

STRATEGIC RESOURCES & PERFORMANCE MEETING

Friday 17 July 2020 at 10.00 am
Virtual Meeting by Tele-Conference

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
Mark Kimberley – Head of Finance, Notts Police

A G E N D A

- 1 Apologies for absence
Kevin Dennis
- 2 Minutes of the previous meeting held on 14th May 2020
- 3 Update Report Nottinghamshire Police July 2020
- 4 Chief Constable's Update Report
- 5 Work Programme

NOTES

- For **further information** on this agenda, please contact the Office of the Police and Crime Commissioner on 0115 8445998 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: noel.mcmenamin@nottsc.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 WEDNESDAY 14TH MAY 2020**

COMMENCING AT 11.00 AM

MEMBERSHIP

(A – denotes absence)

Paddy Tipping - Police and Crime Commissioner

Kevin Dennis - Chief Executive, OPCC

Charlie Radford - Chief Finance Officer, OPCC

(Items 4-7)

Craig Guildford - Chief Constable, Nottinghamshire Police

Rachel Barber - Deputy Chief Constable, Nottinghamshire Police

(Items 4-7)

A Mark Kimberley - Head of Finance, Nottinghamshire Police

OTHERS PRESENT

Danny Baker – Nottinghamshire Police

Noel McMenamin – Democratic Services, Nottinghamshire County Council

1. APOLOGIES FOR ABSENCE

Apologies were received from Mark Kimberley. Charlie Radford and DCC Rachel Barber joined the meeting from Item 4

2. MINUTES OF THE PREVIOUS MEETING HELD ON 4th MARCH 2020

Agreed.

3. UPDATE REPORT NOTTINGHAMSHIRE POLICE APRIL 2020

The meeting considered the composite report, which provided updates on a wide range of Nottinghamshire Police activity, including Performance and Insight, End of year crime statistics, Officer recruitment/uplift, Covid-19 and business continuity.

A wide range of issues were raised and points made during discussion:

- Further to the March 2020 meeting, it was confirmed that revised Restorative Justice co-location arrangements were now in place;
- Overall crime had decreased marginally by 0.5% but this was against a backdrop of crime increasing both nationally and regionally. Knife crime, theft and violence with injury offences had seen significant reductions of greater than

10%, and the introduction of dedicated teams to tackle specific categories was seen as particularly effective;

- 107 additional officers have been recruited in phase 1 of Operation Uplift, bringing the total of new recruits in 2019-2020 to 282. A further 72 new recruits were appointed in March 2020, and these are currently undergoing distance learning induction. BAME representation within the new cohort is at 13.8%;
- Operation Bion, the Force response to the Covid-19 pandemic, was ongoing. Nottinghamshire Police was in the bottom quartile for fixed penalty notices, in line with the preferred approach of educating and informally dispersing those contravening lockdown regulations;
- The Chief Constable undertook to provide a breakdown by ethnicity of fixed penalty notices issued when this became available;
- Of the 400 staff tested to date, 21 had registered positive for Covid-19. Absences remained broadly similar to pre-Covid levels;
- Despite Crown Court trials commencing shortly, delays within the criminal justice system would have a range of knock-on effects, including on custody time limits, victim and witness support;
- The Rural Crime Strategy had been effective in tackling a range of issues, particularly along the A1 corridor. Hare coursing, fuel thefts and quad bike thefts remained priorities under the Strategy;
- Both high-profile building projects remained on track, with lots of local suppliers on board.

There a specific discussion on domestic violence issues, where the following points were made:

- Survivors of domestic violence would be adversely affected by delays in the criminal justice system and as a consequence this could mean that t their therapy and counselling could be put on hold;
- The OPCC was rapidly working up proposals for Home Office/Ministry of Justice funding to assist those affected by domestic violence and sexual violence during the pandemic lockdown;
- Concern was expressed that arrest rates for domestic violence had reduced further during the pandemic, in a continuation of a trend first apparent pre-Covid. It was acknowledged that early arrests sped up the process of dealing with domestic violence, but in the absence of evidence or witness statements this was not always possible;

- It was confirmed that a number of tags were available from the integrated Offender Management initiative which could be used for domestic violence offenders;
- The Chief Constable undertook to check local domestic violence arrests rates against national trends.

RESOLVED 2020/016

To note the report.

4. POLICE AND CRIME PLAN 2018-2021 – THEME 3 2019-2020 DELIVERY PLAN – TACKLING CRIME AND ANTI-SOCIAL BEHAVIOUR

The meeting considered the report, which provided provide the Police and Crime Commissioner with a progress report on how the Chief Constable and partners were delivering the strategic activities in respect of **Theme 3** of the Police and Crime Plan for 2018-21 for year 2019-2020, identifying the strategic activities that have been progressing across policing and community safety since April 2019.

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

- The meeting welcomed the strong performance indicated for 14 of the 15 specific deliverables at the Appendix to the report;
- One category – ‘Continue to improve 101 responses to low level drug dealing, ASB and noise related ASB through joint Partnership working in urban and rural areas’ was rated Amber. The meeting was not aware of there being a significant issue in respect of 101 responses, but would keep the situation under review;
- It was pointed out that the Researcher capacity available to the Force/OPCC was below that required, with several posts, funded by the Safer Nottinghamshire Board and the Police currently vacant;
- While profiles had been produced recently, some profiles could not be shared with the wider partnership because they had not been redacted. It was understood that the senior analysts did not have the capacity to carry out redactions. The view was expressed that there could be a move to smaller, targeted research and analysis activity to support the Safer Nottinghamshire Board.

RESOLVED 2020/017

To note the report.

5. CAPITAL REPORT FINAL OUT-TURN 2019-2020

The meeting considered the report, which provided an update on the financial outturn position for capital as at 31st March 2020 (Period 12, Quarter 4).

The following issues were raised and points made during discussion:

- More effective planning and monitoring had helped keep downward pressure on the overspend, which was attributable in large part to issues with the new custody suite, as well as with Covi-19-related year-end pressures;
- The Deputy Chief Constable was reviewing the impact of more agile working during the current pandemic, with a view to changing work practices more permanently post-Covid. Anecdotal evidence suggested that productivity had improved through remote working, and there had been significant savings to the travel budget;
- New guidance on workplace safety was being drawn up, and trade unions were on board with the approach and principles being adopted;
- The Police and Crime Commissioner asked that a paper be drawn up for the meeting's consideration both on agile working and on wider lessons for policing, with a focus changes to current policing practices post-Covid.

RESOLVED 2020/018

- (1) that the Police and Crime Commissioner note the final out-turn position as set out in Appendix A to the report;
- (2) that the Police and Crime Commissioner note the virement approved by the Chief Constable under delegated powers, being below £100,000, as set out in Appendix B to the report;
- (3) that the Police and Crime Commissioner approve the slippage requests as set out in Appendix C to the report.

6. REVENUE REPORT FOR PERIOD 12 QUARTER 4 2019-2020 – PROVISIONAL OUT-TURN

The meeting considered the report, which provided an update on the financial outturn position for revenue as at 31st March 2020 (Period 12, Quarter 4).

During discussion, it was explained that there was a Force overspend of £92,000, with OPCC spend in line with budget forecasts. The overspend was lower than that projected in the previous quarter, in part as a result of planned orders and deliveries not being completed because of Covid-19. It was confirmed that there would be a £250,000 monthly uplift from April 2020.

RESOLVED 2020/019

- (1) To note the report and virements approved under delegated arrangements for Period 12 2020 shown in Appendix B to the report;

- (2) To note that there were no virements of greater than £100k recommended by the Chief Constable and requiring Police and Crime Commissioner approval during this reporting period, as set out in Appendix C to the report;
- (3) That the Police and Crime Commissioner note the overspend position as set out in Appendix D to the report.

7 WORK PROGRAMME

RESOLVED 2020/020

That, subject to agreeing that the single update report format should be used for future meetings, the contents of the work programme be noted. The next meeting was scheduled for 17 July 2020.

The meeting closed at 12.05pm

CHAIR

For Information	
Public	
Report to:	Strategic Resources & Performance
Date of Meeting:	17 July 2020
Report of:	Chief Constable Guildford
Report Author:	Rachel Richardson
E-mail:	<u>Rachel.richardson7868@nottinghamshire.pnn.police.uk</u>
Other Contacts:	
Agenda Item:	3

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

Update report Nottinghamshire Police July 2020

1. Purpose of the Report

- 1.1 The purpose of the report is to provide the Police and Crime Commissioner with details of Nottinghamshire Police's activities linked to the Police and Crime Plan.

2. Recommendations

- 2.1 It is recommended that the Police and Crime Commissioner notes the contents of this report and the on-going work undertaken by Nottinghamshire Police.

3. Reasons for Recommendations

- 3.1 To ensure the Police and Crime Commissioner is aware of the latest activity being undertaken by Nottinghamshire Police in relation to the following areas:
- Performance and Insight
 - Police Reform Programme, including ESN
 - Strategic Policing Requirement
 - National Police Air Support (NPAS)
 - Transforming forensics
 - EMSOU
 - EMCJS
 - EMSCU
 - EMCHRS L&D
 - EMLPS

4. Summary of Key Points

4.1 Performance and Insight

Details of the Performance & Insight report, showing the progress against PCP targets/measures can be found in appendix 1.

4.2 Police reform programme including ESN (Emergency Services Network)

Nottinghamshire Police continues to plan and prepare for mobilisation activities in readiness for transition onto ESN in line with national timescales in order to deliver an operationally viable critical communications capability over ESN.

The Home Office is leading the Emergency Services Mobile Communications Programme (ESMCP) that is working across administrations and departments to deliver the new (ESN) critical communications system. This will replace the current Airwave service used by the emergency services in Great Britain.

The five forces have agreed to collectively deliver mobilisation and adoption of ESN within the East Midlands police region under a legal collaboration agreement (i.e. commitment to work collectively), signed by the five Chief Constables and PCCs. This includes a regionally funded programme team and governance structure overseen by a regional Senior Responsible Owner at Deputy Chief Constable level. The five forces are each responsible for ensuring that they also have local force project resources in place.

In Nottinghamshire Police, the local ESN project has an established governance structure overseen by the Deputy Chief Constable, with a Strategic Lead / Operational Business Change Manager who is supported by various technical and operational work stream leads. The team has regular programme delivery and technical meetings aligned to regional and national governance, to ensure that work is completed to a timely manner and also that the force has appropriate influence nationally.

