awards, I am immensely proud of Sgt Jodi Leonardi and Sgt Matt Daley. These awards are as a result of nominations made in 2020, however the ceremony had been postponed until this year. The 2021 awards will take place in December this year.

- 1.7 Work being conducted in Nottinghamshire to tackle and prevent cyber crime has earned the force a national award. Kirsty Jackson, one of our Cyber Protect and Prevent Officers has partnered with teacher and TV personality Baasit Siddiqui to provide children with online lesson plans to assist children to educate their peers on Cyber security. The campaign also aimed to help children learn about password security and importantly how to protect themselves and their family online.

Nearly 14,500 students completed the lesson plans, spanning over 55 schools. This work has earned Kirsty a National Cyber award recognising this work done in the force. We are always looking at new and innovative early intervention work, especially in a time when more are taking to technology. The award is well deserved and is testament to Kirsty's dedication and hard work.

- 1.8 Our force has been praised by the Home Office for the proactive and timely way we are using new legislation to protect victims of stalking. In January 2020 an additional civil power came into law to empower the police to intervene early in stalking cases. Stalking Protection Orders are designed to address problem behaviours before they become entrenched or escalate, protecting victims from more serious harm, alarm or distress.

By June 2021 we had successfully applied to the courts for 17 orders. In same period the force brought criminal proceedings against 90 people suspects of stalking. Our dedicated Public Protection officers work incredibly hard to safeguard people, often very vulnerable victims and will we use every power at our disposal to help us do that.

## 2.0 Strategic Theme 2: Helping and Supporting Victims

- 2.1 Helping and supporting victims of crime remains central to our core aims and objectives. We work tirelessly to bring those responsible for criminal acts to justice and to provide appropriate support to victims and witnesses throughout our investigations.
- 2.3 In line with National approach we have reviewed the strategy and guidance with regards to VAWG (Violence Against Women and Girls). The force have identified a Force lead for this area of policing and implementing a subgroup to compliment the national approach.
- 2.4 Officers continue to deliver great productive work across the whole of Nottinghamshire; in the Mapperley area a cannabis grow was located, and then the force securing safer street funding for both Worksop and Ashfield which we will use to focus on Burglary and ANPR investment
- 2.5 Our Public Protection team have successfully obtained a charge with a custodial sentence of 24 years for an offender who carried out a series of sexual offences over a 6 year period. This was a great demonstration of hard work, dedication and great investigative skills by the team led by Det Insp Craig Hall.
- 2.6 The safety of my staff and in turn the public is paramount. I have recently increased the number of Special Trained Officers within the organisation, these officers can attend and assist at incidents of Rape and Serious Sexual Offences.
- 2.7 Honour based violence is a key priority for the force to action. To support this we joined the annual day of remembrance on 14<sup>th</sup> July which is to remember those lost to honour killings. The force has a dedicated team of investigators who specialise in the concept of honour based abuse, forced marriage and female genital mutilation, the team work to investigate crime associated in these areas of concern and work to safeguard the victim or potential victim.
- 2.8 DC Beddoe within our Public Protection department has secured a significant sentence in the case of Nigel Pipe whereby he received a concurrent custodial sentence amounting to 157 years for 27 offences he was convicted for. This was a difficult case, but DC Beddoes's tenacious character and dedication helped to ensure this fantastic result. The Judge, Her Honour Judge Warburton commended the quality of the case, highlighting the exemplary work of the disclosure officer Steve Dixon.
- 2.9 Raheeb Ibrahim has been jailed for two and half years after pleading guilty for Stalking offences, assault as well as engaging in controlling and coercive behaviour. He was also given a Restraining Order. Through support of my officer the victim has been able to have the courage and confidence to provide compelling evidence throughout the judicial process.
- 2.10 Nottinghamshire Police continue to lead the way with regards to the work around Clare's Law. We have specifically been mentioned within Parliament as a force proactively tackling domestic abuse by applying the disclosure scheme in every domestic abuse case as well

as piloting a process to engage support service prior to, during and after the disclosure is given.

2.11 Work has started on a safety project to burglar-proof dozens of homes in Newark. Contractors will work as part of the Safer Streets project and will be installing a number of crime prevention devices in more than 100 homes in the coming months. This is a great project funded by the OPCC and will really help us to make our communities feel safer.



### 3.0 Strategic Theme 3: Tackling Crime and Anti-Social Behaviour

3.1 Current performance figures, in line with regional and national trends have broadly returned to pre-pandemic levels. Exceptionally Burglary has continued to reduce further from last year's figures which is bucking both regional and national trends.

