

STRATEGIC RESOURCES & PERFORMANCE MEETING

Thursday 06 July 2017 at 10.00 am
Gedling Borough Council Offices

Membership

Paddy Tipping – Police and Crime Commissioner
Kevin Dennis – Chief Executive, OPCC
Charlie Radford – Chief Finance Officer, OPCC
Craig Guildford – Chief Constable, Notts Police
Rachel Barber – Deputy Chief Constable, Notts Police
Paul Dawkins – Assistant Chief Officer, Finance, Notts Police

A G E N D A

- 1 Apologies for absence
- 2 Minutes of the previous meeting held on 25 May 2017
- 3 Victims' Code of Practice (Force)
- 4 Victims' Code Compliance and Quality Assurance (OPCC)
- 5 Chief Constable's Update Report
- 6 Performance & Insight Report
- 7 Regional Collaboration Update (verbal)
- 8 Work Programme

NOTES

- Members of the **public are welcome to attend** to observe this meeting
- For **further information** on this agenda, please contact the Office of the Police and Crime Commissioner on 0115 9670999 extension 801 2005 or email nopcc@nottinghamshire.pnn.police.uk
- A **declaration of interest** could involve a private or financial matter which could be seen as having an influence on the decision being taken, such as having a family member who would be directly affected by the decision being taken, or being involved with the organisation the decision relates to. Contact the Democratic Services Officer: alison.fawley@nottscc.gov.uk for clarification or advice prior to the meeting.

NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER
Arnot Hill House, Arnot Hill Park, Arnold, Nottingham, NG5 6LU

**MINUTES OF THE MEETING OF THE NOTTINGHAMSHIRE POLICE AND CRIME
COMMISSIONER STRATEGIC RESOURCES AND PERFORMANCE MEETING
HELD ON THURSDAY 25TH MAY 2017**

**AT GEDLING BOROUGH COUNCIL, CIVIC CENTRE, ARNOT HILL ROAD,
ARNOLD, NOTTINGHAM, NG5 6LU**

COMMENCING AT 11.00AM

MEMBERSHIP

(A – denotes absence)

Paddy Tipping – Police and Crime Commissioner

Kevin Dennis – Chief Executive, OPCC

Charlie Radford – Chief Finance Officer, OPCC

Craig Guildford – Chief Constable, Nottinghamshire Police

Rachel Barber – Deputy Chief Constable, Nottinghamshire Police

Paul Dawkins – Assistant Chief Officer, Finance

OTHERS PRESENT

Pete Barker - Democratic Services, Notts County Council

Mark Kimberley - Head of Finance, Nottinghamshire Police

APOLOGIES FOR ABSENCE

Apologies were received from Charlie Radford.

DECLARATIONS OF INTEREST

None.

MINUTES OF THE PREVIOUS MEETING HELD ON 16 MARCH 2017

Agreed.

CODE OF ETHICS – UPDATE

The Chief Constable introduced the report and informed those present that although there was the potential for this to become a bureaucratic process that did not involve staff, it was important to avoid this and pointed out that the Code was part of the

recruitment and induction processes with decision makers encouraged to include the principles in their rationale.

During discussions the following points were raised:

- The Commissioner asked the Chief Constable about the view of the HMIC regarding Nottinghamshire and the Chief Constable replied that the HMIC had been complimentary.

RESOLVED 2017/0014

That the update and the progress made to date be noted.

NOTTINGHAMSHIRE POLICE PEOPLE SURVEY

The Chief Constable introduced the report and confirmed that he had spoken to Simon Torr about the survey before his retirement. The Chief Constable spoke of the low participation rate and hoped that this would be higher in future, though there were positives that could be taken from the survey, including the substantial achievement of the Force achieving 35th place in the Stonewall Workplace Equality Index.

The Chief Constable spoke of the importance of providing a clear direction to staff, not only from senior management but from supervisors as well. The new People Board allows staff throughout the organisation to make suggestions regarding the well-being agenda and the recruitment of new staff will bring a new cultural experience to the Force and the Chief Constable reiterated the importance of the organisation caring for these staff.

The Deputy Chief Constable stated that she felt that the appointment of new senior staff and the implementation of the new policing model had affected the response rate and hoped that in 18-24 months' time that rate would increase. Despite the changes that have been made, there is a time lag which means that staff have not seen many of the changes made but that the challenge was how to get staff to own the approach in their areas and the need to get staff to feel that things are changing.

During discussions the following points were raised:

- The Commissioner asked how much time would be needed to complete the initial shaping of the approach and the Deputy Chief Constable replied that it was hoped that this would be complete by early summer
- The Chief Constable informed those present that he had met representatives from the Staff Association and Trade Unions and that they were involved more now than in the past, with good feedback being received from both. The Chief Constable said that his approach and that of senior colleague was non-traditional and that they would not be backward in coming forward and informed those present that there would be a radical change to the feel of the Force

- The Commissioner observed how long change can take to implement and emphasised the importance of learning from the past. The Chief Constable agreed and spoke of the need for responsibility to be taken, people did not necessarily want to see people sacked when errors were made, they just wanted an apology. The Deputy Chief Constable spoke of the need for honesty - people were getting into trouble for not being honest after an event rather than through the event itself

RESOLVED 2017/0015

That the contents of the report be noted.

ESTATES STRATEGY AND UPDATE ON ESTATES RATIONALISATION

The Chief Constable introduced the report and informed those present that the contents of the report were straight forward with future investment plans in place for Police HQ and Bridewell, amongst others. The next priority would be co-location with partners.

The Commissioner said that the topic would be addressed after the General Election on the 8th June and spoke of the need to smarten up many of the estate's buildings.

RESOLVED 2017/0016

1. That the new Estates Strategy be approved
2. That the progress made in the implementation of the ongoing estates rationalisation programme be noted

FORCE UPDATE ON INFORMATION TECHNOLOGY STRATEGY AND OUTCOMES

The Chief Constable introduced the report and emphasised the importance of continued investment and informed those present that NICHE was progressing well. The Chief spoke of the need to influence other Chief Constables to keep them on board with the project, especially as the replacement for Airwave was imminent.

During discussions the following points were raised:

- The Commissioner asked about the difficulties of progressing work which involved three Forces. The Chief Constable replied that much hard work was needed and that he was aware that Northants were looking elsewhere, this was not necessarily a problem if everyone was aware but that it was preferable if the work moved forward with all parties involved and it was difficult to see how Northants could move forward without collaborating with others. Paul Dawkins spoke in support of the strategy adopted and pointed out the financial benefits of partners working together.

RESOLVED 2017/0017

1. That the considerable steps being taken towards delivering transformational capabilities for Nottinghamshire Police be noted.
2. That a commitment be made to wider business engagement in the work streams to ensure that benefits are maximised from the new capabilities which are being delivered through the enabling technologies.

HEALTH AND SAFETY UPDATE

The Chief Constable introduced the report and said that the Force had been slow to recognise the problem of mental health, though it was still important to mitigate the threat of physical harm. IN terms of mental health investment was being made in training first line supervisors, in the past it was only senior managers who were involved. More flexibility was being given to front line supervisors to cope with short term mental health problem, for example, encouraging staff to ask for leave. The Chief Constable spoke about allowing decisions to be made at the most appropriate level so that staff could go home and leave the responsibility with someone who could take the problem forward. The Deputy Chief Constable said that the Force are looking to roll out the 'Back Up Buddy' app and were working with professional partners to remove the stigma around mental health.

During discussions the following points were raised:

- The Commissioner spoke positively about the work of the triage cars. The Chief Constable spoke of the problem of high workloads and the importance of staying in touch with frontline staff.

RESOLVED 2017/0018

That the contents of the report be noted.

COMMUNITY SAFETY FUNDING 2017-18

Kevin Dennis introduced the report and informed those present that some projects still needed to be confirmed.

During discussions the following points were raised:

- The Chief Constable asked about the level of the Force's involvement and was informed that there were representatives on the decision making Panel

RESOLVED 2017/0019

That the contents of the report be noted.

PERFORMANCE AND INSIGHT REPORT

The Chief Constable introduced the report.

During discussions the following points were raised:

- The Chief Constable argued that focus should be on 'repeat repeats' as these were the most difficult cases to deal with, impacting as they did on all agencies
- In courts across the region, there were still significant challenges in terms of timeliness and listings
- Nottinghamshire could be a victim of its own success. The Chief Constable has met those responsible for listing at the Crown Court and risky cases from elsewhere do get allocated which has resource implications
- The problem of the lack of notice sometimes given to victims/witnesses was highlighted
- The performance around early guilty pleas does not compare favourably with others and the Chief Constable is due to meet Bhatia Best to discuss the situation

RESOLVED 2017/0020

That the contents of the report be noted.

CAPITAL OUT-TURN AND SLIPPAGE 2015-17

The Commissioner introduced the report and informed those present that there had been some slippage. This had been caused through having too much in the Programme and by the prolonged discussions around collaboration. The Commissioner felt that there was now clarity for this and future years in terms of estates and IT, and was confident everything could be delivered, though partners would be needed.

During discussions the following points were raised:

- In future the revenue and capital reports would be combined and the finance teams unified
- The reporting timetable is to be confirmed

RESOLVED 2017/0021

1. That the capital expenditure of £8.043m be approved
2. That the net slippage of £6.012m, as a formal addition to the 2017-18 programme, be approved
3. That the virement of £0.135m be approved
4. That the overspend on NICHE of £0.977m be noted

PROVISIONAL OUT-TURN REPORT FOR 2016-17

Paul Dawkins introduced the report which highlighted the excellent financial performance of the past year where £12m of savings had been targeted and £13m of had been achieved. Savings in pay have been made through higher than anticipated leavers though the recent events in Manchester may well increase expenditure on pay. Any overspends would be looked at in detail to see where further non-pay savings could be made. Concern was expressed at the level of expenditure on collaboration where inputs were not being matched by outputs and more work would take place aimed at improving financial reporting/forecasting. Income exceeded target but there was no complacency and there was still scope to do more with fees and charges.

During discussions the following points were raised:

- Specific plans were needed regarding the use of the surplus funds generated and discussions were required about the need to replenish long term reserves and how this can be achieved

RESOLVED 2017/0022

That the outturn position for each legal entity and the net position for the Group be noted.

WORK PROGRAMME

A report on the compliance with the victim code would be brought the July meeting.

RESOLVED 2017/0023

That the contents of the report be noted.

The meeting closed at 12.25pm

CHAIR

For Information	
Public/Non- public	
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	Thursday 6th July 2017
Report of:	Thematic Scrutiny- Compliance with Victims Code
Report Author:	Chief Inspector Andrew Goodall
E-mail:	andrew.goodall@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	3

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

Victim's Code of Practice

1. Purpose of the Report

- 1.1 To update the meeting with regard to developments over the past 12 months regarding the implementation by Nottinghamshire Police with the Victim Code of Practice (VCOP).

