

For Information	
Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	17 July 2020
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Agenda Item:	4

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 2020.

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 2020.

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 regarding this report.

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

9.1 There are no policy implications arising from this report which is linked to all four of the Police and Crime Plan priorities.

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 July 2020.

Appendix 1



Chief Constable's Update Report

Strategic Resources and Performance Board

July 2020

Version 1

1.0 Introduction

- 1.1 Since my previous update report in March 2020, a significant amount of work has taken place and I will provide an update on the progress.
- 1.2 Since my last report Covid-19 has clearly had a large impact on us all and as a force we've had to work quickly and effectively to manage the risks of the virus on you; our public as well as our workforce. Our response has been robust and we continue to work through the gradual release of Lockdown. I will discuss our response further within this report.
- 1.3 Det Chief Superintendent Milano returned to force in May and I am pleased he is leading our Corporate Services department.
- 1.4 I am also happy to announce the arrival of Chief Inspector Hajrah (Fifi) Gulem-Husen who transfers to us from The Metropolitan Police Service in June 2020 following a successful promotion process. She will take up an initial post in Information Services.
- 1.5 Our uplift programme led by Superintendent Verma has been progressing well and I shall provide a further update within this report.
- 1.8 The information in these update reports should be taken in the context of our heavily scrutinised budgets to ensure that we are continuing to spend public money wisely.
- 1.9 The content of this report provides various updates on the work that has been taking place over recent months set in the context of changes to our estate, increases in our workforce, changes to the budget as mentioned above and the national setting.
- 1.10 This update report provides information 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 four strategic priority themes:
 - Protecting people from harm
 - Helping and supporting victims
 - Tackling crime and antisocial behaviour
 - Transforming services and delivering quality policing.

2.0 Strategic Theme 1: Protecting People from Harm

- 2.1 Protecting our communities from harm is a key objective for Nottinghamshire Police. We want to ensure that neighbourhoods in both the county and city remain safe places for people to live, work and visit and we achieve this by working with our partners and communities. We have made significant inroads into reducing knife crime, serious violence, burglary and anti-social behaviour and protecting vulnerable people from harm over the past twelve months and we continue to find innovative ways to achieve this.
- 2.2 Operation Bion is our daily response to Covid-19 and involves all of our Neighbourhood Policing Officers. As a force we have reviewed the work that they normally do and reprioritised this work to ensure we can meet the requirements to Police the Pandemic within Nottinghamshire. The operational approach evolves on a daily basis in response to new data, Government information and challenges that result. Daily statistics are reviewed via the Operation Bion daily information cell report and Nottinghamshire Police chair the Local Resilience Forum and the SCG (Strategic Coordinating Group). A full command structure is in place 7 days a week, led by ACC Meynell and supported by the Chief Officer Team.

A good news story is the fast track of student officers into the Op Bion team who comprised a number of ex special constables. They were deployed to work from Radford Road and tasked through daily management meetings. They have supported and patrolled all Neighbourhood Policing Areas within the force and were on the ground from our first week of policing the crisis. Feedback has been very positive and the officers are now returning to training school to ensure they get the necessary learning to complement their experiences to date. Our force tried this completely new approach in unprecedented times and I'm delighted with the results.

- 2.3 Following the death of George Floyd in America, demonstrations have taken place across the UK. In Nottinghamshire we responded to The Black Lives Matter demonstration on the Forest Recreation ground in June. A coordinated approach was undertaken with Nottinghamshire Police, local organisers and stakeholder partners to agree the requirements and proactive engagement was achieved with the event being predominantly peaceful. Our stance remains to allow peaceful protest activity, despite the restrictions brought about by Covid-19 and we seek to engage and work with our public to enable such protest activity.
- 2.4 In April, officers assisted British Transport Police (BTP) with an individual who was challenged for travelling during the Covid-19 restrictions. The male assaulted two BTP officers and Nottinghamshire officers arrived to help locate and arrest him. The offender continued to be violent towards officers as well as a police dog and was tasered before finally being arrested. I was pleased to receive an email from a BTP Chief Inspector thanking us for our support and quick response to assist their staff. The offender was charged with a total of 7 offences and was on license for an armed robbery offence in the West Midlands area, resulting in his recall to prison.

- 2.5 On 2nd June officers sighted a wanted offender; a known drug dealer from the city area. Following a chase, he was detained, searched and found with crack cocaine and heroin in his underwear. Whilst he was detained, a warrant was executed at his home address by the Neighbourhood Policing Team, with further Class A drugs, cash, scales and a card reader all recovered along with an additional arrest or another occupant. Both offenders were charged with possession with intent to supply drugs and have been remanded.
- 2.6 I am pleased to report that in the City we have achieved a 50% reduction for burglary dwelling, from April to June 2020. Following on from this, my officers have worked hard to gain a number of conviction results for burglary offences on a number of offenders. Some are listed below and a number of others remain on bail or are remanded in custody pending trial.
- Andrew Harris 27/08/1967 charged with 3 x burglary in Radford in January 2020. Convicted and sentenced to 4 years 9 months imprisonment.
 - Dale Kemp 21/04/1989 charged and convicted for burglary at Victoria Centre Flats in April 2020. Sentenced to 2 years 6 months
 - Stephen Drain 20/03/1965 charged and convicted for burglary at North Sherwood St, Nottingham in February 2020.
 - Ashley Hudson 11/01/1988 charged and convicted for burglary at Grace Drive, Wollaton in February 2020. Sentenced to 24 months imprisonment, suspended for 2years.
 - Shaun Cobb 2/4/91 charged with 3 x burglaries across the force area in October/November 2019 and recently convicted and sentenced to 4years imprisonment.
 - Steven Hamilton 29/12/1983 convicted at court in June with aggravated burglary at Peveril Drive, The Park in December 2019. He has been sentenced to 5years imprisonment.
- 2.7 Good work continues in the City with a number of robbery results. Robbery of personal property has seen a 51% reduction so far this year from April to June 2020 compared with the same period last year. Again, results have been achieved on a number of individuals for robbery offences, some of whom remain on bail or remanded in custody, and some convictions include:
- Paulo Sousa 31/01/1982 charged with Robbery at the Arboretum Café in January 2020. Convicted and sentenced to 4yrs imprisonment.
 - Noah Tesfalem 29/06/2003 charged with robbery at New Basford in January 2020. Convicted and pending sentencing.
- 2.8 In March I wrote of the available Home Office Taser Uplift funding. Nottinghamshire Police was successful in the bid, and received funding for 140 extra devices, which will be progressed throughout this year and next. Despite Covid-19 and lockdown, our officers have commenced training, with social distancing measures in place. The uplift will be for Specially Trained Officers (STO's) in front line local policing roles on response teams and Op Reacher teams.

- 2.9 I am pleased to report that nationally, Nottinghamshire have remained at the forefront of Operation Uplift, not only in respect of recruitment, but also maintaining effective training during Covid-19. All core recruit cohorts have continued, with effective social distancing at the two learning sites, as well as best use of agile technology, with those students requiring shielding, learning from the safety of their own home. All other training including Taser, driving and information technology have also fully re-commenced to enable our work to continue despite the pandemic.

Nottinghamshire Police closed the 2019-2020 financial year having completed 95% of its first Uplift allocation meaning 107 additional officer posts. We have made careful and considered plans in light of finance and achievability to recruit earlier than other National forces. In regional comparisons Leicestershire Police completed 48% of their Uplift allocation whilst Derbyshire completed 71%.

Recruitment for Uplift is ongoing, and we have now closed the first recruitment of phase 2, which yielded over 250 applications. Nottinghamshire have an allocated budget for 300 new recruits throughout 2020-2021, which includes a further Uplift of 150 officers.

