

**MINUTES OF THE NOTTINGHAMSHIRE OPCC ACCOUNTABILITY BOARD
January Meeting: Tuesday 10th January 2023
2pm-4pm – PCC Office**

1. Attendees:

OPCC		
Caroline Henry	Notts Police & Crime Commissioner	CH
Sharon Caddell	Chief Executive & Monitoring Officer	S.Ca
Gillian Holder	Chief Finance Officer	GH
Daniel Howitt	Head of Strategy & Performance	DH
Mark Kimberley	Chief Finance Officer	MK
Suzanna Daykin Farr	Minutes	SDF
Force		
Kate Meynell	Chief Constable	KM
Apologies:		
None		

2. Minutes of the Previous Meeting (6th December 2022)

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

3. Action Log and Matters Arising (Action log updated to reflect this meeting).
The log is attached to the minutes and can also be accessed via the link below.

<F:\WORK MEETINGS\Accountability Board\Accountability Meeting Action Log.xlsx>

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.

4.0 Thematic Reports:

B1: Visible and responsive Neighbourhood Policing

The Chief said that she recognised there was a need to build a more comprehensive and engaging element to the paper presented at the meeting.

GH asked if there would be any changes to the budget and the force said they want to align current capability under one umbrella.

CH asked how we know about sectors that were not being reached. The force is reaching out extensively around social media and the section on engagement in the hub needs to be consistent. There needs to be improvement, and this is being looked at. KM stated that the Force needs to become more holistic in its approach and have better problem-solving capabilities.

Action 01/23: Force to provide a summary of the issues picked up; The Chief agreed to share the report with statutory officers ONLY (to be marked Official Sensitive and locked down).



MINUTES OF THE NOTTINGHAMSHIRE OPCC ACCOUNTABILITY BOARD

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DH asked about the recommendation from the latest Peel report suggesting that Neighbourhood Teams are sometimes missing opportunities to involve other organisations and letting communities engage fully. The Force are looking at this as part of their Neighbourhood Policing approach and the wider model.

MK confirmed that budget support from last year will continue for Neighbourhood Policing.

S.Ca asked for figures to support the 'where we were and where we are now', MK responded by suggesting that we recognise the gains that have been made and retained. The Chief acknowledged the increase in Officers and the need to maximise this uplift as new officers wait to land in their areas and make a difference.

Action 02/23: Force/OPCC - S.Ca highlighted the Derbyshire engagement charter and is keen to replicate this as good practice. Action: asks the Force to work with the OPCCN to deliver the charter.

B2: Policing the Digital Beat

There was a discussion about the Force investing in a Digital Investigator role. KM stated that this would be a resource to access by investigators.

Action 03/23: : MK to provide an update on POCA.

4.1: Tackling Online Harm & 4.2: Cyber & Fraud

CH asked how Notts Police are responding to the changing cyber landscape, KM responded by saying that workstreams and initiatives are on-going and that the Force are linking in with EMSOU to share learning.

DH referenced data from the National Fraud Bureau and the high number of cases with outstanding outcomes. It was questioned how longer-term investigations are being managed.

Action 04/23: Force - to prepare an informed response to National Fraud Bureau outcomes

Action 05/23: OPCC – In future Chiefs questions to be supplied ahead of the Accountability meeting.

4.3: ANPR

CH commented on the awareness of a gap in ANPR on the Notts/Derbys border. The force said that discussions had been held with Derbys to look at where to strategically



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January Meeting: Tuesday 10th January 2023

2pm-4pm – PCC Office

place cameras and there was an agreement in principle to work together to enhance ANPR functionality.

5.0 Quarterly HR Update

KM identified that Leavers are the biggest issue for Officer retention alongside Transferee's. KM recognised Claire Salter and staff for managing the schedule of the Officer programme so well. KM referenced the 'ghost cohort' (a planned in cohort) for 2024 to bolster flexibility and plan in training etc, enabling contingency. KM confirmed that the Force are working towards an Officer total of 2,378 by February 2024.

