

<b>For Consideration</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources and Performance Board</b>
<b>Date of Meeting:</b>	
<b>Report of:</b>	<b>The Police and Crime Commissioner</b>
<b>Report Author:</b>	<b>Kevin Dennis</b>
<b>E-mail:</b>	<b>Kevin.dennis@nottinghamshire.pnn.police.uk</b>
<b>Contact officer:</b>	<b>daniel.howitt13452@nottinghamshire.police.uk</b>
<b>Agenda Item:</b>	<b>7</b>

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

## **Nottinghamshire Police and Crime Needs Assessment and Strategic Delivery Framework 2019-2020**

### **1. Purpose of the Report**

- 1.1 The purpose of this report is to highlight key findings from the 2018/19 Police and Crime Needs Assessment and the revised Police and Crime Delivery and performance framework for 2019-20.
- 1.2 The Police and Crime delivery plan is revised and refreshed on an annual basis in order to take account of changing profile of local risks and threats and the changing police and partner agency landscape.

### **2. Recommendations**

- 2.1 That the Board notes and provides feedback on the findings of the 2019/20 Police and Crime Needs Assessment and consequential revisions to the annual Police and Crime Delivery Plan.

### **3. Reasons for Recommendations**

- 3.1 The Commissioner has a statutory duty<sup>1</sup> to issue and keep under review a Police and Crime Plan for their area in consultation with the Chief Constable and Police and Crime Panel. The Police and Crime Needs Assessment and annual Delivery Plan framework provide a mechanism for discharging these functions locally and ensuring that the objectives of the Plan remain relevant and up to date.
- 3.2 The Police and Crime Needs Assessment and draft delivery framework have been subject to extensive consultation between December 2018 and March 2019, which have included dedicated partnership engagement sessions and an [online consultation](#) circulated to over 100 local stakeholders.

---

<sup>1</sup> The Police Reform and Social Responsibility Act 2011

## 4 Summary of Key Points

### Police and Crime Needs Assessment 2018

- 4.1 The Nottinghamshire Police and Crime Needs Assessment (PCNA) has been produced by the OPCC in collaboration with police and partner agencies and is informed by a wide range of local and national information sources. The assessment highlights the main issues, risks and threats that are likely to impact upon the crime and community safety environment between 2019 and 2022 and is used to inform key planning and decision making over this period.
- 4.2 The assessment highlights steady increases in incidence of crime over the last year, including rises in some low-severity but high volume acquisitive crimes, and some low-volume serious violence. Levels of newly identified 'hidden harm' have also plateaued in some areas, however ongoing improvements in the recording and response to vulnerability continues to place increasing pressures on investigatory and victim support services.
- 4.3 The PCNA highlights the following thematic priority areas for 2019/20 based on their impact, likelihood, trend and the understanding, capability and maturity of partner agency responses to the issues:-
- Weapon enabled violence
  - Domestic and sexual violence
  - Child sexual exploitation
  - Drug markets/supply
  - Modern slavery and human trafficking
  - Serious acquisitive crime
  - Cyber (enabled) crime
  - Drug and alcohol-related violence
- 4.4 Other cross-cutting issues highlighted by the PCNA include the disparity in service outcomes among diverse groups; limited analytical capability across partner agencies which can inhibit opportunities for evidence-led intervention; substance misuse as a key driver high-harm criminality, volume offending, vulnerability and complex need; technology as an enabler of crime and an opportunity to safeguard vulnerable, and further opportunities for public sector reform, including criminal justice devolution, Blue Light collaboration and longer-term whole-systems approaches to prevention.
- 4.5 The PCNA recommends an ongoing focus on the following overarching objectives in 2019/20:-
- Tackling and reducing youth related violence and exploitation
  - Improving the identification and response to hidden harm
  - Improving service responses to vulnerability and complex need
  - Maintaining public confidence and the mainstream offer to communities
- 4.6 Partner agency consultation has also led to the increased profile of community cohesion and hate crime within the delivery plan, particularly in view of anticipated impact of Britain's withdrawal from the European Union.

## Police and Crime Plan Delivery Framework 2019-2020

4.7 The Police and Crime Delivery framework has been revised and updated for 2019/20 informed by findings from the 2018 Police and Crime Needs Assessment and consultation with key partners and stakeholders.

4.8 Objectives that have been **newly added** to the delivery framework include:-

- Commission an independent review of modern slavery support pathways and explore opportunities for a more co-ordinated regional approach
- Provide funding to embed the Knife Crime Strategy and delivery plan as a multi-agency approach to identifying and managing risk across the area
- Work with Crest Advisory and independent external partners to further improve the understanding and management of policing demand
- Embed Schools and Early Intervention Officers to improve engagement and early intervention among young people at risk of harm, crime or exclusion
- Embed a reinforced approach to stalking and harassment, including multi-agency stalking clinics and support for victims of non-domestic stalking
- Invest in further provision to safeguard victims of Honour Based Abuse, including application of forced marriage protection orders
- Consider a pilot of the alcohol monitoring system ('alcohol' monitoring tags) to combat domestic violence
- Co-commission new substance misuse services and develop a substance misuse pathway for people attending voluntary attendance appointments
- Implement and embed a new offender out of court disposals framework to improve rehabilitative outcomes and engagement with treatment services
- Work with CCGs and other partners to enhance support for adults who were sexually abused in childhood and respond to recommendations of IICSA
- Embed the National Enabling Programmes and Digital Policing Strategy 2025 to modernise the management and delivery of IT services
- Review and introduce video live link across the County
- Work to develop a culture where witnesses of crime are supported and the voices of victims and witnesses are heard within the criminal justice system
- Strengthen the link with regional criminal justice board to improve outcomes for victims, witnesses and offenders
- Embed College of Policing neighbourhood policing guidelines and new policing model across the area to ensure continued quality of service

4.9 A number of objectives have been **removed** from the delivery framework on account of either being completed or superseded by subsequent plans and activity. These include:-

- Undertake a review of the criminal justice substance misuse service to meet current and future demand - Completed
- Recruit dedicated police staff to implement a new cyber fraud prevention and protection strategy to safeguard vulnerable people
- Invest in and co-commission a new ISVA and CHISVA support service for victims and survivors of sexual abuse
- Mainstream fund the historic and sexual abuse inquiry team
- Pilot 'Safer Schools Officers' to achieve better school engagement
- Explore new methodology to score and prioritise IOM using ONS crime harm index
- Appoint a 'Knife Crime Strategy Manager' to improve joint working and mainstream the knife crime team
- Establish dedicated burglary reduction teams to increase proactive capacity and capability
- Review and introduce a new policing model across Nottinghamshire
- Undertake education, proactive communication and media campaigns to reduce inappropriate calls for service
- Explore opportunities to establish an annual consultation forum of third sector providers to help inform strategic planning and decision making – The OPCC is working to develop its stakeholder mapping capability and will continue to engage with third sector providers via existing forums and thematic working groups in 2019/20, such as the Women's Safety Reference Group, BME Steering Group and Female Offender Working Group.

4.10 The performance framework which underpins the delivery plan has been revised to take account of new objectives and information now available via the quarterly independent Police and Crime Survey.

## **5 Financial Implications and Budget Provision**

5.1 PCC grant and commissioning activity remains fully aligned to the ambitions of the Police and Crime Plan and supporting annual delivery plan.

## **6 Human Resources Implications**

- 6.1 Human Resource implications will be identified and considered throughout the budget setting process.

## **7 Equality Implications**

- 7.1 The Police and Crime Delivery plan identifies a range of specific projects, initiatives and activity against which individual Equalities and Community Impact Assessments will be undertaken where necessary and appropriate.
- 7.2 The Police and Crime Delivery Plan includes actions to further develop understanding of the composition and needs of local communities, particularly new and emerging communities; continue to develop a workforce which is representative of the communities it serves and promote engagement with young people and BAME groups. The PCNA also highlights notable disparities in service outcomes among diverse groups and opportunities to further analyse and assess equality of outcomes across locally commissioned services.

## **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 The PCNA and Police and Crime Delivery Plan are inherent and integral components to the development, planning and implementation of the 2019-21 Police and Crime Plan.

## **10 Changes in Legislation or other Legal Considerations**

- 10.1 None.

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

- 11.1 [Police and Crime Needs Assessment 2018](#) and [Executive Summary](#)
- 11.2 [Police and Crime Delivery Framework 2019/20](#)



Nottinghamshire

**POLICE & CRIME COMMISSIONER**

# **Nottinghamshire Police and Crime Needs Assessment 2018**

**Annual assessment of issues impacting upon or likely to  
impact upon the crime and community safety environment  
across Nottinghamshire 2019 to 2022**

**December 2018**

# CONTENTS

---

<b>Acknowledgements</b>	<b>2</b>
<b>Executive Summary</b>	<b>3</b>
<b>1. Introduction</b>	<b>10</b>
1.1 Purpose and Scope	10
1.2 Methodology	10
<b>2. Changing Environment</b>	<b>11</b>
2.1 Nottinghamshire Police Area	11
2.2 Vulnerability and complex need	16
2.3 Key Challenges and Recommendations	23
<b>3. Changing Patterns of Crime and Anti-social Behaviour</b>	<b>24</b>
3.1 Changing Patterns of Crime	24
3.2 Changing Patterns of Anti-social Behaviour	42
3.3 Counter Terrorism and Domestic Extremism	45
3.4 Key Challenges and Recommendations	47
<b>4. Changing Patterns of Victimisation</b>	<b>48</b>
4.1 Profile of victimisation and reporting	48
4.2 Priority and enhanced victims of crime	50
4.3 Victim service outcomes	55
4.4 Key Challenges and Recommendations	56
<b>5. Changing Patterns of Offending</b>	<b>57</b>
5.1 Offender Landscape	57
5.2 Youth Offending	59
5.3 Adult Offending	60
5.4 Key Challenges and Recommendations	66
<b>6. Public Perception and Community Engagement</b>	<b>67</b>
6.1 Public Priorities and Expectations	67
6.2 Public Confidence and Complaints	71
6.3 Key Challenges and Recommendations	74
<b>7. Conclusions and Recommendations</b>	<b>75</b>
7.1 Summary	75
7.2 Key issues and recommendations	76
<b>Research Priorities</b>	<b>82</b>
<b>References</b>	<b>84</b>
<b>Glossary of Terms</b>	<b>86</b>

## ACKNOWLEDGEMENTS

---

Nottingham Crime and Drugs Partnership (NCDP)

Nottinghamshire Police

Safer Nottinghamshire Board (SNB)

Special thanks to

Philip Broxholme      Nottingham Crime and Drugs Partnership

Mark Dean              Nottinghamshire Police

Cathy Caldicott      Nottinghamshire Police

Ian Bates               Nottinghamshire County Council - Public Health

Jon Webb               Reducing Reoffending Partnership, DLNR CRC

### **How to use this document**

The Police and Crime Needs Assessments is intended for use as a reference tool to inform planning and priority setting, resource allocation, commissioning processes and bids for funding. The document scans the crime, community safety and criminal justice environment in order to highlight key trends, issues, risks and threats.

Key issues of concern are flagged within the document via the following symbol - \*

For further information about the Nottinghamshire Police and Crime Needs Assessment please contact Dan Howitt at [daniel.howitt13452@nottinghamshire.pnn.police.uk](mailto:daniel.howitt13452@nottinghamshire.pnn.police.uk) or by telephone on 0115 967 0999

## EXECUTIVE SUMMARY

---

The Nottinghamshire Police and Crime Needs Assessment (PCNA) has been produced in collaboration with police and other relevant crime, community safety and criminal justice stakeholders, and is informed by a wide range of local and national information sources.

The assessment highlights the main issues, risks and threats that are likely to impact upon the crime and community safety environment between 2019 and 2022. The assessment's findings will be used to inform key planning and policy decisions over the 2019/20 period.

### KEY FINDINGS

After a period of long-term decline, evidence suggests that levels of crime and victimisation have been increasing over the last year. This includes rises in some low-severity but high volume acquisitive crimes, and rises in low volume serious violence. While the number of vulnerable victims identified and supported has increased markedly over recent years, there are indications that levels of newly identified 'hidden harm' are plateauing in some areas.

Tackling the harm and exploitation of vulnerable people, and young people in particular, remains one of the most critical partnership challenges. This is evidenced by rises in weapon-enabled violence, the increasing reach and resilience of serious and organised crime networks, rising substance-related needs, and an increasing awareness of modern slavery, child exploitation and the use of technology as an enabler of harm.

Evidence suggests that partnership activity has been effective in providing early intervention, tackling crime and complexity and reducing risk of harm, particularly in response to mental health demand, missing persons and burglary reduction. There are opportunities to further evolve these approaches in response to emerging acquisitive crime and the small number of priority areas and neighbourhoods where victimisation and complex need are concentrated.

Ongoing improvements in the recording, identification and understanding of hidden harm have exposed limitations and gaps in elements of victim service provision. These include the availability of therapeutic support for survivors of sexual abuse and specialist support for survivors of stalking and modern slavery. Increases in presenting demand also continue to place significant pressures on the response to perpetrators and survivors of domestic abuse.

Significant capacity constraints across partner agencies, continue to impact upon proactive and preventative capability, analytical capability, the management of public protection and safeguarding demand and the mainstream offer to local communities. Evidence suggests that public confidence in the police and their ability to deal with the issues that matter most to communities has deteriorated over the previous year at both a local and national level.

Despite this, it is encouraging to note that confidence in the police remains markedly stronger in the areas in the higher-risk localities in which policing resources have been concentrated. There remain opportunities to further improve the co-ordination and impact of partnership activity in these areas, maximise referral pathways for support and providing feedback and opportunities for engagement on the issues that matter most to communities.

## KEY ISSUES IDENTIFIED

The 2018 Needs Assessment highlights the following issues and risks are likely to continue to impact upon crime and community safety across Nottinghamshire over the next 3 years:-

### 1. **Increases in youth-related violence and exploitation and gaps in the availability of youth support, engagement and early intervention activity**

Serious weapon-enabled violence involving young people has increased over the last year in line with national trends, alongside an emerging culture of knife possession among a minority of vulnerable young people. Entrants into the youth justice system are also becoming younger and involved in violence earlier in their offending careers.

Evidence indicates the involvement of vulnerable young people in emerging crime networks and county lines activity across and beyond the force area. Cyber-related activity also continues to present risks and opportunities for the criminal and sexual exploitation of young people in a wide variety of settings.

While the response to these issues has been compounded by marked reductions in statutory youth service provision since 2014, improvements have been made in risk assessment, information sharing and safeguarding practices which have led to better identification of risk and earlier intervention of harm among statutory partner agencies.

#### **In 2019/20, the service impact of this issue is likely to be reflected in:-**

Sporadic and unpredictable incidents of serious violence, robbery and abuse resulting in disproportionately high levels of harm, investigatory demand and community concern

Increased levels of on-line 'hidden harm', abuse and exploitation impacting upon online investigation and longer term victim support service demand

#### **In mitigating these risks, partner agencies should continue to develop, resource and co-ordinate multi-agency activity to:-**

- Provide early intervention, including work with state schools and academies to address factors linked to rising rates of temporary/permanent exclusion
- Strengthen governance, co-ordination and infrastructure for youth engagement and early intervention activity across the force area
- Strengthen investment in digital investigation skills and capabilities, including proactive focus on open source intelligence and social media
- Support use of multi-agency data to develop a comprehensive understanding of risk across the area and inform targeted individual and community-level intervention
- Improve take up, quality and consistency of out of court disposals in developing meaningful problem solving approaches to tackling root causes of offending

## 2. Maximising opportunities to pro-actively identify 'hidden harm' and deliver improvements in victim trust and confidence and criminal justice outcomes

The level of 'hidden harm' identified by safeguarding agencies increased substantially between 2012 and 2018, largely as a result of greater disclosure and improvements in training, recording and assessment practices. 2018, however, saw reductions in newly identified hidden harm across a number of areas, despite evidence suggesting significant underreporting among vulnerable groups such as male survivors of sexual exploitation and abuse and new and emerging communities.

Improvements in the recording of lower level domestic abuse crimes has resulted in a deterioration in positive outcome, arrest and voluntary interview rates for domestic abuse, alongside an increase in the proportion of victims that do not support further action. While recognising significant capacity constraints on offender management, investigation and victim support services, opportunities remain to increase victim awareness and co-operation with the criminal justice process in cases of hidden harm.

There are also opportunities to address gaps in the availability and consistency of therapeutic support services for survivors of sexual abuse and further develop specialist support for survivors of stalking and modern slavery across the area.

### **In 2019/20, the service impact of these risks is likely to be reflected in:-**

Failure to prevent escalation of serious harm including the risk re-trafficking, suicide, self-harm and domestic homicide

Deterioration in satisfaction, trust and confidence and criminal justice outcomes among individuals and communities affected

### **Opportunities to tackle and reduce risk in these areas include:-**

- Proactive intelligence-led outreach via trusted communicators to raise awareness, and confidence among potential victims of hidden harm to access support available
- Continued investment in advocacy and integrated support for vulnerable survivors of domestic and sexual abuse, slavery and other forms of hidden harm
- Further investment in specialist support services, including therapeutic support for survivors of sexual abuse and specialist support for survivors of stalking and slavery
- Further improve monitoring and understanding of the victim journey, including experience, satisfaction and criminal justice and 'cope and recover' outcomes
- Undertake an holistic 'end to end' review of support and outcomes for domestic abuse survivors
- Maintaining an ongoing commitment to the principles of integrated victim care and ensure victim services are effectively tailored to the needs of individual victims

### 3. Rising levels of vulnerability and complex need presenting to local service providers – as both victims and perpetrators, and other people at risk of harm

Rising levels of financial hardship, mental health-related need and problematic drug use continue to impact upon Nottinghamshire's most vulnerable communities and place additional pressures on local services in terms of concern for safety demand, acquisitive crime and risk of harm. This is likely to be compounded in 2019 by the wider roll out of Universal Credit and ongoing reductions in real term partnership budgets.

While targeted work in areas such as mental health and missing persons has helped to provide earlier intervention, reduce service demand and prevent risk of harm to vulnerable people, there is also evidence to suggest that timely opportunities are being missed to refer vulnerable people into the support services available.

Government investment in mental health, social care and homelessness prevention in 2019 is likely to help further alleviate some of these pressures, but in the absence of more integrated partnership preventative strategies, is unlikely to stem rising net demand in the short-medium term.

In 2019/20, the service impact is likely to be reflected in:-

Rising 'concern for safety' demand, particularly in relation to vulnerable victims, missing persons, self-harm and risk of exploitation

Rise in chaotic acquisitive crime such as shoplifting, theft from vehicle and potential increases in robbery and burglary offences

#### **In mitigating these risks, partner agencies should continue to improve the early identification, assessment and response to vulnerability and complex need by:-**

- Explore opportunities to strengthen co-commissioned multi-agency Crisis Support Teams where there is clear evidence of their impact in reducing future demand
- Support reforms to improve the quality and consistency of Out of Court Disposals and develop meaningful problem solving approaches to tackling root causes of offending
- Support training in trauma-informed practice, particularly in improving risk assessment processes and the routine enquiry into the histories of vulnerable people
- Continue to improve understanding, awareness and use of available referral pathways for vulnerable people in partnership with local VCS organisations
- Continue to improve targeted multi-agency information sharing to enable earlier identification of escalating risk and review impact of Troubled / Priority Families funding coming to end in 2020
- Ensure partners are meeting safeguarding responsibilities under the Care Act 2014, new duties under the Homelessness Reduction Act 2017 and commitments under the Mental Health Crisis Care Concordat, IOM and Integrated Locality Working

#### **4. Growing reach and sophistication of organised crime, particularly in exploiting technology and opportunities within the cyber sphere to progress their offending**

Significant progress continues to be made at a local, regional and national level to disrupt and, dismantle organised crime group (OCG) activity impacting upon the area. This has included extensive work to secure prosecutions labour exploitation, financial and sexual exploitation and cyber-enabled grooming, and charges, 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. The limited capacity available to pro-actively identify new and emerging crime groups remains a recognised risk.

#### **In 2019/20, the service impact of this profile is likely to be reflected in:-**

Increase in the organised exploitation of vulnerable people including fraud, proactive expansion of urban drug markets and risk of radicalisation

Increase in reach of organised cyber-related criminality as a remote, low risk and high reward form of offending

#### **Opportunities to tackle and reduce risk in these areas include:-**

- Improving understanding and use of the tools and powers available to partner agencies to disrupt serious and organised criminality, including wider use of gang injunctions
- Further development of the Nottinghamshire Cybercrime Strategy and clarity as to the specialist skills and specialist capabilities required at local, regional and national levels
- Work with partner agencies to improve online safety via targeted cybercrime prevention, education and awareness raising activity in respect of Fraud and CSEA
- Development of local intelligence in response to Serious and Organised Crime through work with communities and community facing partner organisations
- Maintaining an ongoing commitment to the work of the Serious and Organised Crime Partnership and multi-agency Prevent Programme

## 5. Increasing capacity constraints in the provision of mainstream public services in view of the breadth of public priorities and policing mission

Reductions in public sector budgets and changing demand have significantly impacted upon workforce capacity since 2010, with policing activity increasingly concentrated in the areas of greatest need. Consequently, while performance has been largely maintained in areas targeted, lower severity crime categories have experienced deterioration in arrest rates and positive outcomes.

The PCC's Police and Crime Survey also highlighted deterioration in public trust and confidence in police during 2018 which was most notable in the more rural areas of the county. There also remains a widespread consensus among residents that more should be done to tackle reckless and dangerous driving in local communities. The 2018 rural crime survey also highlighted the disproportionate impact of crime on rural business communities.

Digital tools and technology present clear opportunities to improve engagement with communities on the issues that matter most to them and develop more predictive evidence led responses to volume demand. There are also opportunities to enhance neighbourhood-based problem-solving through more integrated locality working in areas of high demand and complexity.

### **In 2019/20, the service impact of this profile is likely to be reflected in:-**

Reduced public confidence in local services, particularly where action is not taken in response to significant community concern or expectation effectively managed

Reductions in officer and staff morale / welfare particularly in areas of high and increasing service pressure

### **Opportunities to tackle and reduce risk in these areas include:-**

- Support review of Neighbourhood Policing informed by the CoP's Neighbourhood Policing Guidance and explore opportunities for more integrated locality working
- Commission local research to improve understanding of public attitudes towards the role of policing and expectations of the service in view of the changing demand profile
- Continue to develop and evaluate tailored approaches to community engagement, particularly in respect of digital technology and more rural communities
- Maximise the contribution of communities in tackling the issues that matter most to them via the development of social capital and active citizenship
- Continue to promote officer and staff welfare and work to ensure that the public sector workforce is supported and protected

## CROSS CUTTING ISSUES

Significant cross-cutting themes identified as part of the assessment include:-

**Disparity in service outcomes among diverse groups** - particularly BAME individuals and women within the criminal justice system. There remain opportunities to:-

- Develop our understanding of the composition and needs of local communities, particularly new and emerging communities
- Analyse and assess equality of outcomes across commissioned services to baseline current position and inform local improvement plans
- Continue to develop a workforce which is representative of the communities it serves and promote engagement with young people and BAME groups

**Limited analytical capability across partner agencies** which can inhibit opportunities for evidence-led intervention and the ability to monitor and evaluate impact. Opportunities should be considered to bolster multi-agency analytical capability and explore the use of predictive analytics to inform delivery.

**Substance misuse** as a key driver high-harm criminality, volume offending, vulnerability and complex need. Despite successes in reducing hospital admissions and drug-related deaths in the area, the changing profile illicit drug use and reductions in funding for treatment services present risks to the delivery of effective drug treatment outcomes.

**Technology** as an enabler of crime and an opportunity to prevent harm, safeguard vulnerable people and enhance engagement and organisational efficiency. There remain clear opportunities to further develop and embed force and regional digital capabilities with regard to engagement, analysis and the response to cyber (enabled) offending

**Opportunities for public sector reform**, including criminal justice devolution, Blue Light collaboration and wider adoption of longer-term whole-systems preventative approaches. Public sector engagement has highlighted opportunities and an appetite to accelerate public service transformation over the next five years.

The issues, opportunities and recommendations set out in this assessment will be used to inform planning and policy decisions between 2019 and 2021, including development of the Police and Crime Plan and supporting delivery plans during this period.

## INTRODUCTION

---

**The Nottinghamshire Police and Crime Needs Assessment (PCNA) presents a consolidated picture of the most significant issues, risks and threats facing crime, community safety and criminal justice agencies across Nottinghamshire. The PCNA aims to inform strategic planning and decision making<sup>3</sup>.**

### 1.1 PURPOSE AND SCOPE<sup>1</sup>

The PCNA is independently compiled from the latest research, analysis and intelligence from a wide range of partner agencies, primarily informed by the environmental and organisational assessments and profiles that they routinely produce. The assessment aims to:-

- Identify significant issues that are likely to impact upon the policing, crime and community safety environment over the next four years
- Review changing patterns of victimisation and offending across Nottinghamshire and implications for local service provision
- Highlight shared organisational priorities and opportunities for improvement by reviewing the local crime, community safety and criminal justice landscape
- Improve governance and accountability by enabling an evidence-led approach to priority setting, resource allocation and research priorities for the year ahead

### 1.2 METHODOLOGY

The PCNA is refreshed on an annual basis in line with partnership planning and business cycles and in line with recognised good practice for commissioning<sup>2</sup>. The PCNA is not intended to duplicate existing analytical processes, but assimilate and build upon the issues partner agencies have identified as part of their own scanning and assessment processes.

The PCNA is informed by information from a range of sources including the Police, Crime and Drugs Partnership (CDP) and Safer Nottinghamshire Board (SNB) and the PCCs rolling Police and Crime Survey. Where possible, findings have been triangulated across a range of local and national data sets.

The assessment adopts a PESTELO<sup>3</sup> approach to reviewing the impact of the changing environment, and combines MORILE matrices produced by statutory partners such as the police and Nottingham CDP.

For further details and to access previous versions of the Nottinghamshire Police and Crime Needs Assessment, please visit [www.nottinghamshire.pcc.police.uk](http://www.nottinghamshire.pcc.police.uk)

---

<sup>1</sup> This includes statutory requirements for Police and Crime Commissioners to set Police and Crime Plans, issue grants and commission local services in their area

<sup>2</sup> As reflected in relevant CIPFA/SOLACE, NOMS, APACE and Audit Commission guidance

<sup>3</sup> Review of Political, Economic, Social, Technological, Environmental, Legal and Organisational factors likely to have an impact upon crime, community safety and criminal justice

## 2. THE CHANGING ENVIRONMENT

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

### 2.1 NOTTINGHAMSHIRE POLICE FORCE AREA

- Spans approximately 834 square miles taking in a diverse urban and rural landscape, former mining towns, rural villages and major retail, leisure and business economies
- Incorporates Nottingham (national core city), Nottinghamshire County Council and the district councils of Bassetlaw, Mansfield, Ashfield, Broxtowe, Gedling, Rushcliffe and Newark and Sherwood
- Well connected to London, Manchester, Birmingham, Sheffield, Leeds and Liverpool by rail - and to East Midlands towns and cities via local connections
- Served by the international East Midlands Airport in Leicestershire



#### 2.1.1 POPULATION

- 1.15 million residents<sup>4</sup> and forecast<sup>5</sup> to grow by a further 64,600 (5.6%) by 2028 as a result of net migration and increases in life expectancy<sup>6</sup>
- Population density<sup>7</sup> is heavily concentrated in the city where 29% of the area's population reside. Here the population is forecast to rise by 18,100 (5.6%) by 2028
- The city has more than double the proportion of people aged 18 to 24 compared to the national average – largely on account of the two universities in the area<sup>8</sup>

<sup>4</sup> [Mid-2017 Population Estimates](#), published June 2017, ONS

<sup>5</sup> [2017 to 2027 subnational population projections](#) based on 2014 mid-year estimates, ONS

<sup>6</sup> Population aged 75 and over is projected to increase by 38% equating to 35,700 additional people

<sup>7</sup> 2017 Population per square km = Nottingham (4,772), Notts. (392), Bassetlaw (182), Broxtowe (1,407)

<sup>8</sup> 20.1% of residents are aged 20 to 24 in the city, compared to 7.4% in the county and 8.7% in England & Wales. The area has a university population of around 60,400 full and part-time students ([UoN](#) & [NTU](#) 2016/17)

- The University of Nottingham has one of the highest numbers of international students nationally, accounting for around 26% of their total student population<sup>9</sup>
- Populations of Rushcliffe (+7.4%), Gedling (+6.7%) and Ashfield (+6.6%) are expected to rise by over 7,900 people respectively by 2028
- The city has a high level of cultural and ethnic diversity and is home to a number of long standing Pakistani and Caribbean communities and more recent Eastern European migrant populations – particularly Polish, Romanian and Lithuanian. Around 35% of the city population<sup>10</sup> is non-white British.
- Levels of ethnic diversity are increasing across Nottinghamshire, however still less than 10% of the overall population, are non-white British<sup>10</sup>

### 2.1.2 ECONOMY AND DEPRIVATION

Levels of deprivation<sup>11</sup> in Nottinghamshire are significantly higher than the England average, largely due to **pockets of deprivation** in the city, former coalfield areas and former industrial towns affected by economic stagnation. Nottingham, in particular, has the 8<sup>th</sup> highest proportion of neighbourhoods (33%) that fall within the 10% most deprived areas in England.