Nationally, the police service working assumption is forces will each require a 12-month period of transition during the 24 months prior to Airwave National Shutdown (NSD) in December 2024.

The current predicted commencement of transition onto ESN for Nottinghamshire Police is Q2 2022. The Joint Headquarters Programme is well underway with completion expected early 2022, ahead of the transition to ESN. The timescales for both will be monitored closely to address interdependencies and ensure effective and efficient delivery.

The East Midlands Regional Programme is represented on the national ESMCP Finance Working Group to ensure an effective two-way conduit between local, regional and national stakeholders, including local Chief Finance Officers. The service is keen to secure accurate financial information that will enable us to fully understand and mitigate financial risks and issues. The national

programme maintains that ESN remains the most cost-effective solution, having considered a range of options, including cessation, suspension, and remaining on current technology.

An additional budget has been allocated to maintain our force stock of Airwave communications devices given delays to the ESN programme nationally. These devices are critical in maintaining communications between all front-line officers and control rooms. This resilience funding will ensure an on-going supply of our current devices, as well as investing in the future with new technology and the next generation of devices, pending the availability of the new ESN communication device.

4.3 Strategic Policing Requirement

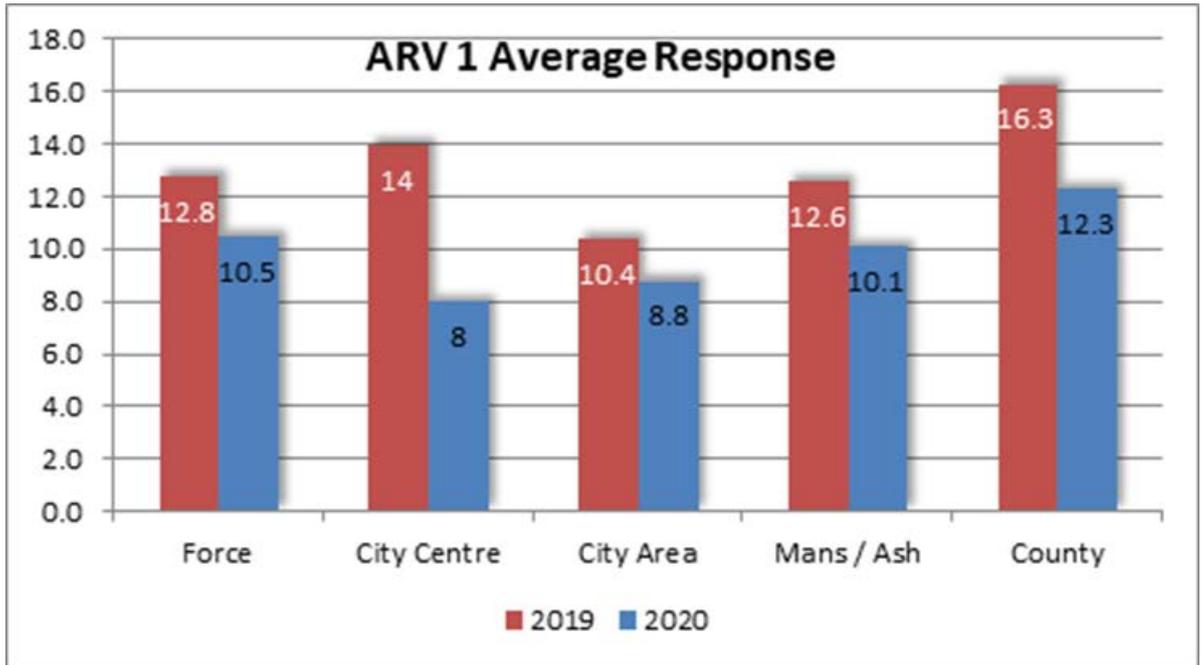
4.3.1 Understanding the Threat and Responding to it

HMICFRS came into force in September 2018, their findings were as follows. The force has a good understanding of the potential harm facing the public. Its armed policing strategic threat and risk assessment (APSTRA) conforms to the requirements of the code and the College of Policing guidance. The APSTRA is published annually is accompanied by a register of risk and other observations. The designated chief officer reviews the register frequently to maintain the right levels of armed capability and capacity.

The force also has a good understanding of the armed criminals who operate in Nottinghamshire and neighbouring force areas. Nottinghamshire Police is alert to the likelihood of terrorist attacks and has identified venues that may require additional protection in times of heightened threat.

All armed officers in England and Wales are trained to national standards. There are different standards for each role that armed officers perform. The majority of armed incidents in Nottinghamshire are attended by officers trained to an armed response vehicle (ARV) standard. The force has sufficient ARV capability having recruited and trained additional officers during 2019.

The table below, details Nottinghamshire police's ARV response times for 1st January – 31st May 2020, comparing to same period in 2019. Overall force wide we are attending incidents, across the force area within 10.5 minutes. For critical attendance, predominantly in the city centre our average has improved due to specific patrol strategies, and changes to our armoury and briefing practices.



4.3.2 Working with Others

It is important that effective joint working arrangements are in place between neighbouring forces. Armed criminals and terrorists have no respect for county boundaries. As a consequence, armed officers must be prepared to deploy flexibly in the knowledge that they can work seamlessly with officers in other forces. It is also important that any one force can call on support from surrounding forces in times of heightened threat.

These national arrangements remain robust ensuring specialist capability being available in the region if required.

Armed officers in Nottinghamshire Police are trained in tactics that take account of the types of recent terrorist attacks. Nottinghamshire Police also has an important role in designing training exercises with other organisations that simulate these types of attack. Training exercises are reviewed carefully so that learning points are identified and improvements can be made for the future. Nottinghamshire Police has carried out its own benchmarking process against recently revised national guidance on such terrorist attacks and have undertaken training with EMAS and FRS during 2019 to ensure readiness for such attacks.

In addition to de-briefing training exercises, Nottinghamshire Police reviews the outcome of all firearms incidents that officers attend. This helps ensure that best practice or areas for improvement are identified. This knowledge is used to improve training and operational procedures.

4.3.3 Future Demand

A robust Strategic Threat and Risk Assessment (STRA) process in the areas of armed policing, roads policing and public order is undertaken to identify anticipated demand and the forces capability and capacity to meet these demands. These processes involve continual operational reviews, including analysis of performance, outcomes as well as monthly/quarterly operational and strategic meetings in order to identify operational and organisational vulnerabilities and learning opportunities. This perpetual and dynamic process ensures that the workforce is sufficient in number and adequately trained officers are equipped to meet anticipated demand.

This section includes the below areas which are delivered by Nottinghamshire Police Operational Support department;

- Public order
- Civil emergencies
- Armed policing
- Roads policing

Public Order

The policing of football matches represents the largest consistent reason for deploying PSU Officers in Nottinghamshire; a high number of officers are used most weekends to police football during the football season.

The likelihood of environmental protests occurring in Nottinghamshire is significantly reduced following on from the cessation of activity on Fracking in November 2019 and the fact that there has been no activity at either of the previous protest sites. However both environmental and football remain our key threats

Plans are on-going to ensure we are able to respond to planned and spontaneous events that require a public order response in regard to the on-going Covid-19 situation.

We have recently increased our public order resilience by training all new recruits. As we are involved in rapid and substantial recruitment campaigns this has already had a positive impact and will continue to do so. As a result we are in a healthy place in terms of public order resilience nationally and in the region.

Civil Emergencies

The National Security Risk Assessment and local STRA processes inform our dedicated Emergency Planning team of anticipated demands. This details a programme of planning, training and exercising events in areas such as natural events (flooding), technical failure (widespread loss of electricity) and social threats (terrorism, including cyber and CBRN). We continue to work alongside the Local Resilience Forum (LRF) ensuring an effective partnership approach.

Nottinghamshire Police have effective LRF structures and processes, which ensures the identification of risk coupled with regular training and exercises of its response plans. These plans, tested with partner agencies, are reviewed and tested against a best practice regime and this work is highlighted through the LRF Work Plan which is generally on three year rolling cycle.

The Chief Constable chairs the LRF and the current COvi-19 situation exemplifies our collective response to be at a high level.

Armed Policing

It is recognised that Nottinghamshire Police have very good governance in respect of armed policing which is driven by our Armed Policing Strategic Risk Assessment (APSTRA). Recent work to develop a national STRA template has identified ours as national best practice and it has been used in the development of the national document.

As part of the APSTRA we specifically measure the response of the 1st ARV to the city centre as this area contains the crowded places and most likely events and therefore the most heavily populated area.

We continue to drive the efficiency; effectiveness and capability gains post the strategic decision to exit the EMOpSS arrangement. All ARV and specialist areas of armed policing deployments are reviewed and provides us with a high degree of confidence in terms of accuracy of recording as well as identifying trends or emerging patterns to inform both training and operational practices.

Our AFO numbers are healthy overall, although we do carry some vacancies and we have seen the numbers of deployments become more stable. A further training course of new recruits is planned for the autumn of 2020.

We plan to uplift our armed capability further over the next 12 months that will form part of an armed and unarmed taskable proactive team within OS. This team will be supplemented by AFOs from the ARV groups as required for planned operations but will also be tasked to unarmed crime / roads related operations.

In terms of Taser, there is a robust governance system in place which includes reviewing all deployments which have remained stable despite the further uplift in numbers over the last year. Home Office funding has been received and utilised for more Taser devices and will be progressed during 2020/21 to enable a substantial uplift in the number of Specially Trained Officers (STO's) for front line local policing roles over the next 18 months. This will allow us to deploy additional STOs across all rotas in all areas and will address the threat to officers in rural areas as well as and crowded places.

Nottinghamshire Police are well placed to meet all current demand including our ability to respond as required to any spontaneous or unforeseen local or regional events.

Roads Policing

In 2019, there was a decrease in the total number of collisions and casualties on Nottinghamshire's roads. The volume of traffic continues to grow year on year on all roads but particularly on the strategic road network. As a county, Nottinghamshire have more miles of the strategic road network than neighbouring forces.

With an aging population, the number of road traffic collisions involving the older driver or those with complex medical conditions, such as dementia, is increasing. Extensive research and analysis does indicate the major contributory factors to include:

- Speed
- Use of seatbelts
- Use of mobile phones and
- Drink or drugs

A number of areas are identified to reduce Killed or Seriously Injured (KSI) and to make the roads safer which include hotspot areas and improved real time intelligence to target criminal use of roads through ANPR. This year we have also led a number of significant operations and initiatives to protect vulnerable road users and target offenders on the road network.