In total Nottinghamshire took 279 officers, the vast majority of whom are new recruits; however 24 transferees were also brought into the organisation. The transferees have a wide variety of skills that lend themselves to roles within firearms, detective investigators, dog handlers, response and neighbourhood departments. Their immediate deployments into frontline policing have enhanced levels of experience and diversity within Nottinghamshire as well as improving our ability to protect the public and enhance the protection of our staff and officers.

- 2.10 Internally, Learning and Development has also undergone a reform, with all areas now falling under a single leadership model. This includes core driver training, officer safety training, IT, crime and business support.

Nottinghamshire are also developing the programmes for recruitment once the current College of Policing IPLDP (Initial Policing learning & Development Programme) method of entry closes in June 2021, which doesn't require new applicants to hold degree level qualifications. We are mindful of the potential impact this may have around our desire to be fully representative of the communities that we serve, which is why we are working hard with the college of policing and local education providers to fully examine the pre-join and degree entry routes.

- 2.11 How we protect the public of Nottinghamshire is of vital importance and I am pleased to update that the Public Protection Department continue to use proactive and innovative approaches to manage those individuals who pose a risk to our local communities as well as undertaking effective investigations.

A prolific Sutton in Ashfield sex offender has been sent back to prison following some solid detective work by his Management of Sexual and Violent Offenders (MOSOVO)

offender manager PIO Lewis. The offender visited the male and his suspicion was raised after a delay in being allowed entry to the property. The officer questioned the ownership and usage of a mobile phone and on searching the property found a number of other hidden devices. A digital investigation of the devices revealed further offences relating to illegal images and he was subsequently charged and convicted with relevant offences.

Another great result from the MOSOVO team, was of one of the county's highest risk sex offenders who has been put back behind bars after some excellent proactive work by his offender manager DC Revill working with Probation and other partners. DC Revill obtained a retrospective sexual harm prevention order (SHPO) after spotting a gap. Following stringent monitoring of the order the offender breached it and committed further exposure offences and was duly sentenced to a further 6 months in custody.

A further result from our Public Protection team saw a 45-year-old man jailed for four and a half years at Nottingham Crown Court after pleading guilty to sex offences against a child. The offender was from the Newark area and was jailed for:

- Sexual communication with a child
- Causing or inciting a child to engage in sexual activity
- Causing the sexual exploitation of a child
- Two counts of making indecent photographs of a child

The case was initiated when Warwickshire Police informed Nottinghamshire officers that the offender had been engaging with a 15-year-old girl via Facebook with pictures and videos being exchanged. We worked in collaboration with officers speaking with both the female victim and the male offender on the same day, making a swift arrest. The male also disclosed to a medical professional that he had been communicating with a young girl over another platform, hence the additional charges and this case highlights successful partnership working across the criminal justice sector.

2.12 Our Stalking investigatory officer continues to support activity to enhance our response to stalking or harassment cases. Since the inception of the Stalking Protection Orders nationally in January 2020 Nottinghamshire Police have achieved 9 orders and charged two perpetrators for breaching their orders.

A recent example of where we have applied for an interim Stalking Prevention Order (SPO) involved a male sending numerous messages through social media platforms to his colleague. Both victim and suspect had worked together at a retailer and the suspect had also been messaging the victim's friends and family in order to try and reach the victim, and he asked their employer to change her days off so he could see her more often. While the investigation continues and a number of witnesses are providing evidence, the interim SPO is in place until August, giving an additional layer of protection to the victim from an early stage in the case.

- 2.13 Searching for and locating missing people remains a priority for Nottinghamshire Police. The vast majority of people who are reported missing are vulnerable and it is vital that the appropriate support and signposting is put in place once someone is located.

The missing from home team continues to provide a sophisticated response to this complex area of business, focusing on some of the most vulnerable people, ensuring we work with partners to provide a cycle of safeguarding, which is linked to demand reduction.

Year to date, the missing from home team through effective investigations and innovative collaboration has achieved a significant reduction of 18% in missing from home reports representing 235 fewer reports recorded on the missing person management system. Since the Covid-19 lockdown in March, demand for the missing team did reduce, however this is gradually increasing to again as restrictions are lifted to levels comparable with previous years.

The missing from home team achieved a reduction in the number of individuals who repeatedly go missing from home by 12% in recent months. We can report a 19% reduction in the number of under 18 year olds reported missing from home; 66% of all missing persons reports were related to young people. We have recorded that the average time, in hours, a person is missing has reduced by 63% due to the effectiveness and early involvement of the missing from home team.

The most vulnerable young people, many of whom have a history of repeatedly being missing are referred to our Volunteer Police Cadet scheme. This year, 23 young people have been signposted to the scheme, 8 of which had a history of repeated missing episodes. It is encouraging that so many young people have been signposted to the cadet programme and it has resulted in a reduction in associated missing reports.

- 2.14 Operation Scorpion continues to be executed throughout the city and county. The force Knife Crime Team has supported Operation Scorpion, utilising additional Police Officers on rest days to bolster proactive officers deployed to an area. Officers involved come from various departments across the force and bring additional skill sets to the team. The benefits of such an approach includes increased high visibility and plain clothes patrols, increased stop and search, leading to more weapon and drug seizures as well as arrests and summons notifications.

Volunteers have benefitted from gaining additional skills and experience in proactive policing and stop search, which transfer to their full time roles, delivering a better service to local communities.

Under Operation Scorpion the Knife Crime Team have recovered 138 weapons from persons on the street, made 571 drug seizures, recovered 248 vehicles for Road Traffic offences and arrested or summonsed 939 people for various offences.

- 2.15 Operation Sceptre staff participated in the national week of action against knife crime between 23rd and 29th March. Tactics deployed during this operation included weapon sweeps of public spaces, proactive arrests, intelligence led stop and search and visits to persons suspected of attempting to import weapons from abroad. Unfortunately due to the Covid-19 pandemic, some community engagements were cancelled however additional opportunities to engage with the public through social media were utilised.

74 knives were surrendered during the amnesty showing continued support from the public for reducing the availability of knives in our communities. There were 93 intelligence led stop and searches conducted during this week, 19 weapons sweeps and a total of 36 arrests for various offences including knife possession and violence. A further 37 weapons were recovered as part of that activity.

Nottinghamshire Police will be partaking in the next Operation Sceptre planned for September where we will look to build on the previous positive results.

- 2.16 The full financial year 2019/2020 saw a 13% reduction in knife crime for Nottinghamshire, bucking the national trend.

Funding for the Nottinghamshire Violence Reduction Unit and Police Surge Funding for 2010/21 has now been confirmed and will allow us to continue to provide dedicated resources to the reduction in and response to knife crime, in partnership with other agencies and our communities, building on the successes to date.

- 2.17 As of May 2020 the Nottinghamshire Police Modern Slavery Human Trafficking and County Lines (MSHT&CL) team have been relocated from Force Intelligence and positioned within the Serious and Organised Crime (SOC) command. This reflects the seriousness of the offending type and aligns the force approach to tackling such criminality with Her Majesty's Government SOC strategy (2018). MSHT&CL is now tackled under the vulnerability of strand of SOC, with the team increasingly focused on prepare and pursue tactics, whilst protect (safeguarding) and prevent (disruption) is dealt with through increased statutory and non-statutory/third sector partnership working arrangements.

As part of the County Lines work, the MS/CL team continues to work closely with partners including BTP to share intelligence and disrupt County Lines on the rail network. During Covid-19 BTP have reported a reduction in footfall on rail network which has enabled closer scrutiny and swifter identification of both perpetrators of cross boarder drug dealing and identification of potential child victim's exploited through the rail system. In April 2020 the #LOOKCLOSER campaign was implemented by Children's Society, BTP, EMSOU and our regional forces to raise awareness of the signs of children being criminally exploited. Events at Nottingham Train Station were held and attended by Nottinghamshire Police MS/CL team and front line officers.