Around 83% of homes<sup>12</sup> across the force area are privately owner occupied, however this figure is much lower in the city (74%) where local authority ownership (19%) is higher. Over 2,780 new affordable homes have been built or acquired in the force area over the last five years, however demand continues to outstrip supply, particularly among younger people, isolated migrant communities and those with complex needs such as substance misuse or mental health conditions.

Unemployment<sup>13</sup> rates across Nottinghamshire (2.0%) are steadily converging with the England average (2.1%) following marked reductions in claimants in Nottingham (-4.8%) and Mansfield (-12.3%) over the last year. Despite this, the proportion of claimants in the area remains higher than the East Midlands (1.8%) average, largely due to concentrations in the city (3.0%). Real average weekly earnings (adjusted for inflation)<sup>14</sup> began to increase during 2018 (+0.8%) but remain low compared to 2008.

Over 46,000 children<sup>15</sup> across the area are estimated to be living in poverty, with clear concentrations in Nottingham city<sup>16</sup>. Nottingham also has a significantly higher

<sup>9</sup> 8,751 international enrolments in [2016/17](#), of which 1,572 were from China and 584 were from Malaysia

<sup>10</sup> [UK Census 2011](#), Non-White British population: Force area =15%, Nottingham City = 35%, Notts. County = 7%

<sup>11</sup> [English Indices of Deprivation 2015](#) at Lower Super Output Area (LSOA) level. There are 679 LSOAs in Nottinghamshire with an average population of around 1,500 people each. 220 (32%) of LSOAs in the area fall within the 25% most deprived nationally.

<sup>12</sup> [Housing supply for local authorities](#), DCLG, July 2018

<sup>13</sup> [Labour Market Claimant count](#) experimental statistics, ONS, September 2018. Proportion of working age people claiming Jobseeker's Allowance or work-seeker-related Universal Credit

<sup>14</sup> [Analysis of average weekly earnings](#), ONS, September 2018 – July 2017 to July 2018 comparison

<sup>15</sup> [Child poverty basket of local indicators](#), Department for Education, 2014

<sup>16</sup> [End Child Poverty coalition, Child Poverty Map](#), November 2016. Nottingham City has the 9th highest percentage of children living in poverty nationally at 37%

proportion of people aged 60 and over that are affected by 'income deprivation' (26%) than the national average (21%) and significant concentrations of fuel poverty, which is estimated to affect 16% of households in the city<sup>17</sup>. Children looked after<sup>18</sup>.

Health-related needs as captured by the GP patient survey<sup>19</sup> in Nottinghamshire, remain marginally higher than the England average, with 53% reporting a long standing health condition, 11% feeling that they have problems doing 'usual activities' and 10% reporting a long-term mental health problem.

Educational attainment at 'Key Stage 2'<sup>20</sup> has been steadily converging with the England average over the previous five years following sustained improvements in the City. Attainment at 'Key Stage 4'<sup>21</sup>, however, remains around 20% lower than the England average (64.2%) in Nottingham (50.6%), while attainment in the County (65.9%) remains marginally higher than the England average.

A number of **priority and high impact localities** have been identified across the city and county on account of the levels of complex need and cross-agency demand that they present. These areas are highlighted on the following page and comprise;

- Arboretum, Berridge and Bulwell in Nottingham
- Carsic, Abbey Hill, Central and New Cross in Ashfield
- Newgate, Portland and Oak Tree in Mansfield
- Worksop South East, Worksop North West and Langold in Bassetlaw
- Bridge, Ollerton and Devon in Newark and Sherwood
- Netherfield, Colwick and Eastwood South in South Nottinghamshire

<sup>17</sup> [Fuel Poverty sub-regional statistics](#), Department for Business, Energy and Industrial Strategy, June 2017. Nottingham city has the 5<sup>th</sup> highest proportion of people living in fuel poverty in England

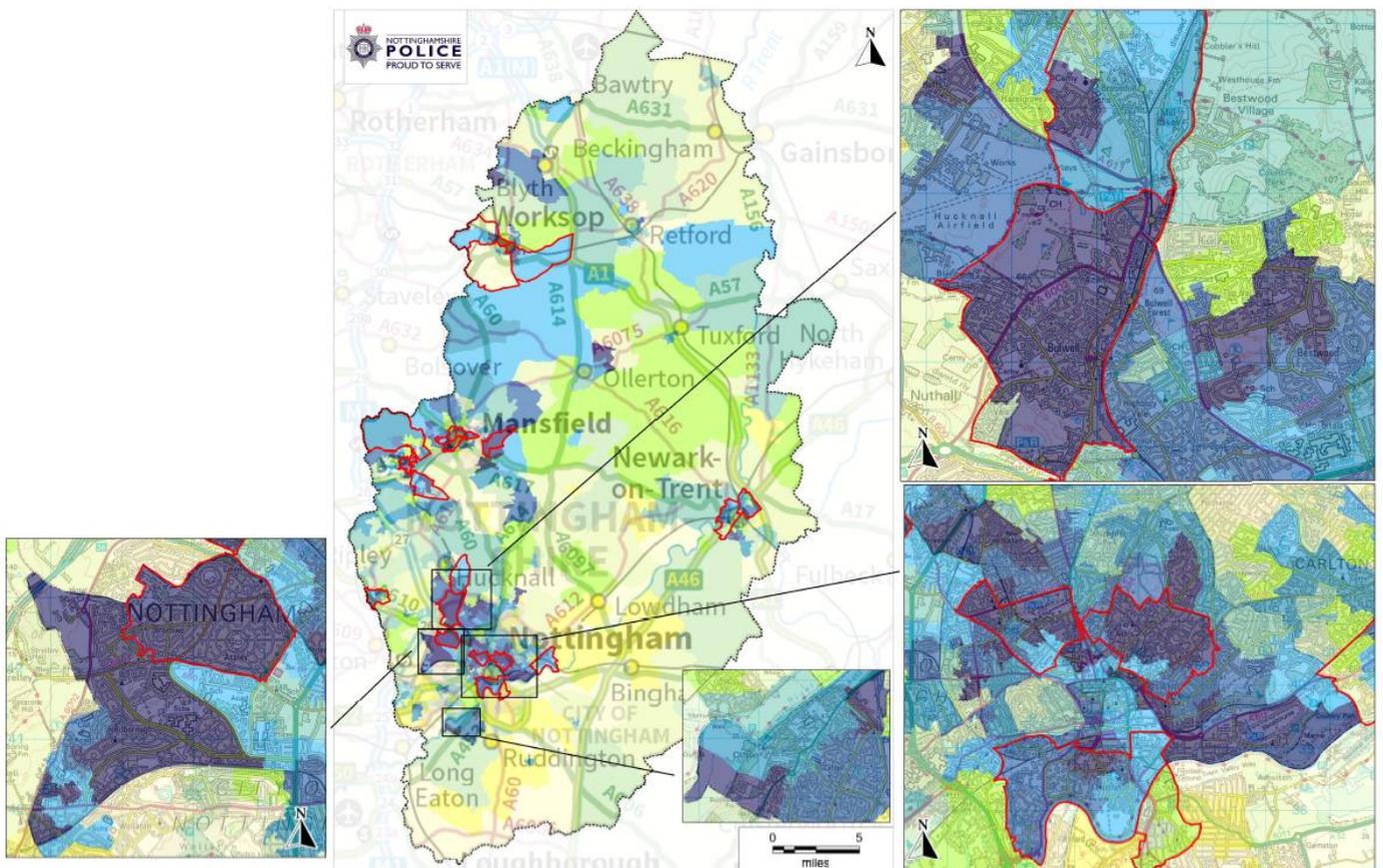
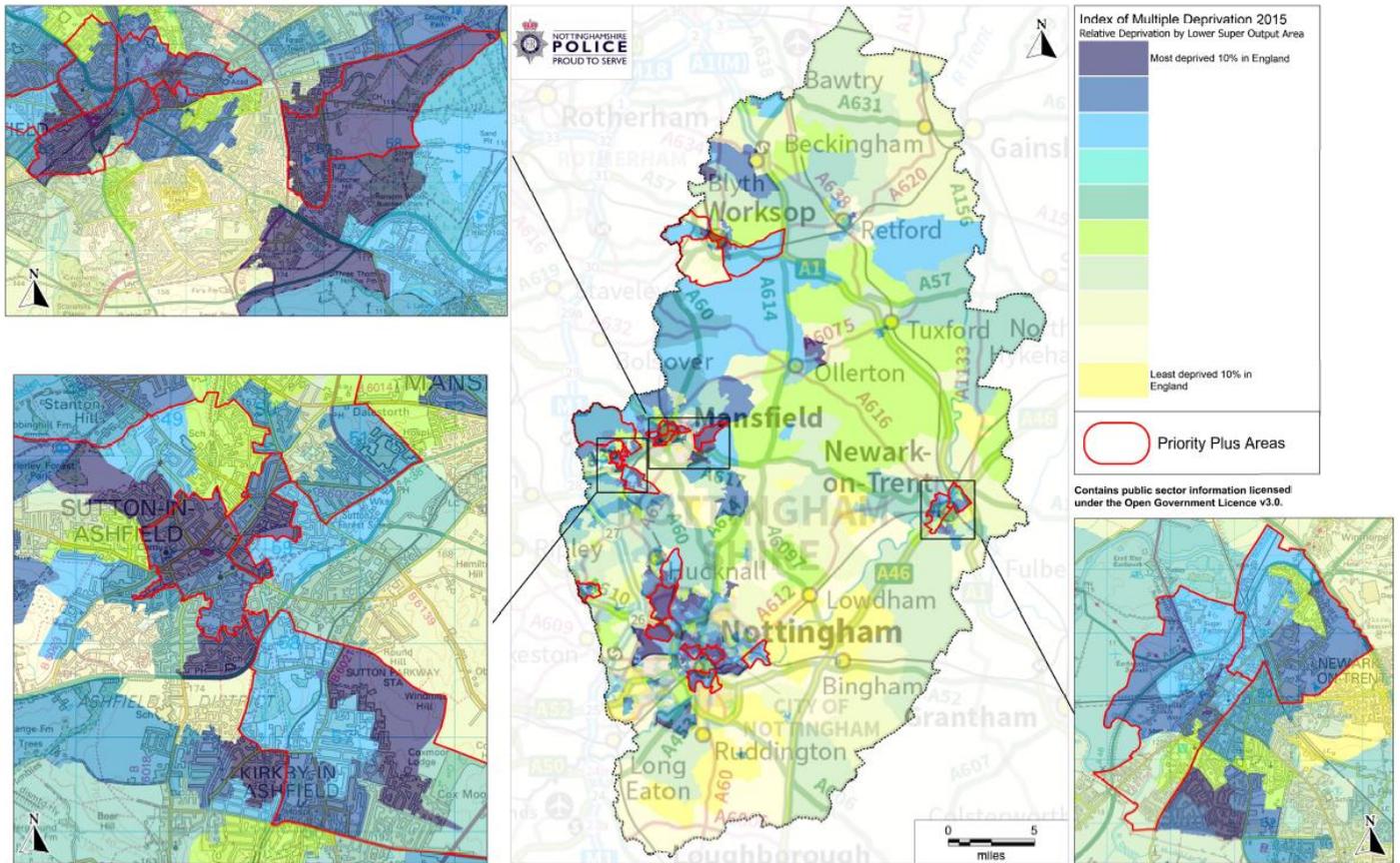
<sup>18</sup> [Children Looked After](#), ONS, September 2017

<sup>19</sup> [GP Patient Survey](#) July 2017 to March 2018, NHS England, July 2018

<sup>20</sup> [Key Stage 2](#) attainment 2016/17, DfE Statistics: 7 to 11 year olds - attainment reading, writing, mathematics

<sup>21</sup> [Key Stage 4](#) attainment 2016/17, DfE Statistics: 12 to 15 year olds - 9-4 pass in English and maths GCSE

# Nottinghamshire Index of Multiple Deprivation 2015



© Crown Copyright and Database Rights 2015 Ordnance Survey 100020074.

## Nottinghamshire Police Force Area – Key Statistics

	Nottingham	South Notts (Broxt, Gedl, Rushcliffe)	Bassetlaw, Newark & Sherwood	Mansfield & Ashfield	TOTAL	SOURCE
Population – all people	329,209	345,842	237,269	234,740	<b>1,147,060</b>	2017 Mid-year estimates, ONS
Population – aged 10 to 17	26,873	30,035	20,586	20,180	<b>97,674</b>	2017 Mid-year estimates, ONS
Population – aged 18 to 24	66,037	25,418	17,469	18,940	<b>126,864</b>	2017 Mid-year estimates, ONS
Pop. in 25% most deprived nationally	183,000	15,000	51,000	81,000	<b>330,000</b>	English Indices of Deprivation 2015, DCLG
Troubled Families (max funded support)	3,840	1,496	1,535	2,139	<b>9,010</b>	Ministry of Housing, CLG, March 2018

Distribution	Nottingham	South Notts (Gedl, Broxt, Rushcliffe)	Bassetlaw, Newark & Sherwood	Mansfield & Ashfield
Population – all people	28.7%	30.2%	20.7%	20.5%
Population – aged 10 to 17	27.5%	30.8%	21.1%	20.7%
Population – aged 18 to 24	52.1%	20.0%	13.8%	14.1%
Pop. in 25% most deprived national.	55.5%	4.5%	15.5%	24.5%
Troubled / Priority Families (est, no.)	42.6%	16.6%	17.0%	23.7%

## 2.2 VULNERABILITY AND COMPLEX NEED

This section considers changing social, economic and environmental vulnerability factors that are most closely associated with victimisation and criminogenic need. These include the excessive and problematic consumption of drugs and alcohol<sup>22</sup>, mental health related needs, including those that fall below the threshold for statutory support, and destitution, including street homelessness and rough sleeping.

Both collectively and individually, these vulnerability factors show a strong correlation between place individuals at greater risk of display strong correlations with high impact service demand, risk of victimisation and perpetration of crime, including violent and acquisitive crimes, anti-social behaviour, and exposure to victimisation, exploitation other forms of harm.

National research<sup>23</sup> has shown that non-crime demand on the police service is estimated to make up about 75% of the total incident volume. Incidents involving vulnerable people account for around 18% of the volume of non-crime policing demand and represent complex cases that need the full involvement of health and social services. Gaps in health and social services have been widely recognised as a contributory factor both to the volume and complexity of this demand.

Nottinghamshire Police receive high volumes of non-crime related 'calls for service' each year which include calls for assistance from other agencies and checks for safety and wellbeing. Non-crime-related demand relating to the **safeguarding of vulnerable adults**<sup>24</sup> increased by 15% in 2017/18, with levels forecast to continue to increase in view of ongoing improvements in identification and recording, increasing underlying levels of mental health demand and an aging population.

Police recorded non-crime-related safeguarding referrals involving **vulnerable children** increased by 8.5% in 2017/18, reflecting ongoing improvements in the reporting and identification of vulnerability and rising levels of mental health-related need. Levels of safeguarding demand in this area are expected to continue to increase during 2018/19.

### Substance Misuse

Illicit drug use among the general population has remained relatively stable 2013/14, with around 9% of adults and 19.8% of young adults reporting<sup>25</sup> that they have used an illicit drug in the last year. Use of Novel Psychoactive Substances<sup>26</sup> has continued to fall year on year since 2014/15, with an estimated 0.4% of adults (2,680) and 1.2% of young adults (1,810) estimated to have taken these drugs locally in the last year.

---

<sup>22</sup> [Modern Crime Prevention Strategy](#), Home Office, March 2016 – [Drug and alcohol findings](#)

<sup>23</sup> [Rethinking Police Demand](#), Crest Advisory, October 2018

<sup>24</sup> Vulnerable adults include those with long term conditions, carers, the vulnerably housed, as well as those with physical and/or sensory impairments or learning disabilities

<sup>25</sup> [Drug misuse: Findings from Crime Survey for England and Wales 2017-18](#), Home Office, July 2018. Findings based on respondents aged 16 to 59. People aged 60 to 74 were invited to participate for the first time in 2017/18, however this information is not yet available

<sup>26</sup> The production, sale and supply of New Psychoactive Substances (NPS) became illegal when the Psychoactive Substances Act 2016 came into force in May 2016

- \* Use of synthetic cannabinoid receptor agonists (SCRA), such as ‘**Black Mamba**’, however, remains prolific among vulnerable cohorts that are not typically captured via Crime Surveys<sup>27</sup>, including the prison population, street homeless and other individuals lacking safe and supporting networks around them. The overt use of these substances in local town and city centres continues to give rise to significant community concern and notable health risks. These compounds, which have been seized in a variety (10) of forms over the last year, are likely to remain readily available on account of their profitability and ease of production. Nottinghamshire Police recorded an average of 21 Mamba-related offences per month between April and September 2018, having risen from 13 in 2017/18 and 4 in 2016/17.
- \* Findings from the 2017/18 CSEW indicated that **use of Class A drugs has been increasing** since 2011/12 among both adults (3.5%), and young adults aged 16 to 24 year (8.4%). This trend has been largely driven by rises in the prevalence of ecstasy (5.1%) and powder cocaine (6.0%) use among the 16 to 24 year olds. Local data indicates that the number of Heroin users accessing drug treatment in the city has been increasing steadily since April 2017, a trend which is supported by the number of discarded needle finds in the area.

Heroin purity<sup>28</sup> remained relatively stable between 2015 and 2017 at around 35-39%, however, early 2018/19 saw average purity increase to around 43% with concentrations evident in areas including St Anns, Eastwood and Mansfield. Crack cocaine purity in the area remains high, with the majority of seizures showing purity levels of between 80% and 100%. Cocaine purity, meanwhile, has increased slightly to an average of 58%, although the two tier market for cocaine continues to impact on price, with deal sizes having decreased within the night time economy.

The rate of drug-related deaths<sup>29</sup> recorded across the force area has plateaued since 2015 in contrast to a sustained rising trend across England. This has been largely due to reductions in drug-related deaths in Nottingham over this period, where rates have fallen to a level in line with the England average. Rates of drug related deaths remain significantly higher than average in Mansfield and have been increasing since 2011, reflecting the England, Bassetlaw and Ashfield trend. 2017/18 saw two confirmed deaths linked to SCRA / Mamba.

The national CSEW indicates that cannabis use among adults (7.2%) and young adults (16.7%) has increased steadily over the last three years, while the prevalence of the use of LSD (0.4%), magic mushrooms (0.4%), ketamine (0.8%) and non-prescribed tranquilisers (0.6%) among the 16 to 59 year olds has also increased. In Nottinghamshire, Ketamine is readily available in the night time economy, with purity levels averaging 80-90%. Amphetamine has become more readily available in Nottinghamshire over the last year, but generally remains low (>10%) in purity.

---

<sup>27</sup> The CSEW does not currently capture the views of prison populations and the homeless community, while problematic drug users with chaotic lifestyles are also unlikely to be interviewed.

<sup>28</sup> Drug seizure test data, Nottinghamshire Police, 2018

<sup>29</sup> [Drug-related deaths by local authority](#), ONS, August 2018

NHS survey data<sup>30</sup> also indicates that the proportion of 11 to 15 year olds having taken a Class A drug in the last year (3.2%) has also increased marginally. Findings from the Crime Survey indicate that the proportion of 11 to 15 year olds that have never had an alcoholic drink (62%) has been rising since 2004 (38%). Similarly attitudes towards drinking among young people have changed markedly since 2004, with the proportion of secondary school pupils feeling it is 'OK to drink alcohol once a week' falling from 46% to 24%.

- \* **Alcohol** remains a factor commonly associated with complex vulnerability, violent crime, anti-social behaviour and sexual assault, with over 7,000 crimes being flagged by Nottinghamshire police as 'alcohol-related' in 2017/18. While this figure is likely to significantly underestimate true extent of alcohol-related crime, over half (51%) of those recorded as such occurred in the city. Combined estimates from the City and County Joint Strategic Needs Assessments<sup>31</sup> indicate that at least 128,500 adults across the force area drink at levels that pose a risk to their health<sup>32</sup>, while around 32,300 are estimated<sup>33</sup> to have a mild to severe alcohol dependency.

Despite these trends, national studies<sup>34</sup> indicate that the proportion of people frequently consuming alcohol (58%) and 'binge drinking'<sup>35</sup> (15%) has been in steady decline over the last decade - a trend which has been attributed to both changing attitudes and reductions in the affordability of alcohol between 2007 and 2013, particularly among people aged 18 to 30.

Partner agencies across the force area continue to prioritise the response to **substance misuse** led by local Health and Wellbeing Boards, the Nottingham Crime and Drugs Partnership and Safer Nottinghamshire Board. The local strategic response is aligned to the [National Drug Strategy](#) (2017) with a view to providing services that reduce demand, restrict supply and reduce harm. The PCC also continues to invest in adult drug treatment services and recovery and reintegration approaches in the city and county, with a focus on the criminal justice cohort identified and referred to treatment for trigger offences. The PCC also invests in early intervention and harm reduction interventions for young people at risk.

In the City's **Night Time Economy** areas, specialist patrol tactics have been developed to provide a more bespoke and effective method of patrolling. The Nottingham Business Improvement District (BID) in partnership with Nottinghamshire PCC commissioned a study of the evening and night time economy in the city centre which has informed development of the City's after-dark strategy.

<sup>30</sup> Smoking, Drinking and Drug Use survey 2016, NHS Digital, published November 2017. Reported drug use among 11 to 15 year olds rose from 10.4% in 2014 to 14.8% in 2016. Survey undertaken every two years

<sup>31</sup> [Substance Misuse: Young people and Adults](#), Nottinghamshire JSNA, Substance Misuse Strategy Group, 2017  
[Joint Strategic Needs Assessment: Alcohol](#), Nottingham City, Nottingham City Council, 2015

<sup>32</sup> Men who regularly drink over 8 units per day or over 50 units per week and women who regularly drink over 6 units per day and over 35 units per week (higher risk) City = 96,000 +, county = 32,448)

<sup>33</sup> city= 10,687, county = 21,632

<sup>34</sup> [Statistics on Alcohol: England](#), NHS Digital, May 2018

<sup>35</sup> Reported to have consumed in excess of 8 (males) or 6 (females) units of alcohol in the last week

## Mental Health

- \* **Mental health-related needs continue to increase** at both a local and national level, with responses to the GP Patient Survey indicating that the number of adults in Nottinghamshire living with long-term mental health conditions has doubled since 2012/13 to around 89,700. Around 20,595 people are estimated<sup>36</sup> to be in contact with mental health services across Nottinghamshire, with acute need most prevalent in the Nottingham, Mansfield and Ashfield areas. Available data<sup>37</sup> suggest a rise in the numbers of people with common mental disorders, while rates of psychosis have remained broadly stable over the past 25 years. This is reflected in an increasing number of people seen by secondary mental health services<sup>38</sup>.

Despite increasing local and national trends in the prevalence of mental health-related need in 2017/18, the number of mental health-flagged incidents recorded by Nottinghamshire Police reduced (-1.6%) in year for the first time since 2013/14, with around 16,200 incidents recorded<sup>39</sup>. The reduction was, in part, impacted by the roll out of the Street Triage Team which worked with the NHS and local authorities to provide an urgent response to over 4,000 mental health related incidents.

Further progress has also been made in reducing the number of people with mental health needs that are detained in police custody as a place of safety. This fell from 11 to 7 in 2017/18, while the number of individuals admitted to a dedicated section 136 suite also fell from around 430 to 370. In the longer term, overall use of s.136 has reduced from 1,037 in 2013/14, largely due to the impact of Street Triage, partnership working and police training. It should be noted, however, that increases have been recorded during 2018 as a result of changes in legislation which broaden the scope for intervention, while levels of acute illness managed in the community continue to rise.

Rates of suicide<sup>40</sup> have also been falling steadily in Nottinghamshire since 2015 to around 80 per year and remain around 10% lower than the England average. The rate of suicide in Bassetlaw, however, has remained significantly higher than the England average since 2013, with around 20 cases being recorded in 2017.

Mental health-related needs among children and young people continue to increase locally and nationally. NSPCC's annual review<sup>41</sup> of the Childline service in 2017/18 reported a 6% reduction in counselling sessions to children and young people during the year, however counselling sessions concerning suicidal thoughts and feelings increased by a further 9% to the highest level ever recorded. Sessions relating to sexual abuse increased by 15% during the year, while sessions relating to physical abuse fell by 19%. Nationally, the number of children referred the police by Childline increased by around 57% in 2017/18 to 2,909.

---

<sup>36</sup> [Mental Health Service Statistics](#) (MH01 - Experimental), NHS Digital, April 2017

<sup>37</sup> [Adult Psychiatric Morbidity Survey 2014](#)

<sup>38</sup> [Mental Health Bulletin 2016/17](#)

<sup>39</sup> Calls for Service recorded via Nottinghamshire Police Vision (Command and Control)

<sup>40</sup> [Suicides in the UK: 2017 registrations](#), ONS, September 2018. Statistics based on a 3 year rolling average

<sup>41</sup> [The Courage To Talk: Childline Annual Review 2016/17](#), NSPCC, December 2018

Since April 2015, no one under 18 has been detained in police custody as a place of safety under section 136 of the Mental Health Act 1983 in Nottinghamshire, while the number of children admitted to health-based section 136 provision fell from 27 to 18.

Partner agencies in Nottinghamshire have developed innovative approaches to tackling **mental health** demand in line with their responsibilities under the Care Act 2014<sup>42</sup> and the Mental Health Crisis Care Concordat. This has included development of the Street Triage model, a Crisis Café, the refurbishment of places of safety and introduction of a dedicated bespoke mental health vehicle for the region. The PCC has funded bespoke triage arrangements to prevent s136 MHA detention, a resource which has subsequently been mainstreamed following demand analysis. The Street Triage Team works with NHS and local authority colleagues to provide an urgent response to people who are in need of urgent attention for their mental health issues and dealt with over 4,000 incidents in 2017/18. In October 2018, the government announced a £2bn real-terms increase in mental health funding between 2019 and 2024 as part of the Autumn Budget. This will aim to ensure that comprehensive mental health support is available in every large A&E department in England and ultimately help to relieve current pressures on local service providers.

## Poverty and Destitution

The number of people accepted as **homeless and in priority need**<sup>43</sup> increased marginally (+8%) in 2017/18 to a level comparable to the England average. Concentrations are most notable in Nottingham and Mansfield where levels increased by 10% and 12% respectively in 2017/18. Although lower in volume, Ashfield, Gedling and Rushcliffe have all seen year on year increases in the number of people accepted as unintentionally homeless and in priority need since 2013/14. The ending of Assured Short-term Tenancies among people renting in the private sector has accounted for an increasing proportion of homelessness applications.

- \* Recorded levels of **rough sleeping** within the force area have increased markedly over the last seven years, with the number of rough sleepers captured via the annual Autumn snapshot<sup>44</sup> having risen from 22 in 2010 to 90 in 2017. While this reflects the national trend, levels of rough sleeping per 1,000 households remain significantly higher than the England average (0.18) in Nottingham (0.32) and Mansfield (0.32).

Data collected from the Trussell Trust's foodbank network indicates that demand for emergency food supplies for people in crisis rose by 13% nationally and by 17% in the East Midlands in 2017/18, continuing the upward trend seen over the previous five years. It can be estimated that at least 15,680 three day emergency food supplies were distributed across Nottinghamshire in 2017/18.

Reports from the National Audit Office<sup>45</sup> and Trussell Trust have also highlighted risks in relation to the roll out of the Universal Credit, with 40% of claimants surveyed stating that they were experiencing financial difficulties, 21% not receiving their full entitlement and 13% not receiving payments on time as at March 2018. While the

<sup>42</sup> The [Care Act 2014](#) places duties and requirements on local authorities, the NHS and the police to safeguard vulnerable adults from harm.

<sup>43</sup> [Detailed local Authority level homelessness figures](#), Department for Housing, Communities and LG, 2017/18

<sup>44</sup> [Rough sleeping in England](#), Department for Communities and LG, Autumn 2017, published February 2018

<sup>45</sup> [Rolling out Universal Credit](#), National Audit Office, June 2018

Universal Credit remains under review as part of a phased roll out, there are clear risks that that the policy may impact upon financial hardship, vulnerability to abuse and exploitation, acquisitive offending and wider health and social needs over the coming year.

## Missing Persons

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<sup>46</sup>. Missing person investigations are often highly resource intensive, with the cost of a medium risk missing person investigation estimated<sup>47</sup> to fall in the region of £2,400. The number of **adult missing and absent**<sup>48</sup> **person** incidents reported to the police (1,073) fell by 14% in 2017/18, continuing the trend seen over recent years.

The number of **missing and absent**<sup>49</sup> children and young people reported to the police increased by around 3% in 2017/18, before levelled off at around 2,400 per year. The investigation of children missing from care, in particular, is often high-risk, complex and time consuming for the police service, where children are more likely to exhibit multiple complex needs, come from troubled backgrounds and be at greater risk of grooming, assault and drug and alcohol problems.

Nottinghamshire Police continues to commit the necessary resources to locating **missing persons** in a way that is proportionate to the level of risk and vulnerability they present. This is done as part of daily work, with MISPERs being reviewed on a daily basis through the Force Demand Management Meeting. Partnership problem solving activity is adopted in response to frequent MISPERs as is the use of media and social media to locate MISPERs with the support of the public and other agencies. The force established 'locate' and 'safeguard and prevention' Missing from Home Teams which have helped to significantly reduce average time missing, missing person incidents and deaths.