2. Recommendations

- 2.1 That the meeting note this report.

3. Reasons for Recommendations

- 3.1 To update the meeting with progress and developments.

4. Summary of Key Points

4.1 Niche

As part of the development and introduction of Niche, work was completed to incorporate the Victim Code Needs Assessment as part of the initial inputting of data, with instruction given that this should be completed at first recording of the crime/incident. This has allowed for early identification of those victims that request referring through to victim services with such victim's details being included within the daily automatic report that went initially to Victim Support, but which now goes to the Victim Care hub, thereby complying with the time scales set within the code. Further development work has developed the code element within Niche, including the mandating of the recording the victim's wishes with regard to this referral.

4.2 Terrorism support

Links have been made between Nottinghamshire Police Special Branch and the Nottinghamshire Victim Care hub to standardise a process to identify and refer those victims affected by acts of terrorism who reside in the county. The Victim Care hub

has specialist case workers who can provide appropriate support and signposting for such victims.

4.3 Training

Following on from a visit to West Midlands Police in July 2016, and sight of a training package used by them, Victim Code of Practice training has been completed as part of divisional training days between January and May 2017. The training has been provided by East Midlands Collaborative Human Resources (EMCHRS) to all frontline staff, including detectives and officers within the Conflict Resolution Team (CRT). The overall aim of the training was to raise awareness of the obligations as per the code, and to encourage officers to see the code as a fundamental requirement of their ongoing management of victims of crime, Anti-social Behaviour (ASB) and hate incidents. Previous training had consisted of NCALT learning packages, and the value of bespoke face to face training was felt worthy, given the importance of good victim management and the obligations as set out in the code. The training appears to have been well received, and the trainers' views are that it has proved beneficial with regard to officer's knowledge and understanding of the code. Officers have also used the training to highlight practical issues, such as the lack of court updates with the resulting problems around updating victims, and the issues around updating victims when the offender is subject to an Failed To Appear (FTA) warrant, or arrest for breach of bail conditions. Evaluation of the training is available through the daily performance management reports. This training also links well with the wider vulnerability training and awareness raising.

4.4 Victim Information Package

The pack has been amended in line with the new Nottinghamshire Victim Care hub. Further amendments will be required once the new Victim Right to Review process is finalised. The amended package is available on the force website, and also on the Valuing Victims pages on the intranet.

Work is ongoing to have this package translated into the following languages- Polish, Urdu, Farsi/Persian, Punjabi, Arabic, Mandarin and Romanian. These languages have been identified as the most prevalent in Nottinghamshire. This work is being undertaken by officers within the organisation wherever possible, whilst those translations that are not possible being outsourced to Cintra.

4.5 Victim Right to Review

The existing process is currently being amended due to a change in the administration (from Business Support Officer to Contact Management), and a change to how the process is managed. Previously the process was managed through the Cyclops system, but there is now the potential for Niche to be used. The Niche workflows have been developed and built, and a user guide is to be created to ease reviewing officers' use of the system.

Significantly, a recent request for a review led to the reviewing officer commissioning additional work from the officer in case. This work led to the subsequent charge of the offender. Once finalised at court, consideration will be given to using this example through internal communications to raise further awareness of the scheme.

4.6 Daily performance reports

During 2016 Daily Performance Reports (DPRs) reports were developed to allow supervisors to see those crimes that were deficient with regard to VCOP obligations. Supervisors can now monitor their team's compliance with the code in relation to the needs assessment and offering of a referral to Victim Care.

Feedback and consultation has led to amendments being made to Niche to make the victim referral question mandatory, thereby prioritising the victim service offer- this process required regional consideration and agreement. Awareness has also been raised with regard to officers' wider consideration around who is a victim to ensure all persons involved are considered for referral to victim services.

Appropriate communications messaging has taken place to highlight the above.

4.7 Victim Care

Work was completed to ensure the successful implementation of the Victim Care hub. A data processing agreement between Nottinghamshire Police and Catch 22 was produced. Referrals are now sent on a daily basis to the hub of those victims requesting victim services and support.

4.8 Satisfaction Surveys and feedback

Nottingham Trent University are currently completing a series of focus groups with selected victims, examining their victim experience, perceptions and their views on the implementation of the victim code. The results for this are anticipated by the end of June 2017. Furthermore the Office of the Police and Crime Commissioner (OPCC) is completing their own survey in relation to the victim experience with victims that have been identified through the victim satisfaction surveys. Results will be considered for learning for the organisation.

The Market Research Department continue to share their updates with supervisors in relation to surveys they have completed, and feedback from victims specific to individual cases.

4.9 New lead

T/Chief Inspector James Woolley will assume the role of force lead for the Victims Code from July 2017.

5. Financial Implications and Budget Provision

- 5.1 There will be financial implications with regard to the translation of the Victim Information Packages. Those officers that are completing translations are doing so on agreed overtime, whilst the outsourced translations will result in cost implications. The exact detail is not yet known. It is intended to bid through the Serious and Organised Crime (SOC) Board for this funding.

6. Human Resources Implications

- 6.1 The training identified above was completed through the dedicated training days and consequently there were no additional Human Resource (HR) implications. No other HR implications have been identified.

7. Equality Implications

- 7.1 None identified.

8. Risk Management

- 8.1 Work outlined above seeks to promote compliance with the Victim's Code.

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

- 9.1 The Victim's Code links to the themes of protecting and supporting victims and improving trust and confidence in policing.

10. Changes in Legislation or other Legal Considerations

- 10.1 Amendments to the Victim's Code were made in October 2015, and have been absorbed into the work in force.

11. Details of outcome of consultation

- 11.1 Not applicable.

12. Appendices

- 12.1 None

For Information / Consideration / Comment / Decision (delete as appropriate)	
Public/Non Public*	
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	
Report of:	
Report Author:	Helen Kane
E-mail:	nopcc@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	4

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

VICTIMS' CODE COMPLIANCE AND QUALITY ASSURANCE

1. Purpose of the Report

- 1.1 To provide information on the work taking place by the Office of the Police and Crime Commissioner to monitor whether victims have received the service they are entitled to under the Victims' Code from Nottinghamshire Police.

2. Recommendations

- 2.1 That the meeting note this report.

3. Background

- 3.1 The Victims' Code sets out the services and information victims of crime are statutorily entitled to from criminal justice agencies from the point of reporting to conclusion of court proceedings. The Code came into force in December 2013 and was revised and expanded in October 2015.
- 3.2 The PCC chairs the Nottinghamshire Victims' and Witnesses Board which now meets bi-annually. Previously a sub-group of the Local Criminal Justice Board, the Board provides a forum for criminal justice agencies to agree strategic priorities and to work in partnership to improve services for victims and witnesses. As part of this, the Board provides independent oversight of quality assurance work in relation to the Victims' Code.
- 3.3 A new model for victim services (Nottinghamshire Victim CARE) was introduced in Autumn 2016, followed by commissioning of a new service provider (Catch22) from January 2017.
- 3.4 Training for all Nottinghamshire Police officers in relation to the Victims' Code and related issues was provided between January and May 2017.
- 3.5 Nottinghamshire Police have until recently, undertaken Home Office mandated surveys of all victims to gauge their satisfaction with the service received. The high level findings of the survey are published as part of Nottinghamshire Police's Performance and Insight Report¹. These surveys

¹ 1.1 Percentage of victims of crime that are completely, very or fairly satisfied with the service they have received from the Police; and 1.5b To monitor satisfaction levels of victims of Domestic Abuse through the force victim surveys.

are no longer mandatory, except for victims of domestic abuse. There is therefore, no longer consistent, comparable reporting between Forces for other offence types. The decision was made to cease surveying victims of offences other than domestic abuse and hate crime from April 2017.

4. Summary of Key Points

4.1 Telephone Survey Development:

Work to develop a telephone survey of a sample of victims each month to monitor and quality assure the service victims receive from Nottinghamshire Police was originally commissioned by the Nottinghamshire Victim and Witness Board in 2016. The decision was taken to focus on non-enhanced victims initially. Three volunteers were identified as suitable and have been trained to undertake the telephone survey with victims. Questions have been identified using the Victims Code and consulted upon with partners. A database has been constructed and tested.

4.2 Sampling:

Nottinghamshire Police provide the OPCC with an electronic random sample of non-enhanced victims who have consented to be contacted. We receive approximately 150 contact details each month.

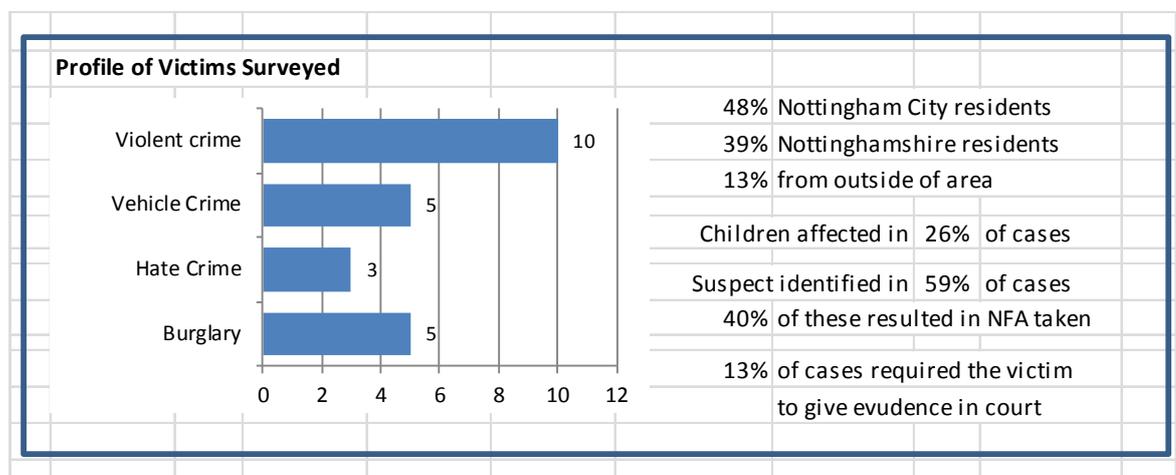
4.3 Responses:

There is a significant 'no response' rate (c.92%), as so far we have only contacted victims during working hours. This should increase with further contact attempts being made by volunteers and an early evening session is being planned, subject to volunteers' availability.

4.4 Findings:

Surveying started in May 2017, contacting victims of offences committed in January & February 2017. As at 14th June, we had 23 completed surveys.

It is very early days and the training for officers only began in January. However, to provide a few of the initial headlines:



Only 44.4% of victims were asked by the police about their needs, however, 73.7% felt that the Police took their needs into account. Similarly, only 38.1% were told about the Victims' Code, but 68.4% were told about Victims' Services.