The Nottinghamshire Safety Camera Partnership continues its current work to reduce road casualties with a view to increase true cross partner working. The partnership will take responsibility for dash cam footage reviewing, allocation and diversionary course/prosecution and continuing to support local educational posts through funding. The partnership is looking to increase the efficiency of the traffic safety vans by introducing single crewing the breadth of investigative opportunities for our investigators to conclude cases which will include interviewing.

The Nottinghamshire Safety Camera Partnership is entirely self-funded with the revenue streams coming from the recovery costs for educational course and the work of the accidents records department through recovery costs for example, charges for the provision of RTC data to solicitors. All assets are owned by the partnership and expected costs are factored into the five year financial plan.

Nationally a significant number of forces are unable to provide classroom based speed awareness courses, however this issue does not affect us as Drive Tech are one of the course providers who almost immediately created an online based means of offenders being able to do the required course. This has offset to some degree the potential financial losses first feared.

The Roads Policing Unit (RPU) is made up of the Road Crime Team and Roads Policing Team. They are tasked in accordance with national and local roads

policing initiatives with a focus on the specialist areas of enforcement where enhanced training and experience are required, for example pursuit, fast roads and motorway incidents. The RPU operates as a single team working proactively to effectively respond to bids from force tasking meetings.

Nottinghamshire Police have a dedicated Serious Collision and Investigation Unit (SCIU) that operates within the force area and provides a 24 hour scene attendance capability. The function of SCIU is to investigate serious and fatal RTCs, with these officers also trained to provide Family Liaison Officer (FLO) support.

In 2019, Nottinghamshire Police have delivered a £580,000 investment in our ANPR upgrade project. This has allowed the replacement of several assets as well as the upgrade of multiple cameras to bi-directional technology allowing good lane coverage.

As is the same for all forces, Nottinghamshire Police have to adhere to national accreditation standards, this includes forensic examination. Our forensic collision investigators have a full range of set procedures to complete and adhere to when carrying out collision investigations. The details and assessments recorded during these procedures will be required by the courts, and is usually the prima facie forensic evidence to assist them. The ISO/IEC is the set standard as to how we forensically examine collisions, this includes, how we carry out the examination and preserve the evidence at the scene, as well as the qualifications and training required by the forensic collision investigators to practice and be accepted by the courts as expert witnesses.

The Forensic Science Regulator (FSR) required that ISO 17020 & 17025 was adopted within forensic collision investigation by October 2020 – through the Forensic Collision Investigation Network (FCIN), this deadline has now been extended to October 2022. The Collision Investigation Unit and staff will require accreditation to those standards. The accreditation process will require formal assessment by the United Kingdom Accreditation Service (UKAS). Accreditation is required in order to remain aligned with the national requirements and to comply with the mandatory compliance being sought through Parliament by the FSR. Non-compliance has potential to cause failings in providing credible expert evidence in prosecution cases or Coronial Inquests, or expert findings/evidence not being accepted by the Courts or being undermined by accredited defence experts. It is nationally recognised that deadlines will not be met in the majority of the areas to be accredited, although service delivery is unlikely to be affected if we are able to achieve the set goals currently being managed by the FCIN.

It is anticipated from previous accreditations undertaken in other forensic disciplines, that there will be an uplift of between 25-30% in the Forensic

Collision Investigator's workload due to ISO compliance. There is some organisational support from a national Expert Network Group (ENG) of nine regional representatives although this will not alleviate the work required for accreditation within the department.

4.3.8 Additional Strategic Policing Requirements

Terrorism

The national approach to countering the threat of terrorism is set out in the Government's Contest Strategy which is reflected through the four pillars within Policing:

PURSUE – to stop terrorist attacks. In Nottinghamshire the number of priority operations, for which we were the area with primacy remained stable between 2018 and 2019. Nottinghamshire Police continues to support operations nationally.

PREVENT – to safeguard people from becoming terrorists or supporting terrorism. The number of referrals to the Nottinghamshire Prevent team rose between 2018 and 2019.

PROTECT – to strengthen our protection against terrorist attacks. Whilst the number of sites for which the Nottinghamshire Protect team have mandated responsibility has remained relatively stable, demand has increased due to a developed relationship with partners for further support and advice.

PREPARE – to mitigate the impact of terrorist attacks. The Nottingham Counter Terrorism Security Advisors (CTSAs) currently work with business consortiums in Nottingham delivering advice to help elevate the impact of any attacks.

All strands of the Contest Strategy place demands on regional Police Forces. Each Force's Special Branch capability represents one element of a collaboration of police forces, working together as Counter Terrorism Policing East Midlands (CTP EM), an arm of the wider EMSOU collaboration. CTP EM in turn works in conjunction with other Counter Terrorism Intelligence Units (CTIUs), the larger Counter Terrorism Units (CTUs) and the UK intelligence community, together forming the Counter Terrorism (CT) Policing network.

There are national contingency plans to respond to terrorist attacks involving armed and unarmed police.

A recent example of applying the four pillars in an interactive manner, alongside the contest strategy was the arrest of Connor Scothern for the membership of a proscribed Terrorist organisation.

Connor Scothern DOB 05/02/2001, from Arnold, was among a group of three men and a woman who were found guilty of membership of a proscribed organisation, contrary to section 11 of the Terrorism Act 2000 following a trial at Birmingham Crown Court on March 19 after an earlier trial had resulted in a hung jury in June 2019.

Their conviction comes after National Action became the first organisation to be banned by the government since World War II in December 2016.

The jury heard how the group became members of National Action and regularly met to share their extreme ideology and attend demonstrations.

However, when the group was banned, the defendants continued to communicate covertly using encrypted messaging platforms.

They held secret meetings to discuss their ambitions for a race war while recruiting other young people to the group, sharing intensely shocking images mocking The Holocaust and glorifying Hitler.

Group leaders Alice Cutter DOB 21/05/1996 and her partner Mark Jones DOB 08/09/1994 both from, Halifax, were jailed for three years and five-and-a-half years respectively.

Daniel Ward DOB 05/08/1990 from Birmingham, pleaded guilty at a previous court hearing and was jailed for three years on 19 July last year . Garry Jack, DOB 06/11/1995, from Birmingham, was jailed for four-and-a-half years and Connor Scothern received an 18-month custodial term.

They were told they will have to serve at least two-thirds of their sentence before they can apply for parole. Upon their release they will be managed by The National Probation Service and be required to notify specified details to the police under Counter Terrorism Act 2008, Part 4 and Counter Terrorism & Border Security Act 2019.

4.3.9 Child Sexual Exploitation (CSE)

Organised CSE criminal investigations are led by the Sexual Exploitation Investigation Unit (SEIU) in Public Protection. In terms of Senior Investigating Officer (SIO) capacity, the SEIU has one Detective Inspector and one Detective Chief Inspector who provide SIO capability and oversight.

The establishment is also supported by a CSE Disruption Team whose purpose is to bring early disruption and diversion and ultimately reduce demand. This team undertakes activity such as issuing Child Abduction Warning Notices (CAWNS) and conducting visits to suspected vulnerable young people as well as perpetrators who are believed to pose a risk.

Nottinghamshire Police continues to build upon its existing strong relationships with partners across the county and city. We operate Multi-Agency Sexual Exploitation (MASE) panels to share intelligence, identify potential victims and manage victim based demand. In addition, we are looking to replicate this MASE model in order to help focus on perpetrators.

Schools Early Intervention Officers deliver key inputs to young people on matters of CSE and consent to help prevent victimisation and reduce demand.

In direct response to our on going service development we are recruiting a Civil Orders Officer to improve our performance in pursuing civil orders where we are unable to achieve successful criminal justice outcomes for CSE matters.

Nottinghamshire Police are also taking steps to improve Professional Investigation Programme Level 2 (PIP2) throughout Public Protection by ensuring early registration of trainee investigators on the National Investigators Examination programme and implementing support and coaching through the allocation of PIP2 tutors.

CSE continues to be under reported and relatively hidden predominantly due to the targeting of vulnerable young females many of whom are unaware they are being exploited. In this context, and coupled with the steps we are taking, the demand originating from organised CSE is assessed as being manageable.

Through our planned awareness campaigns we will increase reporting of this hidden crime and encourage more people to come forward including current and past victims as well as the general public.

4.3.10 Cybercrime – Security – Information Services (IS)

As part of the National Enabling Project (NEP) deployment, our cloud and on premise services benefit from the security wrapper presented by the National Monitoring Service and complement local working practices and newly established roles to help reinforce our cyber preparedness and incident response. Our Office 365 cloud infrastructure is already live and our on premise services will be live in July 2020.

The National Management Centre (NMC) reports on vulnerabilities it detects in behaviours in the Nottinghamshire Police domain. The force has a number of technologies that protect the borders of our environment, which monitor and alert us to events that might expose a weakness and draw our attention to suspicious activity. Nottinghamshire Police have roles accountable for IT security and configuration as well as our new working practices which manage the delivery of a robust patching, monitoring and anti-virus regime.

Nottinghamshire Police's cyber security is also supported by an annual IT health checks which reviews our designs and management of our IT environment to detect vulnerabilities that could be exploited. We commission

external specialists to do this for us and from this they produce a report which informs a risk statement (GIRR) and associated action plan and tracker. This is reported monthly to the Home Office (NPIRMT) and our compliance certificate shows that we are trusted and safe to do business and to connect to the national policing systems.

Nottinghamshire Police chair the Nottinghamshire Local Resilience Forum (LRF) for cyber, alongside our partners such as the local authorities, health and the fire service. Work is underway to develop a shared protocol for alerting, management and incident response countywide.

4.3.11 Cybercrime – Investigations – Serious and Organised Crime (SOC)

The work of the Economic & Cybercrime Unit (ECCU) covers the full spectrum of Prepare, Protect, Prevent and Pursue, with the team comprising of two dedicated accredited detectives and two police staff members. Whilst the former principally focused on cyber dependant investigations, the team are responsible for delivering under the Prepare strand, both in the wider education of the workforce and target hardening to the wider communities. Protect, which at times parallels with Prepare activity and Prevent duties are predominantly discharged by the unit.

Pursue activity is part funded and tasked by EMSOU and is limited to cyber dependant crime.

The Prevent & Protect team's demand derives from any cyber offending where vulnerability is identified or where education as to the perils of cybercrime is required. In addition to supporting identified victims groups from pursue activity a large proportion of the demand is generated proactively.