The force County Lines Vulnerability tracker implemented in January 2020 continues to identify young people under 18 at risk of becoming involved in County Lines Exploitation

and effectively shares key Information with Police and partners to safeguard and provide assistance to those vulnerable persons at risk. Those deemed most at risk of CCE are discussed in a multi-agency forum at the Youth Violence Child Criminal Exploitation Panel held monthly in both City and County Local Authorities. The overall aim is to minimise their vulnerability and therefore reduce risk of them being a future victim. There are currently 59 young people within Nottinghamshire deemed specifically vulnerable to County Lines exploitation whose details are shared with Children's Social care and support agencies.

A new CCE cross authority training package was created in conjunction with NSCP to improve awareness around CCE and County Lines. Police representatives are delivering the CL training to professionals, voluntary sector and Police staff and following initial delays in delivery we have plans to make the training content available online in the near future.

Although a reduction in reporting has been experienced due to Covid-19 we are now expecting and experiencing a return to pre Covid reporting from partnership agencies. This is in respect of both County Lines and Modern Slavery concerns.

Positively Nottinghamshire Police have seen increased reporting of important intelligence from the local community who have been aware of suspicious activity whilst more have worked from, or been at home during the lockdown period. In addition partnership referrals and relaxation of restrictions, for example the Gangmasters and Labour Abuse Authority (GLAA) are now back to making referrals and the opening of car washes and other business premises is fully expected to increase demand back to pre Covid reporting levels.

Both locally and nationally there has been a significant rise in referrals of potential victims of Modern Slavery being referred to the National Referral Mechanism process. A recent Nottinghamshire press release highlighted this and the positive message regarding increased awareness and identification of potential victims which has resulted in this increase. This is firmly believed due to the increased awareness and training inputs by both Police and partners.

Joint partnership working has continued following the successful Force County Lines partnership meeting, Anti-Slavery Partnership meetings and close working with the University of Nottingham. This delivers a Nottingham Modern Slavery Problem Profile that is being considered for replication across the region.

Additionally Nottingham City Council has a Modern Slavery/Exploitation team which look at wider issues of vulnerability and exploitation within the community. This work is discussed at Multi agency SERAC meeting monthly (Slavery and Exploitation Risk Assessment Conference). The City team recently recruited additional staff and the County Council is in the process of replicating the City team within Nottinghamshire County.

- 2.18 Within our Operational Support team, 2 Police Dog Handlers are currently being trained and should be licensed in July 2020. A further 2 new handlers have been recruited and will commence their initial course in September 2020. A Passive Police Drug course for handlers is scheduled for later in the year. It is pleasing to see that both general purpose and specialist dog numbers are increasing, which provides an additional resource and resilience to support our front line officers, and further protects the public.

From September the Tactical Support Group will also see an increase in staffing with an additional 2 Sergeants and 21 Police Constables to enable the formation of 5 teams. As part of this uplift, the teams will work shifts to provide additional support to the Night Time Economy (NTE) provision thus reducing the impact on neighbourhood teams, allowing them to concentrate on their local priorities.

- 2.19 During the lockdown, Operation Relentless continued to have a significant impact in the City Centre. For the 3 month period of, April, May, June the team dealt with 41 offences ranging from possession or supply of drugs, serious acquisitive crime and possession of weapons.

In addition, since the teams' inception in November 2018, they have conducted 1547 Stop Searches, out of which 904 led to a positive outcome. This is a 58.4% positive outcome rate, higher than the national average of around 30%. With 582 intelligence submissions the team operates on an intelligence led approach to policing which is a testament to the stop search positive outcome rate to ensure we maintain the trust and confidence of our communities. 40 weapons have been taken off the streets, including knives, hammers and batons. Highlighting the dangers of policing, 21 offences of police assault were committed, thankfully with no serious injuries.

Recent results from the Op Relentless team saw the arrest of a prolific car thief following a call to police from witnesses of a theft taking place. The offender was located and attempted to run away but was arrested. He had various screwdrivers and items related to the vehicle in his possession and was further arrested for 10 other cases linked to vehicle thefts. Following searches at Morgan's property a suitcase was found and still had the airport tag attached from last year. On further investigation it belonged to an individual whose vehicle was broken into a few days earlier and this was taken. Inside it had family photo albums and a scrap book along with various clothes that the individual thought she would never see again. She was delighted when she was called and travelled from afar to a Nottingham station to provide a statement and identify her belongings.

Officers were able to connect both incidents to the offences, which resulted in a charge for 6 offences and stringent bail conditions.

Another result for Operation Relentless saw officers working in plain clothes in the City Centre in May. They smelt cannabis and stopped and searched a man who ran from officers and produced a lock knife. Following a struggle he was successfully apprehended, arrested and subsequently charged with offences relating to drugs, weapons and assault on an emergency worker. He awaits sentence and the incident

reminds us of the dangers that officers face daily. Those involved did a great proactive job and I'm pleased to report they were unscathed.

- 2.20 Our officers perform a duty of care, as well as serving our communities. Officers were in attendance at another incident, when a female approached them saying that her husband had collapsed, they went with her and found him collapsed on the floor, and commenced CPR whilst contacting an ambulance as well as summoning other officers. EMAS arrived on scene and the male was stabilised and transferred onto the ambulance and taken to QMC. A re-visit to the address the next evening revealed that he had suffered an aortic tear for which he had to go straight into surgery at hospital. The officers' quick actions were commended by the family, as it gave the individual the chance to get to hospital for treatment.
- 2.21 As an organisation we are aware of the importance of our mental health and wellbeing. In January 2020 we expanded the hours of operation for the Street Triage team. The review end date coincided with the implementation of the expansion as well as the covid-19 lockdown. An urgent meeting was set up with Nottinghamshire Healthcare NHS Foundation Trust to ascertain how Street Triage will be resourced should staffing issues in mental health services become an issue. The NHS agreed that Street Triage staffing will be maintained throughout and it was seen as a key service in keeping people safe during the pandemic. The day car funding was agreed permanently due to its performance and high utilisation rate.

Nottinghamshire Police saw an initial reduction in mental health incidents when lockdown commenced however as the impact on individuals lives has become more apparent over time we have seen an increase in demand. In May we saw an additional 83 mental health incidents over the month when compared to previous monthly averages and 10 more detentions by the police using Section 136 Mental Health Act. These increases are consistent with findings in our neighbouring forces. Our continued commitment in resourcing the Street Triage Team and working closely with mental health partners means we are able to safeguard many people during this difficult time.

3.0 Strategic Theme 2: Helping and Supporting Victims

3.1 Nottinghamshire Police is extremely committed to helping and supporting victims of crime. It is our leading aim to bring those responsible for criminal acts to justice and to provide appropriate support to victims and witnesses throughout our investigations.

3.2 I previously reported on the roll out to provide a British Sign Language (BSL) video interpreting facility, enabling the deaf community to report crimes via a mobile device or tablet. We offer full access to our service to BSL users and we have reported our experience on a National level as all Forces move towards a National offer of Video Relay at First Contact.

During Covid-19 we responded swiftly to ensure that BSL instructions were added to our website to enable those from the deaf community to make contact and answer their questions and concerns in a time when they were feeling more vulnerable than usual.

3.3 With the perseverance and strength of victims, alongside the thorough and comprehensive investigations of officers, we are able to achieve results for historic offences. A Bulwell man was recently convicted of the indecent assault of a six year old girl which took place in the 1990's. He pleaded not guilty to the indecent assault and had sought to lay the blame with a family acquaintance however he was found guilty after trial and received a 5 year custodial sentence and Sex Offenders Registration for life.

3.4 I regularly receive thank you letters from local groups and individuals who we have supported as victims and from members of the community.

Most recently is from the partner of a man who was missing from home for over 24 hours. Our officers, supported by NSART, and members of the public, located the man, whilst providing regular updates to his partner. My officers continue to conduct themselves with great assurance and professionalism whilst dealing with some shocking and emotionally challenging incidents. They continue to provide support to victims and their affected families.

