**Thematic Report: PREVENT: A2. Steering Vulnerable young people away from crime**

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| 3.2 The force uses problem solving and works in partnership to prevent crime, anti-social behaviour and vulnerability. |
| Steering vulnerable young people away from crime is a key focus for the force. We continue to promote referral and engagement in prevention work, anticipating possible future demand and utilising strategies to manage this effectively. We also continue to work closely with fellow departments and colleagues dealing with Modern Slavery, County Lines and Child Abuse, sharing information, and identifying emerging trends and mutually mitigating collective risks.  Neighbourhood Safeguarding and Disruption meeting (NSD)  NSDs have been instigated across the county policing command area and facilitate a partnership approach to managing the risk around young people involved in or linked to knife crime, serious violence and/or child criminal exploitation including County Lines. These meetings chaired by Neighbourhood Inspectors encourage the sharing of information and intelligence between partner agencies resulting in the development of an individual risk management plan for each young person based on safeguarding, intervention, diversion, and enforcement. The overall intention is to reduce the risk level associated to the young person through intervention in to ensure their safety and reduce further offending.  This process has regularly received praise from our key partners. All the details of the meetings are recorded on an appropriate template which captures information/intelligence shared, perceived risk level and any agreed partnership actions. Templates and meeting minutes are stored securely on the ECINS case management system so that access is audited and any updates from NPT SPOC’s can be added to the case notes. The meeting chair then delivers an update at the monthly Serious Youth Violence and Child Criminal Exploitation Panel chaired by the Local Authority.  Schools and Early Intervention Officers  We continue to deploy our Schools and Early Intervention Officers (SEIO’s) with great success across the force. SEIOs are officers with additional training in safeguarding, mental health first aid, Adverse Childhood Experiences, REACh programme, Mentors in Violence Prevention and Personal Social Health and Economic education. All of our SEIO officers have had in depth training on CSE and cybercrime including cyber bullying. New presentations have been developed to link in with current legislation and the new PSHE curriculums around keeping children safe. All the SEIO packages support the new PSHE curriculum, which became mandatory in schools in September 2020.  SEIOs provide bespoke professional support for vulnerable young people and are a dedicated point of contact for schools and colleges. They work with individuals and groups of young people delivering programs of support and diversion to prevent offending.  They support safeguarding and child protection protocols and policies and “Keeping Children Safe in Education” legislation.  The team deliver crime prevention presentations and lessons as agreed by school/academy management and the SEIO coordinator, thereby contributing to a safer learning environment.  The SEIO team have developed a digital engagement strategy helping to keep young people safe by creating bitesize briefings and have adapted lessons to be able to be delivered via MS Teams. This has enabled young people to access support as part of the current home-schooling regime due to the pandemic.  The SEIO’s complement other work done across the force and particular emphasis is placed on identifying and working with young people at high risk of becoming involved or further involved in offending behaviour, victimisation, radicalisation, weapons, gang culture and group offending and provide tailored support for young people who are victims of crime. An example of this work is evidenced in the work completed with Fearless. The SEIOs secured funding to work with Fearless to increase reporting of crimes within our younger communities. This included targeted county lines workshops, staff training, and a media campaign geared at educating young people on reporting routes, available support and socially unacceptable behaviour  In addition to the above, there is now a County Looked After Children’s Officer in place, replicating effective practice in the city area. The role is part funded by the local authority and has enabled us to provide a consistent approach to supporting looked after children across the force area. This additional support is a key part in problem solving and the on-going safeguarding for repeat missing children. Furthermore, our Citizens in Policing Department’s vulnerable youth worker is now firmly established and attends the monthly hotspot meeting to discuss our most at risk and vulnerable young persons, and offers opportunities for coaching and mentoring, as well as diversion opportunities through the police cadets programme, which has been highly successful in reducing repeat missing occurrences. This approach has been a significant part of the non-cashable savings that we have delivered. In addition, these support initiatives have enabled us to gather more intelligence and better deploy duty time officers into critical core demand.  Much of the work completed within this area is found within the Crime Prevention Initiatives booklet which is refreshed every six months (attached) |

