

For Information	
Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	21st July 2021
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Agenda Item:	7

Chief Constable's Update Report July 2021

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner of significant events and work that has taken place since the previous update in March 2021.

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 2021 and receives appropriate assurance regarding the work being undertaken by the Force.

4. Summary of Key Points

- 4.1 Please see Appendix 1 for the full report.

5. Financial Implications and Budget Provision

- 5.1 Any financial implications and/or budget provision for the work outlined in the attached appendix have been accounted for through the Force financial governance process, led by the Head of Finance.

6. Human Resources Implications

- 6.1 Any staffing implications relating to the areas outlined in the main report will have been considered by the People Services Department.

7. Equality Implications

- 7.1 Nottinghamshire Police is working hard to become even more representative of the communities we serve and with our staff to ensure they have the

opportunity to progress and develop to make sure that this representation is reflected at all levels within the organisation.

- 7.2 Our equality objectives are engrained throughout all areas of our policing whether that be operational policing, engaging with local and diverse communities, and working closely with our partners.

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.

8.2 Organisational risk management takes place as part of the Force's core business and is governed through the Chief Officer Team and senior managers using a robust and transparent process.

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

9.1 There are no policy implications arising from this report.

9.2 The attached appendix provides updates on areas of business set out against each of the four Police and Crime priorities.

10. Changes in Legislation or other Legal Considerations

10.1 There are no legal considerations relating to this report.

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 2021.

Appendix 1



Chief Constable's Update Report

Strategic Resources and Performance Board

July 2021

Version 1

0.0 Introduction

- 0.1 Since my previous report in March 2021, a significant amount of work has taken place within Force. Covid-19 has continued to impact on our daily business, however my staff have maintained a professional approach to undertake their core workload and for this I am grateful. My staff have stepped up to the challenge presented to them and continue to be dedicated and hard working to help the communities of Nottingham and Nottinghamshire to feel safe and reassured.
- 0.2 In May we welcomed a new Police and Crime Commissioner, Caroline Henry following her election victory. Commissioner Henry has been out and about numerous times to see our ongoing work and we look forward to working with her.
- 0.3 I am pleased to report a reduction overall in crime rates when measured against the previous year and benchmarked against other forces. Overall crime has now returned to pre-covid levels, with the only exception being burglary, where the reduction against last year is remarkable. I shall discuss our performance in more detail further in my report.
- 0.4 My chosen charity for last year was the Lincolnshire and Nottinghamshire Air Ambulance, one of the UK's leading Helicopter Emergency Medical Service (HEMS) Charities. They're funded purely by donations and I'm pleased that we managed to raise a grand total of £4,523.67 to bolster their work.
- 0.5 This year officers and staff voted for the John Eastwood Hospice Trust, based in Sutton-in-Ashfield, to become the next Chief Constable's Charity. The hospice provides palliative care to people with advanced or progressive diseases, such as cancer, motor-neurone disease and other long-term conditions and we're already well underway with fundraising activities including a sealed bid auction for a signed England shirt, charity bike rides and various other things.
- 0.6 This report will detail some of the excellent results from recent policing operations, which are detailed throughout.
- 0.7 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.
- 0.8 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.

1.0 Strategic Theme 1: Protecting People from Harm

1.1 As outlined in my introduction, we continue to alter the way in which we carry out our business as a result of COVID-19 so that we can continue to protect people from harm. This remains a key objective for Nottinghamshire Police as well as our partners and we continue to work with our communities to ensure that neighbourhoods in the City and County remain safe places for people to live, work and visit.

1.2 During the pandemic, my staff have participated to assist the NHS at vaccination centres, throughout the City and County. This included PCSOs and Police Officers, helping to organise the distribution of vaccinations, as well as being on hand to help with any potential disruption.

As well as this we have attended neighbourhood calls for service, responding to reported breaches of the regulations. Some decisions have been difficult but I am happy that they were the correct ones in the circumstances as we focussed on the most egregious breaches.

Recently, we've had official guidance that the easing of Coronavirus restrictions is set to go ahead as planned on 19th July, where all restrictions and social distancing measures are to be relaxed. I want to thank the public and my officers for their continued efforts around the Coronavirus pandemic and their adaptability as the rules have changed over the months.

