

## APPENDIX A

### NEW ACTIVITIES FOR INCLUSION IN THE COMMISSIONER'S POLICE AND CRIME DELIVERY PLAN (2016-18)

#### THEME 1: PROTECT, SUPPORT AND RESPOND TO VICTIMS, WITNESSES AND VULNERABLE PEOPLE

Ref	Lead Officer	Strategic Activity	RAGB STATUS
	Nottinghamshire Police	<b>Undertake an end to end review of sexual offence recording and outcomes to determine whether victims are satisfied with process. This work will be completed as part of Force's Quality of Service programme.</b>	
1	Rationale	<p><b>SEXUAL VIOLENCE AND ABUSE</b></p> <p>Nottinghamshire closes more sexual offences as 'prosecution not in the public interest' than other forces in the region and nationally. When an offender is charged, Crown Prosecution Service data reveals that conviction rates are in line with the region and are better than the national average. Critical resourcing decisions are also required in response to the continued increase in the reporting of historic sexual offences.</p>	
	Nottinghamshire Police	<b>Review and promote referral pathways across key areas of hidden harm through the Forces Quality of Service programme.</b>	
2	Rationale	<p><b>HIDDEN HARM – LACK OF CLARITY RE. PATHWAYS OF SUPPORT</b></p> <p>The levels of identified low volume / high impact hidden harm are increasing – including offences such as Modern Slavery, FGM and honour based violence. The response and referral pathways are not always clear to agencies on account of the infrequent nature of reporting. Further work is required to clarify and promote these pathways of support among safeguarding agencies and ensure adequate service provision is in place in response to the cases identified</p> <ul style="list-style-type: none"> <li>• Review and promote referral pathways across key areas of hidden harm</li> <li>• Improve alignment of responses across city and county</li> <li>• Review needs and service provision in response to cases identified</li> </ul>	

## THEME 2: IMPROVE THE EFFICIENCY, ACCESSIBILITY AND EFFECTIVENESS OF THE CRIMINAL JUSTICE PROCESS

Ref	Lead Officer	Strategic Activity	RAGB STATUS
	Nottinghamshire Office of the Police and Crime Commissioner	Review the Commissioner's current Police and Crime Plan Performance Framework	
1		<p><b>DATA INTEGRITY – IMPLICATIONS FOR PERFORMANCE / OVERSIGHT</b></p> <p>On-going improvements in NCRS compliance, increases in confidence to report crime and changes in crime categories have rendered measures of 'total crime' problematic as an indicator of performance.</p> <ul style="list-style-type: none"> <li>• Consider shift towards measures of satisfaction and crime outcomes</li> <li>• Consider use of broader assessments such as PEEL</li> <li>• Consider triangulating data sets to better gauge trends across specific crime types – e.g. A&amp;E, CSEW, other survey data</li> <li>• Align new performance framework with HMIC PEEL Inspection Framework and principle of its Quality of Service framework</li> <li>• Take account and align with Safer Nottinghamshire Board and Nottingham Crime and Drugs Partnership performance framework</li> </ul>	

### THEME 3: Focus on Priority Crime Types and Those Local Areas That are Most Affected By Crime and ASB

Ref	Lead Officer	Strategic Activity	RAGB STATUS
	Nottinghamshire County Council	Implement the outcome of the review of Analyst posts for County Community Safety Partnerships and enhance working	
1	Rationale	<p><b>PARTNERSHIP WORKING AND COLLABORATION</b></p> <p>The Stakeholder event revealed scope across CSPs to reduce duplication and work in a more integrated way across the wider force area. The county also stated that they were 'open to discussions' about how their Analyst post could be better utilised.</p>	

