For Consideration	
Public/Non Public*	**Public**
Report to:	**Joint Audit and Scrutiny Panel**
Date of Meeting:	**15 November 2019**
Report of:	**Paddy Tipping Police and Crime Commissioner**
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Agenda Item:	**11**

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT TO AUGUST 2019

1. PURPOSE OF THE REPORT

1.1   This report was presented to the Police and Crime Panel on 23 September 2019 and is presented to the Joint Audit and Scrutiny Panel ("the panel") for information and to provide an update on progress in delivery against the Police and Crime Commissioner's (Commissioner) Police and Crime Plan (2018-21), in compliance with the Commissioner's statutory duties[a].

1.2   This report sets out performance over the 1st April 2019 to 31st July 2019 financial year, including any additional contextual information requested by the panel since June 2019.

2. RECOMMENDATIONS

2.1   The Panel is invited to note the contents of this update report, consider the issues highlighted and seek assurance from the Commissioner on any outstanding issues or concerns.

3. REASONS FOR RECOMMENDATIONS

3.1   The Police and Crime Panel has a statutory duty via the Police Reform and Social Responsibility Act 2011 to provide scrutiny of, and support to, a Commissioner in relation to the Police and crime plan and is empowered to maintain a regular check and balance on the performance of the PCC in that context (Section 14 of the Policing Protocol 2011).

3.2   The information provided as part of the Commissioner's update report is designed to assist the Police and Crime Panel in fulfilling these duties.

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[a]   *Section 13 of the Police Reform and Social Responsibility (PR&SR) Act 2011 requires the Commissioner to, subject to certain restrictions, provide the Panel with any information which they may reasonably require in order to carry out their functions, and any other information which the Commissioner considers appropriate*

4.	Summary of Key Points

POLICE AND CRIME PLAN (2018-21)

4.1 The Commissioner's Police and Crime Plan (2018-21) set 57 performance indicators and 12 sub-measures across four strategic themes. This report details performance against a number of headline measures, in addition to notable performance exceptions – both positive and negative – observed during the 2019/20 financial year. Exceptions include indicators that have seen significant divergence from the level or trend expected.

4.2 The full suite of performance measures across all four themes for the current year can be found in the Performance section of the Commissioner's website[b].

5.	Police and Crime Plan Performance Headlines

5.1 Performance in relation to 'protecting people from harm' remains relatively strong with ongoing increases in pro-active adult and child safeguarding referrals (+21%), reductions in child sexual exploitation crimes (-12%) and missing person reports (-8%) and increasing levels of disclosure and identification of domestic abuse (+28%). This has been coupled with ongoing improvements in proactive street triage and early intervention activity.

5.2 HMICRFS's 2018 integrated PEEL assessment (published in May 2019), assessed the force as 'good' at protecting vulnerable people from harm, marking an improvement on the grading received in 2017. The report states that:

'Nottinghamshire Police is good at spotting vulnerable people when they first contact the force. It has got better at responding to them. Officers and staff treat vulnerable people well. The force regularly gets feedback from vulnerable victims to help improve its approach. This includes those who don't support police action. The force makes good use of its powers to protect people. Officers and staff are good at assessing risk at domestic abuse incidents and respond well to people with mental health problems'.

5.3 HMICFRS identify a number of areas for improvement, however, which include completion rates for DASH RIC (Domestic Abuse, Stalking and Harassment Risk Identification Checklist) and the timely response to incidents and appointments assessed 'non-priority'.

5.4 Violent knife crimes recorded by police have reduced by around 3.3% in the last year following a peak in August 2018. This has been coupled with increased police pro-activity over this period which led to a 32.6% increase in recorded possession of weapons offences – predominantly attributable to Operation Reacher. Every

possession of weapons offence dealt with by the police is potentially preventing the future use of a weapon in a violent offence, and therefore, the upward trend in the recording of these offences is viewed positively.

5.5   A 2018/19 baseline has been established for 'cope and recover' outcomes set out in the Ministry of Justice monitoring framework for PCC commissioned victim services. Around 73% of victims leaving these services during 2018/19 reported improvements in cope and recover outcomes. It should be noted, however, that improvements in crime recording and victim disclosure alongside increased pressures on local policing services has led to a steady decline in the rate of positive outcomes for victim based crimes (-2% pts), including cases of domestic violence (-8.4%) and rape (-3% pts). This indicator is updated bi-annually.

5.6   HMICRFS's 2018 integrated PEEL Report (published in May 2019), assessed the force as 'requiring improvement' in the way it works to prevent crime and ASB. This marks a deterioration on the assessment given in 2017, with 'minimal progress' having been made in; working with local people to improve understanding of local communities and demonstrate action taken to address their concerns and; prioritising, evaluating and routinely sharing effective practice in crime and ASB prevention. Extensive work is underway to reinvigorate neighbourhood-based problem solving. This includes the introduction of as new problem solving framework informed by quarterly findings from the Commissioner's Police and Crime Survey, and a problem solving conference for community safety partners which is being hosted by the PCC on 12 November.

5.7   The Nottinghamshire Police and Crime Survey indicates that the prevalence of crime has increased marginally over the previous year at force (1.5% pts), city (+2.3%) and county (+1.2%) levels. This has been reflected in the profile of police recorded crime where the volume of victim-based crime has also increased at force (+3.3%), city (+2.5%) and county (+3.7%) levels. The crime survey indicates that the proportion of crime going on to be reported to the police has also increased over the last year from around 46% to 59%.

5.8   249 offenders are currently under active IOM management, either in the community or on short-term prison sentences while 232 offenders have been successfully removed from the scheme since January 2016. Together, these cohorts have achieved an average reduction in reoffending risk of 73.7% - which is over and above the level expected of a high performing scheme (45%). The IOM programme is also managing 44 high risk serial domestic violence perpetrators, 85 MAPPA nominals, 72 knife crime flagged offenders and 40 organised crime group offenders. The programme also commenced management of an additional non-statutory cohort for knife crime early intervention in August 2019 as a result of additional PCC funding for two Probation Support Officers. See 6.5

Nottinghamshire Police and Crime Plan: Headline Indicators

Theme	Measure	Baseline	Current	Trend	Comment
Protecting people from harm	Police Effectiveness: Protecting vulnerable people	Requires Improvement (2017)	Good (2019)	▲	HMICFRS PEEL Assessment - May 2019 Inspection reported improvement in grading – noting improvements in response to and early identification of domestic abuse.
	Adult and child safeguarding referrals	5,067 (Jul 2018)	6,121 (Jul 2019)	⇧ 20.8%	Safeguarding referrals have reached the highest on record largely due to improved identification, referral and recording of safeguarding concerns, 1,054 additional referrals in the year to July 2019.
	Violent knife crime recorded by police	893 (Jul 2018)	866 (Jul 2019)	⇩ 3.0%	Police recorded violent knife displays a sporadic pattern, but has reduced marginally since its peak in August 2018. Tackling knife crime remains a core police and priority for the area.
Helping and supporting victims	Victim Services: Improvement in 'cope and recover' outcomes	73.5% (Mar 2019)	73.5% (Mar 2019)	n/a	PCC Commissioned victim services: Average 73% showing improvement, most notably in being 'better able to cope' (76%) and improved health and wellbeing (75%).
	Repeat victims of domestic abuse presenting to police	32.7% (Jul 18)	33.8% (Jul 19)	⇧ 1.1% pts	While levels of domestic abuse crime captured and reported to the police has increased by 28% over the last year, only a 1.1% point increase in repeat victimisation has been observed over this period.
	Positive outcome rate for serious sexual offences	10.1% (Jul 18)	8.2% (Jul 19)	⇩ 1.9% pts	Positive outcomes rates for SSO continue to show a steadily decline following increases in disclosure and third party reporting. Absolute volume of positive outcomes remains stable.
Tackling Crime and ASB	Police Effectiveness: Preventing / tackling crime and ASB	Good (2017)	Requires Improvement (2019)	▼	HMICFRS PEEL Assessment – May 2019 highlighted 'minimal progress' in improving understanding of communities and prioritising crime prevention. These areas are receiving a renewed focus in 2019.
	Crime prevalence: % residents experiencing crime in last 12 months	17.4% (Jun 2018)	18.9% (Jun 2019)	⇧ 1.5% pts	Police & Crime Survey highlights a rise in crime prevalence in Nottingham (+2.3%pt) and South Notts (+3.5%pt) compared to reductions in Mansfield & Ashfield saw a 2.5%pt reduction in crime prevalence
	Integrated Offender Management – reduction in reoffending risk	-78.7% (Jun 2018)	-73.7% (Jun 2019)	-5.0% pts (>45%)	232 offenders successfully removed from the scheme since January 2016 achieved an average reduction in reoffending risk of 73.7%. IOM continues to be adapted to take account of the changing risk profile
Transformation and quality policing	Police efficiency: Efficiency & sustainability of policing services	Requires Improvement (2017)	Requires Improvement (2019)	◀▶	HMICFRS PEEL Assessment – May 2019 The force 'needs to improve how it meets current demands and uses its resources and how it plans for the future'. See case study detailing current work underway.
	% residents feeling the police 'do a good job'	47.2% (Jun 2018)	46.9% (Jun 2019)	⇧ 0.5% pts	Police & Crime Survey: Marginal improvement in public perceptions. Strongest in the city (55%) and lowest in Bassetlaw, Newark and Sherwood (41%).
	Achieving a balanced budget: Budget vs Spend	+£0.85m rev -£4.18m cap (Mar 2019)	+£0.93m rev -£0.35m cap (Mar 2020)	Stable Reduced	Forecast revenue overspend of £0.935m in 2019/20 largely due to unexpected IS and MFSS costs. Forecast capital underspend of £0.353m and £3.2m programme slippage

5.9 HMICRFS's 2018 integrated PEEL Report (May 2019) concluded that the force 'requires improvement' in how efficiently and sustainably it delivers services. Specific areas for improvement include tracking benefits of new arrangements for managing demand, understanding and addressing gaps in workforce capabilities and improving understanding and analysis of future demand. The PCC has

commissioned targeted work to help address these issues in 2019, which is detailed in the case study at paragraph 8 below.

