Nottinghamshire
POLICE & CRIME COMMISSIONER

STRATEGIC RESOURCES & PERFORMANCE MEETING

Thursday 29 March 2018 at 10.00 am
Gedling Borough Council, Civic Centre, Arnot Hill Park,
Arnold, Nottingham NG5 6LU

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
Steven Cooper – Assistant Chief Constable, Notts Police
Paul Dawkins – Assistant Chief Officer, Finance, Notts Police

A G E N D A

1 Apologies for absence

2 Minutes of the previous meeting held on 9 November 2017

3 CDP and SNB Review of Impact from PCC Funding Presentations

4 Progress on Collaboration between Nottinghamshire Police and Nottinghamshire Fire and Rescue Service (verbal)

5 Workforce Planning

6 Environmental Management Performance

7 Strategic Policing Requirement and Compliance Update

8 Information Management Update March 2018

9 The Nottinghamshire Police and Crime Plan Priorities and Budget Consultation 2016/17

10 Fees and Charging Policy

11 New Police and Crime Plan (2018-21)

12 Performance and Insight Report for 2017/18 as at 31st January 2018

13 Finance Performance & Insight Report for 2017/18 as at December 2017 – Quarter 3

14 Regional Collaboration Update (verbal)

15 Work Programme

NOTES

- Members of the **public are welcome to attend** to observe this meeting

- For **further information** on this agenda, please contact the Office of the Police and Crime Commissioner on 0115 9670999 extension 801 2005 or email nopcc@nottinghamshire.pnn.police.uk

- A **declaration of interest** could involve a private or financial matter which could be seen as having an influence on the decision being taken, such as having a family member who would be directly affected by the decision being taken, or being involved with the organisation the decision relates to. Contact the Democratic Services Officer: sara.allmond@nottscc.gov.uk for clarification or advice prior to the meeting.

NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER

Arnot Hill House, Arnot Hill Park, Arnold, Nottingham, NG5 6LU

MINUTES OF THE MEETING OF THE NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER STRATEGIC RESOURCES AND PERFORMANCE MEETING HELD ON THURSDAY 9TH NOVEMBER 2017

AT NOTTINGHAMSHIRE COUNTY COUNCIL, COUNTY HALL, WEST BRIDGFORD, NOTTINGHAM, NG2 7QP

COMMENCING AT 11.15AM

MEMBERSHIP

(A – denotes absence)

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

OTHERS PRESENT

Sara Allmond – Democratic Services, Nottinghamshire County Council
Dan Howitt – Nottinghamshire Police
Mark Kimberley - Head of Finance, Nottinghamshire Police
Neil Williams – Chief Inspector, Nottinghamshire Police

APOLOGIES FOR ABSENCE

Apologies for absence were received from Rachel Barber and Steve Cooper

MINUTES OF THE PREVIOUS MEETING HELD ON 9 NOVEMBER 2017

Agreed.

POLICE USE OF FORCE, FORCE REPORT ON STOP AND SEARCH AND THE USE OF STRIP SEARCH IN NOTTINGHAMSHIRE

CI Neil Williams introduced the reports which provided information on the developments around how Nottinghamshire Police record use of force and the potential opportunities for greater scrutiny internally and externally; and the use of stop and search powers and strip search powers by Nottinghamshire Police

During discussions the following points were raised:

- It was proposed to set up a single panel to scrutinise stop and search, use of force and complaints to ensure consistency. The panel would look at cases not just statistics

- The reduction in the number of stop and searches was not necessarily positive. The arrest rate as an outcome of a stop and searches was important in showing the appropriateness of the use of these powers.

RESOLVED 2017/0036

To note the reports.

QUALITY OF SERVICE REVIEW

CC Craig Guildford introduced the report providing an update regarding the Force business planning process and outcomes.

During discussions the following points were raised:

- The importance of accurate recording of savings was discussed.
- Newark Custody Suite had been mothballed which would generate savings of £10,000.

RESOLVED 2017/0037

To note the report

THE LAMMY REVIEW 2017

Dan Howitt introduced the report which provided an overview of the key findings and recommendations from David Lammy's Independent Review into the treatment of, and outcomes for Black, Asian and Minority Ethnic (BAME) individuals in the criminal justice system, which was published on 8th September 2017.

During discussions the following points were raised:

- In response to a question regarding what the Force could do now, the meeting was informed that the recommendations in the Review would be considered as part of a wider audit on equality.

RESOLVED 2017/038

To note the report.

PERFORMANCE & INSIGHT REPORT

CC Craig Guildford introduced the report which set out the key performance headlines for Nottinghamshire Police in the 12 months to September 2017.

During discussions the following points were raised:

- The recording of sickness was an issue. The wellbeing agenda would help and support officers, with services such as physiotherapy and mental health support being provided.
- An internal audit of the governance arrangements in place regarding the Camera Safety Partnerships would be taking place.
- The number of community resolutions had halved in a year and there had only been one case where restorative justice had been used. This was an area that needed to be looked at.

RESOLVED 2017/039

To note the report.

FINANCE PERFORMANCE & INSIGHT REPORT FOR 2017/18 AS AT SEPTEMBER 2017

Mark Kimberley introduced the report which provided an update on the projected financial outturn position for revenue against the key financial performance headlines for Nottinghamshire Police as at 30th September 2017.

During discussions the following points were raised:

- The amount of virements taking place this year needed to be looked at in advance of the next financial year to ensure that the funding was better allocated in the first place.
- The Force were working to ensure the maximum grant was received from the Home Office.

RESOLVED 2017/040

That the contents of the report and virements approved under delegated arrangements cumulative to September as show in Appendix B of the report be noted.

CHIEF CONSTABLE'S UPDATE REPORT

CC Craig Guildford introduced the report which provided an update of significant events and work that had taken place since the previous update in July 2017.

RESOLVED 2017/041

To note the report

REGIONAL COLLABORATION VERBAL UPDATE

Nothing to report

WORK PROGRAMME

RESOLVED 2017/041

That the contents of the report be noted.

The meeting closed at 12.18pm

CHAIR

,For Information only	
Public/Non Public:	**Public**
Report to:	**Strategic Resources and Performance**
Date of Meeting:	**29th March 2018**
Report of:	**Naomi Bolton**
Report Author:	**Naomi Bolton**
E-mail:	**naomi.bolton@nottinghamshire.pnn.police.uk**
Other Contacts:	**Claire Salter – HR Senior Manager**
Agenda Item:	**5**

WORKFORCE PLANNING

1. Purpose of the Report

1.1 To provide an update on the police officer and police staff numbers as at January 2017.

2. Recommendations

2.1 It is recommended that the Police and Crime Commissioner notes the report.

3. Reasons for Recommendations

3.1 **Police Officers**

The Priority Plan will confirm the future operating model for Nottinghamshire Police and determine the targeted establishment for police officers and police staff.

As at 31 January 2018 the number of police officers funded by Nottinghamshire Police is **1795.4 FTE**. In addition, there are **18.73 FTE** officers who are externally funded through our partnership arrangements, for example, via Nottingham Community Protection. A further **36** officers in regional posts are classed as collaboratively funded plus **4 FTE** on secondment and **8.41 FTE** on career break. This provides a total FTE of **1862.58** police officers. This is an increase of **41.38** from the previous month.

During January 2018 we had **56** Joiners – 55 constables and 1 Superintendent.

We had a total of **15** leavers with **7** of those being 'other' leavers (2 medical retirement, 3 transfers to another force and 2 resignations).

For comparison to the previous financial year, at 31 March 2017, Nottinghamshire Police closed on 1770.34 core funded officers and 1849.92 in total.

Appendix 2 shows the police officer numbers by business area and appendix 3 highlights the number of deployable resources by business area.

Appendix 4 shows the actual strength at 31 January further broken down by substantive rank and current rank, including officers classed as externally funded and on secondment.

Table 1 - Officers in **Acting and Temporary Roles**

Temporary & Acting Rank	**Local**	**Collaborative Partnership Regional**	**Secondment**	**Total FTE**	**Variance to last month**
Chief Superintendent	1	0	0	**1**	**0**
Superintendent	1	1	1	**3**	**0**
Chief Inspector	11	2	1	**14**	**-1**
Inspector	13	0	0	**13**	**-1**
Sergeant	45.90	6	0	**51.90**	**0**
	71.90	**9**	**2**	**82.90**	**-2**

Inspector (-1)
Sergeant (**-6**)
Sergeant (**+7**)

A further 11 Inspectors are subject to step 4 of the National Police Promotion Framework (NPPF) (7 until 01-02-18 and 4 until 01-08-18).

3.2 **Police Staff**

Appendix 2 details the force funded Police Staff numbers as at 31 January.

As at this date, the number of substantive Police Staff, excluding PCSOs was **1076.35 FTE** (an increase of **1.36 FTE** from last month). This is due to a combination of joiners and leavers.

The HR matrix (Appendix 3) breaks this information down by Police Staff and Police Community Support Officers (PCSO) and provides additional information relating to available resources by business area.

The police staff budgeted establishment was recorded as **1112.74 FTE**. This remains the same as the previous month.

3.3 **PCSOs**

As at 31 January the number of PCSOs was **196.13 FTE (**an increase of 8 on the previous month). There were 14 new PCSO and 6 leavers. 5 of the leavers have become Police Officers.

The PCSO review in 2015 resulted in the establishment reducing from 340 FTE to 246.7 FTE. Subsequent voluntary redundancies and natural wastage led to a further reduction. The ambition is to maintain the establishment at 200 FTE.

3.4 **Police Investigatory Officers (PIOs)**

There are **58.68 FTE** PIOs against an establishment of 53 this is an increase of 0.41 from last month (due to an agency joiner on 0.41). The total figure including 23 graduate PIOs is **81.68 FTE**. Appendix 5 refers.

In terms of movements there have been 2 staff joiners, 0.41 agency joiner, 1 leaver and 1 moved to another role.

4. Summary of Key Points

4.1 Workforce planning is a process used to identify current and future staffing needs and development needs of the workforce to meet future requirements.

4.2 There are typically four stages to developing a workforce plan as follows:

- Identify the workforce requirements for the future
- Develop a profile of the current workforce (e.g. skills, training etc)
- Carry out a gap analysis between current and future requirements
- Develop an action plan to meet future requirements

5. Financial Implications and Budget Provision

5.1 The number of funded police officers/police staff (including PCSOs) has a direct impact on the budget and planned efficiency savings.

6. Human Resources Implications

6.1 Developing the detailed workforce plan and supporting the Priority Plan will require HR resource.

7. Equality Implications

7.1 The force will continue to deliver positive action initiatives aimed at retention and progression and seek to encourage individuals from under-represented groups to consider opportunities to work with Nottinghamshire Police as police officers, police staff, special constables, cadets and volunteers.

8. Risk Management

8.1 Recruitment and training plans are in place and reviewed on an on-going basis.

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

9.1 The Medium Term Financial Plan (MTFP) workforce plan was developed to link in and compliment the police and crime plan priorities.

10. Changes in Legislation or other Legal Considerations

10.1 None.

11. Details of outcome of consultation

11.1 Consultation has taken place within HR and Business and Finance.

12. Appendices

12.1 2017/18 Police Officer Forecast – Appendix 1

12.2 Performance & Insight Establishment Report – Appendix 2

12.3 HR Matrix Detailing Available Resources – Appendix 3

12.4 Police Officer – Actual Rank Breakdown – Appendix 4

12.5 Police Staff PIO Breakdown – Appendix 5

Appendix 1 - Police Officer Tracker (FTE Information for Q2 Forecast & 2017/18 Budget)

	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18
Core	**1840.9**	**1764.1**	**1750.7**	**1744.2**	**1767.7**	**1757.2**	**1788.7**	**1776.3**	**1766.8**	**1759.6**	**1801.1**	**1812.6**	**1853.8**
Chief Constable	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Deputy Chief Constable	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Assistant Chief Constable	1.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
Chief Superintendent	2.0	5.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	3.0	3.0	3.0
Superintendent	12.0	12.0	12.0	12.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0
Chief Inspector	25.0	23.0	22.0	22.0	22.0	21.0	21.0	20.0	20.0	20.0	20.0	20.0	19.0
Inspector	103.9	104.0	103.0	103.0	101.0	99.0	99.0	97.0	97.0	97.0	96.0	95.0	95.0
Sergeant	323.4	311.6	309.6	308.6	307.6	305.6	305.6	303.6	301.6	300.9	299.9	299.9	296.9
Constable	1,371.7	1,304.5	1,296.1	1,290.6	1,318.1	1,312.6	1,344.1	1,336.7	1,329.2	1,322.7	1,367.2	1,379.7	1,424.9
New Recruits	-	-	-	-		36.0	36.0	72.0	72.0	72.0	72.0	126.0	144.0	198.0
EF	**30.0**	**23.4**	**22.4**	**22.4**	**22.4**	**22.4**	**22.4**	**22.4**	**22.4**	**22.4**	**22.4**	**22.4**	**22.4**
Chief Inspector	2.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Inspector	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Sergeant	8.0	4.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Constable	17.0	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4
Seconded Officers	**44.0**	**51.0**	**51.0**	**50.0**	**50.0**	**49.0**	**48.0**	**48.0**	**48.0**	**48.0**	**47.0**	**47.0**	**47.0**
Chief Superintendent	-	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Superintendent	4.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0
Chief Inspector	3.0	7.0	7.0	7.0	7.0	6.0	6.0	6.0	6.0	6.0	5.0	5.0	5.0
Inspector	4.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Sergeant	7.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0
Constable	26.0	23.0	23.0	22.0	22.0	22.0	21.0	21.0	21.0	21.0	21.0	21.0	21.0
Grand Total	**1,914.9**	**1,838.5**	**1,824.1**	**1,816.6**	**1,840.1**	**1,828.6**	**1,859.1**	**1,846.7**	**1,837.2**	**1,830.0**	**1,870.5**	**1,882.0**	**1,923.2**
Actual Funded	1,770.3	1,757.4	1,748.0	1,743.2	1,769.7	1,761.9	1,784.6	1,778.0	1,765.5	1,753.1	1,795.4		
Variance	(70.6)	(6.8)	(2.7)	(1.0)	2.0	4.7	(4.1)	1.7	(1.3)	(6.5)	(5.7)	(1,812.6)	(1,853.8)
Actual Grand Total	1,849.9	1,834.9	1,819.3	1,813.6	1,838.5	1,832.7	1,855.4	1,846.8	1,833.7	1,821.2	1,862.6		
Variance	(65.0)	(3.6)	(4.8)	(3.0)	(1.6)	4.1	(3.7)	0.1	(3.5)	(8.8)	(7.9)	(1,882.0)	(1,923.2)

March 2017: 21 Leavers (8 retirements, 8 transfers, 2 dismissal, 1 medical retirement, 2 resignations)
April 2017: 17 Leavers (8 retirements, 3 transfers, 1 dismissal, 2 medical retirement, 3 resignations)
May 2017: 21 Leavers (15 retirements, 3 transfers, 3 resignations)
June 2017: 5 Leavers (3 retirements, 1 medical retirement, 1 resignation)
July 2017: 10 Leavers (5 retirements, 3 transfers, 1 medical retirement, 1 resignation)
August 2017: 10 Leavers (4 retirements, 2 transfers, 1 dismissal, 2 medical retirements, 1 resignation)
September 2017: 14 Leavers (10 retirements, 3 transfers, 1 medical retirement)
October 2017: 13 Leavers (6 retirements, 1 transfers, 3 medical retirement, 3 resignation)
November 2017: 16 Leavers (8 retirements, 2 transfers, 4 medical retirement, 2 resignation)
December 2017: 12 Leavers (9 retirements, 1 transfer, 1 medical retirement, 1 dismissal)
January 2018: 15 Leavers (8 retirements, 3 transfers, 2 medical retirement, 2 resignation)
February 2018:
March 2018:

Appendix 2 - P&I Establishment

	Police Officers				Police Staff					
	Substantive Actual Headcount	Substantive Actual FTE	Budgeted Establishment	Externally Funded Actual FTE	Substantive Headcount	Substantive Actual FTE	Budgeted Establishment	Variance to Establishment	Externally Funded Actual FTE	Total Substantive Actual FTE
Uniform Operations Command										
Force Response	731	718	648		50	48	51	(3)		765
Strategic Partnerships	249	245	259	13	219	209	212	(3)	42	454
Contact Management	61	57	53		303	273	281	(7)		330
	1,041	**1,019**	**960**	**13**	**572**	**530**	**544**	**(13)**	**42**	**1,549**
Investigations & Intelligence										
Complex Crime	137	132	139		11	11	14	(3)		143
Organised Crime	60	59	70		21	20	19	1	3	79
Intelligence	102	99	114	6	134	124	136	(12)	6	223
Archieves & Exhibits	3	3	-		34	32	33			
Public Protection	188	175	202		59	56	37	19		231
	490	**468**	**525**	**6**	**259**	**243**	**239**	**5**	**9**	**676**
EMCJS	46	46	55		164	145	146	(1)	-	191
EMOpSS	142	142	130	-	21	19	9	10		161
EMSOU	71	69	81	36	54	50	58	(8)	5	119
Regional	11	11	6	-	22	19	22	(3)		30
	270	**268**	**272**	**36**	**261**	**232**	**235**	**(3)**	**5**	**500**
Command	3	3	4		1	1	8	-	-	4
Senior Leaders	2	2	2		-	-	-	-	-	2
Corporate Services	36	36	31		287	266	288	(21)	18	302
	1,842	**1,795**	**1,794**	**55**	**1,380**	**1,273**	**1,313**	**(32)**	**73**	**3,033**

Budgeted Establishment (31 January 2018)	**1,801**
Variance to budgeted establishment	**(5.7)**

Headcount	
Specials	**169**

PCSO (included within Staff)

	Substantive Headcount	Substantive Actual FTE	Budgeted Establishment	Variance to Establishment	Externally Funded Actual FTE
	204	196	200.0	(3.9)	-

Appendix 3 - HR Matrix Available Resources - Police Officers - 31 January 18

	Senior Leaders	UOC Force Response	UOC Strategic Partnerships	UOC Contact Management	Corporate Services	I&I Complex Crime	I&I Organised Crime	I&I Intelligence Command	I&I Archives & Exhibits	I&I Public Protection	EMCJS	EMOpSS	EMSOU	Region	Total Police
Orignal Budgeted Establishment	**2.00**	**654.00**	**256.00**	**56.00**	**45.93**	**139.00**	**70.00**	**114.00**	**0.00**	**202.00**	**55.00**	**130.00**	**80.86**	**0.00**	**1804.79**
Adjustments +/-	**0.00**	**-6.00**	**3.00**	**-3.00**	**-11.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**6.00**	**-11.00**
Revised Budgeted Establishment	**2.00**	**648.00**	**259.00**	**53.00**	**34.93**	**139.00**	**70.00**	**114.00**	**0.00**	**202.00**	**55.00**	**130.00**	**80.86**	**6.00**	**1793.79**
Actual Strength (FTE) **SUBSTANTIVE POST** excluding External Funding, Secondments AND Career Breaks @ month end	2.00	717.58	244.73	56.73	38.50	132.35	58.58	99.41	3.00	174.69	46.00	142.00	69.06	10.80	**1795.44**
Actual Strength (FTE) **CURRENT POST** including temporary posts excluding External Funding, Secondments AND Career Breaks @ month end	2.00	704.78	243.01	66.80	37.50	134.29	59.58	97.41	4.44	171.89	46.00	137.00	68.06	12.80	**1785.57**
Variance from Force Funded SUBSTANTIVE POST	**0.00**	**56.78**	**-15.99**	**13.80**	**2.57**	**-4.71**	**-10.42**	**-16.59**		**-30.11**	**-9.00**	**7.00**	**-12.80**	**6.80**	**1.65**
MANAGEMENT INFORMATION (Based on Current Post)															
Maternity / Adoption / Shared Parental Leave		4.38		1.00		1.85	1.73	1.60		2.60					**13.16**
Probationers prior to Independent Patrol		116.00													**116.00**
Long Term Sickness		7.54	3.81	4.17	2.00	4.00	1.00	2.00	1.00	5.00	2.00	1.00	1.00		**34.52**
Suspended								1.00							**1.00**
Total Abstractions	0.00	127.92	3.81	5.17	2.00	5.85	2.73	4.60		7.60	2.00	1.00	1.00	0.00	164.68
Total Available Resources	**2.00**	**576.86**	**239.20**	**61.63**	**35.50**	**128.44**	**56.85**	**92.81**		**164.29**	**44.00**	**136.00**	**67.06**	**12.80**	**1620.89**
Other Funding (Based on Substantive Post)															
Partnership Funding Actual Strength (FTE)			13.00					5.73							**18.73**
Collaborative Funding Actual Strength (FTE)													36.00		**36.00**
Secondments Actual Strength (FTE)														4.00	**4.00**
Career Breaks		**3.00**	**2.00**			**1.22**				**1.19**	**1.00**				**8.41**
Total Substantive Police Officer															**1,862.58**

Appendix 3 - HR Matrix Available Resources - Police Staff - 31 January 2018

	UOC Force Response	UOC Strategic Partnerships	UOC Contact Management	Corporate Services	I&I Complex Crime	I&I Organised Crime	I&I Intelligence Command	I&I Archives & Exhibits	I&I Public Protection	EMCJS	EMOpSS	EMSOU	Region	Total Police
Police Staff - Excluding PCSOs														
Orignal Budgeted Establishment	**51.00**	**16.00**	**279.50**	**320.35**	**14.00**	**19.00**	**164.72**	**0.00**	**37.00**	**146.00**	**8.69**	**58.00**	**0.00**	**1114.26**
Adjustments +/-	**0.00**	**1.00**	**1.00**	**-24.88**	**0.00**	**0.00**	**-33.53**	**32.69**	**0.00**	**0.00**	**0.00**	**0.00**	**22.20**	**-1.52**
Revised Budgeted Establishment	**51.00**	**17.00**	**280.50**	**295.47**	**14.00**	**19.00**	**131.19**	**32.69**	**37.00**	**146.00**	**8.69**	**58.00**	**22.20**	**1112.74**
Actual Strength (FTE) **SUBSTANTIVE POST** excluding External Funding, Secondments AND Career Breaks @ month end	47.74	16.91	273.32	267.03	11.00	20.16	119.88	31.69	56.26	144.82	18.99	49.74	18.83	**1076.35**
Actual Strength (FTE) **CURRENT POST** including temporary posts excluding External Funding, Secondments AND Career Breaks @ month end	46.74	16.91	272.47	270.20	11.00	20.16	118.23	31.69	60.90	143.41	18.99	49.74	19.83	**1080.26**
Variance from Force Funded CURRENT POST	**-4.26**	**-0.09**	**-8.03**	**-25.27**	**-3.00**	**1.16**	**-12.96**		**23.90**	**-2.59**	**10.30**	**-8.26**	**-2.37**	**-31.48**
PCSOs														
Orignal Budgeted Establishment		**195.00**					**5.00**							**200.00**
Adjustments +/-		**0.00**												**0.00**
Revised Budgeted Establishment		**195.00**	**-**	**-**			**5.00**			**-**	**-**	**-**		**200.00**
Actual Strength (FTE) **SUBSTANTIVE POST** excluding External Funding AND Career Breaks @ month end		192.13					4.00							**196.13**
Actual Strength (FTE) **CURRENT POST** including temporary posts excluding External Funding, Secondments AND Career Breaks @ month end		190.13					4.00							**194.13**
Variance from Force Funded SUBSTANTIVE POST	**-**	**-2.87**	**-**	**-**	**-**	**-**	**-1.00**		**-**	**-**	**-**	**-**	**-**	**-3.87**
MANAGEMENT INFORMATION (Based on Current Post)														
Abstractions out of Force														
Maternity / Adoption		2.00	1.77	6.37					1.00			0.61		**11.74**
Long Term Sickness	1.00	2.00	5.64	5.00			3.61			3.76	0.81		1.80	**23.62**
Suspended														**0.00**
Total Abstractions	1.00	4.00	7.41	11.37	0.00	0.00	3.61		1.00	3.76	0.81	0.61		**35.36**
Total Available Resources	**45.74**	**203.04**	**265.06**	**258.84**	**11.00**	**20.16**	**118.62**		**59.90**	**139.65**	**18.18**	**49.13**		**1189.31**
Temporary Agency Staff	3.00		2.00	31.41			2.00		1.41			1.00		**40.82**
Available Resources for Deployment	**48.74**	**203.04**	**267.06**	**290.25**	**11.00**	**20.16**	**120.62**			**139.65**	**18.18**	**50.13**		**1230.13**
Other Funding (Based on Substantive Post)														
Partnership Funding Actual Strength (FTE)		42.06		17.73		3.00	5.50					1.00		**69.28**
Collaborative Funding Actual Strength (FTE)												3.81		**3.81**
Secondments Actual Strength (FTE)													1.00	**1.00**
Career Breaks	**1.00**		**2.71**	**1.00**						**0.84**				**5.55**
Total Substantive Police Staff														**1,352.13**

Appendix 4 - Actual Rank Breakdown as at midnight 31 January 2018 (current posts - includes temporary and acting duties)

Force Funded Officers (excludes career break)

	Senior Leaders	UOC Force Reponse	UOC Strategic Partnerships	UOC Contact Management	Command Team	Corporate Services	I&I Complex Crime	I&I Organised Crime	I&I Intelligence Command	I&I Archives & Exhibits	I&I Public Protection	EMCJS	EMOpSS	EMSOU	Region	**Grand Total**
Chief Constable					1.00											**1.00**
Assistant Chief Constable					1.00											**1.00**
Deputy Chief Constable					1.00											**1.00**
Chief Superintendent	1.00															**1.00**
Detective Chief Superintendent	1.00															**1.00**
Temporary Chief Superintendent						1.00										**1.00**
Superintendent		1.00	3.00	1.00		1.00		1.00					1.00			**8.00**
Detective Superintendent						1.00	1.00		1.00		1.00					**4.00**
Temporary Superintendent						1.00										**1.00**
Chief Inspector		1.00	5.00	1.00									1.00			**8.00**
Detective Chief Inspector							2.00		1.00		2.00					**5.00**
Temporary Chief Inspector		2.00	1.00			2.00			1.00			1.00	1.00			**8.00**
Temporary Detective Chief Inspector							1.00	1.00			1.00					**3.00**
Inspector		16.00	14.00	7.00		5.00			1.00	1.00		7.00	2.00			**53.00**
Detective Inspector						3.00	1.00	2.00	5.00		6.00	1.00		6.00		**24.00**
Temporary Inspector		2.00		4.00		1.00	1.00					3.00	2.00			**13.00**
Temporary Detective Inspector							4.00	2.00	2.00		3.00					**11.00**
Sergeant		58.34	36.61	5.72		6.75	2.00		8.80	2.00	1.78	34.00	14.00	1.00		**170.99**
Detective Sergeant			1.00			2.95	13.00	5.00	5.00		23.82		2.00	10.00		**62.77**
Temporary Sergeant		23.00	1.00	7.00					1.90				2.00		1.00	**35.90**
Temporary Detective Sergeant				1.00			1.00	1.00			2.00		1.00	2.00		**8.00**
Acting Sergeant							1.00									**1.00**
Acting Detective Sergeant								1.00								**1.00**
Constable		598.44	181.40	39.09		6.00	39.90	19.75	57.71	0.60	54.12		108.00	4.00	11.00	**1120.01**
Detective Constable		3.00		1.00		3.80	67.39	26.83	13.00	0.84	77.19		3.00	45.06	0.80	**241.91**
Grand Total	**2.00**	**704.78**	**243.01**	**66.80**	**3.00**	**34.50**	**134.29**	**59.58**	**97.41**	**4.44**	**171.89**	**46.00**	**137.00**	**68.06**	**12.80**	**1785.57**

Partnership Funded Officers

	UOC Strategic Partnerships	I&I Intelligence Command	**Grand Total**
Temporary Chief Inspector	1.00		**1.00**
Inspector	2.00		**2.00**
Sergeant	1.00	1.00	**2.00**
Temporary Sergeant		2.00	**2.00**
Constable	8.00	5.11	**13.11**
Detective Constable		0.63	**0.63**
Grand Total	**12.00**	**8.73**	**20.73**

Collaborative Funded Officers

	I&I Public Protection	EMSOU	**Grand Total**
Detective Chief Superintendent		1.00	**1.00**
Detective Superintendent		2.00	**2.00**
Temporary Superintendent	1.00		**1.00**
Detective Chief Inspector		2.00	**2.00**
Temporary Chief Inspector		1.00	**1.00**
Inspector		1.00	**1.00**
Sergeant		2.00	**2.00**
Detective Sergeant		3.00	**3.00**
Temporary Sergeant		3.00	**3.00**
Temporary Detective Sergeant		1.00	**1.00**
Constable		10.00	**10.00**
Detective Constable		12.00	**12.00**
Grand Total	**1.00**	**38.00**	**39.00**

Seconded Officers

	Corporate Services	Region	**Grand Total**
Superintendent		1.00	**1.00**
Temporary Superintendent		1.00	**1.00**
Chief Inspector		1.00	**1.00**
Temporary Chief Inspector		1.00	**1.00**
Inspector		1.00	**1.00**
Sergeant	1.00	1.00	**2.00**
Constable		2.00	**2.00**
Grand Total	**1.00**	**8.00**	**9.00**

Appendix 4 - Actual Rank Breakdown as at midnight 31 January 2018 (substantive posts)

Force Funded Officers (excludes Career Break)

	Senior Leaders	UOC Force Response	UOC Strategic Partnerships	UOC Contact Management	Command Team	Corporate Services	I&I Complex Crime	I&I Organised Crime	I&I Intelligence Command	I&I Archives & Exhibits	I&I Public Protection	EMCJS	EMOpSS	EMSOU	Region	**Grand Total**
Chief Constable					1.00											**1.00**
Assistant Chief Constable					1.00											**1.00**
Deputy Chief Constable					1.00											**1.00**
Chief Superintendent	1.00															**1.00**
Detective Chief Superintendent	1.00															**1.00**
Superintendent		1.00	3.00	1.00		2.00		1.00					1.00			**9.00**
Detective Superintendent						2.00	1.00		1.00		1.00					**5.00**
Chief Inspector		1.00	5.00	2.00									1.00			**9.00**
Detective Chief Inspector							2.00		1.00		2.00					**5.00**
Inspector		19.00	16.00	7.00		5.00			2.00	1.00		7.00	5.00			**62.00**
Detective Inspector						4.00	3.00	2.00	6.00		7.00	1.00		6.00		**29.00**
Sergeant		62.34	35.61	6.72		8.75	3.00		12.80	2.00	1.78	37.00	17.00	1.00		**187.99**
Detective Sergeant			1.00			2.95	15.00	6.00	4.00		30.82	1.00	2.00	11.00		**73.77**
Constable		632.24	184.12	38.09		7.00	37.11	19.75	59.61		54.92		112.00	4.00	10.00	**1158.84**
Detective Constable		2.00		1.93		3.80	71.24	29.83	13.00		77.19		4.00	47.06	0.80	**250.84**
Grand Total	**2.00**	**717.58**	**244.73**	**56.73**	**3.00**	**35.50**	**132.35**	**58.58**	**99.41**	**3.00**	**174.69**	**46.00**	**142.00**	**69.06**	**10.80**	**1795.44**

Partnership Funded Officers

	UOC Strategic Partnerships	I&I Intelligence Command	**Grand Total**
Chief Inspector	1.00		**1.00**
Inspector	3.00		**3.00**
Sergeant	1.00	1.00	**2.00**
Constable	8.00	4.11	**12.11**
Detective Constable		0.63	**0.63**
Grand Total	**13.00**	**5.73**	**18.73**

Collaborative Funded Officers

	EMSOU	**Grand Total**
Detective Chief Superintendent	1.00	**1.00**
Detective Superintendent	2.00	**2.00**
Detective Chief Inspector	2.00	**2.00**
Inspector	1.00	**1.00**
Sergeant	2.00	**2.00**
Detective Sergeant	2.00	**2.00**
Constable	11.00	**11.00**
Detective Constable	15.00	**15.00**
Grand Total	**36.00**	**36.00**

PIO Breakdown

Posts

Sum of Position FTE	Column Labels		
Row Labels	**Professional:Investigator Level 1**	**Professional:Investigator Level 2**	**Grand Total**
I&I Complex Crime		14	14
I&I Organised Crime	0	0	0
I&I Public Protection	0	6	6
UOC Force Response	33		33
Grand Total	**33**	**20**	**53**

Actuals

Sum of FTE	Column Labels					
Row Labels	**Ops Force Response**	**I&I Complex Crime**	**I&I Organised Crime**	**I&I Intelligence Command**	**I&I Public Protection**	**Grand Total**
A1-Investigator Level 1	32.80		1.00		4.48	38.27
Agency	3.00					3.00
Staff	29.80		1.00		4.48	35.27
P4-Investigator Level 2		11.00			9.41	20.41
Agency					1.41	1.41
Staff		11.00			8.00	19.00
A2-Investigator Graduate			5.00	6.00	12.00	23.00
Staff			5.00	6.00	12.00	23.00
Grand Total	**32.80**	**11.00**	**6.00**	**6.00**	**25.88**	**81.68**

24 Graduate PIOs were recruited in October 2017 with 6 in Organised Crime and 18 in PP

For Information	
Public/Non Public	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**29th March, 2018**
Report of:	**Tim Wendels, Head of Estates and Facilities Management**
Report Author:	**David Heason, Estates Manager**
E-mail:	**david.heason@nottinghamshire.pnn.police.uk**
Other Contacts:	
Agenda Item:	**6**

Environmental Management Performance

1. Purpose of the Report

1.1 To provide an update on the Force's environmental strategy, carbon management plan, waste recycling figures and current environmental initiatives.

2. Recommendations

2.1 It is recommended that the Police and Crime Commissioner notes the report.

3. Reasons for Recommendations

3.1 To ensure that the OPCC is aware of the Force's current environmental management initiatives and performance.

4. Summary of Key Points

Estates Strategy

4.1 A new Estates Strategy was developed in 2017 with a vision to create an efficient, fit for purpose and sustainable estate that delivers value for money. The Strategy also aims to support the delivery of the Police and Crime Plan and complement other plans and strategies such as the Environmental Strategy and Carbon Management Plan.

Environmental Management Strategy

4.2 The Force's current Environmental Management Strategy was developed in 2014. The Strategy aims to ensure that environmental management is embedded into our strategic and business planning and to provide high level protection to the environment and is due to be reviewed within the next 12 months. It is proposed to seek assistance with this review from outside the organisation as we no longer have an Environmental Assistant post in-house.

4.3 The Environmental Assistant post was vacated in May 2015 and due to the recruitment freeze, it wasn't possible to fill this post. Part of the work of the Environmental Assistant was distributed amongst the remaining staff in the

Estates team, but following further staff reductions in 2016, we now rely on Health & Safety and Facilities Teams to manage environmental matters. The Environmental Assistant's role also included carbon management, but without this post in the department, the work of developing new projects and initiatives, is being done in a limited way by the remaining team members. Later in the report there is a list of the achievements, and a list of projects that are being implemented or are in the planning stage.

Carbon Management Plan

4.4 In 2011, the Force developed a Carbon Management Plan which set out an ambitious target for a net reduction in its carbon emissions of 30% and the Plan also sets out projects and proposals to help meet that target.

4.5 Progress towards the target has been reviewed to cover the period up to the end of financial year 2016/17 and includes all the energy reductions that we have made through projects and new initiatives that have been developed, along with the reducing number of buildings in the Estate.

The table below shows that carbon emissions have reduced by 25% which and is nearing our target reduction of 30% and with the on-going projects and estate rationalisation proposals, we aim to reach our target over the next two years.

	2010/11	2016/17	
	Tonnes of Carbon	Tonnes of Carbon	CO2Reduction
Buildings	8,577	6,805	21%
Fuel	2,983	1,925	26%
Total (Carbon)	11,560	8,730	25%

4.6 The following gives a description of the projects that have been carried out by the Estates department to reduce energy consumption since the Carbon Management Plan was developed.

i We currently have nine sites where we have installed PV panels, which are generating electricity, these are, Mansfield; Newark; Oxclose Lane; St Anns; West Bridgford; Arrow Centre; Sherwood Lodge; Tom Ball Hall and Riverside. In addition to receiving solar generated electricity, we have received renewable heat incentive (RHI) income from our energy supplier.

ii At Sherwood Lodge, as part of the major refurbishment in 2010 to 2012, we installed double glazing, roof insulation and LED lighting to many parts of the site.

iii At Ollerton Police station in 2014, we installed a biomass boiler, double glazing, loft insulation and LED lighting with automatic controls.

iv At Broxtowe Police station in 2015 we installed double glazing, loft insulation and LED lighting with automatic controls.

v At Sherwood Lodge in 2015 we have built two biomass boiler houses and are now providing renewable heating to 90% of the buildings on the site and in addition we are receiving RHI payments.

vi We have continued to replace older lighting with LED lighting whenever we have carried out major improvements to the estate. In particular we have installed LED lighting to our three custody suites, both in the cells and the circulation areas. At Sherwood Lodge, in the main building, part of the first floor and the majority of the 2nd floor have been fitted with LED lighting and automatic lighting controls.

vii In 2016 and 2017 the external lighting at Headquarters has been replaced with new LED external light fittings.

viii At Oxclose Lane we undertook alterations on the ground floor in April 2017 that included new LED lighting and this will reduce our consumption, which will show in next year's figures.

ix Last year we reported that we intended to refurbish the middle floor at West Bridgford, which would have included new LED light fittings, but the Force has decided that the refurbishment is not essential at the current time and has put the work on hold for the time being.

x The estate rationalisation programme has had a significant effect on reducing our energy usage and carbon emissions over several years by moving out of buildings, and either not replacing them, which has saved the full amount of energy/carbon, or buildings have been replaced with smaller buildings with lower energy consumption.