4.5 Going Forward:

With the conclusion of Police surveying for offences other than domestic abuse and hate crime, from July onwards we will need to consider an alternative data source for consenting victim contacts. To avoid duplication, yet maintain attention on Police performance in relation to meeting VCOP obligations, some questions from the survey could be the subject of a periodic performance report (e.g. questions relating to needs assessment and offering referral to Nottinghamshire Victim CARE). The remaining data could continue to be obtained by telephone survey, if we were to agree consent and contact arrangements with Nottinghamshire Victim CARE.

In addition, the Victims' Commissioner, Ministry of Justice and APCC are proposing to work together to develop a non-mandatory dashboard of key measures of compliance with the Victims' Code that could be used by PCCs to monitor the provision of entitlements for victims in their area. We will keep informed of this work and together with partners, explore the options for the most efficient and effective means of monitoring Victim Code compliance.

5. Financial Implications and Budget Provision

5.1 Volunteer expenses.

6. Human Resources Implications

6.1 Staff development time (in relation to identifying the questions, constructing the database and agreeing access to Nottinghamshire Police data). Going forward: reviewing quality assurance arrangements to enable comparison of data and avoid duplication, together with establishing new data source(s).

6.2 Volunteers' time in delivering the survey.

7. Equality Implications

7.1 Due to the terms of consent, we currently only receive contact information and offence type. Information relating to protected characteristics would enable us to further explore apparent differences on the basis of victim characteristics.

8. Risk Management

8.1 This is proactive work to monitor compliance with the Victims' Code.

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

9.1 This quality assurance work links to Priority 1: Protect, support and respond to victims, witnesses and vulnerable people; and Priority 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process; in the Police and Crime Plan.

10. Changes in Legislation or other Legal Considerations

10.1 No further amendments to the Victims' Code are currently expected.

11. Details of outcome of consultation

11.1 Not applicable.

12. Appendices

12.1 None.

For Information	
Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	6th July 2017
Report of:	Chief Constable Craig Guildford
Report Author:	Laura Spinks, Staff Officer
E-mail:	Laura.spinks@nottinghamshire.pnn.police.uk
Other Contacts:	T/PS Richard Cornell
Agenda Item:	5

Chief Constable's Update Report

1. Purpose of the Report

- 1.1 The purpose of this report is to update members of the Strategic Resources and Performance Board of significant events and work that has taken place since the previous update in March 2017.

2. Recommendations

- 2.1 It is recommended that the contents of the attached report are noted.

3. Reasons for Recommendations

- 3.1 To ensure that the Office of the Police and Crime Commissioner (OPCC) is aware of significant and notable events since the previous update report in March 2017.

4. Summary of Key Points

- 4.1 Please see Appendix 1 for the full report.

5. Financial Implications and Budget Provision

- 5.1 There are no immediate financial implications relating to this report.

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 This is an opportunity to make the OPCC aware of the significant events for Nottinghamshire Police, the majority of which are already in the public domain. There are no associated risks.

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 legal considerations

11. Details of outcome of consultation

11.1 There has been no consultation on this report as it is for information only.

12. Appendices

12.1 Appendix 1 – Chief Constable's Update Report 6th July 2017.

Appendix 1



Chief Constable's Update Report

Strategic Resources and Performance Board

July 2017

Version 2.

1.0 Introduction

I would like to start by paying tribute to the victims of the recent terrorist attacks in London and Manchester. A number of innocent people tragically lost their lives in these violent atrocities including our colleague, Pc Keith Palmer, who sadly lost his life in the attack at Westminster as he guarded the Palace. Every day, our Officers and frontline staff risk their lives to protect our communities and keep us safe. Our thoughts remain with the families and friends of the victims of these terrible attacks.

In Nottinghamshire, we have been carrying out high visibility patrols across the county to provide reassurance and we have been monitoring the situation nationally.

- 1.1 In March, our previous Deputy Chief Constable (DCC), Simon Torr, retired from the service and I want to take this opportunity to thank him for his leadership and dedication to Nottinghamshire Police. Simon's influence has been far reaching in Nottinghamshire Police and he will leave behind a strong legacy. We wish him well in his retirement.
- 1.2 With Simon's retirement, I welcomed a new DCC, Rachel Barber, to the organisation. Rachel joins us from South Yorkshire Police where she was Assistant Chief Constable responsible for protective services. Rachel brings with her a wealth of experience across a number of operational roles as well as organisational policing experience. She will be an asset to the organisation.
- 1.3 In April, I also appointed a new Assistant Chief Constable (ACC), Steve Cooper, to join the Chief Officer Team. Steve, who previously led policing in the City, has recently had operational responsibility for collaboration and will take on the portfolio for transformational change, working alongside ACC Stu Prior, who will be continuing in his role as operational policing lead.
- 1.4 We have also recruited a new Head of Human Resources (HR), Denise Hill, who previously worked for Greater Manchester Police. I look forward to working with Denise over the coming months and I know she will be an asset to the senior management team.
- 1.5 In the five months since my arrival I have been incredibly impressed with the professionalism and commitment of all the staff I have heard about and met. I receive reports of good news and thanks regularly and I am pleased to share some of these stories with you at the end of this report.
- 1.6 This report gives an update on just some of the work that has been taking place recently and is set out by each of the Police and Crime Commissioner's seven strategic priority themes:
 1. Protect, support, and respond to victims, witnesses and vulnerable people

2. Improve the efficiency, accessibility and effectiveness of the Criminal Justice Process
3. Focus on those priority crime types and local areas that are most affected by crime and anti-social behaviour (ASB)
4. Reduce the impact of drugs and alcohol on levels of crime and (ASB)
5. Reduce the threat from organised crime
6. Prevention, early intervention and reduction in reoffending
7. Spending your money wisely

2.0 Priority 1: Protect, support, and respond to victims, witnesses and vulnerable people

- 2.1 Performance data to April 2017 shows that overall victim satisfaction is at 82.5%. In the short term, this is stable. The 'kept informed' aspect of satisfaction, primarily driven by vehicle crime, is an area of decline, which is being addressed. Nottingham Trent University are currently running focus groups to gain further insight, and this will be used to shape the future of victim satisfaction surveys in Nottinghamshire following the change to the Home Office mandate.
- 2.2 Organisationally, we have adopted the new definition of 'vulnerability' and the Contact Management Department has been actively working with the Public Protection Department to ensure that this is fully embedded to ensure that victims are best protected. A new process has also been adopted in the Control Room to ensure that incidents classed as 'vulnerable' are now immediately fully visible across the force on the Force systems.
- 2.3 We have recently seen successful use of a new protocol, which was originally trialed in London, called the 'Banking Protocol'. The aim of this is to protect vulnerable victims against scams. On 2nd June, Nottinghamshire Police received a call from Halifax Bank in Worksop as they suspected that an elderly customer was the victim of a scam. Through a police investigation it transpired that the gentleman had been paying for unnecessary work on his house over and above what the work would usually have cost. The case was then handed over to Trading Standards who will deal with the prosecution and put in place safeguarding measures. This was an extremely effective use of the new protocol and there is a lot of potential to protect and support other vulnerable people in the future.'
- 2.4 Feedback from the recent HMIC re-visit on PEEL Effectiveness was that all staff had a positive attitude for dealing with vulnerability, especially when it came to domestic abuse and they also noted the considerable training given to staff in relation to vulnerability.
- 2.5 The Force has also adopted the new (National) College of Policing definition of vulnerability and created an accompanying force strategy and communications

plan with the key message of, 'Know it. Spot it. Stop it.' Know – the definition of vulnerability and how it relates to day-to-day roles. Spot – think outside the box and use all sense to spot the signs of vulnerability. Stop – stop the potential for harm before it escalates.

- 2.6 One particular high profile case occurred in March whereby On Monday 27th March, officers were called to investigate the disappearance of Samantha Baldwin and her two children following an indication from the Family Court that the children should be removed from her care. The Courts issued a statement outlining the assumption that Samantha had abducted the boys and that she posed a risk to the children. A lengthy and complex inquiry took place and there was a nationwide appeal for information regarding Samantha and the boys' whereabouts. As a result of the appeal, information was given to the investigation team and on 6th April, Samantha was found along with her sons who were safe and put in the care of child care professionals. I would like to take this opportunity to thank everyone who was involved in this high profile investigation where the immediate concerns were for the welfare of Samantha and her two young children.
- 2.7 Another example of the excellent work of our officers in this area of business is the recent sentencing of an online groomer to three months in prison as well as being given a sexual harm prevention order and being required to sign the sex offender's register for life. Mark TAFT was arrested in September 2016, charged and remanded in custody while a major investigation was launched, which included extensive digital and forensic work across the UK and Northern Ireland.
- 2.8 I was extremely proud that the professionalism, diligence and dedication of Nottinghamshire Police officers, in bringing criminals to justice and preventing serious crimes from being committed, was recognised at a recent awards ceremony. Officers serving in the Force's Uniformed Operational Command and Public Protection departments were honoured during the ceremony held at Mansfield Town Football Club ceremony held on 10 May 2017.

Among the officers commended was DC Lisa Spencer who was praised for her actions in identifying victims of online grooming, providing them with necessary support and bringing the offender to justice.

In June 2016 DC Spencer was allocated to investigate allegations that a 44-year-old Nottinghamshire man was concerned in the online grooming of children. Realising the risk to the children she immediately arranged for the suspect to be arrested and a search to be undertaken. The offender was bailed and she then began a complex investigation, identifying further victims from a mobile phone seized from the suspect's address. A total of twelve victims, aged between 12 and 15 years and living across six counties, were identified as having been groomed by the suspect.

DC Spencer provided support to each of them and their families until they felt confident and brave enough to provide evidential disclosure. The offender was re-arrested in September 2016 and remanded into custody despite denying the offences. He was convicted on 9 December 2016 and sentenced to four years and eight months imprisonment.

3.0 Priority 2: Improve the efficiency, accessibility and effectiveness of the Criminal Justice Process

- 3.1 The East Midlands Criminal Justice Service (EMCJS) continue to enhance personal feedback to officers in the case (OICs) and sergeants regarding quality issues surrounding files. In the next month a second system will be introduced to ensure quality is as it should be at the first hearing. We are looking to share error rates at the top end of the spectrum and the bottom so as to reward those OICs who are doing exceptionally well and to aid in the development through a structured focussed development plan of those who struggle. The first batch of data is now available and the process is being worked through to ensure a continuous improvement in quality that is sustainable and rewarded.
- 3.2 EMCJS are performing Court Observations for the Crown Court over the next month and as such are looking at issues which need system wide improvement. After the first observation session we have decided to trial a SPOC for PTPHs to ensure the first hearing in the Crown Court is effective. This is only a week old at this stage but a number of files have benefitted from this approach. We continue to trial this with the support of Detective Chief Inspector Healey.
- 3.3 In order to improve attendance at Court the possibility of the use of a text service is being explored. At the moment this is being developed by Leicestershire and Northamptonshire but over time, and with success, this will be rolled out in Nottinghamshire.
- 3.4 EMCJS are also working with regional colleagues to develop a process for Proof in absence. This will mean more effective first hearings and is echoed in current national thinking as an issue for improvement. Once the new process is implemented this may reduce Failed To Appear (FTA) warrants and prove a far more effective use of court time.

