

<b>Consideration</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Joint Audit and Scrutiny Panel</b>
<b>Date of Meeting:</b>	<b>15 November 2019</b>
<b>Report of:</b>	<b>Staffing Levels in Nottinghamshire Police Custody Suites</b>
<b>Report Author:</b>	<b>Kayt Radford</b>
<b>E-mail:</b>	<a href="mailto:kayt.radford@nottinghamshire.pnn.police.uk">kayt.radford@nottinghamshire.pnn.police.uk</a>
<b>Other Contacts:</b>	
<b>Agenda Item:</b>	<b>6</b>

\*If Non Public, please state under which category number from the guidance in the space provided.

## **Staffing Levels in Nottinghamshire Police Custody Suites**

### **1. Purpose of the Report**

- 1.1 To consider if the staffing levels in Nottinghamshire Police Custody suites meet minimum statutory Health & Safety requirements.

### **2. Recommendations**

- 2.1 To consider if further dip samples of data will be necessary.

### **3. Reasons for Recommendations**

- 3.1 To reassure staff and public that custody is operating safely at all times.

### **4. Summary of Key Points (this should include background information and options appraisal if applicable)**

- 4.1 See Appendix 1.

### **5. Financial Implications and Budget Provision**

- 5.1 None

### **6. Human Resources Implications**

- 6.1 None

### **7. Equality Implications**

- 7.1 See appendix 1.

### **8. Risk Management**

- 8.1 See appendix 1.

### **9. Policy Implications and links to the Police and Crime Plan Priorities**

- 9.1 See appendix 1.

## **10. Changes in Legislation or other Legal Considerations**

10.1 None

## **11. Details of outcome of consultation**

11.1 None

## **12. Appendices**

12.1 Appendix 1 – Staffing Levels in Nottinghamshire Police Custody - Aug 2019.

## Report to the Joint Audit and Scrutiny Panel

### Staffing Levels in Nottinghamshire Police Custody Suites

August 2019

#### Introduction

The Home Office has delegated the responsibility of managing Independent Custody Schemes (ICV) to Police and Crime Commissioner's across the country. ICV's are volunteers who are asked to make unannounced visits to police custody suites to provide reassurance to their respective communities, that their people are safely detained whilst in police custody. ICV's are asked to make reports about the following:

1. Conditions of the accommodation in police custody.
2. Detainee rights and entitlements.
3. Detainee welfare and dignity.

In May and June 2019, several reports were made during visits to police custody by ICV's regarding the levels of staffing in police custody.

#### Outline of Incident

Two separate reports were received from ICV's following visits to Bridewell custody on 20 May and 6 June 2019. A custody sergeant approached ICV's on each occasion to discuss their concerns with staffing levels. The sergeant explained that minimum staffing levels during some night shifts were not safe in the event of a fire or adverse incident. The officer stated that recently there had been a night shift with only one sergeant and 2 members of staff on shift to manage 37 detainees over 3 floors at Bridewell.

Minimum staffing levels are defined below for Nottinghamshire police custody:

#### Sqts

Suite	Day Shift	Night shift	Night Shift (Fri and Sat)
Bridewell	4	2	4
Mansfield	2	1	2

#### DO's Tuesday –Friday – DAY SHIFT

Suite	0700-0900	0900-1700	1700-1900
Bridewell	5	7	7
Mansfield	2	3	2

**DO's Saturday-Monday – DAY SHIFT**

Suite	0700-0900	0900-1700	1700-1900
Bridewell	5	8	7
Mansfield	2	3	2

**DO's Monday – Thursday – NIGHT SHIFT**

Suite	1900-0300	0300-0500	0500-0700
Bridewell	7	5	5
Mansfield	3	2	2

**DO's Friday – Sunday - NIGHT SHIFT**

Suite	1900-0300	0300-0500	0500-0700
Bridewell	8	6	5
Mansfield	3	3	2

**Recommendations**

Nottinghamshire Office of the Police and Crime Commissioner requested a dip sample of data from the Book On Book Off software for both custody suites between 1 January – 30 June 2019 (Q4 2018-19 and Q1 2019-20), 03.00 – 07.00 hrs. This report would enable the NOPCC to review the staffing levels to reassure the public that safe operating standards are being maintained.

**Findings**

The report from the Book On Book Off software highlighted one period of 2 hours at Mansfield custody suite, when the staffing levels for Detention Officers fell below the minimum. This was on 13 May between 0500 – 0700 hrs.

Nottinghamshire Police have investigated this occurrence in detail and have found that detainee numbers at Mansfield custody were low (less than 10 detainees in custody), and one of the Detention Officers had been granted short notice annual leave by the Inspector. The Duty Inspector decided there was no requirement to keep the evening duty Detention Officer for the remaining hours, or to request support from Bridewell custody suite because the demand was manageable. This decision has been reviewed and supported by the Chief Inspector.

**Responsibility**

The Assistant Chief Constable is responsible for custody in Nottinghamshire. Nottinghamshire Police are members of the EMCJS Strategic Custody Group along with Leicestershire, Northamptonshire and Lincolnshire.

The Chief Executive of Nottinghamshire Office of the Police and Crime Commissioner and oversees the governance of health and safety matters.

**Kayt Radford**  
Volunteer Manager, NOPCC