Locations where we have moved to a smaller building in 2016/17:-
Central and Canning Circus – we have moved to Byron House.
Retford - we have moved to Bassetlaw District Council premises at 17b The Square.
Meadows - we have moved to the Meadows Children's Centre.
Sneinton - we have contracted to the first floor of the former Police Station, which is now Sneinton Library.
Sutton in Ashfield - we have moved to Ashfield District Council Offices in Kirkby (currently have both sites).
Mansfield Woodhouse - we have moved to Mansfield Civic Centre (currently have both sites).

Locations where we have closed buildings and not replaced them in 2016/17:-

In 2016/17 there weren't any buildings closed and not replaced.

xi The Estate rationalisation programme will continue to deliver further carbon savings when buildings that have been vacated over the past 12 months enter next year's set of figures, such as Eastwood, Carlton and Arnold.

There will also be further savings in future years when we move out of Worksop, Holmes House and Hucknall and move to smaller buildings, which will deliver more reductions in the Force's energy usage and carbon footprint.

xii There is currently a project about to start in the spring of 2018 to replace boilers and building management systems, which control the heating in our larger buildings. The following list of buildings are included in this project, because they are typically 20-25 years old, and have gas and oil heating systems that are considered inefficient by today's standards and in most cases are near, or at the end of their life. This project is expected to be completed in our buildings in the autumn of 2018 and it is expected that this will further improve our energy consumption.

Headquarters
West Bridgford
Radford Road
Oxclose Lane
Mansfield
Phoenix House
Arrow Centre
Newark (Building Management replacement only)

xiii The Force is planning two major new build projects in future years, a replacement Custody suite and a new Control Room building that will increase the floor space at Force Headquarters, so both of these buildings will have an effect on future consumption.

Waste recycling figures

4.7 97% of our waste is diverted into alternative uses, part of our waste is separated on site for recycling and the rest of our waste is also separated by the contractor collecting our waste and recycled in several ways, so that very little waste goes to landfill.

Some of the general waste that cannot be recycled is sent to a facility that turns waste into a fuel, which is then sent to the Ferrybridge power plant or the district heating system in Sheffield for energy generation and any residue energy produced through incineration is sent back in to the National Grid.

Any "bottom ash" as a result of this process is sent for re-use as filler in road aggregate.

Fuel consumption figures

4.8 The Force continues to reduce its carbon emissions from its vehicles, with better engine efficiency and lower car use, which has contributed to the overall reduction in carbon emissions.

5. Financial Implications and Budget Provision

5.1 The capital programme contains budgets to implement the changes as required by the estate rationalisation programme and the other schemes that will continue to deliver lower energy consumptions.

5.2 In the past, there was a general energy reduction fund for “spend to save” initiatives, but at the present the energy reduction schemes are either part of larger projects or are funded on a project by project basis through specific requests for capital funds.

6. Human Resources Implications

6.1 There are no 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 None.

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

9.1 There is a link in this areas of business to the PCC’s Corporate Social Responsibility agenda.

10. Changes in Legislation or other Legal Considerations

10.1 None

11. Details of outcome of consultation

11.1 None

12. Appendices

12.1 None

or Information	
Public/Non Public	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**29th March 2018**
Report of:	**Chief Constable**
Report Author:	**Amanda Froggatt, Strategic Support Officer**
E-mail:	**amanda.froggatt@nottinghamshire.pnn.police.uk**
Other Contacts:	**Superintendent Steve Cartwright**
Agenda Item:	**7**

Strategic Policing Requirement Compliance Update

1. Purpose of the Report

1.1 To provide members of the Strategic Resources and Performance Meeting (SR&P) with an update on compliance against our Strategic Policing Requirement.

2. Recommendations

2.1 It is recommended that members note our Strategic Policing Requirement compliance.

3. Reasons for Recommendations

3.1 To enable members of the meeting to fulfil their scrutiny obligations with regard to the effectiveness of Nottinghamshire Police's specialist capabilities.

4. Summary of Key Points

Strategic Policing Requirement Update

4.1 ***How effective are the force's arrangement for ensuring that it can fulfil its national policing responsibilities?***

The Force is within The East Midlands Operational Support Services (EMOpSS) collaboration for our specialist uniform functions, which include Armed Policing, Roads Policing, Public Order, Dogs and CBRN. EMOpSS develop and manage all strategic threat and risk assessments (STRA) in these areas for the forces of Nottinghamshire, Leicestershire, Lincolnshire and Northamptonshire. The STRA process identifies and makes recommendations to mitigate any emerging or current risks and threats associated with these themes.

It will also identify the force's capability and capacity requirements necessary to mitigate any identified risks in order to meet their national policing responsibilities.

The Nottinghamshire Chief Constable is currently leading a review of EMOpSS to ensure it is in the best and most effective position to meet specialist demand. The review is currently being considered by the Chief Constables in the East Midlands region. The proposal includes an option for Nottinghamshire to withdraw operationally from the collaboration. In this eventuality the STRAs and operating procedures will reflect the risks and mitigating capability requirements for Nottinghamshire

Nottinghamshire consistently deliver an effective response to armed policing deployments, both spontaneous and pre-planned which are reviewed daily to immediately identify any emerging risks. Nottinghamshire also consistently achieve the Armed Response Vehicle (ARV) uplift requirement as set out in the National Police Chief's Council (NPCC) Armed Policing Uplift Programme, having recently received positive feedback from a progress report conducted in December 2017.

Continuing improvements to the effectiveness and efficiency of Armed Policing service delivery within Nottinghamshire will be fully considered as part of the aforementioned review. This will include issues such as overall Authorised Firearms Officer (AFO) numbers, shift pattern, ARV numbers, Armed Policing Training and provision of specialist armed capability. This review is expected to report in the spring of 2018 and will meet one of the recommendations from the Armed Policing STRA 2017.

The Public Order Strategic Threat and Risk Assessment (POSTRA) details the requirements on Nottinghamshire Police, and collaborating forces, for large scale disorder and national mutual aid. The Force has sufficiently trained officers to meet this requirement.

Roads Policing capabilities and risks are identified within the Roads Policing STRA. The force seeks to reduce the number of people killed or seriously injured through a partnership approach with Local Authority Road Safety Partners in both raising awareness, fatal four enforcement coupled with a specialist Crash Investigation capability.

The recently completed Regional Chemical Biological Radiological Nuclear (CBRN) STRA reflects recent national developments in ensuring specialist capabilities are provided but more importantly any risks to initial front line responders are mitigated through effective awareness training. A training programme is in the process of being delivered to both front line responders and specialist responders with new protective equipment being provided nationally should such mobilisation be required.

Counter Terrorism specialisms are delivered by the East Midlands Specialist Operations Unit (EMSOU Special Branch) and ensure a regional response to emerging intelligence and threats. This also ensures an appropriate link to national working groups and the sharing of information so the force is in the best position to meet its national requirements.

EMSOU also hold other elements of our national policing requirement, such as specialist cyber resources, and provide this function on behalf of the region.

In relation to Child Sexual Exploitation (CSE), there are currently two Detective Sergeants, twelve Detective Constables and three Police Investigation Officers (PIOs) assigned to CSE investigations defined as the Sexual Exploitation Investigation Unit (SEIU). They are overseen by a Detective Inspector who also holds responsibility for the Paedophile Online Investigation Team (POLIT) and Modern Slavery.

The force is one of only two in the country to have a further dedicated CSE resource made up entirely of volunteers. The CSE Disruption Team is staffed by a Special Constabulary Sergeant and five Special Constables, three of

whom are currently participating in the graduate apprenticeship scheme in partnership with the University.

The team is tasked directly by the SEIU Detective Inspector and its function is to address community and partnership intelligence which falls short of the requirement to deploy detectives and mount a criminal investigation, the emphasis being heavily upon disruption of issues prior to them escalating into serious harm.

The partnership is strong in regard to CSE. At a tactical level there is a monthly Multi-Agency Sexual Exploitation Panel (MASE) on both the County and City and a County and City Concerns Network (designed to capture community intelligence for onward tasking of the CSE Disruption Team).

Strategically there is a quarterly CSE Cross Authority Group, chaired by the Police which reports directly to both Local Children's Safeguarding Boards (LCSB's).

In terms of gaps and risks, the Police produce an annual problem profile which includes partnership data. The profile is now used to focus energy toward those areas and communities exposed (statistically) to the greatest threat, risk and harm.

The characteristics of children and young people currently flagged by the police tends to support the view that white British girls 14-16 are at the greatest risk of being sexually exploited given that groups disproportionate representation within the data. However, this is equally representative of under-reporting among boys and within minority communities.

Work undertaken by the University of Sunderland supports the view that young people within the LGBT+ community are presented with a specific risk exclusive to that community with many young people questioning their sexual orientation looking for support with "how to be gay" being particularly vulnerable to

grooming and sexual exploitation (captured in the film “They Loved Me? They Loved Me Not”).

4.2 How well prepared is the force for an attack requiring an armed response?

Nottinghamshire Police’s armed officers, whilst based centrally within the county, form part of the EMOpSS Armed Policing structure.

Contact Management conducted a Marauding Terrorist Firearms Attack (MTFA) Awareness Training and table top exercises within the Control Room Groups in October 2016. This is in addition to numerous other counter terrorist exercises conducted within the region under the direction of EMSOU (SB) Training and Exercising Unit during 2016 and 2017.

Learning from exercises is included within the APSTRA and used to inform capability requirements.

This learning together with any recommendations are recorded and all progress made is monitored and reviewed.

The current EMOpSS APSTRA conforms to the College of Policing (CoP) standards and is a dynamic and ongoing review process, the formal document of which is produced and signed annually by the Chief Officer lead. It assesses armed capability and capacity requirements for both Nottinghamshire, but also in conjunction with Leicestershire, Northamptonshire, and Lincolnshire, based on current crime/intelligence analysis, national threats and organisational demands across the 4 force areas. It specifically assesses crowded places for both Leicester and Nottingham linked to the national ARV uplift programme.

The patrol strategy in Nottinghamshire is such that identified crowded places and other sites of special interest, such as major transport hubs, are specifically patrolled by armed assets. In addition, collaborative training of armed officers, tactics and shared communication networks result in prompt and efficient support from armed officers from neighbouring counties in the event of an armed attack. Standardisation of equipment carried on ARVs is such that appropriate tactical options are available to all front line responders across the region.

5. Financial Implications and Budget Provision

5.1 There are no direct financial implications as a result of this report.

6. Human Resources Implications

6.1 There are no direct HR implications as a result of this report.

7. Equality Implications

7.1 There are no direct equality implications as a result of this report.

8. Risk Management

8.1 Not applicable.

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

9.1 There are no policy implications as a result of this report.

10. Changes in Legislation or other Legal Considerations

10.1 There are no direct legal implications as a result of this report.

11. Details of outcome of consultation

11.1 There has been no additional consultation in relation to this report.

12. Appendices

12. None.

For Information	
Public/Non Public*	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**29th March 2018**
Report of:	**Deputy Chief Constable as Senior Information Risk Owner**
Report Author:	**Pat Stocker – Information Management Lead**
E-mail:	**pat.stocker@nottinghamshire.pnn.police.uk**
Other Contacts:	
Agenda Item:	**8**

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

Information Management Update March 2018

1. Purpose of the Report

1.1 The purpose of the report is to inform the Strategic Resources and Performance Meeting on the current position of the functional areas within Information Management including:

- Data Protection, Information Sharing and Compliance Audit including GDPR
- Disclosure including Freedom of Information (FOI) and Data Protection requests
- Information Security & Information Asset Management and Risk Management
- Records Management

1.2 Information Management performance is monitored and reported to the Force Information Management Board chaired by the Deputy Chief Constable.

2. Recommendations

2.1 The Police and Crime Commissioner is asked to note the contents of this paper and advise on the frequency and content of future Information Management reports

3. Reasons for Recommendations

3.1 This is the first report of its type to be requested by the Police and Crime Commissioner.

4. Summary of Key Points

DATA PROTECTION

General Data Protection Regulations (GDPR) and Data Protection Bill 2017

- Comes into force on 25th May 2018.
- Many areas are similar to the current Data Protection Act 1998. Please see Appendix A, which highlights what is new.

Actions:

- A working group has been formed consisting of the Information Management (IM) Lead and IM Team Leaders. This is in the process of completing a series of self-assessment gap analysis documents provided by the National Data Protection Reform Group to assess our current compliance level.

- Once the gap analysis has been completed priority areas will be identified and an implementation plan prepared for agreement and monitoring at the Force Information Management Board.

INFORMATION SHARING

Nottinghamshire Police shares information for many reasons, with other forces, partner agencies and the public. Sharing information allows us to deliver a better and more effective service. It is the policy of Nottinghamshire Police to generally share information or intelligence with other third parties as long as a lawful basis can been established, except in circumstances where disclosure may compromise any Police operation, investigations and initiatives, or has the potential to cause harm to an individual.

A review of the current Information Sharing Agreements (ISA) and Data Processing Agreements (DPAs) has identified the following:

- We have 114 active ISAs
- 45 ISAs are due for review (last reviewed 2015 and prior)
- 9 new ISAs set up since September 2017
- 6 new ISAs currently under development
- 77 DPAs on file, of which only 8 are live
- All 8 DPAs are overdue for review (last reviewed 2015 and prior)
- 1 new DPA currently under development

A review of all Information Sharing Agreements and Data Processing Agreements will be required as part of GDPR implementation.

COMPLIANCE AUDIT

AUDIT SCHEDULE 2017/18: An Information Management Audit Schedule has been produced and signed off by the Deputy Chief Constable in her role as Senior Information Risk Owner (SIRO). The main purpose of this audit function is to provide the organisation with an independent assessment and appraisal of compliance with the current Data Protection Act 1998 and in the future, with the upcoming GDPR requirements.

Part one includes system audits mandated/advised for audit by Code of Connection/Memorandum of Understanding.

Part two includes business areas that have been included as the ‘core’ areas for audit are the areas originally identified in the Management of Police Information (MOPI) Guidance as being the most significant for policing purposes. Seven areas for audit have been identified including areas such as Empowering Communities Including Neighbourhoods (ECINS), Multi Agency Safeguarding Hub, Sexual Exploitation Investigation Unit, Missing Persons, Recording of Safeguarding issue, National

Firearms Licensing Management System and Violent Including Sexual Offenders Register.

Audit Schedule updates are monitored and reported to the Force Information Management Board.

DISCLOSURE – FOI AND DATA PROTECTION INFORMATION REQUESTS

Introduction and Background:

- The Disclosure team manages both FOI and subject access requests and is a small team that comprised of a Senior Officer and 2 x Disclosure Officers following the restructure of May 2016.
- Since the restructure the team has taken on the safeguarding disclosure process that used to be managed in the MASH unit including 2 dedicated resources managing these requests from relevant Local Authority Children's services.
- A consistent increase in both the numbers and complexity of the types of FOI and Data Protection requests received alongside changes in resources has resulted in significant delays in legislative compliance for FOI and DP information requests leading to an increase in the number of complaints from individuals to both the PCC's office, the Information Commissioner's Office and through the Force complaints process in the first part of 2018.
- This risk has been identified on the Corporate Development risk register and the Head of Corporate Development is aware. Overtime has been worked by Information Management Team members, when available, to assist in mitigating this risk but there is a steady flow of requests each day and only priority and urgent requests are able to be cleared down consistently.
- The Information Management function is due to be reviewed as part of the force wide restructure in the near future and it is hoped that as part of the IM review the use of Process Evolution software can be used to identify areas to improve efficiency in our processes and identify the correct level of resourcing required both now and to meet the new legislative requirements of GDPR for dealing with data subject requests.

INFORMATION SECURITY

NATIONAL POLICE GOVERNANCE AND INFORMATION RISK RETURN (GIRR)

The Governance and Information Risk Return (GIRR) has replaced previous national police reporting regimes including the Community Code of Connection and the Police Service Risk Management Overview (Information Assurance Maturity Model and Security Policy Framework) with a single annual return, reducing cost and complexity. The GIRR process is managed by the National Police Information Risk Management Team based in the Home Office.

This is aligned to the Her Majesty's Government approach of central assessment of submissions based on self-assessment with centrally conducted audits. Relevant international standards from the ISO 27000 series have been considered and applied in the development of appropriate controls based on an interpretation of these standards for policing following a risk assessment.

The purpose of the GIRR is to provide assurance and confidence that information shared between the national policing community of trust is managed appropriately and that each organisation sharing information utilises similarly appropriate information risk management regimes. The GIRR sets out the standard which any organisation wishing to connect to the national policing community of trust must meet, and ensures provision of a level of consistency within the national policing community of trust. This return must be completed and submitted on an annual basis.

Nottinghamshire Police submitted their GIRR to the National Police Information Risk Management Team (NPIRMT) in December 2017 and it is currently being processed.

PUBLIC SERVICES NETWORK

The PSN (Public Services Network) is a network operated by several suppliers for government that provides a trusted, reliable, cost-effective solution to departments, agencies, local authorities and other bodies that work in the public sector, which need to share information between themselves. The PSN process is managed by the Government Digital Services (GDS) based in the Cabinet Office.

This document is completed by any organisation wishing to connect to the PSN. It outlines conditions that need to be met and the information that is required to be provided. This information will be used to assess whether an organisation may connect/continue to connect to PSN. The PSN team may also need to conduct an on-site assessment. A PSN connection compliance certificate is required prior to connection to the PSN.

Nottinghamshire Police are in the process of completing their PSN assessment prior to submission.

SECURITY INCIDENT REPORTING AND DATA BREACHES

Quarterly reporting of security incidents is mandated on all Police Forces by the National Police Information Risk Management Team (NPIRMT). There is also a requirement to self-report any relevant data breaches to the ICO as per the link below: https://ico.org.uk/media/for-organisations/documents/1536/breach_reporting.pdf

National reporting for information security incidents is divided into two processes.

Slow time incidents: involving the actual loss, (or near miss), of personal or classified information assessed to present limited harm to individuals or the force, are local in nature, and have no characteristics that require the rest of the community to be immediately notified. This guidance is intended for slow time incidents.

Reporting is done by providing NPIRMT (National Police Information Risk Management Team) of incidents on a quarterly basis.

Fast time incidents: involving the actual loss of personal information that could cause significant harm to individuals or compromise systems that could potentially effect national systems/connectivity.

Reporting incidents irrespective of what media is involved and includes both electronic and paper records. Forces have a national requirement, to report information security incidents and provide quarterly returns to the Police Information Assurance Board (PIAB).

Nottinghamshire Police submitted their Quarter 4 return to NPIRMT in January 2018 and identified 16 slow time incidents, 2 of which were near misses.

There have been no self-referrals to the ICO during 2017.

INFORMATION ASSET MANAGEMENT

The Master Information Asset Register (IAR) was initially created in 2014 and was further developed in 2016 following the Force re-structure.

Further development of the register has been delayed due to the recruitment process for the Information Security Officer in 2017 and the imminent Force re-structure due in April 2018.

Part of the GDPR implementation plan will identify the importance of completing a Data Flow mapping exercise to identify personal and sensitive data processed by the Force, the relevant Information Asset Owner (IAO) of that data and the responsibilities of the IAO for that data.

CORPORATE RISK MANAGEMENT INCLUDING INFORMATION RISK

The aim of the Corporate Risk Management Strategy is to establish and embed within normal business practice and culture, the foundations for efficient and effective corporate risk management to predict and prepare for future challenges and support Nottinghamshire Police and NOPCC in the achievement of their objectives.

The strategy will be used to manage all types of risk including corporate, operational, financial and information risk, in a simple, robust and standardised approach.

The Corporate Risk Management Process is still under development and is being monitored by the Deputy Chief Constable and update reports provided as necessary.

RECORDS MANAGEMENT

The Records Management Officer post within the Information Management Team was identified in the Information Management restructure of 2016 and recruited to in July 2017 as a result of issues relating to:

- Review, Retention and Disposal (RRD) processes including the implementation of the Regional RRD Team connected to Niche and led by Lincolnshire Police. The implementation date for the Regional RRD process is due to be some time in March 2018.

- IICSA / UCPI – National Inquiries that both have a requirement to review historical data both electronic and hard copy.
- Hard Copy Records - to review the processes surrounding hard copy records currently stored within the Force Estate or retrieved from recently closed premises in line with the National Retention Schedule (Links to GDPR Data Flow Mapping requirement).
- Iron Mountain – to review the current processes for off-site storage provided by the current external provider to ensure it remains value for money and fit for purpose.

Nottinghamshire Police are in the process of reviewing all processes and policies connected with Records Management to ensure that relevant risks and issues are identified and managed according to priority and risk assessment.

5. Financial Implications and Budget Provision

5.1 Any financial implications identified as part of the Information Management and GDPR review will be progressed through the Force Business Change process

6. Human Resources Implications

6.1 There are no additional HR implications other than those identified in the main body of this report.

7. Equality Implications

7.1 There are no equality implications arising from this report.

8. Risk Management

8.1 Any risks identified through the Information Management and GDPR review process will be progressed through the Force Corporate Risk process

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

9.1 Good Information Management will support the delivery of both the Chief Constables and PCC's priorities by providing:

- Good quality data, accurate & up to date and available when required
- Collected and shared where appropriate and kept for only as long as necessary
- Knowing what we have and where it is will make us more effective and efficient

10. Changes in Legislation or other Legal Considerations

10.1 New Data Protection Legislation – GDPR and Data Protection Act 2017 become enforceable on May 25th 2018.

11. Details of outcome of consultation

11.1 No consultation took place in the production of this report.

12. Appendices

12.1 Appendix A – GDPR, 'What's New?' document:

GDPR - Whats new?

- **NEW Increased Territorial Scope:** the extended jurisdiction of the GDPR, as it applies to all companies processing the personal data of data subjects residing in the Union, regardless of the company's location.

- **NEW Penalties:** Under GDPR organisations in breach of GDPR can be fined up to 4% of annual global turnover or €20 Million (whichever is greater). There is a tiered approach to fines e.g. an organisation can be fined 2% for not having their records in order (article 28), not notifying the supervising authority and data subject about a breach or not conducting impact assessment. It is important to note that these rules apply to both controllers and processors – meaning data stored within 'clouds' will not be exempt from GDPR enforcement.

- **NEW Consent:** The conditions for consent have been strengthened, the request for consent must be given in an intelligible and easily accessible form, with the purpose for data processing attached to that consent. Consent must be clear and distinguishable from other matters and provided in an intelligible and easily accessible form, using clear and plain language. It must be as easy to withdraw consent as it is to give it.

- **NEW Data Subject Rights:**

    - **Breach Notification**: breach notification will become mandatory in all member states where a data breach is likely to "result in a risk for the rights and freedoms of individuals" and must be done within 72 hours of first having become aware of the breach. Data processors will also be required to notify their customers, the controllers, "without undue delay" after first becoming aware of a data breach.

    - **Right to Access**: the right for data subjects to obtain from the data controller confirmation as to whether or not personal data concerning them is being processed, where and for what purpose. Further, the controller shall provide a copy of the personal data, free of charge, in an electronic format. This change is a dramatic shift to data transparency and empowerment of data subjects

    - **Right to be Forgotten**: the conditions for erasure, include the data no longer being relevant to original purposes for processing, or a data subjects withdrawing consent. It should also be noted that this right requires controllers to compare the subjects' rights to "the public interest in the availability of the data" when considering such requests.

    - **Data Portability:** the right for a data subject to receive the personal data concerning them, which they have previously provided in a 'commonly used and machine readable format' and have the right to transmit that data to another controller.

    - **Privacy by Design:** At it's core, privacy by design calls for the inclusion of data protection from the onset of the designing of systems, rather than an addition. 'The controller shall implement appropriate technical and organisational measure

in an effective way to protect the rights of data subjects'. Article 23 calls for controllers to hold and process only the data absolutely necessary for the completion of its duties (data minimisation), as well as limiting the access to personal data to those needing to act out the processing.

- **NEW Data Protection Officers:** A DPO has formal responsibility for data protection compliance within an organisation. The appointment of a DPO under the EU General Data Protection Regulation (GDPR) is only mandatory in three situations:
  - when the organisation is a public authority or body, or
  - when the organisation's core activities consist of either:
    i. Data processing operations that require regular and systematic monitoring of data subjects on a large scale; or
    ii. Large-scale processing of special categories of data (i.e. sensitive data such as health, religion, race, sexual orientation, etc.) and personal data relating to criminal convictions and offences.
- NPCC IM Lead, Commissioner Ian Dyson, has identified that DPO roles can be shared between organisations such as Police Forces and OPCC's.

For Consideration	
Public/Non Public*	**Public**
Report to:	**Strategic Resources and Performance Board**
Date of Meeting:	**29 March 2018**
Report of:	**The Police and Crime Commissioner**
Report Author:	**Kevin Dennis**
E-mail:	**Kevin.dennis@nottinghamshire.pnn.police.uk**
Contact officer:	**daniel.howitt13452@nottinghamshire.police.uk**
Agenda Item:	**9**

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

The Nottinghamshire Police and Crime Plan Priorities and Budget Consultation 2016/17

1. Purpose of the Report

1.1 The purpose of this report is to present consolidated findings from local consultation activity during in relation to the policing precept, views on budget and precept proposals, impact of funding cuts, value for money and public priorities for policing.

1.2 This work has been undertaken in line with the Commissioner's statutory duties to consult and the findings will be used to inform precept setting, planning and policy making for 2018/19 and beyond.

2. Recommendations

2.1 That the Police and Crime Commissioner note the feedback on the consultation report.

3. Reasons for Recommendations

3.1 The Commissioner has statutory responsibilities for consultation with the public for identifying and setting local policing priorities that inform the production of the Police and Crime Plan and setting the annual precept for policing in consultation with the Chief Constable.[1]

3.2 The report builds upon extensive qualitative and quantitative consultation and engagement activity undertaken in 2016. It also includes initial findings from PCC's newly commissioned Police and Crime Survey, which captures representative views from over 4,300 Nottinghamshire residents each year.

[1] The Police Reform and Social Responsibility Act 2011

4 Summary of Key Points

4.1 Nottinghamshire OPCC directly engaged with over 3,000 residents in addition to supporting local authority consultation with a further 3,750 local people. The PCC's newly commissioned Police and Crime Survey provided a more robust and representative sample of public opinion than had ever been achieved previously.

4.2 Findings from the Police and Crime Survey 2017 indicate that there is, on balance, strong and increasing support for an increase in the council tax precept for policing among local residents.

4.3 Around 59% of residents support an increase in the council tax precept for policing when those that are unsure are omitted from the profile. This represents a 7% point increase when compared to results obtained in 2016.

4.4 The proportion supporting an increase within the limits of the referendum threshold increased from around 32% to 40% in the last year, while the proportion supporting a precept rise in excess of the £12 per annum referendum threshold saw a marginal (non-significant) increase from 17% to 19%.

4.5 Personal economic circumstances remain the most common reason for respondents not supporting a rise in the precept for policing, with previous qualitative research highlighting common objections to central government cuts to policing more generally. For many, support for an increase in policing precept is offered on the condition that this supports an uplift in visible local policing.

4.6 While over a third of all respondents (36%) were not aware of the scale of cuts to policing funding since 2010, respondents that were aware of the scale of cuts were also more likely to support an increase in the precept for policing.

4.7 Just over half of all respondents (52%) felt that funding cuts had affected policing in their area, with reductions in neighbourhood policing presence being the most commonly cited impact. This reflects findings nationally which indicate perceived reductions in police officer foot patrols in local areas.

4.8 Beyond providing an emergency response, 'protecting vulnerable people' remains the most strongly supported police and crime priority for Nottinghamshire Police, however many would also like to see more done in their area to tackle reckless and dangerous driving, burglary, drug use and dealing and neighbourhood ASB.

4.9 The report includes specific recommendations for the Police and OPCC to consider:-

- Maximising use of the newly commissioned Police and Crime Survey to improve targeted communications and engagement on police spending and priorities – particularly among communities feeling more information was required.

- Providing residents with further information as to how any additional revenue from the precept would be spent and working to ensure public expectations of the service are effectively managed.

- Further proactive communication with local residents and rate payers to demonstrate what is being delivered and achieved by the service - particularly in areas of high impact but often less visible policing.

- Further lobbying of central government for increases in police funding given strong public support for this approach.

- Continuing to drive organisational efficiencies through greater prioritisation, reducing waste / bureaucracy and making better use of technology.

- Continuing to explore opportunities for more collaborative working with other partner agencies and regional forces, particularly in consolidating support / back office functions, premises and senior leadership and governance functions.

- Further exploring the public / community offer in preventing crime and ASB and improving community safety with the support of local service providers. This may include further work to raise awareness of volunteering roles and opportunities

- Further developing the profile of community issues and concerns as part of the new Neighbourhood-level community engagement plans and profiles, particularly in making use of community profiling and segmentation data.

5 Financial Implications and Budget Provision

5.1 Findings have been used to inform decision making in setting the 2018/19 local precept for policing.

6 Human Resources Implications

6.1 Human Resource implications will be identified throughout the budget setting process and review of the Commissioner's Consultation and Engagement Strategy in 2018.

7 Equality Implications

7.1 The Police and Crime Survey and local authority level consultation exercises obtained views from a robust and demographically representative sample of residents in 2017 on the basis of age, gender, ethnicity and locality. Further work will be undertaken in 2018 to profile findings from the Police and Crime Survey on the basis of all available protected characteristics.

7.2 The report identifies opportunities for making use of 'segmentation data' to better understand the needs, demands and priorities of different geographic and socio-demographic groups.

8 Risk Management

8.1 The Nottinghamshire Police and Crime Needs Assessment identifies the threat, harm and risks to policing, crime and community safety, with mitigation actions identified through the Strategic Plan in the Police and Crime Plan 2018-21.

8.2 There is also a strategic risk register monitored through the governance processes in the Commissioner's Office.

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

9.1 Findings have been used to inform the setting of the precept for policing in 2018/19 and development of the Police and Crime Plan for 2018-2021.

10 Changes in Legislation or other Legal Considerations

10.1 Police Reform and Social Responsibility Act 2011. In addition, the Commissioner has a responsibility and must have due regard to all other legal requirements and specifically the provisions of:

- The Policing Protocol Order 2011
- Financial Code of Practice (FMCOP)[2]
- Strategic Policing Requirement (SPR)[3]
- Elected Local Policing Bodies (Specific Information) Order 2011[4]

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

11.1 PCC Consultation and Engagement Strategy

[2] Financial Code of Practice 2012
[3] Strategic Policing Requirement
[4] Specific Information Order 2011

Nottinghamshire
POLICE & CRIME COMMISSIONER

Nottinghamshire Police and Crime Plan Priorities and Budget Consultation 2018

Consolidated findings from local consultation and engagement activity during 2016 and 2017 to inform planning, policy and precept setting for 2018/19

January 2018

1. EXECUTIVE SUMMARY

1.1 APPROACH

The Nottinghamshire Police and Crime Commissioner (PCC) has a statutory duty under the Police Reform and Social Responsibility Act 2011 to obtain the views of local people and ratepayers' on budget and precept proposals and to consult and engage with local people on policing and in setting police and crime objectives.

In fulfilling these requirements during 2017, Nottinghamshire OPCC directly engaged with over 3,000 residents in addition to supporting local authority consultation with a further 3,750 local people. The PCC's newly commissioned Police and Crime Survey is also now providing a more robust and representative sample of public opinion than has ever been achieved previously.

The findings are being used to inform planning and policy decisions for 2018/19, principally via the 2018-21 Police and Crime Plan.

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1.2 KEY FINDINGS

Findings from the Police and Crime Survey 2017 indicate that there is, on balance, strong and increasing support for an increase in the council tax precept for policing among local residents.

Around 59% of residents support an increase in the council tax precept for policing when those that are unsure are omitted from the profile. This represents a 7% point increase when compared to results obtained in 2016.

The proportion supporting an increase within the limits of the referendum threshold increased from around 32% to 40% in the last year, while the proportion supporting a precept rise in excess of the £12 per annum referendum threshold saw a marginal (non-significant) increase from 17% to 19%.

Personal economic circumstances remain the most common reason for respondents not supporting a rise in the precept for policing, with previous qualitative research highlighting common objections to central government cuts to policing more generally. For many, support for an increase in policing precept is offered on the condition that this supports an uplift in visible local policing.

While over a third of all respondents (36%) were not aware of the scale of cuts to policing funding since 2010, respondents that were aware of the scale of cuts were also more likely to support an increase in the precept for policing.

Just over half of all respondents (52%) felt that funding cuts had affected policing in their area, with reductions in neighbourhood policing presence being the most

commonly cited impact. This reflects findings nationally which indicate perceived reductions in police officer foot patrols in local areas.

Beyond providing an emergency response, 'protecting vulnerable people' remains the most strongly supported police and crime priority for Nottinghamshire Police, however many would also like to see more done in their area to tackle reckless and dangerous driving, burglary, drug use and dealing and neighbourhood ASB.

1.3 KEY RECOMMENDATIONS

The Police and OPCC should consider:

- Maximising use of the newly commissioned Police and Crime Survey to improve targeted communications and engagement on police spending and priorities – particularly among communities feeling more information was required.

- Providing residents with further information as to how any additional revenue from the precept would be spent and working to ensure public expectations of the service are effectively managed.

- Further proactive communication with local residents and rate payers to demonstrate what is being delivered and achieved by the service - particularly in areas of high impact but often less visible policing.

- Further lobbying of central government for increases in police funding given strong public support for this approach.

- Continuing to drive organisational efficiencies through greater prioritisation, reducing waste / bureaucracy and making better use of technology.

- Continuing to explore opportunities for more collaborative working with other partner agencies and regional forces, particularly in consolidating support / back office functions, premises and senior leadership and governance functions.

- Further exploring the public / community offer in preventing crime and ASB and improving community safety with the support of local service providers. This may include further work to raise awareness of volunteering roles and opportunities

- Further developing the profile of community issues and concerns as part of the new Neighbourhood-level community engagement plans and profiles, particularly in making use of community profiling and segmentation data.

2. INTRODUCTION

2.1 The Nottinghamshire Police and Crime Commissioner (PCC) has a statutory duty under the Police Reform and Social Responsibility Act 2011 to:-

- Obtain the views of local people / ratepayers' on budget and precept proposals;
- Consult with local people on policing and have regard to those views;
- Engage with local people in setting police and crime objectives and;
- Obtain the views of victims of crime about matters concerning local policing.

This report sets out the methods and activity undertaken in 2017 to fulfil these requirements and considers consolidated findings of the respective approaches.

2.3 Building upon extensive qualitative and quantitative consultation and engagement activity undertaken in 2016, a range of consultation methods were undertaken in 2017 either directly by the Office of the Police and Crime Commissioner (OPCC), independently commissioned by the OPCC or jointly commissioned in partnership with Community Safety Partnerships. These comprised:-

- The PCC's newly launched Police and Crime Survey, which aims to capture representative views of around 4,300 Nottinghamshire residents each year
- The Nottingham City Crime and Drugs Partnership Annual Respect Survey and the Nottingham County Council Annual Residents Satisfaction Survey
- The Commissioner's poll of public priorities for policing via face-to-face engagement events across the force area
- Public and partnership engagement events held across in Nottingham and Nottinghamshire during December 2016 and January 2017.

2.2 Together, these consultation activities captured the views of over 6,700 residents across the force area.

- Nottinghamshire Police and Crime Survey – 2,065
- Nottingham Respect survey – 2,700
- Nottinghamshire Residents Satisfaction Survey – 1,058
- Nottinghamshire OPCC Engagement via public events – 790
- Other public and partnership engagement events – 200+

2.5 The findings will be used to inform planning and policy decisions for 2018/19, principally via the 2018-21 Police and Crime Plan, and will be considered as part of the process for setting the 2017/18 precept for policing in February 2018.

3. CONSULTATION METHODS

3.1 POLICE AND CRIME SURVEY

3.1.1 Nottinghamshire OPCC commissioned Information by Design (IbyD) to commence a new longitudinal survey programme in 2017 which will obtain the views of a representative sample of over 4,200 residents each year. The rolling programme will provide a more robust, consistent and comparable profile of public perception, experience and attitudes than has previously been achieved. Findings are reported on a quarterly basis to enable timely trend analysis and minimise the risk of results being skewed by seasonality or extra-ordinary events.

3.1.2 Findings from the Police and Crime Survey are being used to inform development of the PCC's Police and Crime Plan and performance framework for 2018-21, including key performance measures. The survey is also helping to inform further understanding of: the drivers of public confidence and satisfaction; experience of crime and crime reporting, including reasons for not reporting; neighbourhood perceptions of policing and perceived impact of cuts; service user preferences and local priorities and views on the policing precept. The survey's unique question set ensures that there is no duplication between existing city and county local authority survey processes.

3.1.3 The Police and Crime Survey achieved responses from a representative sample of 2,034 residents during the first two waves of consultation (August to September 2017 and November to December 2017).