---

<sup>46</sup> Out of Mind, Out of Sight, CEOP 2011

<sup>47</sup> Establishing the Cost of Missing Person Investigations, August 2012, University of Portsmouth

<sup>48</sup> 'Absent' is defined as a person not being at a place they are expected or required to be at a point in time when there is no apparent risk. Cases do not generally result in police officer deployment but are subject to review by an inspector on a 6 hourly basis. Cases are upgraded to 'missing' status where there is an escalated risk of harm - i.e. person is aged 13 and under, at risk of CSE or absent for over 72 hours

<sup>49</sup> 'Absent' is defined as a person not being at a place they are expected or required to be at a point in time when there is no apparent risk. Cases do not generally result in police officer deployment but are subject to review by an inspector on a 6 hourly basis. Cases are upgraded to 'missing' status where there is an escalated risk of harm - i.e. person is aged 13 and under, at risk of CSE or absent for over 72 hours

**School attendance and exclusion**<sup>50</sup>: Rates of persistent pupil absence<sup>51</sup> across the force area (10.1%) have now fallen to a level below the England average (10.8%), but remain markedly higher in the city (12.6%). The number of permanent and fixed term exclusions<sup>52</sup> of school age children in the force area rose to 9,751 in 2016/17, continuing the year on year upward trend seen locally (+39%) and nationally (+42%) since 2013/14. Although the gap is narrowing, rates of school exclusion across the city (7.01) and county (5.54) continue to exceed the England (4.86) and East Midlands average (4.70).

At a national level, exclusions for assaults, threats, bullying, racist abuse, drug and alcohol related issues, damage and persistent disruptive behaviour have been increasing year on year since 2013/14, however this consistent upward trend has only been observed locally in relation to assaults against adults, damage and persistent disruptive behaviour.

**Schools and Early Intervention Officers** have been aligned with secondary schools and academies across the force area following a successful trial involving three officers undertaking 482 bespoke interventions. The project is also being extended to higher education establishments aligned to high profile demands such as knife crime.

The Nottingham and Nottinghamshire **Troubled / Priority Families** programmes<sup>53</sup> have achieved significant and sustained progress in working with almost 1,700 families since January 2015. With around 6,254 funded families on the programme across Nottingham (2,554) and Nottinghamshire (3,700) in 2018, risk to core delivery in this area should be considered pending the cessation of government funding linked to this agenda in 2020.

Work is underway to ensure compliance with statutory duties under Homelessness Reduction Act 2017, which includes targeted work in the city to ensure prison leavers being resettled in the area have affixed abode prior to release and legitimate connections to the area.

---

<sup>50</sup> Exclusion from mainstream school has been identified as a factor linked to serious risk of being groomed and exploited by criminal gangs: [Youth Violence Commission Interim Report](#), July 2018 and research undertaken by [Barnardo's](#) on behalf of the All Party Parliamentary Group on Knife Crime in 2018

<sup>51</sup> [Pupil absence in schools in England: 2016 to 2017](#), ONS, May 2018 – Persistent absentees comprise pupil enrolments missing 10% or more of their own possible sessions through authorised or unauthorised absence

<sup>52</sup> [School exclusion statistics 2016/17](#), DfE: Permanent and fixed term exclusions

<sup>53</sup> Supporting disadvantaged families: Annual report of the Troubled Families Programme 2017-18, March 2018

## 2.3 SUMMARY OF KEY CHALLENGES AND RECOMMENDATIONS

In mitigating these risks, partner agencies should continue to improve the early identification, assessment and response to vulnerability and complex need by:-

**The level and complexity of demand presenting to partner agencies continues to increase, requiring providers to develop and embed more integrated 'whole-systems' approaches to addressing underlying need**

- Integrate public health approaches within local plans and strategies which tackle root causes and wider determinants of multiple and complex need
- Explore the further development of multi-agency crisis teams to provide earlier intervention in complex cases which transcend the boundaries of individual services
- Maintain a focus on delivering the ambitions of the Mental Health Crisis Care Concordat and fulfilling new duties under Care Act and Homelessness Reduction Act 2017

**Ensure meaningful and effective assessment and referral processes are in place to provide early intervention / tackle root causes of presenting demand**

- Rationalise and coordinate assessment processes for vulnerable people adopting the 'Making Every Contact Count' approach and routine enquiry where relevant
- Review training, risk assessments and referral processes to ensure that local frontline service providers are 'trauma-smart'
- Support Out of Court Disposals reforms to improve the quality and consistency of disposals and meaningful problem solving approaches to tackle offending behaviour

**Needs relating to use of synthetic cannabinoids, freebase cocaine and heroin have increased among vulnerable groups over the last year, while alcohol remains a factor often linked to risk of abuse, violence, ASB and vulnerability**

- Continue to support and prioritise the delivery of targeted drug referral, treatment, education and enforcement outcomes in response to Class A substance misuse
- Maintain targeted activity to reduce alcohol-related harm, particularly via work in the night-time economy in partnership with licensees, statutory partners and the VCS

**Strengthen locality based interventions, information sharing, analysis and problem solving approaches in areas of high and complex need, particularly in working with Voluntary and Community Sector organisations**

- Explore how partners can learn from and build upon successful models of integrated working, such as those developed in Broomfield and New Cross (Ashfield)
- Explore opportunities to make better share and use of data and analysis from partner agencies to more effectively tackle and prevent presenting demand and hidden harm

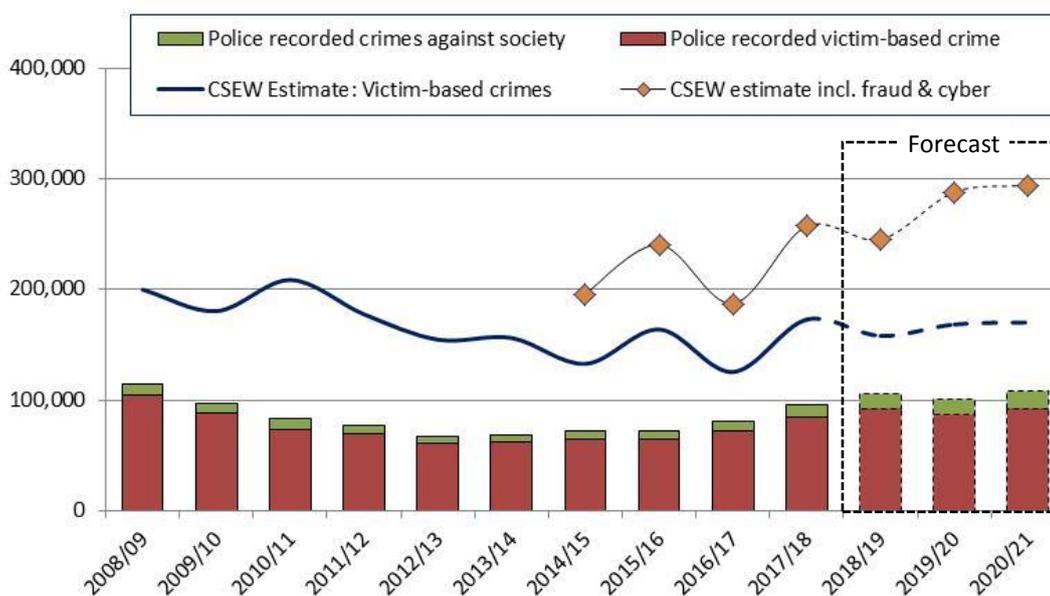
### 3. CHANGING PATTERNS OF CRIME AND ANTI-SOCIAL BEHAVIOUR

Following significant improvements between 2006 and 2014, there are clear indications that crime victimisation rates have been increased over the last year, while levels of newly identified 'hidden harm' have plateaued or fallen in a number of areas. The last year has also been marked by rises in weapon-enabled violence and some forms of acquisitive crime such as shoplifting, fraud and street robbery.

#### 3.1 CHANGING PATTERNS OF CRIME

Combined estimates from the Crime Survey for England and Wales (CSEW) and Nottinghamshire Police and Crime Survey indicate that overall victim based crimes against adults increased by around 9% locally, reflecting similar trend seen nationally (+6%). This follows significant reductions in crime recorded against adults, children and households seen between 2003/04 and 2014/15, when crime reached the lowest level ever recorded.

##### Self-reported and Police Recorded Victim Based Crime<sup>54</sup> in Nottinghamshire 2007-21



Police recorded crime, meanwhile increased by 19% in Nottinghamshire in 2017/18 compared to a national increase of 11%. This continues the rising trend seen since March 2014, which has been significantly impacted by ongoing improvements in crime recording processes and practices<sup>55</sup> and, to a lesser extent, the introduction of new criminal offence categories.

<sup>54</sup> Self-reported estimates for Nottinghamshire based on victim-based crime experienced in the 12 months prior to interview ([CSEW](#)). Nottinghamshire extrapolations for victims aged 10 to 15 are based on the national profile of self-reported victimisation. Includes fraud and cyber 2015 field trial and Oct 2015-Apr 2016 findings

<sup>55</sup> Forces are responding to increased scrutiny of crime recording policy and practices brought about by [HMIC inspections](#), the [Public Administration Select Committee](#) (PASC) inquiry into crime statistics and the UK Statistics Authority's decision to remove the National Statistics designation from police recorded crime

- \* **Severity of crime** recorded by Nottinghamshire Police has been increasing since 2012/13, reflecting the shift in police focus towards harm and vulnerability as part of the THRIVE approach. While this long-term trend has been influenced by changes in policing practice, evidence suggests that rises in some of the most serious violence offences over the last year represent genuine increases. Overall offence rates and levels of crime severity in Nottinghamshire are broadly in line with the national picture, however, crime severity<sup>56</sup> remains higher than the England and Wales (13.3) average in the urban areas of Nottingham (21.7) and Mansfield (15.2).
- \* **Digital crimes**<sup>57</sup> continue to account for a growing proportion of offences recorded by the police, with ONS estimating that at least half of all crime is either cyber-enabled or cyber-related. The changing nature in which crime and victimisation occurs continues to present new challenges and opportunities for the way in which crime can be prevented, identified, reported and investigated. Nottinghamshire police flagged 3,360 crimes as ‘cyber-related’<sup>58</sup> in 2017/18 – marking a 29% increase on the previous year. Recorded offences remain disproportionately concentrated in the Nottingham and South Nottinghamshire areas of the force. While the level of crime which involves a digital element has continued to increase year on year, findings from CSEW indicate that crimes involving computer viruses (-40%) fraud involving loss (-5%) reduced in 2017/18, having been in steady decline since the questions were first introduced in the survey. Still, around 25,000 and 47,000 such offences are estimated to occur in Nottinghamshire each year.

Nottinghamshire Police have a **Cyber-Prevention Strategy** in place which focusses on raising awareness of the issue and how to report it and educating on the steps individuals can take to minimise risk. The force has trailed the use of volunteers and specials in this area and has recruited dedicated graduate investigators and dedicated police staff to implement the strategy to safeguard vulnerable people. The force and PCC also delivered a Cyber Protect Conference in 2017 which aimed to provide advice on preventing and protecting against cybercrime key stakeholders.

<sup>56</sup> ONS Crime Severity Score is calculated based on the sum of harm weighted offences recorded by police, which is then standardised based on the area’s resident population

<sup>57</sup> Offences which either leave a “digital footprint”, are “internet-facilitated”, “cyber-enabled” or “cyber-dependent” as defined by national policing leads and policy makers in June 2014 ([HMIC](#))

<sup>58</sup> Offences flagged as having an online element – i.e. officer believes that on the balance of probability, the offence was committed, in full or in part, through a computer, computer network or computer-enabled device

### Nottinghamshire Crime Profile – Extrapolated estimates (CSEW / CVS / NP&CS)

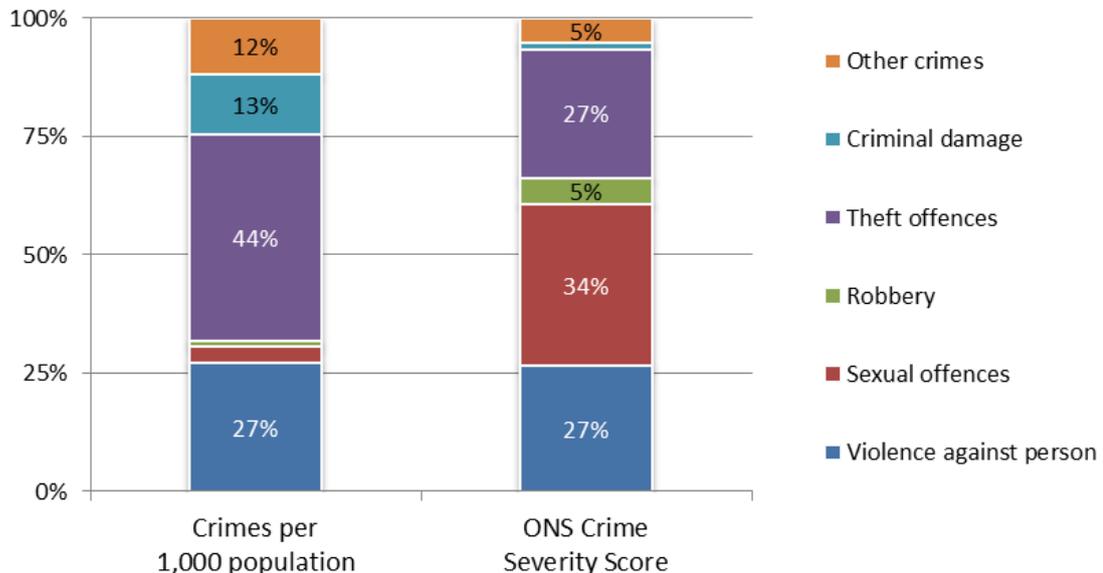
		2016/17	2017/18	% Change	2018/19
Estimates based on CSEW / CVS / Notts Police and Crime Survey	Crimes against adults (16+)	130,270	136,500	+4.8%	153,240
	Crimes against children (10-15)	13,100	12,250	-6.5%	12,150
	Fraud offences with loss (16+)	49,155	46,709	-5.0%	47,557
	Computer misuse crimes (adults 16+)	32,920	24,958	-24.2%	18,456
	Crimes against businesses <sup>59</sup>	129,650	188,440	+45.4%	186,600
<b>Estimated victim-based crimes (incl. fraud &amp; cyber)</b>		<b>355,095</b>			

### Nottinghamshire Crime Profile – Police Recorded Crimes

		2016/17	2017/18	% Change	2018/19*
Police Recorded Crime	Victim-based crimes against adults (16+)	50,520	60,462	+19.7%	66,210
	Victim-based crimes against children	6,383	7,080	+10.9%	7,280
	Crimes against business / organisation	14,954	17,315	+15.8%	18,450
	Crimes against society <sup>60</sup>	9,343	11,461	+22.7%	13,300
	<i>Crimes flagged as online-related</i>	2,599	3,360	+29.3%	n/a
	<i>Crimes recorded by Action Fraud</i>	4,221	4,766	+12.9%	n/a
<b>Total Police recorded crimes</b>		<b>81,200</b>	<b>96,318</b>	<b>+18.6%</b>	<b>105,248</b>

\* 2018/19 linear regression forecast based on April to September 2018 unvalidated statistics

### Nottinghamshire crime volume and severity (ONS Crime Harm) – 2017/18



<sup>59</sup> Estimates based on East Midlands extrapolations for the business sectors of wholesale and retail and agriculture, forestry and fishing only

<sup>60</sup> 'Crimes against society' includes drug offences, possession of weapons and public order offences and do not generally have a specific victim. Trends in these crimes can be heavily skewed by pro-active policing activity

### 3.1.1 ACQUISITIVE CRIME

Theft offences accounted for around 45%<sup>61</sup> of all police recorded crimes in 2017/18 and around 32% of all 'crime harm'. Within this category, robbery accounted for around 1% of crime, but 5.4% of all crime harm. Police recorded theft offences in Nottinghamshire increased by 18% in 2017/18, marking one of the largest increases seen across all forces nationally. This was impacted by a marked rise in vehicle crime and shoplifting offences between September and November 2017 which was not sustained. Police recorded 'shoplifting (+17%) vehicle offences (34%) and 'other theft' (+28%) also all increased locally at rates which exceeded that seen nationally (+5%, +3%, +12% respectively). The proportion of residents reporting experience of acquisitive crime over the previous 12 months via the Nottinghamshire Police and Crime Survey also rose from around 5.1% in 2016/17 to 7.0% in 2017/18.

**Burglary offences**<sup>62</sup> recorded by Nottinghamshire police saw a marginal increase of +3.7% in 2017/18 following the long-term reductions<sup>63</sup> seen between the mid-1990s and 2014/15. Increases were most pronounced in the Nottingham (+16%) and South Nottinghamshire (+8%) areas. In response to the emerging increase, Nottinghamshire Police established a dedicated burglary team in 2018 which, through targeted activity, helped to deliver improvements in criminal justice outcomes and a marked reduction in offending during the 2018. Burglaries in Nottinghamshire have subsequently fallen to level below that of other similar police force areas.

\* **Shoplifting** offences recorded by police in Nottinghamshire increased by 17.5% continuing the upward trend seen since 2013/14. Rates of recorded shoplifting per head of population in Nottinghamshire remain significantly higher than both the England and Wales average per head of population and that of other similar police force areas (+40%). While recorded shoplifting offences remain largely concentrated in Nottingham City, the city's share of offences has fallen from 50% to 42% since 2014/15 following steeper rises in Ashfield, Mansfield and Newark and Sherwood.

**Vehicle crimes** (thefts of and from vehicles) recorded by police saw a marked increase during 2017/18 (+34%) following a sharp rise between September and November 2017. Reflecting the national picture (+12%), an underlying upward trend was also seen throughout the year, which is forecast to plateau during 2018/19. Levels of police recorded vehicle crime in Nottinghamshire generally remain in line with the average of most similar force areas. The rise in vehicle crime during 2017/18 was also reflected by both the national The CSEW (+17%) and

---

<sup>61</sup> Theft including robbery as percentage of all recorded crimes excluding 'miscellaneous crimes against society'

<sup>62</sup> Following changes to the crime classifications in April 2017, burglaries involving buildings that fall within a dwelling boundary, such as sheds and garages are recorded are classed as 'residential burglaries', while burglaries involving buildings which are used solely for business purposes or fall outside of the 'residential' classification are recorded as 'business and community burglaries'

<sup>63</sup> Burglary rates fell significantly between the mid-1990s and 2014/15 with improvements to home security being widely accepted as an important factor. Research ([Morgan, 2014](#)) also indicates that the growth and decline in heroin and crack cocaine use during the 1980s and 1990s may have been a contributory factor ([ONS](#))

Nottinghamshire Police and Crime Survey (+21%) and follows a long term downward trend in vehicle related crime since the mid-1990s<sup>64</sup>.

- \* **'Theft from person'** offences<sup>65</sup> recorded by the police saw an overall reduction of 23% during 2017/18 which continued the downward trend<sup>66</sup> seen since 2012/13. Despite this, however, marked increases have been noted during the summer of 2018, which if sustained, will see levels reach their highest since 2014/15. Changes in the profile of robbery offences are considered in [section 3.1](#).
- \* **Fraud offences** recorded by the National Fraud Intelligence Bureau (NFIB) increased by 6% nationally in 2017/18, while the number of Nottinghamshire-based referrals via Action Fraud increased by 13% to 4,766. This continues the upward trend seen since 2014/15. Estimates from the CSEW and Nottinghamshire Police and Crime survey indicate that the number of online fraud offences fell by 4% in 2017/18, despite the proportion of people being affected by the crime increasing from 7% to 9%. The CSEW reports that plastic card fraud peaked between 2008 and 2010 before falling<sup>67</sup> during the 2010 to 2016 period. Nottinghamshire victims stated that phone (31%) was the most common fraud enabler, followed by online sales (13%) and face-to-face / door step fraud (12%)<sup>68</sup>.

Findings also suggest that only 17% of victims of fraud report to the police or Action Fraud and that the large majority of victims were only victims once (86%). The Home Affairs Committee Inquiry, Policing for the Future<sup>69</sup> also reported that of the 260,000 cases recorded by Action Fraud each year around 27% are disseminated to local police forces, with only 3% resulting in a criminal justice outcome.

---

<sup>64</sup> Long-term reductions in vehicle crime from the mid-1990's were largely attributed to improvements in vehicle security and manufacturing, including the widespread use of central locking and immobilisers and began to tail off in 2013/14.

<sup>65</sup> Unlike robbery, these offences do not involve violence or threat of violence

<sup>66</sup> Reductions in theft from person since 2012/13 are thought to be associated with improvements in smart phone security features and prevention ([Crime in England and Wales](#), Year Ending March 2015, ONS)

<sup>67</sup> Reductions in plastic card fraud between 2010 and 2016 are thought to be related to the introduction of chip and pin technology (FFA UK)

<sup>68</sup> Fraud and Cyber Crime Key Assessments: Nottinghamshire, April 2018 to September 2018

<sup>69</sup> Home Affairs Committee Inquiry, Policing for the Future, October 2018

## KEY STATISTICS – ACQUISITIVE CRIME

### Police Recorded Acquisitive Crime in Nottinghamshire

	2016/17	2017/18	% Change	2018/19*	% Ch*
Residential burglary	5,504 (est)	5,796	+5.3%	5,796	n/a
Business and Community burglary	2,394	2,424	+1.3%	2,424	n/a
Vehicle offences	6,984	9,370	+34.2%	9,209	-1.7%
Theft from the person	921	706	-23.3%	1,163	+65%
Robbery	885	1,083	+22.4%	1,165	+7%
Bicycle theft	1,887	1,560	-17.3%	1,790	+15%
Shoplifting	8,537	10,028	+17.5%	11,091	+11%
All other theft	9,666	12,360	+27.9%	11,913	-4%
<b>Police recorded acquisitive crime</b>	<b>36,778</b>	<b>43,327</b>	<b>+17.8%</b>	<b>44,551</b>	<b>+3%</b>

\* 2018/19 linear regression forecast based on April to September 2018 unvalidated statistics

### 2017/18 Distribution of offences

	Nottm.	South Notts (Gedl, Broxt, Rushcliffe)	Bassetlaw, Newark & Sherwood	Mansfield & Ashfield
Residential burglary	36%	26%	19%	19%
Business and Community burglary	32%	19%	28%	21%
Vehicle offences	35%	23%	20%	22%
Theft from the person	67%	10%	11%	12%
Robbery	63%	15%	7%	15%
Bicycle theft	51%	19%	18%	12%
Shoplifting	42%	18%	19%	21%
All other theft	42%	19%	21%	18%

Burglary is recognised a serious high-volume crime that can have a significant impact upon victims. The Force continues to tackle burglary through offender management tactics and maintain a clear understanding of the specific burglary problems faced by different areas in order to develop localised responses. While this approach has proved effective, it can also be resource intensive. The Force continues to run a monthly Strategic Burglary Meeting in order to review patterns and resources requirements in this area. Nottinghamshire police also work in collaboration with South Yorkshire to target cross border organised burglars that operate between both forces. Operation Graduate

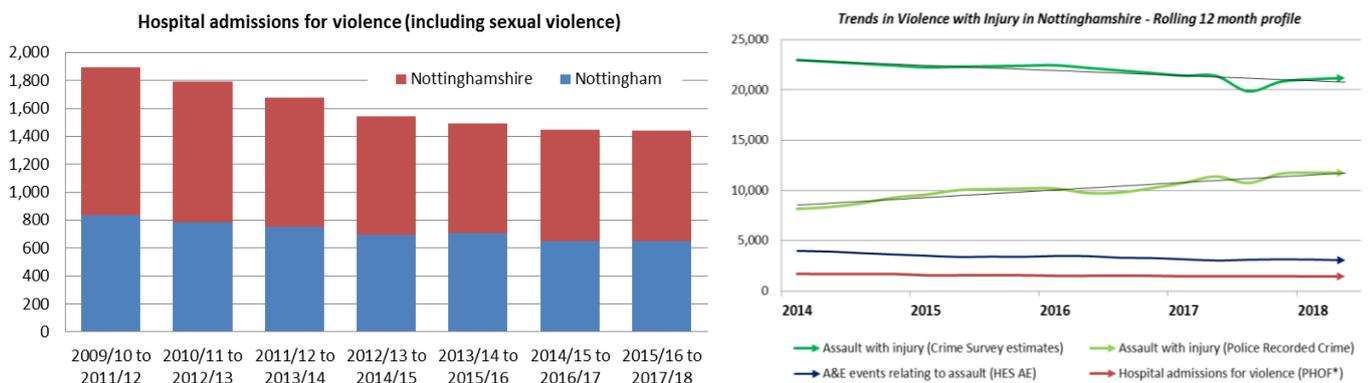
A range of tactics have been used across the area to tackle shoplifting and other retail crimes. Mitigating theft from shops continues to present a challenge, with some larger retailers finding certain crime reduction tactics are not financially viable compared to the losses made. The County runs multi-agency Partnership Retail Tactical Groups to improve prevention tactics. The city has also developed a Knowledge Transfer Partnership with Nottingham Trent University. The Co-operative's agreement with Nottinghamshire police adopts the 'primary authority' model for how crime affecting the business can be dealt with nationally by all forces.

### 3.1.4 VIOLENT CRIME

\* Violent crimes represented around a third (33%)<sup>70</sup> of all police recorded crimes in 2017/18, yet accounted for two thirds (66%) of all estimated 'Crime Harm'. Sexual offences, in particular, accounted for only 3.5% of all crime, but 34% of all crime harm. Violent crime, particularly robbery and violence against the person, remains heavily concentrated in **Nottingham City** and the **night time economy**. **Alcohol** remains a common factor driving vulnerability and offending in these cases.

Police recorded violent crime increased by 20% locally and 18% nationally in 2017/18, primarily driven by changes in the method for recording 'stalking and harassment' offences<sup>71</sup> in April 2018. This follows targeted activity to improve compliance with crime recording standards in 2016/17 and various changes to violent crime-related recording classifications<sup>72</sup> since 2014. Consequently, police recorded violent crime does not provide a reliable indication of underlying trends over time<sup>73</sup>.

**Violence against the person** offences recorded by the police increased markedly in 2017/18 at both a local (+18%) and national (+19%) level, largely affected by changes in the recording of 'stalking and harassment' offences. Recorded 'violence without injury' offences increased by 27% across Nottinghamshire and 25% nationally, while 'violence with injury' increased by 9% locally and 10% nationally.



Despite this increase, findings from CSEW (-1.6%) and local Accident and Emergency (-0.8%) and hospital admissions<sup>74</sup> (-0.6%) data for Nottinghamshire all indicate marginal reductions in overall violence with injury over the last year, following significant reductions<sup>75</sup> since 2013.

<sup>70</sup> Theft including robbery as a percentage of all recorded crimes except 'miscellaneous crimes against society'

<sup>71</sup> This requires all cases of harassment and stalking to be recorded in addition to the most serious additional notifiable crime reported at the same time (per victim - offender / group of offenders relationship)

<sup>72</sup> Changes include the introduction of stalking (April 2014) and coercive control (December 2015) as crime sub-categories and the introduction of additional harassment offences relating to malicious communications such as "disclosure of private sexual photographs and films with intent to cause distress or anxiety"

<sup>73</sup> Furthermore, only around 43% of violence is estimated to be reported to the police (CSEW)

<sup>74</sup> Data for 2016/17 onwards has been supplemented with extrapolations based on local HES data due to data quality issues affecting Nottingham Hospitals Trust's recording of place of residence in 2016/17

<sup>75</sup> Factors thought to have impacted on these reductions include better detection and reporting, better targeted policing, improved data sharing by emergency departments, reductions in the availability and

Within this profile, however, **Nottingham City** saw increases in A&E (+13%) and hospital admissions (+0.3%) for assault, while admissions in the county fell by 10% and 1% respectively.

- \* **Homicides** recorded in Nottinghamshire currently average<sup>76</sup> around 12 per year, with around 5 per year being domestic homicides<sup>77</sup>. The average number of homicides increased by 2%<sup>78</sup> in 2017/18 following a period of steady decline over the previous decade. Nationally, homicide rates have been rising since 2014.
- \* **Robbery** recorded in Nottinghamshire increased by 22% in 2017/18 to around 1,080, mirroring the rising national (+30%) and MSG (+22%) trend seen since early 2016. Estimates from the national CSEW (+24%) and local Police and Crime survey (+21%) indicate similar increases in robbery in 2017/18, however as a low volume offence, caution should be exercised in using these methods to estimate prevalence and frequency. Findings from the CSEW indicate that robbery levels fell significantly between 1999 and 2015.

**Sexual offences** recorded by police increased by a further 34% locally and 24% nationally, continuing the year on year trend<sup>79</sup> seen since 2011/12 and reaching the highest level recorded since comparable records began<sup>80</sup>. 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, direct recording of other agency referrals<sup>81</sup> and the impact of the Independent Investigations into Child Sexual Abuse in Nottinghamshire. Recorded rape offences, in particular, increased by 47% locally and 30% nationally in 2017/18, with non-recent offences accounting for 26.3% of the total recorded.

National findings from the CSEW indicate that there has been no significant change in levels of self-reported experience of sexual assault over the last decade, however, the underlying trend since 2012 has been downwards. Extrapolations from the Crime Survey for England and Wales indicate that around 2.7% of adults in Nottinghamshire, or 18,100 people, are likely to have experienced sexual assault over the last year, while around 14.4% (95,800 people) are likely to have experienced sexual assault in their adult lifetime. A further 48,000 adults in the area are likely to be living with the effects of experiencing sexual abuse as a child.