4.0 Priority 3: Focus on those priority crime types and local areas that are most affected by crime and anti-social behaviour (ASB)

- 4.1 The force continues to record crime at a higher level than previously, following activity to improve compliance with the national crime recording standards. In the 12 months to April 2017 the force is recording a 16.7% increase in All Crime, with this primarily driven by increases in Violence Against the Person, Public Order offences and Sexual Offences.
- 4.2 There is a downward trend apparent in ASB incidents recorded. Positive Outcomes performance appears to have stabilised in recent months and the current outcome rate is in line with previous levels.
- 4.3 Performance continues to be reviewed on a monthly basis by all Chief Officers at the Force Executive Board where they are provided with an update on exceptions and the Performance and Insight report, which covers crime, workforce and financial performance.
- 4.4 The Force Control Room supports the organisation in prioritising its workload through the use of the CRIM by dealing with volume crime and incidents, appropriately, over the phone. This buys the organisation the capacity to invest more time and resource into dealing with priority crimes. The Control Room supports the City's ASB 'night-car' tagging incidents for the officers working on this resource so that ASB incidents can be attended as the incidents are occurring
- 4.5 The first ASB Civil Injunction has recently been secured in Nottinghamshire. A 15-year-old was handed this at Nottingham Youth Court on 9th June after 16 ASB incidents, which caused upset and annoyance to the public. This is a really positive outcome for the Neighbourhood Policing Team who secured the Civil Injunction and shows how we are tackling ASB in communities to secure a better quality of life for all those involved.

5.0 Priority 4: Reduce the impact of drugs and alcohol on levels of crime and (ASB)

- 5.1 We continue to work with our partners on the second phase of the Local Alcohol Action Area (LAAA) programme to tackle alcohol related crime and health harms through a problem solving approach. The first phase of this programme resulted in Nottingham gaining the Purple Flag accreditation, which the City has held for seven consecutive years. Having Purple Flag status indicates that Nottingham is a great, safe and vibrant place for a night out.
- 5.2 The force continues to monitor the volume of crimes with an alcohol marker on Niche, however the level of alcohol-related crime remains low at 6.6%. It is

estimated that the true picture would be expected to be around 13-15%. The same is true for alcohol-related violence, and it is suggested that this is due to the way markers are used on the crime system.

- 5.3 55.7% of all Night-Time Economy Violence Against the Person offences are flagged on Niche as being alcohol related this year.
- 5.4 We are proactively policing drug intelligence and, as a result the number of supply offences increased by 23 in 2016/17 compared to the previous year. A recent example of this is the proactive policing operation undertaken by our Organised Crime Team that led to 15 men being jailed for a total of more than 65 years after a Class A drugs gang from St Anns was dismantled. It was reported in the media that, 'Nottinghamshire has the third highest rate of drug trafficking in the whole country with nearly 700 offences a year in the city and county.' This is due to the pre-emptive work that the teams do to bring these offenders to justice and because we are more likely to know about the drug trafficking that is taking place in Nottingham and Nottinghamshire.
- 5.5 Operation Promote and Operation Yeoring, as specific examples, were passive drugs dogs operations that are designed to reduce violence by breaking the link between the consumption of alcohol and drugs. These are supported through the organisation's commitment to ensuring stop and search powers are understood and used effectively.
- 5.6 An anti-violence and drugs operation took place in Mansfield town centre on 2nd June to reduce violence and drug related offences. The Beat Team with the Beat Managers, Special Constables, and a passive drugs dog and handler worked together to test entrants to clubs, pubs and to carry out drugs dog searches. Three people were arrested and a further four interviewed under caution.
- 5.7 In the City, Operation Narwal has seen officers tackling drugs supply lines from bordering areas. This focuses on drug use and supply. During week commencing 12th June the op ran for three days and resulted in 23 stop searches and 8 arrests with a number of the offenders being from the homeless and street drinking fraternity. The results are also shared with Community Protection who look at any housing action that can be taken to reduce the impact of these offences on our communities.
- 5.8 In addition to the above, the Street Engagement Team (SET) was set up four months ago in partnership with Nottingham City Council Enforcement Officers, Clean Slate and Framework Outreach. The aim is to support vagrants and beggars through the partnerships and to return EU foreign nationals to their country of origin voluntarily if possible. In addition, a number of orders have been obtained and various prosecutions for breaches of orders and begging have been issued. It is reported that the cohort of regular beggars in the city centre has

reduced from approximately 60 to 40 individuals during the SET's four month tenure.

6.0 Priority 5: Reduce the threat from organised crime

- 6.1 The Organised Crime department has worked consistently to reduce the threat posed by Organised Crime Groups and the individuals mapped within them, reducing the threat risk and harm posed by them to communities of Nottinghamshire. Some recent examples of specific policing operations in this area are:

Op Kinetograph: This operation targeted an organised group of cash in transit robbers who had been committing offences across the region. The offenders, in a space of days, committed four cash in transit robberies, two robberies of individual's vehicles, a commercial robbery where they stole £10,000 and 14 theft offences. Following an operation mounted by the Organised Crime Department the group were arrested outside a security depot on Rotherham, at a time when the next vehicle to leave the premises was carrying £14m in cash. At this time the group were armed with machetes and metal bars. The group pleaded guilty at Nottingham Crown Court on 11th May 2017 and await sentence.

Operation Belt

Operation Belt has worked to target an Organised Crime Group in St Ann's following close engagement with local neighbourhood policing. A referral was made through the force tasking process requesting assistance to target the Organised Criminality left behind following a previous operation in St Anns.

There was close working with East Midlands Special Operations Unit (EMSOU) due to overlap between two separate operations, ensuring the best outcomes for Nottinghamshire and the communities that it serves.

The operation has been successful in recovering large quantities of drugs, protecting the vulnerable that were being targeted by individuals within the group and dismantling the allocated section of the Organised Crime Group, all of which worked to protect the local community.

The Crown Prosecution Service has worked closely with the investigation team and will be charging the group with conspiring to supply class A drugs.

- 6.2 Identifying and assessing the threat posed by previously unknown organised criminality remains a significant challenge. This is mitigated by the utilisation of local intelligence collection plans supported by Neighbourhood Policing Teams and Partners aimed at the early identification of any potential new and emerging crime groups that may be impacting upon a local area.
- 6.3 There have been a number of examples of excellent work by both Nottinghamshire officers and colleagues from EMSOU recently whereby, as a

result of intelligence received, firearms have been recovered from vehicles and other locations. In June, police officers searched an area of parkland on the back of information being received resulting in a sawn off shotgun being found along with two rifles with telescopic sights in a separate location in the park. Using this same intelligence, further replica firearms were recovered from an address, which, although they were replicas, were of a standard that could have enabled them to be converted for actual use. Also in June a stop and search of a vehicle, as well as two separate vehicles failing to stop for officers, also led to the recovery of three further firearms along with other items used in the commission of serious crime. All of this indicates how we are constantly acting on good intelligence to reduce the threat from serious and organised crime.

7.0 Priority 6: Prevention, early intervention and reduction in reoffending

7.1 Performance for the Integrated Offender Management (IOM) cohorts is extremely positive, with an average reduction in risk score of 84% for those nominals that have exited the scheme. The mid-point scores for the quarter one cohort (January to March 2016) shows a reduction in risk score of 64% over the 12 months that this group of nominals have been on the programme.

7.2 A number of other areas are also focussing on prevention and reduction in reoffending through education, such as the East Midlands Operational Support Service (EMOpSS). In March I took on the lead for EMOpSS and in June Julia Debenham became temporary ACC for this area of business. Chief Superintendent Ian Howick retired from the Police Service in April and Chief Superintendent Kerry Smith took over the role as Head of the Department. One of Kerry's initial tasks has been work around the STRAs, which is well underway. There will be an even greater focus put on developing partnerships along with prevention and education and this has already begun with the team working to produce an educational product to support forces in combating knife and firearms related violent crime.

7.3 A Nottingham city centre operation, that has been running on a monthly basis since early 2016 continues, to generate results in helping to keep the city safe:

Operation Flicker, which is led by members of the Force's Special Constables, working alongside the Nottingham city centre Neighbourhood Policing Team, focuses on reducing the number of Traffic and anti-social related offences across Nottingham.

On Saturday 29 April 2017 eight Special Constables paraded on duty to support that operation, to patrol by foot and bicycle, resulting in a number of positive results. In all, the volunteer officers seized four vehicles, issued eight traffic offence reports, made one arrest and seized one bladed article.

The results come following the roll-out of the operation in other areas of the City, including Aspley and Strelley.

On Tuesday 25 and Wednesday 26 April, Special Constables joined forces with members of the Broxtowe Police: Nottingham City Neighbourhood Policing Team to launch Operation Flicker across the North of the City.

During the two-day operation, five Traffic Offence Reports were issued, four vehicles seized (for having no insurance and/or no vehicle excise licence) and one offensive weapon was seized.

The Operation is set to continue over the coming weeks and months as the Force continues to crackdown on reducing traffic offences and anti-social behaviour across the county.

- 7.4 In the county, our seven new Rural Parish Special Constables are getting to grips with policing having left training school and working with their tutors. All Special Constables play a hugely important role in different aspects of policing but especially in preventing crime and providing visibility across the Force. Some of our Rural Specials have attended and worked the County Show in May while they also joined forces with the Environment Agency to tackle illegal angling and to engage with our rural communities. I'm looking forward to being able to report on more of their good work in coming months.

8.0 Priority 7: Spending your money wisely

- 8.1 At the end of 2016/17 we achieved an underspend of £1million. This was due to the financial risk being minimised throughout the year in order to meet the efficiency target. We have also made additional contributions in year over and above what was budgeted, which has meant that we have provided ahead of time against a number of areas to help ease the burden in future years.
- 8.2 We have continued with significant recruitment activity in order to increase front line officer and staff numbers. This has included targeted, overt campaigns to increase the number of interested candidates whilst maintaining interest from British Minority Ethnic (BME) groups. This is bringing much needed capacity to neighbourhood policing.
- 8.3 The Force has developed a 'fast track' offering for individuals who have already completed officer recruitment with other Forces. The 'fast track' process will ensure that any internal member of staff or member of the public who transfers their Assessment Centre result to Nottinghamshire Police will commence on one of the first cohorts planned for 2017/18.