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| 6.1 The force understands the nature and scale of vulnerability. (This includes all types of vulnerability e.g. older people, hate crime, mental ill health, domestic abuse, children, child sexual exploitation, modern day slavery and human trafficking etc.) |
| The force has a joined-up approach to understanding vulnerability, through effective training of initial call handlers and local policing officers, through to Detective Inspectors, who operate a rotating 24-hour shift pattern, supporting the force control room with specialist tactical advice.  The force utilises a strict THRIVE (Threat, Harm, Risk, Investigative, Vulnerability, & Engagement) assessment process, together with real-time intelligence analysts positioned with force incident commanders to assess incidents as they arrive into force.  The vulnerability hub is also located within the force control room with associated stakeholders, and specifically deals with mental health, missing persons and hate incidents, providing bespoke support in regard to these offences. As an example, every victim of hate receives a tailored call from our specially trained hate crime officers in addition to the investigating officer to support any vulnerabilities and risk.  The force has also designed the command and control system that, when creating an incident, it automatically brings back any previous incidents relating to the name, address and / or telephone number of the caller, it also presents any associated warning / POI markers which can include information from legacy systems such as Vision. This identifies any repeat calls or other vulnerabilities. This would not be picked up from listening to calls  After initial contact and considering wider vulnerability, Public Protection and the Serious and Organised Crime Unit, have a good working relationship with the force control room and local policing, to provide information and briefings around persons, incidents and places of interest. The force performance and tasking process enable pertinent information to be shared, and a greater understanding of hidden harm including CSE, modern slavery and human trafficking. The FCR has specially designated areas for visor terminals should they be required.  Both Organised Crime Groups (OCGs) and County Lines (CL’s) are mapped by the force and are scored using the MoRiLE framework to prioritise operational activity against these networks.  Mapped OCGs and CLs are subject of regular reviews, with CL’s being monthly and OCGs being monthly, quarterly or bi-annually depending on risk.  This in line with the national SOC systems tasking allows for the force to keep track of the nature and scale that high harm and high impact criminals pose towards the vulnerable in our communities.  In terms of financial and cybercrime, the force has a well-established response in relation to the protection of vulnerable victims under the banner of Operation Signature. This is managed by the Fraud Triage Team.  National Fraud Investigation Bureau (NFIB) data is now provided to Nottinghamshire Police on a weekly basis and the two dedicated ECCU-Fraud and Cyber Protect Officers review this data as part of Operation Signature.  Operation Signature involves the Fraud and Cyber Protect Officers and other officers (usually PCSO’s) based within Neighbourhoods who undertake fraud protect visits to vulnerable victims of financial crime. As part of the roll-out of Operation Signature a number of Sergeants within Neighbourhoods were identified as Champions and received specialist training around Operation Signature.  Incorporated into the process is a requirement for the officers undertaking the Protect visits to complete a post-visit risk assessment and this serves as a useful way of being able to evaluate the effectiveness or otherwise of the Protect visit.  Since 1st March 2019, following consultation with the Home Office and Nottinghamshire’s Office of Police and Crime Commission (OPCC), Action Fraud’s National Economic Crime Victim Care Unit (NECVCU) are now reviewing all of Nottinghamshire Police’s (fraud) victim data and all victims assessed as having any element of vulnerability are receiving a personal phone call by a trained Advocate to re-assess their vulnerability level and ensure signposting to relevant support agencies, including Victim Care (Catch 22). Those who are not assessed as having any vulnerability are also being contacted by Action Fraud who provided information to prevent repeat victimisation and raise awareness. High risk victims are managed locally by Nottinghamshire Police through Operation Signature. |

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| 6.2 The force provides ongoing safeguarding and support for vulnerable people including those at risk of criminal exploitation. |
| The force, in particular the County Lines Unit (CLU) within the Serious and Organised Crime Unit (SOCU) maintains a County Lines Vulnerability Tracker (CLVT), with a cohort of children classed as either vulnerable to CL or flagged as being at risk and linked to open criminal investigations.  The CLVT is prepared monthly by the CL team’s Intelligence Officers and shared with partners.  Where there is an indication of Child Criminal Exploitation (CCE) and the recruitment of young persons into a CL or Organised Crime Group (OCG) network, their cases are subject to CCE strategy meetings and where appropriate escalation and monitoring at the multi-agency CCE Panels (CCEP) for both Nottingham City and Nottinghamshire.  CCEP allows for coordinated and targeted statutory interventions to be put in place by statutory partners so as to best safeguard the given child.  To strengthen police representation within both CCEPs and the numerous dynamic CCE meetings across both the City and County, the force has introduced 2 CCE coordinators that provide for both an improved channel of communication for partners both into and from the police and better continuity of case management and knowledge.  Where a child is suspected of risk of CCE the force will engage the National Referral Mechanism (NRM) and reviews all NRMs submitted to the Home Office Single Competent Authority (SCA) by other statutory and non-statutory first responders, taking all appropriate action were relevant across the prepare, prevent, protect and pursue (4P) spectrum.  Similarly, both the force’s Modern Slavery Organised Immigration Crime Unit (MSOICU) and CLU work closely with the Barnardo’s Independent Child Trafficking Service, especially in cases of foreign national unaccompanied child migrants subject of modern slavery, including CCE.  Latterly, the monthly non-statutory Slavery and Exploitation Risk Assessment Conference (SERAC) attended by the police and partners (e.g., Health, Social Care, Local Authorities) and third sector organisations, which once considered only adult cases, now considers referrals in respect of children.  The level of exploitation that is heard has been purposely set at a low threshold so that it captures behaviours that would not be captured by the Modern Slavery Act 2015.  The force employs a full time Police Youth Outreach Worker who works in a variety of settings where there are young people are, i.e. schools, children’s homes, youth/sports clubs, and religious settings. This engagement role aims to build better relationships between the Police and young people through positive interaction and engagement opportunities. It identifies and engages with young people between the ages of 10-18 years who are vulnerable, socially excluded and / or involved in crime. This engagement allows easy integration into Nottinghamshire Police’s and partner youth programmes and facilitates signposting to other organisations. These young people may have been the victim or perpetrators of crime, be at risk of joining gangs, exposed to radicalisation, child sexual or criminal exploitation.  It also supports young people at risk of first time offending or re-offending due to issues at school, home or in the community. This work is being developed to consider nominations from young people identified through the County Lines Vulnerability Tracker and those identified as potential ‘money mules’ for diversion and support as a preventative mechanism to entry to organised crime.  The Police Youth Outreach worker role provides young people with positive role models, structure and routine, increased confidence and discipline, together with unique opportunities for work experience. Young people are given a safe platform for training, engaging in different sports, music, dance and performing arts to give young people aspirations for their future.  All activities are funded through the police and local partners. |

