



FINAL VERSION
MINUTES OF THE NOTTINGHAMSHIRE OPCC ACCOUNTABILITY BOARD
November Meeting: Tuesday 6th December 2022
9.30 am – 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
Sandra Coleman	Minutes	Sandra
Force		
Steve Cooper	Acting Chief Constable	SC
Mark Kimberley	Chief Finance Officer	MK
Apologies:		
None		

2. Minutes of the Previous Meeting (19 October 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 2022.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 Finance

4.1 Revenue Outturn Report 2022/23 as at the end of September

Regarding the pay award fund, MK advised that last year there was no expenditure against it. The performance award grant was used to fund the differential between the pay award and extra government funding. He confirmed that the ***DR had just been sent to GH for approval.**

In terms of the Change in National Insurance Rates the indication is that there is a new year saving of £800k, but forecasting overspend of £0.5m. Any savings may be put into Futures Board. An overspend will be shown until October but then come back down as there is more certainty around the budget.

Same position with vacancy reserves, much higher than budgeted for at 9%. MK has taken the budget report to the Force Executive Board (FEB). This was based on what the expected settlement will be and precept medium-term position of £10 which would result in a deficit of £1.8m for next year. Last year, the scale of pay



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award and unfunded element meant the gap last year was around £12-16m. However, it's now closer to £50m which is back ended. ***MK has sent Gillian more information around numbers.** The biggest driver is the unfunded pay award element. There are options for alternative budget provisions to square the gap.

Action 50/22: (GH) to review the DR shared by MK regarding performance award

Action 51/22: (GH) to review the budget figures shared by MK

4.2 Capital Outturn Report 2022/23 (as at end of September) (Update by MK)

Most projects on target. There are some improvement works scheduled in final quarter of year. Vehicle slippage will be excess of £1m.

One exception to projects on target where a DR has been approved is the stores element, as conversion will cost more. DR will be reflected in quarter 3 reporting.

S.Ca asked if there is a dedicated project manager to oversee new builds, and associated budget. Paul Winters is the current PM for new build projects. Day to day the PM is Tim Windells. A Project Board has been set up to deal with day-to-day operations within building. There is a joint board between fire and police.

The PM for SARC/Oxclose Lane would be David Heason.

It was noted that there is a saving on the MFSS contract.

A meeting has been convened next week to look at alternative budget scenarios.

Pay award impact is cumulative over 4/5 years and impact will be back ended.

All programmes are categorised into 1,2,3,4 – where category 1 and 2 programmes must be carried forward and 3 are recommended, category 4 are “nice to have” for example solar energy in the car park.

(Minutes to note that GH left meeting at 10:05 due to prior commitment).

There is a 9% vacancy rate on staffing, where it is having an impact on level of service. However, this is reducing as the advertising process has now been modernised and the Force is either advertising or recruiting for the vacancies.

Action 52/22: (MK) The Commissioner would like a monthly update on this issue and the associated risks.

5.0 Corporate Performance Summary

5.1 The national review on vetting / counter corruption has now been completed. The report on vetting was published two weeks ago, and media activity (BBC, Evening



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Post, Social Media) related to that was put in place in terms of the Nottinghamshire Force being assessed as Good.

The first pilot event on Male Allies is to be arranged in the next couple of weeks.

Action 53/22: (Acting Chief) To send dates to Commissioner in terms of the pilot event.

In terms of the sickness stats, lots of work has been done on wellbeing/counselling and different approaches to drive down the figures related to these issues.

- 5.2 In terms of recruitment attrition, the exit interviews are not highlighting any disproportionality in recruitment attrition. All leavers have been interviewed, and no significant trends are being highlighted. Overall attrition for new recruits is higher than for the rest of the organisation but no disproportionality has been seen although there may be some spikes in coming months due to dismissals. It has been noticed that attrition is lower if recruits join through PCDA. However, if they join through LDIP there have been some leavers within the first week, stating the reasons are that they did not realise they had to work weekends/nights.

The Force have also decided to do “Stay Interviews” in terms of asking questions along the lines of ..” what keeps you here?”. They are also reviewing the recruitment adverts and highlighting benefits such as the gym, and the sports and social club.

In terms of black and ethnic minority groups, the Force had recruited 31 staff but have also lost 31 so need to improve in that area, however, it should be noted that some are lost through natural processes such as retirement/promotions.

CH mentioned that she had recently attending the APCC/NPCC Diversity event with Jeanette McCormick who has offered to come to JHQ to share national stats. S.Ca mentioned that Jeanette’s statistics had shown a reduced ratio of Sergeants to Constables, and this would affect the supervision/management/coaching of officers. The Force have a Sergeant development programme in place and a lot of work is being done around supervision and wellbeing, and generally looking at the supervision ratio. The ADA proposal was to increase by 10 sergeants as a temporary measure until full workforce profiling could be done, however this would take officers off streets.

Crest/Process Evolution software (consultancy) are doing some work on this subject and have supported with training people in house to use the software.

Action 54/22: (Acting Chief) To share data from Crest – March 2023

- 5.3 In terms of the donations to children’s hospitals/wards, this relates to sealed games and toys, and charging cables for games.
- 5.4 Estates Strategy Update
- 5.4.1 SARC remained unopened (at the date of the Accountability Meeting)



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Action 55/22: (Acting Chief) To request a Lessons Learned report – this recommendation was supported by the Force and OPCC

At the time of the meeting, the possible opening date was 19th December 2023.

Nicola Wade is to take forward and involve Mountain Healthcare and NHS England.

