

For Information	
Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	4th March 2020
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Agenda Item:	15

Chief Constable's Update Report

1. Purpose of the Report

- 1.1 The purpose of this report is to update members of the Strategic Resources and Performance Board of significant events and work that has taken place since the previous update in November 2019.

2. Recommendations

- 2.1 It is recommended that the contents of the attached report are noted.

3. Reasons for Recommendations

- 3.1 To ensure that the Office of the Police and Crime Commissioner (OPCC) is aware of significant and notable events since the previous update report in November 2019.

4. Summary of Key Points

- 4.1 Please see Appendix 1 for the full report.
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5. Financial Implications and Budget Provision

- 5.1 There are no immediate financial implications relating to this report.

6. Human Resources Implications

- 6.1 There are no immediate Human Resource implications arising from this report.

7. Equality Implications

- 7.1 There are no equality implications arising from this report.

8. Risk Management

- 8.1 This is an opportunity to make the OPCC aware of the significant events for Nottinghamshire Police, the majority of which are already in the public domain. There are no associated risks regarding this report.

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

- 9.1 There are no policy implications arising from this report which is linked to all four of the Police and Crime Plan priorities.

10. Changes in Legislation or other Legal Considerations

- 10.1 There are no legal considerations

11. Details of outcome of consultation

- 11.1 There has been no consultation on this report as it is for information only.

12. Appendices

- 12.1 Appendix 1 – Chief Constable's Update Report March 2020.

Appendix 1



Chief Constable's Update Report

Strategic Resources and Performance Board

March 2020

Version 1

1.0 Introduction

- 1.1 Since my previous update report in November 2019, a significant amount of work has taken place and I will provide an update on this progress.
- 1.2 At the end of last year, we celebrated with our awards evening for our Police Officers and Staff along with their families and friends at the Albert Hall. The quality of the awards equates to the high level of work that my staff undertake as part of their daily business.
- 1.3 I am pleased to announce Gary Hooks joined Nottinghamshire Police in November as our new Head of Crime. Detective Chief Superintendent Hooks worked in Humberside, and prior to that in Leeds and Bradford with West Yorkshire Police as a senior investigating officer. He also has experience in regional crime.
- 1.4 Alongside the College of Policing, we successfully appointed two Inspectors as part of their Direct-Entry application route. This is a national recruitment programme designed to attract different experience into the force. Candidates are degree educated and have significant middle/senior management experience in other sectors. Candidates have intensive training with the College of Policing combined with training and operational rotations in force
- 1.5 Last year, Her Majesty's Inspectorate of Constabulary Fire and Rescue (HMICFRS) undertook an unannounced inspection of the Force's custody provision. HMICFRS revisited the force in November 2019, where they acknowledged substantial progress being made against our Custody Action plan. They advised a further visit to the force will be after completion of the new Custody Suite.
- 1.6 I previously included the announcement from the Prime Minister to recruit additional officers nationwide. Superintendent Verma leads on this uplift programme. I shall provide a further update within this report.
- 1.7 The information in these update reports should be taken in the context of our heavily scrutinised budgets to ensure that we are continuing to spend public money wisely.
- 1.8 The content of this report provides various updates on the work that has been taking place over recent months set in the context of changes to our estate, increases in our workforce, changes to the budget as mentioned above and the national setting.
- 1.9 This update report provides information on just some of the work that has been taking place recently and is set out by each of the Police and Crime Commissioner's four strategic priority themes:
 - Protecting people from harm
 - Helping and supporting victims
 - Tackling crime and antisocial behaviour
 - Transforming services and delivering quality policing.

2.0 Strategic Theme 1: Protecting People from Harm

- 2.1** Protecting our communities from harm is a key objective for Nottinghamshire Police. We want to ensure that neighbourhoods in both the county and city remain safe places for people to live, work and visit and we achieve this by working with our partners and communities. We have made significant inroads into reducing knife crime, serious violence, burglary and anti-social behaviour and protecting vulnerable people from harm over the past twelve months and we continue to find innovative ways to achieve this.
- 2.2** As part of the Home Office Taser Uplift fund (£10m fund nationally) we will be bidding into this for a local uplift to support threat, risk and harm and also for officer protection. This money is to improve officer safety training and the funding will specifically target the provision for the safety of our staff and members of the public. If approved, the funding should be available in March, I hope to update on this in my next report.
- 2.3** How we protect the public of Nottinghamshire is of vital importance and I am pleased to update that the Public Protection Department continue to use proactive and innovative approaches to manage those individuals who pose a risk to our local communities as well as undertaking effective investigations.
- 2.4** Staff from our Public Protection were the first in the East Midlands region to secure a Stalking Protection Order in February, following the newly launched legislation. The order gives the perpetrator prohibitive conditions as well as positive requirements in a case of non-domestic stalking. The order will be managed by officers and staff in order to prevent further acts of stalking acts against vulnerable young females.
- 2.5** Finding, helping and supporting people reported missing from home, many of whom are vulnerable, remains an important priority for Nottinghamshire Police.