5.10 Public confidence in the police, as monitored by the Police and Crime Survey, remains relatively stable. As at June 2019, around 53.4% of respondents reported having confidence in the police in their area, while 47.7% agreed that the police in their area 'do a good job'. Confidence remains higher than average in Nottingham (60.0%, 55.3%) and below average in Bassetlaw, Newark and Sherwood (48.0%, 41.4%), although improvements have been observed in both over the last year.

5.11 As at June 2019, the force/OPCC are projecting: a revenue overspend of £935,000 in 2019/20 driven by unexpected costs in information services and estates and overspend on MFSS; a capital budget underspend of £353,000 driven by procurement savings within the command and control project and; capital programme slippage of £3,202,000 partly due to financial profiling issues within the new custody suite project. Further details are provided in section 11.

5.12 Actual spend to the end of June 2019 is £50,736k revenue and £2,168k capital. The budget is continually scrutinised and challenged with budget holders which will result in ongoing revisions throughout the year.

6. Police and Crime Plan Performance – Positive Exception Reporting

6.1 Data as at 31 July 2019 highlights strong and improving performance across the following Police and Crime Plan performance indicators in comparison to performance during the previous year:-

Theme	Measures	Jul 2019
Protecting from harm	Adult and child safeguarding referrals	+20.8%
Supporting victims	Domestic abuse crimes	+28.1%
Tackling crime & ASB	Drug trafficking and supply offences	+27.7%
	Integrated Offender Management – Reduced reoffending	-73.7%
Quality Policing	Abandoned call rates - 101 non-emergency service	-6.8% pts

6.2 Levels of recorded **adult and child safeguarding referrals** have continued to increase during the first quarter of 2019/20 reaching the highest on record (6,121 in the year to July 2019) – around 88 additional safeguarding referrals per month compared to the previous year. This has primarily been driven by improvements in recording, reporting, referral and assessment processes that are helping agencies to provide earlier intervention and ultimately reduce risk of harm. While a positive safeguarding development, these increases continue to place significant additional demand on force public protection teams.

6.3   The force continues to record an increasing number of **domestic abuse crimes**, having risen by 28.1% over the last year to around 14,761. While rising levels of disclosure and identification are considered a positive outcome, these increases continue to place further pressure on local MARAC and victim support services. Police recorded repeat victimisation for domestic abuse (33.8%) has seen a marginal (1.1% pt) increase over the previous year.

6.4   Recorded **drug trafficking and supply offences** have continued to display an increasing trend since March 2019 impacted, in part, by greater use of stop and search (+89%) and pro-active operations such as 'Operation Reacher' to target individuals and gangs involved in drug and weapon possession. The number of drug trafficking and supply offences recorded by police has increased by 27.7% over the previous year. The Nottinghamshire Police and Crime Survey indicates that drug use and dealing remains an escalating concern for local residents (48%), particularly in the Mansfield (57.5%) and Ashfield (61%) areas.

6.5   The **Integrated Offender Management** (IOM) Scheme continues to demonstrate considerable success, with those removed from the scheme since January 2016 having achieved an average reduction in reoffending risk of 73.7%. This is over and above the level expected of a high performing scheme (45%). The Nottinghamshire scheme has been recognised as a model of regional and national good practice, being the first to develop a tool for monitoring its long-term impact at individual offender level. The scheme is set to deliver its Organised Crime Group training pack to other regional IOM schemes in September 2019 and continues to evolve in response to the changing profile of risk. This includes the management of high risk serial domestic violence perpetrators, organised crime group offenders and knife crime flagged offenders. See 5.7

6.6   **Abandoned call rates for the 101 non-emergency number** have fallen steadily over the last year (-6.8%) and now remain stable at around 2.3%. This follows action taken to reduce 101 call volumes (-6.1%) and improve the management of demand and signposting to other services at first point of contact. Abandonment rates for 999 calls have remained low over the previous two years (< 0.05%).

6.7   The force and OPCC now routinely monitor crime trends in terms of both volume and severity. This is done by weighting each offence based on sentencing data over the previous 5 years using the ONS crime severity index. The **crime severity** score provides an indication of the relative harm of recorded offences and the likely demand on the police. Nottinghamshire's overall crime severity score has seen a marginal (+1.1%) increase over the previous year, but has fallen across 13 of the 23 priority neighbourhoods subject to enhanced partnership activity. These include Arboretum (-5.9%), Stapleford (-16%) and Arnold & Woodthorpe (-8.1%). The areas of Worksop North (+12.5%) and South (+6.0%) and Mansfield East (+13.8%) and West (+15.6%), however, have recorded increases in crime severity.

7.	**Police and Crime Plan Performance – Negative Exception Reporting**

7.1 Data to 31 July 2019 highlights marginal deterioration in performance across the following Police and Crime Plan performance indicators in comparison to performance over the previous year:-

Theme	Measures	Jul 2019
Protecting from harm	Domestic abuse - repeat victimisation rate	+1.1%
Supporting victims	Positive outcome rate for victim-based crime	-0.5% pts
	Positive outcome rate for serious sexual offences	-1.9% pts
Tackling crime & ASB	Victim-based crime – including fraud	+3.3%
Quality policing	Budget management – data reporting	n/a

7.2 **Repeat victimisation for domestic abuse** (33.8%) has increased by a marginal 1.1% points in the year to July 2019. It should be noted, however, that levels of domestic abuse recorded by the police over this period has increased by 28%, largely due to greater reporting and improved recording processes. While overall satisfaction with the police among domestic abuse survivors has remained relatively stable over the previous year (90%), there have been some marginal reductions in the proportion satisfied with their treatment (from 96.7% to 94.8%) and extent to which they have been kept informed (from 79.3% to 78.1%).

7.3 **Positive outcome rates for victim-based crimes** have seen a marginal (-0.5% pt) reduction over the previous year falling from 12.6% to 12.1%. Despite this reduction, there have been some improvements over the latest quarter, with positive outcomes having risen from 11.9%, while the proportion of crimes recorded with an identified suspect has increased by +4.7%. This correlates with improvements in compliance with crime recording standards and increases in the number of offences where the victim does not support further action. Criminal justice outcomes remain relatively strong in Nottinghamshire when compared to other regional force areas.

7.4 **Positive outcomes rates for serious sexual offences** have reduced by 1.9% pts over the previous year, from 10.1% to 8.2%. Despite this reduction, positive outcomes, and the volume of adult serious sexual offences recorded by police (+1.1%) now appear to be stabilising, following a peak in July 2018. The force continues to receive a substantial proportion of reports from third parties and survivors that do not support further police action. While the proportion of serious sexual offences resulting in a positive outcome has declined, the absolute number of positive outcomes has remained relatively stable.

7.5 Nottinghamshire Police recorded a 3.3% increase in levels of **victim-based crime** in the year to July 2019, however comparisons based on the April to July period (-2.4%) indicate that this may now be reducing. Within this category, there have been marked increases in recorded violence (+16%) and stalking and harassment (+39%) offences, largely due to changes and improvements in recording practices. Some genuine increases have, however, also been observed and corroborated with calls for service data and findings from the PCC's Police and Crime Survey. These include rises in robbery (+6%) and fraud offences (+21%). Conversely, rates of burglary and violence against the person remain below average in Nottinghamshire when compared to other police forces nationally.

7.6 Managing the increasing demand relating to fraud (+21%) and online crime (+16%) remains a significant challenge to the police, with investigations often being complex and time consuming. Partnership-led education and awareness raising activity plays a critical role in reducing risk of victimisation and the impact that these crimes can have on vulnerable people. The majority of online crimes recorded are harassment offences, specifically malicious communications offences which have taken place in online forums such as Facebook and twitter.

7.7 Reporting of **budget monitoring** information has been exceptionally problematic during Quarter 1 due to on-going issues with the migration to Oracle Cloud Apps. Work is progressing to address proven errors in data recoded on the financial system, with outturn monitoring in relation to pay not being available at this time due to inconsistencies within the data. There is confidence that the budget set is robust and will be sufficient to manage known moves, changes, recruitment and leavers within Quarter 1 and those planned for the remainder of the year at this point in time.

| 8.	**Case Study: Understanding and Modelling Police Demand**

8.1 Panel Members have requested the presentation of a case study for each meeting. Recent case studies have included: Integrity and Compliance with NCRS; Prosecution File Quality Improvements; Knife Crime; Nottinghamshire Police and Crime Survey; OPCC's Sexual Violence Engagement Manager; the Nottinghamshire Victim CARE Service and; Nottingham Violence Interrupters Pilot. For this meeting, a further case study has been prepared detailing recent activity to improve understanding and management of police demand.