In June, we had a weekend where there were two illegal gatherings in Radford and Basford. Both were brought to a swift conclusion. This was thanks to intelligence, which led to disruptive measures being taken including arrests and warrants. These gatherings had been arranged by known individuals and one resulted in a stabbing. Officers were swift with their approach and professionalism to shut down such chaotic and risky activities.

Most recently, the owners of the Mustard Seed café were found guilty of six Covid related offences. During the height of the pandemic when hospitality had to close, they opened numerous times, were fined, but still refused to close. Christine Stala failed to attend court and was found guilty in her absence. She will now have to pay fines of more than £11,000.

My officers continue to handle these incidents in a professional manner, by engaging, explaining, encouraging and in circumstances like this where there is blatant disregard for the rules.

1.3 Following the tragic news of the murder of Sarah Everard we attended protests at the Arboretum and Forest recreation Ground, this was alongside an 'anti-vax' protest. Through planned engagement a dispersal order was imposed, along with a number of fines issued for disregarding the lockdown rules.

1.4 Good sentencing results have been achieved from officers responding to intelligence. This was in relation to a group of Albanians being stopped and nearly three-quarters of a million pounds worth of cannabis seized. This was after a sting operation in April 2020, when flats

in West Bridgford, Edwalton, Sherwood and Radford were searched as part of the operation. Seven men will serve sentences of over two years each and will be automatically deported. As well as this, two others will serve nine months in prison.

- 1.5 Great endeavours were seen by DC Kirsty Ford, from our public Protection team, when Jason Guzikowski was sentenced to 30 years in prison. The offender, denied charges, but was found guilty of eight counts of rape, from when the victim was just 13 years old and he had preyed on her vulnerability.
- 1.6 Recently, a high-level drug trafficker and two couriers have been jailed in the first sentencing in Nottinghamshire involving a police infiltration of an encrypted criminal phone network. David Martin was jailed for nine years, Jamie Wilkinson was jailed for four-and-a-half years and Lee Bennett was jailed for three-and-a-half years after they were found to have been using Encrochat to facilitate the transport of drugs from Liverpool to Nottingham.
- 1.7 Nottinghamshire Police has recently supported the G7 held in Cornwall and supplied almost 80 officers. These were predominately General Patrol officers although firearms officers, licensed search officers and custody officers were part of the contingent. This deployment is the second one of the year following deployments to Kent at the start of the year; and the force is already planning for a large commitment to support the Climate Conference in Glasgow in November.
- 1.8 Special Constables Rachel Stringfellow and Ollie Hayes, working alongside Public Protection, have undertaken some great targeted work against sex offenders. This included patrolling and focusing in on exploitation hotspots such as train stations, car parks, cinemas, nature reserves and hotels.

We also have an app that allows officers to monitor the online activity of known sex offenders who are subject to a Sexual Harm Prevention Order. The team are also able to identify undeclared devices and locate hidden and encrypted material. This is a great investment into the important role of safeguarding people at risk

- 1.9 There is a new drone within the drone team with a powerful spotlight and other range of features meaning officers can get high quality images and identify heat sources from almost a mile away. Our drone team undertook some great work to locate a missing woman who had collapsed unconscious in a field. The high-tech thermal imaging camera was able to identify where she was and led officers to her. She was then able to be taken to hospital and received vital treatment.
- 1.10 During Operation Sceptre week of action, there was lots of activity carried out. This included weapons sweeps, ANPR operations and officers going into schools to deliver inputs and talk about the dangers of knife crime. The week of action also saw a test purchase operation where five shops sold knives to children. We worked in partnership with health services and heard from a local major trauma surgeon who gave an honest and frank account of the dangers of carrying knives and having to deliver the worst possible news to families.

1.11 Last month saw a successful operation from the Roads Policing Unit. They headed out undercover in a Highways England lorry and being at a better position to see offending in the act, they made 32 stops. Out of these, 30 traffic offence reports were issued, 28 of which were for not wearing a seatbelt and four for using a mobile phone whilst driving.