- 8.4 The most recent recruitment drive for PCSOs closed on 22nd June following a number of support sessions to assist potential applicants with their applications. As a result of our recent recruitment drives, between January and May this year we have had 30 police officers joiners, 10 PCSOs and 81 members of police staff. Four transferees are planned to join the Force in July.
- 8.4 East Midlands Collaborative Human Resources (EMCHRS) Learning and Development (L&D) are delivering a number of cohorts to support Nottinghamshire Police to deliver an extra 200 Police Officers in 2017/18. 12 IPLDP cohorts with up to 18 delegates on each. 3 PCSO cohorts with 16 delegates and 2 officer transferee cohorts with 10 delegates.
- 8.5 In addition, the new EMOpSS Senior Leadership Team are focussing on reviewing their performance framework to enable regional reporting and developing methods to feedback to the Force around outcomes for activity conducted within Nottinghamshire and, in particular, against local issues. A review of EMOpSS will be taking place and the terms of reference around that are currently being formulated.

9.0 Examples of our work

- On Wednesday 24th May, officers from the County South Proactive Team showed that doing things differently when tracking down a suspect can lead to fantastic results. Officers attended Beeston Marina following reports that an offender who was wanted for failing to appear at court was mooring his boat between Beeston and Long Eaton. Having checked for the boat at both at Beeston and Sawley Marina with no luck, officers asked a member of the public if they could borrow his services, and boat to take them up the river.

Not long after setting off, panic set in as they realised the boat was taking on water and starting to sink. Thankfully, the boat owner managed to get the boat to the side, where he managed to plug the hole and prevent more water coming in. Unperturbed, the good samaritan pumped out the water and before long they took to the water again.

En route, the boat of interest was spotted, hidden among some undergrowth, next to the tow path. The officers disembarked further up the river and then walked back two miles to where the boat was spotted.

On board Lockett was arrested on suspicion of breaching a court order. Officers, along with Lockett now in handcuffs, had a long walk back to Barton Road, Long Eaton, where transport to custody had been arranged to greet them. At court the following morning Lockett's original suspended sentence of eight weeks was imposed and he is now back in prison.

- DC Keeley Mansell was awarded the Women in Policing Award at the Police Federation Annual Conference in recognition of her work to raise awareness of the menopause and the challenges it brings. Keeley's work has resulted in new force policies being implemented. It is hoped that her 'Manager's Guide and Policy' will be rolled out nationally. This is a fantastic testimony to Keeley's commitment and dedication whilst also maintaining a full time role.
- An off duty Police Sergeant, Darren Sear, who risked his life to save a suicidal woman from drowning while on holiday in Skegness in October 2015, has been awarded the Royal Humane Society Testimonial on Vellum (awarded when someone puts themselves in considerable danger to save, or attempt to save, someone else's life) and was also awarded the Annual Police Medal, the highest award issued to recognise an outstanding act of heroism.

Ends

For Information / Consideration / Comment / Decision (delete as appropriate)	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	
Report of:	The Chief Constable
Report Author:	Kate Hemstock
E-mail:	Kate.hemstock@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	6

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

PERFORMANCE & INSIGHT REPORT

1. Purpose of the Report

- 1.1 The purpose of this report is to inform the Office of the Police and Crime Commissioner (OPCC) of the key performance headlines for Nottinghamshire Police in the 12 months to May 2017.

2. Recommendations

- 2.1 It is recommended that the contents of the attached report are noted.

3. Reasons for Recommendations

- 3.1 To ensure that the OPCC is aware of current performance in line with the PCC and Force priorities, as set out in the Police and Crime Plan.

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

- 4.1 The summary tables in the attached report (Appendix A) provide an overview of performance across the seven Police and Crime Plan strategic objectives. Performance compared to target (where applicable) as well as trends in the short and long term are considered, and operational insight is provided to add context.

5. Financial Implications and Budget Provision

- 5.1 There are no immediate financial implications relating to this report.

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 There are no risk management implications arising from this report. Performance is monitored on a regular basis through the provision of management information for all key areas of the business, and any exceptional performance is identified, assessed and responded to through the appropriate governance structure.

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 covered in more detail in each of the individual Performance and Insight Reports and are monitored through; Operational Performance Review, Force Performance Board, and the Force Executive Board meetings on a monthly basis.

12. Appendices

12.1 Appendix A: Performance and Insight report

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

13.

NB

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

Nottinghamshire Police

Performance & Insight Report

PCC Themes One to Seven

Year-to-date 1st April 2017 – 31st May 2017

Guidance notes:

1. The following performance indicators are taken from the Police and Crime Commissioner's (PCC) plan 2016-18. The information is organised in line with the seven strategic priority themes in the plan.
2. Summary performance information is for the period 1st April 2017 to 31st May 2017 compared to the equivalent period of last year, in line with the Police and Crime Plan requirements. Where information provided is for an alternative period this will be stated. Longer term trend information is provided wherever possible.
3. Where a measure has a designated target, a target position will also be provided and this will be assigned a RAGB status as follows;
 - Where a measure is exceeding target (performance more than five per cent better than target) a measure will be rated blue
 - For performance achieving target within five per cent it is rated green
 - Measures not achieving target but within five per cent are rated amber
 - Measures more than five per cent away from target are rated red
4. Additional insight is included in the report in order to provide context, particularly in relation to performance exceptions.
5. Some of the performance information in the report is refreshed quarterly. Where updated information is not available this is stated and the information from the previous report is provided.
6. Where data has been supplied by a source outside of the Nottinghamshire Police Management Information team, this will be stated.

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		Objective / Target	Performance		Insight
1.1	Percentage of victims of crime that are completely, very or fairly satisfied with the service they have received from the police	90% of victims completely, very or fairly satisfied	81.8%	●	<p>Satisfaction for incidents reported in the 12 months to March is 81.8%. Performance had remained stable over the three month period of December to February (December and January each achieved 82.3% and February 82.5%) but has dipped slightly in March. Performance remains below the 84.5% achieved for the same period of last year however.</p> <p>In terms of the aspects of satisfaction, ease of contact and treatment remain high in the mid-nineties (96.5% and 95.3% respectively) for all user groups, and these positions remain unchanged from the figures reported for the last five months. Satisfaction levels for keeping people informed achieved 61.1% in March. This is similar to the previous 3 months, but there is evidence that this continues to deteriorate.</p> <p>Following analysis from MI it has been found that not attending vehicle crime and managing them through CRIM has influenced the sharp reduction in kept informed satisfaction levels of users. This has, in turn, reduced the overall levels of satisfaction for kept informed. Reductions in Vehicle Crime satisfaction with kept informed were noted after the CRIM was introduced in September 2014 and following the April 2016 reduction in survey numbers.</p> <p>Colleagues from Nottingham Trent University are holding a number of focus groups in June in an effort to gain further insight into the views of the public, with a particular focus on keeping people informed and what the public expect from the police. The findings of these focus groups are expected to be reported in July 2017.</p>
1.3	Percentage of people who agree that the police and local councils are dealing	60% agreement by 2016-17	58.3%	●	<p>Current performance covers interviews in the year to September 2016¹. Please note that this information is updated quarterly.</p> <p>The Force is 1.7pp below the 60% target. There is no change on the</p>

¹ The sample size for the Crime Survey for England and Wales for Nottinghamshire in the current year is approximately 700 persons. The population of Nottinghamshire is 1,107,000 persons (Office for National Statistics mid-year estimate).

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		Objective / Target	Performance		Insight
	with Anti-Social Behaviour and other crime issues				<p>previous year's position (58.0%). The average for the Force's Most Similar Force group is 60.7% and Nottinghamshire is ranked in 5th place in this group of 8.</p> <p>In terms of similar Crime Survey for England and Wales measure, there is a marked improvement in performance for the statement "The police do a good or excellent job", with the percentage of people agreeing with statement at 58.8% compared to 55.3% in the previous year.</p>
1.4	Percentage reduction of people that been repeat victims within the previous 12 months	a) A reduction in the number of repeat victims ² of domestic violence compared to 2016-17	+28	●	<p><i>The Force definition of a repeat victim is based on the national definition. A Domestic Abuse (DA) repeat victim is a victim of a DA crime or incident in the current month who has also been a victim of one or more DA crimes or incidents at any point in the previous twelve months.</i></p> <p>Of a total of 1,207 Domestic Abuse victims in the month of May, 379 had been a victim of one or more previous domestic abuse incidents or crimes in the 12 months prior (June 2016 – May 2017).</p> <p>This compares to a baseline monthly average for the 2016/17 year of 351 repeat victims per month, which equates to an increase of 8.0%.</p> <p>As a proportion, 31.4% of DA victims in May were repeat victims, which is slightly above the baseline average of 30.8%.</p>
		d) A reduction in the number of repeat victims of hate crime ³ compared to 2016-17	+6	●	<p><i>The Force definition of a repeat victim is based on the national definition. A hate crime repeat victim is a victim of a hate crime or incident in the current month who has also been a victim of one or more hate crimes or incidents at any point in the previous</i></p>

² In order to capture the full picture of risk, repeats are counted as any repeat instance, whether incident or recordable crime. Victims are identified using a created golden nominal ID which is made up of information recorded on first name, surname and date of birth of the victim. This method is reliant on complete and accurate information being recorded on Niche for each victim. Data for Domestic Abuse and Hate Crime is reliant on the appropriate markers or qualifiers being added to records on Niche. Breach offences (such as breach of restraining order) are recorded as offences against the state and not against the victim (i.e. the subject of the order). As such it is not possible to include these in this measure.

³ The term Hate Crime in relation to repeat victims includes incidents as well as recordable crimes.

