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**NOTTINGHAMSHIRE ACCOUNTABILITY BOARD**

**TUESDAY 14 JUNE 2022, 2.00PM**

**NOTTINGHAMSHIRE POLICE & FIRE JOINT HEADQUARTERS, SHERWOOD LODGE, ARNOLD, NOTTS**

**Attendees:** Caroline Henry, PCC

Sharon Caddell, Chief Executive & Monitoring Officer, OPCC

Chief Constable Craig Guildford, Nottinghamshire Police

Dan Howitt, Head of Strategy and Performance, OPCC

Danny Baker, Head of Finance, Nottinghamshire Police

Katy Owen (Minutes), Executive Assistant, OPCC

**Apologies:** Rachel Barber, Deputy Chief Constable, Nottinghamshire Police

1. **Minutes of the previous meeting**

The minutes of the meeting held on 24 May were approved.

1. **Terms of Reference**

An amendment was made to the Terms of Reference, amending the word

ratification to scrutiny. The amended Terms of Reference were agreed.

1. **Responding: Visible and Responsive Neighbourhood Policing**

**3.1 Local Policing Priorities**

The local priority setting process was discussed. The Commissioner asked how responsive the process is to emerging issues. The Chief Constable confirmed that priorities can be changed at any point during the year and that Neighbourhood Policing Teams are alive local issues coming through. The tasking process can be very fluid and flexible and if an area is identified as requiring additional resources, then work in other areas would be re-prioritised. Partner agency feedback on the process has been largely positive.

The Chief Constable confirmed that ASB issues are discussed at joint tasking briefings. Levels of recorded ASB increased markedly during the period of coronavirus restrictions on account of COVID enforcement activity being captured within the data.

The PCC asked for further details of the local priority setting process to be brought to a future Accountability Board meeting, including details of the information sources taken into account and outcomes achieved.

**Action: The Force to provide further evidence of the local priority setting process and outcomes achieved to future Accountability Board meetings.**

**3.2 Problem Solving and Demand Reduction**

The Commissioner enquired about the progress being made in the roll out and use of Power BI and how this will help to transform the way we use information to drive our business.

The Chief stated that Power BI is used by many Forces and is enabling the force to better access and interrogate information through the use of dashboards. From the public’s perspective, they will be able to see resource allocation, peaks and throughs. It will also help to inform business and operational decision making.

When asked the timescale for going live, the Chief confirmed the reports and dashboards are still being developed.

**3.3 Visibility**

The PCC asked for assurance that the force has a consistent programme of community engagement activity and details of how communities can find out about community engagement opportunities in their area. The Chief Constable confirmed that events are posted on Nottinghamshire Police’s social media pages or the Notts Police website. The Communications Team ensure that regular updates on events and initiatives are put out on social media.

The PCC requested a summary of upcoming engagement events in order obtain an overview of what is going out on social media and how residents are made aware of local engagement opportunities.

**Action: CC to provide overview of engagement events being advertised on Force website and social media.**

The report mentions GPS patrol routes are published and shared on social media in some areas. The Commissioner enquired about how routes and ASB hot spot areas are determined. The Chief Constable described the advanced mapping tools available within SARB. The Commissioner requested an example of where details of GPS patrol routes have been published and made available to communities.

**Action: CC to provide an example of a GPS patrol route which has been proactively published and made available to local communities**

The Chief Constable stated that the challenges with maintaining and increasing visibility are around demand and expectation management. Demand continues to increase and therefore managing expectation is key. Policing has changed and the way in which officers detect crime has changed. The Chief is keen to retain PCSO capacity as their role is key in building relationships with local communities, and to ensure police stations remain open and embedded within communities.

The Force currently has various IAGs but does not have a specific Young Person’s IAG. The Chief Constable does not feel a Youth IAG is required at this time as there is a risk of duplication with current OPCC -led Youth Commission activity.

and feels it would create some duplication. The force does, however, have a Cadets Programme. The PCC is keen to do further joint work with the force to enhance communication and engagement with young people.

**Action: CC and SC to identify how we can improve communication with younger people by working with the Youth Commission.**

The Commissioner highlighted areas for improvement set out in the latest HMICFRS PEEL inspection which called for improvements in engagement with communities prior to police operations taking place. What activity is taking place to improve engagement with communities around operations?

The Chief Constable provided an example of where the force had engaged well with local councils and other organisations in advance of a significant policing operation (Op Glaciate)

**3.4 Operation Reacher**

The PCC commended the positive work of the Operation Reacher Programme and queried whether the model had proved more effective in some neighbourhood areas than others.

The Chief Constable explained that Operation Reacher had been designed so that the local Sergeant and Inspector can tailor to local need and priority. The key elements are localism, flexibility, responsiveness and knowledge of the area.

**3.5 Tackling ASB**

The force’s focus on ASB appears heavily focussed on the identification of and response to vulnerability.  The PCC asked if there are opportunities to do more in terms of reducing demand (and misplaced demand) in collaboration with other partner agencies?

The Chief Constable agreed that there would be opportunity to do more in collaboration with partner organisations, however this is dependent on other agencies financial position. This is a challenge and creates some demand, particularly with mental health cases. There are very few crisis beds in the region.

The PCC asked for more information on the work that has been done to ‘ensure that the Community Trigger process is clear and consistent across the Nottinghamshire’ and also what plans are in place to increase public awareness.