---

affordability of alcohol and local inter-agency collaboration to tackle violence in domestic settings, on the streets and in licenced premises

<sup>76</sup> Based on a 3 year rolling average on account of the low volumes concerned

<sup>77</sup> [Domestic Abuse in England and Wales – Data Tool](#), December 2017

<sup>78</sup> To enable a consistent comparisons over time, the national trend analysis excludes exceptional incidents with multiple victims such as the terrorist attacks in London and Manchester

<sup>79</sup> The 'Yewtree Effect' in the wake of investigations connected to Jimmy Saville (HMIC's 2013 report '[Mistakes were made](#)')

<sup>80</sup> Introduction of the National Crime Recording Standard in 2002

<sup>81</sup> [Performance and Insight Report](#), Nottinghamshire Police

## Experience of Sexual Assault in Nottinghamshire in 2017/18

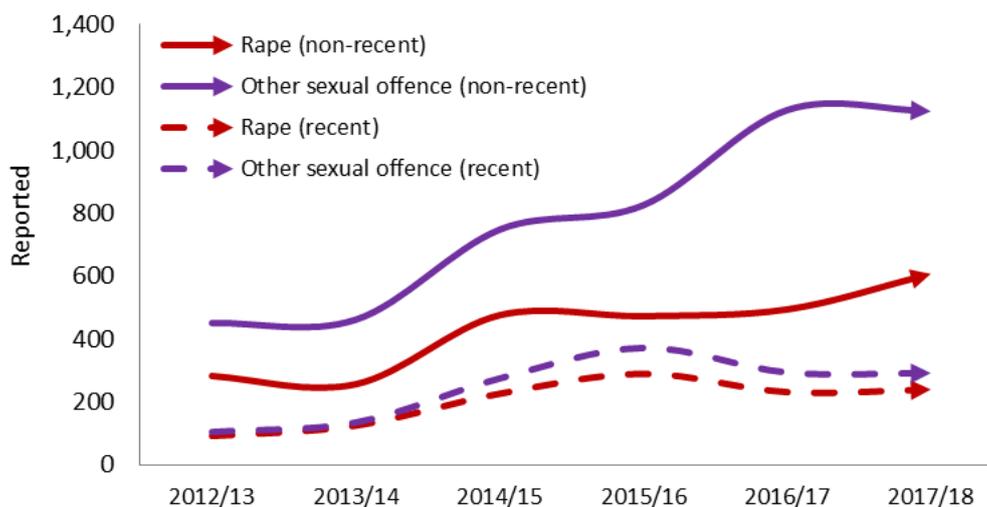
Experimental estimates based on findings from the Crime Survey for England and Wales

		Since the age of 16			In the last year		
		Men	Women	All	Men	Women	All
<b>Sexual assault including attempts</b>	Serious sexual assault	1,531	25,769	<b>27,148</b>	218	3,035	<b>3,235</b>
	Rape	1,340	22,961	<b>24,162</b>	166	2,252	<b>2,404</b>
	Less serious sexual assault	14,715	77,568	<b>91,943</b>	3,920	12,776	<b>16,648</b>
	Sexual assault by a partner	2,359	20,970	<b>23,175</b>	262	1,207	<b>1,461</b>
	Sexual assault by a family member	570	6,309	<b>6,847</b>	168	447	<b>614</b>
	<b>Any sexual assault</b>	<b>15,271</b>	<b>80,932</b>	<b>95,807</b>	<b>4,067</b>	<b>14,107</b>	<b>18,109</b>
<b>Sexual assault excluding attempts</b>	Serious sexual assault	1,332	21,074	<b>22,425</b>	166	2,194	<b>2,361</b>
	Rape	1,261	19,063	<b>20,311</b>	166	1,476	<b>1,641</b>
	Assault by penetration	827	13,546	<b>14,371</b>	87	1,331	<b>1,418</b>

Women remain at significantly higher risk of experiencing sexual assault (4.2%) than men (1.2%), particularly women aged 16 to 19 (8.8%) and 20 to 24 (7.2%), single women (6.4%), women with a long term illness or disability (5.3%). Furthermore, students (6.4%) and those that regularly visit the night time economy (16.6%) were also identified as being at greater risk.

The CSEW found that of all those that had experienced a serious sexual assault since the age of 16, only around 17% had reported this to the police. Around 58%, however, had told someone they knew personally and 30% had told someone in an official position. 31% had not told anyone about the offence. Despite these findings, however, there are indications that confidence to report both recent and non-recent victimisation has increased markedly since 2014/15.

### Sexual Offences reported to Nottinghamshire Police 2012-2018



The number of individual sexual offence victims identified by police (2,173) increased marginally during 2017/18, however this was largely driven by a 23% rise in non-recent rape offences during the year. Overall, the reporting of non-recent sexual offences increased by around 6.7% during 2017/18 and come to account for 76% of all newly reported sexual offences.

- \* Increased reporting and identification of sexual abuse continues to place **capacity pressures** on local investigation, criminal justice and victim support services across Nottinghamshire.

Specially Trained Officers (STOs) are allocated to each response shift to improve the victim journey for victims of serious sexual assaults. Nottinghamshire Police also supported the national child sexual abuse inquiry in investigating historical abuse within care homes and working to bring offenders to justice and ensure that any further safeguarding needs are met.

A new adult Sexual Assault Referral Centre (SARC) contract was initiated in 2018 alongside a greatly enhanced paediatric SARC, Independent Sexual Violence Advisor (ISVA) services and a new Children's Independent Sexual Violence Advisor (CHISVA) service. The Survivor Support Service provides additional help for survivors of non-recent child sexual abuse with complex needs, providing a more holistic support than was previously available.

Child Sexual Exploitation and Abuse (CSEA) forms part of the national Strategic Policing Requirement which sets expectations of activity required by the Force. Changes to resourcing within Public Protection are providing greater resilience and expertise in dealing with CSEA and guidelines and training have been developed to support investigations that have a cyber-element.

A regional CSE Coordinator and Analyst enabled the region's forces to compare and evaluate policies and practices, identify areas for improvement and share good practice around tackling CSEA.

Rape and Serious Sexual Offending forms a fundamental element of Public Protection and receives notable resources from this area. While the Force has a good understanding of individual crimes and investigation methods, current methods of crime recording need to be reviewed in order to identify overarching trends and improve the intelligence picture.

Extrapolations based on the CSEW<sup>82</sup> 2015/16 indicate that over 48,000 adults residing in Nottinghamshire are likely to have experienced sexual abuse as a child - including around 14,500 victims of historic child rape. People aged 45 to 54 (9.2%) and 55 to 59 (9.4%) are among those most likely to report experience of child rape, indicating either that prevalence has been in steady decline over the last 50 years, or the likelihood of child sexual abuse being disclosed increases as more time passes. Around 75% of historic sexual abuse victims did not report the offence to anyone at the time, often as a result of feeling embarrassed, humiliated or that they would not be believed.

The number of **Child Sexual Exploitation crimes** and safeguarding referrals recorded by Nottinghamshire police fell by a further 12% in 2017/18, from 289 to 254, while the number of incidents classified as Home Office recordable Child Sexual Exploitation crimes also fell by 32% from 186 to 126. Furthermore, the victims identified in 2018 were categorised at a lower risk than those identified in 2017.

<sup>82</sup> [Abuse during childhood: Findings from Crime Survey for England and Wales](#)

Improvements in pro-active casework and early intervention have led to a 19% increase in the number of children identified at risk<sup>83</sup> of sexual exploitation (287) in 2017/18. Although it is not possible to accurately predict the prevalence of Child Sexual Abuse<sup>84</sup>, the systematic grooming and sexual abuse of children by groups of offenders is believed to be widespread<sup>85</sup> across English towns and cities and remain a largely hidden issue within communities.

Police intelligence<sup>86</sup> suggests that CSE crimes are occurring across all areas of Nottinghamshire, although some concentrations have been highlighted in the city (36%), Mansfield and Ashfield (26%) and South Nottinghamshire (21%). The vast majority of offences involve the use of social media and other online applications / websites<sup>87</sup>, with around 40% of crime occurrences resulting in contact and 39% occurring only online. 'Contact' offending is generally more common in the City.

On-line CSEA investigations are typically highly complex and resource intensive, often with multiple interconnected victims and perpetrators. The scale and impact of this threat has led to CSE being identified as a national policing priority. The number of cases referred to the police is likely to increase further during 2018/19. A number of 'paedophile hunter' groups are known to be active in Nottinghamshire

Local data on Children at risk or vulnerable to sexual exploitation (CARoSE) in 2018 indicated higher risk among Looked after Children (34% of caseload) and children subject to a care order (37% of caseload). Other risk and vulnerability factors include repeat missing person episodes, being persistently absent from school, having a history of abuse, experiencing a recent bereavement or loss and homelessness.

The profile of those recorded as CARoSE highlights under-representation of male victims of child at risk (10% of caseload), with national evidence<sup>88</sup> also indicating that the sexual exploitation of boys and young men continues to go unrecognised by many practitioners, with signal behaviours often being dismissed as "boys being boys" or being criminalised. Furthermore, no transgender individuals have as yet been identified as CARoSE within the area.

Partner agencies maintain a CARoSE (Children At Risk of Sexual Exploitation) dataset on a monthly basis which is used to populate individual agency case management systems and escalate cases for consideration to the Multi-Agency Sexual Exploitation (MASE) panel. The dedicated Sexual Exploitation Investigation Unit (SEIU) and Paedophile Online Investigation Team (POLIT) have responsibility for investigating Child Sexual Exploitation offences and achieve a positive outcome (charge, summons or caution) in around 46% of cases<sup>89</sup>.

<sup>83</sup> Includes both cases where there is evidence of CSE and cases where individuals are believed to be at risk

<sup>84</sup> [Centre of Expertise on Child Sexual Abuse](#), March 2018

<sup>85</sup> [Independent Inquiry into Child Sexual Abuse \(IICSA\)](#), 2018

<sup>86</sup> Child Sexual Exploitation Problem Profile, Nottinghamshire Police, 2018

<sup>87</sup> Facebook remains the most predominant application used, however, Snapchat, Instagram and to a lesser extent Bigo, Whatsapp, Musically, Omegle, Google Hangouts, Video Call, One Night, KIK, Chat Avenue, Skype and Playstation/X-box have also been identified as means by which children can be exposed to grooming

<sup>88</sup> [National Working Group for Sexually Exploited Children and Young People \(NWG\)](#), [Barnardo's](#), July 2018

<sup>89</sup> Excludes unresolved cases which are still under investigation. Many CSE investigations can be prolonged due to the complex issues being addressed and difficulties with victim engagement

**Harmful sexual behaviour** – Cases of youth generated sexual imagery (sexting) are increasingly coming to the attention of police where there is no evidence of exploitation, grooming, profit motive, malicious intent or persistent behaviour. In these cases the police risk-assess the issue and may apply the ‘Outcome 21’ judicial disposal where appropriate as a resolution outside of the criminal justice system, in line with Home Office Crime Recording Rules and the National Strategy for Policing of Children and Young People (NPCC).

**Domestic violence and abuse** often forms part of a pattern of offences which are often under-reported and can have a significant impact on victims and families. Nottinghamshire Police recorded around 16,200 domestic abuse crimes (10,420) and domestic abuse-related non-crimes (5,780) in 2017/18, which marked an overall 3% reduction on the previous year following a sustained long term rise<sup>90</sup>. Despite this, the number of domestic crimes recorded by police rose by 17% in 2017/18, largely driven by ongoing improvements in crime recording practices.

Findings from the CSEW indicate that actual prevalence of domestic abuse has remained relatively stable over the last two years, with 6% of adults experiencing abuse. In the longer term, however, experience of domestic abuse has been falling incrementally since the crime survey first began to capture this information in 2005 (8.9%). Extrapolations from the Crime Survey for England and Wales indicate that around 6.1% of people aged 16 and over are likely to have experienced some form of domestic abuse over the last year, equating to around 40,555 Nottinghamshire residents.

#### **Experience of Domestic Abuse in Nottinghamshire in 2017/18**

Experimental estimates based on findings from the Crime Survey for England and Wales

		Since the age of 16			In the last year		
		Men	Women	All	Men	Women	All
<b>Domestic abuse</b>	Partner abuse (non-sexual)	29,993	72,696	<b>102,415</b>	8,248	18,786	<b>26,964</b>
	Family abuse (non-sexual)	17,919	27,847	<b>45,735</b>	5,841	6,370	<b>12,208</b>
	Sexual assault by partner/family	2,929	27,280	<b>30,022</b>	430	1,654	<b>2,075</b>
	Stalking by partner/family	14,332	42,295	<b>56,449</b>	2,803	6,749	<b>9,527</b>
	<b>Any domestic abuse</b>	<b>44,468</b>	<b>96,269</b>	<b>140,460</b>	<b>14,207</b>	<b>26,432</b>	<b>40,555</b>
<b>Stalking</b>	Stalking by a partner	10,271	32,752	<b>42,870</b>	1,617	4,657	<b>6,254</b>
	Stalking by a family member	4,061	9,542	<b>13,579</b>	1,186	2,091	<b>3,273</b>
	<b>Any Stalking</b>	<b>31,155</b>	<b>71,090</b>	<b>102,046</b>	<b>8,697</b>	<b>18,146</b>	<b>26,793</b>

While domestic abuse can occur irrespective of gender, social or economic characteristics, the survey also indicates that risk remains highest among women (7.9%), and in particular, women aged 20 to 24 (14.6%), divorced women (18.1%), women with a long term illness or disability (16.8%) and women in households with incomes of less than £10,000 (21.4%). Alcohol was identified<sup>91</sup> as factor present in

<sup>90</sup> Long term increases locally and nationally were 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.

<sup>91</sup> Domestic Abuse Problem Profile, Nottinghamshire Police, March 2017

41% of domestic abuse crimes recorded by the police in 2016 and is commonly recognised as both a catalyst for offending and a coping mechanism among victims of abuse.

- \* While a positive development, the increase in levels of reporting and identification of domestic abuse continues to place increasing pressure on local investigation, criminal justice and victim support services. Demand for Independent Domestic Violence Advisor (IDVA) services and local Multi-agency Risk Assessment Conferences (MARACs), has increased markedly over recent years, particularly in the City, with levels of demand expected to continue to rise over the next three years.

High risk domestic abuse victims have a high level of engagement with available services, while medium risk victims are either revisited by an independent Domestic Violence Advocate or local Beat Manager. Standard risk victims are signposted to commissioned victim services.

Multi-agency responses to domestic abuse are well established. Nottinghamshire Police continues to prioritise positive action in response to domestic abuse, with the arrest rate for these crimes standing at 74% in 2016, and 93% in high risk cases. DASH form compliance is high although some process issues were identified. There is room for improvement in terms of recording process.

The police launched its Domestic Abuse Strategy in 2016. Independent Domestic Violence Advisors (IDVAs) are available to support victims of Domestic Abuse throughout the investigative process and Specialist Domestic Violence Courts run at Mansfield and Nottingham Magistrates Court. In addition to this Force sits on the CPS-run Violence Against Women and Girls Scrutiny Panel. Work continues to improve awareness and understanding of coercive and controlling behaviour within intimate or familial relationships, which became a criminal offence under s76 of The Serious Crime Act 2015.

A centralised independent command of Public Protection oversees safeguarding processes in Force. The Force is able to ensure safeguarding of vulnerable persons through its work with the Sexual Assault Referral Centre (SARC), Multi Agency Safeguarding Hub (MASH), Domestic Abuse Referral Team (DART) and Multi Agency Risk Assessment Conferences (MARACs). The Force is also represented on the Adult and Children Safeguarding Board. Trained Independent Domestic Violence Advisors (IDVAs) are employed to work with victims of Domestic Abuse.

Integrated Offender Management (IOM) Scheme works closely with the Multi Agency Intelligence Team (MAIT) and partner agencies to target offenders who pose the highest risk of harm. This includes a specific cohort of the 40 highest risk perpetrators of domestic abuse (40).

**Stalking and harassment** offences have been reported as an independent sub-category of 'violence against the person' since December 2017, having previously been captured within the sub-category of 'violence without injury'. The number of offences recorded rose from 3,820 in 2016/17 to 5,459 in 2017/18, and are forecast to continue to increase over the coming year. Around 12% of cases result in either a charge, caution or community resolution. In around a third (33%) of cases, suspects are identified, however the victim does not support further action, while in around a fifth of cases (21%), no suspect is identified. Work continues locally to improve understanding and identification of these crimes.

**Sextortion / cyber enabled blackmail** remains a largely hidden crime, although some cases have been identified in Nottinghamshire. Victims often lack confidence in the police and other services to investigate, prosecute and prevent the spreading of

such imagery. The force has introduced a policy and supported local and national campaigns in order to raise awareness.

**Female Genital Mutilation (FGM)** prevalence has been in decline internationally over the last three decades more than 15,000 communities in 20 countries having publicly declared that they are abandoning the practice. UNICEF<sup>92</sup> warns, however, that current progress is insufficient to keep pace with population growth, which could lead to an increase in the number of women and girls affected in the next 15 years.

The number of newly identified FGM cases recorded by GP practices, hospitals and healthcare providers in Nottinghamshire<sup>93</sup> fell from 85 in 2016/17 to 70 in 2017/18, with the majority (81%) recorded in the city. A total of 90 victims of FGM were in contact with these services during the year with a total of 105 contacts recorded. The majority were identified via examinations of pregnant women who had undergone the procedure in their home country, either before the age of 1 (35), or between the ages of 1 and 9 (50). Victims were predominantly from Eastern Africa (30) Northern Africa (30) or Western Africa (25), with a smaller number being identified from Asia (10). Internationally, the countries of Indonesia, Egypt and Ethiopia are known to be responsible for over half of the world's population of FGM affected females.

Police in Nottinghamshire recorded 13 FGM cases in 2017/18, having fallen from 25 during the previous year. All of these were recorded as safeguarding occurrences as opposed to Home Office notifiable FGM offences. The safeguarding occurrences ensure that all suspected cases of FGM are captured by relevant agencies to enable the best possible support and service to victims and their families.

In 2008, Nottingham became the first city in the UK to declare a zero-tolerance stance on FGM. Nottingham currently has an FGM clinic which has an FGM specialist midwife and designated Paediatrician. As child examinations are outside of their commissioned roles, it is anticipated that this will be within the scope of the East Midlands Paediatric Sexual Assault Referral Centre (SARC). A Nottinghamshire Community FGM Steering Group is in place, supported by the registered charity Mojatu who work with survivors to help them cope with the impact of FGM, share their stories, raise awareness and safeguard other girls and women from harm. Work continues to engage communities, particularly Kenyan and Nigerian constituencies in the Nottingham area.

The number of **so called 'honour' based violence** (72) offences recorded by Nottinghamshire Police remained relatively stable in 2017/18, following changes in referral and recording practices which led a marked increase during the previous year. Within this category, the number of **forced marriage** (10) cases recorded also remained relatively stable, while new cases reported to the national public helpline and email inbox<sup>94</sup> have seen a steady long-term decline since 2009, having plateaued at around 1,200 per year – or 70 in the East Midlands region. Where known, victims identified were predominantly from Pakistan (37%) and aged 25 or under (59%). 16% were under the age of 16.

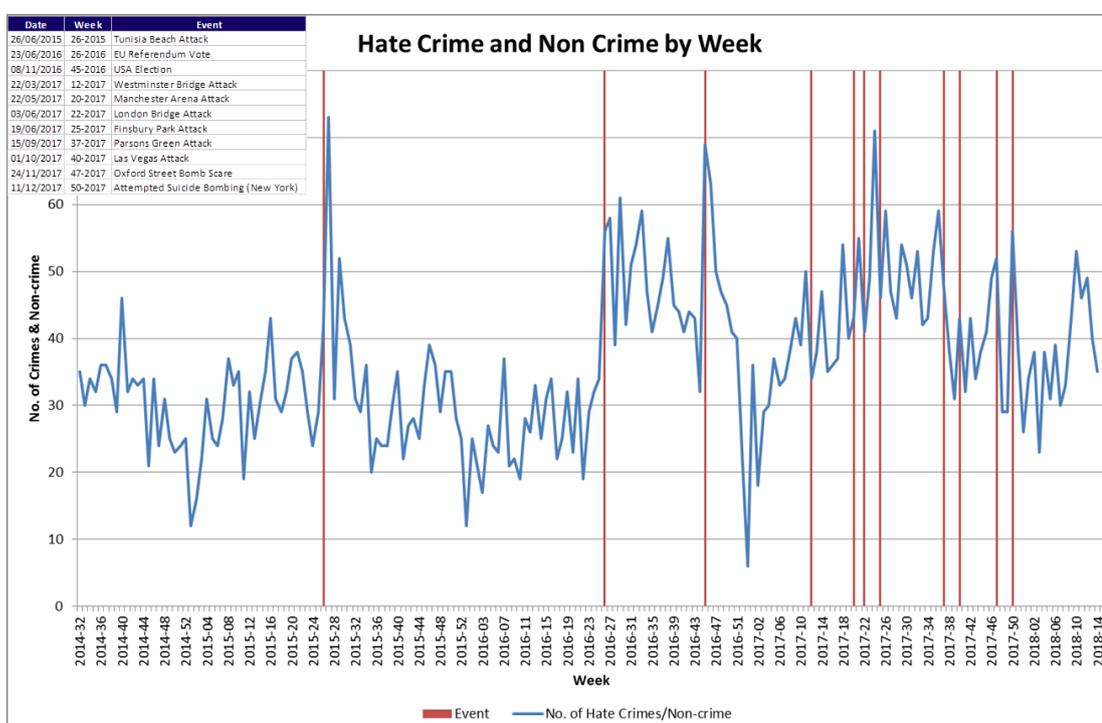
<sup>92</sup> [Female Genital Mutilation/Cutting: A Global Concern](#), UNICEF, 2016

<sup>93</sup> [The Female Genital Mutilation \(FGM\) Enhanced Dataset](#) – NHS Digital, July 2018

<sup>94</sup> [Forced Marriage Unit Statistics 2017](#), Home Office, May 2018

Police recorded **hate crimes and incidents** in Nottinghamshire increased by a further 13% locally and 17% nationally<sup>95</sup> in 2017/18, continuing the upward trend seen since 2011/12. The rise is thought to reflect ongoing improvements in crime recording and genuine increases linked to major national and international events<sup>96</sup>.

By comparison, national trends<sup>97</sup> in self-reported experience of hate crime (CSEW) indicate that hate crimes fell by around 40% between 2007-09 and 2015-18, which included a non-significant reduction during the most recent time period (2015 to 2018). National research indicates that only around 53% of hate crime incidents come to the attention of police, having risen from 48% during the 2012 to 2015 period. Reporting levels vary significantly by type of hate crime, with victims often not reporting because incidents as they feel the police could do little about it (43%).



Findings from the Crime Survey for England and Wales indicate that hate crime victims are typically less satisfied with the police handling of the matter (51%) than all victims of CSEW crime overall (69%). This held true even when comparing similar office types such as satisfaction among victims of violent crime among hate crime (53%) and non-hate crime (66%) cases.

**Race hate crimes and incidents** recorded by Nottinghamshire police increased by a further 10% in 2017/18, continuing the trend seen since 2013. This category accounts for the largest proportion (64%) of all hate crime and incidents recorded,

<sup>95</sup> [Hate crime, England and Wales, 2017 to 2018](#), ONS, October 2018 - Based on the five centrally recorded hate crime categories of race, sexual orientation, religion, disability and transgender

<sup>96</sup> Higher levels of hate crime have historically been seen to coincide with specific highly publicised ‘trigger events’, such as the murder of Lee Rigby (July 2013), Israel and Gaza conflict (July 2014)

<sup>97</sup> While this marks a statistically significant long-term reduction, it is not possible to draw year on year comparisons in the short term on account of the relatively small number of victims experiencing hate crime

however, its share continues reduce slightly year on year as a result of rises in other recorded hate crime categories.

**Religion / faith related hate crimes and incidents** recorded by police increased by a further 24% in 2011/18 to 141. Risks of Islamophobia and anti-Semitic hate crime remain high against a backdrop of heightened national and international concerns regarding terrorism and radicalisation.

**Homophobic and transphobic hate crime** recorded by the police increased by a further 12% in 2017/18 to the highest level on record, thought to be largely driven by a greater awareness and reporting of these crimes. National research<sup>98</sup> indicates that the proportion of LGB people experiencing **Homophobic hate crime** (16%) has increased since 2013 (9%), despite improvements in the way these crimes are tackled in the workplace, schools and other institutions. Research also indicates that **transgender** people are disproportionately affected by hate crime (41%) when compared to lesbians (21%) and gay men (19%). National surveys also indicate that 81% of LGBT people that experienced hate crime did not report it to the police, a figure which rises to 88% among LGBT young people. Many do not report to the police for fear of not being taken seriously.

**Disability hate crimes and incidents** recorded by the police in Nottinghamshire fell (-4.5%) for the first time in 2017/18 to 147. Despite this reduction, experiences of disability-related hate crime are known to be substantially under-reported<sup>99</sup>.

**Misogyny hate crimes and incidents**<sup>100</sup> recorded in by Nottinghamshire Police fell by 15% in 2017/18 with 42 crimes and 40 incidents recorded.

Nottinghamshire Police is enhancing its capacity on hate crime through a network of “shift experts”. To ensure that as many hate crimes as possible achieve successful outcomes the force is looking at the attrition of cases prior to CPS charging to maximise cases presented for prosecution, whilst at the same time reviewing the arrangements for multi-agency escalation for hate crimes to support resolutions.

The Safer Nottinghamshire Board’s Hate Crime Steering Group and the Crime and Drugs Partnership’s Community Cohesion Board continue to coordinate partnership activity on hate crime across Nottingham and Nottinghamshire. The police’s Hate Crime Manager supports this activity. In the work programmes and supported by PCC funding, the partnerships continue to deliver “No to Hate” training days at the National Holocaust Centre and has established the “Breaking the Cycle” programme to challenge perpetrator’s thinking and behaviour.

To support partnership responses to hate crime, the force has commissioned intelligence analysis to examine hate crimes in Community Safety Partnerships and to understand hate crime repeat victimisation and offending in both the City and County

<sup>98</sup> [LGBT in Britain: Hate Crime and Discrimination](#), Stonewall (2017)

<sup>99</sup> The [Crime Survey of England and Wales](#) indicates that only around 3% of all disability hate incidents are reported and recorded by the police

<sup>100</sup> Misogyny hate crimes and incidents have been recorded in by Nottinghamshire Police since May 2016

\* **Knife crimes**<sup>101</sup> recorded by police increased by 11% locally and 16% nationally during 2017/18, continuing the trend seen over the previous three years. The number of violent knife crimes recorded by Nottinghamshire Police increased to 822 in 2017/18 reaching the highest level since comparable records began (2011). The most significant rises occurred in knife enabled robbery (+34%) and threats to kill (+45%). Knife crime offences per 1,000 population (0.72) remain around 23% higher than that of the most similar police force average (0.59). NHS hospital admissions data<sup>102</sup> suggest a genuine increase in serious offences involving injury.

Knife enabled violence in the area predominantly involves young males aged between 16 and 25 (48%) 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<sup>103</sup>.

While evidence suggests that the number of young people carrying knives is likely to have increased over recent years<sup>104</sup>, the rise in police recorded possession offences is also likely to have been influenced by improvements in targeted intelligence-led policing activity.

**Firearms offences** recorded by Nottinghamshire police fell by around 30% during 2017/18. This compared to a 2% rise for England and Wales which was largely skewed by offences recorded in large Metropolitan areas. Some of the increase seen nationally is believed to be a result of a genuine rise, however, improvements in identification and recording processes are also likely to have been a factor. Firearms offences remain rare<sup>105</sup> and significantly lower than levels recorded prior to 2009/10.

Nottinghamshire Police established a dedicated knife crime team in January 2016 which is working in partnership to tackle violent crime and the culture among young people routinely carrying knives. The team explores best practice and has adopted tactics aligned to 'Operation Sceptre' and the Home Office's Modern Crime Prevention Strategy. These include targeted stop and search, test purchase operations, knife amnesties, weapon sweeps, targeting habitual knife carriers for all of their criminality and working with Crimestoppers' 'Fearless' campaign. ASB and knife enable violence has been shown to reduce in areas where the Knife Crime Team is deployed

---

<sup>101</sup> Serious offences (attempted murder, threats to kill, assault with injury, assault with intent to cause serious harm, robbery, rape and sexual assaults) involving a knife or sharp instrument (Home Office ADR 160)

<sup>102</sup> [Hospital Admitted Patient Care Activity](#), 2015-16, NHS Digital, November 2016: National data shows a 13% increase in admissions for assault by a sharp object in the year ending March 2016.