Capability within the ECCU is high with training requirements for all staff being well catered for, particularly whilst national funding exists to support this program.

A fair measure of current effectiveness of the Prevent & Protect team is the reach it has achieved in the context of how many individuals, groups or businesses have been directly engaged or accessed through social media and events. Current estimates suggest that approximately 1,033,000 individuals have been reached, with the dominant portion of this being through social media. Within this figure, 1582 individuals have been directly engaged and a further 1740 have attended business or community events. In the academic year September 2019 – February 2020 our schools officers delivered 92 presentations on cyber bullying and cybercrime.

Cyber enabled criminality is dealt with by Local Policing and is supported by the forces wider digital support services and is assessed as being sufficient to tackle both current and predicted demand.

Consequently we assess that with our current local and regional structure, Nottinghamshire Police is well positioned to address our holistic cybercrime

demands. Further resources may be required to support the more prevalent and challenging cyber enabled investigations.

4.4 National Police Air Support (NPAS)

In January 2020 Chief Constables, through the NPCC, were presented with a package of proposals that sought to optimise police air support. The task was to address the underlying challenges associated with service optimisation, delivery model and fleet replacement for the National Police Air Service.

The papers presented to Chiefs made a series of national and regional recommendations. A key consideration being whether the service nationally, wishes to continue to have air support delivered by the internal provider of the National Police Air Service (NPAS), or whether an alternative option of engaging an external strategic commercial partner, responsible for their own fleet and pilots, should be considered. A parameter set by the NPCC was that spending on air support in the round should not increase in real-terms. The detailed and financial work on both models remains ongoing.

The current funding model for air support through NPAS is based on ACS (Actioned Calls for Service). It is universally supported within the national review and the NPCC that the service moves away from this charging model. ACS can significantly skew what forces pay year on year, based on factors beyond their control, such as how other forces use the service. It is also evident that some forces / regions are subsidising others. The move to a 'direct cost' model reduces these factors, but further work is required in relation to both the regional and local division of cost by the national programme team.

There are several recommendations within the review which have purely national perspective, but others which affect Nottinghamshire Police and the East Midlands more directly.

In summary, the early recommendations and findings of the review is that the East Midlands can continue to receive air support at a similar cost it does now. Nottinghamshire Police would receive an improved service, in relation to response times and the associated operational benefits, with a move to the EMA, and operating on a 18/7 schedule would cater for the vast majority of demand, whilst delivering the necessary efficiencies. More work will be required nationally and regionally, once the review and supplementary work has reported, in relation to the subsequent division of costs.

The next steps in the Aviation Programme are due to report back to CCC in September. These being:

- Finalised direct cost charging proposal
- Detailed examination of air support provided by a specialist aviation partner.
- Further detail on how a regionally focused service would operate

The proposals made to date see the costs to the East Midlands for air support, whichever model is decided upon, remaining fairly constant. However, how these regional costs are attributed to each of the five forces, and potentially others if the helicopter is used cross border, has yet to be suggested or agreed. It is the intention to have a new charging mechanism in place for air support, beginning in April 2021.

4.5 Transforming forensics

The Transforming Forensics Programme (TFP) intends to work together nationally to modernise our forensic services in line with the Policing Vision 2025, responding to current challenges and future demands. The programme is working in the following areas.

- **Fingerprint Bureau** – TFP are working closely with the Home Office Biometrics Programme using technological changes will redesign the way fingerprint services are delivered.
- **Digital Forensics** – TFP will assist forces to develop innovative digital forensics to address the rising challenges of digital crime.
- **ISO Accreditation** – TFP are working with forces to support them in streamlining the accreditation process.

TFP have secured £26.8 million in Government funding. To drive the above forward they have established the new Forensic Capability Network (FCN) in April 2020.

The FCN is split into four strands, which are FCN Science, FCN Quality, FCN Commercial and FCN Operations. These strands will support forces and improve performance and efficiency within forensic services. The TFP have secured £5.5 million for 2020/21 to fund the first year of this programme. After the first year, forces will be required to fund this. A Section 22a Agreement will be released in the coming weeks that will outline the funding requirements of each force.

Following the June 2019 cyber-attack on Eurofins, one of the country's leading forensic service providers, national submission caps were imposed. This led to extended turnaround times in the region. Existing issues around road and casework toxicology, and drugs meant this continued throughout the financial year. EMSOU-FS were, however, able to flex the capacity on the contract with Cellmark, their lead external contractor, to meet needs and reduce volumes without affecting the quality of service delivery and detections. The forensic turnaround times have now reverted to pre-cyber-attack levels.

Regionally, EMSOU-FS were the first region in the country to launch Niche Forensics on 27th November 2019. This saw the consolidation of a number of case management systems into one go live, bringing forensics into core

policing. Positive feedback has been received from officers and staff in relation to usability. Further work and refinements are in progress as required.

An Agile App called IExamine is being designed for Crime Scene Investigators (CSIs) and will be incorporated into Niche Forensics. It is designed to interface with Niche Forensics and facilitate 'in the field' scene reporting and property recording and is currently under test.

Force forensic leads have become more closely aligned under a new Forensic User Group. This comprises of officers and staff at DI or DCI level or equivalent across the region, the group has been created to foster a mutual understanding of investigative needs. Further to this, a Sexual Offences Investigation Group has been established to close the gap between officers and scientists and improve submission quality. The process is already attracting positive feedback.

EMSOU-FS are collaborating with the University of Nottingham on the development of new technology that could potentially allow both fingerprint and DNA evidence to be lifted off a surface. The technology detects chemical changes on an object, pinpointing the exact area that has been in contact with skin, narrowing the swab area.

Progress with CSI UKAS accreditation continues to be made. The Forensic Science Regulator has recently put back the October 2020 deadline for CSI and ISO 17020 due to Covid-19. No new date has been set, but it is expected to at least 6 months later.

4.6 Regional collaboration

4.6.1 EMSOU

The 2019/2020 year-end financial position left us with modest underspends (circa £60,000), primarily due to the postponement of services due to Covid-19. Due to this delay, budgeted procurement could not be accounted for during the financial year. This underspend is being distributed via the funding formula.

In 2020, Notts MC have taken on eight new homicide investigations. Seven are detected including Op Haxey which was a category A murder. Op Hoppee, remains under investigation. This relates to a death following a 'herbalist' supplying a substance which the victim consumed and is waiting toxicology results.

EMSOU Covid-19 recovery planning is complete albeit under continual review. This includes maximum occupancy numbers per department and team, as well as risk assessment and mitigation measures. The recovery plan has been shared with staff associations and received positive feedback.

Lessons learned regarding our response to the pandemic are being proactively collated. These include a more robust business continuity planning process going forwards, as well as harnessing identified efficiencies through agile working arrangements.

There continues to be pressure on the Drugs Expert Witness capacity throughout the region. EMSOU is exploring the possibility of coordinating this function across the region, this may require an additional post at the centre, which would also contribute to capacity.

CSI Accreditation – The Forensic Science Regulator has put back the October 2020 deadline for CSI and ISO 17020 due to Covid 19. No new date has been set, but it will be at least 6 months later. We are continuing to address the gaps that were identified in the UKAS Assessment visits, however, it should be noted that there is a significant amount of work still to be undertaken to take us to a position of achieving accreditation, which will impact on resourcing for CSI's.

Covid-19 has resulted in Security Service's creation of a priority list for operations as well as investigative leads and the suspension of many lower priority cases. All such cases in the East Midlands have been risk assessed by the SIO and, where appropriate, mitigating measures put in place. Priorities are regularly reviewed with CTP involvement in the process.

4.5.2 EMCJS

A spike in demand has been seen in the prosecutions section across the region due to forces clearing their backlogs resulting in more pre-charge files and postal requisitions being sent into CJ as well as an increase in pre-charge files being sent directly to the CPS by Officers. Many of these result in further work for both CJ and the CPS. Senior management at the CPS have recently written to the 5 Chief Constables across the region to raise the issue. As a result, a Gold Group has been created which features the Heads of Prosecutions, an ACC per force and representatives from the CPS to work on addressing the matter.

In addition to the above there is a significant and growing backlog of cases within the court. This is making it difficult for forces to manage the victims and witnesses as well as the witness care sections who are working extremely hard to warn and de warn them, whilst trying to keep them engaged in the process. Data shows a variation throughout the region of court backlog data.

Each Magistrate's Court region will negotiate their initial court slots dependent upon other workload in their area. The NGAP and GAP slots are also dependent upon the capacity of the courts, Legal Advisors, Prosecutors and

defence solicitors. Nottingham Magistrates have struggled to maintain a number of Legal Advisors posts. The available slots in these two courts are split between Postal Requisition and Charge and Bail. Comparatively, Nottinghamshire appear to have a significant number of cases pushed through the postal requisition process and as a team are reviewing the amount of work that arrives.

Demands upon listing numbers include initial hearings, interim hearings and trials. The numbers of interim hearings aren't shown in these figures but many can be attributed to the number of adjournments required for material to be supplied before progress can be made.

Nottinghamshire also have the greatest workload which is identified in the backlog of Mags and Crown court trials which now need to be relisted. Prior to Covid-19, the backlog for Nottinghamshire was significantly more than the region, this is being reviewed, to establish if there are any victimless cases that can be discontinued or dealt with by way of out of court disposal.

We continue to meet fortnightly with HMCTS and CPS colleagues to review our situation and renegotiate the way forward. Slow progress is being made but it is on a local Mags court basis and we have to await our turn in terms of court houses passing risk assessments to accommodate the way forward.

4.5.3 EMSCU

Project Regain

EMSCU are working closely with the project team on the procurement of the two information systems and we are aiming to award by the end of August 2020.

Custody Suite

EMSCU are supporting the project team in attending weekly updates with Wilmot Dixon to review progress and to help resolve any issues associated with project progress.

Joint HQ

The tender evaluations have been concluded and all six bidders have been informed of the outcome. The Joint Force HQ project team is currently working with the preferred bidder.

4.5.4 EMCHRS Learning & Development

The EMCHRS L&D structure which commenced on 1st April 2020, continues to embed. We have been working very closely with Supt Verma and Insp Jon

Foy. The key focus at present is that EMCHRS L&D are working with Supt Verma to ensure that Nottinghamshire have an efficient Force L&D structure. An internal review will report back to Supt Verma which will provide an oversight of current workloads and will report on capabilities and any gaps that exist within Learning & Development. The review will also highlight opportunities to use more innovative approaches.