The missing from home team continue to provide a sophisticated response to what continues to be a complex and diverse area of business, focusing on some of the most vulnerable people in Nottinghamshire. Year to date, the missing from home team through effective, innovative collaboration has achieved a significant reduction of 14% in missing from home reports representing 480 fewer records.

I can report that the average time of persons being missing has reduced by 67%. This year, the missing from home team achieved a reduction in the number of individuals who repeatedly go missing from home by 19%. It is encouraging to see a 21% reduction in the number of under 18 year olds reported as missing from home; 64% of all missing persons since April 2019 were young people.

The most vulnerable young people, many of whom have a history of repeatedly being missing are referred to our Volunteer Police Cadet scheme. To date 3 young people have been signposted to the scheme, 2 of which had a history of regular missing episodes. It is encouraging that this has seen a significant reduction of associated reports for them both.

2.6 Operation Scorpion has a team focusing on Mansfield Town Centre where multiple daily incidents of antisocial behaviour, drug use and encampments were reported. Officers worked with partners to understand what approaches had been applied and establish what problem solving methodology would be required.

Funding was successfully obtained for a homeless outreach worker, drug and alcohol workers and a mental health nurse. Once support and advice had been exhausted an enforcement phase took place. This was followed up with a revised Public Spaces Protection Order (PSPO) and Section 34 directions to leave. A high number of arrests took place and repeat offenders were issued with Criminal Behaviour Orders banning them from the town centre.

2.7 As a force we will be partaking in the national week of action for Operation Sceptre. This is due to run from 23rd - 29th March and Border Force will be an integral part. We aim to increase intelligence shared with forces about those who are importing knives into England and Wales from overseas.

Work in relation to the knife crime amnesty will see more community faith locations being utilised along with third sector locations and health venues.

Public knife weapon sweeps will be seen across the force area with local neighbourhood policing teams engaging with the public. Plain clothes operations will take place in an attempt to detect crime alongside the uniform preventative role.

I can report an 8% decrease in knife crime year to date. This continues to be a very significant achievement for the force and a reflection of the joint work we are doing to tackle the issues, alongside partners and stakeholders

Following a successful bid to the Safer Nottinghamshire Board in early 2019 two knife arches were purchased. Alongside two already purchased within Nottingham City Centre. Research and evaluation outlined that these had been used to good effect across the Country for knife detection, community engagement and education.

Since then a number of officers from across the County have been trained to deploy the knife arches into our communities. Initially the arches were deployed as a condition of entry into licensed premises into clubs within Nottingham City Centre and have also been used within Mansfield with a focus on both engagement and knife detection. The knife arches have been demonstrated at schools by our Schools officers working with Neighbourhood Policing Teams.

Positive media coverage and public feedback has resulted, showing that these have contributed to increased public safety.

2.8 As part of the County Lines work, the knife arches have also been deployed as a condition of entry to the tram and other transport networks with support from operators.

- 2.9 During Operation Vow which was carried out in Newark, the Neighbourhood Policing team reviewed their operational plan to tackle County Lines. Whilst the operational enforcement activity has continued, they have now sought to further develop their safeguarding activity. A local multi agency meeting has been established and is held every three months, where tasks and actions are agreed to meet the forces 4P's County Lines plan. This has resulted in training and briefing sessions for partners, Newark and Sherwood District Council holding a County Lines information session for Landlords, a mapping exercise being held with social care, and education to identify otherwise unknown child victims. The team has also developed a County Lines Vulnerable Persons Assessment based on both Home Office guidance and key characteristics seen in local victims. The overall aim is to minimise their vulnerability and therefore reduce risk of them being a future victim. This assessment has been shared with partners who provided positive feedback, and has been submitted to the Regional County Lines Coordination for sharing with other forces on best practice.
- 2.10 Within our Operational Support team, a further 3 Police Dog Handlers were licensed in December 2019 and we are currently recruiting to another initial course in March 2020. I am pleased to see that both general purpose and specialist dog numbers are increasing, which provides an additional resource and resilience to support our front line officers, and further protects the public.

From April, the Tactical Support Group has also seen an increase in staffing, leading to 5 teams. As part of this uplift, the team will support the Night Time Economy (NTE) provision thus reducing the impact on neighbourhood teams, allowing them to concentrate on their local priorities.