ACC Cooper is leading on this. The Chief Constable stated that Community Trigger creates additional demand. The Force intend on increasing public awareness and are looking at setting up an online chat. Once the demand is known then the programme will be launched further. It was agreed the PCC would be given a demonstration on this.

**Action: ACC Cooper to provide the Commissioner with more information on take up and outcomes from the Community Trigger process**

1. **Responding: Policing the Digital Beat**

**4.1 Cyber crime**

With the introduction of the Online Safety Bill and the increase in powers by OFCOM to protect children, tackle criminal activity and tackle harmful online content will require a surge in demand for investigative resources. What plans are already taking place in Force to meet this demand?

The Chief confirmed that more Digital Media Investigators are now in post as well as Drugs and forensic experts to tackle major crime types. Blockages in the system have been waiting for the digital and forensic evidence. There is now more capacity to work through the volume. More staff to examine phones, also seizing less phones. The Force has reduced the number of digital downloads and focuses on what is needed. A same day appointment system is now in place. A bid was submitted by the Force and was successful in obtaining two Digi vans. Both will be based at FHQ and will be sent all around the county. The system is now a cloud-based approach and decreases the amount of storage required.

CyberDigiTools application is now on all force issued devices – the Commissioner was keen to learn about the use of this application and whether it is monitored?

The Chief stated that use of the application is not monitored. It is available for staff to use rather than check on knowledge. Those in the specialist departments however are trained on the system.

What does the Force plan to do to improve the availability and take up of general fraud prevention advice and information among vulnerable people and businesses?  Are there plans to evaluate the impact of the crime prevention advice and information provided by the Force?

Nottinghamshire Police do visit some businesses however they primarily target vulnerable and repeat victims rather than large organisations/businesses. The Chief stated that more can be done around media messaging.

**Action: CC to consider what further work can be done to strengthen crime prevention advice and information available to potential victims of online fraud**

The PCC welcomes the peer review by City of London (National Lead Force for Fraud) in June 2022 and asked to remain sighted on the outcomes of this work.

The Commissioner asked for reassurance on the balance of investigators and outcomes and also asked what training in digital policing do new and current officers receive?

Digital training is provided as part of basic training package for new recruits. The training is given by the digital forensics team. There are also regular inputs on the training cycle to keep officers up to date.

1. **ANPR**

The Commissioner and Chief Constable discussed current and planned ANPR coverage across Nottinghamshire and the information used to determine the location of new sites.

Several factors are considered when determining the location of ANPR cameras, for example traditional crime patterns, organised crime groups, engineering. Information from partners and police intelligence specialists also help to inform these decisions.

1. **Quarterly HR Update**

The Commissioner enquired about the police uplift plans, extent to which the force had over-recruited, and what the force is doing to maximise retention? The commissioner also enquired about the cost of training and on boarding new officers.

The initial police Uplift target has been achieved a year ahead of schedule. The number of applicants has decreased, however, there are still officers wanting to transfer into Nottinghamshire. Good partnership working with the University.

**Action: Danny Baker to provide the PCC with a breakdown of cost of onboarding new officers**

The Commissioner asked for details of the extent to which new officers are trained in the importance of crime data integrity given the areas of improvement identified via the latest HMICFRS PEEL inspection

Training on Crime Data Integrity is built into basic training. Dip sampling is also undertaken with regards to compliance in different categories (CDI). Working is ongoing. The Commissioner asked for sight of some of the internal audits undertaken.

The Chief Constable noted the significant challenges of recruitment of staff within the Public Sector. This is impacting upon areas such as Finance and Procurement within Nottinghamshire Police. Graduate apprenticeships have now been signed off. Regional colleagues in finance are all experiencing similar issues.

The Commissioner asked for assurance that the force has the right balance of officers and staff to ensure an efficient and effective policing service.

The Chief Constable explained the Forces ‘one team’ approach and the increase in officer numbers that Uplift had enabled. The Chief would consider changing some officer posts for staff posts in certain areas.

The Commissioner enquired about the new HR system – how is this bedding in and is the Force experiencing any significant challenges?

The new HR system was launched in April. Five payrolls have now been completed since going live and all were successful. Some teething issues have now been rectified and overall feedback on the transition has been largely positive.

1. **Performance Overview**

The Commissioner and Chief Constable discussed emerging trends in public confidence in the police as tracked via the Nottinghamshire Police and crime Survey. The PCC is keen to understand what affects public confidence. It was suggested that the Head of Strategy in the PCC’s office works with the Force to look at this in more detail.

**Action: Dan to work with Force departments to improve understanding of the drivers of public confidence in the police and local response to emerging trends**

The reduction in Grade 2 response times likely to have been affected, in part, by increased demand and the training of new recruits. This is monitored in the control room. Resources will be moved around where possible dependant on demand.

1. **Football Violence and Drug Misuse**

National evidence suggests linkages between football violence and drugs/alcohol. The Chief Constable stated this is no different to trends in the night-time economy. Overall violence linked to football is limited. When incidents do occur, they are responded to quickly and feedback has been positive.

1. **Estates Strategy**

A discussion on the Estates Strategy took place. PCC Henry requested further information on the proposal and asked for several amendments to be made.

1. **Key decisions**

The record of key business decisions document was noted.