



**MINUTES OF THE NOTTINGHAMSHIRE ACCOUNTABILITY BOARD**

**FINAL DRAFT**

**TUESDAY 13<sup>TH</sup> SEPTEMBER 2022**

**11.00 AM**

**Attendees:**

<b>OPCC</b>		
Caroline Henry	Notts Police & Crime Commissioner	CH
Sharon Caddell	Chief Executive & Monitoring Officer	SCa
Gillian Holder	Chief Finance Officer	GH
Daniel Howitt	Head of Strategy & Performance	DH
Sandra Coleman	Minutes	Sandra
<b>Force</b>		
Steve Cooper	Deputy Chief Constable	SC
Mark Kimberley	Chief Finance Officer	MK
<b>Apologies:</b>		
Craig Guildford	Chief Constable	

**1. Minutes of Previous Meeting**

The minutes of the previous meeting were agreed as a true and accurate record.

**2. Action Log and Matters Arising (Action log updated to reflect meeting of 13.09.22)**

<b>Date of Mtg</b>	<b>Ref</b>	<b>Action</b>
14/06/2022	03/22	<p>CC to provide an example of a GPS patrol route which has been proactively published and made available to local communities.</p> <p>SC requested clarity on what is needed to discharge the action – he explained we can track through Artemis and geocode areas.</p> <p>SCa referred to mention of GPC patrol routes being published on a paper, OPCC had not seen it and therefore requested an example.</p> <p>SC explained that the Police would not publish this information, only to advise that the Force are doing targeted patrols in an area. Patrol hotspots are published internally to staff but not externally.</p> <p><b>Agreed that the action can be discharged – action log updated</b></p>

<b>Date of Mtg</b>	<b>Ref</b>	<b>Action</b>
14/06/2022	04/22	CC and SC to identify how we can improve communication with younger people by working with the Youth Commission. <b>Ongoing</b>
14/06/2022	05/22	ACC Cooper to provide the Commissioner with more information on take up and outcomes from the Community Trigger process. <b>To be discussed later in meeting.</b>
14/06/2022	08/22	Dan to work with Force departments to improve understanding of the drivers of public confidence in the police and local response to emerging trends <b>To be discussed later in meeting – discharged</b>
12/07/2022	09/22	PCC to approach the CDP to discuss the impact of disbanding the City Community Cohesion Team in March 2022. This formed an important source of support for victims of hate crime and may be a factor linked to the reduction in victim satisfaction seen for hate crime over the last year. <b>Ongoing</b>
12/07/2022	11/22	OPCC and Force corporate communications to explore opportunities to raise the profile of misogyny as a hate crime given the marked reduction seen in reporting since 2018/19 <b>Force say that hate crime stats are coming down in the city following a surge after lockdown.</b>
12/07/22	12/22	Rob Griffin to share Out of Court Disposal commissioning timelines with the OPCC as part of the transition to the new 2 tier out of court disposals framework. PCC also requested confirmation of the current anticipated date of transition to the new framework <b>Agenda item</b>
12/07/22	14/22	Dan Howitt to explore Ministry of Justice benchmarking opportunities on compliance with the Code of practice for victims of crime and report back to the Accountability Board. The PCC is keen to understand Force performance in this area in the context of the national picture. <b>DH advised there is a meeting on 20 September with the Ministry of Justice where this will be discussed.</b>
12/07/22	16/22	DCC Cooper Force to share the latest Rape and Serious Sexual Offence (RASSO) Problem Profile with OPCC. PCC would like to better understand the current challenges and emerging risks impacting upon the police and partnership response to this crime category. <b>Work ongoing – redacted version available</b>
12/07/22	18/22	Force to present Violence Against Women and Girls overview paper to the October Accountability Board. This item has been deferred pending OPCC clarification of the scope and focus of the report <b>VAWG paper is going to the Board in October</b>

The Commissioner thanked the Force for the papers, and asked the following questions:

Agenda item	Issue	Action
4.	<p><b>Meeting Papers – Thematic Report: PREVENT</b></p> <p>A4: Improving our approach to reducing re-offending</p> <ul style="list-style-type: none"> <li>• Diversion and use of conditional cautions</li> <li>• Hot spot patrols</li> </ul> <p><b><u>Diversion and Use of Conditional Cautions</u></b></p> <p><u>Force paper intro:</u>            Conditional Cautions are being renamed Diversionary Cautions with effect from 1<sup>st</sup> April 2023. Awaiting guidance from APP, timing may slip 6 months. Launch will be 1<sup>st</sup> February to be ready for 1<sup>st</sup> April. Will be a significant change. Adult cautions ha</p> <p><u>OPCC Question:</u>            What will be the challenges for the transition?</p> <p><u>Force Answer:</u>            Cultural behaviour – will be based on conditional and diversionary activity. There will be comms in January, launch in February and checks/changes period in March ready for the effective date of 1<sup>st</sup> April; so there will be a couple of months before that date. There is a need to ensure that commissioned services can deliver effectively. Don't want to see serious crime being dealt with by community resolution. There will be panels with lay people and experts to consider outcomes. Final challenge will be around the time constraints.</p> <p><u>OPCC Question:</u>            Given that out of court disposals account for around 34% of positive crime outcomes in Notts, what is the anticipated performance impact of transitioning to the new out of court disposals framework in April 2023?</p> <p><u>Force Answer:</u>            Both will count as positive outcomes. Community Resolutions and Cautions will stay around the same number with a bit of fluctuation, but the Scrutiny Panel will look at this.</p> <p><u>OPCC Question:</u>            Given the range and likely growth in custody diversion schemes on offer, to what extent are we exploiting opportunities to develop a more integrated suite of services over the coming year?</p> <p><u>Force Answer:</u>            Project Novo (?) – was centrally funded, not many details yet but is part of a national campaign. There will be an integrated suite of services for</p>	

	<p>cautions – ACC Rob Griffin is looking at it. Domestic abuse traditional cautions are not seen as favourable outcome. Need to look at the service, mental health interventions and other things like PMD for disorder – we could look at community resolution with a financial penalty. So could give a Community Resolution and diversionary activity.</p> <p>DH – new process will place additional demand on Force, complex process, no additional resource – what impact will it have on other aspects of the service?</p> <p>We need to benchmark and get an understanding. There is a team set up centrally to look at it. Possible 3 months to complete paperwork with reminders each month. No additional funding; will be more work with same resources.</p>	
	<p><b><u>Hot Spot Patrols</u></b></p> <p><u>OPCC Question:</u> Does the Force have a centralised oversight and understanding of current hotspot localities across Nottinghamshire (locally managed and grip funded) and the work being undertaken to drive improvements in these areas?</p> <p><u>Force Answer:</u> Hotspot policing has limited impact on resilience and capability but works in practise. The paper illustrates the number of hours and results. Hot spot patrolling done in the right way has been seen to work in terms of positive recovery.</p> <p>Cambridge centre for evidence-based policing look at the 6 T's where we measure ourselves. The table at the back shows positive outcomes in terms of seizures and reductions in crime. Time scale is around 13/15 mins, go in - patrol - come out - break - go back in, using a tight geo area.</p> <p>CH commented that the 6 Ts should be 7; the 7<sup>th</sup> should be Telling; so that people are confident that people are doing this work however don't want to give tactics away. SC advised there's nothing in this paper that wouldn't be available to the public by other means; and it could be worded by means of .. "there will be lots of police activity in this area". Work is co-ordinated centrally.</p> <p><u>OPCC Question:</u> Does the Force have a planned programme of hotspot locality activity, given the assurance of multi-year funding to 2025? Are opportunities being maximised to share knowledge and best practice in this area?</p> <p><u>Force Answer:</u> Hot spot patrols are locally managed, and centrally controlled.</p>	