8.2 In Nottinghamshire's 2018 PEEL Assessment, published May 2019, HMICFRS graded the force as 'requiring improvement' in the efficiency and sustainability of the way its delivers services to the public. More specifically, the assessment stated that:-

"The force needs to get a better understanding of demand. It is getting better at assessing future demand, but needs to understand how demand is changing, what

skills it will need in the future and link workforce capabilities to financial plans. It also needs to use more partnership data for this [and] understand the effect that pressures on other organisations have on its own demand. Nottinghamshire Police needs to improve how it meets current demands and uses its resources. It should make sure it understands people's workloads before increasing them".

8.3 In early 2019, the PCC commissioned nationally recognised crime and justice specialists Crest Advisory to develop a comprehensive profile current and future demand on Nottinghamshire Police to inform strategic and operational planning. This led to the development of a bespoke demand model for Nottinghamshire which combines a number of statistical forecasting methods to analyse historic crime, control room, deployment, investigation and crime outcome data in order to project demand over a subsequent four year period. The work was supplemented by focus group to reality test estimates of 'activity-based timings' across a range of policing activities and functions.

8.4 Findings[c] from the initial independent concluded that available police hours are already being outstripped by demand in Nottinghamshire, having been operating at or over capacity since 2016. Forecasts indicate that by 2023, the service is likely to need at least 260 additional officers to meet reactive demand at an estimated cost of £19.2 million.
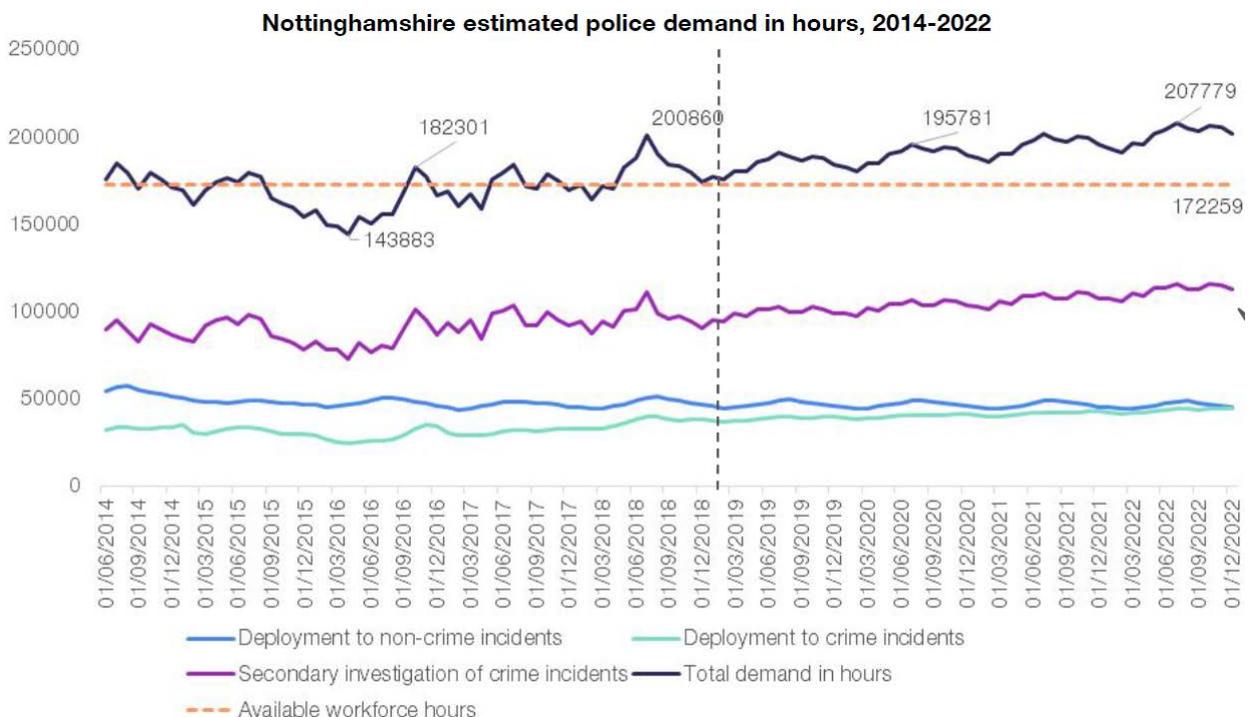
8.5 The changing nature of crime demand is likely to mean that the force will need to consider investing in more detectives and more specialist skills e.g. early evidence

[c] https://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Newsletters-and-Publications/Publications/Modelling-Demand-on-Nottinghamshire-Police.pdf

collection for sexual offences and digital investigation skills. Policing hours demanded by high harm offences are predicted to continue to increase over the next four years, whilst non-crime and burglary demand is predicted to remain more stable. Fraud offences will drive up demand from 'other' crime.

Estimated number of hours demanded per month by incident grouping, 2014-2022
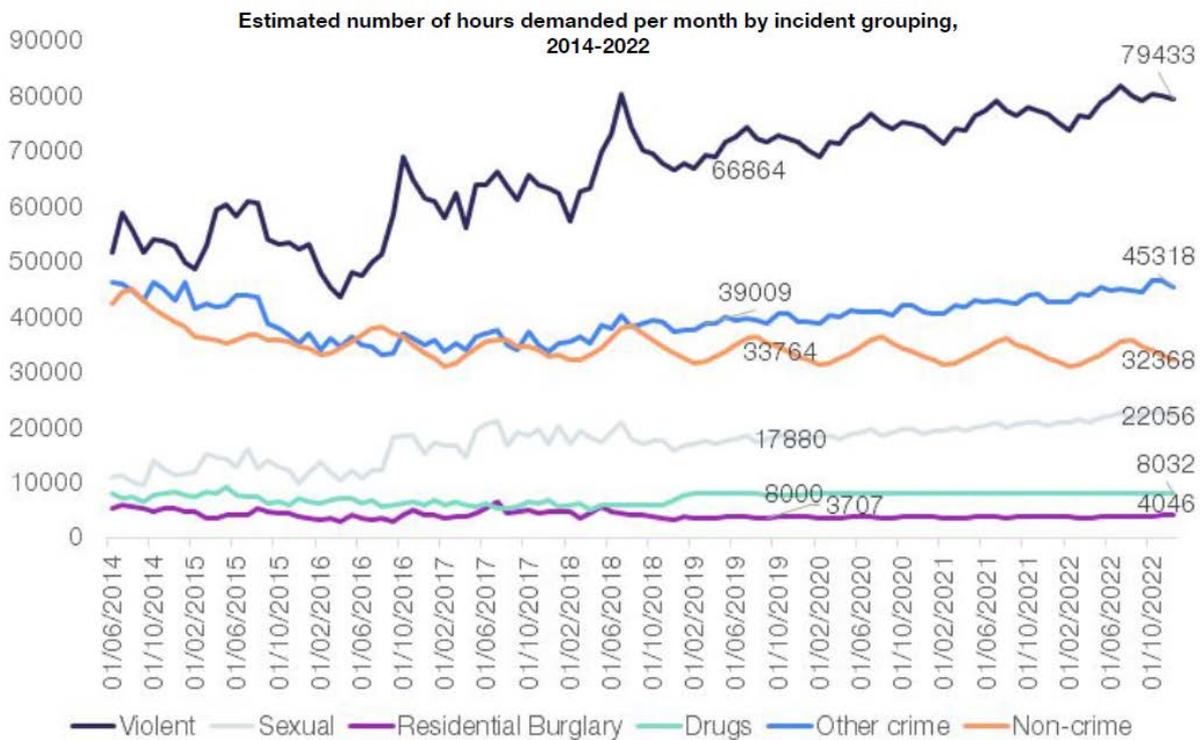
8.6 Crest's analysis is helping the force and PCC to challenge common misconceptions about policing demand, highlighting the anticipated growth in required secondary investigation capacity alongside opportunities to deliver greater efficiencies and target resources to secure better value for money. The findings are also being used to support Nottinghamshire's CSR / lobbying position in respect of police funding and inform the annual Force Management Statement and Departmental Assessment process.

8.7 Having developed an intuitive and bespoke demand modelling tool for Nottinghamshire that has been designed to match the force's structure and specification, the PCC and Chief Constable are keen to explore further opportunities for its development and application. This includes the potential to incorporate regional and proactive elements of demand and develop a platform which will enable in-house force analysts to independently profile demand and model 'what if?' scenarios to assess the impact of changes in policing policy.

8.8 The innovative approach has been presented to the Home Office and the National Police Chief's Council and will be further explored as part of a regional roundtable event in Nottinghamshire on 30 September 2019.

