



**OFFICIAL - SENSITIVE**

**FINAL VERSION  
MINUTES OF THE NOTTINGHAMSHIRE OPCC ACCOUNTABILITY BOARD  
November Meeting: Tuesday 14<sup>th</sup> March 2023  
11.00 am – PCC Office**

**1. Attendees:**

<b>OPCC</b>		
Caroline Henry	Notts Police & Crime Commissioner (part of meeting)	CH
Sharon Caddell	Chief Executive & Monitoring Officer	S.Ca
Gillian Holder	Chief Finance Officer	GH
Daniel Howitt	Head of Strategy & Performance	DH
Sandra Coleman	EA to PCC/CEO	Sandra
<b>Force</b>		
Kate Meynell	Chief Constable	Chief
Steve Cooper	Deputy Chief Constable	SC
Mark Kimberley	Chief Finance Officer	MK
James Walker	Chief Inspector (agenda item 1 only)	JW
<b>Apologies:</b>		
None		

Chief Inspector James Walker presented the discussion on hate crime and shared [this presentation](#) following the meeting. Thanks were extended to CI Walker for attending and explaining the points on recording non hate crime incidents and he was invited back to a future meeting to update the Board.

**2. Minutes of the Previous Meeting ([14<sup>th</sup> February 2023](#))**

The minute were agreed with some minor changes.

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

The actions were updated at the meeting and the log is attached to the minutes and can also be accessed [here](#). MK had provided a [finance update paper](#) aligned to action 31/22, which is attached to the minutes.

**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 A3: Violence against women and girls**

**4.1 VAWG Governance**

The Force explained that, at the moment, Notts Police cannot form a comparison with others on their VAWG performance because there are no force comparisons available. They expect that when the strategic threat risk assessment is published at the end of April there may be something available at that point. They are also



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involved in a regional review. They have looked at the VAWG taskforce and have been identified as highest performing force.

**4.2 VAWG Delivery**

A letter from Safeguarding Minister Sarah Dines in February flagged a low SPO application rate per 100,000 people compared to other forces nationally - what is the force doing maximise use of SPOs where appropriate. The Chief advised they have a dedicated Sergeant and Safeguarding Officer to advise staff across the force on investigations and prevention applications. They include legal services in conversations to ensure the highest quality of applications and involve multi agencies if needed. They have a complete training programme on SPOs where the benefits of their use are highlighted. The APCC have asked that the force pilot early assessments of risk. This will help drive up quality of investigations. They have now 39 SPOs. The national average is 5.5% and the force had 9.7% for 2020/21 and 10.6% for 2021/22. The Chief provided the Board with a copy of the letter from Sarah Dines.

The force submitted HR data in terms of vetting to the centre in February and are waiting for it to go through PND. Data will be put through PND w/c 27 March and expect results following week. Four vetting assessors will review data and then the Force will act upon it. They have until September to complete the work.

The government have advised that all data should have washed through the system by 31 March but then the follow-on work needs to be done by September, and the force have 4 additional staff ready to look at this.

The force Sexism and Misogyny workshops start in April 2023. Bystander workshops have already been delivered and these follow the Call it Out Campaign launched on Monday. Staff and Officers are to challenge inappropriate behaviour. The workshops will be used to assess behaviour and link with PSD in terms of what reports come through them in the next 12 months and monitor if these reports translate into any incidents.

**Action 22/23: Chief to update the Board at a future meeting in terms of the impact of the Sexism and Misogyny workshops and any outcomes from PSD.**

S.Ca asked if any work had been done on surveying the staff/officers of their experiences which the Chief confirmed had been done early in the process the outcome of which had helped to shape the campaign.

The force is linking in with VRP for guidance on how to deliver trauma informed training. They have submitted readiness assessment for their bespoke needs. All public protection officers receive trauma informed training and is in their development



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portfolios. They focus a lot on childhood experience on how they react to trauma. They look at other forces and the Wave Trust to assess training practice.