Police and Crime Survey 2017 – Response profile

	P&C Survey Response profile	Area Demographic Composition
Male / Female	49:51	47:53
Aged 16-24	11%	18%
Aged 25-34	17%	17%
Aged 35-44	15%	17%
Aged 45-54	17%	19%
Aged 55-64	15%	15%
Aged 65-74	15%	13%
White British	85%	85%
White other	4%	4%
Asian / Asian British	**5%**	**5%**
Black / Black British	2%	2%
Mixed background	2%	3%
Other ethnic group	1%	1%
Bassetlaw Newark and Sherwood	21%	21%
Mansfield and Ashfield	20%	20%
Nottingham City	28%	29%
South Nottinghamshire	31%	30%

3.2 LOCAL AUTHORITY LEVEL RESIDENT SURVEYS

3.2.1. The **'Respect for Nottingham' survey 2017:** Commissioned by Nottingham Crime and Drugs Partnership and conducted by Information by Design (IbyD). Fieldwork comprised of 2,770 face-to-face interviews conducted during November and December 2017. The survey achieves a good geographical coverage of the city using random sampling from the Local Land and Property Gazetteer (LLPG). A multi-stage sampling approach is used to ensure all electoral wards are included with responses from a range of different neighbourhood deprivation classifications. The overall sampling error on this survey is +/-1.9%, however, this can vary by question depending upon the number of response obtained.

3.2.2 **Nottinghamshire Residents' Satisfaction Survey[1] 2017:** Conducted by Enventure Research on behalf of Nottinghamshire County Council and the Nottinghamshire Police and Crime Commissioner. The research was undertaken by an experienced team of local Interviewer Quality Control Scheme (IQCS) trained interviewers[2] via a face-to-face on-street survey with residents aged 18 or over. Responses were obtained from a representative sample of 1,058 Nottinghamshire residents interviewed between 19 October 2017 and 24 November 2017. The sample gives a confidence interval of approximately +/-3% at the 95% confidence. Quotas were set on gender, age, working status and ethnicity based on the Census 2011. To identify differences between Districts and Boroughs, approximately 150 respondents were interviewed in each area.

Nottinghamshire Residents' Satisfaction Survey 2017 – Interview count by Local Authority

District / Borough Council	Number of interviews
Ashfield District Council	153
Bassetlaw District Council	151
Broxtowe Borough Council	150
Gedling Borough Council	151
Mansfield District Council	150
Newark and Sherwood District Council	150
Rushcliffe Borough Council	153
Overall	**1,058**

[1] Nottinghamshire Annual Satisfaction Survey 2017, January 2017, Enventure Research

[2] The IQCS is an independently run scheme which requires members to adhere to a set of benchmark market research industry standards.

3.3 PUBLIC AND STAKEHOLDER ENGAGEMENT EVENTS

3.3.1 The Police and Crime Commissioner provided opportunities for partner agencies and other stakeholders to discuss the policing budget, savings plans and any issues of concern at a range of public meetings across Nottingham and Nottinghamshire. This included consultation and engagement events involving:-

- 20 senior partner agency representatives as part of an OPCC consultation exercise on 7th December 2017
- 80 representatives from a range of public and community and voluntary sector agencies as part of an OPCC Stakeholder Engagement event on 11th December 2017
- Partnership and stakeholder meetings and events including the Safer Nottinghamshire Board on 8th December 2017 and Police and Crime Panel Workshop on 26th January 2018
- Youth Commission engagement session on 25th November 2017, the CVS Children and Young People's Providers Network on 11th January 2018 and CVS Vulnerable Adults Provider Network on 25th January 2018.
- The Office of the Nottinghamshire Police and Crime Commissioner obtained the views of over 790 residents on their priorities for policing as part of a range of face-to-face consultation activities[3] during summer 2017.

Collectively, these sessions enabled more detailed discussion and debate in relation to savings proposals and opportunities for more efficient and effective working with over 200 participants.

[3] Newark Show (April), Nottingham Pride (July) and Nottingham Caribbean Carnival (August)

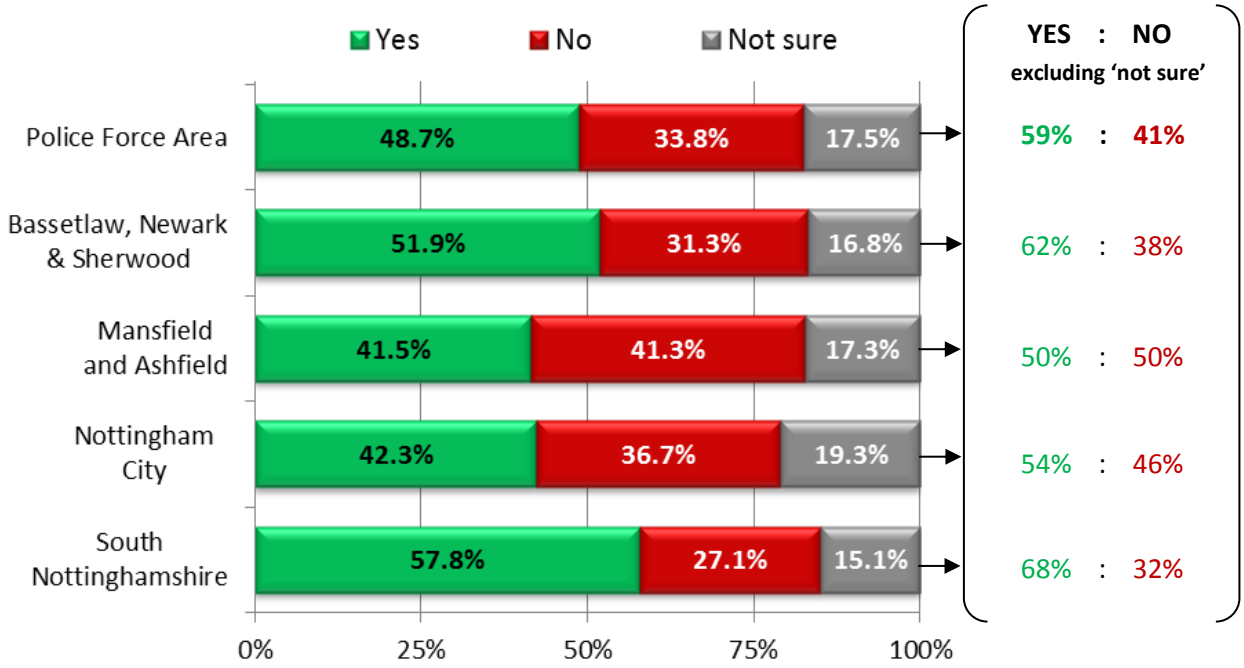
4. PUBLIC VIEWS ON THE COUNCIL TAX PRECEPT FOR POLICING

4.1. LEVEL OF SUPPORT FOR A RISE IN THE PRECEPT FOR POLICING

4.1.1. Public views on the council tax precept for policing were obtained via the Nottinghamshire Police and Crime Survey for 2017. This provides a single robust and representative measure of public opinion, which from September 2017 provides directly comparable data across local authority areas and over time.

4.1.2. The Government's Provisional 2018-19 Police Finance Settlement[4] was published on 19th December 2017. This introduced greater flexibility for PCCs to increase the policing precept by up to £12 in 2018-19 (based on band D properties) without triggering a referendum. Due to the timing of this announcement, it has not been possible to consult robustly on the +£12 threshold, however, changes have been made to the 2018 Police and Crime Survey to take account of new arrangements.

Figure 1: Most households in Nottinghamshire pay £143 (Band B) or less a year towards policing. Would you be prepared to pay more?



4.1.3 **The Police and Crime Survey indicates that around 59% of residents support an increase in the council tax precept for policing when those that are unsure are omitted from the profile. This represents a 7% point increase when compared[5] to results obtained in 2016.**

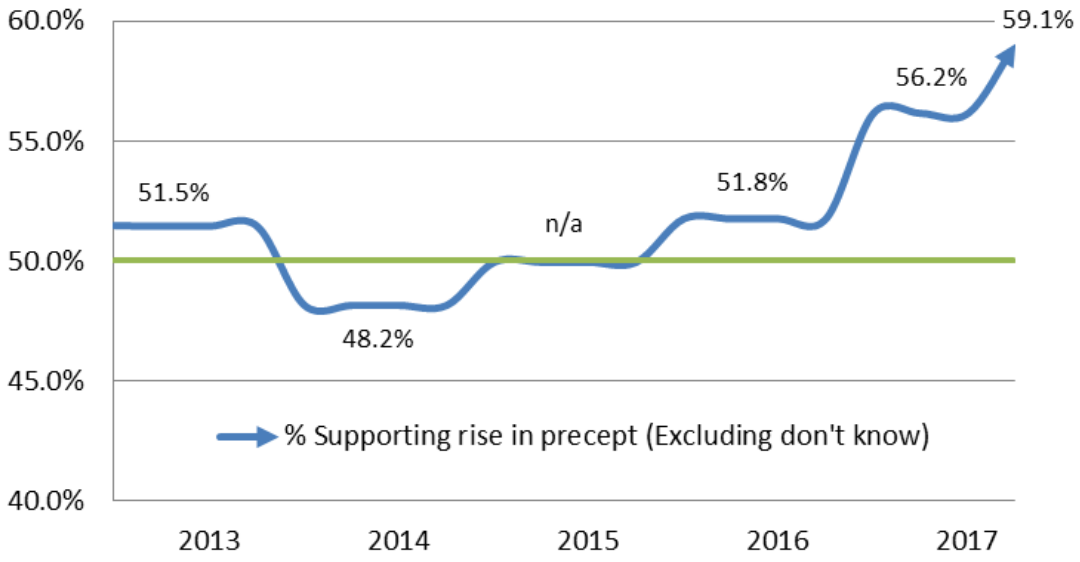
[4] Provisional police grant report: 2018 to 2019, Home Office, December 2017 – Awarded the flexibility for all PCCs to increase precept levels by up to £12 without triggering a referendum. The same level of precept flexibility will also be awarded in future years subject to progress against a number of efficiency milestones

[5] Caution should be exercised when drawing comparisons prior to 2017 on account of the variances in consultation methodology

4.1.4 Support for an increase in the precept for policing remains strongest in South Nottinghamshire (68%) and Bassetlaw, Newark and Sherwood (62%), while in Mansfield and Ashfield, the balance of support for a precept freeze or increase is evenly split. Comparable to findings in 2016, around 17% of respondents felt unable to answer the question or required more information. This was slightly higher in the city (19%), indicating opportunities for further engagement.

4.1.5 While caution should be exercised when comparing trends over time due to variances in consultation methodology used, there are indications that support for an increase in the precept for policing has been rising locally since 2014 (48%). Results from waves one and two of the Police and Crime survey saw levels of support for a rise in the precept for policing increase from 56% to 59% between August and December 2017. This rise coincides with a period of high profile public debate on the issue of police funding nationally.

Figure 2: Percentage of respondents prepared to pay more towards policing as part of their precept - excluding 'don't know' – 2013 to 2017



4.1.6 These findings reflect national trends, with, for example, research undertaken by Ipsos MORI[6] finding that the proportion of residents supporting 'more extensive public services – even if that required tax rises' having increased from around 46% in 2009 to 63% in 2017.

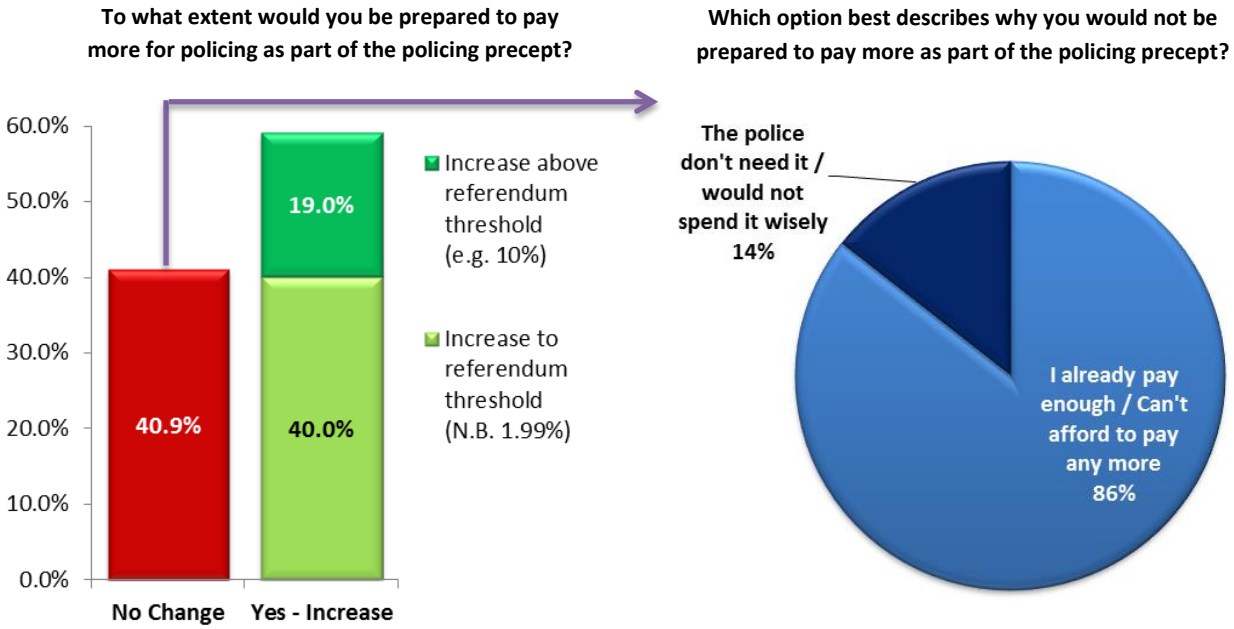
[6] The State of the State 2017-18 – Citizens, government and business, Deloitte and Reform (2017) Based on 1,071 adults surveyed nationally during summer 2017

4.2 LEVEL OF INCREASE IN PRECEPT FOR POLICING

4.2.1. Respondents to the Police and Crime Survey were asked whether or not they supported an increase in the precept for policing, and if so, to what level.

4.2.2. Around 41% of respondents supported a precept freeze, marking a 7% point reduction on 2016 (48%). The proportion supporting an increase within the limits of the +1.99% referendum threshold (+£2.58 per annum) has increased from 32% to 40% in the last year, while the proportion supporting a precept rise in excess of the referendum threshold (+£14 per annum) increased marginally from 17% to 19%. It is not known to what extent the option a +£12 per annum referendum threshold would have affected responses to this question.

Figure 3.



4.2.1 When those that did not support an increase in the precept were asked which option best describes their reason[7], personal economic circumstances remain the most common factor. 86% felt that they either already paid enough or could not afford to pay more. Viewed in the context of all respondents, the proportion of residents stating that they 'could not afford to pay more' has seen a marginal (non-significant) increase over the last year from 27.4% to 28.9%.

[7] Categories informed previous local consultation findings

4.2.2 Feedback from focus groups and surveys undertaken in December 2016 provided additional insight into the factors impacting upon residents views of the policing precept. These included:-

Rising economic pressures on local households

"Our family income is decreasing in real terms every year"

"My council tax accounts for over 10% of my take home pay, I am dreading the latest increase"

"I can't afford to pay anymore. I work in the public sector and haven't had a pay rise in 7 years"

Dissatisfaction with current service provision / practice

"I don't want to pay more for something I am not getting now"

"We are paying more and getting less - it's a pity we can't switch suppliers like we do with energy"

"Police are too often sent to areas where crime is higher but the impact they can have is lower. We all pay for a service"

Competing taxation demands

"I strongly resent paying more given that we will be paying more towards Social Care through the precept"

"While I can afford an increase many cannot - particularly if county and district council tax increases too"

Conditional support if used to increase visible Neighbourhood presence

"I would support an increase if the front line is increased (officers & staff)"

"Despite paying a lot for policing, we very rarely see any police. I expect police to proactively patrol my area"

"I'd be happy to pay more if I could see more evidence of community policing - more Bobbies on the Beat"

Objections to the principle of regressive taxation

"The burden of paying for the police should not rest on those with the lowest incomes and financial means"

"Stop stealth taxing people into poverty"

"Policing should not be paid for through a regressive tax like the council tax but through income and corporation taxes"

Objections to cuts in government funding for police more generally

"The increasing police cuts are disgusting and must stop. I would support the police lobbying government for more funding"

"Officers do a very tough job. I don't feel that our police service should have to continually be making savings"

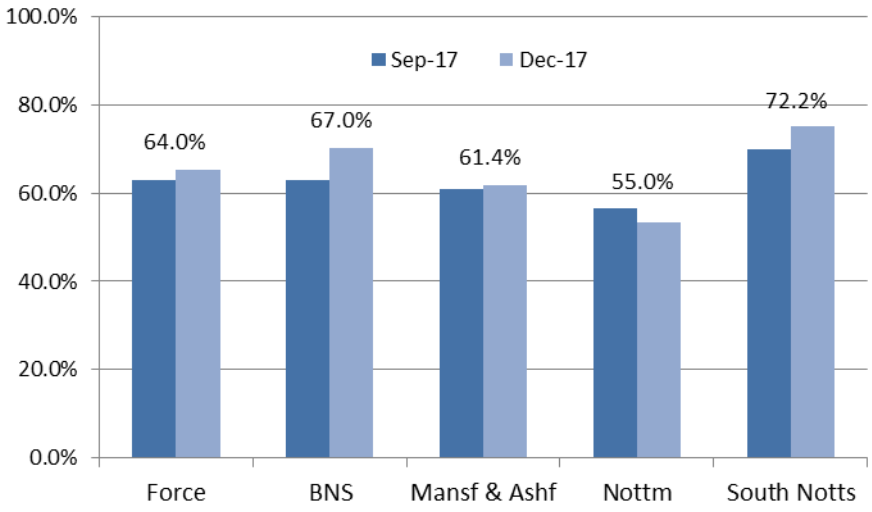
4.2.3 Reflecting findings from previous years, the feeling that the police either did not need extra funding or would not use it wisely is often strongly associated with a perception that visible front line policing has reduced. Findings also indicate that many residents oppose cuts in central government funding to the police.

5. VIEWS ON IMPACT OF FUNDING CUTS AND VALUE FOR MONEY

5.1 Respondents to the Police and Crime Survey were asked about their awareness of cuts to police funding since 2010 and the extent to which they felt that cuts had had affected policing in their area.

5.2 Around 64% of residents surveyed between August and December 2017 were aware of the cuts to policing, with awareness levels being markedly higher in South Nottinghamshire (72%) and lowest in Nottingham City (55%). Initial findings suggest a strong correlation between levels of support for an increase in the policing precept and awareness of government cuts to the service.

Figure 4. Government funding for the police has fell by almost 25% between 2010 and 2017, requiring the service to make considerable efficiency savings and changes to the way it operates. Before today, were you aware of the level of police funding cuts over recent years?



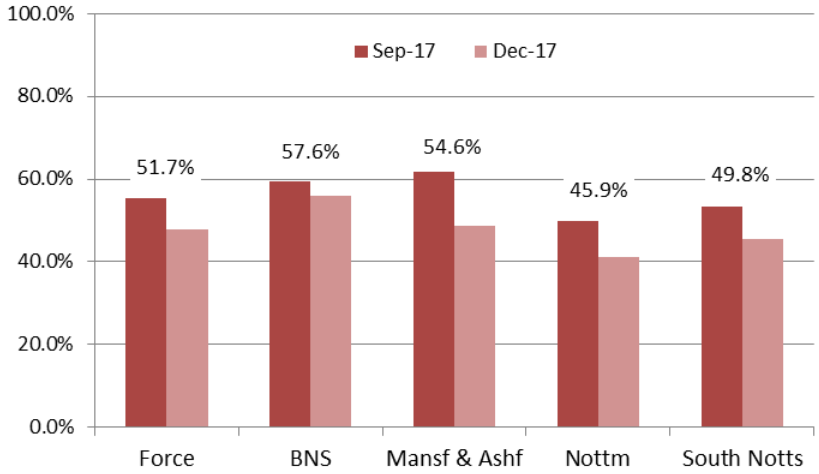
5.3 Although too early to indicate an emerging trend, findings from the first (Jul-Sept) and second (Oct-Dec) quarterly waves of the Police and Crime Survey suggest that awareness of the scale of government cuts to policing may have increased during the latter part of the year in line with the period of high profile public debate on the issue of police funding nationally.

5.4 Just over half of all respondents (52%) felt that funding cuts had affected policing in their area, of which the majority (94%) felt that policing presence had reduced. This reflects findings from Ipsos MORI's annual survey into public views of policing across England and Wales[8], which found that the proportion of residents having not seen a uniformed police presence on foot in their area in the last year increased from 36% in 2015 to 41% in 2016 and 44% in 2017.

[8] Public Views of Policing in England and Wales 2017/18, HMICFRS / Ipsos MORI (December 2017)

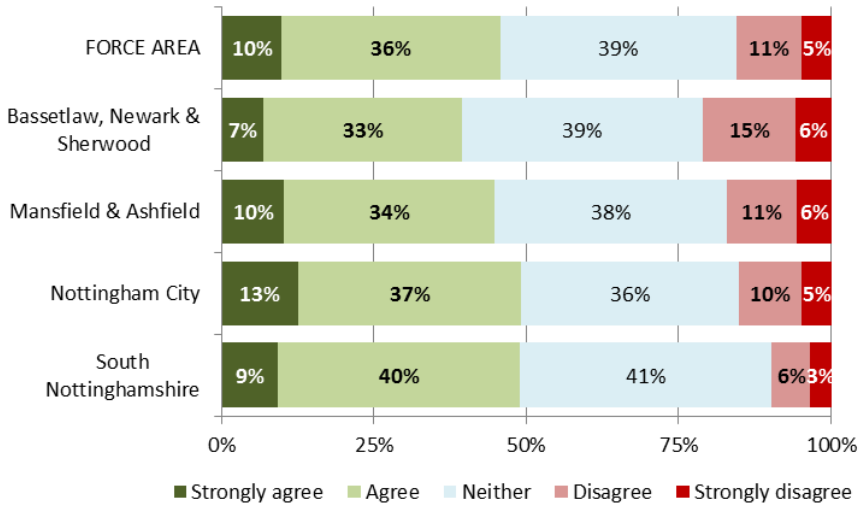
5.5 While awareness of cuts to policing increased marginally across Nottinghamshire during the last quarter of 2017, the proportion of respondents perceiving that funding cuts had affected local policing[9] saw a reduction force wide and across all CSP areas. Although too early to indicate an emerging trend, this may suggest an improving picture in terms of the service's performance in minimising the impact of government cuts on neighbourhood policing.

Figure 5. % feeling that government funding cuts have affected policing in their area



5.6 Residents were also asked a series of questions about policing in their area, including whether the police provide value for money and are dealing with the issues that matter most to them. Around 46% of respondents felt that the police provide good value for money compared to around 16% that did not. The ratio of positive to negative perceptions of value for money was strongest in South Nottinghamshire (49:9) and lowest in Bassetlaw, Newark and Sherwood (40:21).

Figure 6. To what extent do you agree or disagree with the statement that the police in your area… provide good value for money? Excluding 'don't know'

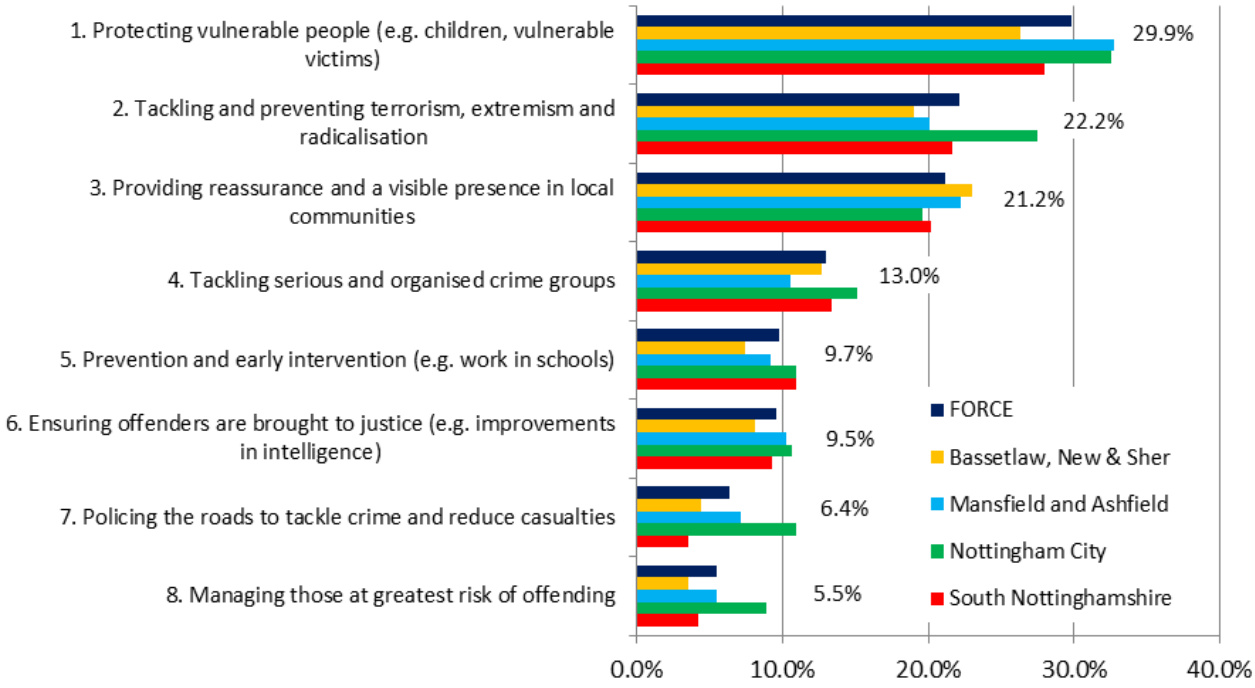


[9] By contrast, findings from the national Ipsos MORI survey of public attitudes and expectations (The State of the State 2017-18 – Citizens, government and business (2017) indicate that the proportion of respondents having had personal experience of government spending cuts more generally has risen from 27% to 33% in the last year

6. PUBLIC PRIORITIES FOR POLICING

6.1.1. Respondents to the 2017 Nottinghamshire Police and Crime Survey were asked what they felt should be the main priority for Nottinghamshire Police beyond 'responding to emergencies'. The most prevalent public priority for the service was **protecting vulnerable people** (30%), followed by tackling and preventing terrorism (22%) and proving a visible presence in local communities (21%).

Figure 7. Responding to emergencies will always be a top priority for Nottinghamshire Police, but beyond this, in what areas would you most like to see the police focus their resources over the coming year?

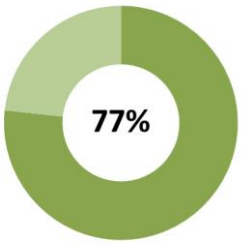


6.1.2 This reflects findings from focus groups undertaken in December 2016 which identified 'tackling domestic and sexual abuse, including child sexual exploitation' as an important priority for the police among respondents. Crimes against children and young people resonated with many:-

> "Anything that harms children has to be the number one priority, it's a no brainer"
>
> "Regardless of the cuts, this has to be protected, children cannot protect themselves"
>
> "This should always be the main priority, kids come first, always"
>
> "There should be more focus on men being victims of crime, specifically sexually abuse because they are embarrassed to disclose"

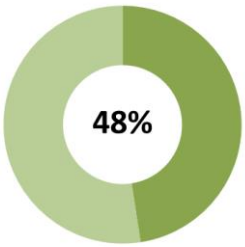
6.1.4 Similarly, responses from over 790 residents consulted as part of the PCC's summer consultation events in 2017 found 'protecting vulnerable people' to be among the top two priorities among 77% of those consulted.

Protecting vulnerable people



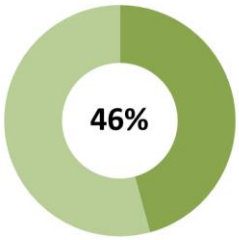
Improve the way agencies work together to identify, safeguard and protect vulnerable people and repeat victims: Focus our resources in areas where there is greatest risk of harm. Tackle and prevent domestic and sexual violence and exploitation. Tackle hidden and under-reported crimes such as modern slavery. Improve information sharing between agencies.

Supporting victims & witnesses



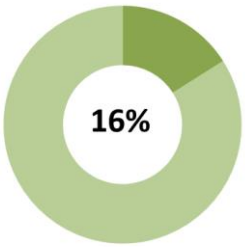
Making sure that victims and witnesses are supported and engaged throughout the criminal justice system and that their needs are met: Secure an efficient and effective criminal justice system. Co-commission specialist sexual abuse support services. Develop and embed our new 'Victim Care' support service. Improve compliance with the national Code of Practice for Victims.

Cutting crime, keeping you safe



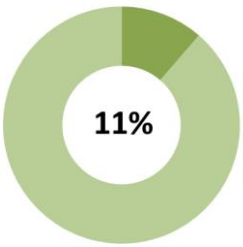
Reducing levels of crime and anti-social behaviour and tackling the issues that matter most to local communities: Improve partner agency work to tackle the complex needs of offenders. Improve the way we prevent, investigate and respond to cybercrime. Reduce the impact of mental health and substance misuse on crime. Reduce the threat from serious and organised crime and terrorism.

Trust & confidence in policing



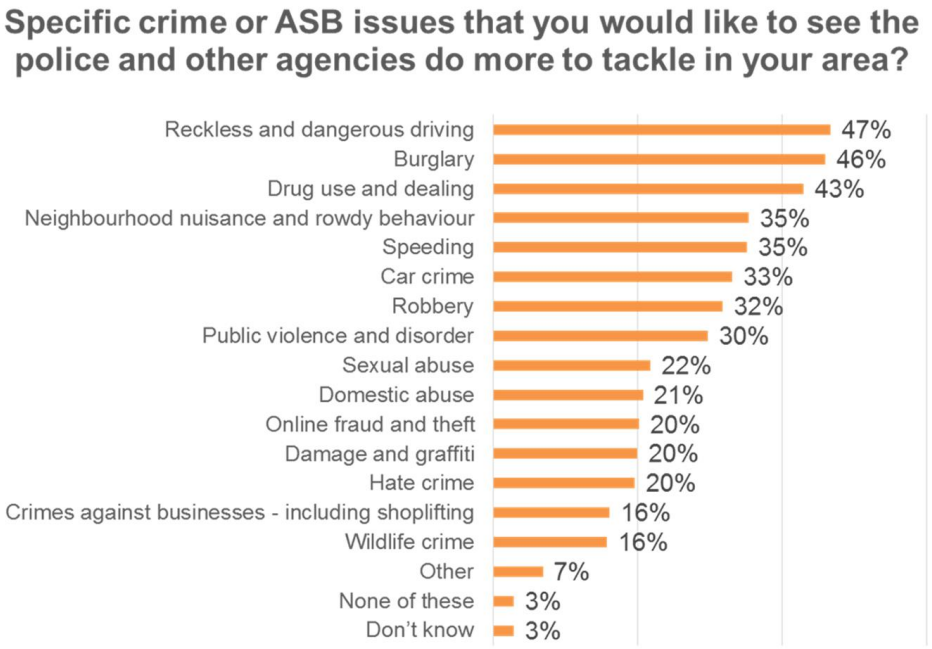
Strengthen public trust and confidence in the Police by improving the way we engage and involve local communities: Support neighbourhood-led approaches to community problem-solving. Ensure the service remains open, transparent and accountable to you. Improve our understanding of local communities and their needs. Ensure the police workforce reflects the communities it serves.

Spend your money wisely



Ensure that your police service is efficient, effective and delivers the best value for money for the people of Nottinghamshire: Improve our understanding of demand on the service and reduce waste. Collaborate with other forces / 'Blue Light' services to improve efficiency. Improve the way public services work together and share resources. Grow the police workforce and maintain a balanced budget.

6.1.2 Conversely, when considering their local neighbourhood, residents responding to the Police and Crime Survey highlighted tackling **reckless and dangerous driving** (47%), **burglary** (46%) and **drug use and dealing** (43%) to be the issues they would most like to see the police and other agencies do more to tackle in their area.



6.1.3 The Nottinghamshire Youth Commission also identified a range of issues and priorities for people aged 14-25 in 2016 as part of their targeted engagement. These included **drugs and alcohol** – with young people wanting to 'see more happening to tackle drugs on the streets, and a more visible crackdown on dealers and production in their areas'. **Sexual harassment** was also highlighted as a significant concern, including sexual harassment affecting young males that often goes unreported. Respondents identified a perceived lack of support available for men in such cases.

7. CONCLUSIONS AND RECOMMENDATIONS

7.1 KEY FINDINGS

Findings from the Police and Crime Survey 2017 indicate that there is, on balance, strong and increasing support for an increase in the council tax precept for policing among local residents.

Around 59% of residents support an increase in the council tax precept for policing when those that are unsure are omitted from the profile. This represents a 7% point increase when compared to results obtained in 2016.

The proportion supporting an increase within the limits of the referendum threshold[10] increased from around 32% to 40% in the last year, while the proportion supporting a precept rise in excess of the £12 per annum referendum threshold saw a marginal (non-significant) increase from 17% to 19%.

Personal economic circumstances remain the most common reason for respondents not supporting a rise in the precept for policing, with previous qualitative research highlighting common objections to central government cuts to policing more generally. For many, support for an increase in policing precept is offered on the condition that this supports an uplift in visible local policing.

While over a third of all respondents (36%) were not aware of the scale of cuts to policing funding since 2010, respondents that were aware of the scale of cuts were also more likely to support an increase in the precept for policing.

Just over half of all respondents (52%) felt that funding cuts had affected policing in their area, with reductions in neighbourhood policing presence being the most commonly cited impact. This reflects findings nationally which indicate perceived reductions in police officer foot patrols in local areas.

Beyond providing an emergency response, 'protecting vulnerable people' remains the most strongly supported police and crime priority for Nottinghamshire Police, however many would also like to see more done in their area to tackle reckless and dangerous driving, burglary, drug use and dealing and neighbourhood ASB.

Note: While year to year comparisons should be treated with caution on account of variances in consultation methodology, it should be recognised that the 2017 Police and Crime Survey provides a substantially more robust and representative sample of public opinion than has ever been achieved previously.

[10] It should be noted that consultation was based on pre-provisional statement precept threshold of 1.99%. It is not known to what extent changes in the referendum threshold would have impacted upon responses.

7.2 KEY RECOMMENDATIONS

The Police and OPCC should consider:

- Maximising use of the newly commissioned Police and Crime Survey to improve targeted communications and engagement on police spending and priorities – particularly among communities feeling more information was required.

- Providing residents with further information as to how any additional revenue from the precept would be spent and working to ensure public expectations of the service are effectively managed.

- Further proactive communication with local residents and rate payers to demonstrate what is being delivered and achieved by the service - particularly in areas of high impact but often less visible policing.

- Further lobbying of central government for increases in police funding given strong public support for this approach.

- Continuing to drive organisational efficiencies through greater prioritisation, reducing waste / bureaucracy and making better use of technology.

- Continuing to explore opportunities for more collaborative working with other partner agencies and regional forces, particularly in consolidating support / back office functions, premises and senior leadership and governance functions.

- Further exploring the public / community offer in preventing crime and ASB and improving community safety with the support of local service providers. This may include further work to raise awareness of volunteering roles and opportunities

- Further developing the profile of community issues and concerns as part of the new Neighbourhood-level community engagement plans and profiles, particularly in making use of community profiling and segmentation data.

Appendix 1. Police and Crime Survey Frequency Tables 2017

q27 Most households in Nottinghamshire pay around £140 a year as part of their Council Tax towards policing. To what extent would you be prepared to pay more?

	Count					Percentage				
	Force	Bassetlaw Newark & Sherwood	Mansfield and Ashfield	Nottm. City	South Notts.	Force	Bassetlaw Newark & Sherwood	Mansfield and Ashfield	Nottm. City	South Notts.
Yes - I'm prepared to pay an additional £2.78 per year (2%) more for policing	672	161	131	155	226	33.0%	33.4%	28.3%	29.8%	39.6%
Yes - I'm prepared to pay an additional £14 per year (10%) more. To allow this to happen, a referendum would be need	319	89	61	65	104	15.7%	18.5%	13.2%	12.5%	18.2%
No - I'm not prepared to pay more - I already pay enough / cannot afford to	588	132	158	157	142	29.9%	27.4%	34.1%	30.2%	24.9%
No - I'm not be prepared to pay more – The police don't need it / would not use it wisely	99	19	33	34	13	4.9%	3.9%	7.1%	6.5%	2.3%
Don't know - I need more information	356	81	80	109	86	17.5%	16.8%	17.3%	21.0%	15.1%
Total	2,034	482	463	520	571	100%	100%	100%	100%	100%

Your Views Matter

We believe in learning and shaping policing from public experience, which is why we welcome all of your comments and feedback all year round.

You can contact us by:

Phone: 0115 844 5998

Email: nopcc@nottinghamshire.pnn.police.uk

Post: Office of the Nottinghamshire Police and Crime Commissioner
Arnot Hill House
Arnot Hill Park
Arnold
Nottingham
NG5 6LU

Or via our website at www.nottinghamshire.pcc.police.uk/

For Decision	
Public/Non Public*	
Report to:	**Police & Crime Commissioner**
Date of Meeting:	**29th March 2018**
Report of:	**Paul Dawkins**
Report Author:	**David Machin**
E-mail:	**David.Machin10991@Nottinghamshire.pnn.police.uk**
Other Contacts:	**Mark Kimberley, DCC Barber**
Agenda Item:	**10**

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

2018/19 Charging Rates for Police Services

1. Purpose of the Report

1.1 The purpose of this report is to inform the Office of the Police and Crime Commissioner (OPCC) and the Chief Officer Team of the proposed 2018/19 Charging Rates for Police Services for Nottinghamshire Police.