Nottinghamshire Police re Covid-19 - the Learning & Development team are now moving in to recovery plans and the majority of learning has recommenced.

The L&D Team continue to utilise technology to deliver some of the initial recruit training, which has been well received by the new officers in the service. There are plans to implement a WebEx solution ahead of the rollout of MS Teams in 2021.

4.5.5 EMLPS

An important area of work that EMPLS undertakes for Nottinghamshire Police is assisting officers in obtaining civil orders to deprive criminals of the proceeds of their crimes and to obtain civil orders to protect some of our most vulnerable members of our communities. For instance, domestic violence protection orders, stalking prevention orders, anti social injunctions, football banning orders, force marriage protection orders, female genital mutilation protection orders or sex offender orders. Where EMPLS apply for such an order, they succeed in over 96% of cases

5. Financial Implications and Budget Provision

5.1 There are no immediate financial implications relating to this report that the Commissioner is not sighted upon.

6. Human Resources Implications

6.1 There are no immediate Human Resource implications arising from this report that the Commissioner is not sighted upon.

7. Equality Implications

7.1 There are no equality implications arising from this report that the Commissioner is not sighted upon.

8. Risk Management

8.1 There are no risk management implications arising from this report that the Commissioner is not sighted upon.

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

9.1 There are no policy implications arising from this report that the Commissioner is not sighted upon.

10. Changes in Legislation or other Legal Considerations

10.1 The Chief Constable provides regular weekly updates to the Police & Crime Commissioner on Covid-19.

11. Details of outcome of consultation

11.1 Consultation is not required for this report.

12. Appendices

12.1 Appendix 1 – Performance & Insight report



NOTTINGHAMSHIRE POLICE AND CRIME PLAN PERFORMANCE AND INSIGHT REPORT 2020/21

QUARTER 1: PERFORMANCE TO JUNE 2020

Guidance notes:

1. The following performance indicators are taken from the Police and Crime Commissioner's (PCC) plan 2018-21. The information is structured according to the four strategic priority themes.
2. Wherever possible, performance information is provided for a 12 month rolling period compared to the equivalent 12 months of the previous year, in order to provide an indication of trend. Where information provided is for an alternative period this is stated.
3. Additional insight is included in the report in order to provide context in relation to performance exceptions only.
4. Data sources and further insight is specified at Appendix 1, including any information supplied outside of the Nottinghamshire Police Management Information team.
5. Amendments and additions have been added to this edition of the P&I report, in line with the revised Police and Crime Plan Strategic Framework (2018-21)
6. Due to the impact of the COVID-19 pandemic Coronavirus Restrictions which came into force in March 2020, it has not been possible to undertake planned face to face fieldwork this quarter as part of the Commissioner's rolling Police and Crime Survey. The situation will be re-assessed following the further easing of lockdown measures on 4 July, with a view to resuming the programme of consultation in late summer if deemed safe, practical and appropriate to do so.

Performance exceptions:

Performance exceptions, both positive and negative, are indicated within the report by the following markers:-

- Positive exception: Significant improvement in latest quarter, or improving trend over three successive quarters
- Negative exception: Significant deterioration in latest quarter, or deteriorating trend over three successive quarters

Summary of Key Performance Headlines and Exceptions

Theme 1: Protecting Vulnerable People from Harm – Pages 3 to 4

- Nottinghamshire Police was assessed by HMICFRS as 'GOOD' at Protecting Vulnerable People as part of the 2019 PEEL inspections.
- Safeguarding referrals continue to show marked increases each quarter, largely due to improved training and better Partnership working.
- Missing Persons Reports have continued to see progressive reductions each yearly quarter.
- Recorded Modern Slavery offences saw a marked increase in the 12 months to June 2020 (+149.1%) partly due to the dedicated team and on-going training & awareness raising.
- Police recorded Child Sexual Exploitation (CSE) offences continue to see reductions.
- Online crime saw increases in the latest quarter and yearly comparison.

Theme 2: Helping and Supporting Victims – Pages 5 to 6

- Domestic Abuse crimes increased by 4.2% in the year ending June 2020 compared to the previous 12 months; lockdown measures and victims being furloughed at home are thought to have contributed.
- The collection of DA satisfaction data for the last quarter has not been possible due to Covid-19 restrictions.
- Both Adult and Child Serious Sexual Assaults saw reductions in the year ending June 2020.

Theme 3: Tackling Crime and Anti-social Behaviour – Pages 7 to 10

- Victim-based crime decreased by a further 8,778 offences in the year ending June 2020.
- Crime in urban areas continued to decrease more noticeably than rural areas.
- Of the 23 Priority Areas, Basford and Arboretum recorded the highest severity scores in the 12 months to June 2020.
- Gun Crime saw noticeable decreases between March and May 2020 and then a marked increase to 17 offences in June 2020.
- Both Alcohol related Violence and ASB continued to see reductions in this period compared to the previous two years.

Theme 4: Transforming Services and Delivering Quality Policing – Pages 11 to 14

- PSD recorded timeliness saw a large increase in the 12 months to June 2020.
- Both Police Officer and Police Staff sickness levels saw reductions compared to the previous 12 months.
- 999 calls for service saw a reduction in the latest year to June 2020, with April 2020 seeing the lowest number of calls received in two years.

Theme 1: Protecting Vulnerable People from Harm

Theme 1A: More Vulnerable People Safeguarded and Protected

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year		
							%	Actual	
1A.1	Adult and Child Safeguarding Referrals	Increase	5,837	6,401	6,739	7,056	7,450	+27.6%	+1,613
1A.2	Missing persons	Monitor	3,242	3,153	2,964	2,895	2,712	-16.4%	-530
1A.3	Missing: No apparent risk	Monitor	3,094	3,016	3,008	3,103	2,838	-8.3%	-256
1A.4	Mental health-related incidents	Monitor	18,708	18,456	18,416	18,818	19,249	+2.9%	+541

Safeguarding Referrals

Overall, safeguarding referrals continued to increase in Nottinghamshire in 2019/20 and have continued the trend in the first quarter of this year, reaching a new peak in June 2020 of 777. Overall, referrals increased by 27.6% during the year.

This positive trend provides the force and partner agencies with confidence that improvements are being made in the identification and recording of safeguarding concerns, enabling agencies to take appropriate safeguarding actions to minimise the risk of harm. Improved training and better Partnership working in relation to CSE, PPNs and Knife crime are believed to have impacted upon this positive trend.

Missing Person Reports

Missing Person reports have been in decline since May 2018 following force investment in a dedicated Missing Team to work collaboratively on safeguarding issues. These reductions, which totalled 15.5% in 2019/20 have bucked rising trends seen among other police forces and are estimated to have equated to savings of around £1.3 million over the last two years. The latest quarter has seen further reductions with average monthly reports falling from 244 to 226 in the last year.

Reports of 'Missing with no apparent risk' (formerly Absent Persons Reports) increased sharply during February and March 2020 – reaching the highest monthly rate (302) since July 2018. The latest quarter saw large reductions in April and May 2020, when 'lockdown' was at its peak. June 2020 has seen levels jump again to 259 this month; to more 'normal' levels.

Mental Health-Related Incidents

The last 12 months have seen a monthly average of 1,604 police recorded mental health reports, which is an increase on the previous year monthly average of 1,559. Police recorded mental health incidents had been in decline since Summer 2019, but saw a marked increase during the previous quarter that continues into this quarter; most likely attributable to the emotional and mental impact of Covid-19 and lockdown measures. Overall, the number of mental health-related incidents recorded by police increased by a 2.9% over the 12 month period.

Theme 1: Protecting Vulnerable People from Harm

Theme 1B: Improved Response to Serious and Emerging Threats

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
							%	Actual
1B.1	Fraud Offences	3,076	3,049	3,006	3,013	2,877	-6.5%	-199
1B.2	Online Crime	3,567	3,469	3,556	3,641	3,813	+6.9%	+246
1B.3	Drug Trafficking and Supply Offences	847	897	947	908	959	+13.2%	+112
1B.4	Police recorded Child Sexual Exploitation	588	575	560	525	520	-11.6%	-68
1B.5	Police recorded Modern Slavery offences	53	73	102	116	132	+149.1%	+79

Modern Slavery

The last financial year saw significant increases in recorded modern slavery offences and the latest quarter continues this trend with a 149.1% increase compared to the previous year. This positive trend largely reflects on-going training and proactivity among officers and an increased awareness of the nature, risk, legislation and signs of slavery. The force has a dedicated Modern Slavery and County Lines Team. The force continues to take a proactive approach to identifying and tackling modern slavery - seeking out offences, ensuring survivors are protected and that offenders are brought to justice.

Fraud offences and online crime

Fraud offences and online crime continue to represent a significant challenge to the police and represent a growing demand on police resources. Fraud saw a 6.5% reduction over the last 12 months, while Online crime saw a 6.9% increase, possibly due to increased online activity during the lockdown period.

Child Sexual Exploitation

The latest quarter has seen a continuation in the reduction of CSE, with an 11.6% decrease compared to the previous 12 months. There are no definitive factors that can be evidenced to explain this reduction. However, a number of considerations can be given to provide possible context for the reduction:-

- Previously, CSE was a force priority area and heavily advertised; more recently CCE (Child Criminal Exploitation) has become the priority and some crimes may now be recorded as this.
- Notts has recently seen an uplift in the recruitment of new officers; there may be issues with their training and understanding of crimes linked to CSE and the use of the correct flags.
- There has been increased education and advertisement about CSE in the public domain; this could have had the potential to put some offenders off or, has made them smarter in their offending so that crimes are becoming better hidden.

Drug Trafficking and Supply Offences

Recorded drug trafficking and supply offences have continued to increase; over 13% in the past 12 months.

In the latest quarter, there have been 21 drug seizures, 62 vehicles seized of which 7 were stolen and £3000 of criminal cash seized.