(The Commissioner joined the meeting)

In terms of the Schools Early Intervention Officers (SEIOs) and other partnership working with schools the force, via a working group, look at the current offer and needs and how these are co-ordinated. This is constantly reviewed but does require more co-ordination.

The force measures the Have a Word campaign by public engagement on social media which is the comms team responsibility, and they have a bespoke comms strategy around this. They are hoping to maintain it in public eye and monitor activity as a result of it. The force has 3 Digi vans across the county reaching 67000 people in one day and are using funding from safer streets 4 for another initiative. There has been a positive response on social media, and the plan is to include stadiums such as Nottingham Panthers and football clubs, as well as across the Victoria Centre.

The force, with Amy English, are looking at the late-night levy and have struggled with securing buy in with some gyms. They have conducted a public survey online to understand concerns for women in gyms and are hoping to have Best Bar One accreditation for gyms to provide assurance of safe venue. The force is also providing bystander training to staff in gyms to identify concerns and looking at safer streets 4 and bid funding to check if there is anything extra to support it.

The Public Protection Notices and Risk Assessments have been amended to make sure they have captured the impact on children and that measures are put in place to support them. The MASH process is also being reviewed to see if still works and have age-appropriate information for children if they need to go to court so they understand the process. Age adapted material is accessed through force.

S,Ca enquired if this material had been through any subject matter expert organisations. The force is not sure, but it will have gone through NPCC first.

**Action 23/23: Chief to confirm the process by which the age adapted material for children affected by DA crimes has been approved.**

In terms of GPS tags for IOM (Integrated Offender Management) for domestic abuse perpetrators, these are mandatory but are used more broadly for serial offenders. Buddi GPS tags are voluntary and there is no criminal conviction for breach.

The force advised they have a significant number of tags and have submitted a bid to the Ministry of Justice for tabs DA perpetrators which will be voluntary (via DCI Gould).



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4.3 VAWG Governance Structure (Appendix A)

Appendix A is currently blank, but the Chief explained that People Services are currently working on the content to update it. Other policies will also be updated including maternity, harassment, and bullying to reflect both NPCC guidance and the Call It Out campaign. DCC Cooper explained that every policy is being amended to ensure it contains VAWG elements.

**5.0 A4: Improving Approach to Reducing Reoffending**

5.1 Diversion and Use of Conditional Cautions

The force was asked if they are on track to achieve a full transition from simple cautions to conditional cautions by the go live date, but currently it is too early to say. They are, however, in the transition phase and following the implementation of the new framework they will analyse the benefits of the new cautions.

There will be some additional demands on the force due to the conditional cautions, however these will be minimal compared to crime prevention, and will be a short-term impact and will be minimised by having a plan in place. The Chief is hoping it will enable officers to manage on their devices to keep workload down and have administration managed by separate resource.

In terms of the women-specific conditional cautions data suggests there are currently only 16 from city and 2 in county but the service will support 150 women per year. To promote awareness of this, the force has ensured that they are featured in the court disposal package, on the internet and have advocated their use.

**Action 24/23: Chief to provide an update on the take up of the referrals into the changing lives women-specific conditional cautions project.**

S.Ca. mentioned the Out of Court Disposal panel Chaired by the force and that there is a recommendation to have an independent Chair – the OPCC could offer to take over the chairing of this panel.

**Action 25/23: All - Further discussion to be held at next meeting around the role of Chair to the Out of Court Disposal Panel.**

5.2 Hotspot Patrols

S.Ca asked what happens when funding disappears and what plans have the force got in terms of trying to embed it. The force has tried to put things in place which



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have a legacy such as CCTV, ANPR target hardening to ensure a long-term sustainable impact but recognise that some of the interventions require funding particularly regarding targeted youth outreach work. They have tried to ensure that remaining funds are spread out, however work around sex workers remains vulnerable and they are reliant on safer streets 4 funding.

Funding bids are managed through a tasking process, and the force consider reducing risk of duplicating existing resources, so are properly co-ordinated using evidence base.