2. Recommendations

2.1 It is recommended that the Charging Rates for Police Services included in the attached report (Appendix A) are accepted and ratified to be used for the financial year 2018/19.

3. Reasons for Recommendations

3.1 To ensure that the OPCC and the Chief Officer Team is aware of the Charging Rates for Police Services that Nottinghamshire Police will use during the financial year 2018/19 to recover costs for activities undertaken for third parties.

4. Summary of Key Points

4.1 This is the annual review of the Charging Rates for Police Services for Nottinghamshire Police as per the national policing guidelines as provided by the National Police Chiefs' Council (NPCC).

The NPCC's document provides guidance for the charging rates for such items as accident reports, firearms certificates, etc and the calculation of the Special Police Services (SPS) rates used to charge for policing events such as football.

In many cases the charging rates in Appendix A follow the guidance from the NPCC, although there is provision within the guidance to use local agreements in instances where local costs are higher. Where local arrangements have been used, such as the accident records department, the rates have been circulated to relevant people to update.

The following key has been used on Appendix A to categorise the rates and includes 2017/18 for comparison:

Rates that have been locally set
Rates that have been advised and follow the NPCC guidance
Rates that are statutory charge rates

The SPS rates for all ranks have been based on the 2018/19 budget information for officer and staff costs to calculate average costs per rank based on mix of grades within that rank; and the 2018/19 budget for all other relevant costs. The movement year on year is:

- Constable -1.9%
- Sergeant +1.5%
- Inspector +0.9%
- Chief Inspector +0.7%
- Superintendent +4.1%
- Chief Superintendent -2.9%
- PCSO -1.1%
- Staff A1 +2.4%

The majority of movement is reflective of the annual pay award and movement through the scales within ranks, partly offset by a reducing cost base for transport and comms & computing. The reduction year on year for Chief Superintendents is mainly due to retirements of officers who were at top of scale, with replacements starting lower down the scale; Constables reflects the changing profile of the workforce as we continue to see new officers being recruited to replace those officers who reach 30 years' service retire, which on average cost c£25k per annum more. With the majority of the income the Force receives from undertaking SPS services coming from the Sergeant and Constable ranks, this reduction will have minimal impact. The reduction for PCSO's reflects the change in profile of the workforce as we have seen more recruits during 2017/18 which reduces the average cost.

Please note the costs for housing Home Office immigration detainees in custody suites are the proposed costs for 2018/19 which are awaiting ratification from the Home Office.

5. Financial Implications and Budget Provision

5.1 The financial information relating to this item is contained within Appendix A.

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 Please see attached Appendix A.

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

9.1 There are no policy implications arising from this report.

10. Changes in Legislation or other Legal Considerations

10.1 There are no changes in legislation or other legal considerations that are relevant to this report.

11. Details of outcome of consultation

11.1 The figures included in this report are presented to the Force Executive Board on a monthly basis.

12. Appendices

12.1 Appendix A – Charge rates for 2018/19

Nottinghamshire Police and Crime Commissioner
Notice of Decision

Author:	David Machin
Telephone number:	101 3110991
E-mail address:	David.Machin10991@Nottinghamshire.pnn.police.uk
For Decision or Information	Decision
Date received*:	
Ref*:	

*to be inserted by Office of PCC

TITLE: 2018/19 Charging Rates for Police Services

EXECUTIVE SUMMARY:

This is the annual review of the Charging Rates for Police Services for Nottinghamshire Police which will be used during the financial year 2018/19 to recover costs for activities undertaken for third parties.

INFORMATION IN SUPPORT OF DECISION: (e.g report or business case)

This is the annual review of the Charging Rates for Police Services for Nottinghamshire Police as per the national policing guidelines as provided by the National Police Chiefs' Council (NPCC).

The NPCC's document provides guidance for the charging rates for such items as accident reports, firearms certificates, etc and the calculation of the Special Police Services (SPS) rates used to charge for policing events such as football.

In many cases the charging rates follow the guidance from the NPCC, although there is provision within the guidance to use local agreements in instances where local costs are higher. Where local arrangements have been used, such as the accident records department, the rates have been circulated to relevant people to update.

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Nottinghamshire Police and Crime Commissioner
Notice of Decision

profile of the workforce as we continue to see new officers being recruited to replace those officers who reach 30 year's service retire, which on average cost c£25k per annum more. With the majority of the income the Force receives from undertaking SPS services coming from the Sergeant and Constable ranks, this reduction will have minimal impact. The reduction for PCSO's reflects the change in profile of the workforce as we have seen more recruits during 2017/18 which reduces the average cost.

Please note the costs for housing Home Office immigration detainees in custody suites are the proposed costs for 2018/19 which are awaiting ratification from the Home Office.

These rates were reviewed and agreed by DCC Barber on the 15th March 2018.

FINANCIAL INFORMATION (please include if is it capital or revenue or both. What the split is and the totals being requested. Is this a virement/ something already budgeted for or something that requires additional funding. Are there any savings that can be offered up/or achieved)

Not applicable.

Signature: Date:
Chief Finance Officer

Is any of the supporting information classified as non public or confidential information?**	Yes		No	✓
If yes, please state under which category number from the guidance**				

DECISION:
The Commissioner is requested to approve the use of the proposed charging rates for the financial year 2018/19.

OFFICER APPROVAL
I have been consulted about the proposal and confirm that the appropriate advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signature: Date:
Chief Executive

DECLARATION:
I confirm that I do not have any disclosable pecuniary interests in this decision and I take the decision in compliance with the Code of Conduct for the Nottinghamshire Office of the Police and Crime Commissioner. Any interests are indicated below:

The above request has my approval.

Signature: Date:

Nottinghamshire Police and Crime Commissioner
Notice of Decision

Nottinghamshire Police and Crime Commissioner

** See guidance on non public information

Finance

Nottinghamshire Police, Sherwood Lodge, Arnold, Nottinghamshire, NG5 8PP

Nottinghamshire Police Charge List 2018/19

Key	
	Locally set
	As advised by NPCC Guidance
	Statutory Charge Rates

2018/19	2017/18

Accident Reports Department		

Accident Reports		
Non-refundable administrative fee (this fee is deducted from below if copies subsequently requested)	£35.00	*£34.00*
Copy of accident report (full extract up to 24 pages)	£93.00	*£91.00*
Additional pages for same incident (per page)	£2.75	*£2.70*
Minor accident form	£45.00	*£44.50*
Statements / sketch plan in relation to above	£6.00	*£5.75*
Fatals – accident investigation report	£840.00	*£410.00*
Forensic collision report not compiled £84.00 per hour	POA	*POA*
Scene data £84.00 per hour	POA	*POA*
Copy of scale plan - other than in collision report	£50.00	*£49.00*
Copy of police vehicle examination report (**unless provided as full extract**)	£70.00	*£68.50*

Copies of Photographs / Imagery		
From digital camera (**irrespective of number**)	£84.00	*£49.00*
Copy of CCTV footage	£53.50	*£52.50*
BlackBerry photo – each	£2.35	*£2.30*

Copies of Statements – other than in booklets		
Copy of witness statement (**witness not agreeing to disclosure of personal details)**	£55.10	*£53.20*
Interview with police officer (per officer)	£155.00	*£152.00*
Request for a statement to be written by police officer	£138.90	*£134.20*

Cancellation Charges		
If request is cancelled prior to search	Refund	*Refund*
If search is made prior to cancellation	£35.00	*£34.00*

Miscellaneous Charges		
Outside storage retrieval cost	£37.50	*£37.00*
Proof evidence prepared by another firm	£51.00	*£50.00*
Service of witness summons (non-refundable)	£9.40	*£9.20*
Travel expenses (paid in advance)	POA	*POA*
Court attendance (paid in advance)	POA	*POA*

2018/19	2017/18

Information Management	

Charges for Information Disclosure		
Copies of Photographs		
Photographs (first photo)	£27.50	*£26.60*
Each subsequent photograph	£3.00	*£2.90*

Copies of Statements		
Copy of witness statement (witness agreed to disclosure of personal details on provision)	£41.40	*£40.00*
Copy of witness statement (witness did not agree to disclosure of personal details and therefore consent needs to be confirmed)	£55.10	*£53.20*
Request for a statement to be written by police officer	£138.90	*£134.20*
Transcribed copy of interview record (only where prepared during investigative process)	£55.10	*£53.20*
Copies of VHS videotapes ** (see note below) (provision for viewing for CJS only)	£82.60	*£79.80*
Copies of audio tapes (provision for CJS only. Fee includes the administrative costs incurred in seeking consent from the individual. Please note this is non-refundable if consent is not received)	£82.60	*£79.80*
Copies of CDs / DVDs ** (see note below) (covers requirement to seek consent and reproduction of media, to be used for evidential purposes only)	£20.00	*£19.30*

Requests for Disclosure of Information Private Civil Proceedings		
Request for informative research (list of relevant items provided only)	£87.40	*£84.40*
Hourly rate of work above two hours (including redaction)	£29.20	*£28.20*

Other Specific Items		
Crime report	£87.50	*£84.50*
MG5 – case summary	£34.90	*£33.70*
Incident log	£35.60	*£34.40*
PNC convictions – disclosure print	£34.90	*£33.70*
Caution certificate	£22.90	*£22.10*
Occurrence summary (summary of initial incident report)	£17.60	*£17.00*
Custody record / log	£17.60	*£17.00*
Miscellaneous reports (DASH / risk assessment / scene examinations, etc)	£17.60	*£15.70*
Validation of specific incident / report recorded on police systems	£17.60	*£20.90*
Release of third party details for civil proceedings	£17.60	*£15.70*

Note ** It is unlikely for copies of VHS / CD / DVD's to be provided unless for care proceedings or evidence on CCTV coverage. Under normal circumstances it is not expected for copies of interviews with offenders, victims or witnesses to be provided. CPS decision making is non-disclosable by the police.

	2018/19	2017/18

Release of Information Relevant to Insurance Investigations ABI / Lloyds Disclosure of Information		
Release of information to insurance companies for investigation of claims, confirmation of crime / lost property ref number, date and time offence was reported, reporting person	£29.20	*£28.20*
Information in addition to the above	£124.40	*£120.20*
Formal interview with police officer	£155.00	*£152.00*

Data Protection Act 1998 Fees (SI 2000/191)		
DPA 1998 – Section 7 Subject Access Request (only applicable until May 2018 as the new GDPR removes this fee)	£10.00	*£10.00*
DPA 1998 – Section 68 Health Records (copy)	£50.00	*£50.00*
DPA 1998 – Section 68 Health Records (view)	£10.00	*£10.00*
DPA 1998 – Section 68 Health Records (view & then copy)	£50.00	*£50.00*

2018/19	2017/18

Contact Management	

Alarm URN Fees		
The following NPCC approved charging structure is adopted by forces seeking to recover administration costs in respect of registration of security systems which terminate at a recognised Alarm Receiving Centre (ARC), Remote Video Response Centre (RVRC) for CCTV and System Operating Centre (SOC) for vehicle tracking. The administration fee is payable for: • New Unique Reference Number (URN) applications • New occupiers/owners of premises taking over existing security systems (systems retains false alarm history unless upgraded to DD243 2004) • Existing user changing security company (system retains false alarm history unless upgraded to DD243 2004) Where a security company cancels a URN, a period of 28 days grace should be given to allow another security company to take over the URN. Where a security company applies to take over a URN from an existing company and/or maintenance contract, they may do so supported by the customer's authority. The administration fee is not applicable when: • A security company takes over another security company • A security company ceases to trade and another company takes over the URNs within 28 days Premises change name only (evidence will be required to ensure it is a change of name only and not change of owner/user)		
Alarm registration (intruder)	£43.49	*£43.49*
Alarm registration (panic alarm)	£43.49	*£43.49*
Where a new occupier/owner of premises takes over an existing security system with one element the full fee will be payable	£43.49	*£43.49*
Where a new occupier/owner of premises takes over an existing security system with both intruder and HUA elements a reduced fee will be payable	£65.23	*£65.23*
The same fee (as above) will be payable where an existing user decides to change their security company	£65.23	*£65.23*
For Lone Worker Devices (LWDs), the ARC may apply to the relevant police force for a URN, if the conditions of the ACPO police response to security systems (police requirements for lone work services) are complied with. The cost of the URN will depend on the number of systems monitored, as detailed in the table below.		
Lone workers devices up to 10,000	£52.55	*£52.55*
Lone workers devices 10,001 – 50,000	£78.82	*£78.82*
Lone workers devices 50,001 and over	£105.10	*£105.10*
Detector activated CCTV systems	£43.49	*£43.49*
CAT5 after theft systems with vehicle immobilisation for vehicle recovery	£52.55	*£52.55*
The above charges will incur VAT at the standard rate		

2018/19	2017/18

Charge Rates for Vehicle Removals		
Vehicle removals (as per the Removal, Storage & Disposal of Vehicles (Prescribed Sums & Charges) Regulations 2008):		
Removal of vehicle in contravention of RTRA 1984, PRA 2002 or RTA 1988. As detailed in the Removal, Storage & Disposal of Vehicles (Prescribed Sums & Charges) Regulations 2008 based upon a variable range of charges according to the vehicle's type, weight, condition and position at the time of removal	POA	*POA*
Storage of vehicle per day in contravention of RTRA 1984, PRA 2002 or RTA 1988. As detailed in the Removal, Storage & Disposal of Vehicles (Prescribed Sums & Charges) Regulations 2008 based upon a variable range of charges according to the vehicle's type and weight	POA	*POA*
Disposal of vehicle in contravention of RTRA 1984. As detailed in the Removal, Storage & Disposal of Vehicles (Prescribed Sums & Charges) Regulations 2008 based upon a variable range of charges according to the vehicle's type and weight	POA	*POA*

Charge Rates for Common Items Statutory These are Home Office set fees and are therefore potentially subject to change by the Home Office		
Foreign nationals certificates	£34.00	*£34.00*

2018/19	2017/18

Force Intelligence

Charge Rates for Common Items Statutory
These are Home Office set fees and are therefore potentially subject to change by the Home Office

Certificates		
Firearms certificate grant	£88.00	*£88.00*
Firearms certificate renewal	£62.00	*£62.00*
Firearms certificate replacement	£4.00	*£4.00*
Shotgun certificate grant	£79.50	*£79.50*
Shotgun certificate renewal	£49.00	*£49.00*
Shotgun certificate replacement	£4.00	*£4.00*
Shotgun certificate grant (co-terminus/including firearms certificate)	£90.00	*£90.00*
Shotgun certificate renewal (co-terminus/including firearms certificate)	£65.00	*£65.00*
Visitors permit (individual)	£20.00	*£20.00*
Visitors permit (group)	£100.00	*£100.00*
Home Office club approval (fee payable to the Home Office)	£84.00	*£84.00*
Registered firearms dealer registration	£200.00	*£200.00*
Registered firearms dealer renewal	£200.00	*£200.00*
Games fairs	£13.00	*£13.00*
Variation (not like for like)	£20.00	*£20.00*
Firearms museum licence (fee payable to the Home Office)	£200.00	*£200.00*
Travel expenses in relation to the firearms museum license (paid in advance)	POA	*POA*
Peddler certificates	£12.25	*£12.25*

Charge Rates for Digital Investigations & Intelligence Unit Services		
Nottinghamshire Police Digital Investigations & Intelligence Unit services will be charged on an individual basis and priced accordingly to the following table. These services include:		
Fixed fee mobile device encryption / lock bypassing	£51.00	*£50.00*
Fixed fee logical mobile device data extraction for review purposes	£153.00	*£150.00*
Fixed fee file system / physical device data extraction for review purposes	£204.00	*£200.00*
Fixed fee SIM card extraction	£5.10	*£5.00*
Fixed fee memory card extraction	£25.50	*£25.00*
Fixed fee computer imaging per 0.5TB	£51.00	*£50.00*
Fixed fee computer triage examination with data extraction for review purposes per 0.5TB	£102.00	*£100.00*
Premises / laboratory minimum charge rate per hour – proportional to the premises / laboratory required	£11.80	*£11.55*
Supervising officers (Sergeant rate) – charged on an hourly rate for individuals at Special Policing Services rate as above	£77.03	*£75.88*

2018/19	2017/18

Charge Rates for Digital Investigations & Intelligence Unit Services Continued		
Any specialist officer / staff time / consultants (Constable rate) – charged on an hourly rate for individuals at Special Policing Services rate as above and at full cost for consultants	£63.65	*£64.87*
Laboratory equipment minimum charge rate per hour – proportional to the equipment required	£15.85	*£15.50*
All travel, subsistence, sundries and disposables will be charged for	POA	*POA*
An admin fee of 5.0% will be added to all charges Contact: Det Insp Leslie Charlton, Digital Investigation & Intelligence Unit on 101 817 1483 or email leslie.charlton@nottinghamshire.pnn.police.uk		

2018/19	2017/18

Charge Rates for Special Policing Services

Hourly Charges		
Chief Superintendent	£106.78	*£109.99*
Superintendent	£101.70	*£97.68*
Chief Inspector	£79.51	*£78.92*
Inspector	£74.92	*£74.23*
Sergeant	£77.03	*£75.88*
Constable	£63.65	*£64.87*
PCSO	£48.13	*£48.67*
Special Constable	£31.83	*£32.43*
Police Staff (grade A1) *	£36.28	*£35.44*
Police Dog	£65.28	*£64.00*

Short Notice Premium & Bank Holiday Hourly Charges		
Sergeant	£120.38	*£118.16*
Constable	£98.89	*£100.49*
PCSO	£70.08	*£69.98*
Special Constable	£49.45	*£50.24*
Police Staff (Grade A1) *	£60.70	*£59.48*

* Hourly rates for other police staff grades available upon application

Vetting Department

Charge Rates for Police Vetting		
National Vetting Policy for Police Community 2012		
Non Police Personnel Vetting (NPPV) 1	£40.00	*£30.00*
Non Police Personnel Vetting (NPPV) 2 (abbreviated)	£110.00	*£70.00*
Non Police Personnel Vetting (NPPV) 2 (full)	£120.00	
Non Police Personnel Vetting (NPPV) 3	£160.00	*£120.00*
Any clearance requiring CTC or SC in addition to NPPV	+ £30.00	
* Renewal price as per new application. Charges will be subject to annual review		

	2018/19	2017/18

East Midlands Criminal Justice Services (EMCJS)

Housing Home Office Immigration (HOIE) Detainees in MPS custody suites		
Total charge for initial one hour detention period	£24.92	*£24.39*
Additional hourly rate for subsequent hours	£18.29	*£17.89*
Initial constant watch charge (additional to normal charge)	£467.59	*£468.51*

Secure Prisoner Accommodation (NPCC Police / Prison Service Overnight Accommodation Protocol 2002)		
Overnight accommodation of prisoners from courts (Monday to Friday)	£55.00	*£55.00*
Weekend & Bank Holidays:		
From arrival Friday to midnight	£55.00	*£55.00*
Saturday	£110.00	*£110.00*
Sunday	£110.00	*£110.00*
0:01 hours Monday to departure Monday	£55.00	*£55.00*
Prisoners arriving on before noon on Saturday will attract a charge of £110.00 for that day or £55.00 if they arrive during the afternoon or evening		
These charges are currently under review and may change during 2018/19		

Miscellaneous

Charge Rates for Filming & Documentaries		
Premises minimum charge rate per hour – proportional to the premises required	£155.50	*£152.25*
Supervising officers – charged on an hourly rate for individuals at Special Policing Services rates as above	POA	*POA*
If the filming organisation requests the use of the force crest, this will be negotiated on an individual basis, subject to further charges and appropriate vetting undertaken.	POA	*POA*

Other Common Items		
Fingerprinting Fees		
One set	£77.70	*£75.10*
Additional sets thereafter (each)	£38.80	*£37.50*

For Consideration	
Public/Non Public*	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**29th March 2018**
Report of:	**Paddy Tipping Police Commissioner**
Report Author:	**Kevin Dennis**
E-mail:	**kevin.dennis@nottinghamshire.pnn.police.uk**
Other Contacts:	**Kevin Dennis**
Agenda Item:	**11**

NEW POLICE AND CRIME PLAN (2018-21)

1. PURPOSE OF THE REPORT

1.1 This report sets out the final version of the new Police and Crime Plan (2018-21). This plan takes account of the feedback from the Chief Constable and partner organisations on the performance framework and deliverables. See **Appendix A**.

2. RECOMMENDATIONS

2.1 The Commissioner to agree the new Police and Crime Plan (2018-21).

2.2 The Chief Constable to agree to implement the Commissioner's Police and Crime Plan by undertaking a range of policing activity in support of the plan's four strategic priorities, as evidence by successful measures in the strategic framework.

3. REASONS FOR RECOMMENDATIONS

3.1 The Police Reform and Social Responsibility (PR&SR) Act 2011 places a statutory duty on the Commissioner to publish a Police and Crime Plan for his policing area. Section 5(1) of the PR&SR Act 2011 requires the Commissioner to 'issue a Police and Crime Plan within the financial year in which each ordinary election is held'. Section 5(3) allows the Commissioner to issue a Police and Crime Plan at any time, and section 5(4) allows him to vary it at any time.

3.2 The Commissioner is required to prepare a draft of any new plan or variation and send a copy to the Panel and have regard to the Panel's recommendations and publish any such response.[a] On 7th February 2018, the Commissioner submitted

[a] *Police Reform and Social Responsibility Act 2011: Section 5(6) Before issuing or varying a police and crime plan, a police and crime commissioner must— (a) prepare a draft of the plan or variation, (b) consult the relevant chief constable in preparing the draft plan or variation, (c) send the draft plan or variation to the relevant police and crime panel, (d) have regard to any report or recommendations made by the panel in relation to the draft plan or variation (see section 28(3)), (e) give the panel a response to any such report or recommendations, and (f) publish any such response.*

Section 28(3): A police and crime panel must— (a) review the draft police and crime plan, or draft variation, given to the panel by the relevant police and crime commissioner in accordance with section 5(6)(c), and (b) make a report or recommendations on the draft plan or variation to the commissioner.

a draft of his new Police and Crime Plan (2018-21) to the Panel and following feedback from members, undertook further consultation with community safety partners.

3.3 Section 7(1) of PR&SR Act 2011 stipulates that a Police and Crime Plan is a plan which sets out, in relation to the planning period, the following matters:

(a) The Commissioner's police and crime objectives;

(b) The policing of the police area which the Chief Constable is to provide;

(c) The financial and other resources which the Commissioner is to provide to the Chief Constable to exercise his functions

(d) The means by which the Chief Constable will report to the Commissioner

(e) The means by which the Chief Constable's performance in providing policing will be measured;

(f) The crime and disorder reduction grants which the Commissioner is to make and the conditions (if any) to which such grants are to be made.

4. Summary of Key Points

4.1 The Commissioner's first Police and Crime Plan was published in April 2013 aided by the production of a detailed Joint Partnership Strategic Assessment, which led to the identification of seven thematic priorities. Each year subsequently, a Police and Crime Needs Assessment (NPCNA) has been undertaken and the Commissioner's plan was refreshed to take account of new and emerging issues.

4.2 In May 2016 the Commissioner was re-elected and rather than publish a new plan he chose to refresh the current version and wait until the new Chief Constable was in post so that he could take account of his views before publishing a new plan.

4.3 During 2017 a further Police and Crime Needs Assessment (NPCNA) was produced[b] in consultation with Partners and the Chief Constable and has provided the Commissioner with a strategic assessment of current, emerging and long-term threats, harm and risk affecting crime and community safety for Nottingham and Nottinghamshire.

4.4 This is the Commissioner's first new Police and Crime Plan following his second election in May 2016 which sets out his ambitions to be achieved over the next few years. His vision is to work with members of the public, Partners and the Chief Constable for a safer Nottingham and Nottinghamshire. He has four main strategic priorities:

- Protecting People from Harm
- Helping and Supporting Victims

[b] http://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Newsletters-and-Publications/Publications/Draft-Nottinghamshire-Police-and-Crime-Needs-Assessment-2018-2021.pdf

- Tacking Crime and Antisocial Behaviour
- Transforming Services and Delivering Quality Policing

4.5 This plan explains what can be expected from policing and community safety across Nottinghamshire over the next few years. For each of the four strategic priorities the Commissioner has set four strategic outcomes and he invites Partners, the voluntary sector and relevant agencies to also work toward these outcomes to make Nottinghamshire safer.

4.6 A raft of activity will be undertaken through Diversion, Enforcement, Education and Prevention interventions and also through bringing together communities, the voluntary sector and relevant agencies to ensure that complex problems are addressed through effective Partnership working.

4.7 The NPCNA identifies a number of cross-cutting issues and risks that are likely to impact on crime and community safety across Nottinghamshire in 2018 and beyond. These include:

- Rising levels of vulnerability and complex need seen across local authority, Police, offender management and victim services
- Increasing levels of victim disclosure and identification of high risk hidden harm placing increasing pressure on local investigation and victim support services
- Gaps in youth support, engagement and early intervention, including responses to online safety, child sexual exploitation and weapon enabled violence
- Growing reach and sophistication of organised crime, particularly in exploiting technology and opportunities within the cyber sphere to progress their offending
- Increasing capacity constraints in the provision of mainstream services to the public in view of the breadth of public priorities and policing mission

4.8 The Commissioner's new Police and Crime Plan (2018-21) to be implemented on 1st April 2018 provides much more information of the emerging threats and trends and contains a strategic framework which details a wide range of action to be undertaken for each of the four strategic themes together with a performance framework to help achieve successful outcomes for residents, visitors and workers in Nottingham and Nottinghamshire.

4.9 The Commissioner will produce a Police and Crime Delivery Plan and provide an update on progress at subsequent Police and Crime Panel meetings (one theme at a time).

4.10 The Chief Constable will produce a monthly Performance and Insight report and this will be used to monitor and report exceptional performance to Panel members.

5. Financial Implications and Budget Provision

5.1 Financial implications and budget provision has been highlighted in this new Police and Crime Plan and a budget report submitted separately.

6. Human Resources Implications

6.1 Human resource implications are monitored through the Police and Crime Plan and the existing governance arrangements for Workforce Planning with the Force.

7. Equality Implications

7.1 The Police and Crime Needs Assessment (NPCNA) identifies numerous vulnerabilities by specific groups of individuals and communities. The Commissioner's new Police and Crime Plan seeks to tackle these inequalities.

8. Risk Management

8.1 Risks will be escalated as part of the monitoring of the delivery of the Police and Crime Plan and feed into the Risk Management of the NOPCC.

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

9.1 The NPCNA undertaken in 2017 has led to a new Police and Crime Plan and a range of new activities will be undertaken and managed through the Commissioner's Police and Crime Delivery Plan.

10. Changes in Legislation or other Legal Considerations

10.1 The Commissioner's office monitors changes to legislation and identifies key activities and risks through the Police and Crime Needs Assessment.

10.2 Furthermore, the Commissioner publishes a horizon scanning document every two weeks and this can be downloaded from his website.[c] The horizon scanning undertaken involves reviewing information from a range of sources, including emerging legislation, government publications, audits and inspections, consultation opportunities and key statistics and research findings, in order to inform strategic planning and decision making locally.

11. Details of outcome of consultation

11.1 Throughout the year the Commissioner has been out and about throughout the City and the County meeting and listening to elected members, senior and junior Police officers and Police staff, Police volunteers, stakeholders, faith groups, partners and most importantly members of the public. He has undertaken walkabouts, attended and been represented at various summer carnivals and

[c] http://www.nottinghamshire.pcc.police.uk/Public-Information/Horizon-Scanning/Horizon-Scanning.aspx

festivals (where surveys were undertaken and analysed) and held numerous one-to-one meetings.

11.2 In December 2017, two major stakeholder events were held specifically to gain a better understanding of what the Commissioner should prioritise in his new plan. On 7th December 2017, over 20 senior Police officers and key community safety partners from the City and County attended a meeting to hear and respond to the detailed findings of the NPCNA assessment.

11.3 In addition, on 11th December 2017, over 80 members of the wider community safety partnerships, Panel members, members of the Chief Constable's Police Command team, third sector and faith groups attended a stakeholder event in Nottingham to hear and respond to the new and emerging threats. At this meeting the Chief Constable delivered a detailed presentation on his observations and plans for the future.

11.4 Group work was undertaken and both verbal and written feedback from these specific meetings and information received by the Commissioner throughout the year has helped to shape this new Police and Crime Plan (2018-21).

11.5 The Commissioner's Consultation and Engagement Strategy published in May 2016 provides further comprehensive information on the various ways the Commissioner and his office consults and engages with the communities.[d]

12. Appendices

Appendix A – New Police and Crime Plan (2018-2021)

13. Background Papers

- Police and Crime Needs Assessment December 2017

For any enquiries about this report please contact:

Kevin Dennis, Chief Executive of the Nottinghamshire Office of the Police and Crime Commissioner

Kevin.dennis@nottinghamshire.pnn.police.uk

Tel: 0115 9670999 ext 8012001

[d] *http://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&cad=rja&uact=8&ved=0ahUKEwiOqaOk49nYAhWMPRQKHZHYA4oQFggxMAA&url=http%3A%2F%2Fwww.nottinghamshire.pcc.police.uk%2FDocument-Library%2FPublic-Information%2FPolicies-and-Procedures%2FConsultation-and-Engagement-Strategy-2016-2020.pdf&usg=AOvVaw0DznzMeg1SrrStoUiHAM1n*

Philip Gilbert, Head of Strategy and Assurance of the Nottinghamshire Office of the Police and Crime Commissioner

philip.gilbert11028@nottinghamshire.pnn.police.uk

Tel: 0115 8445998

Police and Crime Plan

2018-21

Final – April 2018

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Commissioner's Foreword

In my second term as Nottinghamshire's Police and Crime Commissioner I'm optimistic about the future. This new plan revisits my original aspirations, balancing them against the new and emerging pressures of today including our on-going financial constraints, to keep my policing and wider community safety goals on course for success.

Since my last plan there have been significant changes to the chief officer team: the appointments of our new Chief Constable, Craig Guildford, Deputy Chief Constable Rachel Barber and two Assistant Chief Constables, Stuart Prior and Steve Cooper.

Unfortunately, the financial climate continues to challenge us. Public bodies, including Nottinghamshire Police, are managing with less funding and resources to do the job that needs to be done. Austerity has run for a decade and looks set to run for a similar period.

Nationally, £2.3 billion has been cut from police funding since 2010 which equates to a 25% reduction. There are now 20,000 fewer police officers on our streets which is the lowest level for 30 years. In Nottinghamshire, the picture is much the same with £54m wiped off the force budget during that time – also representing a 25% cut. Regrettably, there are still further savings to be made.

However, both the Chief Constable and I remain committed to a strong neighbourhood policing presence and to partnership working with the public, private and third sectors to maintain a strong response to local problems.

We are both keen to grow the number of police officers in Nottinghamshire to a figure approaching 2,000 over the next two years from 1840 at the beginning of this year.

Working with the Chief Constable, I intend to maintain 200 PCSOs, reduce the number of supervisory roles and increase frontline staff and resources to deliver a better service to local people. These changes will be backed by investment in new technology.

Crime levels have fallen over the past thirty years. However, there are indications that they are beginning to rise again. In context, Nottinghamshire Police has continued to improve its compliance with national crime recording standards which has led to many more incidents being recorded. Locally and nationally changes to recording practices have led to significant rises.

Nevertheless, there are some areas where I am keen to see more crimes reported and recorded. Victims are now more willing to report serious sexual assaults and rape. The recording of domestic violence continues to increase through our focus on supporting victims. In both areas, however, there is further work to do.

Meanwhile, hate crime and modern slavery pose new risks to safety and deserve specialist care and resources to encourage victims to seek help. For this reason, these areas remain top priorities.

I take the view that every resident in Nottinghamshire, whatever their background or neighbourhood, deserves to be treated with respect.

The financial pressures affect us all, including our partners. However, the police are often confronted with even higher demands by the nature of their 24-hour service and the volume of calls received to deal with issues not strictly within the remit of crime or threats to safety.

With limited resources the need to prioritise activities is paramount. I don't think anyone would disagree that we should support the vulnerable first, those who face the highest level of threat risk or harm.

However, receiving a telephone call from such a victim is often too late, so we need to find ways of identifying neighbourhoods where crime, harm and vulnerability is concentrated and then work with partners to tackle the root causes through problem-solving.

This is where neighbourhood policing and partnership working can be most effective in tackling crime and harm in our communities.

Domestic violence, hate crime, cybercrime, modern slavery and child sexual exploitation continue to be priorities but there is more work to be done to deter and stem a growing trend of young people carrying knives and that's why I will be working closely with partners to develop a joint 'Lives Not Knives' project.

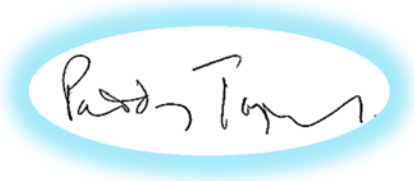
We also need to continue to tackle the drivers of crime such as problematic alcohol use and other substance misuse, mental health and of course reduce reoffending.

I understand that Nottinghamshire residents want to feel safe and secure in their homes and streets. They want strong, safe and cohesive communities where they can bring up their children and families.

This is why our focus should firstly be to protect people from becoming victims through effective prevention work and secondly offering the best support possible in situations where people have suffered through crime to prevent repeat victimisation.

However, if we are to achieve this and deliver quality policing, we need to transform our services to ensure we are using our finite resources in the most efficient and effective way.

Finally, I want to thank all the police officers, PCSOs, police staff, Special Constables, Volunteers, partners and community groups who have been working hard to keep us safe. Your dedication and passion is the lifeblood of effective policing and will drive our future success.



Nottinghamshire's Police and Crime Commissioner: Paddy Tipping

Chief Constable's Commitment

I was delighted to be appointed as Chief Constable of Nottinghamshire Police in 2017, and have been impressed by the commitment shown by officers, staff, and Partners, to keeping our communities safe.

Policing is still under considerable financial pressure: I am committed to working with the Commissioner to deliver the very best value for money service to our communities, focusing on the inefficiencies within the service to reinvest in front line delivery.

The profile of policing has changed with an increasingly complex nature of demand placed upon the public service as a whole. This highlights the balance required between traditional patrols and innovative solutions to address new crime types, such as the recruitment of graduate investigators into specialist roles. This will ensure we have the right skills within force to address these areas.

Societal behaviour previously acceptable or hidden is changing. These have had tangible impacts on our communities, and I am committed to addressing these issues as behind each historic case is a victim who deserves a good service.

Our commitment to this is demonstrated by integrating and mainstreaming our historic sexual offences investigation team into our Public Protection Department: ensuring that all victims are recognised and provided a service.

This changing landscape of demand highlights our increasing focus on vulnerability, and the changing nature of this within our communities. I am committed to recognising and providing a service to these areas of work in line with the strategic priorities of the Commissioner, therefore Modern Slavery, Mental Health and Knife Crime, all have dedicated teams to address the harm these cause.

We all have a role to play in making our communities safer and complimentary approaches to measuring the harm within our communities will be important to ensuring that the right resources are in the right place at the right time, focusing on local delivery and accountability.

Working with partners is crucial, with the introduction of School Early Intervention Officers being an indication of my commitment to this, ensuring a holistic approach to crime prevention and safety for our communities. This compliments my heavy investment in Integrated Offender Management.

To support our local delivery and recognising that crime is borderless, will ensure that we work with our regional colleagues and crime partners to protect and investigate crime, ensuring that this supports our local priorities and provides value to the citizens of Nottinghamshire.

I intend to establish a City and County burglary reduction team and invest more officers in neighbourhood policing, response and the criminal investigation department.

My Delivery Plan will ensure that the Commissioner's Police and Crime Plan is monitored and achieved.

Nottinghamshire's Chief Constable:
Craig Guilford

Introduction

This is the Commissioner's first Police and Crime Plan following his second election in May 2016 which sets out his ambitions to be achieved over the next few years.

His vision is to work with you, the Chief Constable and Partners for a safer Nottingham and Nottinghamshire. He has four main strategic priorities:

- Protecting People from Harm
- Helping and Supporting Victims
- Tacking Crime and Antisocial Behaviour
- Transforming Services and Delivering Quality Policing

This plan explains what can be expected from policing and community safety across Nottinghamshire over the next few years.

For each of the four strategic priorities the Commissioner has set four strategic outcomes and he invites Partners, the voluntary sector and relevant agencies to also work toward these outcomes to make Nottingham and Nottinghamshire safer

A raft of activity will be undertaken through Diversion, Enforcement, Education and Prevention and also through bringing together communities, the voluntary sector and relevant agencies to ensure that complex problems are addressed through effective Partnership working.

Pledges

The Commissioner made seven pledges during his election campaign, which are now at the centre of this new plan. They are:

- Commission first class services for victims of crime, ensuring they have a voice and are treated with dignity and given the right support.
- Remain steadfast in my determination to tackle domestic abuse and violence, crimes that wreck lives yet are still under reported.
- Demonstrate to people who suffer hate crimes because of their gender identity, race, religion, sexual orientation, beliefs or disability that they won't go unheard and I will work with the Chief Constable to ensure those who perpetrate it are brought to justice.
- Keep my promise that victims of historic abuse in local children's' homes receive the support and public inquiry they deserve.