## THEME 6: PREVENTION, EARLY INTERVENTION AND REDUCTION IN REOFFENDING

Ref	Lead Officer	Strategic Activity	RAGB STATUS
1	Chair of Serious and Organised Crime Board	<p><b>Consider and implement ways in which the prevalence of knife crime can be reduced through early intervention and education with children and young people</b></p>	
	Rationale	<p><b>KNIFE CRIME / POSSESSION – PREVENTION AND ENFORCEMENT</b></p> <p>The rise in culture of knife possession remains a significant concern for partners and a clear risk to public safety and feelings of safety.</p> <ul style="list-style-type: none"> <li>• Explore the roll out of prevention and awareness raising programmes</li> <li>• Chief Constable to consider retaining the operational knife crime team</li> <li>• Support a reconvened multi-agency problem solving summit</li> </ul>	
2	Nottinghamshire Police	<p><b>Work closely with partners to ensure that the IOM review is completed and a refreshed partnership model is developed and implemented</b></p>	
	Rationale	<p><b>OFFENDER MANAGEMENT – ESP. IOM</b></p> <p>Changes brought about by the ‘Transforming Rehabilitation Agenda’ continue to be of significant concern to partner agencies, specifically the lack of local performance data for National Probation Service and DLNR Community Rehabilitation Company. Reducing offending data is unlikely to be made available until the Autumn of 2017. In addition there has been an absence of a robust partnership performance data for the IOM scheme some time. DLNR CRC is leading a review of IOM Scheme with funding provided by the Police and Crime Commissioner.</p> <ul style="list-style-type: none"> <li>• Continue to support the review of IOM and development of a new partnership performance framework .</li> <li>• Evaluate the current use of GPS tags and consider the purchase of additional tags.</li> <li>• Work closely with partners to ensure the IOM review is completed and a refreshed partnership model is developed and implemented</li> </ul>	

## THEME 7: SPENDING PUBLIC MONEY WISELY

Ref	Lead Officer	Strategic Activity	RAGB STATUS
1	Nottinghamshire Police/Nottinghamshire OPCC	<b>Work with Partners to develop and implement a comprehensive strategy to better manage demand through prevention, building shared capacity and capability.</b>	
	Rationale	<p><b>NO COMPREHENSIVE STRATEGY FOR MANAGING DEMAND</b></p> <p>A range of activities are underway to improve the way crime and community safety demand is managed, however this is largely being done from a single agency perspective. There are opportunities to develop an overarching demand management strategy.</p> <p>Within the Force Quality of Service Programme a systematic review of service provision will occur and this will incorporate the following activities:</p> <ul style="list-style-type: none"> <li>Analysing the type and nature of police and relevant partnership demand to determine how such demand should be responded to having regard to available shared resources.</li> <li>Explore ways in which repeat demand can be reduced by early preventative interventions and better use of technology's</li> <li>Make recommendations in regards to the level of resilience and capacity of Volunteers and Special Constables.</li> <li>Consider future service provision related to investigations to ensure that resources are more effectively utilised.</li> <li>Develop a communications strategy that seeks to better manage public expectations with regard to changes in service provision and priorities</li> </ul>	
2	Nottinghamshire Police	<b>Explore and implement ways in which the workforce levy and Apprenticeship opportunities can be utilised locally and or regionally to advance BME representation within the Force(s) for school leavers</b>	
	Rationale	<p><b>BME REPRESENTATION AND DISPARITIES IN SERVICE OUTCOMES</b></p> <p>Establishing a representative workforce remains a significant challenge for Nottinghamshire Police given limited recruitment. There are also opportunities to develop a more detailed analysis of disparities in outcomes across different demographic groups.</p> <ul style="list-style-type: none"> <li>26% of Police Cadets are from BME communities.</li> <li>70% of applicants passing national assessment at 60% pass mark are graduates</li> <li>70% of BME Applicants highest qualification is 5 GCSE level</li> </ul>	

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- The Apprenticeship scheme provides a good opportunity to establish a pathway from school to police service for BME
- Further explore school leaver apprenticeship opportunities
- Local review of disparities in service outcomes [Lammy Review]

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