The Op Reacher teams are continuing to support the local church with care packages and have also liaised with Tesco to supply a gift hamper to a local resident who had gone above and beyond their normal duties during the pandemic. Police vehicles are also to receive 'Reacher' branding (with a black bonnet and Op Reacher on it) and will be a visual sight on the roads

Theme 2: Helping and Supporting Victims

Theme 2A: Improved Reporting and Response to Domestic and Sexual Violence and Abuse

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year		
							%	Actual	
2A.1	Police recorded domestic abuse crimes	Monitor	14,571	14,860	15,124	15,119	15,176	+4.2%	+548
2A.2	Domestic abuse repeat victimisation rate	Monitor	33.5%	34.4%	34.5%	34.1%	33.8%	+0.3% pts	n/a
2A.3	Domestic abuse: Positive Outcome Rate	Monitor	14.6%	13.8%	13.4%	13.7%	13.2%	-1.4%	n/a
2A.4	% Domestic abuse victims satisfied (overall)	Monitor	90.9%	90.0%	88.0%	88.4%*	*n/a	n/a	n/a
2A.5	Serious sexual offences: Adult	Monitor	1,500	1,447	1,466	1,431	1,340	-10.7%	-160
2A.6	Serious sexual offences: Child	Monitor	1,391	1,406	1,387	1,408	1,233	-11.4%	-158
2A.7	Sexual Offences: Positive Outcome Rate	Monitor	8.5%	7.2%	7.3%	7.8%	8.2%	-0.3% pts	n/a

Domestic Abuse

The area has seen an increasing trend in reporting over the last two years due, in part, to improvements in recording and a likely increase in survivor confidence to come forward and seek support from the force and partner agencies.

Domestic abuse crimes increased by 4.2% in the year ending June 2020 compared to the year ending June 2019. June 2020 levels were the highest recorded for 12 months (1,434) and could be attributable to the lockdown period and victims being furloughed at home. The proportion of victims that are repeats has increased marginally during the year.

Levels of satisfaction with the police among survivors of domestic abuse began to reduce between April 2018 and December 2019, largely driven by reductions in satisfaction among victims with being kept informed. The Force devised an audit to review numerous crimes for VCOP compliance in keeping victims informed. This deals with non-compliance through a series of emails and later personal interventions from managers.

* NB: There is no updated data due to Covid-19 restrictions.

Sexual Abuse

Both Adult and Child Serious Sexual Offences saw decreases of 10.7% and 11.4% respectively in the year ending June 2020 when compared to the previous 12 months. Figures were markedly lower between March and May 2020 as a result of the lockdown and Covid-19 measures. The positive outcome rate has fallen marginally by 0.3% pts.

Email sent to C/I Tash Todd.

Theme 2: Helping and Supporting Victims

Theme 2B: Victims Receive High Quality and Effective Support Services

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year		
							%	Actual	
2B.1	Victims Code of Practice Compliance	Monitor	90.4%	90.0%	90.0%	90.4%	91.4%	+1.0%	n/a
2B.2	Victim Services: Closed Cases	Monitor	2,956	3,526	3,545	3,565	n/a	n/a	n/a
2B.3	Improved cope and recover outcomes (all)	Monitor	79.6%	80.6%	79.5%	78.4%	n/a	n/a	n/a
2B.4	% crimes resolved via community resolution	Monitor	10.5%	10.7%	10.4%	10.0%	9.5%	-1.0%	n/a

Victims Code of Practice

The Victims Code Of Practice (VCOP) requires that a VCOP assessment be made and recorded for every victim of a crime, and that victim services should be offered as part of this assessment. In order to be VCOP compliant, every victim-based crime should have a completed VCOP recorded on the crime and the officer should record that victim services have been offered. A slight improvement has been seen in the past 12 months compared to the previous 12 months that may be attributable to the more robust screening of RASSO offences and VCOP compliance.

Victim Services

Ministry of Justice funded victim services commissioned by the PCC supported around 11,071 individuals in 2019/20, of which 10,135 were new referrals to these services. Victim services formally closed around 3,565 cases in 2019/20, of which around 78.4% reported being better able to recover and cope with aspects of everyday life as a result of the support received. This remains broadly in line with levels recorded in 2018/19. Outcomes remain particularly strong among the services providing support for survivors of Child Sexual Exploitation and Abuse, where around 90% of cases closed reported improvements in their ability to cope and recover.

Community Resolution

The proportion of crimes resulting in community resolution has remained relatively stable over the previous year with a 1% reduction in the 12 months to June 2020 when compared to the previous year.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3A: People and communities are safer and feel safer

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
							%	Actual
3A.1	Victim-based crime: Total	92,677	92,432	92,076	90,797	● 83,899	-9.5%	-8,778
3A.2	Victim-based crime: Rural areas	10,768	10,983	11,388	11,406	10,718	-0.5%	-50
3A.3	Victim-based crime: Urban areas	80,915	80,463	79,532	78,351	72,279	-10.7%	-8,636
3A.4	Average Crime Severity: Force-wide	167.99	163.34	163.01	159.06	● 158.23	-5.8%	-9.76
3A.5	Average Crime Severity: Priority areas	170.03	165.87	164.22	174.67	172.84	+1.7%	+2.81
3A.6	Residents reporting experience of crime	18.9%	18.1%	18.9%	18.0%	*n/a	n/a	n/a
3A.7	% residents feeling safe in area by day	89.1%	89.2%	88.7%	89.2%	*n/a	n/a	n/a
3A.8	% residents feeling safe in area after dark	60.5%	61.1%	61.0%	61.5%	*n/a	n/a	n/a
3A.9	% reporting drug use / dealing as an issue	48.1%	48.9%	43.3%	42.8%	*n/a	n/a	n/a

Police recorded crime

Police recorded crime, decreased by 8,778 offences in the 12 months up to June 2020 (influenced by large decreases April to June 2020). The decrease is attributed to the reduction in crime from March 2020; correlating to the impact of Covid-19 on social interaction and lockdown measures.

*Self-reported experience of crime has not been reported in this quarter via the Police & Crime Survey, as fieldwork has been delayed by the impact of Covid-19.

Reductions were largely observed in Theft from Person, TFMV, Burglary Residential and Business Robbery. Police recorded crime in rural areas decreased marginally, while crime in urban areas increased more noticeably over the 12 month period.

Crime Severity

The average severity score of crimes recorded Force wide (based on weightings via the ONS Crime Harm Index) has reduced. Average severity scores have reduced over the Quarterly twelve month comparisons and from the last 12 months compared to the current 12 month period; this indicates a higher volume of offences being committed that have a lower severity value and likewise, an overall reduction in the more severely coded offences.

The 23 Priority Areas saw a slight increase in overall crime severity in the year ending June 2020. This follows a reducing trend seen throughout 2019. The areas of Basford and Arboretum have recorded the highest severity scores (206.46/203.46) over the past 12 months.

Resident concerns regarding drug use and dealing

*Police and Crime survey measures have not been completed this quarter. Fieldwork has been delayed by the impact of Covid-19.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3B: Fewer People Commit Crime and offenders are supported to rehabilitate

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year		
							%	Actual	
3B.1	Violent knife crime	Monitor	837	806	812	762	739	-11.7%	-98
3B.2	Violent knife crime: Positive outcomes	Monitor	28.9%	29.8%	29.6%	27.3%	26.9%	-0.2% pts	n/a
3B.3	Gun crime	Monitor	163	153	175	163	149	-8.6%	-14
3B.4	Possession of weapons offences	Monitor	1,163	1,221	1,263	1,205	1,112	-4.4%	-51
3B.5	Stop and Searches	Monitor	3,933	4,608	5,405	5,487	5,377	+36.7%	+1,444
3B.6	Stop and Search: Positive outcomes	Monitor	41.8%	42.5%	42.5%	40.4%	39.8%	-2.0% pts	n/a
3B.7	Alcohol-related violence	Monitor	17.4%	16.9%	16.4%	16.0%	15.4%	-2.0% pts	n/a
3B.8	Alcohol-related ASB	Monitor	9.5%	9.5%	9.4%	8.9%	7.8%	-1.7% pts	n/a

Violent Knife Crime

There has been a steady reduction in the number of violent Knife Crimes recorded since 2018, with a further 11.7% reduction being recorded in the last 12 months compared to the previous 12 months. The proportion of offences resulting in a positive outcome, has improved in the last quarter compared to 'usual' latest quarter figures, this could be due to there being less overall crime and more time to investigate Knife Crime.

Gun Crime

Police recorded gun crime has decreased by over 8% in the current 12 month period. Large monthly decreases were seen January to May 2020, however, an upsurge to 17 offences was seen in June 2020.

Please see Appendix A for further insight.

Stop Searches

There has been a significant increase in the number of stop searches conducted since January 2018, largely attributable to Operation Reacher. Levels have remained high in the latest year to June 2020, despite reduced numbers in Feb-Apr 2020. This trend is likely to continue in view of new community teams that were formed in January 2020.

Positive Outcomes improved steadily in 2019, although, the latest year end to June 2020 has seen a small reduction. The increase in activity and upward trend of positive outcomes is primarily associated with targeted intelligence led operations which derive from local commanders identifying a specific crime issue in a given location that can be addressed through on-street proactive policing activity. The force continues to work with communities in our use of these powers.

Possession of Weapons

Police recorded Possession of Weapons offences decreased by 4.4% to June 2020 compared to year ending June 2019; this reflects the continued positive proactive work of Op Reacher and the newly formed community teams in taking more weapons taken off the streets.

Alcohol-related violence and ASB

The force is working to develop an accurate picture of alcohol-related crime via use of an alcohol marker on the Niche crime recording system. The monthly rate has remained stable with Alcohol related violence continuing to see steady reductions over the previous two years and Alcohol related ASB also seeing a steady downward trend over the previous two years.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3B: Fewer People Commit Crime and offenders are supported to rehabilitate

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year		
							%	Actual	
3B.9	IOM: Offenders subject to monitoring	Monitor	286	281	302	317	385	+34.6%	+99
3B.10	IOM: Offenders successfully removed	Monitor	117	108	96	78	61	-47.8%	-56
3B.11	IOM: Reduction in average re-offending risk	Monitor	-44.6%	-44.9%	-45.1%	-45.3%	-46%	+1.4% pts	n/a
3B.12	Youth Justice First Time Entrants: City	Monitor	156	154	146	140			
3B.13	Youth Justice First Time Entrants: County	Monitor	158	137	122	123			
3B.14	Crimes with an identified suspect (average)	Monitor	2,787	2,836	2,897	3,048	3,102	+11.3%	+315
3B.15	Positive outcomes: All crime	Monitor	15.4%	15.5%	15.4%	15.4%	15.6%	+0.2% pts	n/a
3B.16	Positive outcomes: Victim-based crime	Monitor	12.0%	12.0%	11.8%	11.7%	11.9%	-0.1% pts	n/a

Integrated Offender Management (IOM)

There are 324 offenders monitored on the performance cohort over the last 12 months and a further 61 that were removed last year; therefore, a total of 385 have been subject to monitoring over the past 12 months. The 61 removed offenders accounted for a total RRS On Score of 12,349 and when removed, scored 5,296, a reduction of 58% in that cohort. For the remaining 324 offenders monitored over the last year, only a mid-point (entry +12m) can be reported on. This mid-point cohort total 212 offenders, they came onto the scheme with an average IOM RRS of 336 and their mid-point shows an average of 223; a 34% reduction (although, bear in mind that they are STILL on the programme). IOM is meant to induce long term behavioural and offending change and measuring any IOM cohort over less than a year is not accurately reflective of performance.