- Ensure Nottingham and Nottinghamshire is best protected from terrorism by working closely with the Chief Constable, ensuring the force has the resources it needs to combat any threats and reassure the people who live, work and visit our City and County.
- Work with partners to ensure we are doing all we can to safeguard young people both online and on our streets.
- Work closely with the Chief Constable to ensure neighbourhood policing remains at the heart of Police services in Nottinghamshire and where every community has a voice.

The Commissioner intends to honour his pledges and has nominated lead officers to ensure that appropriate action is undertaken.

Consultation

Throughout the year the Commissioner has been out and about throughout the City and the County meeting and listening to elected members, senior and junior Police officers and Police staff, Police volunteers, stakeholders, faith groups, victims of crime, partners and most

importantly members of the public. He has undertaken walkabouts, attended and been represented at various summer carnivals and festivals (where surveys were undertaken and analysed) and held numerous one-to-one meetings.

In December 2017, two major stakeholder events were held specifically to gain a better understanding of what the Commissioner should prioritise in his new plan.

The feedback from these specific meetings and information received by the Commissioner throughout the year has helped to shape this new Police and Crime Plan.

The Commissioner's Consultation and Engagement Strategy published in May 2016 provides further comprehensive information on the various ways the Commissioner and his office consults and engages with the communities.

Demographics

Nottinghamshire is a diverse City and County. It has a mixture of affluent communities and those developing from being former mining areas. The County's major urban area of the City and surrounding conurbation is mainly in the south with the majority of the north and east of the County being rural.

There is a population of approximately 1.14 million within the City and County. Nottinghamshire is one of five regional forces in the East Midlands and works closely with the other four to provide a seamless and efficient service. The table below provides a population breakdown by Local Authority Area.

Local Authority	Population
Nottingham	325,282
Ashfield	124,482
Bassetlaw	114,847
Broxtowe	112,671
Gedling	116,501
Mansfield	107,435
Newark and Sherwood	119,570
Rushcliffe	115,204
Total	1,135,992

The 2011 census data shows the Black & Minority Ethnic (BME) population in Nottinghamshire to be 11.2%. The City area has a significantly higher BME population at 28.5% although midterm population estimates identify that this proportion has increased significantly.

In terms of faith, the Census 2011 data identifies (in rank order), that 56.5% of the population are Christian, 30.9% have no religion, 7.1% did not state their religion, 3.1% are Muslim, 0.7% are Hindu, 07% Sikh, 0.4% Buddhist, 0.4% Other religion and 0.2% are Jewish.

Our Values

The Commissioner's has adopted the Force's PROUD core values:

- Professional
- Respect for All
- One Team
- Utmost integrity, trust and honesty
- Doing it differently

Police officers, Police staff, NOPCC staff, PCSOs, Special Constables and Volunteers will undertake their work underpinned by these values and in doing so will help to improve trust, confidence and legitimacy in policing.

Our Challenges

The Commissioner's Police and Crime Plan is aided by the production of a detailed Police and Crime Needs Assessment (PCNA).

The PCNA has provided the Commissioner with a strategic assessment of current, emerging and long-term threats, harm and risk affecting crime and community safety for Nottingham and Nottinghamshire.

Police and Crime Needs Assessment (NPCNA): Key Points

The NPCNA for 2017 has been produced in collaboration with the Police, local crime and Community Safety Partnerships and other relevant stakeholders and informed by a range of local and national data sets and consultation and engagement findings.

The NPCNA report is located on the Commissioner's web site.

The report identifies that significant progress has been made since 2006 in reducing crime, identifying and supporting vulnerable victims and improving the transparency and accountability of public services. Evidence suggests however, that aspects of performance have plateaued both locally and nationally since 2014.

Government austerity and organisational reform have impacted most notably upon

prevention and early intervention activity, development of intelligence and pro-active policing capability. Reduced Government funding to the public sector more generally has impacted on our ability to invest in early invention and preventative activities as well as proactive policing.

Service pressures are also evident across areas of increasing demand, such as public protection, mental health support and domestic and sexual abuse support services.

Victimisation surveys indicate that the long term reductions in crime and ASB in Nottinghamshire have now levelled off and in 2016/17 some crime types have started to increase i.e.:

- Serious acquisitive crime
- Cyber-related crime
- High harm violent crimes
- Weapon-enabled violence

Hospital admission and Accident and Emergency data indicate that overall levels of violence with injury continued to fall in 2016/17.

Self-reported experience of acquisitive crime captured via the CSEW showed a further 10% reduction during 2016/17 continuing the trend seen since 1995. It

should be noted, however, that while the CSEW remains a reliable indicator of long term trends, it cannot provide an early indication of new and emerging trends on account of the time lag arising from a 12 month recall period for those surveyed.

On balance, the recorded crime picture provides a strong indication that acquisitive crime may now be increasing after a long period of decline.

Vehicle crimes (thefts of and from vehicles) recorded by Police saw no significant change locally during 2016/17 (+/-0%) compared to an 11% increase nationally. However, emerging trends from April 2017, show marked increases in both theft of (+21%) and theft from (+5%) vehicles in Nottinghamshire which reflect national trends and appear set to continue during the year. Despite this emerging picture, Police recorded vehicle crimes in the area remain below both the England and Wales and most similar force average.

Risks relating to youth offending and emerging crime groups with involved knife-related violence and distribution of illicit drugs remain a key concern.

Evidence suggests that serious acquisitive and cyber-related offending is rising.

The PCNA identifies a number of cross-cutting issues

and risks that are likely to impact on crime and community safety across Nottinghamshire in 2018. These include:

- Rising levels of vulnerability and complex need seen across local authority, Police, offender management and victim services
- Increasing levels of victim disclosure and identification of high risk hidden harm placing increasing pressure on local investigation and victim support services
- Gaps in youth support, engagement and early intervention, including responses to online safety, child sexual exploitation and weapon enabled violence
- Growing reach and sophistication of organised crime, particularly in exploiting technology and opportunities within the cyber sphere to progress their offending

- Increasing capacity constraints in the provision of mainstream services to the public in view of the breadth of public priorities and policing mission

The following sections provide further context taken from the PCNA to explain why the Commissioner has chosen these particular strategic priorities and the action he intends to take.

Protecting People from Harm

The Commissioner will take action to ensure that vulnerable people are protected and safeguarded; that new serious and emerging threats are dealt with and that key drivers of crime and demand are addressed supported by information sharing agreements to aid partnership working.

Tackling Modern Slavery

Victims of labour exploitation are predominantly mature males who have been lured to the UK for employment but forced to work long hours for minimal rewards. Several victims have been identified as vulnerable through their drinking habits.

Cases are generally identified among low skilled and unregulated service sectors such as construction, hospitality, agriculture, food packaging and car washes.

The use of violence, firearms and knives among Organised Crime Groups (OCGs) which can be used to threaten, intimidate, coerce and exert control over vulnerable people remains a significant concern.

Examples of trafficking and Modern Slavery have been identified within Nottinghamshire and are expected to increase over the next year alongside improvement in partnership working, referral processes and intelligence.

It is widely recognised, however, that the majority of cases continue to go unreported to local enforcement agencies and the National Referral Mechanism. While a clear focus on vulnerable victims of CSE and modern slavery is emerging across the area, there are clear opportunities to strengthen both the perpetrator and location-based interventions.

All of the organised crime groups identified in Nottinghamshire as being involved in Human Trafficking and Modern Slavery are Foreign National Offenders involved in labour exploitation or sexual exploitation through prostitution.

Victims of sexual exploitation are most commonly women and children, with many being forced to work the sex trade before coming to the UK.

Safeguarding Adults and Children

The number of Child Sexual Exploitation (CSE) crimes recorded by Nottinghamshire Police increased from 2 to 186 in 2016/17, largely due to improvements in recording practices, greater vigilance and more survivors feeling encouraged to speak out.

Police intelligence suggests that CSE is occurring across all areas of Nottinghamshire with more notable concentrations of higher risk contact cases in the City, and online CSE in the Mansfield and Ashfield areas.

Local practitioners continue to highlight emerging risks to young people in respect of technologically-assisted harmful sexual behaviour (TA-HSB) and risks relating to malicious online communications, harassment via social media and the sharing of indecent images.

NSPCC's annual review of the Child line service in 2016/17 found that 'sexting' was the most commonly viewed information and advice topic on the website, having risen by 20% during the year to 221,840 views.

The number of forced marriage (13) and so called 'honour' based violence (82) offences recorded by Nottinghamshire Police increased significantly in 2016/17 from 41 to 95. This was largely affected by changes in referral and recording practices and increases in confidence among victims reporting these crimes.

2016/17 saw further improvements across a range of protective factors associated with crime and vulnerability among young people. These included improvements in the assessment, identification and response to child safeguarding risk, further long-term reductions in drug use and 'binge drinking' among young people and sustained reductions in the number of first time entrants into the youth justice system.

Despite these positive trends, risk of serious harm increased over the last year alongside the national emergence of a culture of knife possession and involvement in local emerging crime networks among a minority of most

vulnerable and marginalised young people.

Use of social media in the perpetration and organisation of youth offending also remains a significant concern. In addition these risks are increased due to the technologically advancements which assist harmful sexual behaviour.

Demand in these areas, particularly relating to safeguarding vulnerable adults is likely to continue to increase over the coming years in view of the aging population, increasing mental health-related needs and responsibilities for local agencies under the Care Act 2014.

Mental Health Complex Needs

Service providers have seen increases in the number of service users presenting with multiple complex needs, which include mental health-related need, financial hardship, alcohol-related harm and problematic substance use.

Mental health related needs and the demands they present on local agencies continue to increase. Despite relative improvement across many social and economic factors, some aspects of complex need appear to be increasing, including levels of rough sleeping and other associated vulnerability factors.

Rising levels of victim disclosure and improvements in the identification of risk are leading to rising pressure on specialist victim support services, particularly domestic and sexual abuse, mental health and therapeutic support.

The proportion young offenders with complex needs and vulnerabilities linked to mental health, substance misuse and family and relationships has increased.

Missing Persons

Nottinghamshire Police receive high volumes of additional non-crime related 'calls for service' each year which include calls for assistance from other agencies and checks for safety and wellbeing.

Missing and absent person incidents reported to the Police (6,670) saw no overall change in 2016/17, the number of high risk missing person incidents (750) fell by around 14%. The number of incidents involving adults (2,552), however, increased by around 9%, compared to a 5% incidents involving people aged 17 and under (4,122).

Although many people who go missing are found safe and well, missing persons are often amongst the most vulnerable of people who may be experiencing difficulties in their personal lives, suffering from mental illness or be vulnerable to harm and exploitation.

The risk of vulnerable individuals (including those missing) becoming subject to social and other pressures that may result in their radicalisation and this remains a significant risk, particularly among marginalised groups, such as those in prison and disengaged young people. Early identification of these individuals will prevent incidents and help safeguard communities.

Substance Misuse/NPS

Substance misuse remains a significant factor linked to complex need, organised crime, violence, antisocial behaviour (ASB) and acquisitive crime in Nottingham and Nottinghamshire. Local data indicates

that the number of heroin users accessing drug treatment in the City has been increasing steadily since April 2017, with rises in the number of discarded needle finds also supporting this trend.

Heroin purity in the area has remained relatively stable since 2015 at around 35-39%, however higher purity levels (>40%) continue to be identified in areas including St Anns, Eastwood and Mansfield.

Although low in volume, treatment presentations for freebase cocaine (crack) have increased steadily throughout 2017 in both the City and County. Cocaine purity within the Force area remains high, with the majority of seizures showing purity levels of between 80% and 100%.

Alcohol remains a factor commonly associated with complex vulnerability, violent crime, anti-social behaviour and sexual assault, with around 6,150 crimes being flagged by Nottinghamshire Police as 'alcohol-related' in 2016/17. While this figure is likely to significantly underestimate the true picture, almost half (46%) of all crimes flagged as 'alcohol-related' were recorded in the City.

Combined estimates from the City and County Joint Strategic Needs Assessments indicate that around 141,000 adults across the Force area drink at levels that pose a risk to their health, while around 32,300 are estimated to be dependent on alcohol.

Furthermore, alcohol-related hospital admissions within the Force area rose by 7% in 2015/16 reflecting national trends (+4%), and remain significantly higher than the national average in Nottingham (+38%), Mansfield (+22%) and Ashfield (+12%).

Street Drinking and Homelessness

There is a negative impact on public confidence and perception, particularly in urban areas most affected by street homelessness, begging and overt drug use.

The ending of Assured Short-term Tenancies among people renting in the private sector has come to account for an increasing proportion of homelessness applications.

Drugs especially Mamba is in use among some of the most vulnerable people including street homeless, people in hostel accommodation and the prison population.

Although low in volume, levels of recorded rough sleeping within the Force area have increased markedly since 2010 in line with national trends. Levels per 1,000 households in Nottingham (0.27) and Mansfield (0.58) in particular increased to levels significantly higher than the England average (0.16) in 2016 based on the annual snapshot undertaken in the autumn each year.

The number of people accepted as homeless and in priority need is below the England average and has remained relatively stable since 2014/15, bucking a rising national trend (+9%).

Despite this, concentrations are evident in Nottingham and Mansfield, while Ashfield and Gedling have seen the most significant increases over the previous two years.

Helping and Supporting Victims

Latest estimates from the Crime Survey for England and Wales (CSEW) indicates that the number of people experiencing crime in Nottinghamshire (excluding fraud and computer misuse) fell by around 22% between 2010/11 and 2016/17 from around 195,000 victims each year to around 155,000. This reflects the trend seen nationally (-34%) over the same period.

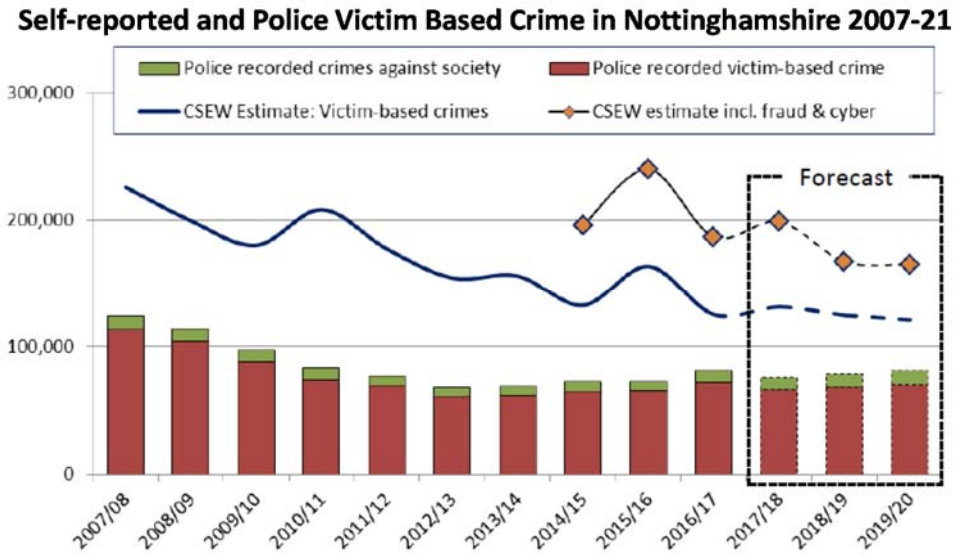
Around 14%-16% of all adults are estimated to experience crime in Nottinghamshire each year; however the likelihood of victimisation can vary significantly by social, economic and demographic characteristics. Young people aged 16 to 24 (20%), full time students (18%), single parent households (20%), unemployed people (18%) and those living in the more densely populated urban areas remain disproportionately affected by experiencing crime.

The Commissioner will take action to improve victim confidence to report crime and reduce repeat victimisation and help more victims cope and recover as well as improving pathways of support and engagement for victims especially for victims of domestic abuse, sexual crime, and hate crime.

The chart (next page) illustrates the trend and forecast for both self-reported crime and actual recorded crime.

Domestic Abuse

Domestic violence and abuse has a significant impact on victims and families. Multi-agency responses are well established and while levels of under



reporting remain high, there are indications that more victims are coming forward, but we need to do more to encourage victims to report and then focus on protecting and reducing repeats.

The number of victims of domestic abuse (5,917) identified by the Police increased by 3.4% in 2016/17, reflecting a further 5% increase in domestic abuse-related crimes and incidents recorded (16,650).

This reflects a rising trend seen nationally over the last year (+10%), largely driven by improvements in crime recording standards, the introduction of new 'coercive control' offences and a likely increase in the proportion of victims coming forward to report these crimes. On average, around a third (33%) of victims presenting to the Police are repeat victims.

The level of domestic and sexual abuse reported to the Police has continued to increase year on year, impacted, in part, by high profile national events and investigations and improvements in the way agencies identify, assess and respond to threat risk and harm.

The work of Independent Domestic Violence Advisors (IDVA) provides vital support to victims and their children.

Positive outcome rates for domestic abuse crimes (29%) remained consistently higher than that of all crime (20%) in 2016.

Prosecution team performance management data shows that while Nottinghamshire has a higher volume of domestic violence cases brought to Court compared to other regional forces, the proportion that result in a conviction remains 1.4% below the regional and national average.

Sexual Violence

The CSEW estimates that only 15% of sexual violence cases are reported to Police; however there are indications that confidence to report both recent and non-recent victimisation has increased markedly since 2014/15.

The number of individual sexual offence victims identified by Police increased by around 19% in 2016/17 to 2,056, reflecting increases in the volume of reported crimes seen both locally (+20%) and nationally (+14%) over the last year.

Rape and sexual offence reporting saw a particularly sharp increase during 2017, which if sustained, could result in a 30% to 40% increase in reported crimes during 2017/18.

The work of Adult and Child Independent Sexual Violence Adviser (ISVA) service to victims/survivors of rape and sexual assault is ever increasing and necessary and important.

Encourage Reporting

The most recent CSEW survey identifies that only around 40% of crime went on to be reported to the Police. Reasons for victims not reporting crimes include feeling that the offence was minor, trivial or that little could be done or perceiving the offence to be a private or personal matter (15%).

Other victims feel that reporting would have been too inconvenient (5%), a lack of trust in the Police or criminal justice system (2%) or fear reprisal (2%). Other victims may be simply unaware that what they have experienced is a crime.

However, this is not the case for sexual offences which increased 20% locally and 14% nationally during the year, continuing the year on year increases seen since 2011/12 and reaching the highest level recorded since 2002 when the National Crime Recording Standard (NCRS) was introduced.

Greater awareness of and confidence to report both recent and non-recent

offences are widely thought to have impacted upon this trend, alongside high profile investigations, improvements in compliance with crime recording standards and direct recording of other agency referrals.

Hate Crime

Police recorded hate crimes and incidents in Nottinghamshire increased by 29% in 2016/17 in line with national trends (+29%) and marking the highest annual increase since comparable records began (2011/12).

Local and national research indicates that only between 34% and 48% of hate crimes are reported to the Police, with victims often not reporting incidents because they feel Police could do little about it (43%).

The increase seen in 2016/17 is thought to reflect both a genuine rise around the time of the EU referendum and on-going improvements in crime recording particularly in relation to violence without injury and public order offences.

A further temporary rise in hate crime was also seen following the Westminster Bridge terrorist attack in March 2017.

By comparison, national trends in self-reported experience of hate crime captured via the CSEW indicate that experience of hate crime fell by around 28% between 2007-08 and 2014-15.

Information Sharing

The lack of information sharing is often a barrier to tackling crime, protecting and safeguarding victims and effective partnership working. Therefore, improving multi-agency information sharing will enable earlier identification of escalating risk and more targeted pre-crisis support.

The City Serious and Organised Crime (SOC) Partnership Board is helping improve awareness and information sharing with regard to Organised Crime and bring a wider array of powers to bear on Organised Crime Groups (OCGs) through combined partnership disruption strategies.

Further rollout of the ECINS database (Empowering Communities Inclusion Neighbourhood System) will help improve information sharing and empower frontline workers.

Clear Pathways of Support

Due to the increased complexity of victimisation and increased demand, improving pathways of support for victims is necessary if they are to cope and recover.

The changing nature of crime requires different types of support, for example therapeutic support services for victims dealing with the impact of trauma, particularly young people and male victims of abuse and exploitation.

Tacking Crime and Antisocial Behaviour

The Commissioner will work with the Chief Constable, Partners and the third sector taking action to make communities safer and feel safer by reducing reoffending, building stronger and more cohesive communities and holding offenders to account.

All Crime

Crime in is not evenly distributed across Nottingham and Nottinghamshire. Crime and harm is in fact concentrated in certain areas. By focusing Police and Partnership activity on priority neighbourhoods, we will reduce harm and protect vulnerable people.

Police recorded crime in Nottinghamshire increased by 12.2% in 2016/17 compared to a national increase of 10%. This reflects a growing trend seen since March 2014. The trend has been significantly

impacted by continuing improvements in recording processes and practices, particularly in relation to public order offences which increased by 93% during the year, and to a lesser extent by the introduction of new criminal offence categories. Some genuine increases in crime are also believed to have occurred over the last year at both a local and national level.

In respect of acquisitive crime, theft offences accounted for around 46% of all Police recorded crimes in 2016/17, but only around 32% of all estimated 'Crime Harm' based on the ONS Crime Harm Index.

Residential burglary and robbery by contrast, only accounted for 8% of all crime, but 22% of all estimated 'Crime Harm'. Police recorded theft offences in Nottinghamshire increased by 6% in 2016/17, largely impacted by increases in 'other theft' (+19%), shoplifting (+10%) and domestic burglary (+9%).

Nationally, Police recorded theft offences saw a similar rise of 7%, with notable increases in vehicle crimes (+11%) and shoplifting (+10%).

Self-reported experience of acquisitive crime captured via the CSEW showed a further 10% reduction during 2016/17 continuing the trend seen since 1995.

Burglary offences recorded by Nottinghamshire Police in 2016/17 saw no overall change on the previous year; however, offences have been rising locally, nationally and among similar Police force areas since November 2016, indicating a reversal of the long term downward trend seen since the mid-1990s.

Mansfield (+29%) and Ashfield (+17%) saw the most significant increases in burglary during 2016/17, however, more recent increases have been evident in the City. Forecasts indicate that levels of burglary in the area are likely to increase by around 10% in 2017/18.

Vehicle crimes (thefts of and from vehicles) recorded by Police saw no significant change locally during 2016/17 (+/-0%) compared to an 11% increase nationally. Emerging trends from April 2017, however show marked increases in both theft of (+21%) and theft from (+5%) vehicles in Nottinghamshire which reflect national trends and appear set to continue during the year.

Despite this emerging picture, Police recorded vehicle crimes in the area remain below both the England and Wales and most similar force average. The CSEW has shown a long term downward trend in vehicle related crime since the mid-1990s which has been slowly tailing off since 2013/14. A further 10% reduction in self-reported victimisation was recorded in 2017.

Violent crimes represented around a third (33%) of all Police recorded crimes in 2016/17, yet accounted for more than two thirds (68%) of all estimated 'Crime Harm' based on the ONS Crime Harm Index. Together, sexual offences and violence with injury accounted for only 16% of all crime, but 56% of all 'Crime Harm'.

Violent crime, particularly robbery and violence with and without injury, remains heavily concentrated in Nottingham City, the night time economy (NTE) and surrounding areas. Alcohol remains a common factor driving vulnerability and offending is these cases.

Police recorded violent crime increased by 21% locally and 18% nationally in 2016/17, largely driven by on-going improvements in compliance with crime recording standards (NCRS) including new harassment-related offences introduced in April 2015. This administrative skew and the recognition that only around 43% of violence is reported to the Police (CSEW), means that Police recorded violence crime cannot provide a reliable indication of underlying tends over time.

National estimates from both the CSEW and Accident and Emergency hospital data indicate that actual levels of violent crime have fallen significantly since March 2015, however reductions have stabilised over the previous three years.

Local hospital admissions and Accident and Emergency data for assault with injury, however, indicate that further reductions in violence with injury of between 4% and 14% are likely to have occurred in across Nottinghamshire over the last year.

Preventing Reoffending

MAPPA (Multi-agency public protection arrangements) is the process by which the small number of dangerous sexual and violent offenders is managed within the community. While MAPPA cannot eradicate the risks posed by these individuals, joint working and a strong unified purpose helps to ensure that agencies take all possible steps to minimise the risks that offenders pose whilst in the community. The number of MAPPA-eligible offenders has been

increasing both locally and nationally since 2010.

The increase in Nottinghamshire (+14%) exceeded that seen nationally (+7%) in 2016/17, taking the number of eligible offenders per 100,000 population (111) to a level slightly higher than the national average (108).

During 2017 the Nottinghamshire Integrated Offender Management (IOM) scheme was redeveloped in order to target those offenders who pose the highest risk of harm and the highest risk of reoffending. Consultation with key Partners indicated that a balance between these two factors was a prerequisite for an effective programme.

Young people aged 10-17 accounted for around 15% (1,695) of all those receiving an outcome for notifiable offences during 2016/17. The number of first time entrants (FTE) to the youth justice system continued to show a year on year reduction in 2016/17 in both the City (-10%) and County (-%) during 2016/17, continuing the downward trend seen since 2007.

Data for the first six months of 2017/18, however, indicates a marked (16%) increase in FTE rates in the City since April 2017 which will be closely monitored over the coming months.

The rate of FTEs per 100,000 10-17 year olds remains lower than the national average in the County (-9%) and higher than the national average in the City (+97%).

Re-offending rates across the City (37.2%) and County (37.9%) are in line with the national average (37.8%) but have increased over recent years in light of the more complex cohort of cases being supported by the service.

The Derbyshire, Leicestershire, Nottinghamshire and Rutland Community Rehabilitation Company (DLNR CRC) currently supervises around 3,360 low and medium risk offenders across Nottinghamshire, including both offenders in the community (2,830) and custody (530). This accounts for around 60% of all offenders supervised within the area, with a further 40% of higher risk cases being managed by the National Probation Service (NPS).

Re-offending rates among offenders under supervision in Nottinghamshire (43.4%) are broadly similar to the regional average (43.8%), and remain lower among females (40.2%). In Nottingham, the proportion of all offenders who reoffend has remained consistently higher than the regional and national average, but has broadly decreased over time.

Nottingham also performs worse when comparing the average number of re-offences committed by each repeat offender. Whilst these changes are relatively small, this figure has been rising consistently since 2009, in line with the regional and national profile.

Antisocial Behaviour (ASB)

Victimisation surveys indicate that the long term reductions in crime and ASB in Nottinghamshire have now stabilised.

ASB remains the most common community safety issue affecting local residents. Incidents are heavily concentrated in City and town centres, correlating with concentrations violent

crime and criminal damage in night time economy.

The CSEW indicates that the likelihood of adults witnessing or experiencing ASB in Nottinghamshire remained relatively stable during 2016/17 at around 33% of all adults. This has remained consistently higher than the England and Wales average (30%), however the gap has narrowed slightly over the last year.

Incidents of ASB recorded by Police fell by a further 6.5% during 2016/17, driven in part by on-going improvements in compliance with the national crime recording standards. Levels of Police recorded ASB remain broadly in line with the average for England and Wales per 1,000 population and are expected to reduce by a further 5% over the next year. Nationally, levels of Police recorded ASB saw no significant change (+0.1%) in 2016/17.

Police recorded personal and nuisance ASB fell by 14% and 7% respectively in 2016/17, while the low volume category of environmental ASB increased by 24%. Despite some year to year fluctuation, Police recorded criminal damage and arson offences have remained relatively stable since 2012/13 at around 10,700 per year.

The Crime Survey for England and Wales (CSEW) indicates that the proportion of adults experiencing drink-related ASB (6%) and issues relating to 'groups hanging around on the streets' (7%) across Nottinghamshire remains consistently lower than the national averages of 8% respectively.

Road Safety

The number of people killed or seriously injured (KSI's) on Nottinghamshire's roads each year (460) remains broadly in line with that of other comparable Police force areas. On average, around 430 people are seriously injured and a further 3,020 are slightly injured on Nottinghamshire's roads each year, of which around 10% are children. The number of people killed on Nottinghamshire's roads remains low (25).

Feeling Safe

Around 60% of County residents consulted feel safe in the area that they live after dark in 2016, marking a 14% point reduction on the previous year (74%).

Feelings of safety remain lower than average in Ashfield (44%) and Bassetlaw (41%) and amongst disabled respondents and people aged 75 and over (52%).

The disparity between females (31%) and males (19%) has also increased over recent years. By contrast, feelings of safety after dark are generally highest in Rushcliffe (81%) and Gedling (75%) and the majority of County respondents still feel safe in their local area by day (93%) and when home alone at night (93%).

City resident's perceptions of safety in their local neighbourhood after dark have improved slightly over time. In 2016, 74% said they felt very or fairly safe, compared to 73% in 2015 - and the data shows a gradual upward trend from the 65% in 2011.

Knife Crime

The growing threat from emerging crime networks involved in the supply and distribution of illicit drugs, violence and threats of violence including knife crime continue to impact upon safety and feelings of safety within local communities.

Knife crime has risen by 31% locally and 23% nationally during 2016/17.

This continues a trend seen over the last three years, with recorded offences reaching the highest level since comparable records began (March 2009). The increase is likely to be influenced by improvements in intelligence-led targeted Police activity.

However, evidence also suggests that the number of young people carrying knives has increased over recent years, many doing so in order to feel safer.

In addition, there have been increases in violent knife crime recorded by Nottinghamshire Police, with offences having risen by a further 31% in 2016/17 to 757. This mirrors the increasing trend seen nationally (+20%) with offences reaching the highest level since comparable records began (2011).

While some forces believe that improvements in recording practices may be contributing towards this trend, NHS hospital admissions data suggest a genuine increase in serious offences involving injury. Knife enabled violence in the area predominantly involves young males aged between 16 and 25 years committing offences in public spaces (43%), some of which can be attributable to evolving crime networks and disputes over drug dealing territories.

Offences are often unpredictable in nature, triggered by petty squabbles and rivalries played out over social media. Data provided by Queen's Medical Centre Emergency Department for August 2017

highlighted that 9 (39%) out of 23 attendances for stabbings during the month resulted in the victim being admitted to a hospital bed.

Organised Crime

The PCNA identifies a growing reach and sophistication of organised crime, particularly in exploiting technology and opportunities within the cyber sphere to progress their offending.

Significant progress has been made at a local, regional and national level to disrupt and dismantle Organised Crime Groups (OCGs) activity impacting upon the Force area over the last year. This has included extensive work to secure prosecutions for labour exploitation, financial and sexual exploitation and cyber-enabled grooming, asset recovery and tenancy revocations in response to organised involvement in drug supply.

The use of violence, firearms and knives among OCGs which can be used to threaten, intimidate, coerce and exert control over vulnerable people remains a significant concern, as do the emergence of more sophisticated, remote and technologically resilient threats linked to organised cybercrime.

Foreign National Offender (FNO) involvement in organised crime activity has increased over recent years.

Organised Cyber Crime, has been identified as a key national and regional priority, with highly skilled cyber criminals becoming increasingly organised and numerous. Russian language speaking organised crime groups present some of the most sophisticated and technologically resilient threats. The remote and international nature of this criminality limits prospects for local forces in pursuing offenders, however there is a recognised need to further improve intelligence, promote greater understanding of the threat and equip law enforcement agencies with the skills and capability to respond effectively.

Organised Child Sexual Exploitation (CSE), particularly on-line exploitation remains a high national and local priority threat in light of high-profile investigations and inquiries, the hidden nature of offending and the resource intensive nature of responding to identified risk.

Organised Immigration Crime, Human Trafficking and Exploitation (OICHTE) have been identified as national and regional threats as work continues to improve the local intelligence picture.

Holding Offenders to Account

Holding offenders to account through an effective criminal justice system in line with victim preferences is important so that justice is done and seen to be done.

Although strong compared to the England and Wales average, the proportion of victim-based crimes resulting in positive outcomes fell by around 5% points in 2016/17, mirroring the deterioration across most Police force areas nationally. This has been affected, in part, by the changing profile of offending and a greater focus of resources on crimes that present greater threat, risk and harm - particularly as policing and other public sector funding has reduced.

The proportion of victim-based crimes that result in Community Resolution has fell from around 3.9% (2,539 per annum) in 2015/16 3.0% (2,186) in 2016/17. The level in 2017/18 is forecast to fall further to around 1.9% (1,580).

Sexual offence outcomes are an exception to this largely positive outcome profile in Nottinghamshire, with a marginally lower rate of offences going on to receive a positive outcome (21%) than the East Midlands (22%) and England and Wales (23%) average.

Disparities are also evident within the criminal justice system, with prosecutions (49) and convictions (32) for rape falling by 35-38% in 2015/16, compared to on-going increases (+2-4%) across England and Wales.

Young people aged 10-17 accounted for around 15% (1,695) of all individuals that were identified by Police as having committed notifiable offences during 2016/17. Of these, the majority (60%) received a community resolution while 35% went on to be charged or summonsed. The remainder received a youth caution or warning.

The rate of first time entrants (FTE) to the youth justice system in 2016/17 continued to show a year on year reduction in the City (-11.9%), reflecting the national picture and continuing the downward trend seen since 2007. There are, however, indications that this reduction has plateaued since April 2017. The rate of FTEs per 100,000 population in the County increased by 6.9% during the year. Rates in both the City (633) and County (343) were higher than the England average (321) during 2016/17.

Re-offending rates (binary rate October 2014 to September 2015 cohort) across the City (34%) and County (33%) remain below the England average (37%) and

have reduced by around 6% in the City over the previous year. The rate of repeat offences per offender in both the City (3.2) and County (3.2) remain below the England average (3.35), despite increases in repeat offence rates being recorded locally during the year.

Despite the overall number of young offenders falling to record lows, the 2017 Lammy Review highlighted that nationally the proportion of young people offending for the first time who are from BAME (Black, Asian, and Minority Ethnic) backgrounds rose from 11% in 2006 to 19% in 2016.

Similarly, the proportion of BAME young offenders in custody rose from 25% to 41%. These disparities are reflected across the criminal justice system (CJS), often compounded by a lack of trust in the CJS among BAME defendants.

People from BAME backgrounds remain significantly over-represented within the CJS.

Around a third of all female offenders are arrested for shoplifting offences (33%), which compares to around 16% of all offences by men. Differences in the offending profile and level of severity for women offenders, means that a lower proportion results in a charge or summons - (60%) than for men (79%).

Conversely around 24% of offences committed by female offenders result in a community resolution in Nottinghamshire compared to 10% of all offences committed by men.

The proportion of victim-based crimes that result in Community Resolution has fell from around 3.9% (2,539 per annum) in 2015/16, to 3.0% (2,186) in 2016/17. The level in 2017/18 is forecast to fall further to around 1.9% (1,580).

Community Cohesion

While Nottingham is generally a City where people get on, specific challenges remain in respect of new communities - predominantly via Eastern European migration where there has been little community infrastructure to support integration or assistance in addressing individual or community problems.

In Nottinghamshire, just under half (48%) of residents consulted via the annual Resident Survey feel that their area is a place where people from different ethnic backgrounds get on well together. This remains unchanged in comparison to results in 2015, however, the proportion that disagreed with the statement increased from 10% to 20%.

Building stronger and more cohesive communities empowers local people and shapes and sustains neighbourhoods. In turn, there is less crime, disorder and people feel safer.

Active citizenship to increase levels of community involvement in tackling crime and community safety issues within the Force area is an effective way of building stronger communities. These include Neighbourhood Watch, Neighbourhood Alert, Community Speed Watch and other volunteering roles. The County Residents Survey identified that around 16% of residents have been involved in some form of volunteering activity over the last year. Supporting further work in Schools to develop engagement and early intervention activity with young people at risk of harm or offending is important.

Obtaining a good understanding of the composition and needs of local communities, particularly new and emerging communities (through effective engagement and research) is critical if we are to build strong and cohesive communities.

Transforming Services and Delivering Quality Policing

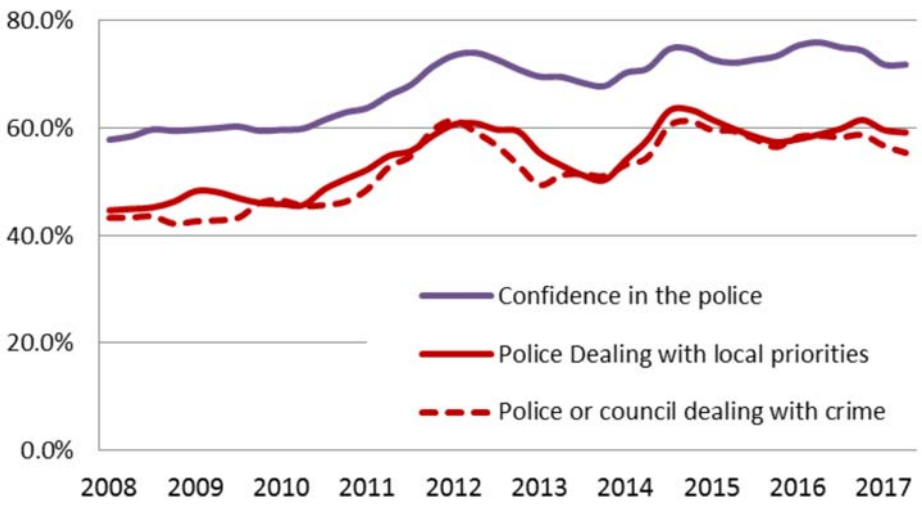
The Commissioner will take action to improve confidence and satisfaction in policing exploring collaboration and innovation opportunities and improving Police workforce representation as well as securing value for money.