	<p><u>OPCC Question:</u> Is our police and partnership-led hotspot locality work sufficiently joined up? What is the overlap between police identified hotspot localities and those identified by our partner agencies (e.g. Safer streets, SNB)</p> <p><u>Force Answer:</u> The analyst team are looking at this, and through problem profiling breaking down which works best. Evidence based policing approach looks at what works best. Use COP, which rate various elements including cost and confidence.</p> <p>SCa mentioned the decay effect and how do they intend to use their learning. SC through a combination. of uplift and visibility, we will have more offices available on the street to right areas. Weekly operational meetings. Biweekly tasking process. Resources deployed in right areas; funding would mean less of it, but it wouldn't stop.</p> <p>Within city centres there is a clear synergy and street-based drug dealing is easy to map partners and police data. The intelligence gap is with behind closed doors drug activity. There are visible community issues, and we get similar partnership data. In terms of the gap, we use normal policing methods where we get intelligence from e.g., drug dealers' phones re numbers which we contact saying that the number has been recovered from drug dealer phone and we offer treatment, help, support. Obviously, we can't publish numbers. Don't think we can measure it.</p> <p>SCa – we could be exploiting that partnership working around some of this – the primary aim for drug treatment is to get people treated.</p> <p>DH – is there any understanding of the demographic intelligence wise...? SC we know who the habitual offenders are, there is a slight gap around student population. Freshers' week will open up new drug markets in the Universities.</p>	
5.	<p><b>Meeting Papers – Thematic Report: RESPOND</b></p> <p>B3: Responding to issues of greater community concern</p> <ul style="list-style-type: none"> <li>• Tackling ASB</li> <li>• Drug dealing and alcohol misuse</li> <li>• Road safety – Fatal 4</li> </ul> <p><b><u>Tackling ASB</u></b></p> <p><u>OPCC Question:</u> Evidence suggests that 75% of ASB cases are resolved at first intervention: To what extent are the police and partners using data from sources such as the ASB tasking strategic assessment to establish a more preventative approach to ASB? How does the Force track outcomes in the response to ASB? How do we know if our activities and interventions have been successful?</p>	

	<p><u>Force Answer:</u>  A report will be prepared for the Board looking at a response plan, problem profile and link in with partners. The Force will look at repeat calls and other crime stats in the area. A crime number will be given to ASB calls. Quality of life issues will also be looked at it associated with the ASB.</p> <p>DH – do we know what happens after they have been referred on? Very few are referred on, and those that tend to be very specific.</p> <p>Despite how people contact they still undergo the same assessment using several checking mechanisms around vulnerability etc. Single Online Home currently has low take up, and is a local authority led initiative. How accessible it is differs. When it was publicised in City North the rates went up.</p> <p>Partnership working – ASB officers attend neighbourhood tasking. Mansfield, Ashfield, and City have strong links with housing providers. Less so with social housing. Tactic is public space protection order, e.g., dog not on lead, for neighbourhood warden, community protection orders. With graffiti – low level victimless crime, but we need to tackle it. Recent student fine £3k; means the message goes out.</p> <p>Operation compass – city centre/town centre drug dealing, presented at ASB conferences to roll out in other areas. Treatment, prevention, deterrent.</p> <p>Govt aspect – complex and vulnerable persons panel/complex people panel same thing. Looks at repeat callers, repeat issues, sits below statutory thresholds.</p> <p>Power bi – addressing analytical products. Should be game changer for local areas. Performance data.</p> <p><b>ACTION 23/22: SC to update the paper for publication purposes to explain the acronym THRIVE</b></p> <p><u>OPCC Question:</u>  The paper mentions the use of ‘online chat’ and an online reporting tool as part of the roll out of ‘Single Online Home’. What has been the take up of these services and is online chat now being promoted and made available in the evenings?</p> <p><u>Force Answer:</u>  The take up of Online Chat fluctuates. Most people still like to talk to the Police. If people ring 101, there is a message to say you may find what you’re looking for on our website. .and mentions live chat. 30 people per day choosing that service. It is being publicised nationally, but we track every interaction we have around is it appropriate, i.e., we have had inappropriate crimes being reported that way. Also looked at web chat and</p>	<p>DCC  Cooper</p>
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	<p>different methods of communicating... live chat by January in terms of video chat. It can be used at any time.</p> <p><u>OPCC Question:</u> The paper mentions work done to ensure that the Community Trigger process is clear and consistent across the Nottinghamshire Police Force area. Can you tell us more about this and whether a centralised recording mechanism has been established?</p> <p><u>Force Answer:</u> All community triggers can be collated, and we do for city and county, but not keen to step in and take ownership as it will be confusing for people.</p> <p>The withdrawal of the late-night levy will affect ASB in terms of drug patrols and correlated violence patrols; these will continue but there will be less of them. Also taxi marshalling may be withdrawn - seen lots of ASB and public order offences and low / alcohol related violence.</p>	
	<p><b><u>Road Safety Fatal 4</u></b></p> <p><u>OPCC Question:</u> There was a marked reduction in overall RTC during the pandemic, but we now appear to be seeing a rising number of fatalities and seriously injured<sup>1</sup>. Is there more that our road safety partnerships can be doing to respond to and mitigate this emerging risk? Is the Force adapting its strategic approach to ensure educational campaigns and other interventions are tailored to address the emerging trends in terms of the rise in risk taking behaviour for 35-year-olds and under.</p> <p><u>Force Answer:</u> The camera safety partnership run data returns and will look at specific groups to target through their campaign. Young people are more at risk of committing one of the fatal 4 e.g., phones, seat belts issues are less common now, speeding is other area for young people. Insurance companies do a good job in targeting. The Force look at campaigns around social events e.g., pubs and cinemas etc., although it is a hard area to target through campaigns.</p> <p>CH is attending the Community speed watch event.</p> <p><b>ACTION (24/22): SC to explain the meaning of Fatal 4 in readiness for publishing the papers</b></p>	<p>DCC Cooper</p>
	<p><b><u>Drug &amp; Alcohol Misuse</u></b></p> <p><u>OPCC Question:</u> To what extent are partner agencies working to shared objectives as part of the local response to the 'From Harm to Hope' strategy and what more can be done to drive progress?</p>	