- 2.11 We continue a multi-agency approach to tackle knife crime and violence amongst young people in the City and Conurbation area (Operation Taffy). This has led to the Youth Violence and Child Criminal Exploitation (CCE) Panels in both the County and City areas. The panels sit monthly with representatives from Police, Social Care, Health, Education, Children's Services and the Local councils with the objective of designing bespoke action plans to mitigate risk around those susceptible to CCE be it either through County Lines, Knife Crime, Violence or Modern Slavery.

A risk assessment tool has been designed and circulated to all local authority staff charged with safeguarding young people. Referrals are made via the Multi Agency Services Hub (MASH) and all children that are included on the force knife crime register are automatically referred to the panel.

- 2.12 I can report on some instances in which officers have helped protect those vulnerable from harm. In January 2020 officers in Mansfield attended a report of a suicidal male who was also wanted for an assault. Officers worked together initially seeing the male hiding in a tree, however he jumped in an effort to end his life. This prompted officers to run to his aide, they prevented him causing serious injury and were able to bring the incident to a safe conclusion.

Another recent example of dealing with vulnerable and suicidal individuals came when officers from Gedling responded to a call to assist a 39 year old suicidal male. A number of resources were dispatched to try and locate him and a range of tactics were utilised across a vast area of land. The drone was deployed along with National Police Air Support (NPAS), Police dogs and the Nottinghamshire Search and Rescue Team (NSART). Upon finding the male and realising he required medical attention, one of the NSART team using medical training was able to communicate the severity of the incident to the ambulance service and then carried the male on stretcher approximately half a mile over the rough terrain to the roadside. This was a fantastic example of interdepartmental and partnership working that resulted in the saving of a life.

2.13 An Albanian National was arrested in the last month following a protracted man hunt. He was an illegal immigrant wanted in connection with drugs supply and child abduction investigations. Following mobile phone work this provided an address in Mansfield and a man matching the description was traced from the address leading to his arrest. Officers worked tirelessly in their pursuit of this individual who was subsequently charged with unlawful entry and deported.

2.14 Between Thursday 7th and Thursday 14th November 2019, communities across the county endured a significant rainfall event resulting in extensive property, business and highway flooding with Worksop, Retford and Newark suffering the worst impacts from the rainfall. Catchments were exacerbated by saturated ground and hence more significant overland flow. During the rainfall and resulting flooding 66 road closures were instigated across the county, over 750 flood signs placed on the road network to warn motorists of issues and to stop further flooding into premises and over 5000 sandbags delivered to effected communities. In all it was recorded around the county internal flooding at over 400 properties. At the same time, due to the heavy rain, a landslide on the south face of the old quarry at Berry Hill in Mansfield caused the evacuation of 60 people from 35 houses. This task was made more complex by a small group of residents refusing to leave and requiring attendance from senior officers from Police and Fire to negotiate their evacuation.

A multi-agency response to this Major Incident involved the rescue of a number of residents from the 300 houses evacuated in Worksop with humanitarian support from Nottinghamshire County Council and the voluntary sector coordinated by British Red Cross. Nottinghamshire Police chaired and facilitated the Tactical Coordinating Group which met through the night of the 7th and during the 8th at Police HQ developing the tactical plan and supporting the Operational effort. On the ground Police Officers from across the county were retained on duty from the afternoon shift through the night to warn and inform over 300 properties in Worksop as to the risks of the flooding and helping those who chose to the evacuate to the rest centres that had been set up. As well as this, Officers attended locations of potentially vulnerable people who were at risk of flooding in other parts of the north of the county to ensure their safety. Policing the county was further disrupted with the A1 and other strategic roads in the county being impassable due to surface water flooding. Post the response stage of the incident, Emergency

Planning as well as Neighbourhood Policing Teams were heavily engaged in the recovery of the effected communities.

During February 2020, the force has been part of the on-going extensive collaborative operation due to flooding; this has caused particularly issue in the south of the County. This is a major incident and receiving the priority it deserves in order to keep our people safe.

2.15 As an organisation we are aware of the importance of our mental health and wellbeing.

The Street Triage Team expanded its hours of operation from January 2020, to now include a day car covering all of Nottinghamshire in addition to the longstanding work of the two evening cars. We are also in the process of evaluating the day car with Nottinghamshire Healthcare NHS Foundation Trust with a desire to achieve permanent funding from April 2020. The day car has been a highly utilised resource dealing with up to 250 incidents per month on average. Additionally the Street Triage presented at a meeting chaired by Nottinghamshire Healthcare NHS Foundation Trust, the idea of a multi-agency caseworker to work on high volume callers. This was awarded temporary funding and Nottinghamshire Healthcare NHS Foundation Trust is currently looking to recruit to the position, which will link in with Street Triage and other mental health system providers.