Confidence in the Police

The number of public complaints made against the Police in Nottinghamshire fell by 31% in 2016/17 to 670, in comparison to a broadly stable (-0.4%) national trend.

Allegations fell by 29% to 1,062 – also bucking a stable national trend (-1%), but remain higher than the national average per 1,000 employees (279) at 286. Timeliness in terms of recording complaints remains strong (97% within ten days) compared to a national average (80%).

As seen in the chart below, the Crime Survey for England and Wales (CSEW) indicates that public confidence in the Police in Nottinghamshire has increased



steadily over the last decade from 58% in March 2008 to a high of 76% in June 2016. Public confidence has since fallen marginally to around 72%, and remains below the England and Wales average of 78%.

Engaging with communities plays a central part in preventing crime, increasing confidence and reducing demand.

Research undertaken by IPSOS-Mori in 2016 further demonstrated the strong relationship between feeling informed, having confidence in local service providers and having positive perceptions of organisational performance.

Police stop and search activity can have a significant impact – positive, where it is effective and negative where it is not – on public confidence in policing.

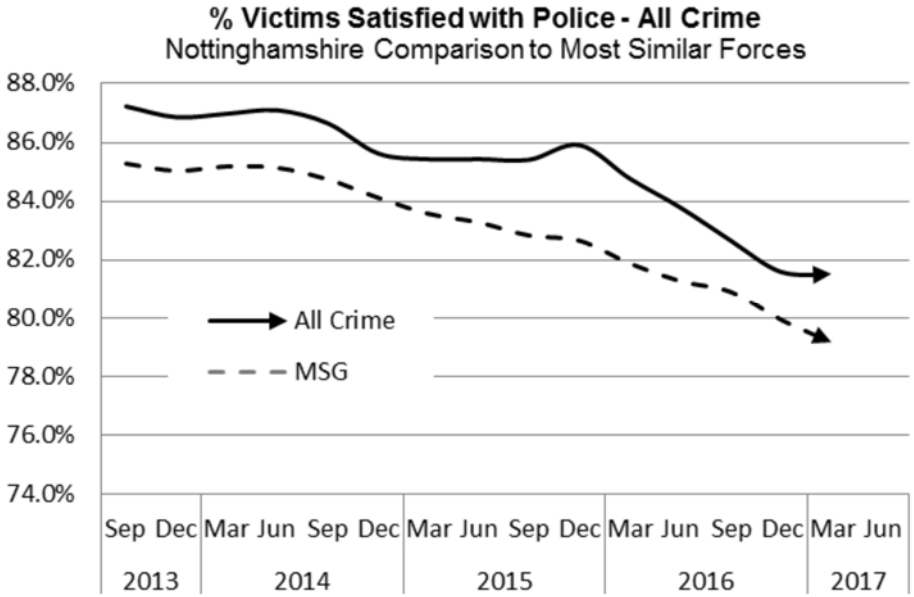
Nottinghamshire Police maintained a focus on fair and intelligence-led use of stop and search powers in 2016/17, reducing the number of stops by a further 32% and increasing the proportion that result in arrest/positive outcome by 5.1% points to 35.2%.

Satisfaction with the Police

Overall victim satisfaction with the policing services remained stronger than the most similar force average during 2016/17, but has deteriorated steadily between December 2015 (86%) and March 2017 (81%), in line with national trends as illustrated in the chart below.

Changes in policing resources and practice over this period are likely to have contributed to this trend.

Service satisfaction among hate crime victims dealt with by the Police remained relatively stable during 2016/17 at around 84% and remained strong when compared to the Most Similar Force average (75%).



Value for Money

Nationally, over the past five years Police budgets have reduced by £2.3bn, representing a 25% cut in grant. Police numbers have gone down by 20,000, meaning there are less Police on the streets. In fact, Police numbers are at their lowest for 30 years.

Since setting his first budget for 2013-14, which was itself challenging, the pressure on the Commissioner's budget has increased substantially. Over the last five years efficiency savings of £54.6m have

been needed to deliver annual balanced budgets.

In 2012-13 and 2013-14 achieving efficiencies was comparatively easy and underspends in other areas also developed. But 2014-15 saw the start of it becoming increasingly difficult to achieve the required savings programme and an additional £2m was used from reserves (total over £4m) to balance the budget by the end of the year.

2016-17 was always going to be a challenging year, with the need to deliver £12m of efficiency savings – the largest in year target to date, and increasing core costs (e.g. pay awards and price inflation), we were also faced an estimated £3.5m cost pressure from the change in National Insurance contributions. In creating the budget for 2016-17 additional cost pressures of £11m were identified.

With increasing demand for service, investigations of significantly more complex crimes, with significantly less money, securing value for money is even more critical.

Staffing Levels

Nottinghamshire Police (including the Office of the Police and Crime Commissioner) employs approximately 1,886 Police officers 184 PCSOs and 239 Specials and 1,168 Police staff in full-time and part-time positions.

Policing should be with consent of the community and officers and staff should be representative of the community. The current population census of 2011 identifies that Force BME representation should be 11.2%.

Current data shows that the BME headcount is 4.62% for Police Officers and 4.69% for Police Staff. Representation of Police Cadets is 26% and Special Constables 8%.

Nationally, BME representation for Police officers is 6.3%, largely due to the high representation of 13.4% in the Metropolitan Police.

When the Commissioner took office in 2012, BME representation was 3.7%, so overall representation has increased by 1% overall. Austerity and the 2 year recruitment freeze did hamper progress but more needs to be done.

To achieve an 11.2% BME representation an additional 144 BME Police officers would need to be recruited.

The College of Policing has been commissioned to develop and deliver a national programme to improve the recruitment, development, progression and retention of black and minority ethnic (BME) officers and staff under its BME Progression 2018 programme.

The Chief Constable intends to recruit up to a total of 200 officers in 2017-18 (which started in September 2017) and has ambitions to recruit a further 158 in 2018-19. The Commissioner hopes to see the number of officers grow in Nottinghamshire to a figure approaching 2,000. However, that will depend upon future budgets and the outcome of discussions on the Police Funding Formula on Government funding.

Legitimacy

HMICFRS recently judged that Nottinghamshire Police:

- is 'good' at treating all the people it serves with fairness and respect;
- is 'good' at how it ensures its workforce behaves ethically and lawfully; and
- 'requires improvement' at treating its workforce with fairness and respect

In terms of stop and search there were 2,573 stop and searches conducted during 2016/16 which equates to 2.3 per 1000 population. This is more than half the national rate of 4.8.

Nottinghamshire Police maintained a focus on fair and intelligence-led use of stop and search powers in 2016/17, reducing the number of stops by a further 32% and increasing the proportion that result in arrest/positive outcome by 5.1% points to 35.2%.

1,812 stop and searches132 were undertaken in 2016/17. Reflecting the national profile, the number of stops involving people from Black backgrounds per 1,000 population (8.5) remains significantly higher than that of White (1.1), although this disparity has fallen significantly since 2013/14 (17.8 : 4.3) and marginally on the previous year (8.9: 1.9).

Staff Morale

A Police Federation survey of 410 Nottinghamshire officers in 2017 found that 64% of respondents felt that their morale was low – a level comparable to the national picture (60%).

Around 95% felt that morale within the Force more generally was low – having increased marginally since 2016 (94%) and remaining higher than the national average for all forces (90%), although this difference is not statistically significant.

Factors most likely to have a negative impact on morale locally include 'how the Police are treated as a whole' (86%), pay and benefits (69%) and workload and responsibilities (68%). 75% did not feel valued in their Police role and 71% would not recommend joining the Police to others. This compared to 68% and 70% of respondents to the national survey respectively.

Sickness

Sickness absence effectively reduces the capacity of the Force's establishment and

increases the workload of staff on duty.

In 2016-17, of all the working hours available, 5.5% were lost to sickness which is higher than the Force's most similar group (MSG) which was 4.7% and the national average of 4.6% making it fifth highest nationally.

In respect of Police staff, sickness levels were 4.9%, its MSG was 4.3% and the national average being 4.5% making it 11th highest nationally.

The most recent Chartered Institute of Personnel and Development (CIPD) survey of absence rates highlighted that the UK national average absence rate stood at 3.7% of working time in 2015, which is the equivalent to 8.3 days per employee.

Managing and improving the health and wellbeing of staff is essential if sickness rates are to reduce.

Data Integrity

Following HMICFRS's crime recording integrity inspections which commenced in 2015 the Force has made radical changes to its procedures to ensure that crimes are recorded ethically and compliant with the National Crime Recording Standard (NCRS). This has led to a large increase in recorded crime during 2016-17.

Regular dip sampling by the Force Crime Registrar reveals increased crime recording compliance with NCRS; currently it is 97% which would merit an outstanding grade by HMICFRS.

Although reports of incidents to the Force increased 3.6% during 2016/17, overall crime increased more i.e. 13.7% (+9,931 offences). This means that more incidents reported to the Police are converted to crimes and is a significant reason for this increase and evidences increased compliance.

Clearly, maintaining data integrity is essential if crime figures are to be trusted.

Demand for Service

Calls for service to the Force remain significantly higher than average and are increasing in Nottinghamshire against the backdrop of reduced Police officer and staff capacity. The service also records more incidents than an average force.

Problematic drug use and alcohol remain significant drivers of crime and vulnerability, particularly in urban areas and the night time economy.

As already reported in previous sections, mental health related needs and the demands they present on local agencies continue to increase. Following a marked rise in 2014/15, the number of mental health flagged calls to the Police rose by a further 6% in 2016/17 to over 16,450 a year.

Despite relative improvement across many social and economic factors, some aspects of complex need appear to be increasing, including levels of rough sleeping and other associated vulnerability factors. Problematic drug use and alcohol remain significant drivers of crime and vulnerability, particularly in urban areas and the night time economy.

Graded Response Rates

The Force has a graded Police response policy to ensure that resources are prioritised in line with its threat risk and harm assessment.

In 2016 the average time to attend an emergency Grade 1 incident was 12.7 minutes. In 2017, it was slightly longer i.e. 13.3 minutes.

In 2016 the average time to attend a non-emergency Grade 2 incident was 67.9 minutes. In 2017, it was 12 minutes slower i.e. 79.9 minutes. With significantly less resources, this is not unexpected.

Despite the fact that the Force receives, 30% more 999 emergency calls than the national average, and with regard to operating with less Police resources, the Force continues to maintain its ability to attend emergency incidents quickly.

Collaboration

Reducing public sector budgets and changes in demand are placing significant pressure on local services, particularly in areas of public protection, mental health and adult social care. Enhanced partnership working and collaboration remains key to managing areas of greatest shared risk and delivering value for money.

The Policing and Crime Act (2017), places a duty on the Police, Fire and Rescue and the Ambulance services, to work together. It is possible under the legislation for Police and the Commissioner to take on Fire and Rescue services. The Commissioner is a member of the Nottinghamshire and City of Nottingham Fire Authority.

The Commissioner is committed to even greater collaboration in relation to estates, training, enabling services and promoting community safety.

Provisions within the Policing and Crime Act 2017 already enable new workforce structures and provisions to extend Police powers and use of volunteers. The Government also aims to further improve co-ordination between mental health services and the police.

The Government Inquiry into Policing Resources is underway following concerns highlighted into the capacity and capability of local forces to manage increasing demand.

The Government has also proposed a wider role for PCCs in cutting crime and greater devolution of criminal justice responsibility and budgets to PCCs.

Targeted multi-agency partnership working has been recognised as an important driver of crime reduction over the last decade and a vital component in delivering better and more cost effective services. Strong partnership relationships have been developed across the area, particularly between the Force, the Crime and Drugs Partnership (CDP) in Nottingham, the Safer Nottinghamshire Board (SNB).

Collaboration remains critical to maintaining effective and resilient services and delivering shared outcomes and cost savings within the public sector.

Strategic Policing Requirement (SPR)

There are some aspects of policing that require a national response, balancing between localism and national requirements. The Strategic Policing Requirement (SPR) sets out the national threats and the appropriate national policing capabilities that are required to counter those threats. The Commissioner and the Chief Constable are required to have due regard to the SPR.

The Commissioner is required to have regard to this SPR when issuing or varying his Police and Crime Plan. He must keep his plan under review in light of any changes made to the SPR by the Home Secretary. The Chief Constable must have regard to both the Police and Crime Plan and the SPR when exercising his function and the Commissioner will hold him to account for doing so. The following threats are identified as:

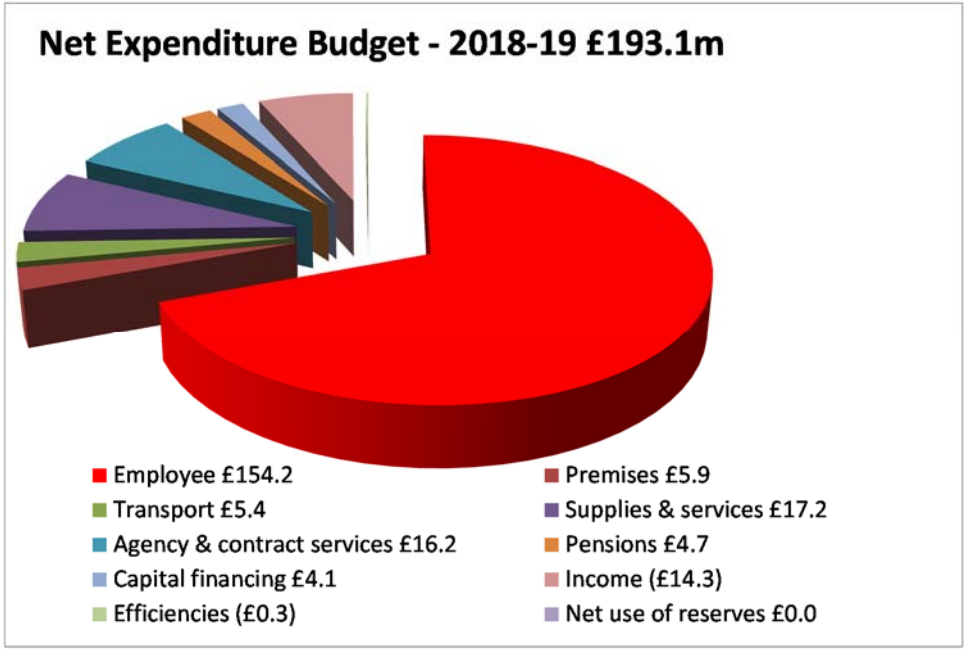
- Terrorism
- Serious and Organised Crime (which demand a national coordinated response)
- A National Cyber Security Incident
- Threats to public order or public safety (involving more than one force)
- Civil emergencies (that require an aggregated response across Police force boundaries)
- Child sexual abuse (if it is a threat of national importance)

Resourcing Our Priorities

Central Government funding provides the Commissioner with approximately 70% of the funding required to Police Nottinghamshire. The remainder is met from local council tax payers. The majority of properties across the City and County fall within Council Tax bands of A and B.

The amount of Government grant is reducing each year at the same rate at which the council tax grows. This cash neutral position means that savings have to be found to finance the increasing costs that are incurred.

The chart (above) shows a breakdown of



£193.1m net revenue expenditure available for 2018-19.

The Capital Programme for 2018-19 is £10.652m, with £3.878m earmarked for Priority 1 projects (includes the start of a new build for the Bridewell; improvements for Mansfield Police Station Custody Suite and Automatic Number Plate Registration ANPR Cameras) and £6.774m for Priority 2 projects (includes Command and Control Information Systems and other essential IS and maintenance work).

Smart Commissioning

The Commissioner intends to continue funding Community Safety Partnerships (CSPs) and providing small grants to third sector organisations. He has a statutory responsibility for providing victim services and has commissioned Nottinghamshire Victim Care to help victims cope and recover.

Community Safety Fund

The Commissioner commissions the majority of community safety work through City and County Community Safety Partnerships (CSPs), which bring together local stakeholders who are well placed to understand local need and priorities. In addition, he supports grassroots community safety activity by grant funding third sector organisations through his Community Safety Fund.

The Commissioner launched his Community Safety Fund (2018-19) in December 2017. New projects will begin in April 2018 and will support the commissioner's four new themes.

Victim Services

The Commissioner became responsible for commissioning local victim support services in 2014, a role previously held by Ministry of Justice (MoJ). His vision is that:

"Victims and survivors in Nottinghamshire are resilient and less likely to be re-victimised; empowered to cope and recover from crime and anti-social behaviour by timely and effective victim-centred support from local services, families and communities".

To realise his vision, the Commissioner has commissioned a range of generic and specialist services. To ensure that all victims of crime, domestic abuse, sexual crime, anti-social behaviour and hate incidents, all have access to support.

The Commissioner is committed to ensuring that victims who need the most help are easily able to access services. He is committed to establishing a dedicated website for victims on where to go to access support.

Governance & Accountability

The Commissioner is responsible for the totality of policing within the policing area; with operational policing being the responsibility of the Chief Constable.

The Commissioner is also responsible for ensuring that public money is safeguarded, properly accounted for and used economically, efficiently and effectively. To discharge this accountability the Commissioner and senior officers must put in place proper procedures for the governance and stewardship of the resources at their disposal.

The Commissioner's Governance Framework details how he fulfils his responsibilities.

Other financial reports and statements of accounts are published on the Commissioner's web site.

Delivering the Plan

Appendix A contains the Commissioner's Strategic Framework which sets out his vision, values, strategic priorities and outcomes together with performance measures to deliver.

A Police and Crime Delivery Plan will be prepared for the Commissioner and the Chief Constable will prepare his delivery plan in support of the specific deliverable contained within the four priority areas.

The full range of activities will be regularly monitored and progress reported to the Police and Crime Panel.

The Force will produce a monthly Performance and Insight report in relation to the full range of measures contained within the Strategic Framework.

APPENDIX A: POLICE AND CRIME PLAN STRATEGIC FRAMEWORK (2018-21)

SEE INSERT

APPENDIX A: POLICE AND CRIME PLAN STRATEGIC FRAMEWORK (2018-21) – Final

FOR INTERNAL MONITORING PURPOSES

COMMISSIONER'S VISION

Working with you for a safer Nottingham and Nottinghamshire

Professional | **R**espect for All | **O**ne team | **U**tmost integrity, trust and honesty | **D**oing it differently

STRATEGIC THEMES AND STRATEGIC OUTCOMES AND **COMMISSIONER'S PLEDGES**

T1. Protecting People from Harm	T2. Helping and Supporting Victims	T3. Tackling Crime and Antisocial Behaviour	T4. Transforming Services and Delivering Quality Policing
T1A. Outcomes	**T2A. Outcomes**	**T3A. Outcomes**	**T4A. Outcomes**
T1 A. More vulnerable people are protected and safeguarded.	T2 A. More people have the confidence to report crime and focus resources on repeat victimisation.	T3 A. Communities and people are safer and feel safer.	T4 A. Improve community and victim confidence and satisfaction in policing.
T1 A. Performance Measures	**T2A. Performance Measures**	**T3A. Performance Measures**	**T4A. Performance Measures**
1. HMICFRS PEEL Assessment Grade. How effective is the Force at protecting those who are vulnerable and supporting victims.	1. Levels of reported crime to the Police (OPCC Survey). 2. Monitor the proportion of victim based crimes compared to 2017-18 in respect of: a. Children b. Adults 3. Reduce the proportion of victim based crimes that are repeats compared to 2017-18 in respect of: a. Domestic abuse b. Hate Crime c. ASB Victims 4. Serious Sexual Crime: a. Number of serious sexual offences: i. Adults ii. Children b. Positive outcome rate (i and ii)	1. Reduce the number of Victim Based Crimes (VBC) compared to 2017-18 and monitor the number of VBC and ASB incidents in: a. Rural Areas b. Urban Areas 2. Monitor the level of crime severity compared to 2017-18: a. Force Wide b. Top Neighbourhood Priority Areas in County and City 3. 40% reduction in all KSI RTCs by 2020 (from 2005-09 average): a. Adults b. Children under 16yrs 4. Percentage of people who believe the Police are dealing with local priorities (OPCC survey). 5. Percentage of people who feel safer (New question OPCC survey).at: a. Home b. Work c. Travelling and d. On-line	1. Percentage of people who believe the Police do a good job (OPCC Survey New question). 2. Percentage of people who have confidence in the Police (OPCC Survey New question): a. All b. BME Communities 3. Percentage of victims who are satisfied with the Police (Currently Under Review) a. Ease of contact b. Arrival time c. Action taken d. Follow up and e. Treatment

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T1. Protecting People from Harm	T2. Helping and Supporting Victims	T3. Tackling Crime and Antisocial Behaviour	T4. Transforming Services and Delivering Quality Policing
T1B. Outcomes	**T2B. Outcomes**	**T3B. Outcomes**	**T4B. Outcomes**
T1 B. Improve capacity and capability to identify and deal with new serious and emerging threats.	T2 B. More victims cope and recover.	T3 B. Fewer people commit crime and offenders are supported to rehabilitate.	T4 B. Improve service delivery and save money through collaboration and innovation.
T1 B. Performance Measures	**T2B. Performance Measures**	**T3B. Performance Measures**	**T4B. Performance Measures**
1. HMICFRS Assessment of Nottinghamshire Police response to strategic policing requirements. 2. Nottinghamshire Police annual Strategic Policing Requirement (SPR) Self-assessment.	1. Victims Cope and Recover a. Number of victims supported by Victim Services b. % of cases closed reporting: i. Understanding where to go for help ii. Feeling safer iii. Improved ability to cope iv. Increased emotional wellbeing 2. Extending the reach: a. Number of victims self-reporting to victims services b. Number of community points established and supporting victims	1. No of first time entrants to the CJS 2. Reoffending: a. Percentage of adults reoffending b. Percentage of female adults reoffending c. Percentage of young people reoffending d. Reduction in the seriousness and frequency of offending. (YOS/CRC/NPS data). 3. Risk score for IOM cohort framework – overall and excluding nominal detained in prison : a. All IOM Offenders b. DV Offenders 4. Number of weapon enabled crime compared to 2017-18: a. Gun Crime b. Violent knife crime c. Possession of offensive weapon d. Positive outcome rate for violent knife crime	1. Budget against actual spend for: a. Revenue and b. Capital. 2. Revenue efficiencies achieved against agreed plan. 3. Revenue spend on non-staff cost per population, compared to national and MSG averages (HMICFRS VFM profile).
T1C. Outcomes	**T2C. Outcomes**	**T3C. Outcomes**	**T4C. Outcomes**
T1 C. Maintain focus on action to address the key drivers of crime and demand.	T2 C. Victims cope and recover following restorative justice	T3 C. Build stronger and more cohesive communities.	T4 C. The Police workforce is representative of the community it serves and has the resources to do its job.
T1C. Performance Measures	**T2C. Performance Measures**	**T3C. Performance Measures**	**T4C. Performance Measures**
1. Criminal Justice Substance Misuse: a. Number of substance misusers (drug and alcohol) in treatment (reported quarterly): i. All ii. Opiates iii. Non opiates iv. Alcohol b. % of successful completions c. Reduce reoffending for Substance misusers d. Number of drug related drug related deaths e. % of representations f. % of drop our rates (check with county) 2. Reduce in the proportion of alcohol related crimes compared to 2017-18 a. Overall b. In NTEs	1. Number of victims initiating a restorative process 2. Number of victim-initiated restorative processes taking place 3. % of cases closed reporting increased emotional wellbeing following a restorative process	1. Number of residents who feel that people from different backgrounds get along well with each other (New question OPCC survey). 2. Number of residents who feel there is a strong sense of belonging and community where they live (New question OPCC survey). 3. HMICFRS PEEL Legitimacy Grade: To what extent does the Force treat all of the people it serves with fairness and respect	1. Staffing Levels - Actual compared to budget: a. Number of Police Officers b. PCSOs c. Police Staff d. Police Specials, e. Cadets and f. Volunteers. 2. Percentage of BME representation in: a. The work force overall b. Supervisory roles/senior ranks. 3. Percentage of spend on visible operational front line, compared to national and MSG averages (HMICFRS VFM profile). 4. Spend on local policing, compared to national and MSG averages (HMICFRS VFM profile). 5. Level of officer and staff morale (Establish Local survey).

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3. Percentage of people who think drug dealing and abuse is a problem (OPCC Survey). 4. Number of police incidents created where mental health is or suspected to be a factor			

T1. Protecting People from Harm	T2. Helping and Supporting Victims	T3. Tackling Crime and Antisocial Behaviour	T4. Transforming Services and Delivering Quality Policing
T1D. Outcomes	**T2D. Outcomes**	**T3D. Outcomes**	**T4D. Outcomes**
T1 D. Improve information sharing between organisations using ECINs	T2 D. Victims receive high quality effective support	T3 D. Hold offenders to account through an effective criminal justice system.	T4 D. Value for money is delivered and waste is minimised.
1. ECIN Users - Increase the number of: a. Organisations actively sharing information on E-CINs b. Organisations signed up to the new information sharing agreement. c. ECIN users d. ECIN profiles	1. % of cases sampled complying with the Code of Practice for Victims of Crime 2015 2. % of cases closed reporting satisfaction with victim support services 3. % of cases closed reporting satisfaction following a restorative process	1. Positive outcome rate for all crime/victim base crime. 2. Number of crimes resolved through community resolution. 3. Rates of recidivism for community resolution.	1. HMICFRS PEEL Legitimacy Grading: How well does the Force use it resources? 2. Percentage of working days lost through sickness for : a. Police officers and b. Police staff. 3. Rolling 12 month average for All recorded crime compliance rates with NCRS. 4. Monitor the abandoned call rate compared to 2017-18 : a. 999 and b. 101 5. Police Graded Response incidents attended within prescribed time (monthly average to be better than 2018-19): a. % Grade 1 Urban b. % Grade 1 Rural c. % Grade 2

Principle 1: Focusing on the purpose of the PCC and the Force, and on outcomes for the community, and creating and implementing a vision for the local area

Principle 2: Leaders, officers and partners working together to achieve a common purpose with clearly defined functions and roles

Principle 3: Promoting values for the PCC and demonstrating the values of good governance by upholding high standards of conduct and behaviour

Principle 4: Taking informed and transparent decisions which are subject to effective scrutiny and managing risk effectively

Principle 5: Developing the capacity and capability of the PCC, officers of the PCC and the Force to be effective.

Principle 6: Engaging with local people and other stakeholders to ensure robust public accountability

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SPECIFIC DELIVERABLES OF COMMISSIONER, CHIEF CONSTABLE AND PARTNERS

T1. Protecting People from Harm

1. Continue to improve partnership response to modern slavery, improve understanding and raise public awareness of exploitation.
2. Fund targeted education and awareness raising initiatives with young people, parents and the wider community with regard to substance misuse and new psychoactive substances.
3. Undertake a review of the criminal justice substance misuse service to meet current and future drug use.
4. Recruit dedicated police staff to implement a new cyber fraud prevention and protection strategy to safeguard vulnerable people.
5. Continue to undertake 'Fraud Protect' visits to vulnerable victims of financial crime.
6. Invest in initiatives to raise awareness and keep people safe on-line, focussing on preventing child exploitation, bullying, sexting, and technologically-assisted harmful sexual behaviour.
7. Increase the resource into policing to deal the investigation of paedophiles online.
8. PCC to continue to provide leadership and commitment to delivering the mental health crisis care concordat.
9. PCC to continue building relationship with partners, health sector and Clinical Commissioning Groups to further enhance support for people with mental health issues.
10. Continue to better understand and improve partnership response to missing persons from hospital, home and care settings.
11. Support community led early help services and problem solving approaches for people suffering from mental health and complex needs who are perpetrators of crime and ASB.
12. Mainstream and deploy the Street Triage Team to deal with mental health incidents.
13. Invest in initiatives to address the complex needs of offenders who are at risk of street homelessness or street drinking.
14. Expand the use of E-CINS Case Management system to broaden partnership work to protect people from harm and support problem solving.

T2. Helping and Supporting Victims

1. Develop a dedicated website for victims on where to go to access support.
2. Continue to support both City and County MASH to identify top repeat victims for partnership interventions.
3. Continue to improve the partnership response to support victims, preventing hate crime and raising public awareness.
4. Continue to invest in outcomes focussed domestic abuse services for victims and survivors.
5. Invest in and co-commission a new ISVA and CHISVA support service for victims and survivors of sexual abuse.
6. Work with health partners to drive forward improvements to therapeutic support for sexual violence victims and survivors.
7. Work with partners to invest in new facilities for the adult Sexual Assault Referral Centre (SARC).
8. Further embed the new Victim CARE model and expand the number of local community points to improve access to services.
9. Significantly expand the take up of victim led restorative justice
10. Seek assurance that the police and criminal justice system are compliant with the 'Code of practice for victims of crime'.
11. Explore and seek support for introducing a Court observer panel for specific crime types.
12. Improve the criminal justice system's response to female offenders.
13. Improve the performance management and quality assurance of victim services.
14. Mainstream fund the historic and sexual abuse enquiry team.

T3. Tackling Crime and Antisocial Behaviour

1. Continue to provide financial support for targeted programmes to divert children and young people away from crime and anti-social behaviour.
2. Undertake research and co-engagement activity to build a better understanding of communities.
3. Identify high severity 'harm spot' locations in Neighbourhood Policing Areas and produce detailed intelligence profiles to support problem solving.
4. Invest in community problem-solving approaches to address concerns that matter most to people such as rural crime, motorcycle noise and alcohol related anti-social behaviour.
5. Support community led initiatives to reduce serious acquisitive crime, such as vehicle crime and domestic burglary and reinvigorate traditional target hardening activity.
6. Continue to work collaboratively in local, regional, national and international structures to obtain, analyse and share intelligence to protect the public from terrorism and extremism.
7. Police and Partners to work closely with statutory partners, community contacts and Police colleagues to safeguard people from radicalisation and to prevent the spread of all forms extremist rhetoric and acts of terrorism.
8. Help develop the Road Safety Partnership using Community Watch and include Fire and Rescue Service in Partnership working arrangements.
9. Work with national Neighbourhood Watch and Neighbourhood Alert to further develop technological opportunities and other working for sharing and responding to community intelligence.
10. Pilot 'Safer Schools Officers' to achieve better engagement and introduce early intervention activities.
11. Manage suspects and offenders who pose the most risk to committing domestic abuse through the Integrated Offender Management (IOM) programme and through 'alcohol' monitoring tags.
12. Explore new methodology to score and prioritise IOM (Integrated Offender Management) using ONS high harm crime index.
13. Continue to improve 101 responses to low level drug dealing, ASB and noise related ASB through joint Partnership working in urban and rural areas.
14. Appoint a 'Knife Crime Strategy Manager' to improve joint working and mainstream the knife crime team.
15. Establish dedicated burglary reduction teams in the City and County to increase proactive capacity in the Force.
16. Continue to support partnership activity and targeted programmes in support of tackling serious and organised crime.

T4. Transforming Services and Delivering Quality Policing

1. Continue to put forward a strong national case for Nottinghamshire to receive a fair share of policing resources.
2. Ensure the force achieves a balanced budget and reduces non-pay costs to help grow officer numbers.
3. Completely review and introduce a new policing model across Nottinghamshire.
4. Work with Partners to identfy further collaboration opportunities for pooled budgets, efficiencies and improved services.
5. Develop a programme of collaboration with the Fire and Rescue Service, including sharing estates, vehicles and training.
6. Increase co-location of public services and where beneficial share data, buildings, people and information.
7. Invest and support a common IT platform and system across policing and other technological solutions such as drones.
8. Invest and promote the welfare of officers, staff and volunteers.
9. Ensure the police workforce and supervisory structure is more representative of the community it serves.
10. Invest in community led initiatives to facilitate positive relationships between BME and/or new and emerging communities and the police.
11. Continue to implement HR Strategy to fulfill requirememements of Equality Act 2010.
12. Introduce a new model to deal with complaints against policing.
13. Undertake education and proactive communication and media campaigns to reduce inappropriate calls for service
14. Undertake further research to improve understanding of presenting demand, including the drivers of high rates of 999 and 101 calls.
15. Consider any Government opportunities for further devolution of criminal justice services.
16. Explore opportunities to establish an annual consultation forum of third sector providers to help inform the Strategic Needs Assessment.

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For Information	
Public/Non Public*	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**29th March 2018**
Report of:	**The Chief Constable**
Report Author:	**Lizzie Starr**
E-mail:	**Elizabeth.starr16691@nottinghamshire.pnn.police.uk**
Other Contacts:	
Agenda Item:	**12**

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

Performance and Insight Report

1. Purpose of the Report

1.1 The purpose of this report is to inform the Office of the Police and Crime Commissioner (OPCC) of the key performance headlines for Nottinghamshire Police in the 12 months to January 2018.

2. Recommendations

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

3. Reasons for Recommendations

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

4. Summary of Key Points

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

5. Financial Implications and Budget Provision

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

6. Human Resources Implications

6.1 There are no immediate Human Resource implications arising from this report.

7. Equality Implications

7.1 There are no equality implications arising from this report.

8. Risk Management

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

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

9.1 There are no policy implications arising from this report.

10. Changes in Legislation or other Legal Considerations

10.1 There are no changes in legislation or other legal considerations that are relevant to this report.

11. Details of outcome of consultation

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

12. Appendices

12.1 Appendix A: Performance and Insight report.

Nottinghamshire Police

Performance & Insight Report

PCC Themes One to Seven

Year-to-date 1st April 2017 – 31st January 2018

Guidance notes:

1. The following performance indicators are taken from the Police and Crime Commissioner's (PCC) plan 2016-18. The information is organised in line with the seven strategic priority themes in the plan.

2. Summary performance information is for the period 1st April 2017 to 31st January 2018 compared to the equivalent period of last year, in line with the Police and Crime Plan requirements. Where information provided is for an alternative period this will be stated. Longer term trend information is provided wherever possible.

3. Where a measure has a designated target, a target position will also be provided and this will be assigned a RAGB status as follows;

- Where a measure is exceeding target (performance more than five per cent better than target) a measure will be rated blue
- For performance achieving target within five per cent it is rated green
- Measures not achieving target but within five per cent are rated amber
- Measures more than five per cent away from target are rated red

4. Additional insight is included in the report in order to provide context, particularly in relation to performance exceptions.

5. Some of the performance information in the report is refreshed quarterly. Where updated information is not available this is stated and the information from the previous report is provided.

6. Where data has been supplied by a source outside of the Nottinghamshire Police Management Information team, this will be stated.