3.5 In March, I updated that an action plan had been agreed in response to the Independent Inquiry in Child Sexual Abuse (IICSA). Three action plans have been created:

1. The national IICSA recommendation, with 2 recommendations
2. The Nottinghamshire Police action plan, with 5 recommendations
3. The OPCC action plan

In relation to the national recommendations, Nottinghamshire Police have engaged with the City Council;

- Recommendation 2 - Nottingham City and child protection partners should commission an independent external evaluation of their practice concerning harmful sexual behaviour including responses, prevention, assessment, intervention and workforce development.

The Harmful Sexual Behaviour audit has now been completed, including two separate submissions from Nottinghamshire Police (one for children and one for adults). The report for this has now been completed and there is a partnership event on 17th July to discuss this report. The Head of Public Protection is attending this event on behalf of Nottinghamshire Police.

In relation to force action plan, all recommendations are complete bar action 4; The Head of Public Protection will secure the support of victims/survivors to continue to develop training for officers working in this area. With the assistance of the OPCC, this has now been agreed with a group of survivors but is currently on hold in terms of delivery due to Covid-19.

In relation to the OPCC action plan, the following are applicable to Nottinghamshire Police:

- Establish a Force internal governance board to improve the oversight of safeguarding. This is complete; we have had two Safeguarding Adults Scrutiny boards, chaired by ACC Meynell and attended by OPCC.
- Force/PPU to complete an annual audit and CSA cases. Outcome and learning to be reported to PCC. This is complete, and a new Child Abuse audit is due August 2020.
- Ensure adequate provision of both police video interview suites and court live links facilities that are accessible to victims and witnesses across the county. There are sufficient ABE (video interview) suites across the force. A new suite is planned for Mansfield in early 2021 and two new suites are planned as part of the new SARC. As part of the new SARC, a new video link room is planned at Oxclose Lane PS.
- Work with Nottinghamshire Police and the commissioned ISVA services to ensure that victims and survivors are offered support before and after a VRI. We are now collocating with ISVA at both Mansfield and Oxclose Lane. The use of ISVAs prior to ABE is an on-going aspiration and is dictated to by timeliness and availability of ISVA/CHISVA in terms of balancing the support of the victim alongside the timeliness of the investigation.

3.6 For the reporting period 2019/2020 Nottinghamshire Police completed an audit of 350 sample occurrences of the following crime types:

Vehicle Crime
Dwelling Burglary
Violent Crime (Including weapon enabled violence)
Domestic Violence
Hate
Sexual Offences
Historic Sexual Offences

The inclusion of sexual offences and historic sexual offences supports the recommendations of the Independent Inquiry into Sexual Abuse (IICSA) and provides

further scrutiny of victim code compliance. The Audit tested 13 requirements of the Victim Code requirements and continues to go beyond the requirements of the MoJ.

The Audit highlighted continued high standards with over 93% of victims' needs being assessed and where Victim Care support accepted, 92% of referrals completed within 48 hours.

Nottinghamshire Police are committed to auditing the Victim Code compliance and will continue to audit the Victim Code during 2020/2021. We have developed a new approach to increase the volume of occurrences that will be audited to ensure continued learning and development focusing on victims' needs.

Nottinghamshire Police have developed new technology (mobile App) which will enable officers and staff whilst on patrol improved access to victims and witnesses and provide updates in a more timely and streamlined manner.

- 3.7 From our Fraud department, within the Economic & Cyber Crime Unit, I continue to see good results. The unit has benefited from a growth in staffing numbers, primarily as a result of the release of officers from local policing. Integrating these officers with the experienced Detectives on Fraud creates an effective learning environment and future proofs the department in being able to provide enough investigative resilience for what is a rapidly growing crime type.

The department is actively recruiting additional members of staff whose role will be specifically to form a dedicated triage function. The new staff along with existing specialists in Fraud will use their combined expertise to ensure the investigation is dealt with the right way, first time, more often while ensuring victim's needs are effectively catered for.

Nottinghamshire's Cyber Crime team made huge improvements by increasing victim satisfaction rates, which is particularly impressive when Nottinghamshire's demand is almost 50% greater than the average across the other forces in the region.

During lockdown the Fraud & Cyber Protect Officers have been sending information packs to all victims. This practice has proven to be highly effective, with victims being able to have a physical copy of the guidance in front of them when the Protect Officers phone and in some cases victims already have been able to take proactive steps as a result of receiving the pack.

The team contacted all parish councils, religious Groups and vulnerable group contacts, sharing a Nottinghamshire Alert to all subscribers, totaling 24,536. This has created lots of engagement opportunities including social media posts, website updates, local newsletters and TV and radio broadcasts. They have also utilized innovative methods to distribute key messages via partner agencies, for example using food parcel deliveries.

Protect Officers have also created live weekly social media posts and stories on Facebook and Instagram have reached between 2500-3000 people every time. On both

the Cyber and Fraud Twitter accounts the team has achieved a reach of an impressive 1 million people.

- 3.8 The Public Protection Department continues with the collaborative provision of services with the co-location of specialist support services at both of our Public Protection hubs. Local funding increases will see a growing number of Independent Sexual Violence Advocates (ISVAs) and the same service for children and young people (CHISVAs) working closely with officers to ensure service provision in relevant cases.
- 3.9 The Stalking Advocacy Service (SAS) continues to co-locate within Public Protection to integrate with the Stalking Police Investigatory Officer, officers directly involved in stalking investigations and by attending the monthly multi-agency Stalking Clinic. The SAS are able to contact and assist non domestic stalking victims and offer bespoke safety plans from an early stage of the reported case, and where applicable helping to identify and apply for Stalking Protection Orders.
- 3.10 I am pleased to report that the Consent Coalition, despite the impact of Covid-19 continues to help people to feel informed and empowered to make their own decisions and choices in cases of sexual violence.

4.0 Strategic Theme 3: Tackling Crime and Anti-Social Behaviour

- 4.1 Following on from the operational launch of the new drone team in January I am pleased to report on the team's activity, which includes in 41 arrests, and finding 6 High Risk missing people from around the county.

Missing Persons searches account for around 30% of our demand and following analysis of figures from January and February this year we've been able to compare results to when the drone has been utilized as it enables us to use our resources more efficiently and the drone can cover large open spaces much more quickly than officers on the ground. The drone has reduced the number of hours a person will spend missing from over 10 hours to less than 8 hours.

Since March the majority of our remote pilots have successfully completed additional training in the use of Emergency Service Exemptions, meaning in certain situations our pilots can extend their operations beyond the normal 500 meter distance.

In one instance this undoubtedly resulted in us saving a life when on 24th April Drone Support were requested in Worksop to search a large open area for a male who was deemed a high risk of suicide during. Due to the terrain and circumstances, emergency service exemptions were utilised resulting in the pilot being able to expand their search area, identifying a heat source with the thermal camera from over 1300 meters. The drone pilot was able to direct officers on foot through fields to an unconscious male who had taken overdose, he subsequently received urgent medical attention and had he not been found this may well have seen a very different outcome.

On 18th May Broxtowe officers received intelligence regarding the whereabouts of a suspect who was wanted for burglary and recall to prison. The drone was requested as the male had previously run from Police. On officers attendance the male ran through a number of nearby gardens however the drone was able to follow him and resulted in his capture and arrest.

On 7th June the drone was involved when a vehicle failed to stop for officers in West Bridgford. The occupants stopped the car and ran however a Police dog unit was able to identify an area in which the suspect ran. The drone identified the suspect was on a supermarket roof and officers were able to locate and arrest him. Subsequent searches led to the seizure of over 40 other sets of vehicle keys that had been obtained through crime so this was an outstanding arrest coordinated by a number of specialist resources.

Back in March the drone team were involved in a number of community engagements, participating in Mini Police and Police Cadet events in Mansfield and Bestwood. We also attended Beavers in Hucknall prior to all engagements being cancelled due to Corona Virus. The Team has recently been doing things differently, by filming a virtual department tour for Mini Police, allowing us to continue engage with vulnerable children via technology in the classrooms going forwards.