3.2 In terms of call handling, 999 calls continue to improve our performance with the total volume of calls up by 6.3% compared with the previous 12 month period. The number of calls answered within the agreed target time was at 94.8% for the current 12 month period which is an improvement from the previous 12 month period where we were at 94.0% with less volume. Abandonment rates are now at 0.3% for the current 12 month period despite the increase in call volume and this is an improvement from 0.9% for the previous 12 month period. Conversely 101 calls have reduced in volume but we are on target and up from 80.2% in the previous 12 month period to 88.1% for the current 12 month period. The abandonment rate has also shown a marked improvement as well for 101 calls and is 2.9% for the current 12 month period compared with 5.2% for the previous 12 month period. We have recently triangulated our performance with regional forces and our performance remains very strong. Other forces across England and Wales have recently contacted us in relation to our approach.

3.3 Operation Reacher continues to go from strength to strength. The Radford team continue to be proactive in the local area as well as ensuring they are engaged with their community on Social media. In the last 3 months they have reported on the 89 arrests, 22 drug seizures and numerous knife seizures.

Operation Reacher also teamed up with the Neighbourhood policing team to deliver Project Edward, a national road safety campaign including tackling the fatal four motoring offences. Live broadcasts were delivered to highlight the campaign where a number of tickets were issued, 5 vehicles were seized along with 5 arrests.

3.4 The new County Knife Crime team have become operational. Their work will continue to give further reassurance to the residents of Mansfield, and of Nottinghamshire, that Knife Crime remains a priority.

3.5 As updated in my last report, Nottinghamshire Police was the first force to appoint a senior officer to lead on the issue of dog theft. Chief Inspector Amy Styles-Jones was appointed following the spike in dog thefts across the country following the rise in demand for pets during the lockdown periods. Work is continuing in this area of policing and crime prevention and advice materials are being created for distribution into the community in the coming weeks.

3.6 We held a day of action in Mansfield tackling neighbourhood offences, in particular around theft. We received some great feedback from the council for the work we carried out who wanted to pass on their thanks to the officers and staff who participated. We currently have the lowest Burglary figures ever recorded in the town, thanks to the relentless targeting of offenders and increased support for victims.

- 3.7 I was recently pleased to hear of the policing response from our control room, response officers and the neighbourhood team who were also supported by the drone team for their quick detection of a cash in transit robbery. A great team effort and I was very pleased to see that there was a charge as a result.
- 3.8 Operation Encyclic and Operation Fairside, both focusing on organised crime gangs, namely drug conspiracy, firearm offences and international offences have produced great results by means of lengthy convictions and financially impactful confiscations.
- 3.9 I would like to say well done to Det Insp Wragg and the major crime team who investigated the murder in Stapleford whereby the suspect was found guilty and sentenced to a custodial sentence. This helps to demonstrate to the public that we continue to deliver on your behalf with regards to these violent offences which cause you significant concern in the community.
- 3.10 Colleagues and staff in the Worksop area who have been involved in investigating the arson crimes in the area. I have seen a lot of proactive work being carried out in the area to provide reassurance as well to prevent further offences of which I am thankful to them for all their hard work and efforts.
- 3.11 An off-road biker was jailed after crashing into a pensioner at the tram stop. Nicolas Marshall was part of a large group of off-road bikers within the Clifton area. He was found to be under the influence of drug whilst riding illegally in the area. He collided with the member of public causing serious injuries. He appeared at Crown Court and after pleading guilty to a number of offences was sentenced to 16 months in prison and disqualified from driving.

I know that people riding off-roads bikes anti-socially is a real concern in our communities, I want to reassure the public that I am listening to those concerns. The neighbourhood policing teams are carrying out a number of proactive operations to target offenders, seize their bikes and take them to court.

#### 4.0 Strategic Theme 4: Transforming Services and Delivering Quality Policing

- 4.1 The Operation Uplift programme continues, we have launched a further recruitment campaign for the entry route course with the College of Policing for Special Constables into full time Police Constables. We had already recruited 18 officers this way in June this year and received good feedback.

The force has reached 2,265 officers, which is a further increase from my last report and in large is thanks to Operation Uplift. This means that the force is well on its way to its target of recruiting more than 300 officers by 2022. We will achieve our uplift 1 year early.

- 4.2 Internally the force continues to deliver positive action initiatives aimed at retention and progression. We seek to encourage individuals from under-represented groups to consider opportunities to work within Nottinghamshire Police as Police Officers, Police Staff, Special Constables, Cadets and Volunteers.

Our overall BME representation for the force has increased further to 7.3% compared to July 2021 which was 6.82%. We have also achieved a 50/50 gender ratio amongst our recruits.

- 4.3 We were recently referenced by the Home Affairs Select Committee with regards to the increased female and BAME representation recruited through the outreach work we have carried out as part of our recruitment campaign within the community, especially amongst the younger generation. The team have been to West Notts College and will continue to work really closely with them. I would like to thank out HR team for all their work with this.
- 4.4 In September we saw the start of the new term for our Police Cadets. They have already been shown a number of areas of policing, including a fantastic demonstration from our Operation Reacher team at Radford.
- 4.5 I am delighted to announce that nearly all apprentices the who joined our organisation on the apprentice scheme have now gained full time employment with us. This is a brilliant result for me as a Chief Constable. There is a lot of talent out there that we would like to continue to welcome into the organisation and this is a great example of a good way to enable that to happen.
- 4.6 I want to publicly congratulate the PCDA (Police Constable Degree Apprentice) course. More than half of the course achieved a first-class honours degree, which is fantastic, in addition to holding down a full-time job as a Police Officer. We are the first force to do this nationally and am really pleased with how we have developed these new members of staff into the organisation. More importantly, we have done this in a way which preserves what we do in policing, which is to serve the public as well as giving our employee's an opportunity to gain an educational qualification.