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		**Objective / Target**	**Performance**		**Insight**
1.1	Percentage of victims of crime that are completely, very or fairly satisfied with the service they have received from the police	90% of victims completely, very or fairly satisfied	DA 93.3% Hate 82.0%		In response to a change in the Home Office mandated survey requirements, the force is currently reviewing the local approach to surveying victims of crime and the wider community. While this review is on-going, the force continues to survey victims of Domestic Abuse (mandatory) and victims of Hate Crime (non-mandatory). In the 12 months to November 2017, the force surveyed a total of 697 Domestic Abuse survivors. 93.3% of those surveyed were fairly, very or completely satisfied with the service they received from the police. This figure represents a similar figure compared to previous months (92.7% of 598 survivors in October 2017, 93.1% of 596 survivors in September 2017, 93.0% of 574 survivors in August 2017 and). Performance in respect of the aspects of satisfaction remains stable for 'ease of contact', 'actions taken' and 'treatment', with overall satisfaction ratings of above 90%. Satisfaction with 'kept informed' remains lower at 80.9%. Over the same period, from a total of 306 Hate Crime victims surveyed, 82% were satisfied with the service they received from the police. This figure represents a continued decrease in satisfaction compared to the previous three months (83.4% of 297 surveyed in October 2017, 83.8% of 352 surveyed in September 2017, 85.3% of 346 surveyed in August) and is the lowest rate recorded for over a year. In terms of the aspects of satisfaction, 'actions taken' (81.2% satisfaction) and 'kept informed' (71.9%) are the lower rated aspects by Hate Crime victims, whereas both 'ease of contact' and 'treatment' maintain satisfaction levels of above 90%. This trend was discussed at the January Force Performance Board meeting and further research is being conducted by the Force hate crime manager in an effort to understand the decline in performance.
1.3	Percentage of people who agree that the police and	60% agreement by 2017/18	56.7%		***Current performance covers interviews in the year to September***

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		**Objective / Target**	**Performance**		**Insight**
	local councils are dealing with Anti-Social Behaviour and other crime issues				***2017[1]. Please note that this information is updated quarterly.*** The Force is 3.3 percentage points below the 60% target. Considering the trend in the long term, there appears to be a slight downward trend, however the change on the previous year's position (58.3%) is non-significant. The average for the Force's Most Similar Force group is 56.0% and Nottinghamshire is ranked in 4th place in this group of 8.
1.4	Percentage reduction of people that been repeat victims within the previous 12 months	a) A reduction in the number of repeat victims[2] of domestic violence compared to 2016-17	-10		***The Force definition of a repeat victim is based on the national definition. A Domestic Abuse (DA) repeat victim is a victim of a DA crime or incident in the current month who has also been a victim of one or more DA crimes or incidents at any point in the previous twelve months.*** Of a total of 1,057 Domestic Abuse victims in the month of January, 341 had been a victim of one or more previous domestic abuse incidents or crimes in the 12 months prior (February 2017 – January 2018). This compares to a baseline monthly average for the 2016/17 year of 351 repeat victims per month, which equates to a reduction of 2.8% in the month of January. As a proportion, 32.1% of DA victims in January were repeat victims, which is above the baseline average of 30.8%.
		d) A reduction in the number of repeat victims of hate crime[3] compared to 2016-17	+5		***The Force definition of a repeat victim is based on the national definition. A hate crime repeat victim is a victim of a hate crime or incident in the current month who has also been a victim of***

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

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

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

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		**Objective / Target**	**Performance**		**Insight**
					one or more hate crimes or incidents at any point in the previous twelve months. Of a total of 119 hate crime victims in the month of January, 20 had been a victim of one or more hate crimes in the 12 months prior (February 2017 – January 2018). This compares to a baseline monthly average for the 2016/17 year of 15 repeat victims per month, which represents 5 more repeat hate crime victims in January compared to the baseline figure. As a proportion, 19.3% of hate crime victims in January were repeat victims. This figure is greater than the baseline monthly average for 2016/17 (11.5%).
		e) To monitor repeat victims of ASB incidents.	289		There were 289 victims of ASB in January 2018 who had reported a previous incident or incidents in the 12 months prior. Overall ASB incidents reported to the Police have declined further in January in line with expected (seasonal) levels. January (2,130), December (2,409), November (2,597) and October (3,218). As a proportion, repeat ASB accounts for 13.6% of all incidents in January.
		f) To monitor the number of domestic abuse non-crimes and crimes and the proportion of which are repeats	1,376 crimes and non-crimes		The Force recorded 1,376 domestic abuse crimes and non-crimes in January 2018. Last year, the Force recorded an average of 1,375 Domestic Abuse crimes and non-crimes per month.
			Proportion that are repeats		Please see measure 1.4a (above)
1.5	Public confidence in reporting offences to the police	a) To monitor the number of Sexual Offences as a whole	2,932 offences		The Force has recorded 2,932 sexual offences this financial year to date. This equates to a 39.5% increase against the same period last year (830 more offences). Rape offences have seen an

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people				
Measure		Objective / Target	Performance	Insight
				increase of 56.5% (+413 offences) this year, while other sexual offences increased by 30.4% (+471 offences). Following the National Crime Recording Standards (NCRS) audit, the Force continues to record Sexual Offences at a higher level than previously. Comparisons to the early part of last year will demonstrate large percentage increases when compared to the new 'normal' levels the force are now recording. Looking at the longer term trend, the force has recorded a 40.2% increase in sexual offences in the 12 months to January 2018, compared to the 12 months to January 2017, which equates to 978 additional offences recorded over the 12 month period.
		b) To monitor satisfaction levels of victims of Domestic Abuse through the force victim surveys	93.1%	See measure 1.1 for details.
		c) To monitor the number of Hate Crimes and the proportion of which are repeats	85 hate crimes 52 hate incidents	There have been a total of 85 hate crimes in January. Over the same time period the Force has recorded 52 hate incidents, meaning that the overall total for December stands at 137 hate crimes/incidents. Year-to-date figures (April 2017 to January 2018) show an increase of 6.9% (+122 hate crimes and incidents) when compared to the same period last year. There had been an increasing trend in hate crimes over the summer period which has now reduced to closer to the monthly averages seen last year. Last year the Force had an average of 112 hate crimes and 64 Hate Incidents per month. This year to date the Force is currently receiving an average of 132 hate crimes and 55 hate incidents per month.
			Proportion that are repeats	Please see measure 1.4d (above)

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		**Objective / Target**	**Performance**		**Insight**
1.6	The number of people Killed or Seriously Injured (KSIs)on Nottinghamshire's roads	a) 40% reduction in all KSI RTCs by 2020 (from 2005-09 average)	-33.2%		***Data is for calendar quarters one, two and three; January 2017 to September 2017. Next update due in March.*** Data for quarters one, two and three (1st January 2017 – 30th September 2017) shows a 33.2% reduction (172 fewer persons) in persons Killed or Seriously Injured (KSI) on Nottinghamshire's roads compared to the 2005-2009 baseline period. However a slight increase is apparent when comparing the current year to the equivalent period of last year (+6.8% or 22 persons). All user groups are seeing a reduction in KSIs when compared to the baseline average. KSIs in the 0-15 age group have reduced by 56.0% (31 persons) compared to the 2005-2009 baseline.
		b) Monitor KSIs for 0-15 year olds	-56.0%		
1.7	The number of non-crime related mental health patients detained in custody suites	A reduction in the number of non-crime related mental health patients detained in custody suites	-40%		***Data is for Quarters 1, 2 and 3 April-December 2017. Data for this measure is released quarterly. Next update due in April.*** One person was presented to custody as a first place of safety in quarter three 2017. This compares to 3 people in the previous quarter and one person in the same period of last year. This year to date a total of six people has been presented to custody as a first place of safety, this compares to 10 people in the same period of last year. (-40% decrease). On average last year, less than three percent of mental health patients have been taken to custody, with the vast majority taken to the mental health suite. Source: East Midlands Criminal Justice Service (EMCJS).

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people				
Measure		**Objective / Target**	**Performance**	**Insight**
1.8	The number of children detained in police custody overnight	A reduction in the number of children detained in police custody overnight[4] compared to 2015-16	75 detainees	***Data is for Quarters 1, 2 and 3 April-December 2017. Data for this measure is released quarterly. Next update due in April.*** There were 75 juveniles remanded into custody in quarters one, two and three 2017 compared to 52 in the same three quarters in 2016. Source: East Midlands Criminal Justice Service (EMCJS).
1.9	Percentage of incidents responded to within the target time[5]	To monitor the percentage of Grade 1 and 2 incidents attended within the recommended timescale* for a) Rural b) Urban **The recommended timescales for grade 1 (immediate) and grade 2 (urgent) response incidents are as follows:* ▪ *Grade 1 incidents in Urban areas within 15 minutes and Rural areas within 20 minutes; and,* ▪ *Grade 2 incidents within 60 minutes.*	Grade 1 78.1% Grade 2 59.9%	In terms of Grade 1 incidents, the Force attended 78.6% of Urban areas and 78.9% of Rural areas within the advised times this year, giving a total 78.1% for all Grade 1 incidents. Whilst 59.9% of Grade 2 incidents were attended within 60 minutes. On average, the Force attends Grade 1 incidents within the recommended times. The average attendance time for Grade 1 incidents has remained at around 14 minutes each month over the most recent eight months. The average attendance time for Grade 2 incidents improved to 86 minutes in January. In the 3 months prior to January 2018, the average attendance time for Grade 2 was 87 minutes. The total number of incidents requiring either grade 1 or grade 2 attendance was approximately 700 incidents above the expected levels for the month of January.

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

[5] *Outliers have been excluded from the overall figures*

Strategic Priority Theme Two: Improve the efficiency and effectiveness of the criminal justice process					
Measure		**Objective / Target**	**Performance**		**Insight**
2.2	Crown and Magistrates' Courts conviction rates	To record a conviction rate in line with the national average	CC +0.4pp	●	***This measure is reported quarterly. Data shown is Quarter 3 October to December 2017. Next update due in the May report.*** Quarter three figures provided by the East Midlands Criminal Justice Service (EMCJS) reveal that the Crown Court recorded a conviction rate of 80.4% which is greater than the national average of 80% (+0.4pp), and is the second highest rate in the East Midlands region. The Magistrates' Courts conviction rate is 86.6% for the same period and is again higher than the national average of 85.1% (+1.5pp). Nottinghamshire Magistrates Court has the highest conviction rate in the region. The use of the EMCJS FIT model to deliver improvements in the quality of files submitted by the police to the Crown Prosecution Service (CPS) continues. There has been an increase in the number of EMCJS FIT trained staff from 5 to 30 so that more files are able to be reviewed and quality checked on first submission by the officer. This has clear operational benefits as it reduces remedial work required by the officer and speeds up the criminal justice process. In addition, EMCJS have been facilitating 'drop in' sessions with operational officers to provide feedback on file quality.
			MC +1.5pp	●	
2.3	Early Guilty Plea rate for the Crown and Magistrates' Courts	An increase in the Early Guilty Plea rate compared to 2016-17.	CC +2.9pp	●	***This measure is reported quarterly. Data shown is Quarter 3 October to December 2017. Next update due in the May report.*** The Early Guilty Plea rate recorded in the Crown Court in quarter three was 41.5%, which is an improvement on the previous quarter (+2.9pp), and is better than the national average of 39.4%. The Early Guilty Plea rate recorded in the Magistrates' Court year-to-date to September 2017 was 67.6%, which is just below the
			MC +5.7pp	●	

Strategic Priority Theme Two: Improve the efficiency and effectiveness of the criminal justice process					
Measure		**Objective / Target**	**Performance**		**Insight**
		To be better than the national average	CC +2.1pp		national average of 69.0%. this is despite being the best in the region and a significant improvement on the previous quarter's figures (61.9%)
			MC -1.4pp		

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial Behaviour					
Measure		**Objective / Target**	**Performance**		**Insight**
3.1	Reduction in All Crime across the force	a) A reduction in All Crime compared to 2016-17	+20.8%	●	The first ten months of this year have seen the Force record a 20.8% (14,023 offences) increase in All Crime compared to the same period last year. Victim-Based crime has increased by 20.4% (12,178 offences) year-to-date. Other Crimes Against Society have increased by 23.8% (1,845 offences). The increase in Other Crimes Against Society is driven by a 40.9% increase in Public Order offences. Public Order offence volumes remain high following the NCRS audit, as a result of the daily incident checks now in place in force. Following the NCRS audit last year, the force has put in place new daily processes to maintain compliance with the national standards. This means that recorded crime volume remains at a higher level and this is expected to continue as the accepted new 'normal' level. The force is now recording around 2,000 offences more each month than this time last year. When considering the longer term trend, the Force has recorded a 22.4% (17,611 offences) increase in All Crime in the 12 months to January 2018 compared to the previous 12 months. The most recently published national data (covering performance in the 12 months to September 2017) reveals that almost all forces in England and Wales are recording increases in crime. Nottinghamshire is recording an increase above both the national and regional average. At present, the local performance position is comparing a period of higher recording (following the change in process described above) to a lower period prior to this change, and as a result a large percentage increase is seen. Following two months of above-forecast volumes, the forecast has been recalculated to year-end.

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial Behaviour					
Measure		**Objective / Target**	**Performance**		**Insight**
					The revised forecast position suggests that the force will end the year with a 19% increase in recorded crime.
		b) A reduction in Victim-Based Crime compared to 2016-17	+20.4%	●	The overall volume of Victim-Based crime year-to-date has increased by 12,178 offences compared to last year (+20.4%). When considering the longer term trend, Victim-Based crime has increased by 21.7% (15,137 offences) in the 12 months to January 2018 when compared to the previous twelve months. Increases are apparent across most of the sub-categories within the Victim-Based crime group. Crime levels have remained consistent at approximately 7,000 crimes per month in the last ten months which is the highest level seen in the last five years. Violence Against the Person (VAP) offences are responsible for a large proportion of the increase in overall Victim-Based crime. This is as a result of processes put in place to maintain compliance with the national standard; ensuring that the Force is responding to victims and putting in place the appropriate support, safeguarding and investigation. VAP has seen a 26.6% increase (5,480 offences) in the 12 months to January when compared to last year. Performance is driven by an increase in Stalking and Harassment which has increased by 64.8% (2,079 offences) and Violence without Injury, with a 29.5% increase (+2,062 offences). Sexual Offences have increased by 40.2% (+978 offences) over the same period. In the 12 months to December, the force has also recorded increases in Burglary (3.4% or 275 offences), Robbery (18.1% or 161 offences), Vehicle Offences (+32.6% or 2,266 offences), Theft (+22.6% or 4,548 offences) and Criminal Damage & Arson (+13.4% or 1,430 offences).

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial Behaviour					
Measure		**Objective / Target**	**Performance**		**Insight**
					Performance exceptions are monitored at the monthly Operational Performance Review meetings, with action to manage identified exceptions tasked from this meeting where appropriate.
		c) To monitor the number of offences in those local areas which experience high levels of crime			The five areas of Nottingham City that have been identified as experiencing high levels of crime have recorded a total of 8,245 crimes year-to-date. This represents a 20.9% (1,423 offences) increase in All Crime compared to last April to January. All five areas are recording an increase compared to last year, with these ranging from +7.5% on Bulwell (+137 offences) to +31.2% on Bridge (+299 offences). The percentage increase of 20.9% recorded over the five City areas is in line with the increase of 20.9% over the same period for the City overall. The increase on the areas reflects the force level picture, with increases in Violence and Public Order driven by the NCRS audit activity. The County priority areas have recorded a total of 13,788 crimes year-to-date, which equates to an 18.0% (2,100 offences) increase in All Crime compared to last year. This is similar to the increase of 20.1% for the County area as a whole. All of the 19 county priority areas on except one, (Oak Tree, no change) are recording an increase in crime compared to last year. Hucknall East has had the largest percentage increase with 318 more crimes year-to-date which is a 59.1% increase. Stanton Hill recorded the second highest increase on the County this month with 44 more crimes, which is a 38.9% increase. These two areas have consistently been the top two priority areas with the largest percentage increase on the county for the past seven months.
		d) To reduce the levels of rural crime compared to 2016-17 and report on:	+20.3%	●	The Force has recorded 9,754 rural crimes year-to-date, which is an increase of 1,644 offences (20.3%) compared to last year-to-date. This is in line with the overall All Crime performance for the

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial Behaviour					
Measure		**Objective / Target**	**Performance**		**Insight**
		1.1. Rural 1.2. Urban			force. Over the same period crime in urban areas has increased by 20.8% (12,246 additional offences). The average monthly volume last year was 811 rural crimes per month and so far this year the monthly average is 975. The rate of offences per 1,000 population in rural areas is 45.7 compared to 81.1 in urban areas. This is higher than the same period last year, 38.0 in rural areas and 67.1 in urban areas. Crime in rural towns and fringes has increased by 24.7% (+1,160 offences) year-to-date, crime in rural villages has increased by 5.2% (+128 offences) and crime in rural hamlets and isolated dwellings has increased by 36.9% (+356 more offences). Rural areas recorded increases in Arson and Criminal Damage offences year-to-date with a 30.6% increase (+328 more offences). Other crime types are showing increases in line with the offences that were part of the NCRS audit (VAP/Sexual Offences/Public Order offences). The position is similar on the Urban areas with the crime types included in the NCRS audit showing increases.
3.2	Reduction in Anti-Social Behaviour (ASB) incidents across the force	A reduction in ASB incidents compared to 2016-17 and report on: a) Personal b) Nuisance c) Environmental	-2.8%	●	Over the first ten months of this financial year, the Force has recorded 28,766 ASB incidents. This compares to 29,586 incidents in the same ten months of 2016 (a reduction of 2.8%). The City partnership area has recorded a reduction in ASB, with 516 fewer incidents this year, which represents a 3.7% reduction. The County partnership recorded a reduction of 1.9% (-304 incidents). All categories of ASB have reduced this year when compared to last year. ASB Environmental has 15 fewer incidents (-0.8%), Personal has 474 fewer incidents (-10.3%) and Nuisance has 331 fewer incidents (-1.4%). Up to date national data for recorded ASB is not available,

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial Behaviour					
Measure		**Objective / Target**	**Performance**		**Insight**
					however the measure of 'ASB perception' in the Crime Survey for England & Wales provides an indication of local and national trends in respect of public perception of ASB. This data reveals a decreasing trend in public perception of ASB issues in their local area, both in Nottinghamshire and across England & Wales forces. This suggests that the reduction in recorded ASB in Nottinghamshire is reflective of a change in the incidence of ASB across the country.
3.3	The detection rate (including Positive Outcomes) for Victim-Based Crimes	a) An increase in the positive outcome rate for Victim-Based Crime where Threat, Harm or Risk is high e.g. serious sexual crime*. **In the absence of a recognised measure for High Threat, Harm or Risk, Nottinghamshire Police are not in a position to report on this specific target. The information provided is for all Victim-Based Crime.*	-3.1pp		The Force has recorded 115 fewer positive outcomes for Victim-Based Crime financial year-to-date when compared to last financial year-to-date. When looking at the positive outcome rate, (the number of positive outcomes divided by the overall number of crimes) the force is recording a positive outcome rate of 13.9% compared to 17.0% the previous year-to-date. This reduction in rate is largely influenced by the increase in recorded crimes over the last year. Looking at the longer term trend over the last 12 months (February 2017 to January 2018) and comparing that time range to the same one the previous year, it can be seen that the force is achieving 731 more positive outcomes (last 12 months 12,299 and previous year 11,568). It is important to note that although the current outcome rate is lower than it has been in the past, performance for the volume of positive outcomes achieved has stabilised over the last 12 months. In addition, the reduction in positive outcome rate noted in Nottinghamshire is in line with the national trend, and the force continues to perform favourably in its Most Similar Forces group.
		b) To monitor the proportion of Community Resolution disposals	13.0%		The Force recorded a total of 1,270 community resolutions for Victim-Based Crime in the first ten months of 2017, which equates to 13.0% of all Positive Outcomes over the same period.

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial Behaviour				
Measure		**Objective / Target**	**Performance**	**Insight**
				Looking at the longer term trend over the last 12 months (February 2017 to January 2018) and comparing that time range to the same one the previous year, it can be seen that the force is achieving fewer Community Resolutions (last 12 months 1,602 and previous year 2,078).
		c) To monitor the positive outcome rate for All Crime	16.6%	The positive outcome rate for All Crime is 16.6% year-to-date compared to 19.8% for last year.

Strategic Priority Theme Four: Reduce the impact of drugs and alcohol on levels of crime and anti-social behaviour				
Measure		**Objective / Target**	**Performance**	**Insight**
4.1	The number of Alcohol-Related Crimes	a) To monitor the number of crimes and ASB incidents which appear to be Alcohol-Related	Crime 5,340 (6.6%) ASB 3,382 (11.7%)	The Crime Survey for England and Wales estimates that between 13% - 15% of All Crime and ASB is Alcohol-Related. The reported number of Alcohol-Related Crimes year-to-date (according to NICL qualifiers in Niche) was 5,340 which equates to 6.6% of all recorded crime, while alcohol-related incidents account for 11.7% of all ASB incidents (3,382 Incidents). The Niche webform update went live on the 5th December, it is now compulsory for recording officers to record whether alcohol is involved or not when recording a crime. Crime volumes and ASB incidents have remained stable, however the new webform appears to be driving an increase in the proportion marked as alcohol related. Previously the disparity between the crime survey figure and the local figure is attributed to the poor use of alcohol markers in the crime recording system, however due to the new webform it is now likely that this disparity will start to reduce. For example data for January suggests that the proportion of Alcohol-related crime accounts for 10.8% of all recorded crime which is much closer to the 13%-15% figure.
		b) To monitor the proportion of alcohol-related violent crime	3,109 (14.2%)	The proportion of Alcohol-Related Violence in Nottinghamshire year-to-date is 14.2%. The current level is less than half that is estimated nationally, based on findings from the Crime Survey for England and Wales.
		c) To monitor the number of violent crimes which appear to be Alcohol-Related in the NTE	1,430 crimes	There have been 1,430 Night-Time Economy VAP offences flagged on Niche as being alcohol-related year-to-date, which accounts for 53.1% of all Night-Time Economy VAP. Last year the average monthly figure was 141 and so far this year the average monthly figure is 143.

Strategic Priority Theme Five: Reduce the threat from organised crime					
Measure		**Objective / Target**	**Performance**		**Insight**
5.1	The number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders	a) A 10% increase in the number of orders compared to 2016-17	-47.2pp	●	The Force recorded 67 fewer Confiscation and Forfeiture Orders compared to last year-to-date; this equates to a reduction of 37.2%, placing the Force 47.2 percentage points below the 10% increase target. **It should be noted that any decision to apply for an order is made by the Crown Prosecution Service, based on information and advice provided by the police.** **A decision to grant an order is one for the court alone.** **An order is not granted until sentencing and in many cases there can be a gap of many months between point of arrest and an order being granted.**
5.2	Force Threat, Harm and Risk (THR) assessment level	To reduce the Threat, Harm and Risk assessment below the 2015-16 level			***Intelligence Threat Assessment of Organised Crime: this measure is reported quarterly. Data shown is Quarter 3, April to December 2017. Next update due in the April report.*** All mapped active Organised Crime Groups (OCGs) are recorded on the national OCGM database. The threat posed by an OCG is assessed in terms of its criminal intent and capability. The known threat from Organised Crime in Nottinghamshire has increased by 1.4% in the last quarter*. Identifying and mitigating known and unknown organised criminality remains a considerable threat to the police. In a challenging financial climate that continues to see investigative, proactive intelligence development and analytical resources reduced, this threat is exacerbated by the emergence of increasingly complex and/or international OCGs involved in human trafficking & modern slavery (HTMS), cyber enabled fraud, child sexual exploitation & abuse (CSEA), etc. The majority of Nottinghamshire OCGs continue to be involved in drug supply and serious violence. * When compared with the 12 month period up to the end of the

Strategic Priority Theme Five: Reduce the threat from organised crime				
Measure		**Objective / Target**	**Performance**	**Insight**
				previous quarter. (The Organised Crime threat measure is derived from the combined monthly Intent and Capability scores for all mapped active OCGs in Nottinghamshire). Note: Due to a national embargo on the archiving of OCGs that remained in place until January 2016, data prior to April 2016 has been deemed unsuitable for use with this threat measure.
5.3	Reported drug offences	To monitor the number of production and supply drug offences	564 offences	There have been a total of 564 production and supply drug offences so far this year-to-date, which represents a decrease of 12 offences when compared to last year. The number of supply offences has decreased by 7 offences, while production offences reduced by 5.
5.4	The number of Cyber Crimes	To monitor the number of Cyber Crimes in 2016-17		***This measure is reported quarterly. Data shown is Quarter 3 October to December 2017. Next update due in the April report.*** In the third quarter of 2017/18 the Force recorded 602 online crimes[6]. This equates to 2.4% of all recorded crime[7]. The majority of offences (59.5% or 358 offences) are harassment/malicious communication offences, with 312 of these offences occurring via social media. There are also a number of offences in the Miscellaneous Crimes Against Society category which relate to the obscene publications act. In total, of the 602 online crimes recorded in the second quarter, 78.9% (475 offences) involved social media.

[6] *Online crime is as per the Home Office definition*

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

Strategic Priority Theme Six: Prevention, early intervention and reduction in re-offending				
Measure		**Objective / Target**	**Performance**	**Insight**
6.1	Reoffending of offenders in the Force IOM cohort	Monitor the number and seriousness of offences committed by offenders in the IOM cohort		***This measure is reported quarterly. Data shown is Quarter 3 October to December 2017. Next update due in the April report.*** Data from the Integrated Offender Management (IOM) Team Tracking Tool reveals that 263 nominals have entered the system since January 2016. Of these, 69 (25.7%) have since exited the programme. The average entry score for all nominals who have entered the programme since January 2016 is 375.2, while the average exit score is 78.6. This reveals a reduction in risk score of -296.6 (-79.1% lower than the entry score). 50 nominals have exited with a risk score of less than fifty and 10 of these have exited with a risk score of zero. The force has recently commenced with a specific domestic abuse cohort and it is anticipated that initial performance figures for this cohort will be available in the April report.
6.2	Youth Offender re-offending rates	To monitor re-offending rates and offending levels of Youth Offenders in the Youth Justice System (YJS)		Data from the Youth Offending Team (YOT) for the City shows that 27% of youth offenders (91) within the cohort have re-offended in the last 12 months. Nationally, the latest data to 2011/12 shows an average re-offending rate of 35.5%. The 12 month picture is for the January 2016 – December 2016 cohort of 342 youth offenders (City YOT only).
6.3	Community Resolutions for Youth Offenders	To monitor re-offending in Youth Offenders who have received a Community Resolution disposal	128	Based on the date detected, in January 2018 a total of 128 positive outcomes have been issued to youth offenders who had previously received a community resolution in the 2 year period from February 2016- January 2018. 2,067 youth offenders were dealt with by way of community

Strategic Priority Theme Six: Prevention, early intervention and reduction in re-offending				
Measure		**Objective / Target**	**Performance**	**Insight**
				resolution in the 2 year period 2016-18. This equates to a monthly reoffending rate of 6.2% for January 2018 against 2 cohorts of a total 2,067 youth offenders. This information is based on the offenders who were classed as 'youth offenders' (i.e. aged 17 or under) at the time that the original community resolution was given.

Strategic Priority Theme Seven: Spending your money wisely					
Measure		**Objective / Target**	**Performance**		**Insight**
7.1	Make efficiency savings	To make £5.5m saving by March 2018			**Latest position statement – January 2018.** Financial savings continue to be closely monitored ensuring that they are aligning to the Medium Term Financial Plan (MTFP) and the recent ADA business planning process. Indications still show that we are on course to meet our financial objectives for this year whilst maintaining the levels of planned recruitment throughout the organisation. Departmental and COT budget meetings have now concluded and the MTFP has been refreshed to reflect this. The MTFP now incorporates the information recently received about the funding settlement whilst closely liaising with the OPCC to ensure we have a robust and strategic view that enables Nottinghamshire Police to deliver the most effective service it can.
7.2	Total number of days lost to sickness	a) 3.7% for officers (8.2 days)	5.8% (Officers)	🟡	**Data is to the end of January 2018.** The latest rolling 12 month (February 2017 to January 2018) sickness data for the Force reveals that officer sickness is 5.8% against the target of 3.7%. This equates to 12.9 days lost to sickness versus the target of 8.2 days. Sickness rates have shown a recent increase following a period of stability; however this is likely to be a seasonal trend. For the same period, staff sickness was 6.7% against the target of 3.7%. This equates to 14.9 days lost to sickness versus the target of 8.2 days. Staff sickness rates have started to increase following a period of decrease over the last few months with January being very high compared to previous months.
		b) 3.7% for staff (8.2 days)	6.7% (Staff)	🟡	
7.3	BME representation	Increase BME representation within the Force to reflect the BME community	5.0%	🔴	December data shows that BME headcount is at 4.65% for Police Officers and 5.36% for Police Staff. This is below the 11.2% for Nottinghamshire resident population (2011 Census).
7.4	Improve data quality and Compliance with national recording standards.	Compliance rate with national recording standard in respect of All Crime.			**This measure is reported quarterly. Data shown is Quarter 3 April to December 2017. Next update due in the April report.**

Strategic Priority Theme Seven: Spending your money wisely				
Measure		**Objective / Target**	**Performance**	**Insight**
				The Force are still due to be subject to a Crime Data Integrity Inspection by the HMIC at some point in the future. The HMIC visits are unannounced with forces being given three weeks' notice of their intention to arrive in force. The work already undertaken and proposed for the future puts Nottinghamshire Police in a strong position ahead of the HMIC inspection. The latest NCRS Compliance audit conducted by the Force Crime Registrar (FCR) for the period of 18th to 24th December 2017 revealed an overall compliance level of 95.5%, in respect of the appropriate creation of crimes from incidents. Overall compliance for the year to date (1st April to 24th December 2017) is at 95.6% - with all areas audited showing compliance at 95% or higher. Issues identified through audit will be addressed as part of the force Data Quality Strategy that was formally launched by DCC Barber at the Strategic Leadership Conference on 30th November 2017.
7.5	Manage Demand for Service with partners	Monitor the number of: a) Total Calls received at Control Room	46,066	The Force received 46,066 calls to the control room in January 2018. Performance year to date (April to January 2018) suggests an approximate 2.1% increase in the number of calls to the control room against predicted values for the same period.
		b) 999 calls per 100k Population	1,206	Of the calls to the control room, a total of 13,165 were 999 calls which is slightly below the anticipated level (average 13,285 calls anticipated in January). This equates to 1,206 calls per 100k population.

For Information	
Public/Non Public*	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**29th March 2018**
Report of:	**Chief Constable**
Report Author:	**David Machin**
E-mail:	**David.Machin10991@Nottinghamshire.pnn.police.uk**
Other Contacts:	**Mark Kimberley**
Agenda Item:	**13**

Finance Performance & Insight Report for 2017/18 as at December 2017 – Quarter 3

1. Purpose of the Report

1.1 The purpose of this report is to provide an update on the projected financial outturn position for revenue against the key financial performance headlines for Nottinghamshire Police as at 31st December 2017 (Period 9).

2. Recommendations

2.1 **Recommendation 1**
It is recommended that the contents of the attached report in Appendix A and virements approved under delegated arrangements cumulative to December are shown in Appendix B are noted.

2.2 **Recommendation 2**
That the Police and Crime Commissioner notes the virements of less than £100k requiring Chief Constable approval as set out in Appendix C.

2.3 **Recommendation 3**
That the Police and Crime Commissioner approves the forecast movements greater than £100k requiring Chief Constable recommendation as set out in Appendix D.

2.4 **Recommendation 4**
That the Police and Crime Commissioner approves the capital virements to the gross value of £2,286k; slippage to the value of £4,092k; underspends of £1,682k; and potential overspends of £14k as set out in Appendix E.

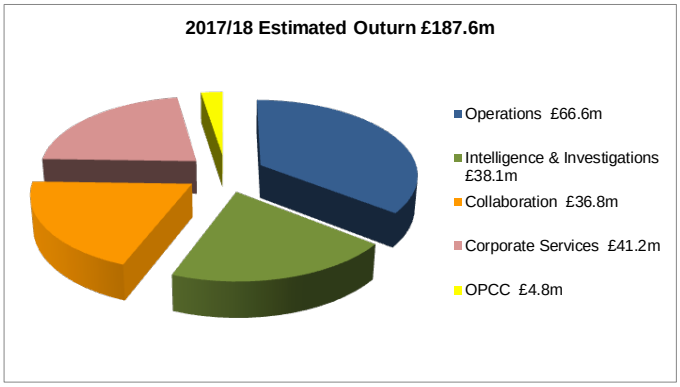
2.5 **Background**

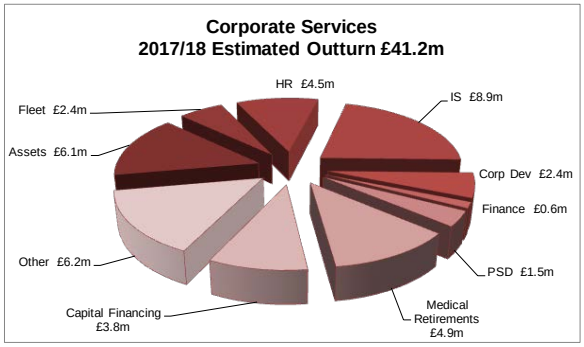
The full year net revenue budget for 2017/18 is £190,105k. This is split the Force Budget £185,347k and the Office of the Police and Crime Commissioner (OPCC) £4,758k.

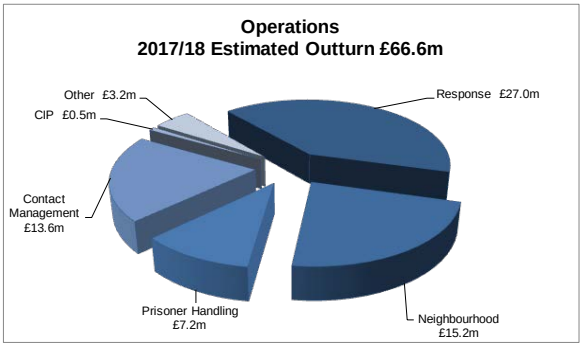
During December, Finance in conjunction with the organisation has continued to review the year end position (Appendix A). At the end of December the projected year end outturn is:

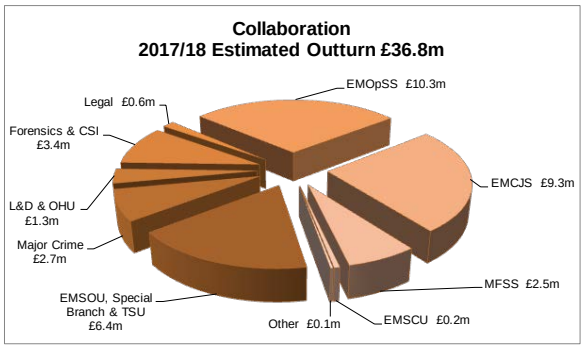
Entity	Budget £'000	Forecast Outturn £'000	Variance to Budget £'000
Force	185,347	182,797	(2,550)
OPCC	4,758	4,758	-
	190,105	**187,555**	**(2,550)**

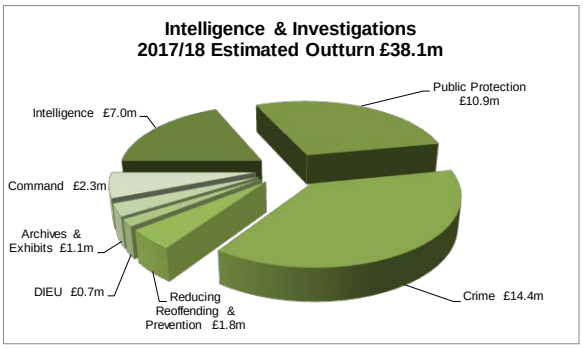
Analysis of the 2017/18 Estimated Outturn

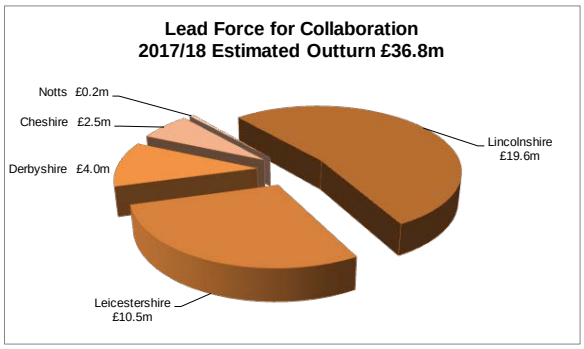


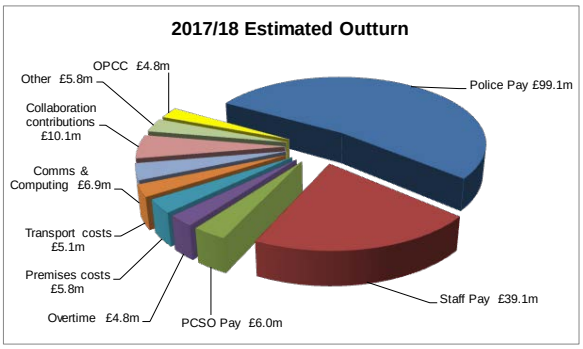












3. Reasons for Recommendations

3.1 To update the Chief Officer Team and the Office of the Police and Crime Commissioner (OPCC) on the Force's budgetary position for 2017/18 and to comply with good financial management and Financial Regulations.

4. Summary of Key Points

Revenue

4.1 The review during December of revenue expenditure is forecasting an under spend in the Force budget of £2,550k with a projected revenue spend of £182,797k which is an improvement of £186k from the previous forecast; and an on budget position within the OPCC of £4,758k. Appendix A provides a more detailed position.

This under spend is predominately being delivered through transport costs, communications & computing, capital financing and additional income. Payroll savings on staff and PCSOs are offsetting the additional officer recruitment. The forecast, however, does not take into account any additional cost implications that could be incurred due to the recent Annual Departmental Assessments (ADAs), which will be monitored closely over the forthcoming months as they are evaluated.

It is assumed that any underspends within the OPCC during the year will be transferred to OPCC's Commissioning reserve.

The table below shows the projected Force (including externally funded and seconded officers/staff) variances against the 2017/18 budget as at the end of December:

Nottinghamshire Police Group Position Total:
Budget Variance Analysis

	Variance to Budget			
	£'000	£'000	£'000	Note
Pay & allowances				4.2
Police officer	1,280			
Staff	(637)			
PCSO	(636)			
		7		
Overtime				4.3
Police officer	862			
Staff	85			
PCSO	10			
		958		
Other employee expenses		484		4.4
Medical retirements		487		4.5
		1,935		
Premises costs	(154)			4.6
Transport costs	(508)			4.7
Comms & computing	(1,034)			4.8
Clothing, uniform & laundry	128			4.9
Other supplies & services	991			4.10
Collaboration contributions	279			4.11
Capital financing	(732)			4.12
Other	(298)			4.13
		(1,326)		
Income		(3,159)		4.14
Force underspend		**(2,550)**		
OPCC		**-**		
Group underspend		**(2,550)**		

A year to date under spend of £1,863k against the cash flow forecast is shown in detail in Appendix A. These differences represent timing differences between the agreed estimated spend profile and latest provisions. Overall this difference has no impact in outturn over and above that reported in the above table.

The cash flow forecast is split £993k for the Force and £870k for the OPCC. The cash flow under spend is largely due to capital financing, transport costs, staff and PCSO payroll changes which has a net reduction in cost that has been reflected in the estimated outturn; and phasing of collaboration

payments. This has been partly offset by charge for a loan repayment of £2.5m which will be adjusted in January.

The year to date reduction in cash flow forecasting within the OPCC of £870k is due to the phasing of payments relating to the community safety grant, which is expected to reverse over the remainder of the financial year.

4.2 Pay & allowances

Police officer pay forecast for the year is £99,109k, which is a projected over spend of £1,280k against the original budget. This is based on the revised assumption of natural leavers at 7.5 FTEs per month, which is in line with the recent trend. If this trend continues it may cause operational pressures. It has been assumed in the forecast that those officers reaching their 30 years' service will leave, unless otherwise advised by HR; and includes the revised officer recruitment profile of 162 FTEs between September and March, to date 36 have started. Officers are forecasted to be 1,923 FTEs at the end of March 2018, this includes 66 FTEs for externally funded and seconded officers. The forecast reflects £200k for the decision to increase the starting salary for new recruits and c£575k for the additional 1% non-consolidated pay award. The forecast reflects a movement in externally funded and seconded officers of £92k which has been offset by income.