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9.	Activities of the Commissioner

9.1 The Commissioner is represented at the key thematic, partnership and force local performance boards to obtain assurance that the Force and Partners are aware of the current performance threats and taking appropriate action to address the emerging challenges. Any issues of concern are reported to the Commissioner who holds the Chief Constable to account on a weekly basis. The Commissioner also meets heads of Investigations and Intelligence and Operations on a quarterly basis to gain a deeper understanding of threats, harm and risk to performance.

9.2 The Commissioner continues to take steps to obtain assurances that the Chief Constable has identified the key threats to performance but more importantly that swift remedial and appropriate action is being taken to tackle the problems especially in the Priority Plus Areas in the County and High Impact Wards in the City. Key activities are reported on the Commissioner's website.[d]

Chief Constable Contract Extension

9.3 The Police and Crime Commissioner undertook a review of the Chief Constable's contract in July 2019 as part of the annual performance and delivery review process. The Commissioner considered challenges and achievements since Mr Guildford's appointment in February 2017. In view of the demonstrable achievements to date and a recognised need to maintain sustainable leadership of the service, the decided to extend the Chief Constable's contract to July 2025 and provide an uplift in the Chief Constable's salary.

9.4 The Commissioner obtained support from the chair and vice chair of Nottinghamshire's Police and Crime Panel in making this decision at a meeting held on 25 July 2019. The Head of East Midlands legal services has confirmed that the Commissioner has the legal powers to extend Mr Guildford's contract until July 2025 and uplift his salary in line with police regulations and flexibilities available to him.

Nottinghamshire Violence Reduction Unit (VRU)

9.5 Nottinghamshire OPCC received confirmation from the Home Office on 9th August 2019 of an £880,000 funding allocation to support the establishment of a Violence Reduction Unit (VRU) in the area. The VRU's core function will be to offer leadership and strategic coordination of a local public health approach to serious violence. The first meeting of the Strategic VRU Board took place on 5th August, Chaired by Paddy Tipping and attended senior colleagues from Public Health, Policing, Children's Services, Education, CCGs and Nottingham University Hospital. A broader governance structure has also been developed alongside this to include a

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[d] http://www.nottinghamshire.pcc.police.uk/News-and-Events/Latest-News.aspx

Citizen's Advisory Panel and a VRU Stakeholder Reference Group, which will facilitate meaningful engagement with a network of Community Ambassadors and Senior Practitioners and Managers from partner organisations, respectively.

9.6   Appointments are currently being made to the core VRU team, which will be co-located with partners at Loxley House, led by David Wakelin, as VRU Director. The team is comprised of individuals from a number of agencies and includes a Public Health Consultant, Children's Strategy and Improvement Specialists, a Programme Manager, a Community Engagement Specialist and a Researcher, Analyst and Project Officer to provide the necessary support. Every effort has been made to keep spend on the team and infrastructure as lean as possible to enable funds to be spent on interventions, analysis and evaluation to enable the VRU to build a legacy which will last beyond March 2020, which is the current term that the Home Office have agreed. As well as a programme plan of initiatives which focus on early intervention and a public health approach, the team will deliver a countywide JSNA and a violence reduction strategy.

Independent Inquiry into Child Sexual Abuse – Nottinghamshire Councils

9.7   The IICSA inquiry report[e] into allegations of sexual abuse of children in the care of Nottinghamshire Councils during the 1960's, 70's, 80's and 90's was published on 31 July 2019, receiving significant local and national media attention. The report follows 15 days of public hearings in 2018 with 350 individuals reporting experience of sexual abuse whilst in the care of the Councils.

9.8   The report concludes that most institutions, including elected members, senior managers, frontline social work and residential staff and foster carers and Nottinghamshire Police, failed children who were sexually abused whilst in the care of the Nottinghamshire Councils. Despite successive reviews, more still needs to be done by the Councils and the police to ensure that consistent support and counselling is provided for those who have suffered sexual abuse in care and that agencies are receptive to complainants' needs.

9.9   Despite some recent improvements, Nottinghamshire Police's investigation into the allegations was not adequately resourced or supported. Senior officers should have done more to support the operation and the police did not treat the allegations with sufficient seriousness. The police have had to improve how they communicate with complainants following criticisms from complainants, including the means and regularity of contact, and notifying complainants that an investigation has been closed.

9.10 The report makes recommendations for the Councils to assess potential risks posed by current and former foster carers in relation to sexual abuse, ensure that current

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[e] *https://www.iicsa.org.uk/news/inquiry-publishes-report-nottinghamshire-councils*

and former foster carers provided by external agencies are assessed by those agencies, with any concerns being referred to the police and other appropriate bodies. The City Council and child protection partners should also commission an independent external evaluation of their practice concerning harmful sexual behaviour. Both councils and the police have published their initial responses to the report which can be provided to panel members on request.

Stop and Search Annual Report 2018/19

9.11 Nottinghamshire Police published its Annual Report into Stop and Search for the 2018/19 period in August 2019. The report provides statistics on use of stop and search including analysis of disparities in 'find rates' among people from different ethnicities in line with HMICFRS recommendations. The report highlights that:-

- 3,023 searches were undertaken in 2018/19, marking a 58% increase on 2017/18 (1,908), driven largely by greater national acceptance of its use in tackling local emerging threats alongside rises in front-line policing capacity
- Despite this increase, Nottinghamshire maintains one of the lowest search rates per 1,000 population in the country, while arrest (15.4%) and positive outcome (39.5%) rates have continued to increase
- A prohibitive item linked to the purpose of the search was found in 88% of all stops. The percentage of searches conducted to find a weapon fell from 20% to 14.7%, however the actual number rose from 392 to 441
- The number of complaints relating to stop and search remain low despite ongoing work to promote the complaints process. This is believed to be in part affected by more widespread use of Body Worn Video (BWV)
- Disproportionality rates for use of stop and search among BAME / non-BAME communities have reduced from 4.2 to 3.5 and in the City from 1.7 to 1.4

9.12 The review also identifies five risks for further work and scrutiny via the Stop and Search Scrutiny Board. These include developing a more comprehensive understanding of:-

- Stop and searches involving young Asian people aged 18-24 who remain the group most likely to be searched
- Handcuffing rates for BAME individuals, which remain higher than for White
- Arrest rates for Asian or Black people stop and searched – which remain higher than that of White people
- Lower 'find' rates among people from dual heritage backgrounds than for other groups - while items seized were linked to the reason for search in a comparative proportion of cases, fewer prohibited items were recovered
- Outcome rates (including find rates) for those from dual or multiple heritage backgrounds which is lower than that for all other ethnicity defined searches

10. Decisions

10.1 The Commissioner has the sole legal authority to make a decision as the result of a discussion or based on information provided to him by the public, partner organisations, Members of staff from the Nottinghamshire Office of the Police and Crime Commissioner (NOPCC) or Chief Constable. The Commissioner's web site provides details of all significant public interest decisions.[f]

10.2 Panel Members have previously requested that the Commissioner provide a list of all forthcoming decisions (Forward Plan) rather than those already made. This Forward Plan of Key Decisions for the OPCC and the Force has been updated and is contained in **Appendix A**.

11. Financial Implications and Budget Provision

11.1 The Commissioner holds the Chief Constable to account formally at his Strategic Resources and Performance meetings (SSRP). At this meeting the Chief Constable submits a number of financial reports for scrutiny.

11.2 Chancellor, Sajid Javid, announced the government's 12-month spending review on 4 September 2019. The review confirmed a £750m increase in Home Office funding for policing as part of the government committed to increase officer numbers by 6,000 by March 2021 and 20,000 by 2023. Further announcements will be made on how officers will be allocated across territorial police forces, counter-terrorism policing and serious and organised crime. The Chancellor also confirmed an additional £30m for technology and law enforcement capabilities to tackle child sexual exploitation and additional funding for the Ministry of Justice (£55m) and CPS (£80m) to support the work of the 20,000 additional police officers and manage the increasing complexity of crime.

11.3 The Commissioner holds the Chief Constable to account formally at his Strategic Resources and Performance meetings (SSRP). At this meeting the Chief Constable submits a number of financial reports for scrutiny. As at 31 August 2019, the force/OPCC are projecting a financial revenue outturn position of £206,886,000 in 2019/20, which represents a projected overspend of £603,000 against the approved net revenue budget of £206,283,000. The over spend is predominately being driven by:-

- Unexpected costs in information services for renewal of the data bundle contract and slow progress on realising the £300k efficiency saving
- An over spend on MFSS relating to the extension of early life support
- An increase on estates costs in recognition that Bingham, Worksop and Holmes House sales may not be realised

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[f] http://www.nottinghamshire.pcc.police.uk/Public-Information/Decisions/Decisions.aspx

Nottinghamshire Police Revenue Position as at the end of August 2019, by Department