- 4.7 At a recent Force Executive Board we reviewed how we could improve our kennelling facilities and welfare investment for the dog section. I feel this will greatly improve the provisions we can provide with moderate investment.
- 4.8 A process has been launched for officers to liaise with the Crown Prosecution Service, the new streamlined approach called the 'two-way interface' will replace the communications over email and in turn will be an easier and simpler way to work together. This will allow both CPS and the Police to review cases at the same time within the system which will automatically populate any updates from either agency.
- 4.9 At a recent Fire Collaboration meeting, it was discussed that our local plans are progressing well. The car park outside of Police Force Headquarters is now available for anyone to park in for no charge and work is continuing on time and on budget as the new joint headquarters is nearing completion.

We have also undertaken a number of collaborative meetings with staff from both Police and Fire to identify areas where we can continue to work together, particularly within the staff support network arena where we already have a joint emergency services event planned for November.

- 4.10 Our new Nottingham custody suite has opened, on time and on budget. This is a great asset, with state of the art facilities and will really help with getting people through custody swiftly and efficiently.
- 4.11 Programme Regain continues to make progress with bringing the support services back to the force which were previously outsourced via Multi-Force Shared Services (MFSS). Our teams are working towards a recruitment plan, which see roles available within HR, IT as well as Finance. The next 12 months of changeover and implementation will be an exciting period for us.
- 4.12 Work for the TV programme Interceptors has continued as mentioned in my last report. I have agreed to participate in a further series, which is a great opportunity for us to showcase the very good work that my officers staff do on a daily basis. Public feedback remain very positive about how well the staff are responding to calls for service.
- 4.13 Wellbeing of officers and staff is a key part of our daily business. As part of our continued promise to our staff we have arranged for some free mini-health checks as well as providing funding for flu vaccinations for those outside the NHS parameters.
- 4.14 Ensuring my staff have the correct equipment is key to their role. I have agreed to replace a number of vehicles in the force including vans. We continue to reap the rewards post the Venson contract cessation in the fleet. This is good news for our growing staff numbers and the public purse.
- 4.15 In September we saw Nottinghamshire Day celebrated which was well attended, the first of it's time.

- 4.16 The Pride procession took place on 11<sup>th</sup> September, it was very well attended and as a force we welcomed the chance for this festival to take place again. Nottinghamshire Police walked alongside festival goers as they marched in the sunshine. The annual celebration of the LGBTQIA+ community was cancelled last year due to the pandemic and this year saw a reduction in festivities with just a march in order to ensure the spread of coronavirus was minimised.
- 4.17 October is Black History Month, we continue to stay at the forefront to ensure we are continuing to respect and listen to our community as well as recruiting from our diverse communities. My colleague Romel Davis will be involved in a documentary on ITV on this subject as well.
- 4.18 A Police Community Support Officer has created a unique veterans' hub in Hucknall to better connect the Police and Armed Forces. The aim is to assist those who may need additional help and support or crime reduction advice. Once people are introduced to the hub, contact is made either in person, over the phone or via social media, face to face meetings and events will commence.
- 4.19 Planning has continued for this year's force awards, nominations have been received in force and the winners have been chosen by the recognition panel. The programme is a great opportunity to recognise the dedication and exceptional efforts of Police Officers, Police staff and members of the public. Due to some of the ongoing Covid restrictions we have made the decision to hold the ceremony in our new building at Police HQ in March 2022. Notts TV will also be working with us again to produce a programme which highlights all the different areas of Policing.

## 5.0 Other updates of note

- 5.1 Officers from Nottinghamshire joined colleagues from across the UK for the Police Unity Tour, a ride which increases awareness and honours police officers who have died in the line of duty. The tour enters its ninth year in 2021, which sees cyclists ride into the National Memorial Arboretum in Staffordshire to take part in the Care of Police Survivors (COPS) annual service of remembrance and family weekend.

Since 1749, almost 5,000 police officers and staff have died whilst policing our communities, over 1,500 through acts of violence, and COPS provides peer support opportunities and brings together the families of police officers who have lost their lives on duty, as well as helping with access to counselling and specialist bereavement services.

The ride comes just days after the unveiling of a national memorial in Staffordshire for officers killed in the line of duty, which was given royal seal of approval by Prince Charles at a special ceremony.

- 5.2 On 26<sup>th</sup> September I attended the National Police Memorial Day with Tracey Walker and Joan McDonald. This was very well supported by the Police federation and both families remain close to Nottinghamshire Police.