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C3: Exposing Hidden Harm, Safeguarding Vulnerable People

TITLE - IICSA

The IICSA action plan has been fully reviewed and all actions from it completed and now imbedded in force.

Findings and Actions:

1.1 - Nottinghamshire Police has shown a lack of urgency and failed to address weaknesses and recommendations made in recent inspections.

Page 141 (para 38)

To provide oversight and improve internal governance of adult safeguarding, all matters relating to vulnerability are discussed at a quarterly panel. The Strategic Vulnerability Scrutiny Panel sits quarterly and is chaired by T/ACC Griffin. This panel is attended by senior leaders of a range of departments from across the force including Public Protection, Missing Persons, Mental Health and Local Policing to ensure representation from all areas of policing.

The panel discusses a range of vulnerability related topics and provides the OPCC with oversight in relation to force performance relating to modern slavery, missing from home, domestic abuse, sexual violence and mental health amongst other subjects.

To further address areas for improvement in managing vulnerability as a whole the force are aligning with the National Vulnerability Action Plan (NVAP) to oversee a full organisational approach to safeguarding and vulnerability. A force wide Vulnerability Action Plan is being implemented with identified NVAP actions issues being mapped across the force and managed by the centralised plan. Each department has a responsibility to review their area of work and update steps they are taking to address areas of weakness relating to vulnerability. This mapping has been supported by VKPP with Nottinghamshire Police been the first force to full integrate its management of vulnerability to the NVAP actions.

2.1 - Ultimately an issue for Chief Constable who is responsible for controlling and directing the force, but also one for the Police and Crime Commissioner whose key role is to hold the Chief Constable to account.

Page 24 (para 30.3)

The new HMICFRS portal is now accessible by the NOPCC lead and has been reviewed to identify if there are any recommendations still open. As of 30.9.20, all of the recommendations cited by IICSA were closed by HMICFRS.

To ensure continual dip testing will be completed on force actions and recommendations where performance continues to give rise to concerns. A monthly audit schedule is in place within the Public Protection Unit, which includes child abuse and sexual offences (including child rape) and domestic abuse. A panel named the Improving Investigations Group has been formed in force and is attended by senior representatives from across the force and aims to improve investigative standards. This group raise investigative standards through a number of channels including raising staff's awareness of key issues, identifying and tackling

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reoccurring trends/themes that are hampering investigations as well as a range of audits and reviews across all crime types.

*3.1 - Not undertaken an audit of CSA cases to improve standards
Page 24 (para 30.3)*

Following the IICSA findings Nottinghamshire Police conducted a large audit of Public Protection investigations during the Spring/Summer of 2020. This is both quantitative demand analysis and qualitative scrutiny. It concentrated on adult rape, child rape and domestic abuse with the report shared with the OPCC for oversight and scrutiny.

To ensure that CSA cases are continued to be managed effectively a robust audit schedule is now in place within the PP unit to ensure standards are maintained. These audits include an internal dip test of 25 investigations over the year through two audits 6 months apart, and a in-depth audit of 50 investigations as part of the Investigation Improvement Group Crime audits once per year. Findings from the dip test audit are shared to the SLT within the Public Protection department and to other areas as required. The IIG crime audit results are shared within the Public Protection department and also wider via the force wide IIG panel for consideration and any learning or recommendations actioned.

*4.1 - Senior officers in Nottinghamshire Police should have ensured that the investigation was prioritised and adequately resourced
Page 29 (para 44).*

As agreed by the PCC in consultation with the Chief Constable in the 20/21 mainstream funding of 'Operation Equinox', the non-recent child abuse investigation team was provided. Operation Equinox team is still operational within the PP department and forms part of a department that investigates complex investigations linked to abuse, neglect or serious criminality.

To manage the daily demand of incidents reported to Nottinghamshire Police there are also 4x Child Abuse Investigation Teams (CAIU) and 2x Sexual Exploitation Investigation Unit (SEIU) teams operational within Public Protection. These teams are supported by a POLIT team that manage online offences. The teams are overseen by two Detective Inspectors who both manage the demands of the department and also act as Senior Investigating Officers where required in complex investigations.

Overall Staffing is still a concern given the demand profile. Staffing levels have improved from 2020 with new warranted officers plus police staff. The staff have become increasingly more experienced and qualified through the NIE process. Nationally there is a shortage of PIP2 investigators however Nottinghamshire Police have tried to utilise a range of recruitment methods to meet this risk. To increase the number of PIP2 investigators in force we have launched a "Fast Track to Detective Scheme" which allows PIP1 civilian roles to apply to become a Detective Constable and complete a tailored course leading to direct entry into a PIP2 role. To support this further the force has also recruited a number of Graduate Investigators who are deployed into CID and PP on a rotational basis (6 months in each) to develop their investigative knowledge and complete a PIP1 portfolio, following this they are eligible to apply for the Fast Track to Detective Scheme.

Tactical Workforce Planning (TWP) continues to manage the release of uplift officers to specialised departments, including Public Protection.

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A review has recently been instigated in relation to the SEIU department to identify any gaps since it was first set up to the National picture and alliance to Child sexual exploitation and child criminal exploitation. This is due to be presented to the Chief Officer Team November 2022.

Whilst the ICSA recommendations have been closed – a review has been conducted into the previous actions and any identified and deemed as further development have been cross referenced and moved to the departments 4P Plan.

Independent IICSA will naturally conclude following publication of the final report later this year, and the conclusion of the statutory period which follows it.

We continue to work with Operation Hydrant (Hydrant programme) where the Head of Public Protection attends monthly regional meetings with the Hydrant programme lead.

Current data received from the Hydrant programme shows that Nationally 12,698 victims / survivors were reported to Operation Hydrant (all of Nottinghamshire's victims / survivor were reported to Op Hydrant) and of these 437 were from Nottinghamshire. This equates to 3.4% of the National figure.

In relation to suspects - 9,359 suspects reported to Operation Hydrant nationally; 459 suspects are linked to Nottinghamshire Police; Nottinghamshire Police account for 4.9% of the total national suspects.

There have been a total of 22 convicted offenders in Nottinghamshire Police. As a result of this there have been 164 convictions relating to 57 victims/survivors. • The offender who received the highest sentence, of 312 months, was convicted of 27 offences relating to 5 Hydrant criteria victims/survivors. The offender was a Houseparent at Skegby Hall Approved School.

Hydrant Programme remit (from August 2022) This wider offer encompasses child abuse and exploitation, not just non-recent child sexual abuse as per the previous Operation Hydrant criteria. These functions are captured within a revised set of strategic objectives for the Hydrant Programme. Some functions have been withdrawn including the maintenance of a HOLMES database for the purposes of operational coordination and deconfliction and its supporting functions.

Old Criteria under Operation Hydrant - The national coordination hub for UK police investigations into allegations of non-recent child sexual abuse involving institutions, organisations or persons of public prominence.

New Criteria under Hydrant Programme - National Support to Child Protection and Abuse Investigations.