DVIOM Scheme

At June 2020, the scheme managed 149 offenders and 89 offenders have been taken OFF the scheme. These came onto the scheme with a PPIT of 1015 and an average per offender score of 11.8. When taken off, the PPIT score was 558 with an average offender score of 7.8; equating to around a 33% drop in PPIT risk.

When the DVIOM scheme was launched in 2017, the threshold PPIT score was around 8.0, the threshold is now 17.0, meaning that lower scoring offenders have to be removed to manage the greater risk. Decisions to remove offenders are justified through case notes, IOMS minutes, multi-agency consensus and PPU consultation. Of the 89 removed to June 2020, the cumulative ON score was 12105 (avg of 183 per offender), the cumulative OFF score was 6595 (avg of 91.5 per offender), equating to a 46% drop in IOM score.

Youth Justice – First Time Entrants

Email sent to Jackie Pinkett & Boyd Livingstone.
City comparison available w/c 20th July.
County comparison available w/c 27th July.

Identified Suspects

The number of Niche crime outcomes with a named suspect has been increasing steadily since April 2018, with a further 11.3% increase in the past year to June 2020.

Positive Outcomes: All Crime & Victim Based Crime

Positive outcome rates for both All Crime and Victim Based Crime have remained relatively stable.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3C: Build Stronger and More Cohesive Communities

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
							%	Actual
3C.1	Police recorded hate occurrences	Monitor 2,357	2,346	2,320	2,351	2,379	+0.9%	+22
3C.2	Hate crime repeat victimisation rate	Monitor 15.8%	15.3%	14.7%	14.4%	14.3%	-1.5%	n/a
3C.3	% Hate crime victims satisfied (overall)	Monitor 83.0%	84.2%	85.4%	84.0%	84.3%*	n/a	n/a
3C.4	% feeling there is a sense of community	Monitor 50.8%	51.1%	52.6%	54.0%	*n/a	n/a	n/a
3C.5	% feeling different backgrounds get on well	Monitor 53.8%	53.1%	53.4%	54.7%	*n/a	n/a	n/a
3C.6	Anti-social Behaviour Incidents	Monitor 31,870	31,647	31,455	32,137	39,019	+22.4%	+7,149
3C.7	Anti-social Behaviour Incidents: % Repeats	Monitor 28.4%	28.4%	28.4%	28.4%	26.9%	-1.5 pts	n/a
3C.8	Alcohol-related ASB	Monitor 9.5%	9.5%	9.4%	8.9%	7.8%	+1.7 pts	n/a

Hate Crime

Recorded Hate Crime has remained steady over the previous two years. Repeat victims of Hate Crime have seen a gradual decline over the two year period. Victim Satisfaction has remained at around 84%.

*NB: Please note that Hate Crime survey results are 2-3 months behind real time and the data shown is only to May 2020 due to Covid-19 restrictions.

Community Cohesion

This measure cannot be updated this quarter as fieldwork has been delayed by the impact of Covid-19.

Anti-social Behaviour

ASB saw large increases from April to June 2020. Performance in relation to ASB remains stable, as does the number of repeat victims. Alcohol related ASB has also seen a downward trend over the previous year, reducing by 19 incidents in the 12 months to June 2020, when compared with the 12 months to June 2019.

New questions introduced into the PCC's Police and Crime Survey in 2019 will continue to provide a consistent measure of self-reported experience of ASB and its impact in 2020, once Covid-19 restrictions have been lifted.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4A: Further Improve Public Confidence in Policing

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
							%	Actual
4A.1	Police are dealing with the issues that matter	Monitor 40.3%	40.9%	42.0%	41.7%	*n/a	n/a	n/a
4A.2	Residents feeling the Police do a good job	Monitor 47.7%	47.9%	49.3%	50.0%	*n/a	n/a	n/a
4A.3	Residence reporting confidence in the police	Monitor 53.4%	53.6%	54.9%	55.4%	*n/a	n/a	n/a
4A.4	% residents satisfied with the police	Monitor 59.2%	60.4%	59.2%	58.4%	*n/a	n/a	n/a
4A.5	PSD Recorded Complaints	Monitor 995	988	989	896	904	-9.1%	-91
4A.6	PSD Recorded Complaints: Timeliness (days)	Monitor 55	60	68	73	● 91.5	+66.4%	+36.5

Public Confidence in the Police

Indicators of public confidence in the police saw steady improvements during 2019/20.

*Police and Crime survey measures for the latest quarter have been delayed due to the impact of Covid-19.

PSD Recorded Complaints: Timeliness

The average timeliness for the resolution of PSD complaints has risen from 55 days in the year to June 2019 to almost 92 days in the year to June 2020. Several factors have contributed to this increase and measures have been implemented to improve future timeliness:-

- Data cleansing of information recorded on Centurion - with outstanding historical complaints being chased for completion. This has skewed the data.
- PSD have changed and renewed the PSD performance pack to ensure scrutiny and current reporting procedures from the IOPC.
- New PSD reporting is highlighting 'legacy' cases that will be dealt with at SMT, ensuring that older cases are regularly reviewed.
- PSD staff received extensive training on Centurion on 25/06/20, this should lead to an improvement in timeliness.

- The restructure has seen the two local resolution Sergeants moved from the City and County to the PSD umbrella. This will mean stronger supervision and more stringent scrutiny of historical complaints.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4B: Achieving Value for Money – Budget and Workforce

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
							%	Actual
4B.4	Staffing vs Establishment: Officers	Monitor 99.7% 1,943/1,950	98.9% 1,939/1,960	98.2% 1,935/1,970	101.34% 1,980/2,006			
4B.5	Staffing vs Establishment: Staff	Monitor 97.0% 1,115/1,151	96.9% 1,157/1,123	97.0% 1,166/1,131	98.35% 1,119/1,138			
4B.6	Staffing vs Establishment: PCSOs	Monitor 90.3% 181/200	87.7% 175/200	84.6% 169/200	75.53% 151/200			
4B.7	% Contracted days lost to Sickness: Officers	Monitor 5.13% 19,710	5.33% 20,311	5.29% 20,733	5.24% 20,718	4.83% 19,628	-0.3% pts	-82
4B.8	% Contracted days lost to Sickness: Staff & PCSOs	Monitor 5.13% 14,384	5.11% 14,521	5.10% 14,225	5.13% 14,426	4.80% 13,741	-0.33% pts	-643

Budget vs Spend: Revenue/Capital

In terms of budget vs actual spend, the Force ended up being £92k overspent for the year ended 19/20 for our revenue budget. The total spend was £206,375k versus a budget of £206,286k. For capital spend for 19/20 we spent a total of £8,072k versus a budget of £14,580k which was an underspend of £6,508k.

Staffing: Officers / Staff / PCSOs

Data available after 12th July

Sickness: Officers / Staff & PCSOs

Overall, sickness for Officers and Staff has seen reductions over the two year period.

- The Force has entered a time period where the implications of the pandemic are being reflected in our absence figures. Whilst a pandemic would suggest that absence should increase, a separate absence reason has been created to capture this data and as a Force, we have not seen a significant proportion of overall absence related to this reason.
- The Force has followed the government guidelines and implemented self-isolation, shielding and in some cases, authorised absences through the Personal Assessment process which are not reported as sickness absence.

- Force processes coupled with the Government initiative to encourage people to stay at home may have reduced absence through the impact of individuals not mixing with others and picking up infections. Gyms and sporting activities being restricted are likely to have reduced injuries and as a result, absence.
- It is anticipated that lower demand and the arrival of some of our new officers on shift, increasing overall staffing numbers, coupled with the reduction of some of the less welcome commitments in Force, may attribute to less pressure in daily roles and staff and officers may therefore, feel more able to 'keep going'.
- Central reporting of absence may affect an individual's decision making over reporting sick.
- A sense of duty at a time of crisis may encourage attendance. We are aware as a Force through the Staff Survey, that motivation to serve the public is high.
- The increase of flexibility and working from home is well researched externally and is known to increase productivity and reduce absence.
- It is reported within the media that people are not seeking out diagnosis with the NHS of some health concerns due to fear of Covid-19, unfortunately, this may mean we have some undiagnosed illnesses at present that will eventually come to light.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4C: Achieving Value for Money – Demand Management

	Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year		
							%	Actual	
4C.1	Calls for Service: 999	Monitor	186,229	189,325	190,968	195,050	188,570	+1.3%	+2,341
4C.2	Abandoned Call rate: 999	Monitor	0.076%	0.057%	0.111%	0.515%	0.70%	+0.6% pts	n/a
4C.3	Calls for Service: 101	Monitor	417,705	406,989	400,047	388,671	372,991	-10.7%	-44,714
4C.4	Abandoned Call rate: 101	Monitor	3.1%	2.0%	2.1%	5.1%	7.4%	+4.3% pts	n/a
4C.5	Response times: Grade 1 Urban	Monitor	77.9%	78.7%	79.3%	-	-	-	-
4C.6	Response times: Grade 1 Rural	Monitor	74.6%	74.6%	74.2%	-	-	-	-
4C.7	Response times: Grade 2	Monitor	50.9%	52.1%	52.5%	-	-	-	-
4C.8	Compliance with NCRS	Monitor	94.0%	94.0%	94.0%	94%-96%*	96.1%	+0.1*	n/a

Calls for Service: 999 and 101

999 calls have seen successive increases over the last two years, however, the latest year to June 20 has seen a reduction of over 2,000 calls compared to the previous 12 months to March 2020. April 2020 saw the lowest number of 999 calls recorded in the last 2 years (11,824), mainly attributable to the Covid-19 situation. Abandoned call rates for 999 remain extremely low. 101 calls have seen successive decreases over the last two years, mainly attributable to the cost of using the service and the Public reluctance to incur a charge. However, the last yearly quarter figure to the end of June 2020 has seen an increase in the number of 101 abandoned calls.