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| 6.4 The force has a good understanding of demand and resources, including when working with other agencies. |
| Strategically, the Force Management Statement provides an assessment of threat, harm and risk, and the gap analysis in relation to future demand. This analysis forms part of the strategic assessment, alongside the forces control strategy, ensures that resources, skill and investment are aligned, through the Annual Departmental Assessments (ADA’S) process.  Previous work with the Police Foundation, alongside the force investment in technology and training in Crest software, ensure that effective resource forecast modelling is considered alongside this demand analysis.  There are partnership Joint Strategic Needs Assessment (JSNA) for specific risk issues identified through partnerships, including serious violence, including domestic and public space violence.  Tactically, the daily process includes meetings between response inspectors and the force incident commander, a CID briefing consisting of all DI’s and DCI’s to action outstanding incidents, all of which is brought together at the force demand management meeting, chaired by the duty Superintendent. This is supported through the revised force graded response policy, included a new process to ensure that commanders are sully sighted on demand, resources and capability.  The force incident room produce a ‘demand of a page’ document, which includes all operational daily staff, current and outstanding demand in priority order and on each basic command unit, in conjunction with NHS partners the local mental health suite capacity and OPEL score to identify early any critical challenges which will jointly affect the police and healthcare, as well current missing and wanted persons. |

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| 7.1 The force is effective in apprehending and managing suspects and offenders to protect the public from harm. |
| The force has effective arrangements in place to ensure the identification and swift apprehension of offenders through the Daily Management Meeting which identifies and prioritises outstanding offenders and suspects of particular significance – high-risk DV and other high risk and harm individuals such as knife crime offenders and IOM nominals, for example. This meeting is chaired by the duty superintendent and attendees can bid for force resources to assist with these enquiries.  Monthly data is provided to local leaders to monitor performance in terms of outstanding suspects on open investigations together with those on bail and released under investigation. This information is provided for individual teams and whole departments and informs local performance meetings chaired by district commanders and heads of department which feed into the Operational Performance Review meeting chaired by the ACC for Crime and Operations.  It is through these scrutiny arrangements that a focus has been applied on timeliness of arrest and subsequent outcome and a detective superintendent has been identified to draw upon national best practice to establish realistic timescales for investigations based upon crime type. This analysis reflects the varying degrees of sophistication required in particular crime types such as the support required for vulnerable victims in sexual offences or the requirement for forensic analysis and expert evidence in drugs matters and the complexity in fraud and cyber enabled cases versus those cases with relatively less complexity that ought to result in a swifter investigative outcome.  Whilst in its infancy this work is recognising positive trends in some areas whilst affording a spotlight into other areas where improvement is required.  The recent PEEL inspection referenced that more broadly our approach to investigating crime was good, this includes those crimes where a suspect is identified which is of course positive and will be emboldened with the work underway. The PEEL judgement for managing offenders and suspects, was graded adequate, reflecting a specific area for improvement with regard our management of low-level registered sex offenders. We have already responded to this feedback and undertaken a full case review of those cases managed reactively and taken steps to ensure greater confidence in our approach. The HMIC were encouraged by our swift response and we now engage with the ongoing College of Policing review to ensure that future Authorised Professional Practise reflects the positive experience of our risk based approach whilst also provided the reassurance the HMIC sought through their inspection. |

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| 7.4 The force understands the demand and has the resources it needs to manage suspects and offenders effectively. |
| The force has a comprehensive awareness of the demands placed upon its investigative resources in managing suspects and offenders effectively. The Police Uplift Programme, has provided greater capacity in terms of the volume of resources at the disposal of the force to manage offenders and suspects. As with the vast majority, if not all forces nationally, we are challenged with regard to our substantive detective resilience, but have effective mechanisms through our graduate investigator and fast track to detective programme to provide mitigation.  We are further responding to this through the allocation of resource through Operation Consolidation, which is moving more experienced officers from our response teams toward investigative roles so as to provide some capacity in those areas. The performance data available to local and senior leaders enables flex for the movement of resource to manage peaks in demand whilst managing the wellbeing and resilience of our teams whilst ensuring that optimised victim focussed outcomes are achieved. This is an area of focus for the force with scrutiny through our strategic and tactical workforce planning and Pathways processes to ensure the development of experience within our workforce to meet the contemporary demands faced by the force. |