Police staff and PCSO pay combined forecast for the year is £45,091k, which is a projected under spend of £1,273k against the original budget and is a result of the decision to invest in front line officers as opposed to the original budget intentions to increase the number of PIO's to front line. This includes the additional PCSO cohorts compared to the original budget (7 FTE's joined in August, 20 in October and 15 FTE's are planned for January) and natural wastage to take into account leavers and also those who may transfer with continued officer recruitment. PCSO's are forecasted to be 199 FTE's at the end of March 2018.

The costs of additional PIOs to achieve an over establishment of 10 FTEs and the recruitment of graduate PIO's have been included. The forecast does not take into account any additional cost implications that could be incurred due to the recent Annual Departmental Assessments (ADA's), which will be monitored closely over the forthcoming months as they are evaluated. The forecast reflects a movement in externally funded and seconded staff of £333k which has been offset by income.

Included above is additional savings of £37k that have been realised through Bear Scotland payments which is forecasted at £332k against the original budget of £369k.

4.3 Overtime

Overtime forecast for the year is £4,817k, which is a projected over spend of £958k against the original budget. This overspend is split officers of £862k,

staff of £85k and PCSO's of £10k. The main drivers of the overspend are EMOpSS where the outturn now reflects an additional £400k which is to be offset within income from the ARV uplift fund; additional overtime with custody; and seconded and externally funded officers/staff of £174k which has been offset by income.

4.4 Other employee costs

Other employee costs forecast for the year is £2,158k, which is a projected over spend of £484k against the original budget. Virements to realign budgets account for £264k of this over spend and the remainder is largely due to a general increase in training costs, recruitment costs and medical costs; offset by a release of the redundancy budget.

4.5 Medical retirement

Medical retirement costs forecast for the year is £4,905k, which is a projected over spend of £487k against the original budget due to more officers than expected receiving an ill health / injury pension.

4.6 Premises costs

Premises costs forecast for the year is £5,837k, which is a projected under spend by £154k against the original budget. Virements to realign budgets account for £196k of the under spend, combined with savings on utilities reflecting predicted annual spend. This has been partly offset by a charge from Gleeds for fees in respect of the proposed new build at FHQ which is not budgeted for and additional waste disposal costs from the closure of stations.

4.7 Transport costs

Transport costs forecast for the year is £5,129k, which is a projected under spend by £508k against the original budget. Virements to realign budgets account for £359k of the under spend with the remainder due to the savings on fuel from lower petrol costs as a result of having a smaller number of petrol vehicles in the fleet; essential mileage where the budget had been set at 65p per mile and actual is now 45p; an insurance rebate due to lower claims; and reflecting year to date savings from Vensons for vehicle daily slot charges (DSAF) and pence per mile (PPM) charges.

4.8 Comms & Computing

Comms & computing forecast for the year is £7,913k, which is a projected under spend of £1,034k against the original budget. Virements to realign budgets account for £231k of the under spend with the remainder due to the savings kiosks licences funded from the Niche provision; savings on Holmes cloud where the budget included the full cost but it is now regional so we only pay a share; savings on Artemis; reduction is various network and licence costs; an amendment to an inflation assumption; and £480k from ESN where

we have been advised by region that the spend will be unlikely this financial year.

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4.9 Clothing, uniform & laundry

Clothing, uniform & laundry forecast for the year is £611k, which is a projected over spend of £128k against the original budget. The over spend is due to the additional recruits.

4.10 Other Supplies & services

Other Supplies & services forecast for the year is £3,935k, which is a projected over spend of £991k against the original budget. Virements to realign budgets account for £649k of the over spend; additional costs of £298k for Grant Thornton consultancy fees relating the Fusion project; and vehicle recovery costs of £90k reflecting the increased costs seen in recent months. This has been partly offset by reduced insurance contributions of £200k as a result after additional payments made in 2016/17, and the release of numerous other budget savings.

4.11 Collaboration contributions

Collaboration contributions forecast for the year is £10,076k, which is a projected over spend of £279k against the original budget due to additional contributions for Op Encore; DMS upgrade; forensics; a charge for regional staff for the ESN project; and an additional contribution of £244k for the Fusion project. This has been partly offset by virements to realign budgets account for £273k.

4.12 Capital financing

Capital financing forecast for the year is £3,799k, which is a projected under spend of £732k against the original budget. This saving is due to lower interest charges of £300k as a result of reduced borrowing; and a reduction in the Minimum Revenue Provision (MRP) of £432k as a result of the actual 2016/17 capital spend being lower than budgeted assumption, combined with reduced borrowing.

4.13 Other

Other costs forecast for the year is £5,727k, which is a projected under spend of £298k against the original budget. This is largely due to savings from the release of budget relating to Tri-Force costs of £500k; forensics savings; savings from EMOpSS central charge; and photocopier charges. This has been partly offset by virements to realign budgets account of £62k; shared staffing costs for strategic alliance; contribution to the police treatment centre; DIU internships; contribution towards a CP environmental health officer; Op Elter contribution to the Met; and EMCJS command staff costs.

4.14 Income

Income forecast for the year is £15,310k, which is projected to be £3,159k above the original budget. Virements to realign budgets account for £50k of the additional income; along with £602k to offset payroll costs for seconded officers/staff and externally funded projects; £400k from the ARV uplift fund to offset EMOpSS overtime costs; Tri-Force revenue grant allocation of £206k; additional SPS income from football matches; recharges of buildings (such as Arrow centre, Titan and Themis); recharge of expenses to CNPS; collaboration income; IS Transformation income; recharges to the City Council which previously had been an externally funded project; additional monies from insurance claims; increased vehicle recovery income reflecting current trends; share of PTF fund income; recharges of EMSOU overtime; and EMSCU framework income.

4.15 Efficiencies

The 2017/18 efficiency target in order to achieve a balanced budget is £1,250k as per the table below:

Efficiencies Target for 2017/18	
	£'000
Procurement	250
Medical Retirements	500
Tri-Force	200
Capital Financing	300
	1,250

Finance and the change team are constantly reviewing all efficiency projects with the organisation to identify any possible risks or opportunities to delivering the yearend target. Overall the total savings are expected to be achieved.

4.16 OPCC

The OPCC is projecting an on budget performance with an outturn of £4,758k. It is assumed that any under spend that may arise during the year will be transferred to the OPCC's Commissioning reserve at year end.

4.17 Capital

The capital budget for 2017/18 is £13,181k. This is made up of slippage from 2016/17 of £6,012k and new budget allocation of £7,169k. There are currently 60 'live' capital projects, 11 of which are work streams under the Information Services Tri-Force collaboration.

After taking into account slippage of £4,092k into future years the projected outturn for 2017/18 is £9,089k. However if the projected under/over spends contained in Appendix E are approved by the OPCC this would reduce the outturn to £7,421k.

The slippage of £4,092k is largely due to ESN at £764k, Ring of steel ANPR cameras project at £366k, Building Management System (BMS) at £351k; automatic barriers £200k; mobile data platform £239k; Northern property store £200k; and Bridewell new build at £214k.

As at the end of December spend to date was £2,374k, which is analysed within Appendix E.

5. Financial Implications and Budget Provision

5.1 The financial information relating to this item is contained within Appendix A.

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 Please see attached Appendix A.

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

9.1 There are no policy implications arising from this report.

10. Changes in Legislation or other Legal Considerations

10.1 There are no changes in legislation or other legal considerations that are relevant to this report.

11. Details of outcome of consultation

11.1 The figures included in this report are presented to the Force Executive Board on a monthly basis.

12. Appendices

12.1 Appendix A – Revenue Report to December 2017
12.2 Appendix B – Virements approved under delegated arrangements
12.3 Appendix C – Forecast movements less than £100k

12.4 Appendix D – Forecast movements greater than £100k
12.5 Appendix E – 2017/18 Capital Projects as at December 2017

Appendix A

Nottinghamshire Police
Revenue Budget Monitoring as at December 2017

NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

	2017/18 Approved Budget £'000	Virements £'000	Opportunities / Risks £'000	Seconded & EF Projects £'000	Revised Budget £'000	Year to Date Revised Budget £'000	2017/18 Expenditure £'000	Year to Date Variance £'000	Projected Over/ (Under)spend £'000	Movement £'000
Operations										
Uniformed Operations	51,156	(3)	1,410	-	52,563	38,093	38,288	195	1,407	(585)
Contact Management	12,873	(34)	714	-	13,553	9,543	9,950	407	681	163
Citizens in Policing	309	60	162	-	531	279	370	91	222	8
	64,338	**24**	**2,286**	**-**	**66,648**	**47,916**	**48,608**	**693**	**2,310**	**(414)**
Intelligence & Investigations	40,565	(85)	(2,362)	-	38,118	30,141	28,308	(1,832)	(2,447)	153
Collaboration - Operational										
EMOpSS	10,300	(119)	105	-	10,286	7,190	7,708	517	(14)	66
EMCJS	8,765	(11)	547	-	9,302	6,300	6,419	118	536	83
Forensics	2,565	(226)	7	-	2,347	1,465	1,688	223	(219)	-
CSI	1,125	(5)	(18)	-	1,102	839	789	(50)	(23)	12
Special Branch	759	-	98	-	858	568	610	42	98	11
Major Crime	2,588	(35)	167	-	2,721	1,835	1,950	115	132	19
EMSOU CID	2,888	-	30	-	2,918	1,489	1,440	(50)	30	-
TSU	615	-	(49)	-	566	296	288	(8)	(49)	8
EMSOU SOCU	2,306	-	(250)	-	2,056	1,724	1,566	(158)	(250)	83
	31,913	**(396)**	**638**	**-**	**32,155**	**21,707**	**22,458**	**751**	**243**	**283**
Corporate Services										
Assets	6,060	(167)	186	-	6,079	4,621	4,276	(345)	20	406
Fleet	2,913	(219)	(254)	-	2,440	2,060	1,531	(529)	(472)	(41)
Finance	727	-	(159)	-	569	546	424	(122)	(159)	27
Human Resources	4,266	185	70	-	4,521	3,344	3,421	77	255	(5)
Information Services	9,759	(186)	(694)	-	8,879	6,844	7,059	215	(880)	(40)
Corporate Development	2,659	20	(311)	-	2,368	2,047	1,781	(265)	(291)	(85)
Corporate Communications	703	-	(96)	-	606	531	431	(100)	(96)	7
Command	595	27	234	-	856	478	615	136	261	32
PSD	1,458	-	12	-	1,469	1,102	1,058	(44)	12	(28)
Procurement	701	120	(30)	-	791	632	557	(76)	90	(6)
Central Codes	12,798	508	(1,802)	-	11,504	9,296	10,851	1,555	(1,294)	(459)
Other	1,237	204	(292)	-	1,149	926	375	(551)	(88)	(11)
	43,875	**492**	**(3,136)**	**-**	**41,232**	**32,426**	**32,378**	**(48)**	**(2,644)**	**(203)**
Collaboration - Corporate Services										
MFSS	2,500	-	-	-	2,500	1,500	821	(679)	-	(90)
Learning & Development	781	(14)	11	-	779	391	405	14	(3)	5
EMSCU	173	-	29	-	202	173	368	195	29	50
Force Collaboration	143	(32)	0	-	110	-	45	45	(32)	-
Collaboration Contributions	-	-	(43)	-	(43)	-	(81)	(81)	(43)	-
IS Transformation	-	-	25	-	25	24	50	25	25	31
Legal	549	43	(20)	-	573	334	306	(28)	23	-
OHU	510	(32)	20	-	498	241	221	(20)	(12)	-
	4,656	**(35)**	**23**	**-**	**4,644**	**2,662**	**2,134**	**(529)**	**(12)**	**(4)**
Externally Funded	**-**	**-**	**-**	**-**	**-**	1,477	699	**(778)**	-	**-**
Seconded Officers	**-**	**-**	**-**	**-**	**-**	(0)	751	**751**	-	**-**
Force Total	**185,347**	**(0)**	**(2,550)**	**-**	**182,797**	**136,329**	**135,337**	**(993)**	**(2,550)**	**(186)**
OPCC	**4,758**	**-**	**-**	**-**	**4,758**	**2,134**	**1,264**	**(870)**	**-**	**-**
Group Position Total	**190,105**	**(0)**	**(2,550)**	**-**	**187,555**	**138,464**	**136,601**	**(1,863)**	**(2,550)**	**(186)**

Appendix A

Nottinghamshire Police
Revenue Budget Monitoring as at December 2017

	2017/18 Approved Budget £'000	Virements £'000	Opportunities / Risks £'000	Seconded & EF Projects £'000	Revised Budget £'000	Year to Date Revised Budget £'000	2017/18 Expenditure £'000	Year to Date Variance £'000	Projected Over/ (Under)spend £'000	Movement £'000

Appendix A

Nottinghamshire Police
Revenue Budget Monitoring as at December 2017

NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

	2017/18 Approved Budget £'000	Virements £'000	Opportunities / Risks £'000	Seconded & EF Projects £'000	Revised Budget £'000	Year to Date Revised Budget £'000	2017/18 Expenditure £'000	Year to Date Variance £'000	Projected Over/ (Under)spend £'000	Movement £'000
Pay & Allowances										
Police Officer	97,829	(137)	1,324	92	99,109	73,336	73,633	297	1,280	(360)
Staff	39,698	(83)	(886)	332	39,062	29,816	28,595	(1,221)	(637)	72
PCSO	6,665	-	(636)	1	6,030	4,971	4,364	(607)	(636)	(275)
	144,193	**(220)**	**(198)**	**425**	**144,200**	**108,123**	**106,593**	**(1,531)**	**7**	**(563)**
Overtime										
Police Officer	3,213	-	724	138	4,075	2,116	3,241	1,125	862	172
Staff	611	-	50	36	696	402	464	61	85	21
PCSO	35	-	10	0	45	26	36	9	10	10
	3,859	**-**	**784**	**174**	**4,817**	**2,545**	**3,740**	**1,195**	**958**	**203**
Other Employee Expenses	1,675	264	220	0	2,158	1,180	1,360	180	484	139
Medical Retirements	4,418	234	253	-	4,905	3,366	3,607	241	487	-
	154,145	**278**	**1,058**	**599**	**156,080**	**115,215**	**115,300**	**85**	**1,935**	**(222)**
Premises costs	5,990	(196)	43	-	5,837	4,454	3,876	(577)	(154)	91
Transport costs	5,637	(359)	(149)	-	5,129	4,092	3,717	(375)	(508)	(13)
Comms & computing	7,947	(231)	(803)	-	6,913	5,404	6,027	623	(1,034)	(443)
Clothing, uniform & laundry	482	120	9	-	611	452	425	(27)	128	-
Other supplies & services	2,944	649	340	2	3,935	1,815	1,897	82	991	370
Collaboration contributions	9,797	(273)	552	-	10,076	4,988	3,601	(1,387)	279	244
Capital Financing	4,531	-	(732)	-	3,799	4,113	6,173	2,061	(732)	-
Other	6,025	62	(360)	-	5,727	3,755	4,508	753	(298)	(81)
	43,353	**(228)**	**(1,101)**	**2**	**42,027**	**29,073**	**30,226**	**1,153**	**(1,326)**	**167**
Total Expenditure	**197,498**	**50**	**(43)**	**602**	**198,107**	**144,288**	**145,526**	**1,238**	**609**	**(55)**
Income	(12,151)	(50)	(2,508)	(602)	(15,310)	(7,958)	(10,189)	(2,231)	(3,159)	(131)
Force	**185,347**	**-**	**(2,550)**	**-**	**182,797**	**136,329**	**135,337**	**(993)**	**(2,550)**	**(186)**
OPCC	**4,758**	**-**	**-**	**-**	**4,758**	**2,134**	**1,264**	**(870)**	**-**	**-**
Group Position Total	**190,105**	**-**	**(2,550)**	**-**	**187,555**	**138,464**	**136,601**	**(1,863)**	**(2,550)**	**(186)**

Appendix B

2017/18 Forecast Movements - December 2017
Virements

		Month	£
Property Related			
EP121 Reactive Maintenance	CSI reallocation	Dec	47,000
			47,000
Other supplies & services			
EY104 Central Efficiency Target	Revised forensic collaboration savings	Dec	(199,650)
EY104 Central Efficiency Target	CSI reallocation	Dec	(47,000)
			(246,650)
Collaboration contributions			
EJ601 Collaboration service	Revised forensic collaboration savings	Dec	364,252
			364,252
Other			
EF150 DNA Sampling	Revised forensic collaboration savings	Dec	(440,806)
EF120 Forensic Analysis	Revised forensic collaboration savings	Dec	276,204
			(164,602)
			-

Chief Officer Team:

Approved by:
Date:

Finance:

Approved by:
Date:

Appendix C

2017/18 Forecast Movements - December 2017
Less than £100k

		Month	£
Other Employee Costs			
AE404 Recruitment Relocation Cost	Relocation expenses for CC Guildford (as per new contract terms) Jun-17 to Mar-18	Dec	8,000
AE990 Other Employee Costs	Potential exit agreement	Dec	8,000
AE990 Other Employee Costs	CRN Demo - Assistance for staff being made redundant	Dec	7,000
AE402 External Advertising	Based on actuals year to date	Dec	13,049
AE820 Redundancy Costs	Updated to reflect latest HR position	Dec	88,000
EX940 Searches	Actual charges lower than budget	Dec	(5,900)
AE830 Pension Strain	Updated to reflect latest HR position	Dec	20,000
			138,149
Property Related			
EP201 Gas	Forecast for year end provision	Dec	(62,124)
EP201 Gas	Additional forecast based on expected year end outturn	Dec	67,665
EP250 Rent	Forecast for year end provision	Dec	(21,666)
EP250 Rent	Additional forecast based on expected year end outturn	Dec	16,710
EP302 Council Tax	NNDR Refund (awaiting details of building)	Dec	(36,468)
EP302 Council Tax	NNDR Refund (change to RV/Band Valuation)	Dec	(7,255)
EP302 Council Tax	NNDR Refund for payments made (station sold)	Dec	(4,190)
EP450 CCTV	Reverse additional costs for Safe & Sound based on invoices received	Dec	(6,500)
EP202 Electricity	Forecast for year end provision	Dec	(85,265)
EP202 Electricity	Additional forecast based on expected year end outturn	Dec	93,835
EP205 Water Services / Rates	Forecast for year end provision	Dec	(30,660)
EP205 Water Services / Rates	Additional forecast based on expected year end outturn	Dec	29,090
			(46,828)
Transport Related			
ET250 Vehicle Insurance	Adjustment for miscoded rebates	Dec	20,730
ET140 Upkeep of Transport & Plant	Carlton fuel tank decommissioning	Dec	5,952
ET407 Casual Users Mileage	Reduction in forecast inline with year to date spend	Dec	(63,500)
			(36,818)
Communications & Computing			
EC130 Mobile Phone Call Charges & Contract Cost	Correction where posted to incorrect subjective code, used to fund archive storage for DIU to accommodate POLIT and SEIU	Dec	28,308
EC410 Network Services	Release of accrual for Mcaffee "One time password" which was not renewed in 2016/17	Dec	(3,103)
EC410 Network Services	Invoice re Call recording higher than budget	Dec	351
EC410 Network Services	Adjust ESN to where actuals are posted	Dec	3,034
EC420 Network Management	EM confidential network invoice lower than budgeted	Dec	(159)
EC420 Network Management	Firewall & router invoice less than budgeted	Dec	(134)
EC420 Network Management	Realignment of invoice dates has resulted in an extra 18 days in this years costs	Dec	506
EC420 Network Management	11 new IPVPN lines installed will replace old MLL lines but old lines not yet cancelled	Dec	23,254
EC420 Network Management	IPVPN lines cancelled as a part year	Dec	(3,842)
EC420 Network Management	FHQ - Carlton budgeted to be cancelled in Nov-17 but now expected to be Feb-18	Dec	5,132
EC420 Network Management	Track my crime expected to be cancelled last year, but cancelled Oct 17	Dec	5,612
EC420 Network Management	Disputed Leics lines credit note received for 2016/17	Dec	(24,309)
EC420 Network Management	Accrued last quarter's rent re worksop and Queens St but not required	Dec	(375)
EC420 Network Management	Virgin One bill reassesed budget on latest averages	Dec	(6,996)
EC501 Hardware - purchase	Managed IPS Service cancelled in 2016/17, therefore 2017/18 accrual not required	Dec	(1,600)
EC501 Hardware - purchase	Brocade Switch Pillor Axiom price increase as new contract agreed	Dec	3,791
EC501 Hardware - purchase	Adjust ESN to where actuals are posted	Dec	1,517
EC502 Hardware - maintenance	Increase break-fix because budget already exceeded	Dec	6,000
EC510 Software - purchase	DIR annual support large increase as Leics stated that last years was under billed	Dec	2,517
EC510 Software - purchase	Annual running maintenance not expected to start until Jun-18	Dec	(10,350)
EC511 Software - upgrade	Orignally compact only budgeted to Sep-17 but finally renewed to Mar-18	Dec	6,919
EC511 Software - upgrade	Budget set to zero after being informed it would be cancelled but invoiced for this year	Dec	491
EC512 Software Licences	MAP GML not cancelled as per budget	Dec	245
EC512 Software Licences	Invoice more than budget	Dec	170
EC512 Software Licences	Two licences bought, but only one budgeted	Dec	1,913
EC512 Software Licences	SPSS data collection 2016/17 and 2017/18 costs	Dec	2,400
EC512 Software Licences	Windows Remote Desktop Services Client Access Licence on top of ESA Licence	Dec	9,228
EC512 Software Licences	Oxygen Forensic Detective invoice for Feb-18 to Jan-19 in this years costs as well as the previous years	Dec	3,840
EC522 Minor Systems	Correction where posted to incorrect subjective code, used to fund archive storage for DIU to accommodate POLIT and SEIU	Dec	(28,308)
EC590 Other IT Costs	GCHQ Accountant was in EC522 previously, should have been in budget this year	Dec	375
EC590 Other IT Costs	Track Inspector install in Dec-17	Dec	3,750
EC590 Other IT Costs	Peace CYCCOMMS invoice, more than budgeted	Dec	126
EC590 Other IT Costs	ARCO ICCE invoiced more than budgeted	Dec	14,054
EC590 Other IT Costs	Prison Recalls invoice is less than budgeted	Dec	(7,188)
EC220 Airwave Service Charges	Budget less than the invoice received	Dec	(606)
			36,563
Other Supplies & Services			
EX210 Employers Liability	To match actuals - no futher costs expected	Dec	(10,550)
EX240 Insurance ACPO/Supers Legal Protection	To match actuals - no futher costs expected	Dec	(1,310)

Appendix C

2017/18 Forecast Movements - December 2017
Less than £100k

		Month	£
EX310 Property Related	To adjust for rebates miscoded	Dec	(11,580)
EX320 Engineering Insurance	Rebate - IPT charged in error	Dec	(980)
EX340 Brokers & Claim Handling Fees	Provision for commission charge of loans	Dec	2,000
EX610 Police Dogs - purchase	Purchase of police dog PD Freddie	Dec	1,600
EX652 Other Operational Expenses	Additional to cover year to date expenditure	Dec	5,200
EY104 Central Efficiency Target	CRN Demo - assistance for staff being made redundant	Dec	(7,000)
EY104 Central Efficiency Target	Balance of adjustments	Dec	(477)
EY104 Central Efficiency Target	Balance of adjustments	Dec	(6,866)
EY250 Consultants Fees	Process Evolution actual costs less than forecasted	Dec	(5,000)
EY251 Professional Fees	Kon Ferry Hay costs	Dec	1,000
EY251 Professional Fees	Hay evaluation	Dec	3,600
EX410 Specialist Operational Equipment	Additional forecast based on expected year end outturn	Dec	32,770
EX750 Vehicle Recovery Costs	Due to increased average costs. For the last few months, the charges for PTP have doubled. But vehicle recovery income has also been increased	Dec	89,760
EB100 Bank Charges	Release of accrual for 2016/17 charges that will not now be incurred	Dec	(7,000)
EY510 Subsistence	Phil Eatons costs to agree to year to date	Dec	4,200
EX551 CCTV Equipment (Operational)	Additional costs for safe and sound based on invoices received. Moved from EP450	Dec	6,500
EX802 Stray Animals (maintenance costs)	Reduced outturn based on recalculation	Dec	(14,300)
EX428 Specialist Operational Training Equipment	To cover actual spend to this account (including treadmill)	Dec	3,610
			85,177
Other			
EJ190 Other Partnerships	Additional costs for Richard Jones not in forecast	Dec	17,160
EJ801 PNC Costs	Data services cancelled Jun-17	Dec	(16,668)
EL110 Interpreters Fees	Reduced due to switch from Languageline to using The Big Word	Dec	(10,000)
EL110 Interpreters Fees	Reduction year to date on Cintra bills, around £5k a month less. Waited until now to check all bills are up to date and what the effect would be on The Big Word supplier change	Dec	(67,500)
ES320 First Aid Equipment / Consumables	Actual costs gone against EX428 - operational training equipment	Dec	(1,920)
			(78,928)
Income			
IG810 Local Partnership Funding	2016/17 Tri-Force capital partnership income Northants & Leicester	Dec	10,621
IO990 Miscellaneous Income	Actuals already exceeded forecast	Dec	(8,781)
IR110 Helicopter	NPAS capital Airframe credits 2017/18 - income incorrectly coded here in March - should have been coded to capital	Dec	31,710
IF220 Other Fees	Based on year to date, resulting in increased outturn	Dec	(7,000)
IO113 Fuel Income	Additional forecast based on year to date and expected costs (adjusted due to year end provision)	Dec	90,110
			116,660
			213,974

Chief Officer Team:

Approved by:	
Date:	

Finance:

Approved by:	
Date:	

Appendix D

2017/18 Forecast Movements - December 2017
Greater than £100k

		Month	£
Police Officer Pay			
Various	Reflects the move to the new police model		(569,684)
			(569,684)
Police Staff Pay			
Various	Reflects lower 2016/17 year end position, estimated savings through vacancies and POI recruitment		617,714
			617,714
PCSO Pay			
Various	Reflects lower 2016/17 year end position, leavers and transfers to officers		(64,268)
			(64,268)
Property Related			
EP140 Green initiatives - Premises	Removal of forecast due to actual savings included within subjective codes where expenditure relates	Dec	137,792
			137,792
Communications & Computing			
EC210 Radio / Airwave - Equipment	ESN update after meeting with Jon Peatling - this is highly unlikely to be spent during this financial year	Dec	(480,000)
			(480,000)
Other Supplies & Services			
EY250 Consultants Fees	Grant Thornton Work - Fusion Next Steps etc (as advised by Northants)	Dec	297,920
			297,920
Collaboration Contributions			
EJ601 Collaboration service	Additional money needed to cover Oracle Cloud Programme (advised by Amanda Richardson)	Dec	243,595
			243,595
Income			
IG107 Miscellaneous Home Office Grants	2016/17 Tri-Force Revenue Grant allocation	Dec	(205,181)
			(205,181)
			(22,112)

Chief Officer Team:

Approved by:	
Date:	

Finance:

Approved by:	
Date:	

Appendix E

Nottinghamshire Police
2017/18 Capital Projects as at December 2017

NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

Project Name	Slippage From 2016/17 £'000	Budget 2017/18 £'000	Virements 2017/18 £'000	Total Available for Project 2017/18 £'000	Projected Slippage into Future Years £'000	Revised Budget 2017/18 £'000	Projected Underspend 2017/18 £'000	Projected Overspend 2017/18 £'000	Expenditure to Date 2017/18 £'000
Assets									
CB - Custody improvements	6	170	(176)	-	-	-	-	-	-
CB - CCTV (non Custody)	3	-	-	3	-	3	-	-	3
CB - FHQ kennel fencing	86	-	1	87	-	87	(14)	-	44
CB - Access control improvement works	157	-	(34)	123	-	123	(20)	-	67
CB - Bridewell major refurbishment	588	-	(588)	-	-	-	-	-	-
CB - Oxclose Lane refurbishment	82	-	30	112	-	112	(1)	-	108
CB - Cyber Crime/Digital Investigation Unit	8	-	-	8	-	8	(8)	-	-
CB - Watnall Road response hub	20	-	-	20	-	20	(14)	-	6
CB - West Bridgford police station 1st floor refurb	290	-	-	290	-	290	(220)	-	2
CB - Radford Road lift	14	-	(14)	-	-	-	-	-	-
CB - FHQ external street lighting	30	-	(20)	10	-	10	(11)	-	5
CB - FHQ tanking to property store	-	-	-	-	-	-	-	-	0
CB - Carlton EMAS community station	11	-	-	11	-	11	(7)	-	4
CB - Eastwood replacement	4	-	14	18	-	18	(2)	-	12
CB - Kirkby shared service hub	11	-	-	11	-	11	(11)	-	-
CB - Building Management System (BMS)	348	50	-	398	(351)	47	-	-	47
CB - Bridewell new build	-	162	1,273	1,435	(214)	1,221	-	-	-
CB - Automatic gates/barriers various	200	-	-	200	(200)	-	-	-	-
CB - Bunkered fuel tank works	225	-	-	225	(165)	60	-	-	-
CB - Mansfield lift replacement	55	-	29	84	(82)	2	-	-	1
CB - Mansfield create open plan space	700	-	(700)	-	(22)	(22)	-	-	-
CB - Southern Public Protection refurb	30	-	(30)	-	-	-	-	-	-
CB - FHQ new locker & gym	-	125	-	125	(125)	-	-	-	-
CB - FHQ new perimeter fence - enhanced metal fence	-	160	-	160	(160)	-	-	-	-
CB - FHQ new surfacing for drive/paths	-	25	-	25	-	25	(25)	-	-
CB - Hucknall EMAS - extension	-	235	-	235	(186)	49	-	-	14
CB - Mansfield replace tea points & showers on all floors	-	150	-	150	(84)	66	-	-	6
CB - Fire alarm panel replacements	-	45	-	45	(45)	-	-	-	-
CB - Fixed electrical works	-	30	-	30	-	30	-	-	-
CB - Generator & associated replacements	-	20	-	20	-	20	-	9	29
CB - Bridewell Custody improvements - retention	-	25	176	201	-	201	(192)	-	-
CB - Jubilee House	-	-	40	40	-	40	-	-	-
	2,868	**1,197**	**-**	**4,065**	**(1,634)**	**2,431**	**(526)**	**9**	**347**
Information Services									
CIT - Telephony project	255	-	-	255	(176)	79	-	-	79
CIT - Improvements Digital Investigation storage (DIEU)	104	-	(104)	-	-	-	-	-	(0)
CIT - Regional LAN desk merger	450	-	-	450	-	450	(351)	-	-
CIT - Local perimeter security enhance	13	-	26	39	-	39	(9)	-	-
CIT - Migrate to PSN	-	-	-	-	-	-	-	-	-
CIT - Storage solutions	77	-	(77)	-	-	-	-	-	-
CIT - Regional ANPR solution for East Mids	99	-	(99)	-	-	-	-	-	-
CIT - Exchange 2010	5	-	-	5	-	5	(1)	-	4
CIT - Mobile data platform	239	-	-	239	(239)	-	-	-	6
CIT - Network infrastructure improvements	248	-	-	248	-	248	(79)	-	193
CIT - Private cloud expansion	-	80	(80)	-	-	-	-	-	-
CIT - Virtual desktop infrastructure	173	-	-	173	-	173	(67)	-	12
CIT - Intrusion - monitor & health software	26	-	(26)	-	-	-	-	-	-
CIT - Upgrade audio visual equipment	41	-	-	41	(41)	-	-	-	2
CIT - Upgrade control room SICCS workstations	470	-	-	470	(150)	320	(186)	-	134
CIT - System Centre Operation Manager (SCOM)	70	-	-	70	(60)	10	(10)	-	-
CIT - Sharepoint portal	200	50	-	250	(160)	90	(90)	-	-
CIT - Regional agile working	39	-	-	39	-	39	(127)	-	(88)
CIT - Digital investigation unit equipment	13	-	(13)	-	-	-	-	-	-
CIT - ANPR camera replacement	-	100	(100)	-	-	-	-	-	-
CIT - Ring of steel ANPR cameras	202	-	199	401	(366)	35	-	-	(4)
CIT - Sourceone centera hardware replacement	-	60	-	60	-	60	-	5	15
CIT - Confidential network hardware refresh	-	160	-	160	(160)	-	-	-	-
CIT - ESN	-	830	-	830	(764)	66	-	-	24
CIT - IVR replacement (auto attender)	-	50	-	50	-	50	-	-	40
CIT - Juniper gateway replacement	-	160	-	160	(75)	85	(85)	-	-
CIT - Laptops for CID	-	225	(225)	-	-	-	-	-	-
CIT - SEIU storage - POLIT	-	250	351	601	-	601	-	-	44
CIT - Team foundation server & visual studio upgrade	-	30	-	30	-	30	(30)	-	-
CIT - Technology services refresh & upgrades	-	470	149	619	-	619	(118)	-	32
	2,724	**2,465**	**-**	**5,189**	**(2,191)**	**2,998**	**(1,154)**	**5**	**494**
Other									
CO - Non-slot vehicle replacement	-	507	-	507	-	507	-	-	267
CO - Evidence storage A&E	54	-	-	54	(25)	29	-	-	54
CO - Taser deployment	86	-	-	86	(12)	74	-	-	74
CO - Firearms cabinets & access storage	80	-	-	80	(30)	50	-	-	50
CO - Northern property store increased storage	200	-	-	200	(200)	-	-	-	-
CO - Networked locks for 34 cash & drugs safes forcewide	-	2	-	2	-	2	(2)	-	-
Information Services Tri-Force collaboration	-	2,998	-	2,998	-	2,998	-	-	1,089
	420	**3,507**	**-**	**3,927**	**(267)**	**3,660**	**(2)**	**-**	**1,534**
	6,012	**7,169**	**-**	**13,181**	**(4,092)**	**9,089**	**(1,682)**	**14**	**2,374**

For Consideration	
Public/Non Public	**Public**
Report to:	**Strategic Resources & Performance**
Date of Meeting:	**29 March 2018**
Report of:	**The Chief Executive**
Report Author:	**Sara Allmond**
E-mail:	**sara.allmond@nottscc.gov.uk**
Other Contacts:	
Agenda Item:	**15**

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

24 May 2018, 10:00am			
	ITEM	**FREQUENCY**	**LEAD OFFICER**
	CHAIRS MEETING • ***Response to Government Consultation on Domestic Abuse***		
1.	Community Safety (Small Grants) Monitoring 17/18	Annual	OPCC
2.	General Data Protection Regulation (GDPR)	Annual	OPCC
3.	Chief Constable's Update Report		Force
4.	Force Estates Strategy		Force
5.	Health and Safety Monitoring and Governance Structure	Annual	Force
6.	Code of Ethics	Annual	Force
7.	Police and Crime Plan Delivery Plans	Annual	OPCC/Force
	Standard items:-		
8.	Performance Insight Report	Every meeting	Force
9.	Revenue and capital budget monitoring (renamed Force Finance Update Report)	Every meeting	OPCC
10.	Regional Collaboration (verbal update)	Every meeting	Force

DRAFT

19 July 2018, 10:00am			
	ITEM	**FREQUENCY**	**LEAD OFFICER**
	Theme • ***Policing Strategy – Partnership Tasking and Engaging Communities***		
1.	Police and Crime Plan – Delivery Monitoring	Annual	OPCC/Force
2.	Police and Crime Commissioner's Annual Report	Annual	OPCC
3.	Public Protection and Safeguarding		Force
	Standard items:-		
4.	Performance Insight Report	Every meeting	Force
5.	Revenue and capital budget monitoring (renamed Force Finance Update Report)	Every meeting	OPCC
6.	Regional Collaboration (verbal update)	Every meeting	Force

DRAFT

6 September 2018, 10:00am			
	ITEM	**FREQUENCY**	**LEAD OFFICER**
	Theme • ***Compliance with the Victims Code***		
1.	Workforce Planning and BME Representation Force		Force
2.	Health and Wellbeing of Police Officers, Staff and Volunteers		Force
3.	Equality, Diversity and Human Rights		Force
4.	Force Management Statement Outcome		Force
5.	Annual Assessment Department Outcome		Force
6.	Chief Constable's Update Report		Force
	Standard items:-		
4.	Performance Insight Report	Every meeting	Force
5.	Revenue and capital budget monitoring (renamed Force Finance Update Report)	Every meeting	OPCC
6.	Regional Collaboration (verbal update)	Every meeting	Force

DRAFT

8 November 2018, 10:00am			
	ITEM	**FREQUENCY**	**LEAD OFFICER**
	CHAIRS MEETING • **Restorative Justice**		
1.	Stop and Search – Policing and Performance Monitoring		Force
2.	Police and Crime Plan – Monitoring Delivery		OPCC/Force
3.			
4.			
5.			
6.			
	Standard items:-		
4.	Performance Insight Report	Every meeting	Force
5.	Revenue and capital budget monitoring (renamed Force Finance Update Report)	Every meeting	OPCC
6.	Regional Collaboration (verbal update)	Every meeting	Force

DRAFT