	<p><u>Force Answer:</u>  We have different approaches; both reporting similar lines of trajectories. Comparing funding available now to 10/15 years ago, it is significantly lower now. In terms of partnership funding, it is a lot lower, we used to do test and arrest leading to a programme that isn't there any more... it did put some people into a dip process into courts. Most partners are trying to work to joined objectives, but there is a resourcing issue. City would say there is a perceived gap. The custody provision in the city is relatively good, but there could be more outreach workers out in the streets engaging with people.</p> <p><u>OPCC Question:</u>  Has any consideration been given to enabling officers to carry Naloxone?<sup>2</sup> Mansfield would potentially be a good area to pilot this given the higher rate of drug related deaths</p> <p><u>Force Answer:</u>  This hasn't had full consideration, there are mixed feelings about it. It has been used in some areas successfully, but it's another bit of kit for officers, and feel it is stepping in to fill the gap between health provision. There is potential risk in terms of medical first aid, potential death; we can look at it not sure where the need is... some Forces have said categorically no, we haven't as yet.</p> <p>Drugs market at beginning of lockdown was in disarray. Drugs were harder to get, purity went down, price went up. The demand in other core policing functions dropped during covid so more officers on street to look at this ... success rate went up, drugs possession went up, we found a lot more. Coming out of lock down meant resources were back to normal and so finds dropped off.</p> <p><u>OPCC Question:</u>  The re-offending rates indicate that the sobriety tagging pathfinder has been highly effective. Are there any plans to roll out this approach more widely?</p> <p><u>Force Answer:</u>  Considered use for domestic abuse perpetrators but unsure of the outcome. Voluntary tags have been used. Success rate unknown. National lead for integrated offender management just recruited.</p> <p><b>ACTION 25/22: SC to request stats on domestic abuse.</b></p> <p>Sobriety tagging – Looking to roll out further if supported by the new government as we are a pilot Force. It is showing some success and good</p>	<p>DCC  Cooper</p>
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	results. Currently unsure of where it would sit, i.e., Dept of Justice or Home Office.	
6	<p><b>Meeting Papers:</b></p> <p>B4: A hostile environment for serious and organised crime</p> <ul style="list-style-type: none"> <li>• Tackling serious and organised crime</li> <li>• Modern slavery</li> <li>• County lines</li> </ul> <p><b><u>Tackling Serious &amp; Organised Crime</u></b></p> <p><u>OPCC Question:</u> The paper states that the 22% increase in mapped OCGs impacting upon the area has been largely driven by improvements in intelligence. Does this indicate an improvement in early intervention and prevention?</p> <p><u>Force Answer:</u> We are confident that there are enough analysts in terms of mapping OCG's and recognising them, this doesn't mean that before they were mapped, we weren't aware of them.</p> <p><u>OPCC Question:</u> To what extent is the revenue obtained via POCA being re-invested into our local SOC investigation capabilities? Can we do more to publicise the increase in assets recovered and how is this funding being used?</p> <p><u>Force Answer:</u> Revenue obtained via POCA is re-invested e.g., to pay for financial investigators, analysts, confiscation officers so is income generating and there is a separate pot of cash to tackle crime and criminality in local area. GH commented that the current model of financial reporting does not give any indication around this.</p> <p><b>ACTION 26/22: SCa and GH to be updated on associated good new stories.</b></p>	DCC Cooper
	<p><b><u>Modern Salary</u></b></p> <p><u>OPCC Question:</u> Despite the ongoing expansion of the SERAC model across Nottinghamshire, the number of modern slavery cases identified in Nottinghamshire fell by over 30% in 2021/22. Is the reduction in deployable resources likely to have affected this trend and to what extent can an increase in identified cases be assured in 2022/23, in line with the ambitions of the Police and Crime Plan. Could we understand the decline in numbers of modern salary cases being identified and get an understanding on how to match resources to get more identification.</p>	