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people

Measure		Objective / Target	Performance	Insight
				<p>twelve months.</p> <p>Of a total of 150 hate crime victims in the month of May, 21 had been a victim of one or more previous hate crimes in the 12 months prior (June 2016 – May 2017).</p> <p>This compares to a baseline monthly average for the 2016/17 year of 15 repeat victims per month, which represents 6 more repeat hate crime victims in May compared to the baseline figure.</p> <p>As a proportion, 14% of hate crime victims in May were repeat victims. This figure is higher than the baseline monthly average for 2016/17 (11.5%).</p> <p>There were a higher number of overall Hate Crimes in May but with the high number of repeat victim numbers this has increased the percentage proportion of repeat victims.</p>
		e) To monitor repeat victims of ASB incidents.	1008	<p>There were 1,008 victims of ASB in May 2017 who had reported a previous incident or incidents in the 12 months prior. This is an increase from the figure reported in April (954) and the March figure (931).</p> <p>It is important to note however that overall ASB incidents reported to the police increased in May, with 2,949 incidents recorded compared to 2,892 in April, which was also an increase from 2,680 in March. This increase is expected due to seasonality with trends in ASB incidents increasing in Spring and Summer.</p> <p>As a proportion, repeat ASB accounts for 34.2% of all incidents in May, which is similar to the April figure (33%) and similar to the equivalent figure for March (34.7%).</p>
		f) To monitor the number of domestic abuse non-crimes and crimes and the proportion of which are repeats	1,534 crimes and non-crimes	<p>The Force recorded 1,534 domestic abuse crimes and non-crimes in May 2017.</p> <p>Last year, the Force recorded an average of 1,375 Domestic Abuse crimes and non-crimes per month.</p>

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people

Measure		Objective / Target	Performance	Insight
			Proportion that are repeats	Please see measure 1.4a (above)
1.5	Public confidence in reporting offences to the police	a) To monitor the number of Sexual Offences as a whole	544 offences	<p>The Force has recorded 544 sexual offences this year. This is a 91.5% increase against the same period last year (260 more offences). Rape offences have seen an increase of 140.7% (+121 offences) this year, while other sexual offences increased by 70.2% (+139 offences).</p> <p>Following the National Crime Recording Standards (NCRS) audit, the Force continues to record Sexual Offences at a higher level than previously. Comparisons to the early part of last year will demonstrate large percentage increases when compared to the new 'normal' levels the force are now recording.</p> <p>In addition to this, an audit check took place in May, prior to an HMIC inspection and this has increased the number of offences recorded in May.</p>
		b) To monitor satisfaction levels of victims of Domestic Abuse through the force victim surveys	92.9%	<p>Results of the Domestic Abuse Victim Satisfaction Survey for incidents reported in the 12-months to the end of March 2017 demonstrate that around nine in every ten victims of domestic abuse are satisfied with the whole experience (92.9%, 458 people satisfied out of 493 who were surveyed).</p> <p>Performance has been stable over the last year and has been on an improving trend for the last four months, improving from the November figure of 91.6% satisfaction with the whole experience.</p>
		c) To monitor the number of Hate Crimes and the proportion of which are repeats	131 hate crimes 44 hate incidents	<p>There have been a total of 131 hate crimes in May. Over the same time period the Force has recorded 44 Hate Incidents, meaning that the overall total for May stands at 175 hate crimes.</p> <p>Last year the Force had an average of 111 hate crimes and 60 Hate</p>

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people

Measure		Objective / Target	Performance		Insight
					Incidents per month, a total of 171 hate crimes on average per month.
			Proportion that are repeats		Please see measure 1.4d (above)
1.6	The number of people Killed or Seriously Injured (KSIs) on Nottinghamshire's roads	a) 40% reduction in all KSI RTCs by 2020 (from 2005-09 average)	-33.9%	●	<p>Data as per last report. Data is provisional. Information is released quarterly.</p> <p>Data for the calendar year 1st January 2016 – 31st December 2016 shows a 33.9% reduction (-233 fewer persons) Killed or Seriously Injured (KSIs) on Nottinghamshire's roads compared to the 2005-2009 baseline period. This performance is slightly improved against the same period of the calendar year of 2015 (-0.9% or 4 fewer persons).</p> <p>All user groups except the pedal cyclist group are showing a reduction. There were 355 pedal cyclist KSIs in 2016 compared to 349 in 2015 which is 6 more persons (1.7% increase). Compared to the 2005-2009 baseline this is an increase of 3 more persons (0.9%).</p> <p>KSIs in the 0-15 age group continue to reduce with a 65% reduction against the baseline.</p>
		b) Monitor KSIs for 0-15 year olds	-65.0%		
1.7	The number of non-crime related mental health patients detained in custody suites	A reduction in the number of non-crime related mental health patients detained in custody suites	-78.0%	●	<p>In April, no individuals were presented to custody as a first place of safety.</p> <p>Data to year-end 31st March 2017.</p> <p>11 people have been presented to custody as a first place of safety last year. This compares to a total of 50 the previous year. On average last year, less than three percent of mental health patients have been taken to custody, with the vast majority taken to the mental health suite.</p>
1.8	The number of children detained in police custody overnight	A reduction in the number of children detained in police custody	53 detainees		Data as per last report. Data for this measure is released quarterly, with the next update due July 2017.

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people			
Measure	Objective / Target	Performance	Insight
	overnight ⁴ compared to 2015-16		There were 1,256 juvenile arrivals at Nottinghamshire custody suites in quarters one to three 2016 (April 2016 – December 2016). Of these, 53 were remanded into custody, with the majority of these (38 total) aged 16 or 17 years. 13 juveniles remanded in quarter one were aged 14 or 15 years, and two were aged 10-13 years. Source: East Midlands Criminal Justice Service (EMCJS).
1.9	Percentage of incidents responded to within the target time ⁵	Grade 1 77.8% Grade 2 61%	In terms of Grade 1 incidents, the Force attended 78.0% of Urban areas and 76.1% of Rural areas within the advised times this year, giving a total 77.8% for all Grade 1 incidents. Whilst 61% of Grade 2 incidents were attended within 60 minutes. The average attendance time for Grade 1's has been an average 13 minute attendance time over the last 3 month period. On average, the Force attends Grade 1 incidents within the recommended times. For the last 3 months the average attendance time for Grade 2 has been 84 minutes.

⁴ It is not possible to define overnight detention for this measure and therefore figures given are for all juvenile detainees. Data for the 2016/17 performance year this data will be used to produce a baseline for future monitoring, so this indicator will be a monitoring indicator and not a reduction target.

⁵ Outliers have been excluded from the overall figures

Strategic Priority Theme Two: Improve the efficiency and effectiveness of the criminal justice process

Measure		Objective / Target	Performance		Insight
2.2	Crown and Magistrates' Courts conviction rates	To record a conviction rate in line with the national average	CC +1.7pp	●	<p>Data for this measure is released quarterly. The most recent quarter 4 data covers January to March 2017.</p> <p>Quarter four figures provided by the East Midlands Criminal Justice Service (EMCJS) reveal that the Crown Court recorded a conviction rate of 80.7% which is higher than the national average of 79%.</p> <p>The Magistrates' Courts conviction rate is 84.8% for the same period and is slightly below the national average (85.5%). This continues to be an issue for Nottinghamshire and work is being carried out jointly with local partners using the EMCJS FIT model to deliver improvements in the quality of files submitted by the police to the CPS.</p>
			MC -0.7pp	●	
2.3	Early Guilty Plea rate for the Crown and Magistrates' Courts	An increase in the Early Guilty Plea rate compared to 2015-16.	CC -4.6pp	●	<p>Data for this measure is released quarterly. The most recent quarter 4 data covers January to March 2017.</p> <p>Crown Court performance in quarter 4 was 38.6%.</p> <p>Magistrates Court performance in quarter 4 was 66.5%.</p> <p>Rates for both courts remain below the national average. The national average for Crown Court for quarter 4 was 41.3%, and the Magistrates Court national average was 69.6%.</p> <p>There are a number of issues that affect performance:</p> <p>Timely delivery of IDPC at court, timely review of cases by CPS and response to issues by the police, File quality – however this is improving and a Defence culture whereby in some areas of the force the defence are less likely to plead.</p> <p>Not all of these issues relate to the police so these, therefore the PTPM metrics are a cross system issue. An initiative called the FIT regime is being implemented to assist on file quality. A FIT 2 process is about to launch in June which will highlight non responses to senior officers in order to get an update before files are sent to CPS. The FIT 1 process has been implemented which</p>
			MC +6.2pp	●	
		To be better than the national average	CC -2.7pp	●	
			MC -3.1pp	●	

Strategic Priority Theme Two: Improve the efficiency and effectiveness of the criminal justice process

Measure		Objective / Target	Performance		Insight
					<p>sends emails and data to managers to allow feedback to be given and officers on their work.</p> <p>Prosecutions remodelling will be introduced later this year and work on promoting reward and recognition around file quality is being introduced, as well as a new action plan with the CPS around file quality.</p> <p>The guilty plea at first hearing has also been made the number one priority for this performance year by the RCJB's EEB board chaired by DCC Knighton.</p>

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial behaviour

Measure		Objective / Target	Performance		Insight
3.1	Reduction in All Crime across the force	a) A reduction in All Crime compared to 2016-17	+33.8%	●	<p>The first two months of this year have seen the Force have a 33.8% (3,953 offences) increase in All Crime compared to last April and May.</p> <p>Victim-Based crime has increased by 31.5% (3,320 offences) year-to-date, while Other Crimes Against Society have increased by 54.9% (633 offences). The increase in Other Crimes Against Society is driven by a 188.6% increase in Public Order offences. Public Order offence volumes remain high following the NCRS audit, as a result of the daily incident checks now in place in force.</p> <p>Following the NCRS audit last year, the force has put in place new daily processes to maintain compliance with the national standards. This means that recorded crime volume remains at a higher level and this is expected to continue as the accepted new 'normal' level. The force is now recording around 1,600 offences more each month than this time last year.</p> <p>When considering the longer term trend, the Force has recorded a 21.1% (15,026 offences) increase in All Crime in the 12 months to May compared to the previous 12 months. Nottinghamshire performance is in line with other forces in this respect, with the current increase similar to the national average increase.</p>
		b) A reduction in Victim-Based Crime compared to 2016-17	+31.5%	●	<p>The overall volume of Victim-Based crime year-to-date increased by 3,320 offences compared to last year (+31.5%).</p> <p>When considering the longer term trend, Victim-Based crime has increased by 18.4% (11,838 offences) in the 12 months to May 2017.</p> <p>Victim-Based crime volume peaked in May 2017, with increases noted across most of the sub-categories within the Victim-Based crime group. Additional analysis of these areas is being carried out</p>

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial behaviour

Measure		Objective / Target	Performance	Insight
				<p>and will be discussed at the June Operational Performance Review meeting.</p> <p>Violence Against the Person (VAP) and Sexual Offences have both been a major cause of the increase. This is as a result of processes put in place to maintain compliance with the national standard; ensuring that the Force is responding to victims and putting in place the appropriate support, safeguarding and investigation.</p> <p>VAP has seen a 46.6% increase (+1,297 offences) year-to-date when compared last year. Performance is driven by an increase in Violence without Injury, with an 85.5% increase (+1,028 offences).</p> <p>Sexual Offences have increased by 91.5% year-to-date (+121 Rape and 1391 Other sexual offences). The volume of sexual offences has increased in May due to an audit check that has been carried on in preparation for an HMIC audit taking place this month. This has resulted in an increase in the number of sexual offences recorded in May.</p> <p>Vehicle offences have been on an increasing trend over the last 4 months and are at the highest point in the last 5 years (+353 offences / 30.7% increase). There are increases in both TFMV (+27.2%) and TOMV (+52.4%).</p> <p>The Force continues to have an increase in Theft year-to-date (+879 crimes / +27.3%) and examination of the longer term picture reveals a clear upward trend in offences in this group for more than 12 months. Within theft there was a 52.6% increase (+750 offences) in Other Theft.</p>
		c) To monitor the number of offences in those local areas which experience high levels of crime		<p>The five areas of Nottingham City that have been identified as experiencing high levels of crimes have recorded a total of 1574 crimes year-to-date. This represents a 43.0% (473 offences) increase in All Crime compared to last April and May. All five areas are recording an increase compared to last year, with these</p>