Action 56/22: (Acting Chief) PCC requested a breakdown of costs on what is required to enable the new SARC to be opened for survivors.

5.4.2 Acquisition of vehicles – The number of Volvos and Toyotas with “green” credentials are increasing and the Force remain conscious of purchasing the right types of vehicles.

6.0 Prevent: Making our Streets, Villages, Towns & City Safer

6.1 Safer Streets

Amardeep Sandhu (Collar PCS08190) should be commended as he has been nominated for a national award for his safer streets work.

The Force confirmed that they had no concerns about meeting the match funding agreed patrolling hours which can be met through potential overtime costs.

The Force also confirmed they are not looking to pull back any PCSOs in burglary reduction roles. In fact, they are enhancing their neighbourhood hub and looking to widen out training skills to other areas. Another cohort of PCSOs is due to start in the next couple of months.

6.2 Burglary

PCC commended the Force on the burglary performance and ambition to attend all burglaries, and it was confirmed that the Force attend every dwelling house/linked garage. Under crime classifications, the term “residential” affects a shed at the bottom of a garden and that would be Thrive assessed.

In terms of the “golden hour” – 9/10 burglaries are visited within the golden hour. The golden hour is around forensic opportunities. In terms of monitoring satisfaction amongst victims, Nottinghamshire do not monitor but they confirmed that not many other forces do this, and it would pose a significant cost. However, HMICFRS may commission someone to look at this piece of work in the longer term.

6.3 Outcomes

There is a strong and improving performance on overall detection rates. Notts traditional culture is of being a high charging force. The focus has always been on



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detections/outcomes/serious crimes which affect people, so it is the cultural norm. Other forces look at solvability factors early in the process.

The Notts force ensure that CCTV is reviewed and use technology quite well. More telecoms data is looked at quickly – so lots of over and above work. Moreover, there is continual engagement of CPS and action plans, this all leads to double the detection rate. Alongside this, there is also good supervision/leadership from sergeants and inspectors, use of alternative methods and good kit.

The shoplifting detection rate is down; potentially due to shops losing security services at height of covid, alongside shoplifters wearing face coverings so CCTV is hard to review. However, shops are now starting to revisit their intervention policies and able to hand over suspected shoplifters to the Police.

The force confirmed that they had been asked to facilitate potentially holding prisoners in the custody suites due to prison overcrowding. There are around 10/15 cells that could be used and would come with some funding. The funding agreement would come into force.

Action 57/22: (Acting Chief) To inform PCC if the Force are asked to put these arrangements into place and share any documents around funding.

In terms of domestic crime there has been a significant increase in the proportion of victims withdrawing support for an investigation which is partly around correctly classifying the code. The force now validates the codes. The Notts force is still the leading force in evidence-led prosecutions. Work around capturing victims of domestic abuse via video almost like body cam footage can be used instantaneously so hope to see evidence led prosecutions rise.

Action 58/22: (CH) PCC to bring DHR report to next accountability meeting (January 2023)

Arrest rates for domestic abuse have risen. There are recommendations for Public Protection Notice areas, and the “See It Stop It” campaign is part of the investigation process.

6.4 Tackling ASB

The Force is assured that partner agencies fully accept their primary responsibilities. With Single Online Home and Directing Pathways, every time they signpost someone they know to check the information is accurate, correct and fit for purpose i.e., links not found etc. It is their job to maintain, but we dip test. Single Online Home was originally designed to take some demand from police, but not really seeing it at the moment, however this does depend on hours and can be followed up by a call.

Community triggers are quite high in city north and low in south of county. Could be related to signposting. Control room are also briefed. Working with local authority partners.



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The Force are looking at how to engage with people who do not use Single Online Home.

7.0 Prevent: Steering Vulnerable Young People away from Crime

7.1 Youth Diversion

Engagement across the 109 schools is prioritised on a threat, harm, risk basis – needs assessment. The Force are looking to expand on the alternative provision offering.

7.2 CCE and County Lines

Involves better partnership intelligence than the Force have had before. Some support given is not statutory.

S.Ca raised the cost of living issues and concern that we are not doing enough work around financial resilience/cost of living to gain a better understanding of the deprivation across the county.

Action 59/22: (Acting Chief) To ascertain through analysts what information can be shared on this issue. To be brought forward to next Accountability meeting.

8.0 Hate Crime

8.1 The definition of hate crime is a traditional crime aggravated by hate with a public order element or violence against a person or other things.

An example of non-hate crime is where a bouncer at a club would not admit someone because of a protected characteristic e.g., they are gay/black/female etc so that person is being treated differently because of a protected characteristic.

In terms of Outcome 22 and whether there is scope to include it as a positive outcome, this may become a national indicator and work is ongoing nationally but the force capture at a local level

9.0 Local Watch

9.1 The Hub is looking at prevention, engagement, Neighbourhood Alert/Watch and how to engage these in other communities. Acting Chief is looking at how Watch and Alert can work / link together.,

9.2 In terms of measuring the effectiveness of Speed Watch, the Force are looking at whether it has changed anything; yes people slow down when they see a yellow jacket but more work to be done to record effectiveness.



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10. HMICFRS Inspection of Vetting Misconduct & Misogyny

Agenda item not discussed but report has been reviewed.

11. Key Business Decisions

Decisions log shared prior to meeting but not discussed.

12. AOB

12,1 Decision Records – these are still retrospective rather than forward looking.

Action 60/22: (MK) To request Corporate Development to prepare a forward plan of Decision Records and share with PCC. DCC Cooper to speak to Donna (?)

The next meeting is scheduled for 10th January 2023 at 2.00 – 4.00 in the PCC meeting room.