	<p><u>Force Answer:</u>  Identification is always difficult. Following the return to normality after lockdown we saw a bit of a spike but then it dropped off and then lots of reporting came in through NRM (National Referral Mechanism). Don't think we have a correct picture of it nationally in that under reporting is happening. Some people have been subjected to it for years and not reported. Partners are working with social care landlords and educated to give us that trigger. Asking local authorities to look for signs. We partially fund an HMO officer in the city who have a modern slavery task. We are aware there is an issue with under reporting.</p> <p>DH – regarding cuckooing cases, does it need more in terms of a communications campaign. Nationally lots of work is being done on it and work with employers in the catering industry for example. Public awareness could be improved but not sure now.</p> <p><u>OPCC Question:</u>  To what extent is the Force equipped to identify and tackle slavery and exploitation facilitated via online platforms – particularly the recruitment and exploitation of women into sexual exploitation?</p> <p><u>Force Answer:</u>  In terms of exploitation of women, street-based prostitution used to be the preferred market, now its behind closed doors. Some don't understand they are a victim. There is a Prostitution task Force focussed far more behind closed doors - not sure where it best sits. Public protection, modern slavery, or a hybrid of two. The Force undertake operations but are considering where it best sits.</p>	
	<p><b><u>County Lines</u></b></p> <p><u>OPCC Question:</u>  It is positive to see plans for closer working with the VRU to enhance our prevention offer in respect of county lines. To what extent are those identified as being involved in county lines activity already known to key service providers at present? At what stage are we typically identifying and working with those at risk?</p> <p><u>Force Answer:</u>  The County Lines team link in with SOC task Force, so there are many crossovers. We work frequently with them and refer relevant people to partnership approach. With county lines it is a hard area to get to the bottom of. We export some county lines and import. Prevention - diversion - caring. We will treat people as victims before the assumption of criminality. Good successes but quite shocking how far people will go, even children. It is one of the top priorities. Intelligence is shared.</p> <p>In trying to identify the subjects of county lines issues – we look at are they being exploited etc. in terms of common features, we can use for intervention work for children... SERAC looks at common traits to those</p>	