The drone team have also had requests to support cases at Court, for example a fatal stabbing in Sutton In Ashfield, we produced footage of scene, giving perspective and locations of points of interests, along with another serious GBH in Top Valley, where the drone produced footage giving the perspective of a number of witnesses, and the route taken by the suspect.

We continue, when we can to undertake collaborative training. In the current climate, this has been difficult to facilitate, however the Team have had practical sessions with both Firearms and Dogs, with most of our Pilots also having had an armed response input to improve working and understanding when deploying together at incidents.

On 21st May we assisted Nottinghamshire Fire & Rescue Service on a large industrial fire at Langar airfield. This was a great example to NFRS Incident Commanders how the drone can assist with their risk assessments and operational tactics, with the drone providing a unique perspective of an incident on the ground and is an exciting prospect for our future collaboration.

- 4.2 In early 2020 the Gedling Borough saw in an increase in youth related violence. This involved tensions between groups, resulting in an increase in offences such as Robbery and ASB. In most of the incidents victims and witnesses were reluctant to provide statements or support the police in taking any further action to prevent re-offending.

Operation Taffy was therefore re-launched in the Gedling Borough having successfully taken place in early 2019. A risk management group was set up involving key partners and quickly identified a number of persons at high risk of offending. The focus was on information sharing and as a result risk management plans and diversion opportunities were put together to reduce offending.

The Gedling Neighbourhood team also established Operation Bumblebee focusing on intelligence gathering and disruption visits, informing the risk management process. Officers carried out patrols with detached youth workers and a combination of high visibility and covert patrols were supported by the Gedling Operation Reacher team.

Whilst Operation Taffy is still ongoing early indications are positive with two of the six males. Operation Taffy will continue to operate across the Gedling Borough in order to tackle issues such as Knife Crime, Serious Violence and County Lines. The policing operation has been evaluated as part of the What Works board and shared on the Neighbourhood Portal. As a result this approach Operation Taffy has been launched elsewhere and plans are to cast it wider.

- 4.3 As a result of the global pandemic the hate crime team has focused its efforts in responding to the changes in hate crime reporting as a result of the lockdown, in particular providing support to vulnerable communities in lockdown such as the Chinese community. The development of new busy places have become a focus for elements of hate that have occurred in neighbourhood settings and at local shops and supermarkets and we continue to work closely with partners to seek new ways of early intervention and

problem solving to respond appropriately to victims and communities as well as provide a robust response to perpetrators in a way that supports victims wishes.

In April we achieved a 100% conviction rate for the hate crimes that progressed to court. This is a reflection of the work achieved in previous years with improved standards of investigation and prosecution files and builds upon the investment of Hate Crime champions who are trained throughout the police and statutory organisations to recognise and respond appropriately to incidents. This is further reflected in public satisfaction levels remaining high at 84% rolling year to date.

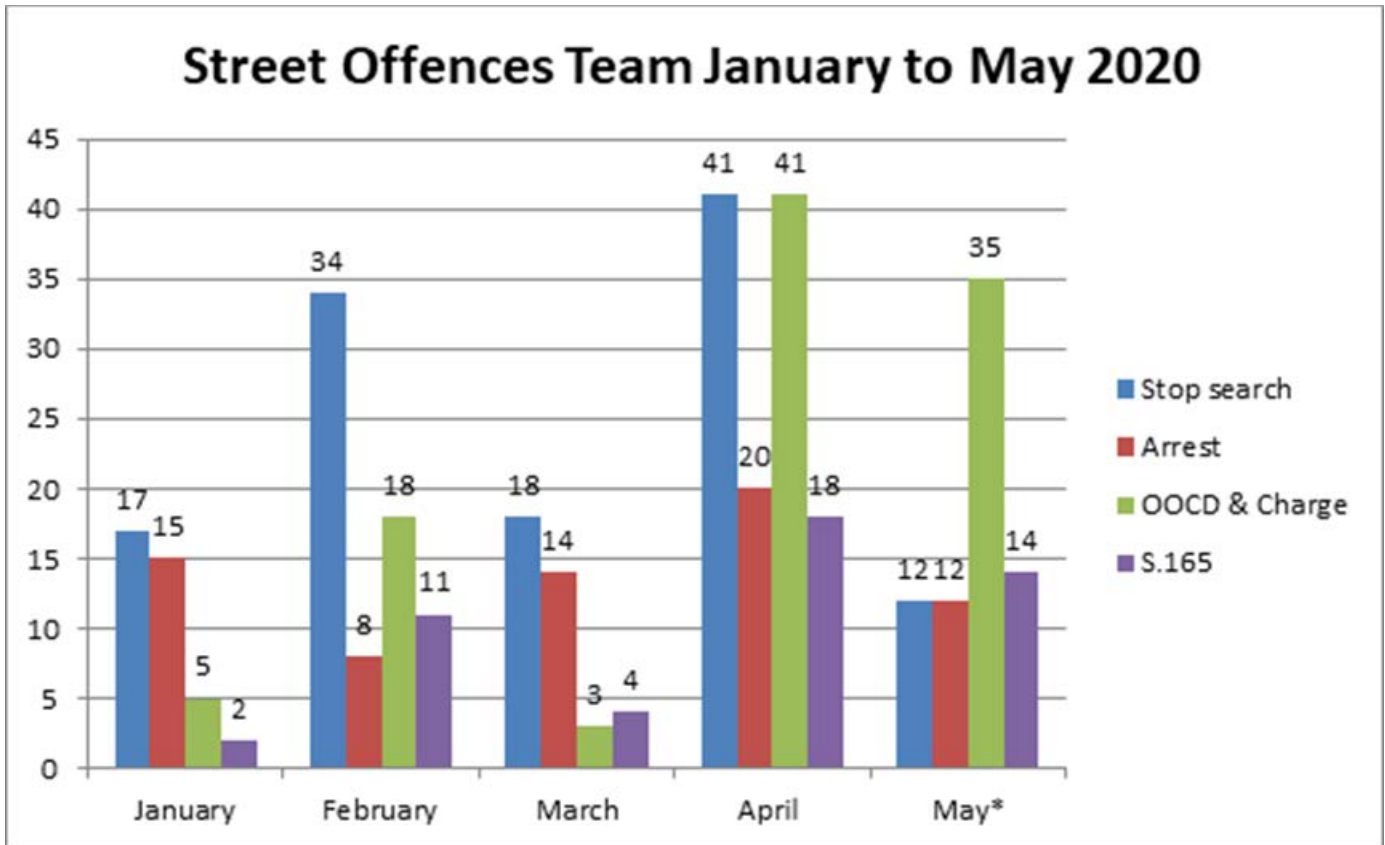
We continue to work in new ways to provide information and support where usual means of communication are now limited which include increased internal and external information sharing and use of social media to reach out to communities.

Overall the pandemic has seen a decrease in reported hate crime which is down by 4.1%. The number of reported hate crime in the city was down for the fifth month in a row, 3.79% while the figure in the county also fell, dropping by 3.52%.

The number of reported hate crimes within specific strands shows an increase in the Sexual Orientation strand by 11.91% however the Religion/Faith strand continues to show a sharp decline with a 38.24% fall on last year. This strand represents the largest in reported numbers historically and would therefore present an increased decline with the fall in overall reports.

- 4.4 I am pleased to report on the work undertaken by the Street Offences Team. Although a drop in figures from April, the team still achieved above average performance based on previous months by maintaining a high number of out of court disposals (OCD), charges and vehicle seizures compared to previous months and were supported by taser in order to do so.

The graph below provides the teams figures each month this year:



4.5 May saw the first month of the new Prostitution Task Force team. They have been involved with enforcement on the vice area, engagement and work with our partners as well as assisting a Misuse of Drugs Act warrant at a known crack house where it was suspected a number of sex workers were staying.