	Revised Budget £'000	Forecast Outturn £'000	FO-RB Variance £'000
Local Policing			
County	43,095	43,159	64
City	29,450	29,433	(17)
Contact Management	16,353	16,226	(127)
	88,898	**88,818**	**(80)**
Crime & Operational Services			
Public Protection	12,438	12,229	(209)
Operational Support	10,179	10,354	175
Intelligence	9,205	9,135	(70)
Serious & Organised Crime	7,313	7,250	(63)
Archive & Exhibits	1,078	1,086	9
Other	255	280	25
	40,468	**40,334**	**(133)**
Corporate Services			
Technical Accounting	12,449	12,456	6
Information Services	11,324	11,852	528
Estates	6,235	6,724	489
Fleet	3,234	3,346	112
People Services	1,742	1,881	139
PSD	1,633	1,580	(53)
Futures Board	1,083	962	(122)
Command	1,263	1,286	23
Corporate Development	1,080	915	(164)
Corporate Communications	833	642	(191)
Finance	671	794	123
Information Management	503	417	(87)
Other smaller budget departments	215	229	14
	42,267	**43,085**	**818**
Collaboration			
EMSOU Operations	13,534	13,827	293
EMCJS	9,066	9,023	(43)
EMSOU Services	4,169	4,354	185
MFSS	2,567	3,055	488
ESN	186	186	0
EMSCU	153	159	7
	29,675	**30,605**	**930**
Home Office Grants			
Knife Crime	0	(569)	(569)
ARV Uplift	0	(263)	(263)
Cyber Crime	0	(99)	(99)
	0	**(931)**	**(931)**
Force Total	**201,308**	**201,911**	**603**
OPCC	**4,975**	**4,975**	**0**
Group Total	**206,283**	**206,886**	**603**

Overspends shown as positive numbers, under-spends shown as ( ) numbers.
No manual adjustments have been made for rounding

11.4 As at August 2019, the force/OPCC are projecting a Capital budget outturn of £9,742,000 in 2019/20 against an approved capital programme budget of

£12,797,000. The under spend has considerably over the last quarter, largely due to variance within the Command and Control project where it is expected that £183,000 will be required for screens.

Capital Outturn Position as at the end of August 2019, by Project

Project Name	Revised Budget £'000	Forecast Outturn £'000	Underspend £'000	Slippage to 2020/21 £'000
Estates				
New Custody Suite	6,430	3,386	0	(3,044)
Building Improvement, Renovation & Conversion Works	1,172	1,185	0	0
Hucknall EMAS	637	635	(2)	0
Custody Improvements	360	360	(0)	0
New HQ Joint Build	352	352	0	0
Northern Property Store	246	246	0	0
Bunkered Fuel Tanks	76	59	(4)	0
Automatic Gates & Barriers	52	52	0	0
Community Rehabilitation Companies Renovations	25	25	0	0
Estates Total	**9,350**	**6,300**	**(6)**	**(3,044)**
Information Services				
ANPR Camera Project	126	126	0	0
Technology Services Refresh & Upgrades	1,090	1,090	0	0
Command & Control	1,910	1,909	(1)	0
SICCS Upgrade	59	59	0	0
NEP	112	109	(3)	0
IS Total	**3,297**	**3,293**	**(4)**	**0**
Other Projects				
Vehicle & Equipment Replacement	**150**	**150**	**0**	**0**
Overall Total	**12,797**	**9,743**	**(10)**	**(3,044)**

Overspends shown as positive numbers, under-spends shown as ( ) numbers.
No manual adjustments have been made for rounding

11.5 The budget is continually scrutinised and challenged with budget holders which will result in ongoing revisions throughout the year. Monitoring has been exceptionally problematic this year, with proven errors in the data recoded on the financial system. While work is progressing to address these issues, it should be noted that the year to date actual spend is inaccurate at this present time. There is confidence that the budget set is robust and will be sufficient to manage capital plans during 2019/20.

11.6 **Appendices B and C** contain the full finance revenue and capital reports submitted to the Strategic Resources and Performance Board on 4th November 2019 and provide more detail regarding the provisional year end position for each.

12. Human Resources Implications

12.1 None - this is an information report.

13. Equality Implications

13.1 None

14. Risk Management

14.1 Risks to performance are identified in the main body of the report together with information on how risks are being mitigated.

15. Policy Implications and links to the Police and Crime Plan Priorities

15.1 This report provides Members with an update on performance in respect of the Police and Crime Plan.

16. Changes in Legislation or other Legal Considerations

16.1 The Commissioner publishes a horizon scanning document[g] every two weeks and can be downloaded from his website. The horizon scanning undertaken involves reviewing information from a range of sources, including emerging legislation, government publications, audits and inspections, consultation opportunities and key statistics and research findings, in order to inform strategic planning and decision making locally.

17. Details of outcome of consultation

17.1 The Chief Constable has been sent a copy of this report.

18. Appendices

    A. Forward Plan of Key Decisions for the OPCC and the Force
    B. Finance Revenue Budget Position for 2019/20 as at August 2019
    C. Finance Capital Budget Position for 2019/20 as at August 2019

19. Background Papers

- Police and Crime Plan 2018-2021

For any enquiries about this report please contact:

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[g]   *http://www.nottinghamshire.pcc.police.uk/Public-Information/Horizon-Scanning/Horizon-Scanning.aspx*

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Tel: 0115 8445998

Dan Howitt, Head of Strategy and Assurance of the Nottinghamshire Office of the Police and Crime Commissioner daniel.howitt13452@nottinghamshire.pnn.police.uk
Tel: 0115 8445998

Decisions of Significant Public Interest: Forward Plan

September 2019

1.0 Business cases						
Ref	Date	Subject	Summary of Decision	Cost (£) *Where available*	Contact Officer	Report of OPCC / Force
None to report with the exception of those noted under 2.0 Contracts, 3.0 Estates, ICT and Asset Strategic Planning and 5.0 Strategic Issues including Finance						

2.0 Contracts (above £250k) – further updates pending						
Ref	Date	Subject	Summary of Decision	Cost (£) *Where available*	Contact Officer	Report of OPCC / Force
2.1	Sept 2019	Holmes 2	Regional contract award to Unisys via FW	£302,720	R.Adams EMSCU	Force
2.2	October 2019	Building Condition – P3/4	Procurement and award of contract	>£250K	R.Adams EMSCU	Force
2.3	November 2019	Custody Build main Contractor	Award via Scape FW	£15m		
2.4	November 2019	Fleet Maintenance	Procurement & award of contract	>£250K	R.Adams EMSCU	Force
2.5	December 2019	Airwave Extension		>£250	R.Adams EMSCU	Force
2.6	January 2020	HQ Build Main Contractor	OJEU procurement	£16.5m	R.Adams EMSCU	Force
2.7	TBA	Water Services	Contract	>£250K	R.Adams EMSCU	Force

3.0 Estates, ICT and Asset Strategic Planning – further updates pending

Ref	Date	Subject	Summary of Decision	Cost (£) *Where available*	Contact Officer	Report of OPCC/Force
3.1	TBC	Replacement SARC	Proposal to replace the existing adult SARC with new, more suitable premises	Business Case in course of preparation	DCI Clare Dean and Tim Wendels, Estates and Facilities	Force/OPCC
3.2	October 2019	Watnall Road Training Centre, Hucknall	Review the future of Watnall Road Training Centre.	TBC	Tim Wendels, Estates and Facilities	Force
3.3	TBC	Neighbourhood Offices	Consider the outcome of consultation on the future of Neighbourhood Offices	TBC	Tim Wendels, Estates and Facilities	Force

4.0 Workforce Plan and Recruitment Strategies

Ref	Date	Subject	Summary of Decision	Cost (£) *Where available*	Contact Officer	Report of OPCC / Force

Operation Uplift – the national initiative from the government to increase police officer numbers by 20,000. Nottinghamshire Police is in a healthy position with its recruitment pipeline allowing us to move swiftly to accommodate the additional officers allocated in this financial year of 150 over target.
The force is seeking to increase transferees and transferred scores and is currently advertising for these candidates. Planning for next year's recruitment is underway with positive action events in place and a planned recruitment before Christmas (date to be confirmed).
Additional costs are expected in addition to the recruitment of officers. For example additional assessment centre, OHU and biometric costs. Work is being undertaken at pace to both secure the relevant services and clarify costs required. Increased officer numbers will create opportunities for police staff roles around the Force, particularly PCSO and Control Room roles. PCSO recruitment is open currently.

5.0 Strategic Issues including Finance

Ref	Date	Subject	Summary of Decision	Cost (£) *Where available*	Contact Officer	Report of OPCC / Force
5.1	Sept 2019	Routine monthly monitoring reports in re. capital & revenue expenditure		Mark Kimberley	Force	Sept 2019

Nottinghamshire POLICE & CRIME COMMISSIONER

6.0 Other OPCC Commissioning						
Ref	Date	Subject	Summary of Decision	Cost (£) *Where available*	Contact Officer	Report of OPCC / Force
6.1	September 2019	Victim CARE	Extension of contract into 2020-1	£600k	Nicola Wade	OPCC
6.2	October 2019 (tender award)	County criminal justice substance misuse support	Re co-commissioning of substance misuse support services in the county (County Council is the lead commissioner)	£1.4m	Nicola Wade	OPCC
6.3	September 2019	County domestic abuse support	Re co-commissioning of domestic abuse support services in the county (County Council is the lead commissioner)	£1.4m	Nicola Wade	OPCC
6.4	November 2019	2019-0 Community Safety Fund	Small grants for third sector organisations	Tbc	Nicola Wade	OPCC
6.5	December 2019	Future sexual violence services in city and county	Co-commissioning of new sexual violence support services (partnership approach, lead commissioner to be confirmed)	Tbc	Nicola Wade	OPCC
6.6	January 2020	Community safety partnership grants	Award of grants to community safety partnerships	Tbc	Nicola Wade	OPCC

Appendix B: Revenue Report presented to Strategic Resources and Performance

For Information Only	
Public	
Report to:	**Strategic Resources and Performance**
Date of Meeting:	**6th November 2019**
Report of:	**Chief Constable**
Report Author:	**Tracey Morris**
E-mail:	**tracey.morris@Nottinghamshire.pnn.police.uk**
Other Contacts:	**Mark Kimberley**
Agenda Item:	

Revenue Report for Period 5; Quarter 2 2019/20.