2.0 Strategic Theme 2: Helping and Supporting Victims

- 2.1 Helping and supporting victims of crime remains central to our core aims and objectives. We work tirelessly to bring those responsible for criminal acts to justice and to provide appropriate support to victims and witnesses throughout our investigations.
- 2.2 With the Safer Streets project in Newark; which is a collaboration between the force, the PCC and the Councils, £550,000 was secured for the fund. Following feedback from residents further security measures have been put in place, including an extra 90 hours of police patrols being delivered as well as new fencing, high security doors and windows, security cameras and upgraded street lighting.
- 2.3 In April, we assisted the RSPCA to save a dog after an attempted drowning of the animal. Owner Charlene Latham was sentenced to a 12-month community order after attempting to drown her German Shepherd, Bella in January 2020. Bella was rescued by a member of the public who saw her being left and praised our efforts as well as the RSPCA. I report later about our local approach to dog theft and support offered to dog owners.
- 2.5 Operation Reacher has recently celebrated its six month anniversary in the county. Since then there have been over 1,000 arrests, 300 cars seized and 400 individual drug seizures, as well as hundreds of engagement events. These are brilliant results for the teams and communities within the county.
- 2.6 From the work of our IT team, officers now have access to hand-held fingerprint scanners which are quickly connected to their smartphones. This means suspects can now be identified within seconds while they are out on the streets. Recently, an elusive 47-year-old man, wanted for two assaults in Bilborough, was spotted by officers in the city centre. He gave false details but thanks to the fingerprint scanner officers quickly confirmed his identity and arrested him on suspicion of GBH and assault.
- 2.7 Another great result from our IT item, is the launch of the Victim Care App which is being installed on all officers' phones. The app shows a bespoke display of all the cases an officer is investigating and helps them to manage their victim updates. This removes the need for officers to go back to the station and update the crime system separately and saves administration time. This is proving an efficient and effective way for officers to maintain contact with victims of crime.
- 2.8 Following a national week of action in relation to Catalytic convertor theft Operation Goldiron resulted in nine catalytic convertors being recovered from a van stopped in Caunton, Newark. A 24 year old man was arrested on suspicion of theft.
- 2.9 Thomas Watkinson was sentenced to 25 years in prison after he sexually abused young girls in a string of attacks that took place over years. This was a complex, difficult and painstaking investigation, which involved looking at offences taking place in various addresses throughout the 1990s and early 2000s. Praise goes to DC Lucy Clarke and the investigation team for getting this to court, bringing about the charge and seeing this

through to sentence. I must also commend the bravery of the victims in cases such as these for coming forward and supporting the case through the lengthy investigative and criminal justice processes.

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

- 3.1 Current performance figures, in line with regional and national trends have broadly returned to pre-pandemic levels. Pleasingly when compared to 2019 data, all crime in Nottinghamshire is down by 11%. Exceptionally Burglary has continued to reduce further from last year's figures which is bucking both regional and national trends.
- 3.2 In terms of call handling, 999 calls we continue to improve, the total volume of such calls are up by over 25%. The number of calls answered were at 96.6 % which are an improvement from last year where we were at 93% with less volume. Abandonment rates are now at 0.04% despite the increase in volume and this is down from 1.3% last year. Similarly, 101 calls have grown in volume but we are on target and up from 75% last year to 93% this year. The abandonment rate was down as well for 101 calls. We have recently triangulated our performance with regional forces and our performance remains very strong. Other forces across England and Wales have recently contacted us in relation to our approach.
- 3.3 We are undertaking audit and scrutiny work around evidence led domestic abuse prosecutions, with 22 cases in June 2021, which is the highest number achieved over the last two years. Nottinghamshire Police continue to take a robust approach and challenge with CPS as to why people are not being charged.
- 3.4 Operation Reacher continues to go from strength to strength. The Ashfield team along with the local neighbourhood policing team recently conducted a proactive intelligence led search resulting in the recovery of drugs with a street value of around £500,000.

Two of the Reacher teams have recently assisted Lincolnshire with SOC (Serious & Organised Crime) Teams, which led to nine arrests as well as a firearm being recovered from an address in Nottingham.