Having made introductions with key partners at Prostitute Outreach Work (POW) and Jericho Road, the team work closely to provide a line of communication between sex workers and the outreach programmes, supporting them throughout the Covid-19 crisis. A programme has been launched with Jericho Road for workers to give consent for their regular medication scripts to be collected on their behalf. Jericho Road provide the care package which will contain toiletries, sanitary wear, food and the items needed to make a hot drink if they have access to a kettle. There is an option to then make contact via telephone or a card left with the pharmacist to request essential items such as clothing, shoes and bedding if they need it. The team pass contact details and cards to the workers that they engage with on the street if they wish to partake as the street outreach hasn't been running throughout the pandemic. So far this scheme has taken off and seen a good uptake from the women engaged with.

The team recently monitored intelligence and crime reports and picked up a rape allegation. Although the OIC hadn't been able to make contact and officers on the night hadn't secured any evidence, other officers located the victim and spent time with her

encouraging her to report. In doing this, there were able to get an early evidence kit completed and the victim attended the Topaz Centre the following day. A victim interview has been conducted and the suspect arrested.

In the first month's activity the team: sighted 56 sex workers of 21 individuals; engaged with 15 sex workers via outreach; dealt with 4 offenders; seized drugs on one occasion; issued 5 community protection notices; issued 9 cruiser letters; conducted 6 stop searches, submitted 87 intelligence submission and completed 1 Early Evidence Kit.

Over the coming weeks the team will continue working with POW to develop a Police liaison role funded by the PCC that will have a number of objectives; one being to improve the reporting of assaults and sexual offences by sex workers to the Police and increase their confidence in following the investigation through.

- 4.6 With Operation Reacher, and thanks to our Fleet team, some of the new Skoda Octavias have been delivered and once liveried, they should be operationally ready by September. Good results continue to be seen through the work of the Operation Reacher team.

Members of an organised drugs gang were caught following a proactive policing operation led by our Serious and Organised Crime unit in conjunction with the Operation Reacher team in 2019. The gang had been operating from a Bestwood barber shop as well as other locations in Nottinghamshire.

Eleven offenders were sentenced at Nottingham Crown Court and jailed for a combined total of more than 50 years. The gang had been operating out of Bestwood for 14 months, operating with a complex command structure believed to be led by a 33-year-old who was sentenced to 12 years in prison for conspiracy to supply cocaine, heroin and crack cocaine. Another prominent member of the gang was sentenced to seven years and four months in prison.

This result shows the culmination of hard work for officers across the organization and they were assisted by the strong community support from the public in Bestwood, enabling us to remove an organised criminal group, preventing them from gaining extreme profits and in doing so, protecting our communities from criminals who bring with them intimidation, exploitation and violence.

We are now pursuing powers under the Proceeds of Crime Act to ensure that any property, cash or profits gained through this gang's criminal activity are identified and seized.

- 4.7 The Gedling Operation Reacher team has now been operating for an exciting three months, meeting their local community and learning the area. They have quickly come to know those that regularly commit crime and they have arrested 36 individuals, seized 18 illegal vehicles, executed 10 search warrants and had 28 individual drug seizures. Some quantities of the drugs that have been seized have been of such significant amount that it

supports an investigation being conducted around those concerned being involved in the supply of drugs. Furthermore, the team seized approximately £17,800 in cash.

During the pandemic the team assisted in collating food packages and delivering them to those who are most in need but cannot leave their houses. The team also showed their gratitude to carers by delivering Easter eggs to them over the Easter period, while of course adhering to social distancing.

- 4.8 In Ashfield the teams continue to tackle the drugs issue across the area, with several search warrants at addresses, and stop search of persons and vehicles being carried out. These searches have recovered a range of drugs and two firearms. Included in these operations were three cannabis grows which between them have seen over £450,000 worth of cannabis being seized and two males and a female being arrested.

There are two new initiatives to be rolled out in the Ashfield area to target people who pose risks to the public, namely those involved in knife crime and high risk domestic abuse. These people will face stronger monitoring and control from local officers. June saw the launch of a “hidden communities” strategy which will be used to engage those communities in Ashfield who do not regularly interact with police.

The targeted communities are:

LGBTQ+

Eastern European

Ex-Services

Good results from Ashfield officers include:

A male formerly of Carsic Road in Sutton-in-Ashfield, appeared at Nottingham Crown Court Friday 1 May 2020 having pleaded guilty to two counts of possession with intent to supply heroin and two counts of possession with intent to supply cocaine. He was sentenced to 4 years and 5 months imprisonment.

Excellent work by officers in Huthwaite, Hucknall and Selston as they located three cannabis grows in the district, which were dismantled and over £450,000 cannabis was seized. Two males and a female have been arrested in relation to these grows.

During May various warrants were carried out across the district. Large amounts of Class A and Class B drugs have being recovered, along with 2 firearms. These warrants resulted in the arrest of seven males and a female for a range of offences.

On 17th May an operation to combat use of off road bicycles was led by PS Morley and made up of several personnel including officers from different areas, PCSO's and the Drone team. This activity resulted in the disruption of planned illegal meets and the seizure of motorcycles.

On 23rd May residents in Hucknall and Linby will have seen a large police presence and officers from Neighbourhood Policing and Response were trying to locate a suspect

involved in a domestic incident. With the assistance of helicopter and dog units the male was arrested and has since been remanded into custody.

Through pro-active patrolling of the district areas several stop searches have been carried out leading to several arrests. This included 3 males who were planning to burgle commercial premises, drugs runners, and people with drugs for personal use.

- 4.9 In West Bridgford over the Spring Bank holiday at the end of May saw a warm weekend that coincided with the Government's announcement to begin easing the lockdown restrictions. At Bridgford Park local independent licensed premises followed one another in opening and offering off licence sales of alcohol with three premises positioned opposite the main town centre park. A combination of these factors attracted in excess of a thousand young adults and families, both locals and those who travelled due to active social media, to gather and socialise in public spaces on the roads and parks and in particular on Bridgford Park and in West Bridgford Town Centre. At the same time there were reports of 200 young people partying and swimming in the ski-tow lake at the National Water Sports Centre nearby where there had been an arrest for GBH between two teenagers at that location the previous night. NPT staff were immediately deployed to the drowning risk to support security in dispersing the young people from the area.

High visible police presence along with a community policing approach, including use of the national and local 4E's strategy for Covid-19 to engage, explain, encourage and only enforce as a last resort, successfully dispersed the crowds with minimal criminality.

- 4.10 Earlier in the year Newark had the highest year to date shop-theft figures in the Force, a volume increase of +90.9% (an additional 20 offences) which was significantly out of kilter, when most areas have shown a decrease in numbers due to the Coronavirus lockdown period. As a result we conducted statistical analysis which showed that the larger supermarkets such as Morrison's and Waitrose had seen a decrease in offences since the Covid-19 pandemic and lockdown. Local supermarket branches on the radial routes out of Newark Town Centre were identified as vulnerable and targeted.

The Newark Neighbourhood Policing team developed Operation Parakeet; a combination of target hardening with partners and successful targeting of prolific offenders. The intention of this operation was to reduce the overall number of shop thefts and develop a positive strategy for maintaining this reduction into the future.

Each of the targeted businesses were subject to a target-hardening visit, and a variety of crime reduction methods considered and applied through environmental and procedural changes. This included meetings with the National Loss Prevention Manager of Morrison's, where we have been able to bid for the use of their mobile CCTV van, closer working with store detectives and alterations to the security tagging of certain products to prevent an increase as the lockdown eases. We also worked closely with the regional crime prevention lead for the Co-op, who was able to make procedural changes to the staff's allocated hours, to ensure they were able to report thefts and support the police investigation. This was facilitated by close links with the Business Crime Officers.