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial behaviour

Measure		Objective / Target	Performance	Insight
				<p>ranging from +22.4% on Bulwell (+68 offences) to +68.7% on Bridge (+101 offences). The percentage increase of 43.0% recorded over the five City areas compares to an increase of 37.0% over the same period for the City overall.</p> <p>The County priority areas have recorded a total of 2,571 crimes year-to-date, which equates to a 22.2% (467 offences) increase in All Crime compared to last year. This is less than the increase of 29.6% for the County area as a whole.</p> <p>Of the nineteen priority areas on the County, seventeen are recording an increase in crime compared to last year. Netherfield & Colwick had been the area with the largest increase for the last few months but in April this changed to Stanton Hill having the largest increase and this continues into May with an increase of 24 offences creating a 160% increase due to the small numbers. Netherfield & Colwick have had 34 more crimes year-to-date which is a 45.3% increase.</p> <p>Hucknall East had the second largest increase with 81 more offences year-to-date. This equates to a 102.5% increase from 79 crimes last year to 160 crimes this year.</p>
		<p>d) To reduce the levels of rural crime compared to 2016-17 and report on:</p> <p>1.1. Rural</p> <p>1.2. Urban</p>	+22.4%	<p>●</p> <p>The Force has recorded 1,859 rural crimes year-to-date, which is an increase of 340 offences (22.4%) compared to last year-to-date. The average last year was 814 rural crimes per month and so far this year the monthly average is 930. Over the same period crime in urban areas has increased by 35% (3,553 offences). This is an average of 6,849 urban crimes per month this year compared to a monthly average of 5,287 seen last year.</p> <p>The rate of offences per 1,000 population in rural areas is 8.7 compared to 15.6 in urban areas. This is higher than the same period last year which had 7.1 rural and 11.6 urban.</p> <p>Crime in rural towns and fringes has increased by 27.0% (233</p>

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial behaviour

Measure		Objective / Target	Performance		Insight
					<p>offences) year-to-date, while crime in rural villages has increased by 10.2% (47 more offences).</p> <p>Rural areas recorded increases in Robbery offences year-to-date (+3, +75.0%) and +74 or +36.0% in Arson and Criminal Damage. Other crime types are showing increases in line with the offences that were part of the NCRS audit (VAP/Sexual/Public Order offences). The position is similar on the Urban areas due to the NCRS increases, but Possession of Weapons increased year-to-date (+42 offences, 40.0% increase) and Vehicle Offences (+355 offences, 38.4% increase).</p>
3.2	Reduction in Anti-Social Behaviour (ASB) incidents across the force	<p>A reduction in ASB incidents compared to 2016-17 and report on:</p> <ul style="list-style-type: none"> a) Personal b) Nuisance c) Environmental 	-8.4%	●	<p>The Force has started the year with 5,841 ASB incidents recorded in April and May 2017. This compares to 6,379 incidents in the same two months in 2016 (-8.4%). Whilst this number is less than April last year, there has been an increase in ASB incidents over the last 3 months which is expected due to seasonality with trends in ASB incidents increasing in Spring and Summer.</p> <p>The City partnership area recorded a reduction in ASB, with 362 fewer incidents. This is a 12.1% reduction. The County partnership recorded a reduction by -5.2% (-176 incidents).</p> <p>Environmental ASB has a decrease of 6 incidents or -1.5%. ASB Personal and Nuisance have reductions also (-9.9% or 434 fewer incidents and -8.7% or 98 fewer incidents, respectively).</p>

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial behaviour

Measure		Objective / Target	Performance		Insight
3.3	The detection rate (including Positive Outcomes) for Victim-Based Crimes	<p>a) An increase in the positive outcome rate for Victim-Based Crime where Threat, Harm or Risk is high e.g. serious sexual crime*.</p> <p><i>*In the absence of a recognised measure for High Threat, Harm or Risk, Nottinghamshire Police are not in a position to report on this specific target. The information provided is for all Victim-Based Crime.</i></p>	+1.7pp	●	<p>The Force has recorded 704 more positive outcomes for Victim-Based Crime year-to-date when compared to last. When looking at the positive outcome rate, (the number of positive outcomes divided by the overall number of crimes) the force is recording a positive outcome rate of 15.9% compared to 14.2% the previous year-to-date.</p> <p>It must be noted, however, that the NICHE system was introduced in February 2016 and the number of positive outcomes fell substantially due to issues with recording them on the new system. Therefore it is difficult to compare year-to-date.</p> <p>Looking at the longer term trend over the last 12 months (June 2016 to May 2017) and comparing that time range to the same one the previous year, it can be seen that the force are achieving nearly the same number of positive outcomes (last 12 months 17,472 and previous year 17,139). Due to the increase in recorded crime over the same period, the positive outcome rate, however, is lower at 17.3% compared to 20.5% the previous 12 months.</p>
		b) To monitor the proportion of Community Resolution disposals	15.5%		The Force recorded a total of 341 community resolutions in April and May, which equates to 15.5% of all Positive Outcomes over the same period.
		c) To monitor the positive outcome rate for All Crime	18.8%		The positive outcome rate for All Crime is 18.8% year-to-date compared to 16.3% for last year.

Strategic Priority Theme Four: Reduce the impact of drugs and alcohol on levels of crime and anti-social behaviour				
Measure		Objective / Target	Performance	Insight
4.1	The number of Alcohol-Related Crimes	a) To monitor the number of crimes and ASB incidents which appear to be Alcohol-Related	Crime 947 (6%) ASB 746 (12.7%)	The Crime Survey for England and Wales estimates that between 13% - 15% of All Crime and ASB is Alcohol-Related. The reported number of Alcohol-Related Crimes year-to-date (according to NICL qualifiers in Niche) was 947, which equates to 6% of all recorded crime, while alcohol-related incidents account for 12.7% of all ASB incidents.
		b) To monitor the proportion of alcohol-related violent crime	562 (13.8%)	The proportion of Alcohol-Related Violence in Nottinghamshire year-to-date is 13.8%. The current level is less than half that is estimated nationally, based on findings from the Crime Survey for England and Wales.
		c) To monitor the number of violent crimes which appear to be Alcohol-Related in the NTE	291 crimes	There have been 291 Night-Time Economy VAP offences flagged on Niche as being alcohol-related year-to-date, which accounts for 55.3% of all Night-Time Economy VAP. Last year the average monthly figure was 141 and so far this year the monthly figure is 146.

Strategic Priority Theme Five: Reduce the threat from organised crime					
Measure		Objective / Target	Performance		Insight
5.1	The number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders	a) A 10% increase in the number of orders compared to 2016-17	-59pp	●	<p>The Force recorded 26 fewer Confiscation and Forfeiture Orders compared to last year-to-date; this equates to a reduction of 49%, placing the Force 59 percentage points below the 10% increase target.</p> <p>It should be noted that any decision to apply for an order is made by the Crown Prosecution Service and not the Police.</p> <p>A decision to grant an order is one for the court alone.</p> <p>An order is not granted until sentencing and in many cases there can be a gap of many months between point of arrest and an order being granted.</p>
5.2	Force Threat, Harm and Risk (THR) assessment level	To reduce the Threat, Harm and Risk assessment below the 2015-16 level			<p>Information as per the previous report. Organised Crime in Nottinghamshire: Strategic Position Statement – refreshed April 2017</p> <p>Organised Crime Groups (OCGs) continue to present a noticeable external threat to policing in Nottinghamshire through their direct and indirect involvement in a wide range of serious criminality including Drug Supply, Fraud, Serious Violence including Knife Crime and the Criminal Use of Firearms, Modern Slavery, Sexual Exploitation and Organised Acquisitive Crime. Foreign National OCGs are also becoming more evident as is Cyber enabled criminality. The criminal activities of OCGs impact upon confidence and satisfaction, community cohesion and police and partner endeavours to reduce crime and keep people safe from the risk of harm.</p> <p>In terms of the managing the threat posed by OCGs, each active group is assigned a Lead Responsible Police Officer and has a specific management plan aimed at mitigating or removing the threat. In accordance with National Intelligence Model guidelines, scrutiny and resourcing considerations are addressed via the Force’s Tasking and Coordination process, to ensure a</p>

Strategic Priority Theme Five: Reduce the threat from organised crime			
Measure	Objective / Target	Performance	Insight
			proportionate police and partner response.
5.3	Reported drug offences	To monitor the number of production and supply drug offences 101 offences	There have been a total of 101 production and supply drug offences so far this year-to-date, which is 21 fewer offences when compared to last year. The number of supply offences reduced by 9 offences, while production offences reduced by 12.
5.4	The number of Cyber Crimes	To monitor the number of Cyber Crimes in 2016-17	<p>Information as per the previous report. Next update due July 2017.</p> <p>In the first three quarters of 2016/17 (April 2016 – December 2016) the Force recorded 1,032 online crimes⁶. This equates to 1.4% of all recorded crime⁷.</p> <p>The majority of offences are harassment offences. There are also a number of offences in the Miscellaneous Crimes Against Society category which relate to the obscene publications act.</p>

⁶ Online crime is as per the Home Office definition

⁷ It is important to note that this does not include fraud offences as these are dealt with by Action Fraud.

Strategic Priority Theme Six: Prevention, early intervention and reduction in re-offending			
Measure	Objective / Target	Performance	Insight
6.1	Reoffending of offenders in the Force IOM cohort	Monitor the number and seriousness of offences committed by offenders in the IOM cohort	<p>Information is provided quarterly. Current update is to the end of March. Next update will be in the July report.</p> <p>Data from the Integrated Offender Management (IOM) Team Tracking Tool reveals that 152 nominals have entered the system since January 2016. Of these, 24 (15.8%) have since exited the programme.</p> <p>The average entry score for all nominals who have entered the programme since January 2016 is 513, while the average exit score is 81. This reveals a reduction in risk score of -431 (-84% lower than the entry score).</p> <p>17 nominals have exited with a risk score of less than fifty and 4 of these have exited with a risk score of zero.</p> <p>Mid-point scores for the January to March 2016 (Quarter 4 2015/16) cohorts have now been calculated. The combined risk score for the three cohorts when they entered the IOM programme was 10,161. The mid-point scores (assessed in March 2017) for the same group of offenders is 3,635. This represents a significant 64% reduction in the risk score for these three groups over the 12 months that the groups have been on the IOM programme.</p> <p>Since 2014 IOM has adjusted its focus towards threat, risk and harm, and this can clearly be observed in the rise in average entry scores from 299 previously to 513 since January 2016. The reductions in the severity score between entry and exit, and the mid-point scores for the Quarter 4 2015/16 cohort strongly suggest that the IOM programme is successfully reducing threat, risk and harm in a cohort which is already 72% more risky than cohorts managed previously.</p>