<sup>103</sup> Nottinghamshire Force Strategic Intelligence Assessment 2017, Nottinghamshire Police (2017)

<sup>104</sup> Knife Crime Voluntary Sector Network Survey, Nottingham City Council Community Cohesion Team (2016)

<sup>105</sup> The highest firearms threat continues to relate to the use of handguns by organised crime groups involved in drug supply

## KEY STATISTICS – VIOLENT CRIME

### Police Recorded Violent Crime in Nottinghamshire

	2016/17	2017/18	% Change	2018/19*	% Ch*
Homicide (3 yr average)	10	12	+21%	12	+5%
<i>Firearms-related offences</i>	144	101	-30%	92	-9%
<i>Knife-related offences</i>	742	822	+11%	937	+14%
Robbery	877	1,083	+22%	1,165	+7%
Sexual offences	2,497**	3,383	+12%	3,738	+10%
- Rape	867	1,309	+47%	1,477	+13%
Violence with injury	10,714	11,702	+9%	13,813	+18%
Violence without injury	11,244**	14,320	+27%	17,655	+23%
- Stalking & harassment		5,339	n/a	n/a	n/a
<b>Police recorded violent crime</b>	<b>25,342**</b>	<b>30,500**</b>	<b>+20%</b>	<b>36,383**</b>	<b>+19%</b>
<i>Domestic Abuse crime &amp; incidents</i>	16,650	16,198	+2.7%	16,200	+/-0%
Possession of weapons	778	928	+19%	942	+1%

\* 2018/19 linear regression forecast based on April to September 2018 unvalidated statistics

\*\* Figures substantially impacted by improvements in compliance with crime recording standards

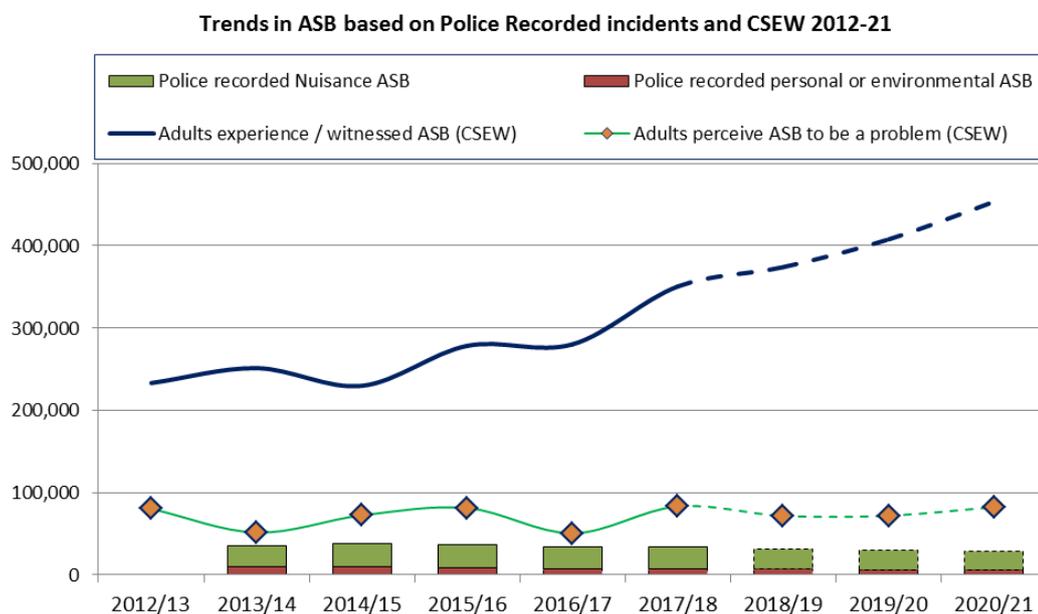
#### 2017/18

##### Distribution of offences

	Nottm.	South Notts (Gedl, Broxt, Rushcliffe)	Bassetlaw, Newark & Sherwood	Mansfield & Ashfield
Homicide (3 yr average)	43%	11%	23%	23%
Robbery	63%	15%	7%	15%
All sexual offences	44%	18%	17%	21%
- Rape	44%	16%	17%	23%
Violence with injury	42%	16%	19%	23%
Violence without injury	40%	18%	18%	24%
- Stalking & harassment	35%	20%	20%	25%
<i>Domestic Abuse crime &amp; incidents</i>	39%	19%	17%	25%
Possession of weapons	53%	17%	12%	18%

### 3.2 CHANGING PATTERNS OF ANTI-SOCIAL BEHAVIOUR

ASB<sup>106</sup> 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 the night time economy.



- \* The CSEW indicates that the percentage of adults having witnessed or experienced ASB in the last year saw a statistically significant increase in 2017/18 at both a national and local level. The proportion of adults experiencing of ASB in Nottinghamshire (41%) also remains significantly higher than the England and Wales average (33%). Adults reporting experience 'groups hanging around on the streets' (11%) across Nottinghamshire also increased to levels that exceeded the national average (9%) in 2017/18.

Incidents of ASB recorded by police fell by 3% locally and 9% nationally during 2017/18 and remain broadly in line with the average for England and Wales<sup>107</sup>. The falling trend was largely affected by marked reductions in recorded personally-directed ASB, impacted in part by a rise in the number of incidents captured as crimes following improvements in crime recording compliance and the introduction of new crime categories.

Police recorded criminal damage and arson offences increased significantly (+12%) during 2017/18, rising to a level that is in line with the average for similar police force areas (12,100 per year). Levels of criminal damage are forecast to increase by a further 2% during 2018/19.

<sup>106</sup> ASB can include incidents which may still be crimes in law, such as littering or dog fouling, but are not of a level of severity that would result in the recording of a notifiable offence

<sup>107</sup> Comparisons should be treated with caution given wide variation in the quality of decision making associated with the recording of ASB across police forces ([HMIC, 2012](#))

- \* A number of locality-specific ASB issues continue to be subject to targeted multi-agency problem solving activity, however reductions in the level of agency resources available to tackle these issues remains a commonly shared partnership concern. Notable ASB issues impacting upon the area include:-

**Alcohol-related ASB** - primarily concentrated in Nottingham city centre and other night time economy hubs. Incidents show clear weekly and seasonal patterns which increase during peak periods within the night time economy, the summer months, bank holidays and major sporting events. The profile of night time economy-related ASB is well understood, allowing for more targeted preventative intervention. Work continues to tackle alcohol-related nuisance in the residential areas affected by people traveling in and out of the night time economy.

**Aggressive begging and overt Mamba use** – Levels of reported aggressive begging and overt mamba use increased markedly in 2017/18, particularly in Mansfield town centre during the June to July heatwave. A range of partnership activity has been put in place to provide early intervention and robust enforcement in response to the issue linked to the work of the Mansfield BID.

#### KEY STATISTICS – ANTI-SOCIAL BEHAVIOUR AND ENVIRONMENTAL CRIME

##### Police Recorded Anti-social Behaviour in Nottinghamshire

	2016/17	2017/18	% Change	2018/19*	% Ch*
Personal	5,293	4,729	-10.7%	3,972	-16%
Nuisance	26,742	26,309	-1.6%	24,844	-6%
Environmental	2,329	2,214	-4.9%	2,474	-12%
<b>Police recorded ASB</b>	<b>34,364</b>	<b>33,252</b>	<b>-3.2%</b>	<b>32,509</b>	<b>+6%</b>

\* 2018/19 forecast based on annual validated statistics to March 2018

##### Police Recorded Crime in Nottinghamshire – Other Offences

	2016/17	2017/18	% Change	2018/19*	% Ch*
Criminal damage and arson	10,736	12,110	+12.3%	12,303	+2%
Drug Offences	2,797	2,817	+/-0%	2,923	+4%
Public order offences	4,305**	5,808**	+34.5%	7,255**	+25%

2017/18 Distribution of crime				
	Nottm.	South Notts (Gedl, Broxt, Rushcliffe)	Bassetlaw, Newark & Sherwood	Mansfield & Ashfield
Criminal damage and arson	36%	19%	20%	25%
Drug Offences	59%	12%	9%	20%
Public order offences	44%	16%	18%	22%

\* 2018/19 linear regression forecast based on April to September 2018 unvalidated statistics

\*\* Figures significantly impacted by improvements in compliance with crime recording standards

Dealing with ASB and Criminal Damage has become part of mainstream policing with any exceptional issues dealt with through the Tactical Tasking and Coordination process. It will be important to maintain and build upon partnership work in this area in order to implement the long term problem solving approaches often required.

The Anti-Social Behaviour, Crime and Policing Act 2014 led to the introduction of the Community Trigger in October 2014. New ASB powers are also providing a more effective way of dealing with ASB issues, including simplifying 19 powers down to 6 and allowing greater working between police and partners. All officers have received mandatory training in this area. Civil injunctions will also allow a greater scope of tactics to be deployed by the police and partners.

In the City's Night Time Economy areas, specialist patrol tactics have been developed to provide a more bespoke and effective method of patrolling. The Nottingham Business Improvement District (BID) in partnership with Nottinghamshire PCC commissioned a study of the evening and night time economy in the city centre which will inform development of the City's after-dark strategy

### 3.3 COUNTER TERRORISM AND DOMESTIC EXTREMISM

- \* The local and national threat level in relation to terrorism, radicalisation and domestic extremism remains a priority for the police and partner agencies. The threat level for **international terrorism** in the UK remains at 'severe' – meaning that a terrorist attack is highly likely. There remains a growing trend in investigations involving a cyber/online element<sup>108</sup>, with many terrorist groups becoming ever more sophisticated in their use of the internet to promote their extremist ideology.

International tensions continue to present the most significant risk to Nottinghamshire including evidence of individuals travelling to countries which are less stable, supporting or communicating with those already there and returnees from such conflict zones. There is a risk that those that have committed offences whilst engaged in international conflict may have become desensitised to violence and have the potential to become a risk to themselves or others upon their return. The majority of those indicating extremist ideologies are aligning themselves to groups predominantly based in these areas of conflict, such as Daesh<sup>109</sup> (aka Islamic State of Iraq and Levant (ISIL) and (IS), Al-Qaeda, Al-Shabaab and Abu Sayaaf.

The known **Al Muhajiroun** (ALM) footprint in the East Midlands remains of concern, with a small number of known sympathisers linked to Nottinghamshire. With the release of Anjem Choudary in October 2018, who once headed the ALM network and the imminent release of other members of the group, comes the potential to see a re-emergence of the group. Historically ALM has used the media as a platform through which to promote its objectives, seek support and recruit new members.

The threat from Northern Ireland-related terrorism was decreased from 'substantial' to 'moderate' on 1st March 2018, meaning an attack is possible but not likely. Brexit may affect this in respect of the hard / soft border.

- \* **Radicalisation:** The risk of vulnerable individuals becoming subject to social and cultural pressures that result in their radicalisation remains a significant risk, particularly among marginalised groups, such as those in prison and disengaged young people. Early identification of these individuals is vital to ensure safeguarding and investigative opportunities are realised, with many having safeguarding and/or underlying mental health issues.
- \* **Domestic Extremism:** Right and Left Wing groups continue to engage in small low-level lawful protests across the county in response to local, national and international triggers. Although the protests are lawful, they can be intimidating for members of the public and require a level of resource by police and council to reassure the public and minimise distress. Brexit could potentially add to this, with Right Wing demonstrations over immigration, depending on the proposals and deal. The **far right** is seeing a re-emergence with the numbers of people in prison in relation to far-

---

<sup>108</sup> Use of Apps and on-line forums used to communicate and transmit extremist material

<sup>109</sup> Although Daesh have lost a considerable amount of territory in Syria, they continue to have a presence in the Country, with a United Nations report estimating the group to still have as many as 30,000 members in Syria and Iraq. Other groups do not appear to have the reach into Europe that Daesh continue to show

right terrorism offences almost five times that seen in June 2016 when MP Jo Cox was murdered. The number of referrals into Prevent for anti-Muslim sentiment or right wing ideologies within Nottinghamshire is almost equal to that seen for referrals of Islamist extremism. **National Action** was proscribed in December 2016 and Nottinghamshire saw an arrest of a juvenile for suspected membership in September 2018 as part of a series of 5 arrests across the country. The trial is due in early 2019.

Nationally, resurgence in militant Animal Rights activity has been seen over the last two years. Although numbers remain small, there is an online presence and a number of **Animal Rights** protests being undertaken across Nottinghamshire. **Anti-Fracking** protests in the north of Nottinghamshire also continue to be policed, some of which have resulted in arrests being made.

- \* **Potential Lone Actors:** There continues to be a need for community based staff in all agencies to be aware of the indicators of potential lone actors, changes in behaviour (sudden fascination with an extreme topic/ideology/ use of weapons), or inappropriate collection/storage of chemicals giving due regard to requirements under the new Explosives and Pre-Cursor Chemicals legislation. Any or all of these could indicate a risk to themselves and/or the public, which needs to be mitigated through police and partnership activity.

Work continues as part of the 'Prevent' agenda to identify and engage with individuals at risk of radicalisation across Nottinghamshire. Terrorism also forms part of the national Strategic Policing Requirement, requiring the Force to demonstrate the capacity, contribution, capability, consistency and connectivity in tackling this threat via joined-up networks of Special Branches and regional / national agencies. The Counter-Terrorism and Security Act 2015 placed a duty on certain bodies to have 'regard to the need to prevent people from being drawn into terrorism'.

This, alongside other changes has added to existing powers to disrupt people travelling abroad to fight; enhancing our ability to monitor and control the actions of those in the UK that pose a threat; and combating the underlying ideology that feeds, supports and sanctions terrorism. These changes have led to greater awareness and understanding of the risk of radicalisation and in turn greater engagement in the Prevent strategy therefore increasing safeguarding of vulnerable individuals and preventing individuals becoming involved in terrorism or domestic extremism.

### 3.4 KEY CHALLENGES AND RECOMMENDATIONS

**Although low in volume, serious youth-related violence is increasing locally, including weapon-enabled violence. Improvements in co-ordinated ‘whole systems’ approaches and early intervention are required to mitigate this threat**

- Work with partner agencies to map youth-related vulnerability and targeted support available across the force area, with a view to developing more co-ordinated, integrated, and needs-led provision
- Continue to support work in schools to provide education and early intervention in response to the violence and exploitation-related risks to vulnerable young people, and work with schools and academies and families to reduce risk of school exclusion

**The identification of ‘hidden harm’ has improved substantially since 2012, however 2018 saw a reduction in new presentations across a number of areas, presenting opportunities for more pro-active outreach in areas of known risk**

- Work with communities and partner agencies to develop understanding and awareness of hidden harm, particularly in relation to new and emerging communities and marginalised groups
- Working with trusted communicators to further develop targeted outreach, and third party channels for reporting issues of hidden harm, including raising awareness of support services available

**Low-level acquisitive crimes such as shoplifting, theft from person continue to increase, while opportunities continue to be missed to identify and refer perpetrators into services available to tackle the divers of re-offending**

- Support development of local Out of Court Disposal reforms, particularly in ensuring that a robust and effective suite of interventions are in place to meet identified needs
- Support work to review and re-commission substance misuse services in the area, particularly in tackling criminogenic needs relating to Class A drug use and synthetic cannabinoids

**Levels of recorded cyber-related crime continue to increase. There are clear opportunities to further strengthen crime prevention activity in this area, including public and partner knowledge, understanding and resilience**

- Efforts should continue to develop our understanding the nature and impact of cyber-crime among partner agencies, including the judiciary and develop a more coherent picture of what works in preventing offending and victimisation of vulnerable people
- Continue to strengthen general and specialist capabilities in response to cybercrime and develop learning from effective practice at a national level

## 4. CHANGING PATTERNS OF VICTIMISATION

Ongoing improvements in the recording, identification and understanding of hidden harm have exposed limitations and gaps in elements of victim service provision. These include the availability of therapeutic support for survivors of sexual abuse and specialist support for survivors of stalking and modern slavery. Increases in presenting demand also continue to place significant pressures on the response to perpetrators and survivors of domestic abuse.

### 4.1 PROFILE OF VICTIMISATION

Findings from the Nottinghamshire Police and Crime Survey indicate that the proportion of residents experiencing crime (excl. fraud and computer misuse) increased by around 8.7% during 2017/18, reflecting increases recorded nationally via the Crime Survey for England and Wales (+5.6%). Extrapolated estimates indicate that around 167,190 adults are victims of crime in Nottinghamshire each year, rising to 224,680 when fraud and computer misuse-related crimes are included.

#### Victims of Crime aged 16 plus: All Crime excl. fraud and computer misuse - 2017/18

	Victimisation		Reporting to Police		Victims Supported	
	<i>Risk of crime</i>	Number (Estimate)	% Report to police	Victims (Recorded)	% of recorded	Number (est. p.a)
Male	16.5%	76,540	44.0%	23,860	16.2%	3,864
Female	18.9%	89,570	50.5%	20,755	27.3%	5,658
Black, Asian & Minority Ethnic <sup>110</sup>	23.6%	33,150	34.7%	6,216	17.3%	1,078
Young adults 16 to 24	20.7%	31,260	35.8%	7,947	21.1%	1,678
Older people 75 and over	5.8%	5,248	34.7%	5,108	6.2%	316
Nottingham City	21.8%	57,730	39.4%	18,938	<i>n/a</i>	<i>n/a</i>
South Nottinghamshire	13.6%	38,622	49.0%	9,078	<i>n/a</i>	<i>n/a</i>
Bassetlaw, Newark & Sherwood	14.9%	28,840	56.4%	8,551	<i>n/a</i>	<i>n/a</i>
Mansfield and Ashfield	19.2%	36,300	48.3%	9,680	<i>n/a</i>	<i>n/a</i>
<b>TOTAL</b>	<b>17.8%</b>	<b>167,190</b>	<b>47.7%</b>	<b>44,615</b>	<b>21.4%</b>	<b>9,538</b>

The likelihood of being a victim of crime can vary significantly by social, economic and demographic characteristics. Some subsets of the population remain disproportionately affected by crime, including unemployed people (27%), Black, Asian and Minority Ethnic residents (24%), people living in Nottingham (22%), Mansfield and Ashfield (19%) and more densely populated urban areas, and young adults aged 16 to 24 (21%).

<sup>110</sup> All ethnicity categories excluding White British

## UNREPORTED CRIME

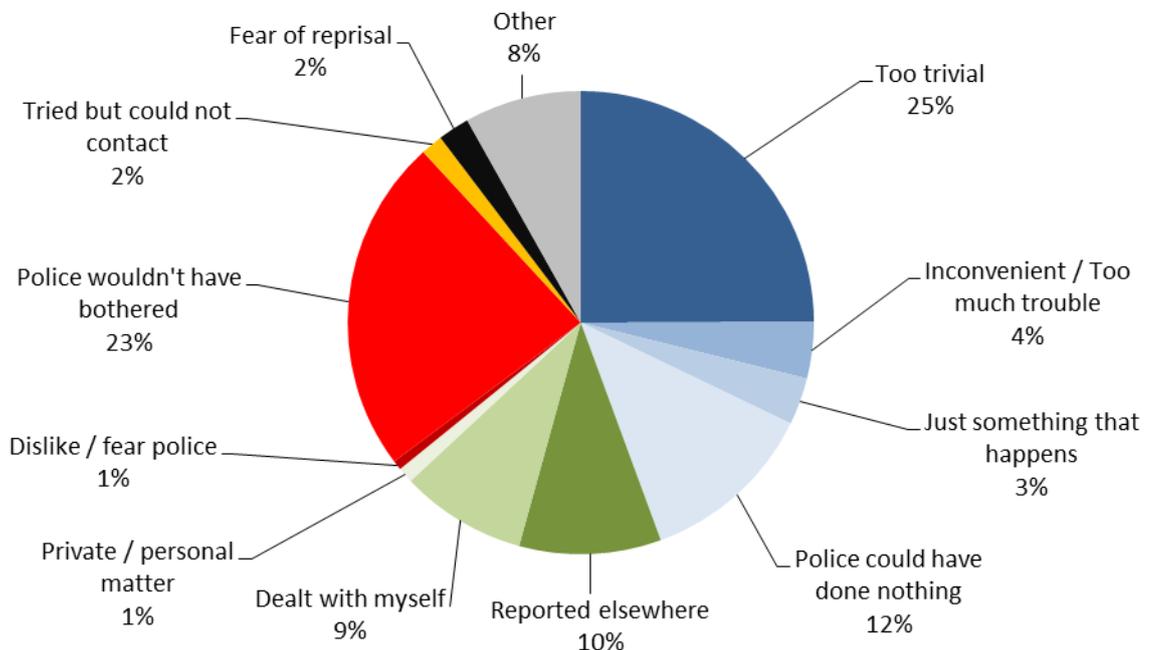
Only around 48% of crime captured by the Nottinghamshire Police and Crime Survey went on to be reported to the police, however this fell to 35% among Black, Asian and Minority Ethnic residents and older people aged 75 and over. In considering this disparity, however, it should be noted that rates of reporting also vary significantly by crime type, with over 70% of violent crime, robbery and burglary victims reporting to the police<sup>111</sup> and less than half of all criminal damage (49%), harassment (41%), and sexual abuse (35%) victims reporting to the police.

- \* The rolling 12 month profile of crime surveys captured via the Nottinghamshire Police and Crime Survey indicates that the likelihood of a victim reporting crime to the police has fallen steadily over the previous year from around 52% to 46%.

Reasons for not reporting crime can vary by crime type, however this is most commonly due to:-

- **General acceptance** of the crime (44.4%) as something 'trivial' that 'just happens'
- **Dealt with alternatively** (19.7%) by reporting elsewhere or taking direct action
- **Lack trust and confidence in police** (26.7%), primarily due to feeling that the police would not have been bothered.

Reasons for not reporting crime (Nottinghamshire Police and Crime Survey 2017/18)



In rarer cases, victims highlighted circumstances in which crimes were not reported to the police as they could not make contact (2%) or felt fear of reprisal as a consequence of reporting the crime (2%).

<sup>111</sup> Police recorded crime for these offences is therefore typically a more reliable indicator actual prevalence

## VICTIMS PRESENTING TO THE POLICE AND VICTIM SERVICES

Around 44,600 victims of crime<sup>112</sup> were recorded by the police in 2017/18, which was broadly similar to levels recorded in 2016/17. Within this profile, however, the proportion of victims aged 10 to 15 (6%) increased by around 6%, while the proportion of victims from dual heritage backgrounds (2.1%) increased by around 10%. The number of vehicle crime victims also increased by 11% during the year while the number of victims of the most serious crimes<sup>113</sup> (9,140) remained relatively stable.

Females account for 64% of all 'enhanced' victims, and are overrepresented as victims of domestic and sexual violence and abuse. BAME victims are also overrepresented as victims of crime, particularly those from black backgrounds, who account for 2.5% of the population, 3.7% of all victims and 4.0% of all enhanced victims. People from Pakistani backgrounds also account for 1.9% of the population but 2.3% of all police recorded victims.

Around 9,540 victims of crime were estimated to have been supported by PCC commissioned victim services in 2017/18. Subject to assessments of need and risk, referral to victim services and service take-up, recipients of victim services are more likely to be female (59%) or young people aged 16 to 24 (18%).

### 4.2 PRIORITY AND ENHANCED VICTIMS OF CRIME

Around 13,560 victims of recorded crime are eligible for enhanced services under the Victims Code of Practice<sup>114</sup> each year on account of either being victims of a serious crime, being intimidated or persistently targeted, being under the age of 18, or having some other form of need or vulnerability. Specific challenges and constraints impacting upon this cohort include:-

- \* **Improving the availability and consistency of therapeutic support services for survivors of sexual abuse** - Demand for counselling, in particular, has risen substantially over the last year, marked by increasing waiting lists for support. The PCC, local authorities and clinical commissioning groups are working to address this.
- \* **Embedding specialist support for survivors of stalking** in recognition of the increase in reported and recorded cases and the complexity of needs identified. While monthly police-led stalking clinics were established in 2018, there remain opportunities to further develop support in cases of non-domestic related stalking.

---

<sup>112</sup> Figure excludes commercial / business victims

<sup>113</sup> [Code of Practice for Victims](#) (2015) categorises the most serious crimes as terrorism, sexual offences, human trafficking, attempted murder, kidnap, false imprisonment, arson with intent to endanger life and wounding or causing grievous bodily harm with intent. Category also includes all victims of domestic violence & hate crime

<sup>114</sup> Under the Code of Practice for Victims, a person is eligible for enhanced entitlements if they are a victim of the most serious crime (arson with intent to endanger life, terrorism, sexual offences, human trafficking, attempted murder, kidnap, false imprisonment, serious violence including domestic violence and hate crime) or a close relative of someone bereaved by a criminal offence

- \* **Managing increased demand on domestic abuse services** particularly in relation to local investigation, criminal justice and victim support and increased demand on local IDVA services and MARACs, which is forecast to continue to increase over the coming year.
- \* **Explore opportunities to develop specialist support for survivors of modern slavery and human trafficking** at both the local and regional level including work to undertake a comparative independent review of modern slavery specific support service pathways across the region, and profile of the level and flow of service demand by slavery typology and service user need.
- \* **Ensuring the needs of witnesses, families and friends affected by serious violence are recognised and supported** as part of the victim support arrangements.

## MODERN SLAVERY AND HUMAN TRAFFICKING

While the actual scale of slavery across Nottinghamshire is unknown, extrapolations based on national estimates indicate that there are likely to be over 265 people affected by slavery across the area. The number of referrals to primary responders has increased significantly since 2014 with 73 NRM referrals and 66 slavery related crimes<sup>115</sup> being recorded in Nottinghamshire in 2017.

Identified victims of modern slavery are relatively evenly split by gender, however identified labour exploitation is more likely to involve males (88%), while identified victims of sexual exploitation are more likely involve women and children. Victims have been identified in Nottinghamshire from a range of countries, including Albania (21%), Poland (15%) and Vietnam (9%) and are predominantly recruited in their home country, lured to the UK by promises of profitable employment only to find their identity papers stolen and being forced to work long hours for minimal rewards.

Police intelligence suggests that modern slavery is likely to be present across all local authority areas in Nottinghamshire. Levels of police intelligence and identified offences are expected to increase over the coming year as a result of proactive local activity, increases in local awareness and national profile. This is likely to have resourcing implications for agencies with responsibilities for enforcement and supporting vulnerable victims.

Evidence continues to indicate that the majority of victims are unwilling to cooperate or engage with the police and partners and securing charges and convictions has therefore proved complex and resource intensive, often requiring response from a range of local, national and international law enforcement and partner agencies. Despite this, 91% of local NRM referrals go on to receive a conclusive or reasonable grounds decision compared to 46%-48% nationally. Further analysis is required to explore this disparity.

---

<sup>115</sup> Modern slavery was introduced as a notifiable offence in April 2015

- \* A regional scanning exercise undertaken in 2018 highlighted a number of shared risks and challenges in supporting survivors of slavery which include:-
  - Fragmented and variable provision within and across force areas creating potential for survivors to 'fall between the gaps' in services
  - The lack of a holistic approach to victim care, with different providers supporting different survivor needs at different stages of the process. This can result in aspects of complexity being overlooked
  - Gaps in the understanding of survivor needs across the survivor journey and what works in enabling survivors to cope and recover from the harm they have experienced in the longer term
  - Gaps and complexity in support pathways / service user eligibility, which can lead to confusion among professionals and victims, referrals being made into the NRM without informed consent and survivors not always receiving information on all of their options
  - Limited specialist casework and practical support during the early discovery and pre-NRM stages, which can result in police time and resources being diverted from investigation to victim support
  - A lack of formalised care pathways beyond the NRM and the lack of a multi-agency approach to planning support and holistically assessing need
  - Systematic lack of recovery and resettlement support, increasing the risk of survivors being re-exploited. Evidence suggests that effective reintegration and resettlement can take up to 4 years. At least two of the pilot resettlement projects in the region are due to end by September 2019.
  - A lack of suitable temporary accommodation for survivors which often results in police funding emergency provision or survivors being placed in less secure Bed and Breakfast accommodation
  - Specific gaps in the availability of legal advice, psychosocial interventions, counselling, therapeutic support and specialist trauma support

The Nottingham and Nottinghamshire Anti-Slavery Partnership continues to develop and implement a multi-agency partnership plan with involvement from City, County and District Councils, DWP, HMRC, EM Chamber of Commerce, Police, OPCC, Fire Authority, GLLA, Community Protection, Community Cohesion, Partnership Diocese for Southwell & Nottingham, the Red Cross, Salvation Army and Nottingham University. The partnership commissioned a programme of multi-agency training and awareness raising in 2017 and is working to further clarify local reporting and referral pathways. Nottinghamshire police also undertook significant operations in 2017 ('Perceptual' and 'Krems') and supported the delivery of partnership table top exercise to explore Nottinghamshire's preparedness for the rescue and management of a high number of potential victims. Partners also continue to support the development of a major academic programme of activity involving both University of Nottingham and Nottingham Trent University which focuses on the themes of Civic Leadership, Raising Community Awareness, Front-Line Training, Slavery-Free Supply Chains and Support for Survivors

## YOUNG VICTIMS OF CRIME

Extrapolated estimates from the CSEW indicate that at least 12,250 (or 10% of) children aged 10 to 15 are likely to be victims of crime in Nottinghamshire each year. While the Crime Survey indicates that the number of child victims of crime has fallen from around 15% since 2009/10, the number of individual victims aged 15 and under recorded by police increased by around 10% in 2017/18 to around 4,410.

Young people remain at a disproportionately high risk of experiencing serious crimes, and are less likely to report victimisation to the police. For example, Queen's Medical Centre Emergency Department statistics highlight that only 6 out of 23 (26%) attendances for stabbings in August 2017 were initially reported to the police.

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

On an annual basis, around 910 victims aged 17 and under are referred for support to the Nottinghamshire Victim Care service. Of these, around 430 (47%) go on to be successfully contacted by the service and around 150 (16%) go on to receive enhanced support – which is lower than the profile for adult enhanced victims. The most common needs identified by the service among young victims of crime are in relation to personal safety (80%), employment / education (26%), social interactions (26%) and mental and physical health (24%).

There remain a number of areas for improvement in the service response to child victims of crime, which include:-

- \* Ensuring that the 'voice of the child' is effectively captured at the point of reporting to the police and ensuring that criminal justice partners are made fully aware of the impact of crime on children as part of the criminal justice process.

The Force employs processes to ensure that vulnerable victims are identified and managed from the point of initial contact and throughout their victim journey. Call takers in the Force Control Room assess the vulnerability of callers and conduct risk assessments in cases of ASB and domestic violence. Bespoke reports allow for repeat victims to be identified and managed at a local level by neighbourhood teams. Cases are reviewed at weekly Local Operations Meetings and further scrutinised at divisional performance meetings. The Repeat Victims Working Group is responsible for overseeing the Force approach.