	<p>vulnerable to being exploited. The Trident algorithm was the Mets previous algorithm but was deemed to be unlawful.</p> <p><u>OPCC Question:</u> To what extent is court capacity still impacting upon the efficiency and effectiveness of multi-handler cases as described in the paper? Is this principally due to the backlog or ongoing covid restrictions? Is the situation improving?</p> <p><u>Force Answer:</u> Impact of lack of court capacity – anything slightly complex is taking around 18 months. It does impact on the victim, and staff. Not just around county lines but all serious crime cases. Stats wise it is getting better, but still a significant delay. Not seen any stats regarding the impact of industrial action by staff.</p>	
7	<p><b>Quarterly HR Update (PUP, establishment flux, issues of significance)</b></p> <p><u>OPCC Question:</u> Decision Record needed for the 19 additional officers. Only had the DR for 31 officers so far, when is this expected?</p> <p><u>Force Answer:</u> <b>ACTION 27/22: SC to investigate this in terms of the DR for additional 19 officers.</b></p> <p><u>OPCC Question:</u> Mostly concentrates on Police Officers, no update on Police Staff recruitment (only reference is to apprentices) especially given the significant forecast underspend on staff, what are the issues? Also interested in PCSOs.</p> <p><u>Force Answer:</u> <b>ACTION 28/22: Force to respond</b></p> <p><u>OPCC Question:</u> What are the iTrent modules in Ph 2</p> <p><u>Force Answer:</u> MFSS Regain should close at the end of October. All legacy systems will be turned off by 4<sup>th</sup> October. HR are already using iTrent which will be the sole system. Currently the skills matrix is being added.</p> <p>ACC Steve Cooper owns the review of the system and looking at its effectiveness. It has been tested thoroughly and although some issues have been encountered, they are not down to the Force but are an issue with the provider. A back up plan is available should there be any issues whilst it is being tested.</p>	<p>DCC Cooper</p> <p>DCC Cooper</p>
8	<b>Public Confidence Deep Dive</b>	

	<p>DH presented the slides on public confidence to the meeting.</p> <p>CH mentioned that the Neighbourhood Inspectors are key to taking forward the public confidence work and she would be interested in attending.</p> <p><b>ACTION 29/22: DH to keep CH aware of any work with the Neighbourhood Inspectors on this subject</b></p>	Daniel Howitt
9	<p><b>Delivery Plan Dashboard</b></p> <p>This was circulated to all attendees.</p>	
10	<p><b>Key Business Decisions</b></p> <p>These were presented, and all have been signed except for 2022.071 which has an outstanding query.</p> <p><b>ACTION : Sandra to circulate Forward Plan to SCa and GH</b></p>	Sandra (complete)
11	<p><b>AOB</b></p> <p>GH thanked MK for the finance structure provided. Positive to see the structure for the finance team post MFSS &amp; MINT. However, it is a high-risk area given 50% of the posts are vacant, just recruited into, or have a temp in post.</p> <p>When will Head of Commercial JD be evaluated? Can this be expedited? (By Dec 2022 we will have had temp SOs in place for a year, despite giving notice to the provider in July 2021. Dependent of two members of staff and some support from BLC, high risk point of failure).</p> <p>MK has requested to the Head of HR that the Head of Commercial role be expedited and has a meeting on Wednesday 14<sup>th</sup> September to discuss.</p> <p>Trainee accountant roles have been advertised with 49 applicants.</p> <p>The team are receiving some support from Blue Light Commercial regarding procurement work and an arrangement has been made with them to extend the contract for a further 6 months.</p> <p>MK explained that the shortage of resource is affecting work on the statement of accounts and treasury strategy work along with some financial reporting and they are significantly behind with government returns. However, all of this is being managed.</p> <p>MK confirmed that any risk has been highlighted onto the Corporate Risk Register</p> <p>There is an added issue with resource having to train up new staff which is again adding to the backlog.</p>	

	<b>ACTION 31/22: MK to keep GH informed of any issues that affect payroll and in the loop in terms of the finance structure progress/developments.</b>	MK
	<b>ACTION 32/22: CH requested an update from MK on police staff within the next HR update.</b>	MK