- 3.5 In Mansfield we have introduced a Knife Crime team. This should give further reassurance to the residents of Mansfield, and of Nottinghamshire, that Knife Crime remains a priority. We're also now expecting to receive an extra £880,000 from the Home Office to tackle serious violence and knife crime over the next 12 months.
- 3.6 In Gedling, Operation Reacher brought a man before the courts charged with drug offences following successful collaborative work with communities and our partners, which continues to prove successful.
- 3.7 Nottinghamshire Police was the first force to appoint a senior officer to lead on the issue of dog theft. Newly promoted Chief Inspector Amy Styles-Jones was appointed following the spike in dog thefts across the country following the rise in demand for pets during the lockdown periods. The move was part of a package of measures after a survey, conducted by the previous Deputy Police and Crime Commissioner Emma Foody, which revealed dog owners are increasingly fearful over their pets' safety. Nottinghamshire Police saw 131 offences relating to dog theft between 2018 and April 2021, with only a slight increase in recent months. Just over half of our recorded offences involved persons known to the victim

taking or keeping possession of their dog. Further, 54% of reported thefts of dogs were taken from, or went missing from gardens and only 2% of offences involved the use or threat of violence. Our officers are improving data recording in relation to dog thefts and we're working with partners to tackle the issue, including Blue Cross, a National Charity who are working with our victim care providers to support victims of dog thefts.

- 3.8 Following successful recruitment there is now a Fraud Triage Team in Force. The team have been set up to review fraud offences through a newly designed scoring system which assesses and considers who the most appropriate resource is to investigate each particular case. This enables us to match resource to risk more effectively.
- 3.9 Operation Glaciate concerned a painstaking pro-active investigation into the alleged sexual exploitation of looked after children by a group of adult males. Police first became aware through the child safeguarding partnership arrangements when information was shared which raised concerns about the girls' safety. Understanding that the children concerned would not feel able to share their story, investigators set about gathering evidence from a range of alternative sources which ultimately justified numerous arrests. Incriminating evidence on mobile phones seized during arrest proved compelling and the men were charged, with two of them receiving custodial sentences comprising 7.5 and 3 years each.
- 3.10 Operation Hershey was a murder investigation following the death of young musician Keany Kissingou-Mabiala outside the Victoria Centre. Following a thorough investigation led by DI Steve Wragg from our regional major crime team Mazin Abdelmonim was sentenced to life imprisonment having been found guilty by the jury.
- 3.11 We've also seen some really good work across the county, including Ashfield, Bassetlaw and Newark, around off-road biking. Most recently, the Ashfield Neighbourhood Policing team has now launched 'Operation Annachinda' which will use innovative methods, including techniques used by detectives to track criminal gangs, to identify offenders and take enforcement action.
- 3.12 The Operation Guardian team and sniffer dog have been out and about in the city centre on the night-time economy tackling drug dealing. In their first shift back out, they had four arrests and 24 drugs seizures. This is great news that the drugs are now off the streets and out of the wrong hands.
- 3.13 Five criminals involved in a prolific gang's supposed reign of fear, including serious violence and drug dealing, have been handed Nottingham's first gang injunctions. Nottingham City Council's anti-social behaviour team began working with Nottinghamshire Police to gather evidence against the men who were identified as being involved in the Certified Marmion Gang based in St Ann's since 2018. Lavontie Cameron, Bryam Ismail and three others are now subject to the order which prohibit a range of activities, including association between the men, using or threatening to use any violence against any person or property, being in possession of any equipment for the use of manufacturing cultivation or distribution of any illegal drugs, being in possession of any illegal drugs, uploading or being in any internet or social media posts, and carrying a gun, knife or weapon.

- 3.14 Our sniffer dogs led officers to cannabis chocolate bars in Lenton and Arnold as part of an ongoing drive to tackle drug dealing and prevent associated crime from blighting communities. They were seized along with £5,000 and seven arrests were also made. This is great work by Sgt Mark Southgate and the Gedling Op Reacher team.
- 3.15 During a County Lines Operation, great work was carried out in the city centre by plain-clothed and uniformed officers. They were deployed throughout Nottingham railway station in an attempt to catch people bringing drugs in or out of the city. A number of people were stopped and searched and I felt it was really positive to see this proactive approach to reassure those using the station while officers engaged with young people.
- 3.16 Lenton and Radford teams are getting a boost to their efforts with more officers being deployed as part of an ongoing crackdown on antisocial gatherings which have been giving residents sleepless nights. This is thanks to funding from the University of Nottingham which covers 100 hours of police overtime and will complement the work we have already been undertaking in the area.
- 3.17 The Community Impact Shine award by the Academy Transformation Trust Further Education College in Sutton-in-Ashfield has been awarded to the Ashfield Reacher Team was given to recognise their outstanding work in the community during the pandemic. They've delivered food parcels to local food banks, donated Easter eggs to children in hospital and set up a thriving weekly football session for youngsters with Nottingham Forest.