There are a wide range of statutory and independent victim services across Nottinghamshire providing tailored support to meet the needs of victims at different stages of the victim journey. Nottinghamshire was an early adopter for victims' services in October 2014, when the responsibility for commissioning certain services for victims transferred to the PCC. In November 2014 the Force re-launched the 'victim journey' and Victim Care Strategy and is working to embed the Victims Code of Practice (VCOP) within organisational policies and processes.

## BUSINESS CRIME

Extrapolated estimates from the national Commercial Victimization Survey (CVS) indicate that at least 167,400 crimes against Nottinghamshire businesses are likely to occur in the area each year. Levels of crime against businesses are also forecast to increase steadily over the next three years.

Nottinghamshire Police launched a new Business Crime Strategy in May 2018 with the objective of working more effectively to tackle business crime and the causes of it, such as using the approach of improved crime recording to understand the scale and nature of offending, pilot offender education projects and better access to and development of crime prevention best practise.

- \* The Rural Crime Survey<sup>116</sup> in 2018 also highlighted the disproportionate impact of crime on rural-specific businesses such as farmers and agricultural businesses at both a local and national level. At least 69% of rural-specific businesses had been victims of crime within the last year, of which fly-tipping (18%), damage (12%) and wildlife crime (11%) were the most common offences. 60% of rural business owners reported feeling very or fairly worried about becoming a victim of crime, compared to 36% of rural residents more generally. The average financial impact of crime on rural business owners was around £4,800 per crime.

Many crimes affecting rural business owners were also found to go unreported, often because victims do not feel the offence will be taken seriously or anything will be done as a result.

Nottinghamshire Police have established a dedicated rural crime resource comprising a pro-active rural crime Specials Team of 1 Special Sergeant and 5 Special Constables, supported by 5 rural parish Special Constables who have been given a bespoke training package covering the core policing skills. The force has 6 wildlife crime officers who undertake wildlife crime activities and investigations as required in addition to their core role. Rural crime activity is coordinated through a Rural Crime Partnership Group chaired by the force lead for rural crime and attended by stakeholders, including the National Farmers Union (NFU), community representatives, partners and individual landowners and farmers

---

<sup>116</sup> [Living On The Edge](#), National Rural Crime Network, July 2018. The survey achieved a total of 20,252 responses from across England, Wales and Northern Ireland, including 426 responses from Nottinghamshire residents

### 4.3 VICTIM SERVICE OUTCOMES

The OPCC undertook an exercise to dip-test police compliance with the **Code of Practice for Victims** in 2017. A sample of 70 victims of crime found that more than two thirds (67%) of victims felt the police had taken their needs into account and the majority of those with experience of victim services (89%) or the Witness Service (100%) rated their experience as good or excellent.

Only 56%, however, were offered the opportunity to make a Victim Personal Statement and in cases where no further action was taken, only half (50%) stated that the reason for this had been explained to them. Furthermore, only 38% had been explicitly informed of the Victims' Code.

- \* Further work is required to determine current levels of **compliance with the Victims' Code of Practice** in Nottinghamshire which has been impacted by the increased recording of crime-related occurrences for harassment and coercive control and the recording of referrals from MARACs. The Victims' Commissioner's national review<sup>117</sup> of the offer and take up of Victim Personal Statements (VPS) in 2018 found that only 16% of victims reported being offered the chance to make a statement by police. Of those offered a VPS 57% chose to make one, and of those that did, 68% felt that it has been taken into account. Young people aged 16 to 24 (25%) and victims that were single (20%) were more likely to be offered the opportunity to make a VPS.

Service satisfaction among **hate crime** victims dealt with by the police saw a slight deterioration during 2018, falling from 84% satisfied to 81%. On an annual basis, around 290 victims of hate crime are referred for support to Nottinghamshire's Victim Care service. Of these, around 190 (64%) go on to be successfully contacted by the service and around 110 (37%) go on to receive enhanced support.

Service satisfaction among **domestic abuse** victims dealt with by the police saw no significant change during 2017/18. With around 92% reporting that they were very or fairly satisfied with the service they received.

---

<sup>117</sup> [Victim Personal Statements 2017/18](#), Victims' Commissioner, October 2018

#### 4.4 KEY CHALLENGES AND RECOMMENDATIONS

**The Nottinghamshire Police and Crime Survey indicates that the likelihood of victims reporting crime to the police has fallen steadily over the previous 12 months**

- Continue encourage reporting of crime and raise awareness of the various channels for reporting to the police, including anonymous and third party reporting channels
- Undertake further analysis to inform pro-active engagement with victims / communities that are less likely to report crime due to a lack of trust and confidence in police
- Continue to support development and implementation of the rural crime strategy, particularly in improving the prevention of and response to rural business crime

**Gaps have been identified in the availability of specialist support services for survivors of sexual abuse, stalking and harassment and modern slavery**

- Improve the availability and consistency of support for survivors of Child Sexual Abuse, particularly with regard to mental health support and self-harm
- Develop specialist support for survivors of non-domestic related stalking and modern slavery and human trafficking

**Capacity constraints continue to impact upon investigatory outcomes and service offer to victims of crime and ASB, while opportunities remain to improve monitoring and compliance with the Victims Code of Practice**

- Continue to improve monitoring and compliance with Victims' Code and communication with non-enhanced victims of crime and ASB to ensure expectations are effectively managed
- Continue to monitor increased demand on domestic abuse services particularly in relation to local investigation, victim support and IDVA and MARAC services
- Improve take up, quality and commitment to restorative justice approaches

**Continue to work with partner agencies and communities to increase awareness, prevention and response to hidden harm, including modern slavery and knife-related violence involving young people**

- Develop further clarity around specialist pathways of support for vulnerable victims, particularly those with mental health and housing needs or no recourse to public funds
- Maximise the availability therapeutic support services for victims dealing with the impact of trauma, particularly young people and victims of abuse and exploitation

## 5. CHANGING PATTERNS OF OFFENDING

**Tackling the harm and exploitation of vulnerable people, and young people in particular, remains one of the most critical partnership challenges. This has been marked over the last year by rises in weapon-enabled violence, the increasing reach and resilience of serious and organised crime networks, rising substance-related needs, and an increasing awareness of modern slavery, child exploitation and the use of technology as an enabler of harm.**

### 5.1 OFFENDER LANDSCAPE

The number of individuals arrested by Police for notifiable offences has been in decline both locally and nationally since 2008/09, with the downward trend having accelerated since 2010/11. This has been impacted by reductions in police resources, policies aiming to reduce criminalisation of young people and changes in PACE guidelines which require greater justification for arrest.

Mirroring the national picture, arrest rates in Nottinghamshire<sup>118</sup> fell by a further 8% on the previous year in 2017/18 to 13,434. Around 9,140 individual suspects were arrested within the force area in 2017/18 for around 32,500 notifiable offences.

The profile of known offenders is not generally representative of Nottinghamshire's demographic composition, with **males** (81%), people **aged 18 to 24** (23%) and **Black, Asian and Minority Ethnic** individuals (22%) being over-represented. Males, in particular, account for the majority of priority offenders subject to Persistent Offender or Integrated Offender Management arrangements.

#### Nottinghamshire Police - Suspect Profile 2017/18

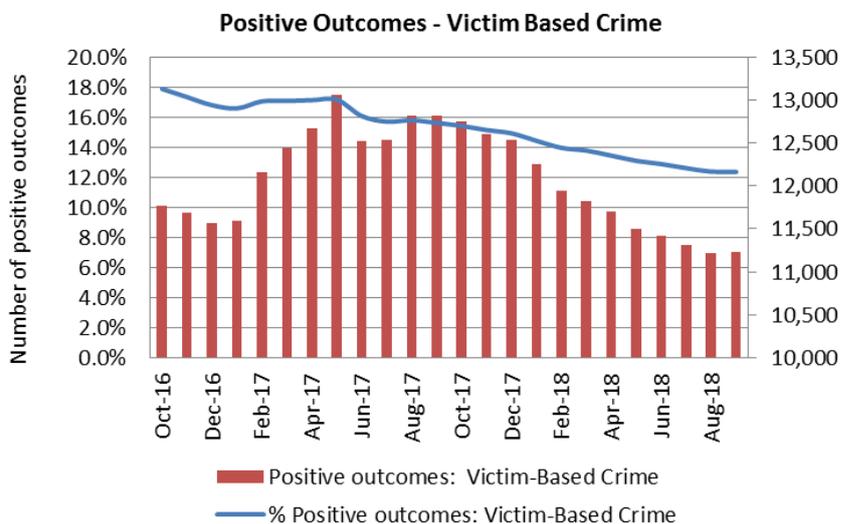
	<i>General Population Profile</i>	<b>Recorded Suspect Profile</b>		<b>% Positive Crime Outcomes</b>	
		<b>All Police recorded Offenders</b>	<b>Priority Offenders (IOM / PPO)</b>	<b>Offenders Charged or summonsed</b>	<b>Offenders Cautioned or com res.</b>
Gender – Male : Female	50 : 50	81 : 19	99 : 1	77% : 63%	7.6% : 19%
Black, Asian & Minority Ethnic <sup>119</sup>	15.0%	21.8%	20.8%	78.6%	6.1%
Black / Black British background	2.5%	6.6%	9.7%	79.3%	5.0%
Young people aged 10 to 17	20.3%	13.4%	12.7%	51.5%	31.4%
Young adults aged 18 to 24	11.3%	23.0%	25.4%	70.0%	7.8%

\* People from **black backgrounds** are most notably overrepresented, accounting for 2.5% of the population, but 6.6% of known offenders and 9.7% of priority offenders.

<sup>118</sup> [Police powers and procedures](#), Office for National Statistics, Published October 2018

<sup>119</sup> All ethnic categories excluding White British

Although strong compared to the England and Wales average, the proportion of victim-based crimes resulting in positive outcomes<sup>120</sup> fell by a further 3% points in 2017/18, mirroring the deterioration across most police force areas nationally. This has been affected, in part, by increases in recorded crime levels, 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.

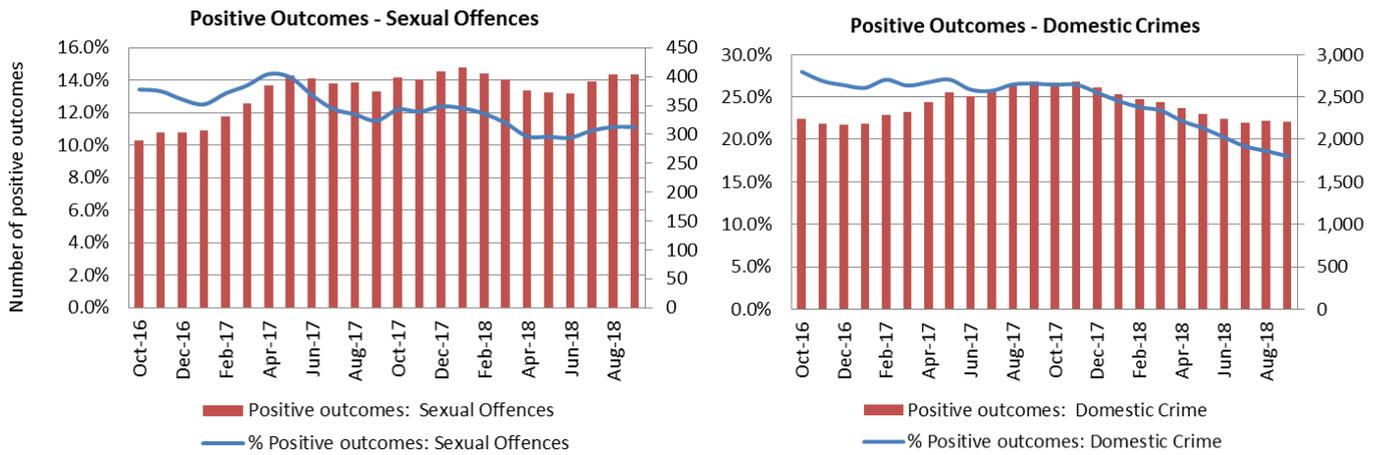


- \* While the number of victim-based crimes resulting in an charge or summons increased by 2.3% in 2017/18, rises in the overall level of recorded crime led to a deterioration in rate of crimes resulting in an charge or summons, which fell from 12.4% (9,044) in 2016/17 to 10.9% (9,250) in 2017/18. Victim-based crimes resulting in Community Resolution saw reductions in both rate and volume during 2017/18, falling from around 3.0% (2,186 per annum) to 1.8% (1,488).

The proportion of reported **sexual offences** which result in a positive crime outcome fell from around 13.7% in 2016/17 to 11.4% in 2017/18, continuing the steady downward trend seen since 2013. Despite this, the absolute volume of sexual offences resulting in positive outcome has remained relatively stable at around 400 per year, while reporting of non-recent offences has continued to rise. Conviction rates for rape (64.5%) in Nottingham remain higher than both the National (58.3%) and East Midlands (60.8%) averages.

- \* The proportion of reported **domestic abuse crimes** which result in a positive outcome fell from 26.3% to 23.4% during 2017/18, a trend which is forecast to continue into 2018/19. This was coupled with a reduction in arrest rates for domestic abuse from 70% to 43.6% over the 2017/18 period. Conviction rates for domestic abuse (81.4%), however, remain higher than both the National (76.7%) and East Midlands (77.4%) averages.

<sup>120</sup> Offences resulting in charge, summons, caution, TIC or out of court disposal as a proportion of all crime



**Domestic Abuse Arrest/Voluntary interview Rate Comparison**



## 5.2 YOUTH OFFENDING

Young people aged 10-17 accounted for around 13% (1,224) of all individuals that were identified by police as having committed notifiable offences during 2017/18. Of these, 583 (48%) were subject to a community resolution or youth restorative justice disposal, (15%) received a youth caution and 537 (44%) were either immediately charged or went on to be charged or summonsed for a notifiable offence.

- \* Rates of first time entrants (FTE) to the youth justice system across Nottinghamshire remained relatively stable in 2017/18, however differences between the profiles in the city and county are evident. The number of FTEs fell by a further 14.5% in the city (from 179 to 153) during 2017/18 but increased in the county by around 10.3%

(from 292 to 322), continuing the emerging trends identified in 2016/17. Despite this, performance in the county remained in line with the national average.

- \* Despite the overall number of young offenders falling to a record lows over recent years, the 2017 Lammy Review<sup>121</sup> highlighted that proportion of young people offending for the first time who are from BAME backgrounds rose from 11% to 19% in the decade to 2016 while the proportion of BAME young offenders in custody rose from 25% to 41%. These **disparities are reflected across the criminal justice system**, often compounded by a lack of trust in the CJS among BAME defendants.

Key youth offending-related risks identified in 2017/18 include:-

- \* **Growing threat from Emerging Crime networks**<sup>122</sup> involved in the supply and distribution of illicit drugs, violence and threats of violence including knife crime and 'County Lines'. These groups continue to impact upon safety and feelings of safety within local communities.

Nottingham City's multi-agency **ending gang and youth violence** team, Vanguard Plus, is responsible for identifying and managing those at risk of involvement in Urban Street Gangs (USG). The project links into the four community projects, mediation, Children's social care, Job centre plus and various sports and personal development projects. The City will be reviewing its provision towards the ending gang and youth violence programme, firearms and OCG activity to ensure resources are appropriately prioritised and most efficiently used.

**Young offenders** continue to be managed through Youth Offending Services in the City and County which aim to prevent youth offending and re-offending through targeted interventions, partnership working and identifying and supporting children and young people at risk. Youth Offending Services consist of staff from the City and County Councils, Police, Probation, Health and Nottingham Futures, and are overseen by a Partnership Board. Work continues to ensure partner agencies fully recognize the impact of trauma experienced by young people who offend in the interventions they provide<sup>123</sup> and develop a greater understanding of social media communications and their powers to monitor its use to prevent crimes.

**5.3 Adult offending:** Derbyshire, Nottinghamshire, Leicestershire and Rutland Rehabilitation Company Community Rehabilitation Company (DLNR CRC) currently supervises around 3,500 low and medium risk offenders across Nottinghamshire, including both offenders in the community and custody. This accounts for around 60% of all offenders supervised within the area, with the remaining higher risk cases being managed by the National Probation Service (NPS).

Of all offenders being supervised by DLNR CRC, around 85% are male and 37% are aged between 25 and 34 inclusive, however this can vary significantly by crime type. Male offenders, for example account for around 96% of all serious acquisitive crime offenders under supervision. While the proportion of BAME offenders being supervised locally is reflective of the resident population (15%), Black offenders are

<sup>121</sup> [Lammy Review 2017](#), Final Report, September 2017

<sup>122</sup> Nottinghamshire Force Strategic Intelligence Assessment 2017, Nottinghamshire Police (September 2017)

<sup>123</sup> [Work of Youth Offending Teams to Protect the Public](#), HMI Probation, October 2017 (Recommendation)

over-represented, accounting for 6.3% of those under supervision, but only 2.5% of the resident population.

- \* **Substance misuse** remains a significant factor linked to both acquisitive and violent offending among around 27% of offenders under CRC supervision, with this cohort having a higher rate of reoffending (55%) than the overall CRC caseload. Increased prevalence of Synthetic Cannabinoids (Spice) in prison also continues to present risks associated with violence, addiction and potential community impact on release. Furthermore, increases in the purity of and presentations for heroin and crack cocaine have potential to impact upon the nature and prevalence of acquisitive offending<sup>124</sup>

The Nottinghamshire review<sup>125</sup> of criminal justice substance misuse services in 2018 identified opportunities to increase the number of individuals engaged and retained in treatment following contact via custody suites, during the period prior to treatment commencing and prior to release from custody. Feedback from partners also highlighted significant concerns regarding the challenges for those in treatment in accessing mental health and housing support.

- \* The review makes recommendations for substance misuse staff to be present in custody suites at peak times to undertake assessments for drug and alcohol misuse on site, where practical. The review also recommends that a multi-agency strategy is developed to determine how service users with alcohol misuse problems can be better identified and engaged into treatment. A common data set should also be agreed in order to capture consistent data from point of arrest to completion of treatment.
- \* **Mental health and therapeutic support services:** Evidence<sup>126</sup> suggests that the prevalence of serious mental health conditions among the prison and probation managed offender population has increased significantly and there remains a recognised need to enhance mental health service provision both locally and nationally throughout the criminal justice pathway.
- \* **Suitable accommodation** remains one of the most critical factors linked to criminogenic need. Around 10% of the CRC managed caseload were flagged as homeless or risk of homelessness in 2017/18, with re-offending risk among this cohort rising to around 77%.

---

<sup>124</sup> Morgan 2014 mapped growth and decline in domestic burglary and vehicle crime in 1980s and 1990s with heroin, crack and cocaine prevalence

<sup>125</sup> A review of criminal justice substance misuse services, Nottinghamshire OPCC, October 2018

<sup>126</sup> [Rebalancing Act: Resource for Directors of Public Health and PCCs](#), Revolving Doors Agency, January 2017

- \* **Women offenders:** Nottinghamshire Police identify around 2,250 female offenders in the area each year, with offences predominantly involving shoplifting and violence with and without injury. Females from 'Other White' and Black Caribbean backgrounds are disproportionately represented within the CJS, although this gap is narrowing and the volume remains low. While less than 500 females (< 50 BAME females) are sentenced each year locally, evidence shows that custody can have a disproportionate impact on females and their families. Furthermore, females sentenced to custody in Nottinghamshire tend to display higher levels of re-offending than their male counterparts in terms of both rates () and frequency (). While females remain significantly more likely than males to receive restorative and community resolution outcomes, particularly young and BAME female offenders, there are clear opportunities to improve the tailored service response to the needs presented by these cohorts. Experience of domestic abuse and childhood trauma in particular is estimated to affect around 60% of the female offending population.

Work to better co-ordinate the local response to female offending is being led by the Nottinghamshire Female Offending Working Group as part of the city and county Reducing Re-offending Board. The group, which involves representation from a wide range of partner agencies, has developed an action plan based on the Ministry of Justice's Female Offender Strategy. This aims to embed the principle that community disposals are the norm for women who offend and work to develop a comprehensive suite of options for early intervention and diversion.

**Foreign National Offending** Around 2,280 recorded offences were linked<sup>127</sup> to foreign national offenders in Nottinghamshire in 2017/18, with Poland, Romania and Lithuania being the most prevalent nationalities recorded. The most common crime types were violence against the person, with around half of these offences having a domestic abuse marker. Alcohol was a factor linked to a significant proportion of violence against the person offences, while drugs were a common factor linked to shop theft among foreign national offenders. Evidence suggests that there are also established and sophisticated networks in cocaine supply among foreign national offenders in addition to Eastern European OCGs involvement in trafficking adults for sexual and labour exploitation.

**Foreign National Offenders (FNO):** Partnership working with other law enforcement agencies and community groups remains key to understanding and mitigating risk posed by crime committed by emerging and existing communities. The regional response has been driven through the Project ADVENUS Strategic Governance Group which is now being embedded as a regional resource

---

<sup>127</sup> Nottinghamshire Foreign National Offender Profile [RESTRICTED], Nottinghamshire Police (July 2018)

- \* **Serious and organised criminality:** Around 35 known organised crime groups and 7 'Evolving Crime Networks' (ECN's) are being actively monitored and targeted by enforcement agencies across Nottinghamshire, which collectively involve over 223 individuals. Many of these individuals are directly involved in drug supply and have active links to offenders serving time in prison. The vast majority of OCGs in Nottinghamshire are, by the nature of their criminality, involved in or linked to the use of violence, firearms and knives, and use the threat of violence to intimidate, coerce and exert control over other, often vulnerable, individuals. The limited capacity available to proactively identify new OCGs remains a recognised partnership risk.

Nottinghamshire Police and partner agencies recorded 168 SOC disruptions in 2017, covering areas of Crime, Fraud & Economic Crime, Prisons & Lifetime Management, Modern Slavery and Human Trafficking. Confiscation Orders of around £981,382 were obtained during 2017/18, which had a benefit valuation of £4,516,305. A further 11 cash forfeitures were also obtained to the value of £138, 592.

The **supply, production and importation of drugs** remains a predominant threat within the area with clear links evident to other forms of criminality such as violence, use of firearms and money laundering. The emergence of County Lines<sup>128</sup> within and beyond Nottinghamshire's borders also continues to present new challenges to enforcement agencies. **Illicit tobacco** remains widely available and in prevalent use, presenting risks in terms of public health and organised criminality from a local to an international level.

**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**, 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.

---

<sup>128</sup> County Lines are where organised crime groups from urban areas actively seek to expand their markets to smaller rural towns

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

**Serious and Organised Criminality:** Local responses to SOC are aligned to the 4 core themes that underpin the Government's Serious and Organised Crime Strategy: Pursue, Prevent, Protect and Prepare and led by Nottinghamshire Police and the East Midlands Special Operations Unit (EMSOU). Each OCG has a specific management plan and is actively monitored and targeted across Nottinghamshire proportionate to the risk they present to local communities. The 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 OCGs through combined partnership disruption strategies. Local and regional work continues to tackle organised offending within prison establishments, including tackling drug supply, illicit access to mobile phones and corruption.

**The Regional Prison Intelligence Unit** is in the process of expanding and working closer with National Offender Management Service (NOMS) partners to improve capability and capacity in response to higher risk organised offending in prison. This is overseen and coordinated by the NOMS-led regional Strategic Governance Group, with a focus on lifetime management.

**Cyber-crime:** The force continues and region are building capacity and capability in response to cyber-crime, however digital investigation requires further embedding across policing at both a local and national level. The regional strategic approach is currently driven through the Cyber Delivery Group. Further partnership engagement is required in respect of the 'Protect' and 'Prevent' agendas.

**Child Sexual Exploitation (CSE):** The Regional CSE Analyst, Coordinator and the Strategic Governance Group are actively involved in improving understanding and consistency of response to CSE aligned to the pursue, prevent, protect and prepare framework. Partnership working remains essential to this response.

**Organised Immigration Crime, Human Trafficking and Exploitation (OICHTE)** is recognised as a significant local and national threat as work continues with government, law enforcement agencies and voluntary and community sector agencies to develop our understanding and response to these issues. Governance is provided by a Strategic Governance Group.

Local and regional organised crime partnerships within the area continue to help co-ordinate the policing response to illicit tobacco sales by developing the known intelligence picture and working with other agencies to disrupt and dismantle organised crime groups

\* **Prolific offenders:** 129 prolific and priority offenders were actively monitored by Nottinghamshire Police and Probation Services in 2017/18. The proportion of all offenders who reoffend, and the number of re-offences committed per repeat offender is consistently higher than both the regional or national average in Nottingham, however this gap has been broadly decreasing over time. The absolute number of re-offences per repeat offender has been rising incrementally since 2009 in line with the regional and national picture. The size of Nottingham's offending cohort has, however, been in decline for some time, indicating a smaller, cohort of more persistent repeat offenders who commit a higher number of offences.

**Integrated Offender Management:** 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. Under the revised governance arrangements the CDP Board and Safer Nottinghamshire Board are responsible for endorsing the strategic priorities of the IOM programme.

**MAPPA Eligible offenders:** MAPPA is the process by which the small number of dangerous sexual and violent offenders are 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<sup>129</sup> continued to increase both locally (+8.5%) and nationally (+5.5%) in 2017/18, continuing the trend seen since 2010. The number of MAPPA-eligible offenders in the areas (1,870) remains around 18% higher than the England and Wales average per head of population. Returns to custody for breaches of license conditions fell to only 3 in 2017/18, while the number of offenders charged with Serious Further Offences (SFO) has fallen from 7 in 2015/16 to 2 in 2017/18. SFOs recorded across England and Wales increased by 25% over this same period.

**Dangerous offenders** continue to be managed through Multi Agency Public Protection Arrangements (MAPPA) that aim to minimise risks posed by known violent and sexual offenders and prevent further harm to victims. Information about MAPPA-eligible offenders is shared among partner agencies to inform risk assessments and risk management plans among those managing / supervising them.

---

<sup>129</sup> [Ministry of Justice MAPPA Annual Report 2017/18 \(Nottinghamshire\)](#) – published October 2018

## 5.4 KEY CHALLENGES AND RECOMMENDATIONS

### **Increases in the reach and sophistication of organised crime and cyber-related offending, enabling perpetrators to better communicate, conspire, organise, purchase and sell in order to progress their criminality**

- Partners should continue to maximise the use of open source intelligence and consider the general and specialist technical skills and capabilities required at a local, regional and national level
- Work should continue to develop local multi-agency plans, intelligence and sharing in response to high risk serious and organised offending building upon the principles of Serious and Organised Crime Partnerships which bring all powers to bear on offenders

### **Capacity for proactive prevention and early intervention activity in response to new and emerging crime groups remains limited and more work is required to co-ordinate and develop evidence-led responses to knife-related crime**

- Continue to support delivery of the 2018 knife crime strategy and develop evidence-based approaches to preventing knife crime
- Further develop early intervention and prevention capability in response to youth offending and emerging crime network activity, particularly in the County. Continue to consolidate and re-focus the breadth of services supporting this agenda
- Work with local communities to better understand and manage the threat posed foreign national offending

### **Capacity constraints and rising levels of recorded crime have led to reductions in the proportion of offences that result in perpetrators being identified and positive outcomes achieved**

- Co-ordinated action should be taken to enhance police and partnership criminal justice outcomes for victim-based crimes through the development of actionable intelligence, with a particular focus on improving outcomes among perpetrators of domestic abuse
- Partner agencies should support work to review the out of court disposal arrangements to deliver a simplified, streamlined and swifter criminal justice processes and maximise opportunities to deliver more meaningful and effective interventions

### **BAME individuals remain significantly over-represented within the CJS in Nottinghamshire, while evidence also highlights opportunities to improve the tailored response to foreign national offending and the needs female offenders**

- Further work should be undertaken to profile the disproportionate representation of BAME individuals within the CJS in Nottinghamshire and explore emerging best practice in addressing the service response to and criminogenic needs of these offenders
- Continue to support partnership activity to develop an integrated and holistic response to the needs of female offenders within the Criminal Justice System

## 6. PUBLIC PERCEPTION AND COMMUNITY ENGAGEMENT

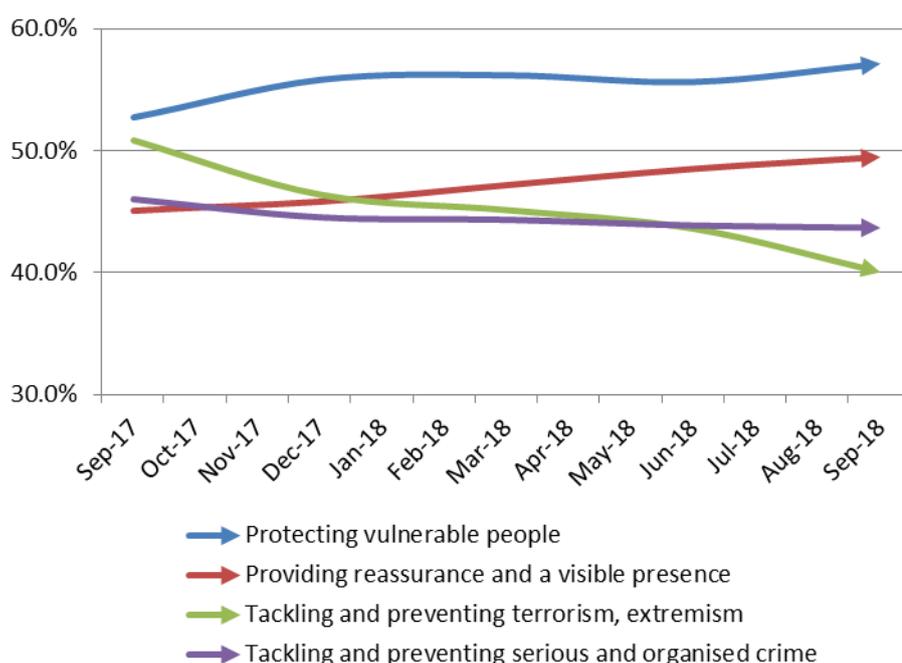
Evidence suggests that public confidence in the police and their ability to deal with the issues that matter most to communities has deteriorated over the previous year at both a local and national level. There remain opportunities to further improve the co-ordination and impact of partnership activity in these areas, maximise referral pathways for support and providing feedback and opportunities for engagement on the issues that matter most to communities.