CH and S.Ca re-iterated the need for strong narrative around this for public reassurance.

CH asked about 'exit and stay' interviews. KM responded that there is not much information as to why people are leaving. The Force are piloting stay interviews and stated that these are beneficial for wellbeing with a main problem for leaving/staying identified as 'getting on with Line Manager'. External exit interviews are also being piloted – however, it was flagged that if these are being conducted by Line Managers, they might not be fit for purpose.

KM discussed Black Led Churches and utilising them as a conduit for our ethnic minority Officers – this is in the early stages. 'Retention is the new Recruitment'

DH discussed the population target of 11.2% and whether this should be updated in line with the Census data to 14.8% in the report. KM stated she is aware of this and will make sure that it is update for next time.

6.0 Hate Crime

CH commented that it is another great report. KM stated that good working relations are being developed.

CH asked how Hate Crime occurrences and incidents are differentiated and how officers are dealing with subjectivity in recording Hate Crime. KM mentioned the Miller ruling and how she is aware of changes to it. KM stated that Chief Inspector Walker is the Lead for Hate Crime and could provide clarity.

Action 06/23: Force to request input from Chief Inspector Walker in terms of the question of how hate crime occurrences / incidents are differentiated and how officers are dealing with subjectivity in recording hate crime.

DH discussed how the VAWG strategy had highlighted that misogyny hate crime elements had seen significant drops since 2019 and asked for the Chief's view. KM



MINUTES OF THE NOTTINGHAMSHIRE OPCC ACCOUNTABILITY BOARD

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responded that there aren't any plans to promote that but confirmed that reductions had been seen.

S.Ca referred to the new diversionary models and whether there is scope to embrace Outcome 22. KM said that this is possible, and work is being done around outcomes.

CH said that she was interested to see that the Hate Crime satisfaction feedback was good. However, the result for keeping people informed was poor. She queried what plans there are to tackle that. KM said that historically, Notts Police have had a wider issue with keeping people informed, however, expectations must be managed and alternative ways of keeping people informed will be reviewed. KM referenced Derbyshire Police piloting 'Track my Crime' – so that there could be a tech-based solution that would make keeping people informed less person dependent. S.Ca followed up with a question about whether there is scope in probationary training to remind and reiterate the importance of keeping victims informed. KM agreed with this and stated that it links in with the Forces commitment towards Pride, Integrity, and Compassion – and wants to get to a place where officers and staff do it because it is the right thing to do and move away from it being a tick box exercise.

7.0 Local Watch

CH asked if the new improved Neighbourhood Rural Alert Program has been signed up to.

Action 07/23: To be added to Action Log

CH asked how the rural plan is going, KM stated that some people still feel that there is a gap, but it is a step in the right direction, and we need to be clear what we could do and what we're able to do in that area.

9.0 Public Protection

S.Ca asked what mechanism there is for determining 'right to know' and 'right to ask'.

Action 08/23: OPCC to provide additional information on National Centre for Domestic Violence

KM stated that all staff on Sexual Violence units get regular support and have access to regular psychological support and assessments.

KM stipulated how the approach to children in crime has improved with the Child First initiative.

KM stated that Operation MakeSafe is to be re-launched in 2023 looking at CSE and the links to hotels. She stated how Power BI has helped identify hotspots. CH asked if

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MakeSafe was with our EMSOU partners – KM responded that her understanding is that it is locally delivered and can link in with regional intelligence.

S.Ca asked if companies like Booking.com and AirBnB were being looked at. KM responded by saying that she would make sure that they are.

10. Forward Decisions Report

The report had not been ready to be submitted this month due to Christmas. Hopefully, moving forward, this will be received in advance. CH stated that Item 11 was no longer needed and would be removed (Sandra to link in with Amanda Froggatt)

AOB – None noted