4.0 Strategic Theme 4: Transforming Services and Delivering Quality Policing

- 4.1 The Operation Uplift programme continues, I have received a letter from the Policing Minister Kit Malthouse, who congratulated the force on the level of diversity and also for continuing to lead the way on the recruitment target. This is testament to the hard work in HR, in vetting, and the CIPD (Citizens in Policing Department).

I have also signed off a pilot entry route course with the College of Policing for Special Constables into full time Police Constables. There are 18 recruits that are going to be taken on specifically for that and the intake started in June.

The latest Home Office figures show that the force has reached 2,250 officers, which is up by 12 per cent since October 2019 and in large is thanks to Operation Uplift. This means that the force is well on its way to its target of recruiting more than 300 officers by 2022.

- 4.2 Internally the force continues to deliver positive action initiatives aimed at retention and progression. We seek to encourage individuals from under-represented groups to consider opportunities to work within Nottinghamshire Police as police officers, police staff, special constables, cadets and volunteers.

Our overall BME representation for the force has increased by 0.08% compared to the May 2021 at 6.74%. Year on year we've seen an increase of 0.94%. The male to female ratio is 54.49% male to 45.51% female which is an annual increase of 1.09% female officers.

- 4.3 In order to manage the delays in forensic and drug analysis, we have recruited into a new apprentice post. This will ideally quicken the process and allow them to come into the organisation, gain experience and understanding of the role to then progress with us.

I have recently welcomed two cohorts of those on the Fast Track to Detective scheme and Graduate Investigators. Both cohorts will take up their posts soon and some are former employees with some being new to the organisation. I wish them all success with their endeavours.

- 4.4 At a recent Fire Collaboration meeting, it was discussed that our local plans are progressing well. The car park outside of Headquarters is now available for anyone to park in for no charge and work is continuing to be on time and on budget as the new joint headquarters is nearing completion.

We've also started some collaborative meetings with staff from both Police and Fire to learn about and have their say about the design within the new building, including where departments will be based and how the merger will work in practice. We very much look forward to welcoming staff into the new facility from January next year.

- 4.5 I have recently inspected the new custody suite with the PCC and am pleased to see it also set to be on time and on budget. This will be a great asset, with state of the art facilities and will really help with getting people through custody swiftly and efficiently.
- 4.6 Programme Regain continues to make progress with bringing the support services back to the force which were previously outsourced via Multi-Force Shared Services (MFSS). Our teams are working towards a recruitment plan, which see roles available within HR, IT as well as Finance. The next 12 months of changeover and implementation will be an exciting period for us.
- 4.7 I am delighted to say we have been working as a force with Stuart Lawrence, the brother of Stephen Lawrence who was murdered in London over 21 years ago. He has agreed to support the work of our Citizens in Policing Team who have launched a special award ceremony to recognise the incredible achievements of young people throughout lockdown and beyond, as part of Stephen Lawrence Day.

The award, Living our Best Life will celebrate people who have made a difference in the community. A number of worthy winners have already been announced, including 17-year old Trenai Todd who gave emergency first aid to a stab wound victim on a tram, and 14-year-old Carnell Thompson who has turned his life around from being permanently excluded in school to being a successful young actor.

- 4.8 Work for the TV programme Interceptor continues. I have agreed to participate in a further series, which is a great opportunity for us to showcase the very good work that my officers staff do on a daily basis.
- 4.9 Recently, Sgt Antony Horsnall from the Mental Health team was presented with The High Sheriff's award, which is a prestige award, in recognition of the quality and outcome of his and the team's work. It is great that this recognition goes wider than the Force and highlights the work we do with the NHS and our triage arrangements.

Our Street Triage team had a celebrity visit, from Roman Kemp, as part a TV documentary about male suicide. The team received some great feedback, and it was an opportunity to showcase the work that they do with vulnerable people who are in need of immediate mental health support.

