

**MINUTES OF THE MEETING OF THE NOTTINGHAMSHIRE POLICE AND CRIME  
COMMISSIONER JOINT AUDIT AND SCRUTINY PANEL HELD ON TUESDAY  
27th OCTOBER 2020 COMMENCING AT 11.00AM VIA MICROSOFT TEAMS**

**MEMBERSHIP**

(A – denotes absent)

Mr Stephen Charnock (Chair)

Mr Leslie Ayoola **A**

Dr Phil Hodgson **A**

Mr Peter McKay

Alan Franks

**ALSO PRESENT**

Michael Allen	Nottinghamshire Police
Rachel Barber	Deputy Chief Constable, Nottinghamshire Police
Steve Cooper	Nottinghamshire Police
Emma Foody	Deputy Police and Crime Commissioner
Rob Griffin	Nottinghamshire Police
Noel McMenamin	Democratic Services, Nottinghamshire County Council
Gerard Milano	Nottinghamshire Police
Charlie Radford	Chief Finance Officer, NOPCC
Pat Stocker	Nottinghamshire Police

**1) APOLOGIES FOR ABSENCE**

Leslie Ayoola (Panel), Phil Hodgson (Panel), Kevin Dennis (OPCC), Mark Kimberley (Nottinghamshire Police), Paddy Tipping (OPCC).

**2) DECLARATIONS OF INTEREST BY MEMBERS AND OFFICERS**

None.

**3) PRESENTATION – GDPR AUDIT UPDATE**

Pat Stocker, Information Management Lead, Nottinghamshire Police, gave a presentation updating the Panel on the steps being taken to deliver on compliance with the requirements of General Data Protection legislation.

The presentation, published with the agenda, highlighted a number of risks identified by the internal auditors as requiring improvement in order to move from the 'Limited Assurance' level. Steps taken to mitigate those risks included

increasing the Information Management staffing complement, the updating of Information Asset Registers and linking them with the retention schedule, provision of appropriate training and re-engaging with regional data protection meetings.

During discussion, the following issues were raised and points made:

- It was confirmed that Court-related material had taken priority during the period when mitigating action was being taken, and the view was expressed that good retention practice was embedded within the organisation;
- A further internal audit was scheduled for December 2020, where further training was expected to be identified as an ongoing issue. The biggest risks remained data breaches resulting from human error;
- The Information Management function had come through a difficult period and overall direction of travel was positive – the Team and wider organisation was committed to building on the significant progress made in 2020.

#### **RESOLVED 2020/039**

To note the presentation

#### **4) PRESENTATION – IT AND STRATEGY: UNDERSTANDING DEMAND**

The Panel received a presentation from Detective Chief Superintendent Gerard Milano, providing an update on the steps taken by Nottinghamshire Police to improve its future demand analysis capacity, in the wake of an HMICFRS Inspection recommendation from 2018-19.

The detailed presentation, published with the agenda, highlighted the development of the Crest Demand/Workload Modelling tool, the enhanced capabilities this has provided, and the opportunities and challenges in becoming self-sufficient in the use and continued development of the tool.

The Panel raised several points during discussion:

- It was confirmed that the Crest Modelling Tool was used by several forces but that there was no single market leader in the field;
- It was acknowledged that there would always be challenges in redeploying staff to address identified future need, but the Tool gave the Force the means to anticipate future demand and act accordingly;
- The view was expressed that the Crest Modelling Tool had informed rather than replaced experienced professional judgement, and had not produced outcomes that had run counter to that judgement;

- Enhanced future demand modelling allied to the uplift in officers meant that the Force was in a good position to address future policing challenges.

#### **RESOLVED 2020/040**

To note the presentation

#### **5) PRESENTATION – NEIGHBOURHOOD POLICING**

The Panel received a presentation from Chief Superintendent Rob Griffin, on the work that had taken place to address areas for improvement identified in the HMICFRS Inspection in 2018-19 around understanding local people's needs and concerns, and on evaluating and sharing effective practice.

The detailed presentation, published with the agenda, set out the stages in reviewing, redesigning and implementing Neighbourhood Policing in Nottinghamshire, including the creation of the Neighbourhood Policing portal. It also detailed the evaluation measures taken in response to the 2018-19 Inspection findings, and how that evaluation was used to inform future developments.

The following points were made during discussion:

- It was acknowledged that retaining visibility in neighbourhoods was vital to provide reassurance, and that this was reflected in current priorities. The uplift in officer numbers helped deliver that reassurance;
- The point was made that some communities had considerable demographic movement, making engagement and trust-building more of a challenge. The consistency of approach and the enhanced physical and social media 'reach' into communities, helped embed the Force's presence into the communities it served;
- Engagement was channelled through stakeholders such as locally elected representatives, local area meetings and surveys. Social media engagement was now key in engaging with younger residents;
- The Panel commended the neighbourhood policing transformation that had been delivered, and suggested that the wider population, not just those currently active in local engagement, would welcome and benefit from this work being more visible.

#### **RESOLVED 2020/041**

To note the presentation.

## 6) **PRESENTATION – CODE OF ETHICS**

The Panel received a presentation from Detective Superintendent Michael Allen, Ethics Lead in Nottinghamshire Police, on the Code of Ethics and embedding ethics within policing in Nottinghamshire.

The detailed presentation, published in the agenda, explained that embedding ethics through establishing policing principles, was leadership-driven and went beyond established policing Standards of Professional Behaviour. An internal campaign - 'Let's Talk Ethics' - was to be launched with a view to educate and empower the workforce to identify and address ethical dilemmas in an open and safe environment. Central to this was the establishment of an Ethics Forum.

The Panel welcomed the opportunity to become better informed about the topic, and commended the work undertaken to date. Several points were made during discussion:

- There was consensus that the workforce needed to feel confidence in the steps being taken to ensure a full, fair and – where appropriate – confidential consideration of ethical issues and dilemmas;
- It was not the intention to circumvent or undermine established line management lines of communication;
- The importance of the measures being adopted lay in helping ensure consistency of approach across the Force, reducing the impact of personal subjectivity in dealing with ethical dilemmas and in building a knowledge and precedent base upon which to consider future ethical issues.

### **RESOLVED 2020/042**

To note the presentation.

## 7) **SUMMARY OF ACTIONS**

No direct actions arose from the presentations.

## 8) **DATE OF NEXT MEETING**

At the OPCC's request, it was agreed to next meet on Friday 27 November 2020 at 2pm, and not at 10am as originally scheduled.