The force advised that there had been 30 recommendations from the Cambridge Centre for Evidence Based Policing from Operation Grip related to 12 targeting, 5 tasking, 7 testing, 2 technical, 4 training. Recommendations included briefing tools, data selection and supervisory contact. All recommendations have been reviewed and tracked and linked through to monthly force Grip meetings.

There is one outstanding recommendation which the Grip Home Office manager is aware of (no details were given as to the outstanding action) and is satisfied with the force's response. The Force are identified as strong performers and there is to be a visit by the Home Office in April to look at this.

**6.0 Thematic Reports: PREVENT**

**6.1 A4: Improving Approach to Reducing Reoffending**

Work has been done in certain areas e.g., Bestwood project, and the force did a specific operation around Halloween and Bonfire Night where they worked with partners to ensure no deliberate fires were set in gardens. This involved a full partnership plan and engagement with residents and the city council to remove waste which could be used to set fires along with increased police visibility. This resulted in no incidents on Bonfire Night for the first time in 5 years.

Target hardening activities resulted in 130 properties being risk assessed, ANPR and CCTV cameras and work with the fire service.

The force's Community street watch scheme involves residents looking at problem solving activity in area, working with Nottingham City Homes and helps to increase trust and confidence.



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**7.0 Quarterly HR Report**

In terms of the Military pathway, there are 10 people on the programme at RAF Cranwell at the moment and it has received positive feedback. They are in their 9<sup>th</sup> week of an initial 12-week programme. They will join the force in June on short police focussed programme and integrate into year 2 in September, so the course is accelerated in the first year. It has had positive reviews from the provider, MOD, and resettlement organisation for military personnel. The force met with Derby University to look at how it could be moved forward i.e., the force could deliver the first part on a national basis and then out to different forces.

Feedback from people attending courses is that if they live far away it causes difficulties. Derby could share income generation. They are also linking with FA on ex-professional footballers who we could potentially take.

The percentage of officers who are female stands at 35.1%, and work is continuing to increase this percentage. There is a disproportionate number of females and BAME workforce leaving the organisation and more needs to be done to understand this.

The force is looking at Stay Questionnaires, alongside why people are leaving the organisation. It is useful to have someone from outside of the organisation look at these; for example, if they are leaving because of their manager, they will be reluctant to say.

The force is still looking through the race action plan to understand issues raised.

**Action 26/23: Chief to request that further information is provided around the actions from the Race Action Plan in next Quarterly Update.**

It was explained that "Broadbean", mentioned in the iTrent section of the report, is part of the interface used to get advertise roles on iTrent. (Cost not known). It allows targeted advert into professional magazines and was a part of original business case as an exit from MFSS. Its effectiveness is being monitored.

**Action 27/23: Chief to request that information in terms of Broadbean's effectiveness is provided in the next HR Update.**

**8.0 Decisions of Significant Public Interest**

The force was thanked for the paper, but no questions were asked other than to request that all decisions should be included.



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## 9.0 Corporate Performance Summary

The report itself looked like the one received for the previous month, but the force confirmed the data is different.

It was discussed that the report itself loses its benefit if it is presented every month as it does not go to the FEB every month, and it was decided to alternate between Corporate Performance and Operational Performance reports (as with Chief Catch-Up meetings).

**Action 28/23: S.Ca to discuss with DCC Cooper at monthly meetings the benefit/frequency of presenting to the Board the Corporate Performance Summary**

More information is needed around Information Services, key pressures, and wins.

**Action 29/23: Chief to ensure that more information is shared regarding the key pressures and wins related to Information Services for the Force.**

The Commissioner mentioned an improving approach to reoffending and drug treatment and would like to discuss at Chief Catch Up along with test on arrest and use of Naloxone.

## 10. Delivery Plan Dashboard

The contents were discussed

## 11. AOB

None

The next meeting is scheduled for 18<sup>th</sup> April 2023 at 10.00 – 12.00 in the PCC meeting room.