1. Purpose of the Report

1.1 The purpose of this report is to provide an update on the financial outturn position for revenue as at 31st August 2019 (Period 5, Quarter 2).

2. Recommendations

2.1 **Recommendation 1**
It is recommended that the contents of the report and virements approved under delegated arrangements for Period 5 2019 shown in Appendix B are noted.

2.2 **Recommendation 2**
That the Police and Crime Commissioner approve the virements of greater than £100k which have been recommended by the Chief Constable as set out in Appendix C. These virements will be reflected in the outturn position once fully approved.

2.3 **Recommendation 3**
That the Police and Crime Commissioner note the overspend position and consider any action that might be required as set out in Appendix D.

2.4 **Background**
The net revenue budget for 2019/20 is £206,283k. This is split between the Force £201,308k and the Office of the Police and Crime Commissioner (OPCC) £4,975k.

Finance in conjunction with the organisation has continued to review the outturn position. At the end of August 2019 the projected year end outturn is £206,886k, which represents an over spend of £603k against the budget, a reduction of £169k against period 4. Please also refer to section 8 of this report which identifies risk issues in respect of this report.

3. Reasons for Recommendations

3.1 To update the Chief Officer Team and the Office of the PCC on the Force's projected outturn position for 2019/20 and also to comply with good financial management and Financial Regulations.

4.	Summary of Key Points

Executive Summary

4.1 The review during period 5 of revenue expenditure is forecasting an over spend in the Force budget of £603k; and an on budget position within the OPCC. Any underspends realised within the OPCC during the year will be transferred to OPCC's commissioning reserve.

In addition to the comments in the Period 4 report the reduction in over spend is mainly due to the monitoring on staff pay with a net in year saving of £305k (actual saving identified £503k, less the reversal of anticipated savings shown in income £225k) this is off-set with a further increase in estates costs, an expected redundancy payment due to recent restructures, overtime costs for Op Scorpion which are now starting to come through and a general increase in costs due to a rise in demand.

There are some mitigating factors that the organisation could consider to bring the force to a balanced outturn position which was reported in P4, however the £140k settlement fee reported last month will now be off-set against the insurance reserve contribution and income now reflects the secondment for Head of People Services. The remaining options total £753k.

Monitoring continues to be problematic and errors in the data continue to be reported. It should be noted that outturn monitoring in relation to staff pay has been attempted this month, however payroll and general ledger continue to be out of balance at the present time, accuracies between departments are also irreconcilable and inconsistent.

There is confidence that further savings could be found within the staff budgets and these are constantly being worked through, however until data in the system has been reconciled this will remain a risk. Officer and PCSO data has not been able to be completed to normal levels of assurance due to inconsistencies within the data.

The table below shows the projected Force (including externally funded and seconded officers/staff) variances against the 2019/20 budget plus approved virements (revised budget) as at the end of August 2019.

Variances greater than £10k are explained in more detail within section 4 of this report, unless there is no movement between last month's variance and this month's variance.

Data explaining the variance between original budget and revised budget can be found in appendix A. Data explaining the virements can be found in appendix B and appendix C.

Nottinghamshire Police Group Position as at the end of August 2019, by Department.

Over spends are shown as + numbers, whilst under spends are shown as ( ) numbers. No adjustments have been made for rounding.

	Revised Budget £'000	Forecast Outturn £'000	FO-RB Variance £'000
Local Policing			
County	43,095	43,159	64
City	29,450	29,433	(17)
Contact Management	16,353	16,226	(127)
	88,898	**88,818**	**(80)**
Crime & Operational Services			
Public Protection	12,438	12,229	(209)
Operational Support	10,179	10,354	175
Intelligence	9,205	9,135	(70)
Serious & Organised Crime	7,313	7,250	(63)
Archive & Exhibits	1,078	1,086	9
Other	255	280	25
	40,468	**40,334**	**(133)**
Corporate Services			
Technical Accounting	12,449	12,456	6
Information Services	11,324	11,852	528
Estates	6,235	6,724	489
Fleet	3,234	3,346	112
People Services	1,742	1,881	139
PSD	1,633	1,580	(53)
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Command	1,263	1,286	23
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Corporate Communications	833	642	(191)
Finance	671	794	123
Information Management	503	417	(87)
Other smaller budget departments	215	229	14
	42,267	**43,085**	**818**
Collaboration			
EMSOU Operations	13,534	13,827	293
EMCJS	9,066	9,023	(43)
EMSOU Services	4,169	4,354	185
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ESN	186	186	0
EMSCU	153	159	7
	29,675	**30,605**	**930**
Home Office Grants			
Knife Crime	0	(569)	(569)
ARV Uplift	0	(263)	(263)
Cyber Crime	0	(99)	(99)
	0	**(931)**	**(931)**
Force Total	**201,308**	**201,911**	**603**
OPCC	**4,975**	**4,975**	**0**
Group Total	**206,283**	**206,886**	**603**

4.2 Local Policing – under spend (£80k) an increase of (£80k) on last month.

The under spend position mainly represents a review of the staff position, along with an increase in overtime and general equipment costs, mainly due to Op Scorpion and an increase in income in Contact Management for recharging of police monitored alarms.

4.3 Crime and Operational Services – under spend (£133k) an increase of (£192k) on last month.

The under spend position mainly represents a review of the staff position, along with an increase in overtime and general equipment costs, mainly due to Op Scorpion. This is slightly off-set by a general increase in specialist equipment, photographic materials and firearms and ammunition in OS.

4.4 Corporate Services – over spend £818k an increase of £109k on last month.

The review of the staff pay position resulted in a net saving of £267k across the area; other areas of variance are detailed below, Over establishment in People Services £130k some of which will relate to additional support in respect of MFSS.

4.4.1 Technical Accounting – over spend £6k a reduction of £136k.
An assessment of recent restructures has resulted in an expected increase for redundancies. The increase in income of £225k in respect of anticipated staff savings have now been reversed as these are now correctly shown against the respective department's vacancy reserves. The £140k settlement fee reported last month will now be off-set against the insurance reserve contribution.

4.4.2 Information Services – over spend £528k an increase of £30k
IS have realised £158k of savings over a number of contracts. £244k has been spent on NEP; £122k of this is off-set by the futures board.

4.4.3 Estates – Over spend £489k an increase of £256k.
£150k reflects a review of spend on planned and reactive maintenance. £15k reflects an increase in decontamination costs in custody, £50k an increase in uniform costs and a £20k reduction in fuel income (from solar panels).

4.4.4 Fleet – over spend £112k an increase of £17k
This increase reflects the purchase of a van for the NSART team and an increase in vehicle cleaning charges.

4.4.5 People Services – over spend £139k an increase of £145k
There has been an increase in the contract for Police Firearms Officers Association counselling service £11k.

4.5 Collaboration and Partnerships – over spend £930k a reduction of £6k

4.5.1 EMSOU Operations – over spend £293k an increase of £31k

This increase in overspend reflects an increase in the RART (Regional Asset Recovery Team) pension costs identified by region and an increase in the NABIS (National Ballistics Intelligence Service) charge for 2019-20.

4.5.2 EMCJS – under spend (£43k) a reduction of (£56k)

This reflects £86k staff pay saving due to the monitoring off-set by an increase in custody and laundry costs.

4.5.3 EMSOU Services (Legal, OHU, L&D) – over spend £185k an increase of £13k

This reflects an increase in the L&D staffing costs.

4.6 OPCC – on budget

The OPCC is projecting an on budget position, any underspends within the OPCC during the year will be transferred to the OPCC's reserve and OPCC's Grant and Commissioning reserve.

4.7 Grant Funding

This section of the reports shows grant funded projects for 2019/20. The use of grant to match expenditure in the outturn figures are shown as income in the tables reported under item 4.1 the detail of which is shown below. The Force has plans to spend the entire grant within the areas identified for each project. The tables now show the grant allocated against the forces core budget, see item 4.1. The tables also show actual year to date spend and committed spend.

4.7.1 Op Scorpion – Grant £1,540k

£569k has been allocated against spend included in the forces outturn position.

Home Office Knife Crime Surge Grant	Core	New/ un-committed	Total Grant	Actual spend YTD + Committed Spend	Balance
	£'000	£'000	£'000	£'000	£'000
Increased Resources	358	197	554	358	196
Surge Activity	212	447	658	400	258
Increased Capability	0	289	289	200	89
Preventative / Diversionary Initiatives	0	39	39	56	(17)
	569	971	1,540	1,014	526

4.7.2 ARV Uplift – Grant £263k

£263k has been allocated against spend included in the forces outturn position, this was set in place before the plans below were identified. Therefore, there would need to be a reduction in overtime spends of £181k to facilitate funds being available to purchase the remaining 5 items.