- 4.10 Wellbeing of officers and staff is a key part of our daily business. As part of a week of action with our Response teams, we have participated in a wellbeing resilience week, which was in partnership with the Police Federation of England and Wales and the National Police Chief's Council. It was a campaign supporting response police officers and aiming to address the many mental wellbeing challenges they currently face. Two response officers did Instagram takeovers to give the public an insight into what life is like on response. The force also hosted a number of opportunities for frontline officers, including recognising their achievements through ten Unsung Hero Awards, for which they received a luxury hamper.

One of these awards went to PC Sam Wood for all her incredible hard work and 'can do' attitude. She managed to track down a domestic abuse victim who was particularly difficult to locate and was not willing to engage with the police. Sam's tenacity paid off when eventually the victim re-engaged and provided a written statement, which led to the offender being quickly arrested.

- 4.11 As an organisation we celebrated International Women's Day; DCC Barber met one of new recruits, to discuss their perspectives of joining policing in 1988 vs 2021 and this piece was showcased in force.
- 4.12 Through the pandemic, due to social distancing measures adaptations have been made for some officers and staff who work in our control room. This has meant that we have been one of two forces in the country to be able to respond to 101 calls when working at home. Staff within call management and IT have facilitated this quickly and proficiently ensuring that the organisation runs smoothly along with minimal disruption.
- 4.13 As an employer of choice, the feedback from my officers and staff is paramount to how we progress and when necessary, change as an organisation. Recently in partnership with Durham University I have invited everyone to participate in a People Survey, which engages all levels of the organisation and is an exercise to gauge feelings and opinions on wellbeing, and organisation initiatives. Results showed we've seen improvements in terms of positivity from where the force was six years ago. Other areas highlighted were motivation, organisational tone and diversity, equality and inclusivity, which were noted as being exceptional.
- 4.14 I was very pleased that our force was praised in a national report around the policing the pandemic. We have also welcomed two new HMIC inspectors in force and look forward to working with them in the coming months.
- 4.15 I am supportive of staff development and progression, which is now monitored through a new appraisal system. The focus of our career conversations are now about individuals who are asked to look at departmental as well as individual objectives and the scheme recognises potential but also acknowledges that not everyone strives for promotion and that development can look very different based on individual circumstances.
- 4.16 Ensuring my staff have the correct equipment is key to their role. Five new Toyota Yaris cars have been added to neighbourhood teams. They're hybrid cars and have lots of features which makes them more efficient and better for the environment, especially in city areas. This is part of our progression towards greener technology and putting the right resources in the right places, which is vital as we continue to grow with a further 100 new officer posts in the coming year.
- 4.17 In June, it was volunteers' week; we are incredibly lucky to have an army of volunteers who give up their free time to support colleagues in both operational and police staff roles. The hard work and effort put in by people who are sacrificing their free time to help keep Nottingham safe is truly inspirational and a real credit to our force.

- 4.18 I have recently had the pleasure of accompanying Commissioner Henry to Westminster where we had a very productive meeting with the Home Secretary and our local MPs. It is great to be able to promote the good work we are doing here as a force on this national platform and I am grateful to the Commissioner for giving us this opportunity.
- 4.19 Pride Month got underway last month which went ahead on a virtual basis due to the pandemic. A number of events took place and internal support networks came together to celebrate inclusion, acceptance and look at the history of Pride and the LGBTQ+ community. We are proud to be an employer of choice and to display a hugely diverse force, and this is something we continue to be committed to.
- 4.20 The force's very first 'community hub' has been launched in partnership with the city council and Asda. It will be in the car park at Asda, Hyson Green and will be a convenient way for shoppers to speak to the police and CPOs about concerns or to get advice.
- 4.21 Congratulations to Paula Hipkiss who has been featured among ten steel etchings hung around Beeston to recognise the contribution of key workers who have kept the community going during the Covid-19 pandemic. Paula was born and bred in Beeston and has been a PCSO in the town for twelve years, which has involved some heroic efforts, such as assisting at the scene of Owen Jenkins' death after he saved two friends in difficulty in the Beeston Weir. This is a wonderful and well-deserved piece of recognition for her.
- 4.22 Planning has commenced for this year's force awards, and nominations are currently open. The panel will review all nominations in August and decide on the award winners. The programme is a great opportunity to recognise the dedication and exceptional efforts of police officers, police staff and members of the public.