Response Times within Target

Response times for the latest full year to June 2020 have been affected by the introduction of SAFE and are not available at this time.

Compliance with NCRS

The coronavirus lockdown has seen significant reduction in crime in many categories throughout England and Wales, including Nottinghamshire. NCRS compliance remains strong at 96.1% overall. *A modest 0.1% point improvement has been recorded against the approximate compliance rate given last quarter.

APPENDIX A

Gun Crime

A Force problem profile for Gun Crime is now nearing circulation, as approved by Supt Scurr.

Points of note for the latest quarter Gun Crime data (March-June 2020) are:

- June 2020 saw an increase in 'actual' firearms discharges across both the City and the County from a low in preceding months.
- None of the discharges have been linked by NABIS currently and all emanate from different problems.
- All of the discharge offences now have offenders arrested, charged and/or remanded.
- Only one of the offenders is mapped in a recognised OCG.
- Other discharges have resulted from a dispute between nominals that are known to each other.
- P&I figures contain air weapon offences, these are not included in the intelligence gathering of Gun Crime as they are typically ASB and are deemed low risk/threat.
- An increase has been seen in drugs offences as lockdown eases and business becomes more overt in its nature, many firearms discharges are linked to tensions in the drug market historically.

ECINS Update

A training plan has been created to ensure that there is clear guidance on basic ECINS use as well as how to maintain the knife crime cohort, how to create a problem solving plan and how to make a referral to a Complex Case Panel (or local equivalent). NFRS agreed to provide training to each County NPI as well as two super-users per NPI area. Insp Gummer will provide training for the City NPI's and super-users. This will be 'train the trainer' delivery to enable them to cascade the training to their teams. The training package addressed the issues identified from the ECINS audit and was scheduled for delivery April to June 2020 – this unfortunately, had to be postponed and will now be delivered by the end of August.

The creation of short 'how to' videos has also been implemented, these will be stored on the Neighbourhood portals. Any that are relevant to partners can also be shared with them to bring about corporate usage.

Significant work has been undertaken to meet with recommendations from the internal audit, this has ensured that all users still require access to the system and are showing on the correct team. We also ensured that all PNC references and warning markers were deleted from profiles.

In relation to building confidence in the system among users and potential users, Notts has the most successful year since the start of the project.

The primary driver for this being the City MARAC process moving onto E-CINS, this has necessitated many additional agencies meaningfully interacting with the system successfully, for a purpose that already existed and had a need for a system such as E-CINS to host it. This project caused partners, such as those in the health sector, who had previously been reluctant to engage with E-CINS, to adopt the system, see the benefits and then envisage further uses.

Significant work has been undertaken to meet with recommendations from the internal audit, this has ensured that all users still require access to the system and are showing on the correct team. We also ensured that all PNC references and warning markers were deleted from profiles.

Please note: with the departure of the dedicated ECINS Manager, Matt Etchells-Jones, it is not possible to update on the following scenarios:-

- Work is underway to share that process (City MARAC) across the County.
- Nottinghamshire County Council is also now making moves to engage which will likely see a significant change in the County as the many processes to which they contribute to that were previously in the queue to transition to ECINs (pending County Council movement) can now start to transfer.

For Information	
Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	17 July 2020
Report of:	Chief Constable Craig Guildford
Report Author:	Insp Styles-Jones
E-mail:	Amy.styles-jones@nottinghamshire.pnn.police.uk
Other Contacts:	Rachel Richardson
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 its 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.

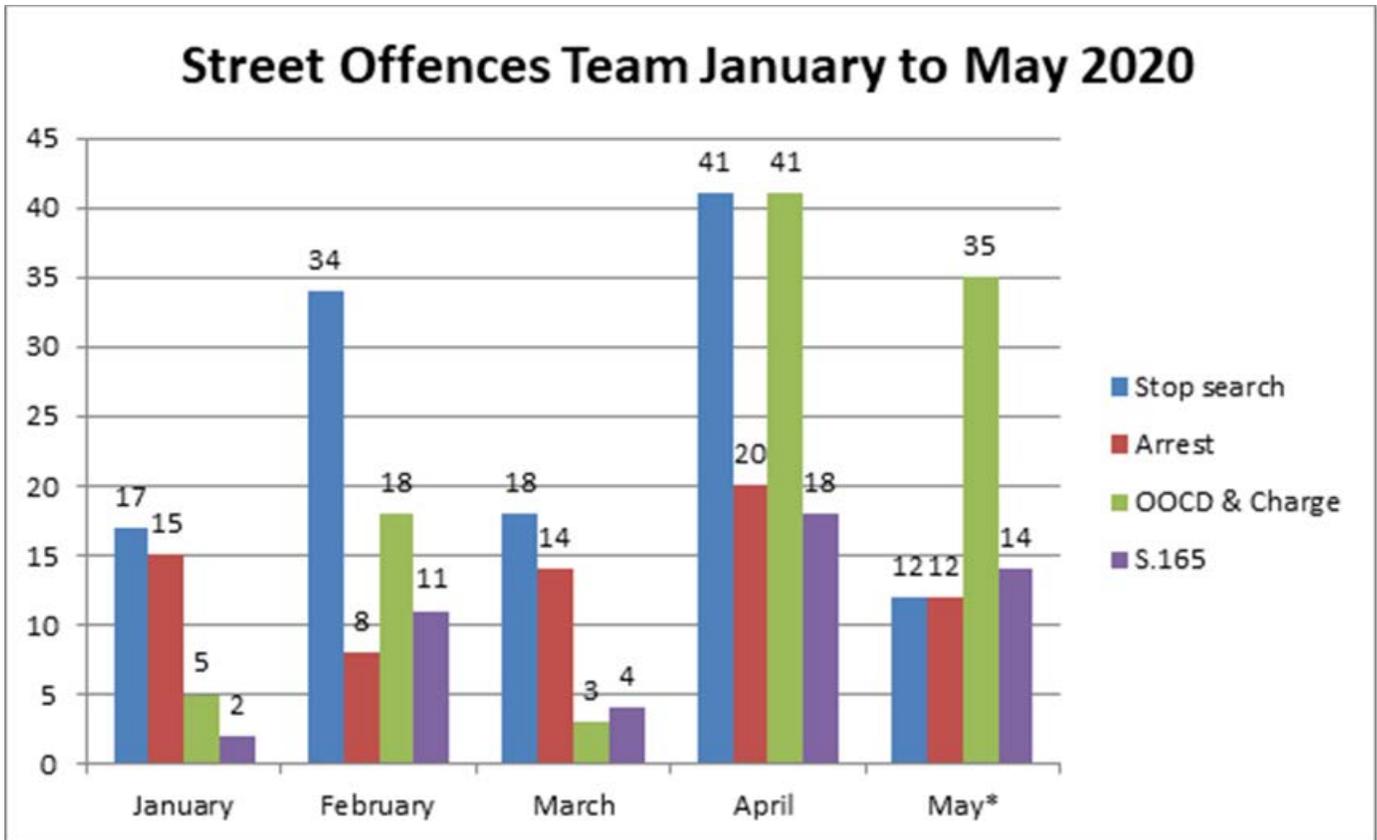
We continue to work in new ways to provide information and support where usual means of communication are now limited which include increased internal and external information sharing and use of social media to reach out to communities.

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.

For Consideration	
Public/Non Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	17 July 2020
Report of:	The Chief Executive
Report Author:	Noel McMenamin
E-mail:	noel.mcmenamin@nottsc.gov.uk
Other Contacts:	
Agenda Item:	5

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**

18 September 2020

18 September 2020		
ITEM	FREQUENCY	REPORT AUTHOR
Police and Crime Plan Priority Theme 4 • <i>Transforming Services and Delivery Quality Policing</i>		
Estates Strategy and Rationalisation	Changes to estate. Progress against refurbishment, new build and joint head quarters (Fire and Police). Neighbourhood offices review	Force
Health and Safety	Governance oversight, overview of incidents and learning lessons	Force
Workforce Planning	Work Force numbers. Uplift, sickness absence, Learning and development, apprenticeship levy, discipline and grievance. BAME representation, retention and progression.	Force
Equality, Diversity and Human Rights	Equality Act 2010 duties, positive action, training, workforce profile and engagement and consultation with BAME communities	Force
Stop and Search	Performance overview, use, proportionality and outcome rate. Highlighting any changes to legislation or guidance	Force
Use of Force	Performance overview, use, proportionality and outcome rate. Highlighting any changes to legislation or guidance	Force
Health and Wellbeing	Work undertaken to improve health and wellbeing. Highlighting key achievements	Force
Code of Ethics		Force
Strip Search		Force
Environmental management	Action to address environmental management, focusing on carbon waste recycling, fuel consumption	Force
Strategic Items		

	Police and Crime Commissioner's Annual Report	Publication of annual report. Legal requirement	OPCC
	Force Management Statement	Briefing on Force Management Statement findings. Publication of Summary.	Force
	Police and Crime Plan –Delivery Plan Update	Monitoring theme 4	
	Standard Items		
	Performance and Insight Report	Performance against police and crime plan	Force
	Capital Report	Monitoring against capital	Force
	Finance Revenue Budget Outturn		Force
	Regional Collaboration (Verbal Update)	Update on key developments and activity	Force

DRAFT

4 November 2020

	ITEM	Report Focus	REPORT AUTHOR
	Police and Crime Plan Priority Theme 1 <ul style="list-style-type: none"> • <i>Protecting People from Harm</i> 		
	Children and Adult Safeguard	Legal requirements, progress against HMIC recommendations, performance and criminal justice outcomes, Public Protection Unit resourcing, IICSA response and progress against force improvement plan.	Force
	Modern Slavery –	Performance and response. Highlighting key achievements	Force
	Cyber enabled Crime and Keeping People Safe Online	Performance and response. Highlighting key achievements.	Force
	Missing Persons	Demand profile, risk assessment, force and inter-agency response, progress, HMIC findings and recommendations. Lessons learnt from other forces.	Force
	Strategic Items		
	Police and Crime Plan –Delivery Plan Update	Monitoring theme 1	OPCC
	Standard Items		
	Performance and Insight Report	Performance against police and crime plan	Force
	Capital Report	Monitoring against capital	Force
	Finance Revenue Budget Outturn		Force
	Chief Constable’s Update	Chief Constable’s achievements and briefing	Force
	Regional Collaboration (Verbal Update)	Update on key developments and activity	Force