Home Office ARV Uplift Funding Grant	Core	New/ un-committed	Total Grant	Actual spend YTD + Committed Spend	Balance
	£'000	£'000	£'000	£'000	£'000
RAPT, TST, TAPT related overtime & staffing	236	(181)	55	55	0
Armoury Improvement	0	52	52	0	(52)
Armed team support vehicle	0	50	50	0	(50)
X2 Tasers for initial firearms courses	0	33	33	0	(33)
1 x duty planning staff	27	0	27	27	0
Targetry proposals	0	26	26	0	(26)
Method of entry rig and shelter	0	20	20	20	0
	263	0	263	102	(161)

4.7.3 Cyber Crime – Grant £111k

£99k has been allocated against spend included in the forces outturn position. There is a risk that the costs will over spend by £12k as requests are being made for IS to provide technology equipment. We have received verbal confirmation that this over spend will be met from additional grant, however as this isn't certain no provision for the additional income has been made.

Home Office Cyber Crime Grant	Core	New/ un-committed	Total Grant	Actual spend YTD + Committed Spend	Balance
	£'000	£'000	£'000	£'000	£'000
Employee costs	99	0	99	99	0
Crypto currency equipment	0	2	2	2	0
Technology Equipment	0	0	0	12	12
Travel & accommodation for Cyber Team	0	10	10	10	0
	99	12	111	123	12

4.8 **Efficiencies**

The 2019/20 efficiency target in order to achieve a balanced budget is £3,300k as per the table below:

Efficiencies Target for 2019/20	Target £'000	Outturn* RAG Assessment
Pay & Expenses		
Ongoing staff pay savings	1,500	Green
Overtime	500	Amber
	2,000	
Non Pay		
Procurement	300	Amber
Comms & Computing	300	Amber
Capital Financing	300	Amber
Supplies & Services	200	Red
Income	200	Green
	1,300	
Total Savings	**3,300**	(2,300) Amber

*Unable to assess due to MFSS quality issues.

The procurement saving was included within the Technical Accounting area for budget purposes and has been reversed out in the June forecast on the basis that the savings will be delivered across numerous lines of expenditure. All other savings targets/achievements are captured in the outturn summary at 4.1.

Finance is constantly reviewing all efficiency targets with the organisation to identify any possible risks or opportunities to delivering the yearend target.

5 Financial Implications and Budget Provision

5.1 The financial information relating to this item is contained within item 4.1 and Appendix A.

6 Human Resources Implications

6.1 There are no immediate Human Resource implications arising from this report.

7 Equality Implications

7.1 There are no equality implications arising from this report.

8 Risk Management

8.1 Monitoring continues to be problematic and errors in the data continue to be reported. It should be noted that outturn monitoring in relation to staff pay has been attempted this month, however payroll and general ledger continue to be out of balance at the present time, accuracies between departments are also irreconcilable and inconsistent. From the monitoring that has been completed a reduction in outturn of £530k has been recognised, however this carries an element of risk due to the errors in the data.

8.2 Recent information relating to pay awards is not reflected in the outturn figures in this report in relation to officer and PCSO pay. An increase of 2% was identified in the budget. It is expected that the additional cost to the Force will be circa £343k assuming that staff will follow officers with a 2.5% approved increase in September 2019.

9   Policy Implications and links to the Police and Crime Plan Priorities

9.1   There are no policy implications arising from this report.

10   Changes in Legislation or other Legal Considerations

10.1   There are no changes in legislation or other legal considerations that are relevant to this report.

11   Details of outcome of consultation

11.1   The figures included in this report are presented to the Force Executive Board on a monthly basis.

12. Appendices

12.1   Appendix A - Revenue Report to August 2019 CIPFA format.

12.2   Appendix B - Virements approved under delegated arrangements.

12.3   Appendix C – Virements greater than £100k requiring PCC approval.

12.4   Appendix D - Outturn movements.

13. Background Papers (relevant for Police and Crime Panel Only)

NB
See guidance on public access to meetings and information about meetings for guidance on non-public information and confidential information.

Nottinghamshire Police Group Position as at the end of August 2019, by CIPFA format.

The table shows the original budget and approved virements to represent the revised budget. Over spends are shown as + numbers, whilst under spends are shown as () numbers. No manual adjustments have been made for rounding.

	Budget £'000	Virements £'000	Revised Budget (RB) £'000	Forecast Outturn (FO) £'000	FO-RB Variance £'000
Pay & Allowances					
Police Officer	107,907	0	107,907	107,907	0
Police Staff	43,151	0	43,151	42,620	(530)
PCSO	5,723	0	5,723	5,723	0
	156,781	**0**	**156,781**	**156,251**	**(530)**
Overtime					
Police Officer	4,016	0	4,016	4,076	60
Police Staff	743	(3)	740	760	20
PCSO	60	0	60	60	0
	4,819	**(3)**	**4,816**	**4,896**	**80**
Other Employee Expenses					
Medical Retirements	4,929	0	4,929	4,929	0
Other Employee Expenses	2,156	19	2,175	2,227	52
	7,085	**19**	**7,104**	**7,156**	**52**
Total Pay & Allowances	**168,685**	**16**	**168,701**	**168,302**	**(399)**
Non Pay					
Collaboration Contributions	10,246	265	10,511	11,307	797
Comms & Computing	8,683	8	8,691	9,172	482
Other Supplies & Services	5,853	(76)	5,777	6,157	380
Premises	5,767	0	5,767	6,156	389
Transport	5,652	39	5,691	5,786	95
Capital Financing	4,335	0	4,335	4,528	193
Forensic & Investigative costs	2,090	0	2,090	2,144	54
Custody costs & Police Doctor	1,483	0	1,483	1,502	18
Partnership Payments	1,312	(251)	1,061	1,089	28
Clothing, Uniform & Laundry	527	0	527	597	70
Income	(13,325)	(1)	(13,326)	(14,830)	(1,504)
Total Non-Pay	**32,623**	**(16)**	**32,607**	**33,609**	**1,002**
OPCC	**4,975**	**0**	**4,975**	**4,975**	**0**
TOTAL GROUP POSITION	**206,283**	**(0)**	**206,283**	**206,886**	**603**

Nottinghamshire Police Group Position as at the end of August 2019, by Department.

The table shows the original budget and approved virements to represent the revised budget. Over spends are shown as + numbers, whilst under spends are shown as () numbers. No manual adjustments have been made for rounding.

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	89,010	**(111)**	**88,898**	**88,818**	**(80)**
Crime & Operational Services					
Public Protection	12,438	0	12,438	12,229	(209)
Operational Support	10,156	23	10,179	10,354	175
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Other	(47)	302	255	280	25
	40,129	**339**	**40,468**	**40,334**	**(133)**
Corporate Services					
Technical Accounting	12,776	(327)	12,449	12,456	6
Information Services	11,272	53	11,324	11,852	528
Estates	6,235	0	6,235	6,724	489
Fleet	2,876	358	3,234	3,346	112
People Services	1,715	27	1,742	1,881	139
PSD	1,635	(2)	1,633	1,580	(53)
Futures Board	1,280	(197)	1,083	962	(122)
Command	1,235	28	1,263	1,286	23
Corporate Development	1,628	(548)	1,080	915	(164)
Corporate Communications	833	0	833	642	(191)
Finance	671	0	671	794	123
Information Management	0	503	503	417	(87)
Other smaller budget departments	215	0	215	229	14
	42,372	**(105)**	**42,267**	**43,085**	**818**
Collaboration					
EMSOU Operations	13,781	(246)	13,534	13,827	293
EMCJS	9,066	0	9,066	9,023	(43)
EMSOU Services	4,195	(27)	4,169	4,354	185
MFSS	2,418	150	2,567	3,055	488
ESN	186	0	186	186	0
EMSCU	153	0	153	159	7
	29,798	**(123)**	**29,675**	**30,605**	**930**
Home Office Grants					
Knife Crime	0	0	0	(569)	(569)
ARV Uplift	0	0	0	(263)	(263)
Cyber Crime	0	0	0	(99)	(99)
	0	**0**	**0**	**(931)**	**(931)**
Force Total	**201,308**	**0**	**201,308**	**201,911**	**603**
OPCC	**4,975**	**0**	**4,975**	**4,975**	**0**
Group Total	**206,283**	**0**	**206,283**	**206,886**	**603**

Virements Period 5 - Approved under delegated arrangements

Expenditure Type	Description	Amount £
Supplies & Services	Purchase of van for NSART Team	(6,000.00)
Transport Related	Purchase of van for NSART Team	6,000.00
	OVERALL MOVEMENT	-

Virements Period 5 - Requiring PCC approval.

