



**OFFICIAL - SENSITIVE**

**FINAL VERSION**

**MINUTES OF THE NOTTINGHAMSHIRE OPCC ACCOUNTABILITY BOARD**

**Meeting: Tuesday 15<sup>th</sup> August 2023**

**2.00 pm – PCC Office**

**1. Attendees:**

<b>OPCC</b>		
Caroline Henry	Notts Police & Crime Commissioner	CH
Gillian Holder	Chief Finance Officer	GH
Nicola Wade	Head of Commissioning & Partnerships (Prevention Hub only)	NW
George Bascom	Policy & Scrutiny Manager (for Dan Howitt)	GB
Sandra Coleman	EA to PCC/CEO	Sandra
<b>Force</b>		
Kate Meynell	Chief Constable	Chief
Mark Kimberley	Chief Finance Officer	MK
Heather Maelor	Superintendent (Prevention Hub)	HM
<b>Apologies:</b>		
Sharon Caddell	Chief Executive & Monitoring Officer	
Steve Cooper	Deputy Chief Constable	
Dan Howitt	Head of Strategy & Performance	

**2. Minutes of the Previous Meeting (15 August 2023)**

The Minutes were agreed as an accurate record of the meeting.

**3. Action Log and Matters Arising (Action log updated to reflect this meeting).**

The action log has been updated to include the actions arising from this meeting.

**Each paper presented was discussed with the key points arising highlighted below; and the Force were thanked for the excellent quality of each paper presented.**

**Agenda:**

No	ITEM		
1	Welcome and Apologies	Verbal/Paper	Chair
	Superintendent Heather Maelor will join to present: Prevention Hub	Paper/Verbal	Superintendent Heather Maelor
2	Minutes of previous meeting held on 11 <sup>th</sup> July 2023		Chair
3	Action log and matters arising		Chair
4	Quarterly People Services Update	Paper	Chief
5	AOB: Discussion on June Q&A responses	Verbal	All



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**Prevention Hub**

Superintendent Heather Maelor attended the meeting to update the Accountability Board Members on the Prevention Hub.

- It is a follow on from the Neighbourhood Hub which was established in 2002 in Mansfield to look at problem solving.
- A Business Case was put forward to FEB to focus on preventative activity taking account of the existing teams.
- It has governance responsibility across all aspects of the Hub with specialist practitioners to support.
- Departments under the Hub include crime prevention, business crime, rural and wildlife crime, ASB, analyst researchers and will offer training in expert skills.
- It will also house the alcohol licensing team for city and county with a key link into local policing.
- It will include the engagement team (was the citizens in policing), mini police, schools' officers, community cohesion officers.
- It will give improved leadership and governance and create capacity.
- It will also include the special constables headed by Mark Dixon.
- The Youth Justice team, substance misuse, diversionary activities, safeguarding will gradually move into the Prevention Hub.
- The Integrated Offender Management Team moved on 1<sup>st</sup> August and the last team will be the Safeguarding team moving in October.
- It will include domestic violence protection notices, civil orders, stalking orders, repeat victim and perpetrator domestic abuse low and medium risk, domestic abuse support unit risk assessors, and multi-agency risk assessment conference will all form part of the Safeguarding Team.
- Suicide prevention, off street sex working, What Works Board, training programmes, ridealongs, control room and VAWG Walk and Talk are also covered.
- DASU and MARAC are staying at Oxclose Lane as they sit with Public Protection. Recruiting for DI with safeguarding background.
- Prevention Officers for cyber and fraud will also sit under the Prevention Hub whilst being supported with evidence-based policing.
- The public should see that Nottinghamshire Police are delivering rather than the Prevention Hub as a separate entity.
- The Force will share more about the initiatives when the Hub is up and running.
- It was originally called the Prevention and Engagement Hub; it will have a specially recruited comms team with the Prevention Hub to support their work and four posts are being advertised as a dedicated resource to the Hub.

**Action 47/23: The Commissioner asked that the **Force** link in with the PCC's Comms and Engagement Team.**



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The Commissioner asked about the VAWG Walk and Talk – this is a women and girls engagement network and is seen as good practise. The principal is that local policing teams identify women's groups in the areas and contact individuals in the group to check if they are happy to liaise with the local beat manager to build relationships between the groups and local police. They meet once every 3 months, then do a walk and talk with the beat manager in a local area deemed as potentially unsafe. The area is investigated, and they look at what improvements can be made. It is co-ordinated by the Engagement Team and feedback is recorded.

**Action 45/23: Chief to request that the Commissioner attend a Walk and Talk meeting if appropriate.**

Questions from Nicola Wade (Head of Commissioning and Partnerships) :

- Page 3 of the report mentions “restorative practise” within the prevention hub, what is it?
  - This does not sit within the Hub at moment; it is progressing separately
- Survey around evidence base – what were results?
  - The survey ongoing at moment. From an initial assessment it is well known within the NI policing teams but other teams may not be as familiar with it.
- Stalking and DASU – move out of Public Protection.
  - It has not moved across yet. Need to be careful about the move due to specialisms. There will be benefits for both departments once under the Prevention Hub e.g., to understand preventative direction under leadership and a closer linked with neighbourhoods for lower risk ones.
- Which functions are coming across to the old uniform stores.
  - Interventions and orders team
- Substance misuse – Clare Rukas and James Wooley recently attended a seminar about improving the route from police contact into treatment services. There seem to be a number of missed opportunities as the focus was still on custody. It would be beneficial to think about ways in which to get them into the treatment services already commissioned via other routes. Looked at barriers of which there are many.
  - On the to do list further down line. Thames Valley have an App which highlights all the different referral routes which might be explored but the key is neighbourhood policing.
  - NW said it would be good to work together to look at barriers.