A group of individuals were identified as prolific shoplifters, their activity was robustly enforced against by response and Neighbourhood teams working together. The key was early identification of offences and early intervention, with beat managers taking personal responsibility to deal with offenders. Within the first weeks of the operation, assisted by a Community Impact Statement, the top two offenders were remanded into custody by the courts.

I am pleased to report a man jailed for five years for firearms offences after he was found to be in possession of a revolver-style air gun and taser in his home. The weapons were recovered from the 25-year-old's flat where he was arrested on 12 May 2020, in Newark.

In June an incident involving firearms occurred in the Tolney Lane area of Newark. To date a number of arrests have been made and two men have been charged with attempt murder. The meticulous investigation continues.

Also in this area we saw an increase in the use of off road motorbikes, largely due to the lockdown and heightened by the favourable weather. I am pleased that a number of proactive operations and problem solving tactics were employed to reduce this issue in recent weeks.

- 4.11 In Broxtowe Policing activity has been focused primarily on the policing response to the Coronavirus Pandemic since the lockdown began and the current local priorities are reflective of this, as agreed at the Local Police Priority Setting meeting, with ourselves, Local authority and other partner agencies on 15th April.

Predominantly an ASB operation centered around the national Coronavirus restrictions, setting Operation Bion as the main priority has allowed us to also focus on key areas of non-Coronavirus related activity within the borough, in particular the illegal drugs trade and youth violence.

In recent weeks, Broxtowe officers have made significant seizures of drugs, linked to Organised Crime Group (OCG) activity. These include:

- 3Kg Amphetamine from an address in Seymour road, Eastwood on 21st April, following the arrest of a local male for Robbery. Three arrests made in connection with the Amphetamine and suspects released under investigation, pending forensic investigations
- Approximately £850,000 of Cannabis from a grow discovered in a disused Health Clinic on Nottingham Road, Eastwood, on 21st May. The blue light partnership with Notts Fire and Rescue Service was of great benefit here - our FRS partners easily facilitating our quick entry to the building with specialist knowledge and equipment. Two arrests made and suspects released under investigation
- Approximately £225,000 of Cannabis from a grow discovered in an address on Dovecote Lane, Beeston on 1st June. One arrest made, suspect charged and remanded to prison

- Approximately £75,000 of Cannabis from a grow discovered in an address on Lower Road, Beeston on 8th June. One arrest made, suspect charged and remanded to prison
- Approximately £35,000 of Cannabis from a grow discovered in an address on Waterloo Crescent, Beeston on 17th June

The above seizures amount to, in the region of £1 - £1.5 million pounds of drugs being taken out of the communities in Broxtowe during this period. Community intelligence has formed the basis for much of this pre-planned enforcement activity and continued community engagement will undoubtedly bring further success in this area.

We have also recently instigated Operation Taffy which is a multi-agency management group, following the success of similar operations in Gedling Borough and the City. This group aims to manage and reduce risk to, as well as offending, by young people at risk of Child Criminal Exploitation (CCE) and serious violence, the steering group membership consists of Police (chaired by the District Commander), Childrens' Social Care and Youth Justice partners and will meet monthly. Issues such as County Lines Drug dealing and serious violence are already being addressed by a number of tactical interventions and methodologies.

- 4.12 In Bassetlaw neighbourhood and response officers, have improved community confidence by sending a drug dealer and dangerous driver to prison. The male was wanted by the Police and when he failed to stop his vehicle for officers at Sturton Le Steeple the team located and seized his vehicle and we located him in Retford a couple of days later. He was found in possession of controlled drugs which he intended to supply and was subsequently charged with 17 offences and remanded into custody.
- 4.13 In Mansfield we have been deploying covert assets in an attempt to identify the offenders following a spate of theft from motor vehicles. Efforts by officers have been extremely successful with a male being identified as responsible for breaking into one of our assets. He was arrested for theft from a motor vehicle and has been charged and bailed by the court with conditions.

On the following night further success was seen with another male being identified as breaking into the same car. He was arrested for theft from a motor vehicle and when interviewed he admitted what he had done. He was charged and bailed to attend court on a date in June but due to his offending he has been recalled to prison.

- 4.14 Other good results that have been seen within the City and County include:
- Broxtowe NPT acted on community intelligence of a cannabis grow being operated in the Ainsley Area. A warrant was executed at the address and found over 600 cannabis plants. 3 males were located inside the address and arrested for Possession with intent to supply and Production of Cannabis. All 3 were charged and remanded.

- There was a double firearms discharge in Bulwell recently which combined a number of resources. Our armed response vehicles were on scene almost immediately and provided first aid to 2 victims who'd suffered gunshot wounds. Our control room staff did just that, controlling events skillfully while two incident log were running simultaneously. The demand management Inspector worked hard to ensure we had sufficient resources to attend each scene. An officer able to speak Polish was able to converse with a victim and obtain some quick information. Officers also stayed on duty from G4S to manage scenes. Detectives took control of the incident and the investigation is ongoing. To date one male has been charged with 2 counts of section 18 wounding and possession of a firearm with intent to endanger life.
- During the early hours of a Monday morning, local CCTV operators alerted us to a male they were monitoring who had forced entry to Ryman Stationery store, Exchange Walk and were removing items and placing them at St Peters Church. Officers arrived quickly and immediately detained an offender who was in possession of a small lock knife as well as screwdrivers, a pair of bolt croppers, a hammer and large amounts of stolen property. The incident was concluded with a confession during interview and he was charged with burglary with intent, going equipped and possession of a bladed article.
- The robbery team has been investigating a series of robberies in the City Centre which occurred earlier in the year. After a thorough investigation, two males were charged with conspiracy to commit robbery between a 3 week period, encompassing a total of seven robbery and street theft incidents in the City Centre. The two offenders were using a distraction technique targeting people enjoying the night time economy in order to steal their phones. A lengthy and meticulous investigation paid dividends.
- Officers from response and operational support managed a siege in West Bridgford earlier in June. An individual was arrested for numerous offences and was charged and remanded with violence to secure entry, affray and criminal damage.

4.11 The cadet programme has been aligned to the Operation Reacher model, and is situated in all the Reacher areas across the county. It is hoped that some of the officers will become local leads which should help develop stronger community relationships. Work is currently ongoing with the VRU in order to look at new cadet bases as discussed at the public meeting following the murder in Radford that happened in February 2020.

4.12 A man who robbed a pizza delivery driver and later spat at a police officer has been jailed for 21 months. The offences happened in the St Anns area of Nottingham in May when officers were flagged down by a delivery driver who had been assaulted and food stolen from him. On arrest he was eating the stolen food and in custody he spat at custody officers and was in possession of drugs. He pleaded guilty to robbery, assault of an emergency worker and possession of drugs.

Nottinghamshire Police has investigated 105 incidents of key workers being coughed or spat at between Friday 20th March and Wednesday 27th May and this prompted key workers from across county to join them in calling out assaults on key workers in the line of their essential work. The campaign saw doctors, nurses, paramedics, police officers, prison officers, firefighters and other frontline workers come together virtually to record the video plea which has since been viewed thousands of times on social media.

- 4.13 Saturday 4th July saw the easing of restrictions in England and a reopening of pubs and other licenced premises across the city and county. This date coincided with the Derby V Forest match and several protests being announced in Nottingham city centre.

Significant planning, both with local partners and the licensing trade, took place in anticipation of the date and plans were devised for various scenarios. The 'normal' tried and tested night time economy operation was reintroduced after a period of hiatus, but with some amendments based on the 'new normal'.

The day itself saw the vast majority of licensed premises and members of the public adhering to all the relevant guidance and advice. Many pubs were offering the option to pre-book a table in order to prevent queues and disappointment. This worked well, with many people deciding to remain in the one location for their visit, rather than journey across the town or city centre. Those who allowed 'walk-ins' still insisted on table service and restricted numbers.