Expenditure Type	Description	Amount £
Custody & Police Doctor	General Increase in demand	**13,432.00**
Forensic & Investigation Costs	General Increase in demand	**31,570.00**
Other Employee Costs	Contract changes for PFOA counselling	11,000.00
	Potential for additional redundancies due to restructures	55,880.00
	TOTAL	**66,880.00**
Other Income	Reversal of anticipated staff pay income to off-set revised monitoring	**225,000.00**
Pay & Employment Costs	Review of staff outturn position	(530,162.48)
	Increase in overtime mainly due to Op Scorpion	79,900.00
	TOTAL	**(450,262.48)**
Property Related	Increase in demand (incl. DBS)	**170,320.00**
Seconded Officers & Staff Income	Additional DBS Income	**(101,711.96)**
Supplies & Services	Increases in demand DBS and MFSS	**44,772.44**
	TOTAL	**-**

Outturn Movements Period 5- 2019/20

Expenditure Type	Description	Amount £
Clothing & Uniform	Increase in demand, laundry in custody and general uniform costs	**60,000**
Collaboration	RART Pension costs and Op Advenus reflection in latest figures from region	**30,260**
Comms & Computing	Savings due to reduction in demand of some lines / systems	(33,328.00)
	Contract changes, Vuleio to PR Gloo (Corp Comms)	7,929.00
	TOTAL	**(25,399.00)**
Other Income	Increase in Income for monitored alarms, EMSCU Income generation & fingerprint income	**(54,500.00)**
Partnership Payments & Grants to external organisations	Mainly minor contract savings	**4,144.00**
Supplies & Services	Reduction in contribution to Insurance Reserves	(140,000.00)
	Changes in demand across several areas	(45,433.64)
	TOTAL	**(185,433.64)**
Transport Related	Increase in demand	**2,100.00**

OVERALL OUTTURN MOVEMENT IN P5	**(168,828.64)**
PREVIOUS OUTTURN MOVEMENT IN Q1 & P4	772,051.36
TOTAL OUTTURN MOVEMENT	603,222.72

Appendix C: Capital Report presented to Strategic Resources and Performance

For Information Only	
Public	**Public**
Report to:	**Strategic Resources and Performance**
Date of Meeting:	**6th November 2019**
Report of:	**Chief Constable**
Report Author:	**Tracey Morris**
E-mail:	**Tracey.morris@nottinghamshire.pnn.police.uk**
Other Contacts:	
Agenda Item:	

Capital Report for Period 5; Quarter 2 2019/20

1. Purpose of the Report

1.1 The purpose of this report is to provide an update on the financial outturn position for capital as at 31st August 2019 (Period 5, Quarter 2).

2. Recommendations

2.1 Recommendation 1 Outturn Position
That the Police and Crime Commissioner note the outturn position as set out in Appendix A.

Recommendation 2 Virement
That the Police and Crime Commissioner note the virement approved by the Chief Constable under delegated powers, being below £100,000, as set out in Appendix B.

2.2 **Background**

The Capital Programme for 2019/20 to 2023/24 was presented and approved at the Police and Crime Panel Meeting on 7th February 2019.

The capital budget for 2019/20 is £12,797k. This is calculated as slippage from 2018/19 of £1,470k and new allocations in 2019/20 of £11,327k.

Finance in conjunction with project leads and budget holders have continued to review the outturn position (Appendix A). At the end of August 2019 the projected year end outturn is £9,742k which is an increase of £182k on P4.

Actual spend to the end of August 2019 is £2,242k which is an increase of £742k on P4. Please also refer to section 8 of this report.

3. Reasons for Recommendations

3.1 To update the Chief Officer Team and the Office of the PCC on the Force's projected outturn position for 2019/20 and also to comply with good financial management and Financial Regulations.

4.	Summary of Key Points

4.1 **Executive Summary**

The review during period 5 of the capital expenditure is forecasting an under spend of £10k, a reduction of £251k against the last report and anticipated slippage of £3,044k an increase of £67k against the last report.

The under spend has considerably reduced since last month. The majority of the variance is within the Command and Control project where it is expected that £183k will be required for screens.

Monitoring has been exceptionally problematic so far this year, with proven errors in the data recoded on the financial system. Work is progressing to address these issues, it should be noted that the year to date actual spend has reversed the anomaly from last month, but is still considered inaccurate at this present time. There is confidence that the budget set is robust and will be sufficient to manage capital plans during 2019/20.

The table below shows the projected Force under spends and slippage against the 2019/20 budget plus virements (revised budget) as at the end of August 2019.

Variances greater than £50k are explained in more detail within section 4 of this report.

Data explaining the variance between original budget and revised budget can be found in Appendix A. Data explaining the virements can be found in Appendix B.

Capital Outturn Position as at the end of August 2019, by Project.

Over spends are shown as + numbers, whilst under spends are shown as ( ) numbers. No manual adjustments have been made for rounding.

Project Name	Revised Budget £'000	Forecast Outturn £'000	Underspend £'000	Slippage to 2020/21 £'000
Estates				
New Custody Suite	6,430	3,386	0	(3,044)
Building Improvement, Renovation & Conversion Works	1,172	1,185	0	0
Hucknall EMAS	637	635	(2)	0
Custody Improvements	360	360	(0)	0
New HQ Joint Build	352	352	0	0
Northern Property Store	246	246	0	0
Bunkered Fuel Tanks	76	59	(4)	0
Automatic Gates & Barriers	52	52	0	0
Community Rehabilitation Companies Renovations	25	25	0	0
Estates Total	**9,350**	**6,300**	**(6)**	**(3,044)**
Information Services				
ANPR Camera Project	126	126	0	0
Technology Services Refresh & Upgrades	1,090	1,090	0	0
Command & Control	1,910	1,909	(1)	0
SICCS Upgrade	59	59	0	0
NEP	112	109	(3)	0
IS Total	**3,297**	**3,293**	**(4)**	**0**
Other Projects				
Vehicle & Equipment Replacement	**150**	**150**	**0**	**0**
Overall Total	**12,797**	**9,743**	**(10)**	**(3,044)**

4.2 Estates – Under spend (£6k) and Slippage (£3,044k)

4.2.1 New Custody Suite – slippage (£3,044k)
The projected slippage figure is likely to change by the end of the year. The increase in slippage reflects the latest information from the project lead and Gleeds. This is a multi-year project and overall the project is expected to be delivered on target.

4.3 Information Services – Under spend (£4k)

4.3.1 Command & Control – under spend (£1k)
The reduction in underspend reflects a recognition that replacement screens will be required and also reflects some transactional anomalies in the system that have been rectified.

4.4 Other Projects – on budget

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

5.1   The financial information relating to this item is contained within item 4.1 and Appendix A.

| **6. Human Resources Implications** |

6.1   There are no immediate Human Resource implications arising from this report.

| **7. Equality Implications** |

7.1   There are no equality implications arising from this report.

| **8. Risk Management** |

8.1   It should be noted that the actual year to date figures shown within this report are not considered to be accurate at this point in time, work is progressing with our outsourced service to rectify current issues.

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

9.1   There are no policy implications arising from this report.

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

10.1   There are no changes in legislation or other legal considerations that are relevant to this report.

| **11. Details of outcome of consultation** |

11.1   The figures included in this report are presented to the Force Executive Board on a monthly basis.

| **12. Appendices** |

12.1   Appendix A – Detailed Report to August 2019.

12.2   Appendix B – Virements requiring approval.

| **13. Background Papers (relevant for Police and Crime Panel Only)** |

NB
See guidance on public access to meetings and information about meetings for guidance on non-public information and confidential information.

Capital Position as at the end of August 2019.

The table shows the original budget, approved slippage, requested virements and outturn position. Overspends are shown as + numbers, whilst under spends are shown as () numbers. No manual adjustments have been made for rounding.

Project Name	Slippage From 2018/19	New Budget 2019/20	In Year Virements	Total Available for Project	Total Actual Spend YTD	Out-turn	Under Spend	Slippage to 2020/21
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Estates								
New Custody Suite	0	6,430	0	6,430	532	3,386	0	(3,044)
Building Improvement, Renovation & Conversion Works	0	1,250	(78)	1,172	139	1,185	0	0
Hucknall EMAS	637	0	0	637	162	635	(2)	0
Custody Improvements	260	100	0	360	176	360	(0)	0
New HQ Joint Build	0	352	0	352	285	352	0	0
Northern Property Store	168	0	78	246	145	246	0	0
Bunkered Fuel Tanks	76	0	0	76	31	59	(4)	0
Automatic Gates & Barriers	52	0	0	52	0	52	0	0
Community Rehabilitation Companies Renovations	0	25	0	25	0	25	0	0
	1,193	**8,157**	**0**	**9,350**	**1,470**	**6,300**	**(6)**	**(3,044)**
Information Services								
Command & Control	0	2,000	(90)	1,910	426	1,909	(1)	0
Technology Services Refresh & Upgrades	0	1,090	0	1,090	243	1,090	0	0
ANPR Camera Project	106	20	0	126	(0)	126	0	0
NEP	112	0	0	112	0	109	(3)	0
SICCS Upgrade	59	0	0	59	0	59	0	0
	277	**3,110**	**(90)**	**3,297**	**668**	**3,293**	**(4)**	**0**
Other Projects								
Vehicle & Equipment Replacement	0	60	90	150	104	150	0	0
	0	**60**	**90**	**150**	**104**	**150**	**0**	**0**
Total	**1,470**	**11,327**	**0**	**12,797**	**2,242**	**9,743**	**(10)**	**(3,044)**

Virements Period 5 – 2019/20

Project	Description	Amount £
Total		**0**

There are no virements to report this month.