**Action 46/23: Nicola Wade to meet with Heather Maelor to discuss barriers and missed opportunities to access treatment services.**



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Question from Gillian Holder (Chief Finance Officer):

- Page 3 of the report mentions the potential expected savings, was a baseline being captured now:
  - Some baselines are available already from data sets already established and outputs are being measured. (Although it was explained that Merseyside are three years along and have not realised any benefits yet).

Question from George Bascom (Policy & Scrutiny Manager)

- Has here been any consideration for hate crime within the Prevention Hub
  - There have been conversations around what could be included. However, hate crime sits within the Vulnerability Hub. Meetings had been held with James Walker in terms of where it is best placed, and it is currently being explored as possibly being part of phase 2.

#### **4. Quarterly People Services Update**

A query was raised as to what “Police Now” was, referred to in the chart on page 2. It is another scheme for entering into Policing.

IPLDP is an old entry route (extended now until March 2024) but will be replaced by Pathway 4.

2022/23 Attrition: Officers 7.43%, PCSO 9.4%, Staff 15.6% The Chief explained they were carrying out Stay and Exit interviews to understand more about attrition and establish if there are any emerging themes. Exit interviews could be carried out cross organisationally or via support networks for underrepresented groups.

**Action 47/23: Chief to keep the Commissioner in the loop in terms of any emerging themes arising from exit interviews**

The Commissioner mentioned the Military Pathway event and the Chief confirmed that this is planned, and the Commissioner has been invited (8<sup>th</sup> December 2023).

GB said he was interested in seeing black and minority ethnic attrition rates and the raw figures on the percentages. In terms of the Fast Track to DC, there is only a 1% attrition, but how many are entering that route?

**Action 48/23: Chief to provide some data around the percentage attrition rates, and the fast track to DC scheme.**



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The PCC CFO asked for clarity on the statement about recruiting fifty officers above target, as the budget and financial reports are based on having an additional thirty in the current year. The Chief confirmed that was scene setting information from 2022/23.

The Chief was asked that with a high percentage of experienced officers due to retire over the next 5 years, how do Notts police continue mentorship.

The Chief is looking into supervisory levels and about how to spread expertise around the organisation but recognises the need to retain experience. The Force are also looking at, for example, how to get the Custody Sergeants more involved in response – using the expertise that already exists to further provide support.

**5. AOB: Discussion on June Q&A Responses**

**June Papers**

The Force were thanked for the papers produced for the June 2023 Accountability Board which was cancelled and the Q&As.

**Right Care Right Person:**

Since the June paper, Right Care Right Person has been launched nationally in terms of the principles of the scheme. The Chief is looking at this; The Force already do it within the Vulnerability Hub (although it is not called Right Care Right Person), and this has been raised at the Crisis Care Concordat meeting via James Walker.

**999 call demand:**

999 call demand is still rising. Calls are being categorised appropriately, so it is only related to high demand for the size of the organisation as opposed to any wrongly categorised calls.

The Commissioner asked what proportion of 999 calls could be inappropriately categorised, and the Chief said she would look at this.

**Action 49/23: Chief to look into what proportion of 999 calls may have been inappropriately categorised.**

**Further information from the Chief is that work is ongoing on this to understand the high demand. Some are due to pocket dialling but percentage is unknown.**

**Police Race Action Plan:**

Good update on police race action plan and work done on the back of Op Hendrix particularly on strategic black community groups with Karl Thomas.



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**AOB**

HMICFRs are in Force. Steve Dix would like to meet with Commissioner, and this has been arranged.

AFIs – all AFIs are progressing, and some are ready to be signed off. PCC CFO noted that JIAC review the progress at every meeting.

Mark Kimberley:

Home Office correspondence - Maintenance of officer numbers & potential further over recruitment

This was discussed in FEB in relation to thirty extra officers which the Force would like to retain beyond September as the short-term financial position is now better, and the attrition rate is higher.

In light of letter, the suggestion is that the Force retain the extra thirty officers until the end of the financial year. The Force would also like to recruit twenty further officers subject to being HO funded. The Commissioner and CFO were happy to support and requested a DR prior to the response to the HO.

**Action 50/23: MK to provide a DR to cover retaining the thirty officers and recruitment of an additional twenty with the support of HO funding. DR to be shared prior to response being sent to HO.**

New Proud to Serve Pledge

The Commissioner is delighted with the Chief's new pledge. The Chief is ensuring that the deliverables under each statement are understood fully by the Force. The Commissioner asked that she be included if any external launch with MP's, Councillors etc.

**Action 51/23: Chief to include the Commissioner if there is to be an external launch of the Proud to Serve Pledge particularly if it includes MPs and Councillors**

George Bascom

GB is arranging a meeting with the ISCP and asked who heads up the implementation group – DCC Cooper.

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**Next Meeting: Tuesday 12<sup>th</sup> September at 2.00 pm - OPCC meeting room.**