In summary, the day and night passed off without significant incidents being reported in relation to the easing of restrictions. There were several arrests for drunk and disorderly and a number of licensed premises made the decision to close earlier than planned when customers didn't adhere to their new ways of working. On the whole, the policing and partnership plans worked well and will be developed as we move through the summer.

5.0 Strategic Theme 4: Transforming Services and Delivering Quality Policing

- 5.1 Work at West Bridgford Fire Station is nearing completion and other than reviewing working practices in light of social distancing measures officers will be using the facility in the immediate future. Training facilities are already being used.
- 5.2 Work continues with the new Custody build, to replace the Bridewell. The new 50 cell custody suite on Radford Road has received full planning permission and contract negotiations are taking place to ensure we achieve the best value for money.

Despite the pandemic the project is on target for completion and opening in spring 2021 and the local community have to date responded positively to the new development. It is pleasing to see contractors Wilmot Dixon engaging with local community projects which will remain ongoing.

- 5.3 As part of the joint Police and Fire Headquarters development phases 1 and 2 involving clearing land for the development and refurbishing an existing building are both complete. Work is ongoing with the demolition of old locker rooms and the creation of approximately 100 temporary car parking spaces to be utilized during the main build.

Overall the project is under budget and following a successful and competitive tender process a reduction from the initial budget of £639,000 has been achieved, as have the services of a local contractor to Nottinghamshire. Work has commenced on site and the new build proposed completion date is October 2021 with services moving in and utilising the facility from April 2022.

- 5.4 The completion of the Northern control room has also been postponed from March to September because the existing force control room is currently split between locations to enable business continuity in the face of Covid-19. The works will continue when restrictions are eased and it is anticipated that the room will be ready for occupation by Christmas 2020.
- 5.5 Work continues to ensure that Nottinghamshire is at the correct state of preparedness for when the national case is agreed for the Emergency Services Network (ESN).

A review of the airwave provision in light of our projected uplift over the next couple of years has taken place and as a result an additional 450 ESN handsets will be purchased to ensure sufficient business continuity. Further work continues to ensure that we can deliver ESN from the second quarter of 2022 subject to the national program and will align with the move to the new control room. We have a number of ESN devices installed in Police vehicles across the county to monitor coverage of the national program and to ensure no gaps in our network coverage.

Nottinghamshire were asked to help develop the command and control delivery of ESN and we're working closely with lead force Cheshire Police to deliver.

- 5.6 Work on the new SARC building project continues and is making progress. I'm looking forward to seeing some plans which will hopefully reveal a new building in the near future.
- 5.7 Along with Police and Crime Commissioner we have made a commitment to ensure the force is representative of the local community it serves, as we are publicly asked to respond to a call from local faith leaders to end prejudice.

I recently attended with other leaders in Nottingham to commemorate Windrush Day, as Monday 22nd June was the 72nd anniversary of the SS Empire Windrush arriving at Tilbury Docks in Essex carrying the first Caribbean migrants to the UK. Windrush Day was established as a celebration to honour the enormous contribution those who made that journey, and others who followed from elsewhere, have made to Britain.

Nottingham's MBLC leaders have called for Nottingham to have a community Racial Equality Centre that reflects the local and global historical contribution of Black people, for which myself and the PCC are keen to work with the faith leaders and other bodies to establish.

The force currently has a dedicated approach to attraction, recruitment, retention, positive action and support for new recruits to Nottinghamshire Police. This has been so successful that the Metropolitan Police have even been to see our work, in particular around apprentices. Our own local Black Police Association is intrinsically involved in how we approach this and we have learned many lessons from their lived experiences both in the community and in the workplace.

- 5.8 I'd like to report on our ongoing work and commitment to improve black, asian and minority ethnic (BAME) experiences and the recruitment, retention and progression of BAME officers and staff. Nottinghamshire Police has invested significantly in a programme of Positive Action work as part of our 2020-2021 recruitment plans. This has included numerous events and campaigns to target under-represented groups and promote positive BAME role models within our organisation to encourage and mentor prospective candidates. We aspire to become the first police force in the UK to be proportionately representative of the community it serves. This benefits not only our organisation and operational practices, but our residents and communities themselves. In 2019/20, 26% of completed officer applications were from BAME individuals. This marks a significant change on previous years which is set to continue in 2020/21. Furthermore, around 15% of those commencing Police Constable Degree Apprenticeships since September 2018, have been from BAME backgrounds. I am pleased with our progress and acknowledge there is more work to be done, which I fully support.

6.0 Some further key results since March 2020

- 6.1 The Nottinghamshire Police Staff apprentice scheme is almost 17 months old since we started our first Police Staff Apprentice scheme. We have advertised and recruited a total of 15 staff apprentices to date as well as establishing a great working relationship with Vision West Nottinghamshire College. They have been supportive of the apprentice's education and development and have delivered more than expected.

During our recruitment campaigns, we have been able to utilise Vision West Notts College in supporting and finding ways through these challenging times, where 90% of the students have continued with their studies to complete their NVQ's.

Internally, the departments that have taken on apprentices have embraced this scheme. It is encouraging to see the apprentices develop and flourish within their departments. Our staff apprentices have brought in new skills and talents and we're keen to ensure they are used appropriately to benefit both the organisation and develop the individuals. It is anticipated that many, if not all of the first scheme will be successful in obtaining full-time positions within Nottinghamshire Police.

Due to the success of our current staff apprentices, the next stage during August will be to recruit into additional areas. To date, we have been successful in recruiting a further five staff apprentices into IT positions and opportunities are being progressed with other departments, such as Communications, People Services, Data Analysts, Crime & Organisational Support and Cyber Security to name but a few.

The apprenticeship route has identified a range of skills and talents that have joined Nottinghamshire Police. The apprentice's line managers are more than satisfied with the outcome of the apprenticeship scheme and see this as a successful way in attracting talented individuals into Nottinghamshire Police.

- 6.2 During Covid-19, our Schools and Early Intervention Officers (SEIO's) have taken a different approach to their work and contact, by having virtual contact with the schools and students they liaise with. This has shown to be effective, and still maintains the link between school staff and their students.

I wrote previously about the Mentors in Violence Prevention training, which was set to be rolled out to 7 pilot schools in our force area. Although work is on-hold with this, due to Covid-19, discussions and progress continue.

- 6.3 As Dare officers were not able to support schools during the Covid-19 they offered their support to the force to support our vital work by volunteering to support different departments through the force including Uniform Stores, People Services, CSI and Public Protection. The departments have been really grateful for their support and the force have benefited from their previous policing skills or transferable skills from their work in schools and with our communities.

- 6.4 The beginning of June marked national Volunteers week, which was an opportunity to say 'thank you' to all those who give their time to support our important work. Our volunteers play a huge part in our work, giving thousands of hours of their own time to support our work in a range of frontline and back office roles.

The Citizens in Policing Department usually have events through the week to thank the volunteers with refreshments and drop-ins but due to the pandemic lots of our volunteers (Cadets, Mini Police and Police Support Volunteers, Cadet Leaders) have stayed safely at home and are waiting for next steps on bringing them back into the force safely. Some of our Police Support Volunteers have continued to come in if it has been safe to do so and we thank them for their support during this time.

Our Special Constables have been continuing to come on duty, some in a full time capacity whilst their day jobs have been furloughed, supporting regular colleagues throughout the pandemic and their time and efforts have been well received.

- 6.5 Our Operational Support and Knife Crime team, continue to support the filming of Police Interceptors which is due to air in autumn 2020. Filming is likely to continue until the end of summer. So far I have viewed six episodes, and they highlight the hard work of officers and staff as well as some of the day to day challenges.
- 6.6 As an organisation we continue to focus on wellbeing, which is paramount to maintaining the health of our workforce. In force, we have a calendar of events throughout the year; recently we have covered sleep with Sleep Coach who delivered an input as well as discussing sleep and shift work. Other topics include, stress awareness, summer safety, keeping active, women's and men's health.