### 6.1 PUBLIC PRIORITIES AND EXPECTATIONS

#### 6.1.1 Public Priorities

Findings from the Nottinghamshire Police and Crime Survey show that **‘protecting vulnerable people’** remains the most prominent public priority for policing<sup>130</sup>, with 57% highlighting this as a top 3 priority and 29% highlighting this as the main priority.

**Public Priorities for Policing: % selecting within top 3 priorities  
Nottinghamshire Police and Crime Survey 2017-18**

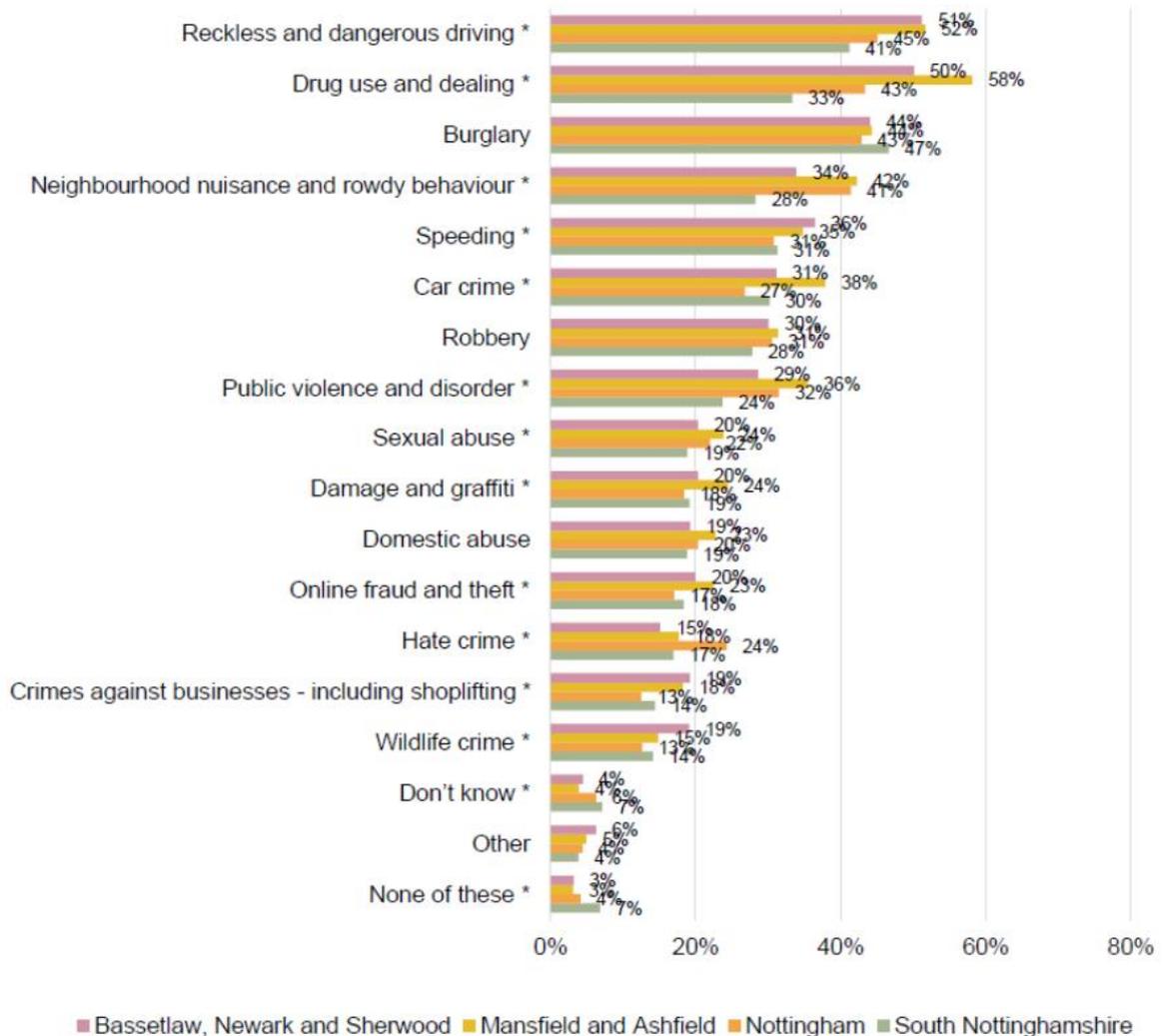


The second most prevalent public priority is **‘providing reassurance and a visible presence in communities’**, with support for this priority having risen from 45% to 49% over the last year. Conversely, the proportion of residents feeling that tackling terrorism, extremism and radicalisation should be a top (3) priority for the police fell during 2017/18 from 51% to 40%.

<sup>130</sup> Question: 17: ‘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?’

By contrast, local neighbourhood concerns for communities remain largely concentrated on driving and ASB-related issues, with residents wanting to see the police and other agencies do more to tackle **reckless and dangerous driving** (47%), **burglary** (46%) and **drug use and dealing** (44%) in their area.

**Are there any specific crime or anti-social behaviour issues that you would like to see the police and other agencies do more to tackle in your area?**



While the overall ranking of neighbourhood priorities was broadly consistent across all community safety partnership areas, concerns in relation to drug use and dealing (58%), neighbourhood nuisance (42%) car crime (38%) and public disorder (36%) were more prevalent in the Mansfield and Ashfield area (58%), and concerns regarding neighbourhood nuisance (41%), public violence (32%) and hate crime (24%) were generally more prevalent in the city.

## 6.1.2 Public Expectation

Local<sup>131</sup> and national<sup>132</sup> studies have found that the public's expectation of the police service has not changed significantly over time, with communities wanting police to:-

- **Work visibly within communities** – often seen as a deterrent to crime<sup>133</sup>. The 2018 HMIC Value for Money Profiles<sup>134</sup> highlight that Nottinghamshire Police has increased spending in the areas of local policing and dealing with the public in over the last year and remains broadly in line with other similar police force areas. Around 28% of respondents to the Police and Crime Survey in 2018 felt that the police were providing a visible presence in the areas that they were most needed, compared to 48% that did not.
  - **Provide a timely response**, be accessible and there when needed. The proportion of grade 1 (76%, 74%) and grade 2 (60%) incidents attended by police within advised timescales<sup>135</sup> saw a slight deterioration in 2017/18, following some higher than expected increases in seasonal demand, changes to the police geographical response model and ongoing capacity constraints in deployable resources<sup>136</sup>. This steady deterioration continued into 2018/19. Around 56% of respondents to the Police and Crime Survey in 2017 felt that the police respond appropriately to calls for assistance compared to 15% that did not.
  - **Tackle local issues** that have the greatest impact on quality of life, particularly **anti-social behavior**. Around 42% of respondents to the Nottinghamshire Police and Crime Survey in 2018 felt that the police are dealing with the crime and ASB issues that matter most to them, compared to 21% that did not.
  - **Prevent offending and reduce re-offending** – Around 40% of respondents to the Police and Crime Survey in 2018 felt that the police were effective in working to prevent offending, compared to 23% that did not.
  - **Act and treat people fairly** and be approachable and respectful. Around 73% of respondents to the Police and Crime Survey in 2017 felt that the police treat people fairly and with respect, compared to 6% that did not.
- \* Public demand on Nottinghamshire Police remains higher than the all force and most similar force average in Nottinghamshire, although the difference has been diminishing since 2014/15. With around 182,600 calls to the 999 service in 2017/18, Nottinghamshire received around 7% (or 13,500) more calls per head of population than the average police force (excluding Metropolitan Police). The overall number of calls made to Nottinghamshire police increased by a further 2% in 2017/18, largely driven by a 3% increase in calls to the 101 non-emergency number. The number of incidents resulting in a notifiable crime, however, rose by 15%, partly due to ongoing

---

<sup>131</sup> Police and Crime Plan Priorities and Precept – Consultation Report, December 2015, Nottinghamshire OPCC

<sup>132</sup> 'Engaging Communities in Fighting Crime' report, Louise Casey, 2008

<sup>133</sup> Nottinghamshire OPCC Focus Groups 2015. Note, in circumstances where visible policing was not sustainable, participants supported increased use of CCTV

<sup>134</sup> [HMICFRS Value for Money Dashboard](#), HMICFRS, October 2018

<sup>135</sup> Attendance aim: Grade 1 urban within 15 minutes and rural within 20 minutes, Grade 2 within 60 minutes

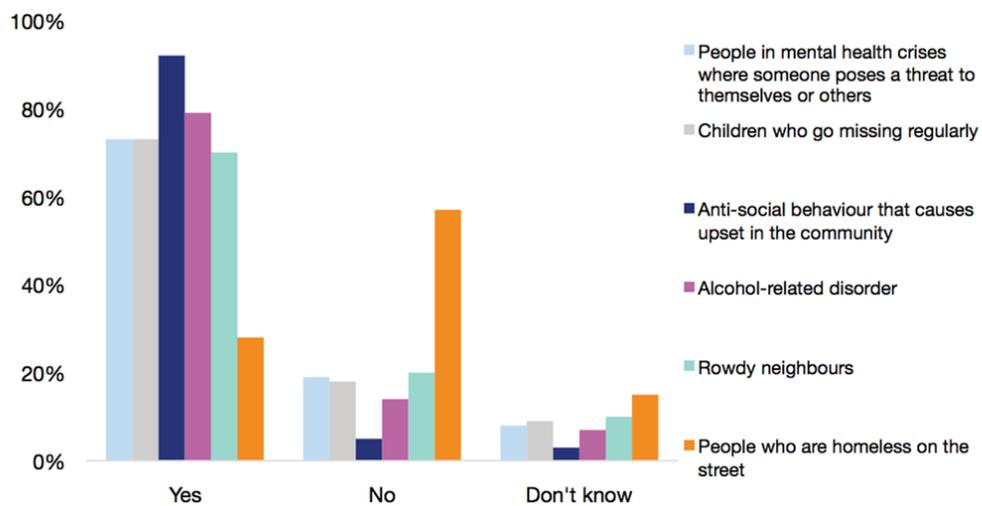
<sup>136</sup> The number of incidents recorded during the year increased by 2%, while the number of incidents converted into crimes increased by 18% reflecting ongoing improvements in crime recording practices

improvements in crime recording standards. Call and incident levels began to fall, however, during the summer of 2018.

Findings from national research undertaken by Crest Advisory<sup>137</sup> in 2018 highlighted strong public support for the police in maintaining a role in wider public safety and crisis care intervention including mental health and missing persons. Fewer respondents, however, felt that the police should be dealing with issues relating to street homelessness.

### Rethinking police demand (2018) Crest Advisory

**'Do you think the police should be dealing with the following issues?'**

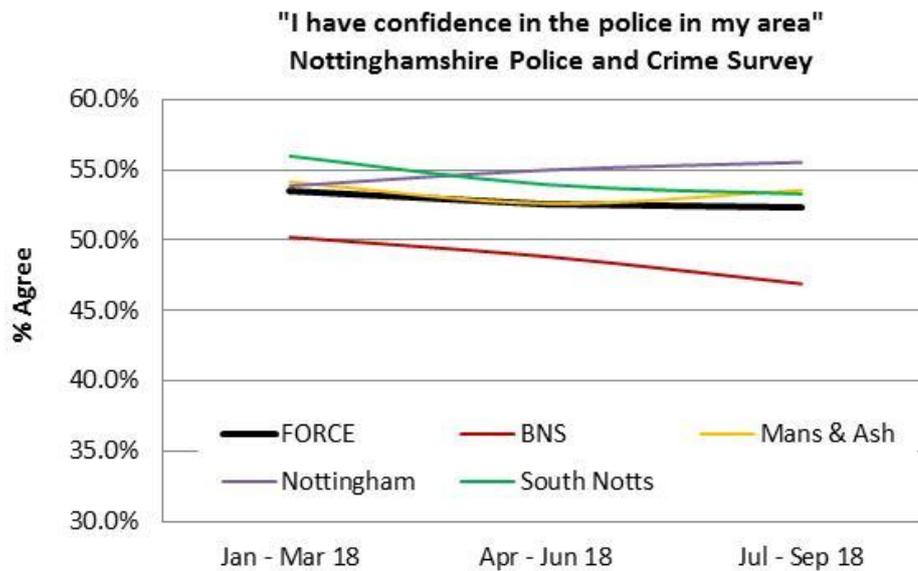


<sup>137</sup> Rethinking Demand: Crest Advisory commissioned a national survey of 2,002 adults in May 2018

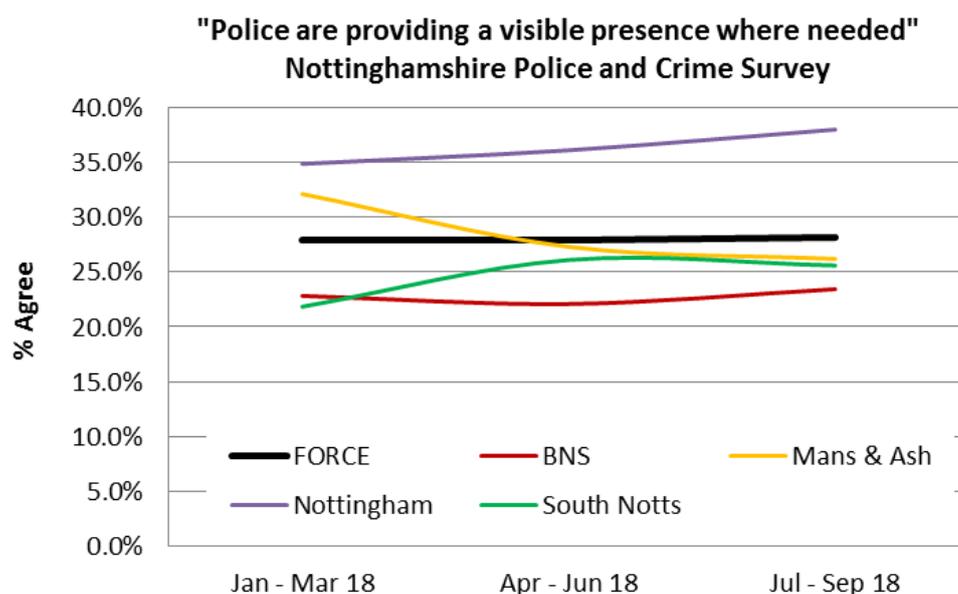
## 6.2 CONFIDENCE AND COMPLAINTS

### 6.2.1 Trust and Confidence in Policing

Around 52% of residents responding to the Nottinghamshire Police and Crime Survey in 2018 reported feeling very or fairly **confident in the police** in their area, with confidence being significantly higher in Nottingham (55%) and significantly lower in the Bassetlaw, Newark and Sherwood area (47%).

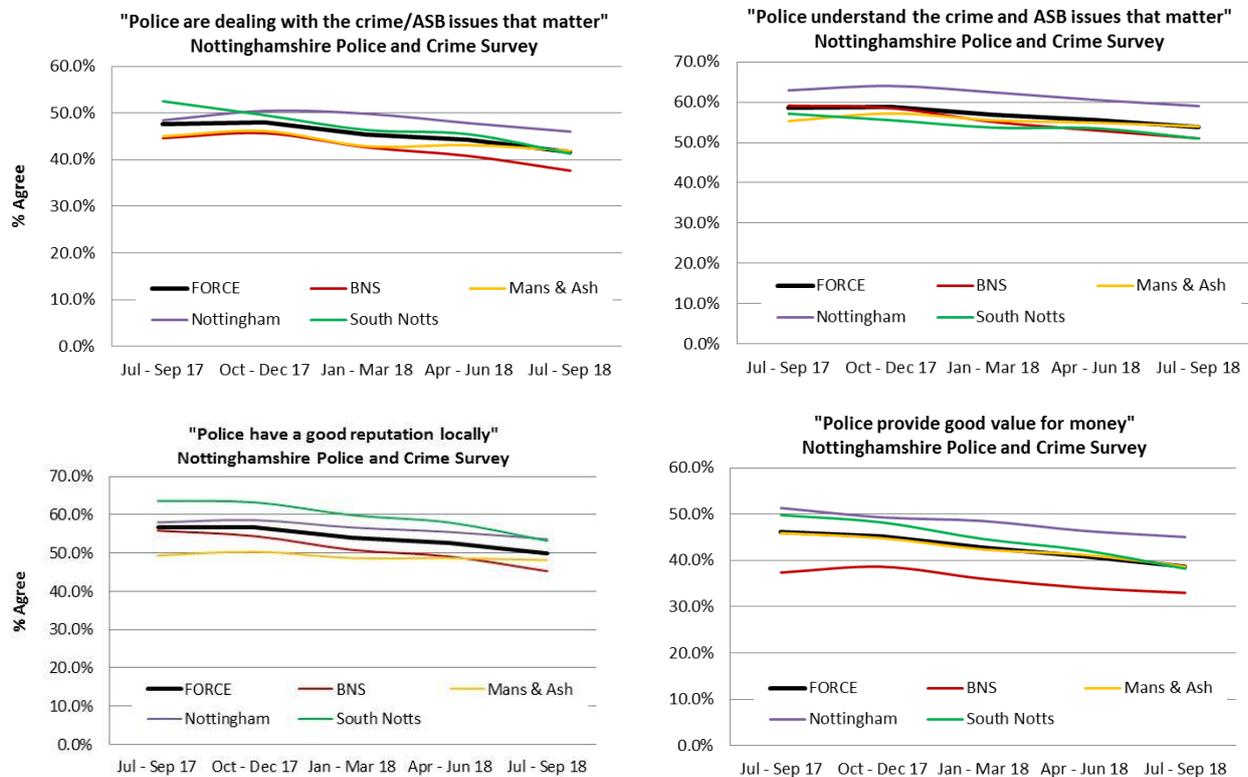


Public confidence in policing shows a strong correlation with perceptions of police **providing a visible presence where needed**. Positive perceptions in respect of police visibility saw no overall change at force level during 2017/18 (28%), but increased in Nottingham from 35% to 38%, and decreased in the Mansfield and Ashfield area from around 32% to 26%.



2017/18 also saw steady reductions at a force wide level in the proportion of residents feeling that the police are dealing with the crime and ASB issues that matter locally (from 48% to 42%), have a good reputation locally (58% to 48%) and provide good value for money (46% to 38%).

### Indicators of trust and confidence in police: Police and Crime Survey 2017/18



The findings reflect trends identified nationally via the Crime Survey for England and Wales, which reported a steady long-term decline in the proportion of residents feeling that the Police understand local communities since September 2014.

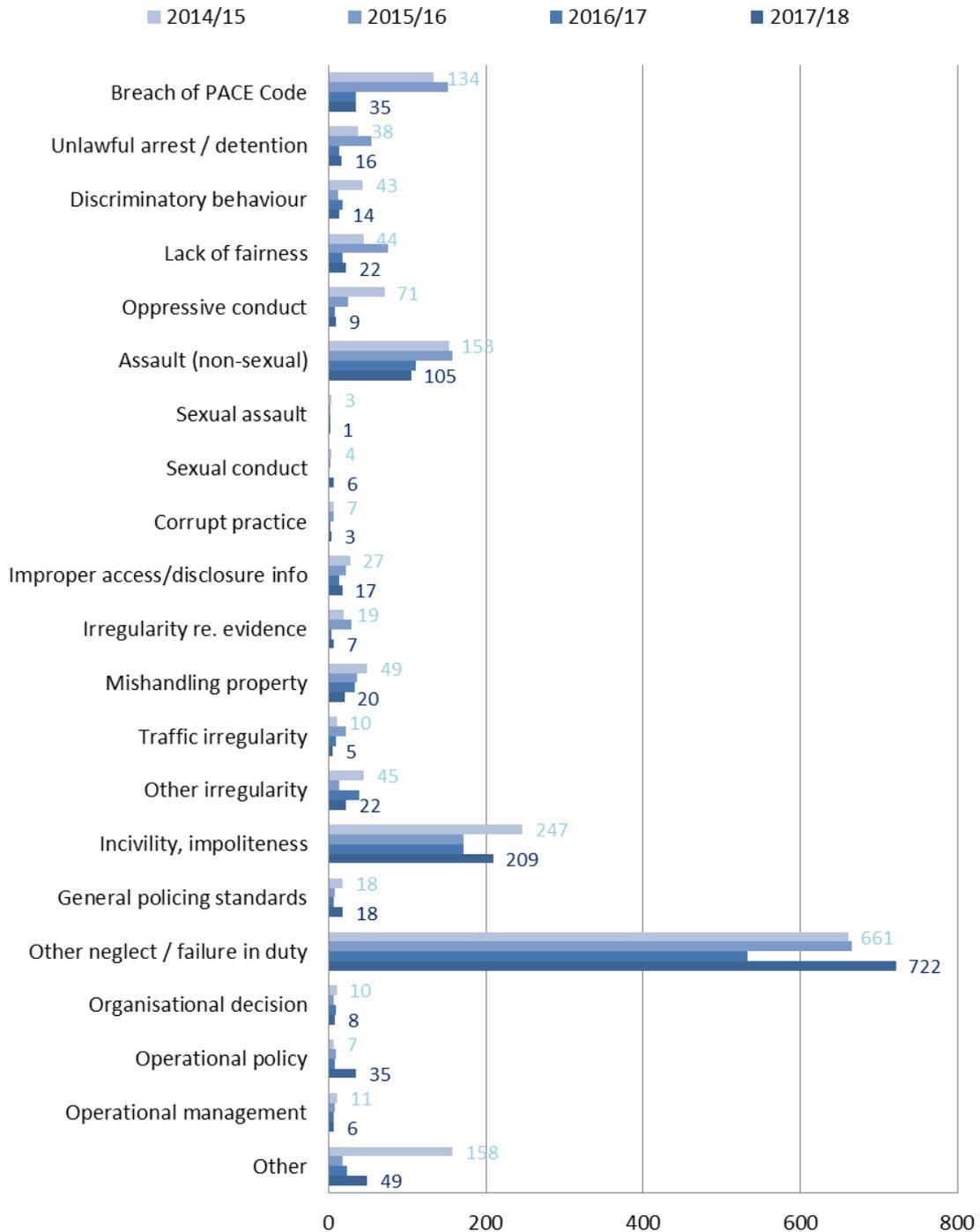
### Police Complaints

Nottinghamshire Police recorded 871 complaints and 1,329 allegations in 2017/18, showing one of the largest in year increases in complaints (+30%) and allegations (+25%) nationally. This was largely driven by improvements in recording practices. Assault allegations in Nottinghamshire fallen steadily since 2016/16 from 157 to 106. Less than 3% of these cases involve allegations of serious assault in any given year. The most serious allegations including breach of PACE codes have fallen significantly since 2015/16 from 152 per year to 35 in 2017/18, while allegations relating to unlawful detention fell from 55 to 16. This reflects changes in policing policies and practices, such as more targeted use of stop and search, wider use of Body Worn Video<sup>138</sup> and the embedding of the Statutory Code of Ethics for policing.

<sup>138</sup> ["Contagious Accountability" - A Global Multisite Randomized Controlled Trial on the Effect of Police Body-Worn Cameras on Citizens' Complaints Against the Police](#), Barak Ariel et al. University of Cambridge (2016)

Appeal rates (11.4%) and the proportion of appeals that are upheld (15%) are broadly in line with England and Wales average.

### Nature of Allegations - Nottinghamshire Police



## 6.3 KEY CHALLENGES AND RECOMMENDATIONS

**While there remains strong public support for the police prioritisation of 'protecting vulnerable people', there are indications that confidence in the neighbourhood-level issues that matter most to communities is falling**

- Further develop and embed local neighbourhood and priority area plans – particularly in the urban areas of concentrated need and more rural localities where public confidence and perceptions have deteriorated the greatest
- Explore opportunities to improve community feedback and engagement mechanisms to raise awareness of significant policing activity, inform residents of local action taken and involve residents and other stakeholders in local problem solving approaches.
- Indicators of trust and confidence in policing obtained via the Nottinghamshire Police and Crime Survey should be used to assess progress and targeted activity in building trust and confidence in the service among communities where confidence is low
- Work with local and national bodies to develop further leadership and clarity in defining the role of the police service and continue support partner agencies in fulfilling their respective statutory responsibilities

**Calls for service to the police remain higher than average and increasing in Nottinghamshire against the backdrop of reduced officer and staff capacity.**

**The service also records more incidents than an average force.**

- Further research should be undertaken to improve understanding of presenting demand, including drivers of higher rates of 999/101 calls, to inform longer-term local problem solving approaches.
- Continue education and proactive communications to reduce inappropriate calls for service and ensure public expectations are effectively managed
- Continue to invest in mobile technology and new ways of working, engaging and providing feedback to communities in order to help best manage demand

**Work to safeguard critical partnership projects and initiatives from the impact of funding cuts, particularly in the areas of prevention and early intervention which have greatest potential to stem future demand**

- Partners should continue to support the Preventing Demand Strategy and ensure that cross-partnership early intervention activity is sufficiently resourced and prioritised
- Secure a premium commitment to shared partnership priorities and work to improve the sharing of specialist resources and analytical capability where mutually beneficial

## 7. CONCLUSIONS AND RECOMMENDATIONS

---

The Nottinghamshire Police and Crime Needs Assessment (PCNA) has been produced in collaboration with police and other relevant crime, community safety and criminal justice stakeholders, and is informed by a wide range of local and national information sources.

The assessment highlights the main issues, risks and threats that are likely to impact upon the crime and community safety environment between 2019 and 2022. The assessment's findings will be used to inform key planning and policy decisions over the 2019/20 period.

### EXECUTIVE SUMMARY

After a period of long-term decline, evidence suggests that levels of crime and victimisation have been increasing over the last year. This includes rises in some low-severity but high volume acquisitive crimes, and rises in low volume serious violence. While the number of vulnerable victims identified and supported has increased markedly over recent years, there are indications that levels of newly identified 'hidden harm' are plateauing in some areas.

Tackling the harm and exploitation of vulnerable people, and young people in particular, remains one of the most critical partnership challenges. This is evidenced by rises in weapon-enabled violence, the increasing reach and resilience of serious and organised crime networks, rising substance-related needs, and an increasing awareness of modern slavery, child exploitation and the use of technology as an enabler of harm.

Evidence suggests that partnership activity has been effective in providing early intervention, tackling crime and complexity and reducing risk of harm, particularly in response to mental health demand, missing persons and burglary reduction. There are opportunities to further evolve these approaches in response to emerging acquisitive crime and the small number of priority areas and neighbourhoods where victimisation and complex need are concentrated.

Ongoing improvements in the recording, identification and understanding of hidden harm have exposed limitations and gaps in elements of victim service provision. These include the availability of therapeutic support for survivors of sexual abuse and specialist support for survivors of stalking and modern slavery. Increases in presenting demand also continue to place significant pressures on the response to perpetrators and survivors of domestic abuse.

Significant capacity constraints across partner agencies continue to impact upon proactive and preventative capability, analytical capability, the management of public protection and safeguarding demand and the mainstream offer to local communities. Evidence suggests that public confidence in the police and their ability to deal with the issues that matter most to communities has deteriorated over the previous year at both a local and national level.

Despite this, it is encouraging to note that confidence in the police remains markedly stronger in the areas in the higher-risk localities in which policing resources have been concentrated. There remain opportunities to further improve the co-ordination and impact of partnership activity in these areas, maximise referral pathways for support and providing feedback and opportunities for engagement on the issues that matter most to communities.

## KEY ISSUES

The 2018 Needs Assessment highlights the following issues and risks are likely to continue to impact upon crime and community safety across Nottinghamshire over the next 3 years:-

### 1. **Increases in youth-related violence and exploitation and gaps in the availability of youth support, engagement and early intervention activity**

Serious weapon-enabled violence involving young people has increased over the last year in line with national trends, alongside an emerging culture of knife possession among a minority of vulnerable young people. Entrants into the youth justice system are also becoming younger and involved in violence earlier in their offending careers.

Evidence indicates the involvement of vulnerable young people in emerging crime networks and county lines activity across and beyond the force area. Cyber-related activity also continues to present risks and opportunities for the criminal and sexual exploitation of young people in a wide variety of settings.

While the response to these issues has been compounded by marked reductions in statutory youth service provision since 2014, improvements have been made in risk assessment, information sharing and safeguarding practices which have led to better identification of risk and earlier intervention of harm among statutory partner agencies.