Strategic Priority Theme Six: Prevention, early intervention and reduction in re-offending			
Measure	Objective / Target	Performance	Insight
6.2	Youth Offender re-offending rates	To monitor re-offending rates and offending levels of Youth Offenders in the Youth Justice System (YJS)	<p>Data from the Youth Offending Team (YOT) for the City show that 26.2% of youth offenders (98) within the cohort have re-offended in the last 12 months, with a re-offending rate of 0.64. Nationally, the latest data to 2011/12 shows an average re-offending rate of 35.5%.</p> <p>The 12 month picture is for the May 2015 – April 2016 cohort of 374 youth offenders (City YOT only).</p>
6.3	Community Resolutions for Youth Offenders	To monitor re-offending in Youth Offenders who have received a Community Resolution disposal	<p>Based on the date detected, in May 2017 a total of 26 positive outcomes have been issued to youth offenders who had previously received a community resolution in the 2 year period from May 2015- April 2017.</p> <p>2,051 youth offenders were dealt with by way of community resolution in the 2 year period 2015-17. This equates to a monthly reoffending rate of 1.3% for May 2017 against 2 cohorts of a total 2,051 youth offenders.</p> <p>This information is based on the offenders who were classed as 'youth offenders' (i.e. aged 17 or under) at the time that the original community resolution was given.</p>

Strategic Priority Theme Seven: Spending your money wisely					
Measure		Objective / Target	Performance		Insight
7.1	Make efficiency savings	To make £12.0m saving by March 2017			<p>Latest position statement – May 2017.</p> <p>Financial savings are being monitored closely after two months of the 2017/18 financial year to ensure that they are aligning to the Medium Term Financial Plan (MTFP) with no immediate indications that provide cause for concern. The interactive risk profile for the MTFP is currently undergoing the testing phase and once complete will enable us to be able to monitor potential movements to funding, inflation, precept, amongst others to enhance decision making and forward planning</p>
7.2	Total number of days lost to sickness	a) 3.7% for officers (8.2 days)	5.5% (Officers)	●	<p>Information as per the previous report. Next update due July 2017.</p> <p>The latest rolling 12 month (May 2016 to April 2017) sickness data for the Force has shown that officer sickness is 5.47% against the target of 3.7%. This equates to 12.1 days lost to sickness versus the target of 8.2 days. There is an increasing trend for police officer sickness; the equivalent 12 month rolling figure from March 2016 is 4.73%.</p> <p>For the same period, staff sickness was 4.8% against the target of 3.7%. This equates to 10.6 days lost to sickness versus the target of 8.2 days. Staff sickness rates have been reducing month on month since September 2016.</p>
		b) 3.7% for staff (8.2 days)	4.8% (Staff)	●	
7.3	BME representation	Increase BME representation within the Force to reflect the BME community	4.5%	●	BME headcount percentage is at 4.39% for Police Officers and 4.62% for Police Staff. This is below the 11.2% for Nottinghamshire resident population (2011 Census).
7.4	Improve data quality and Compliance with national recording standards.	Compliance rate with national recording standard in respect of All Crime.			<p>Latest position statement for May 2017.</p> <p>The Force has advertised internally and externally for the 8 auditor posts based on a 12 month fixed term contract. The second round of advertisements closed on 2nd June – there were 9 applicants, 7 of whom will be interviewed on 22nd and 23rd June.</p> <p>The NCRS Compliance Team will be introduced in 2017, albeit with</p>

Strategic Priority Theme Seven: Spending your money wisely				
Measure	Objective / Target	Performance	Insight	
			<p>a leaner structure than first proposed. The team will be responsible for reviewing all crime related incidents, immediately after opening, to record crimes where the basic principles for doing so are met. Where there is insufficient information initially recorded to make a determination, incidents will be reviewed again for compliance if closed without a crime number. Processes will evolve and be regularly reviewed to ensure that excellent levels of NCRS compliance are consistently achieved.</p> <p>The Force are still due to be subject to a Crime Data Integrity Inspection by the HMIC at some point in the future. The HMIC visits are unannounced with forces being given three weeks' notice of their intention to arrive in force. The work already undertaken and proposed for the future puts Nottinghamshire Police in a strong position ahead of the HMIC inspection.</p>	
7.5	Manage Demand for Service with partners	Monitor the number of: a) Total Calls received at Control Room	56,990	The Force received 56,990 calls to the control room in May 2017, which is at higher than expected levels. In May, non-emergency calls reached 40,923 and this is the highest number of calls seen in any one month over the last 5 years. Non-emergency call volumes usually increase from April to May by around 7.5% but this year the increase between the two months is 16.0%.
		c) 999 calls per 100k Population	1,472	Of the calls to the control room, a total of 16,067 were 999 calls which is slightly higher than anticipated levels (average 15,700 calls anticipated in May). This equates to 1,472 999 calls per 100k population.

For Consideration	
Public/Non Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	6 July 2017
Report of:	The Chief Executive
Report Author:	Alison Fawley
E-mail:	alison.fawley@nottscc.gov.uk
Other Contacts:	
Agenda Item:	8

WORK PROGRAMME

1. Purpose of the Report

- 1.1 To provide a programme of work and timetable of meetings for the Strategic Resources and Performance meeting

2. Recommendations

- 2.1 To consider and make recommendations on items in the work plan and to note the timetable of meetings

3. Reasons for Recommendations

- 3.1 To enable the meeting to manage its programme of work.

4. Summary of Key Points

- 4.1 The meeting has a number of responsibilities within its terms of reference. Having a work plan ensures that it carries out its duties whilst managing the level of work at each meeting.

5. Financial Implications and Budget Provision

- 5.1 None as a direct result of this report

6. Human Resources Implications

- 6.1 None as a direct result of this report

7. Equality Implications

- 7.1 None as a direct result of this report

8. Risk Management

- 8.1 None as a direct result of this report

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

- 9.1 This report meets the requirements of the Terms of Reference of the meeting and therefore supports the work that ensures that the Police and Crime Plan is delivered.

10. Changes in Legislation or other Legal Considerations

- 10.1 None as a direct result of this report

11. Details of outcome of consultation

- 11.1 None as a direct result of this report

12. Appendices

- 12.1 Work Plan and schedule of meetings

STRATEGIC RESOURCES AND PERFORMANCE

WORK PROGRAMME

25 MAY 2017, 10:00am

25 MAY 2017, 10:00am			
	ITEM	FREQUENCY	LEAD OFFICER
	CHAIRS MEETING Thematic Scrutiny: <ul style="list-style-type: none"> • <i>Human Trafficking</i> • <i>Quality Service Review</i> 		
1.	Community Safety Funding (Small Grants)	Annual	OPCC
2.	Police and Crime 'Commissioner' Annual Report	Annual	OPCC
3.	Chief Constable's update report		Force
4.	HMIC Effectiveness Report		Force
5.	Force Report on Estates strategy/changes to estate/closure programme/sales etc	Annual	Force
6.	Health and Safety strategy and monitoring	Annual	Force
7.	Force information technology strategy and investment	Annual	Force
8.	Code of Ethics policy, delivery and performance	Annual	Force
9.	Force report on Staff Surveys	Annual	Force
10.	Community Safety Funding (small grants)	Annual	OPCC
	Standard items:-		
11.	Performance Insight Report	Every meeting	Force
12.	Updates on Medium Term Financial Plan	Every meeting	OPCC
13.	Revenue and capital budget monitoring	Every meeting	Force

06 JULY 2017, 10:00am

06 JULY 2017, 10:00am			
	ITEM	FREQUENCY	LEAD OFFICER
	Thematic Scrutiny: <i>Compliance with Victims Code</i>	Annual	Force/OPCC
1.		Annual	Force
	Standard items:-		
	Chief Constable's Update Report	Every other meeting	Force
	Performance & Insight Report	Every meeting	Force
	Updates on Medium Term Financial Plan	Every meeting	OPCC
	Revenue and capital budget monitoring	Every meeting	Force
	Regional collaboration update (written or verbal)	Every meeting	Force

7 SEPTEMBER 2017, 10:00am

	ITEM	FREQUENCY	LEAD OFFICER
	Thematic Scrutiny: <i>BME Workforce Representation</i>		Force
1.	Workforce planning (Force)	6 monthly	Force
2.	Office of surveillance commission Annual Report and recommendations	Annual	Force
3.	Professional Standards monitoring and lessons learnt	Annual	Force
4.	Health and Wellbeing of Police Officers, Staff, PCSOs and Volunteers	Annual	Force
5.	Equality, Diversity and Human Rights – performance and monitoring	Annual	Force
6.	Police use of force – includes taser deployment	Annual	Force
7.	Police & Crime Commissioner Annual Report	Annual	OPCC
8.			
	Standard items:-		
9.	Performance and insight	Every meeting	Force
10.	Updates on Medium Term Financial Plan	Every meeting	OPCC
11.	Revenue and capital budget monitoring	Every meeting	Force
12.	Police & Crime Delivery Plan – monitoring	Every meeting	OPCC/Force
13.	Regional Collaboration Update (written or verbal)	Every meeting	Force

9 NOVEMBER 2017, 10:00am

	ITEM	FREQUENCY	LEAD OFFICER
	CHAIRS MEEING Thematic Scrutiny: <ul style="list-style-type: none"> • <i>Understanding & Preventing Demand</i> • <i>Quality Service Review</i> 		
1.	Base Budget Review Outcome	Annual	Force
2.	Police & Crime Plan (revisions/ amendments)	Annual	OPCC
3.	Strategic Assessment	Annual	OPCC
4.	Police and Crime Plan consultation outcome	Annual	OPCC
5.	Police and Crime Delivery Plan	Annual	OPCC/Force
	Standard items:-		
6.	Performance and insight	Every meeting	Force
7.	Chief Constable's Update Report	Every meeting	Force
8.	Updates on Medium Term Financial Plan	Every meeting	OPCC
9.	Revenue and capital budget monitoring	Every meeting	Force
10.	Regional collaboration update (written or verbal)	Every meeting	Force

29 MARCH 2018, 10:00am

29 MARCH 2018, 10:00am			
	ITEM	FREQUENCY	LEAD OFFICER
	Thematic Scrutiny: <ul style="list-style-type: none"> • <i>CDP/SNB – Performance & Delivery</i> • <i>Police & Crime Act 2017 - Response</i> 		
1.	Workforce planning (Force)	Annual	Force
2.	Environmental management performance	Annual	
3.	Strategic Policing requirement compliance	Annual	Force
4.	Information management and security – breaches and information – Commissioner’s Office notification.	Annual	Force
5.	Engagement and consultation	Annual	Force
6.	Fees and charging policy	Annual	Force
	Standard items:-	Every meeting	Force
7.	Performance and insight	Every meeting	Force
8.	Updates on Medium Term Financial Plan	Every meeting	OPCC
9.	Revenue and capital budget monitoring	Every meeting	Force
10.	Police & Crime Delivery Plan – monitoring	Every meeting	OPCC/Force
11.	Regional collaboration update (written or verbal)	Every meeting	Force