#### **In 2019/20, the service impact of this issue is likely to be reflected in:-**

Sporadic and unpredictable incidents of serious violence, robbery and abuse resulting in disproportionately high levels of harm, investigatory demand and community concern

Increased levels of on-line 'hidden harm', abuse and exploitation impacting upon online investigation and longer term victim support service demand

#### **In mitigating these risks, partner agencies should continue to develop, resource and co-ordinate multi-agency activity to:-**

- Provide early intervention, including work with state schools and academies to address factors linked to rising rates of temporary/permanent exclusion
- Strengthen governance, co-ordination and infrastructure for youth engagement and early intervention activity across the force area
- Strengthen investment in digital investigation skills and capabilities, including proactive focus on open source intelligence and social media
- Support use of multi-agency data to develop a comprehensive understanding of risk across the area and inform targeted individual and community-level intervention
- Improve take up, quality and consistency of out of court disposals in developing meaningful problem solving approaches to tackling root causes of offending

## 2. Maximising opportunities to pro-actively identify 'hidden harm' and deliver improvements in victim trust and confidence and criminal justice outcomes

The level of 'hidden harm' identified by safeguarding agencies increased substantially between 2012 and 2018, largely as a result of greater disclosure and improvements in training, recording and assessment practices. 2018, however, saw reductions in newly identified hidden harm across a number of areas, despite evidence suggesting significant underreporting among vulnerable groups such as male survivors of sexual exploitation and abuse and new and emerging communities.

Improvements in the recording of lower level domestic abuse crimes has resulted in a deterioration in positive outcome, arrest and voluntary interview rates for domestic abuse, alongside an increase in the proportion of victims that do not support further action. While recognising significant capacity constraints on offender management, investigation and victim support services, opportunities remain to increase victim awareness and co-operation with the criminal justice process in cases of hidden harm.

There are also opportunities to address gaps in the availability and consistency of therapeutic support services for survivors of sexual abuse and further develop specialist support for survivors of stalking and modern slavery across the area.

### **In 2019/20, the service impact of these risks is likely to be reflected in:-**

Failure to prevent escalation of serious harm including the risk re-trafficking, suicide, self-harm and domestic homicide

Deterioration in satisfaction, trust and confidence and criminal justice outcomes among individuals and communities affected

### **Opportunities to tackle and reduce risk in these areas include:-**

- Proactive intelligence-led outreach via trusted communicators to raise awareness, and confidence among potential victims of hidden harm to access support available
- Continued investment in advocacy and integrated support for vulnerable survivors of domestic and sexual abuse, slavery and other forms of hidden harm
- Further investment in specialist support services, including therapeutic support for survivors of sexual abuse and specialist support for survivors of stalking and slavery
- Further improve monitoring and understanding of the victim journey, including experience, satisfaction and criminal justice and 'cope and recover' outcomes
- Undertake an holistic 'end to end' review of support and outcomes for domestic abuse survivors
- Maintaining an ongoing commitment to the principles of integrated victim care and ensure victim services are effectively tailored to the needs of individual victims

### 3. Rising levels of vulnerability and complex need presenting to local service providers – as both victims and perpetrators, and other people at risk of harm

Rising levels of financial hardship, mental health-related need and problematic drug use continue to impact upon Nottinghamshire's most vulnerable communities and place additional pressures on local services in terms of concern for safety demand, acquisitive crime and risk of harm. This is likely to be compounded in 2019 by the wider roll out of Universal Credit and ongoing reductions in real term partnership budgets.

While targeted work in areas such as mental health and missing persons has helped to provide earlier intervention, reduce service demand and prevent risk of harm to vulnerable people, there is also evidence to suggest that timely opportunities are being missed to refer vulnerable people into the support services available.

Government investment in mental health, social care and homelessness prevention in 2019 is likely to help further alleviate some of these pressures, but in the absence of more integrated partnership preventative strategies, is unlikely to stem rising net demand in the short-medium term.

In 2019/20, the service impact is likely to be reflected in:-

Rising 'concern for safety' demand, particularly in relation to vulnerable victims, missing persons, self-harm and risk of exploitation

Rise in chaotic acquisitive crime such as shoplifting, theft from vehicle and potential increases in robbery and burglary offences

#### **In mitigating these risks, partner agencies should continue to improve the early identification, assessment and response to vulnerability and complex need by:-**

- Explore opportunities to strengthen co-commissioned multi-agency Crisis Support Teams where there is clear evidence of their impact in reducing future demand
- Support reforms to improve the quality and consistency of Out of Court Disposals and develop meaningful problem solving approaches to tackling root causes of offending
- Support training in trauma-informed practice, particularly in improving risk assessment processes and the routine enquiry into the histories of vulnerable people
- Continue to improve understanding, awareness and use of available referral pathways for vulnerable people in partnership with local VCS organisations
- Continue to improve targeted multi-agency information sharing to enable earlier identification of escalating risk and review impact of Troubled / Priority Families funding coming to end in 2020
- Ensure partners are meeting safeguarding responsibilities under the Care Act 2014, new duties under the Homelessness Reduction Act 2017 and commitments under the Mental Health Crisis Care Concordat, IOM and Integrated Locality Working

#### **4. Growing reach and sophistication of organised crime, particularly in exploiting technology and opportunities within the cyber sphere to progress their offending**

Significant progress continues to be made at a local, regional and national level to disrupt and, dismantle organised crime group (OCG) activity impacting upon the area. This has included extensive work to secure prosecutions labour exploitation, financial and sexual exploitation and cyber-enabled grooming, and charges, 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. The limited capacity available to proactively identify new and emerging crime groups remains a recognised risk.

##### **In 2019/20, the service impact of this profile is likely to be reflected in:-**

Increase in the organised exploitation of vulnerable people including fraud, proactive expansion of urban drug markets and risk of radicalisation

Increase in reach of organised cyber-related criminality as a remote, low risk and high reward form of offending

##### **Opportunities to tackle and reduce risk in these areas include:-**

- Improving understanding and use of the tools and powers available to partner agencies to disrupt serious and organised criminality, including wider use of gang injunctions
- Further development of the Nottinghamshire Cybercrime Strategy and clarity as to the specialist skills and specialist capabilities required at local, regional and national levels
- Work with partner agencies to improve online safety via targeted cybercrime prevention, education and awareness raising activity in respect of Fraud and CSEA
- Development of local intelligence in response to Serious and Organised Crime through work with communities and community facing partner organisations
- Maintaining an ongoing commitment to the work of the Serious and Organised Crime Partnership and multi-agency Prevent Programme

## 5. Increasing capacity constraints in the provision of mainstream public services in view of the breadth of public priorities and policing mission

Reductions in public sector budgets and changing demand have significantly impacted upon workforce capacity since 2010, with policing activity increasingly concentrated in the areas of greatest need. Consequently, while performance has been largely maintained in areas targeted, lower severity crime categories have experienced deterioration in arrest rates and positive outcomes.

The PCC's Police and Crime Survey also highlighted deterioration in public trust and confidence in police during 2018 which was most notable in the more rural areas of the county. There also remains a widespread consensus among residents that more should be done to tackle reckless and dangerous driving in local communities. The 2018 rural crime survey also highlighted the disproportionate impact of crime on rural business communities.

Digital tools and technology present clear opportunities to improve engagement with communities on the issues that matter most to them and develop more predictive evidence led responses to volume demand. There are also opportunities to enhance neighbourhood-based problem-solving through more integrated locality working in areas of high demand and complexity.

### **In 2019/20, the service impact of this profile is likely to be reflected in:-**

Reduced public confidence in local services, particularly where action is not taken in response to significant community concern or expectation effectively managed

Reductions in officer and staff morale / welfare particularly in areas of high and increasing service pressure

### **Opportunities to tackle and reduce risk in these areas include:-**

- Support review of Neighbourhood Policing informed by the CoP's Neighbourhood Policing Guidance and explore opportunities for more integrated locality working
- Commission local research to improve understanding of public attitudes towards the role of policing and expectations of the service in view of the changing demand profile
- Continue to develop and evaluate tailored approaches to community engagement, particularly in respect of digital technology and more rural communities
- Maximise the contribution of communities in tackling the issues that matter most to them via the development of social capital and active citizenship
- Continue to promote officer and staff welfare and work to ensure that the public sector workforce is supported and protected

## CROSS CUTTING ISSUES

Significant cross-cutting themes identified as part of the assessment include:-

**Disparity in service outcomes among diverse groups** - particularly BAME individuals and women within the criminal justice system. There remain opportunities to:-

- Develop our understanding of the composition and needs of local communities, particularly new and emerging communities
- Analyse and assess equality of outcomes across commissioned services to baseline current position and inform local improvement plans
- Continue to develop a workforce which is representative of the communities it serves and promote engagement with young people and BAME groups

**Limited analytical capability across partner agencies** which can inhibit opportunities for evidence-led intervention and the ability to monitor and evaluate impact. Opportunities should be considered to bolster multi-agency analytical capability and explore the use of predictive analytics to inform delivery.

**Substance misuse** as a key driver high-harm criminality, volume offending, vulnerability and complex need. Despite successes in reducing hospital admissions and drug-related deaths in the area, the changing profile illicit drug use and reductions in funding for treatment services present risks to the delivery of effective drug treatment outcomes.

**Technology** as an enabler of crime and an opportunity to prevent harm, safeguard vulnerable people and enhance engagement and organisational efficiency. There remain clear opportunities to further develop and embed force and regional digital capabilities with regard to engagement, analysis and the response to cyber (enabled) offending

**Opportunities for public sector reform**, including criminal justice devolution, Blue Light collaboration and wider adoption of longer-term whole-systems preventative approaches. Public sector engagement has highlighted opportunities and an appetite to accelerate public service transformation over the next five years.

The issues, opportunities and recommendations set out in this assessment will be used to inform planning and policy decisions between 2019 and 2021, including development of the Police and Crime Plan and supporting delivery plans during this period.

## APPENDIX 1: AREAS FOR FURTHER RESEARCH AND ANALYSIS

---

**The assessment identified a range of gaps in knowledge and understanding which partners should work to address over the coming year, either as part of local or regional research and analytical arrangements. These include:-**

### **Managing and reducing the drivers of demand**

- Research to improve understanding of presenting demand, including drivers of higher rates of 999 / 101 calls, to inform longer-term local problem solving approaches
- Explore public experience of accessing and receiving information from Nottinghamshire police via social and digital media, particularly young people

### **Protecting vulnerable people / Protecting people from harm**

- Improve understanding what works in preventing road users being killed and seriously injured – including early intervention and factors impacting long-term and sustainable reductions

### **Outcomes for victims of crime and ASB**

- Developing understanding of victim satisfaction and experience across the CJS, including compliance with the Code of Practice for Victims
- Further explore service expectations, experience and satisfaction among victims of sexual offences, particularly among those that report a crime but do not support a police investigation
- Understanding the prevalence, victim impact and service support needs of those affected by hidden harms such as Modern Slavery and Child Sexual Exploitation
- Explore drivers and responses to rising levels of reported hate crime and factors which prevent positive criminal justice outcomes

### **Tackling and reducing crime and ASB / Reducing offending and re-offending**

- Development of robust and reliable indicators of trends in violent crime and ASB to inform local performance picture and strategic response
- Exploring what works in improving victim resilience to cybercrime, with a focus on vulnerable communities and Small / Medium sized Enterprises

### **Organisational arrangements and workforce health and welfare**

- Explore the psychological impact of work in the field of sexual deviancy on staff and consider how the health and welfare of professionals working in this area can be best safeguarded

## MORILE MATRIX

Issue	Impact Harm	Likelihood Prevalence	Trend	Knowledge Intelligence	Plans Strategies
Weapon-enabled offending	Very High	Moderate	▲	Moderate	Evolving
Domestic and sexual abuse	Very High	High	◀▶	Moderate	Evolved
Child Sexual Exploitation	Very High	Moderate	◀▶	Low	Evolving
Drug markets / supply	Very High	Moderate	▲	Low	Evolving
Modern Slavery / trafficking	Very High	Low	n/k	Low	Evolving
Serious acquisitive crime	High	High	▲	Moderate	Evolved
Cyber (enabled) crime	Moderate	Very High	▲	Low	Limited
Drug / Alc-related violence	High	High	◀▶	High	Evolved

## REFERENCES

---

- Abuse during childhood: Findings from Crime Survey for England and Wales, ONS
- “Contagious Accountability” - A Global Multisite Randomized Controlled Trial on the Effect of Police Body-Worn Cameras on Citizens’ Complaints Against the Police, Barak Ariel et al. University of Cambridge (2016)
- The Courage To Talk: Childline Annual Review 2016/17, NSPCC, December 2018
- Crime Survey in England and Wales, Office for National Statistics, July and October 2018
- Domestic Abuse Problem Profile 2017/18, Nottinghamshire Police, August 2018
- Drug misuse: Findings from Crime Survey for England and Wales 2017-18, Home Office, July 2018
- Dwelling Burglary Problem Profile 2017/18, Nottinghamshire Police, October 2018
- Engaging Communities in Fighting Crime, Louise Casey, 2008
- Establishing the Cost of Missing Person Investigations, August 2012, University of Portsmouth
- Female Genital Mutilation/Cutting: A Global Concern, UNICEF, 2016
- Hate crime, England and Wales, 2017 to 2018, ONS, October 2018
- Independent Inquiry into Child Sexual Abuse (IICSA) Interim Report, 2018
- Joint Strategic Needs Assessment: Alcohol, Nottingham City, Nottingham City Council, 2015
- Lammy Review 2017, Final Report, September 2017
- LGBT in Britain: Hate Crime and Discrimination, Stonewall (2017)
- Living On The Edge, National Rural Crime Network, July 2018.
- Local Alcohol Profiles for England (LAPE) Statistical tables, Public Health England, 2018
- MAPPA Annual Report 2017/18, Ministry Of Justice, October 2018
- Modern Crime Prevention Strategy, Home Office, March 2016
- Nottingham COMPACT Strategic Assessment 2018, Nottingham Crime and Drugs Partnership
- Nottinghamshire Foreign National Offender Profile [RESTRICTED], Nottinghamshire Police (July 2018)
- Nottinghamshire Police Performance and Insight Reports (2018) Nottinghamshire Police
- Nottinghamshire Police MORILE Assessment 2018, Nottinghamshire Police, September 2018
- Pay and Morale Survey 2018: Nottinghamshire Police Police Federation, August 2018
- PEEL: Police Effectiveness 2018 – Nottinghamshire, HMICFRS, March 2018
- PEEL: Police Efficiency 2017 – Nottinghamshire, HMICFRS, November 2017
- A Police overview of Modern Slavery in Nottinghamshire (2017), Nottinghamshire Police

[Police Complaints Statistics 2017/18](#), November 2017, IPCC

[Police powers and procedures](#), Office for National Statistics, Published October 2018

[Police Workforce, England and Wales](#):, Home Office, July 2018

[Rebalancing Act: Resource for Directors of Public Health and PCCs](#), Revolving Doors Agency, January 2017

Report on FGM in Nottinghamshire Police Force Area, Dr Carrie Pemberton Ford, 2017

[Rethinking Police Demand](#), Crest Advisory, October 2018

[Rebalancing Act: Resource for Directors of Public Health and PCCs](#), Revolving Doors Agency, January 2017

[Rolling out Universal Credit](#), National Audit Office, June 2018

Sexual Assault Referral Centres – Health Needs Assessment for the East Midlands, NHS England, March 2017

[Substance Misuse: Young people and Adults](#), Nottinghamshire JSNA, Substance Misuse Strategy Group, 2017

[Value for Money Dashboard](#), HMICFRS, October 2018

[Victim Personal Statements 2017/18](#), Victims' Commissioner, October 2018

[Violence in England and Wales in 2016: An Accident and Emergency Perspective](#) (Cardiff University)

[Youth Violence Commission Interim Report](#), July 2018

## GLOSSARY

---

**Anti-social Behaviour (ASB):** ‘Acting in a manner that causes or is likely to cause harassment, alarm or distress to one or more persons not of the same household’ (Crime and Disorder Act 1998). This can include personally directed and community directed incidents, incidents that have a wider environmental impact, some indictable offences such as criminal damage, some civil offences and broader behaviours such as low level nuisance, noise, graffiti and litter pollution. Definitions of ASB can vary across agencies<sup>139</sup>.

**Black, Asian and Other Minority Ethnic (BAME):** Non-white British communities

**Child sexual exploitation (CSE)** is a form of child sexual abuse where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator or facilitator. Victims may have been sexually exploited even if the sexual activity appears consensual. CSE does not always involve physical contact; it can also occur through use of technology.

**Criminal Justice System or Criminal Justice Services (CJS)** - incorporates the Police, the Crown Prosecution Service, courts, prisons, National Probation Service, Community Rehabilitation Company, youth offending teams and Victim Support and other organisations and multi-agency partnerships.

**Crime Survey for England and Wales (CSEW)** - The Crime Survey for England and Wales (formerly British Crime Survey) provides the most robust indicator of long term trends in overall crime victimisation rates at a local and national level. It should be noted, however, that the survey does not provide estimates for sexual offences, homicide, crimes against businesses and crimes that have no victim.

**Coercive Control:** Coercive or controlling behaviour in an intimate or family relationship became a new criminal offence in December 2015 under the Serious Crime Act 2015.

**Community Safety Partnerships (CSPs):** A local authority level statutory partnership established by the Crime and Disorder Act 1998 to co-ordinate action on crime and disorder. Community safety is not just about tackling crime but about improving quality of life and reducing the fear of crime in communities.

**Cybercrimes:** ACPO Cybercrime Strategy 2009 defines cybercrime as ‘the use of networked computers or internet technology to commit or facilitate the commission of crime’ **Cyber-dependent crimes or ‘pure’ cyber-crimes** are dependent upon and committed within the on-line sphere, often to instigate ‘hacking’ attacks that utilise flaws in cyber security in order to commit crime. **Cyber-enabled crimes** are crimes committed or enabled via on-line activity that could have been committed on or off line – e.g. harassment, fraud or selling stolen goods.

**Domestic abuse:** Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to, the following types of abuse: psychological; physical; sexual; financial; emotional

**Hate Incident:** ‘Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate’. (ACPO Hate Crime Manual 2005)

**Hate Crime:** Any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic. This can include a persons’ social group, race, ethnicity, gender, religious belief, sexual orientation, gender or disability

**Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS):** Statutory body responsible to the Home Office for inspecting police and fire and rescue services in England and Wales

---

<sup>139</sup> Common definitions include: ‘engaging in or threatening to engage in conduct causing or likely to cause a nuisance or annoyance to persons engaged in lawful activities’ (Housing Act 1996) and ‘behaviour that unreasonably interferes with other people’s rights to use and enjoyment of their home and community’ (Chartered Institute for Housing 1995).

**Independent Domestic Violence Advisor (IDVA):** Specialist support to high risk victims/survivors of domestic violence to provide advice and develop and put in place safety plans

**Independent Sexual Violence Advisor (ISVA):** Specialist support to victims of sexual violence helping to pursue justice and find closure through the courts

**Integrated Offender Management (IOM):** Multi-agency management of the most serious offenders aiming to support and rebuild lives and provide swift intervention and enforcement should they continue to offend. Key partners include Police, Prison, National Probation Service, Community Rehabilitation Company, Drugs workers, Youth Offending Teams, Local Authority and Private Sector

**Malicious Communications:** Threats and verbal abuse usually made on social media, most notably Facebook, Twitter and Instagram

**MISPER:** Missing Persons

**Multi-Agency Risk Assessment Conferences (MARAC):** are part of a co-ordinated community response team that deal with severe domestic violence and child abuse cases

**Multi-Agency Safeguarding Hubs (MASH):** Provides a single point of contact for all professionals to report safeguarding concerns

**Multi-Agency Public Protection Arrangements (MAPPA)** - arrangements in England and Wales for 'responsible authorities' tasked with the management of registered sex offenders, violent and other dangerous offenders who pose a serious risk of harm to the public. "Responsible authorities" include the Probation Trust, National Offender Management Service, HM Prison Service and England and Wales Police Forces

**New and emerging community:** People with social, political, cultural or economic reasons for coming into the UK and who may potentially change the dynamics of a neighbourhood<sup>140</sup>

**Police and Crime Commissioner (PCC, Commissioner):** Elected individual with responsibility for identifying local policing needs, setting priorities that meet those needs, agreeing a local strategic plan, holding the Chief Constable to account, setting the force budget and precept and hiring / dismissing the Chief Constable

**Serious Acquisitive Crime (SAC):** Home Office category of offences comprising domestic burglary, robbery, thefts from vehicles and thefts of vehicles

**Strategic Policing Requirement (SPR):** Issued 'from time to time' by the secretary of State setting out current national threats and appropriate national policing capabilities to counter those threats.

**'Sexting':** Sexting can be defined as 'the exchange of sexual messages or images, and the creating, sharing and forwarding of sexually suggestive nude or nearly nude images' (Livingstone, S. (2009) Children and the Internet: Great Expectations, Challenging Realities

**Sexual violence** is defined<sup>141</sup> as "Any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic, or otherwise directed, against a person's sexuality using coercion by any person regardless of their relationship to the victim, in any setting, including but not limited to home and work". This can include offences such as rape, grooming and sexual exploitation, indecent exposure and sexual harassment.

**THRIVE:** Police [prioritisation model](#) for response which considers Threat, Harm, Risk, Intelligence, Vulnerability (of the victim) and Engagement (level required to resolve the issue

**Troubled Families Initiative:** Intensive multi-agency support to the families exhibiting the most complex and problematic needs. A family may be defined as 'troubled' if it meets two or more of the following criteria: parents and children involved in crime or antisocial behaviour; children who have not been attending school regularly; children who need help; adults out of work or at risk of financial exclusion and young people at risk of worklessness; families affected by domestic violence and abuse; parents and children with health problems

---

<sup>140</sup> NPVA: Working with new and emerging communities

<sup>141</sup> World Health Organisation, World report on violence and health (Geneva: World Health Organization, 2002)

**Violent crime** is a Home Office defined category of offences which comprises violence against the person, sexual assaults and robbery

**Wildlife crime** includes offences like poaching, killing or disturbing protected species or damaging their breeding and resting places, and illegally trading in endangered species

**Youth Justice Service (YJS):** Multi-agency statutory bodies under the 1998 Crime and Disorder Act

## Contact Us

If you have any comments or feedback on this document, please feel free to contact us by:

Phone: 0115 844 5998

Email: [nopcc@nottinghamshire.pnn.police.uk](mailto: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/](http://www.nottinghamshire.pcc.police.uk/)

**NOTTINGHAMSHIRE POLICE AND CRIME DELIVERY PLAN 2019/20 – V1.3**

1. Protecting People from Harm	2. Helping and Supporting Victims	3. Tackling Crime and ASB	4. Transforming Services
<p><b>Protecting young people from harm, with a focus on tackling serious violence and exploitation</b></p>	<p><b>Improving access to, outcomes from and quality of local victim support services</b></p>	<p><b>Developing the strategic response to serious, organised and high impact crime</b></p>	<p><b>Securing sustainable and efficient policing services and value for money</b></p>
<p>1. Fund targeted engagement and awareness raising initiatives with young people to reduce risk of harm</p> <p>2. Invest in initiatives to keep young people safe on-line, with a focus on preventing exploitation, bullying and technologically-assisted harmful sexual behaviour</p> <p>3. Provide funding to embed the Knife Crime Strategy and delivery plan as a multi-agency approach to identifying and managing risk across City and County</p> <p>4. Embed 'Schools and Early Intervention Officers' to improve youth engagement and early intervention activity, particularly in minimising risk of exclusion</p> <p>5. Continue to provide financial support for targeted programmes to divert children and young people away from crime and anti-social behaviour</p>	<p>1. Further embed the new Victim CARE model and expand the number of local community points to improve access to services</p> <p>2. Develop a dedicated website for victims on where to go to access support</p> <p>3. Significantly expand the take up of victim led restorative justice</p> <p>4. Improve performance management and quality assurance of victim services and undertake a review of Victim Care contract to inform commissioning</p> <p>5. Embed a reinforced approach to stalking and harassment, including multi-agency stalking clinics and support for victims of non-domestic stalking</p>	<p>1. Continue to support partnership activity and targeted programmes of work to tackle serious and organised crime</p> <p>2. Improve the partnership response to preventing and safeguarding vulnerable people against fraud and tackling high harm criminality in this area</p> <p>3. Identify high severity 'harm spot' locations in Neighbourhood Policing Areas and produce detailed intelligence profiles to support problem solving</p> <p>4. Continue to improve the partnership response to preventing hate crime and raising public awareness and supporting victims</p> <p>5. Maximise the efficient and effective use of Force resources in tackling and investigating online paedophilia</p>	<p>1. Ensure the force achieves a balanced budget and reduces non-pay costs to grow officer numbers and increase service capacity</p> <p>2. Continue to put forward a strong national case for Nottinghamshire to receive a fair share of policing resources</p> <p>3. Work with Crest Advisory and independent external partners to further improve the understanding and management of policing demand</p> <p>4. Continue to develop understanding and response to higher than average 999 and 101 call rates and address inappropriate or misplaced calls for service</p> <p>5. Continue to invest in and promote the welfare of officers, staff and volunteers</p>
<p><b>Improving the identification of and response to vulnerability and hidden harm</b></p>	<p><b>Improving support and service outcomes for survivors of domestic and sexual abuse</b></p>	<p><b>Improving offender management outcomes and work to address the drivers of offending behaviour</b></p>	<p><b>Strengthening integrated partnership working and collaboration</b></p>
<p>6. Continue to support both City and County MASH to identify top repeat victims for partnership interventions</p> <p>7. Improve public understanding, awareness and reporting of exploitation and modern slavery in order to increase referrals</p> <p>8. Commission an independent review of modern slavery support pathways and explore opportunities for a more co-ordinated regional approach</p> <p>9. Expand the use of E-Cins case management system to protect people from harm and improve information sharing</p> <p>10. Work to safeguard vulnerable people from radicalisation and improve sharing of information to protect the public from terrorism and extremism</p>	<p>6. Continue to invest in outcome-focussed domestic abuse services for victims and survivors</p> <p>7. Invest in further provision to safeguard victims of Honour Based Abuse, including application of forced marriage protection orders</p> <p>8. Work with partners to invest in new facilities for the adult Sexual Assault Referral Centre (SARC)</p> <p>9. Work with CCG partners to develop a specialist pathway for non-recent sexual abuse victims and survivors</p> <p>10. Work with CCGs and other partners to enhance support for adults who were sexually abused in childhood and respond to recommendations of IICSA</p>	<p>6. Continue to manage high risk domestic abuse suspects and offenders through the Integrated Offender Management (IOM) arrangements</p> <p>7. Consider a pilot of the alcohol monitoring system ('alcohol' monitoring tags) to combat domestic violence</p> <p>8. Co-commission new substance misuse services and develop a substance misuse pathway for people attending voluntary attendance appointments</p> <p>9. Implement and embed a new out of court disposals framework to drive improvements in rehabilitative outcomes and engagement with treatment services</p> <p>10. Improve the criminal justice system's response to female offenders</p>	<p>6. Work with partners to identify further collaboration opportunities for pooled budgets, efficiencies and improved services</p> <p>7. Develop a programme of collaboration with the Fire and Rescue Service, including sharing estates, vehicles and training</p> <p>8. Increase co-location of public services and where beneficial share data, buildings, people and information</p> <p>9. Consider any Government opportunities for further devolution of criminal justice services, victims, witnesses and offenders</p> <p>10. Embed the National Enabling Programmes and Digital Policing Strategy 2025 to modernise the management and delivery of IT services</p>
<p><b>Working with partners to improve crisis care and the service response to multiple complex need</b></p>	<p><b>Improving victim and witness experience of the criminal justice system</b></p>	<p><b>Improving service responses to the crime and ASB issues of greatest community concern</b></p>	<p><b>Improving community engagement and public trust and confidence in policing</b></p>
<p>11. Continue to provide leadership and commitment to delivering against the ambitions of the mental health crisis care concordat</p> <p>12. Maximise provision in the Street Triage Team to deal with mental health incidents, reducing inappropriate detention in hospital or custody and repeat calls</p> <p>13. Continue to work in partnership to provide an effective response to missing children and persons from hospital, home and care settings</p> <p>14. Support community led early help services and problem solving approaches for people complex needs who are perpetrators of crime and ASB</p> <p>15. Invest in initiatives to address the complex needs of offenders who are at risk of street homelessness or street drinking</p>	<p>11. Seek assurance that the police and criminal justice system are compliant with the 'Code of practice for victims of crime'</p> <p>12. Review and introduce video live link across the County</p> <p>13. Explore and seek support for introducing a Court observer panel for specific crime types</p> <p>14. Develop a culture where witnesses are supported and the voices of victims and witnesses' are heard within criminal justice system</p> <p>15. Strengthen the link with regional criminal justice board to improve outcomes for victims, witnesses and offenders</p>	<p>11. Invest in local problem-solving approaches to tackle community specific priorities such as rural crime, motorcycle noise and alcohol-related ASB</p> <p>12. Continue to improve 101 responses to low level drug dealing, ASB and noise related ASB through joint Partnership working in urban and rural areas</p> <p>13. Provide support to Nottinghamshire road safety partnership</p> <p>14. Continue to drive reductions in serious acquisitive crime and maintain a dedicated resource in burglary reduction teams in the City and County</p> <p>15. Embed College of Policing neighbourhood policing guidelines and new policing model across the area to ensure continued quality of service for communities</p>	<p>11. Undertake research and co-engagement activity to build a better understanding of communities</p> <p>12. Invest in community led initiatives to facilitate positive relationships between BME and/or new and emerging communities and the police</p> <p>13. Develop a police workforce that is more representative of the communities it serves and implement HR Strategy to fulfil requirements of the Equality Act 2010</p> <p>14. Explore innovative customer-led approaches to better inform and engage communities, including hyper-local engagement and Single Online Home</p> <p>15. Introduce a new model and accountability arrangements for dealing with complaints against the police</p>