Our officers have recently worked alongside mental health professionals to respond to calls from members of the public who are experiencing a mental health crisis. This has been showcased as part of a recent documentary with Nottinghamshire Healthcare NHS Foundation.

3.0 Strategic Theme 2: Helping and Supporting Victims

- 3.1 Nottinghamshire Police is extremely committed to helping and supporting victims of crime. It is our leading aim to bring those responsible for criminal acts to justice and to provide appropriate support to victims and witnesses throughout our investigations.
- 3.2 I previously reported on the roll out to provide a British Sign Language (BSL) video interpreting facility, enabling the deaf community to report crimes via a mobile device or tablet. I can now add that we have taken 122 calls which equates to over 504 minutes of engagement with our Deaf community, which would not have been possible previously. We offer full access to our service to BSL users and we have reported our experience on a National level as all Forces move towards a National offer of Video Relay at First Contact.

Our local Deaf Society have advised that this has prompted a greater trust in the Police by the local Deaf community, as they are now able to contact us not only to report Crime but to ask questions or share intelligence.

- 3.3 I regularly receive thank you letters from local groups and individuals who we have supported as victims and from members of the community.

My officers continue to conduct themselves with great assurance and professionalism whilst dealing with some shocking and emotionally challenging incidents. They continue to provide support to victims and their affected families.

- 3.4 With the partnership of the Office of Nottinghamshire Police and Crime Commissioner we were able to support and donate to the 'December Big Give Campaign' ran by the National Justice Museum. This will enable further efforts to educate young people in Nottinghamshire on early prevention and their decision making with regards to knife crime.

- 3.5 The Public Protection Department has engaged in collaborative provision of services with the co-location of specialist support services at both of our Public Protection hubs. Independent Sexual Violence Advocates (ISVAs) and the same service for children and young people (CHISVAs) work closely with officers to ensure service provision in relevant cases.

- 3.6 Since July 2019 the Stalking Advocacy Service (SAS) have been working with our Stalking Police Investigatory Officer, attending the monthly multi-agency Stalking Clinic and ensuring a common pathway for referrals to provide specialist support for victims of non-domestic stalking cases.

- 3.7 I am pleased to report that we recently signed up to The Consent Coalition, along with many other organisations, including those from specialist sexual violence sector, statutory services and universities. The aim of the Coalition is to help people to feel informed and empowered to make their own decisions and choices. The Coalition has created a booklet

called *Your Journey*, which is a guide for survivors of sexual violence on the range of support and reporting options available to them.

3.8 I have reported previously how our Public Protection department proactively protect our communities from harm however they are equally committed to supporting individuals who have been victim of some of the worst crimes against the person, both currently and in the past. I am able to update on our response to the Independent Inquiry into Child Sexual Abuse (IICSA). An action plan has been agreed and we continue to work hard to ensure we meet the recommendations as well as recently taking part in a Harmful Sexual Behaviour event in the City.

3.9 Nottinghamshire Police plan to exceed the requirements of the MoJ requirements will audit sample occurrences of the following crime types:

Vehicle Crime

Dwelling Burglary

Violent Crime (Including weapon enabled violence)

Domestic Violence

Hate

Sexual Offences

Historic Sexual Offences

The inclusion of sexual offences and historic sexual offences supports the recommendations of the Independent Inquiry into Sexual Abuse (IICSA) and provides further scrutiny of victim code compliance.

Nottinghamshire Police are committed to continuing to Audit the Victims Code compliance and have gone beyond the requirements of MoJ, however future Victim Code Audits for 2020 / 2021 are being reviewed and will ensure to reflect MoJ recommendations and meet local requirements for continued learning and development.

3.10 Supporting people who need our help and upholding the victim code of practice is at the heart of what we do and I always see examples where my staff and officers provide an excellent service to victims of crime. The following are just a few recent outcomes which highlight this ongoing commitment.

A section 18 wounding investigation was undertaken following an incident in Bulwell in which two men armed themselves with weapons before attacking the victim in a public house. This included them beating the victim while he lay on the floor; he suffered serious injuries as a result including a fractured skull for which he required surgery. The tenacious investigation and regular victim updates in this case led to a successful prosecution with two men being sentenced to eight years and eighteen months respectively, and a third offender receiving a sentence of 5 months for encouraging another to commit the offence.

In January 2020 response officers from West Bridgford attended a violent robbery at the home address of a lone elderly female. Officers arrived as the suspects were leaving however following an extensive search and containment of the area, two suspects were

located and arrested and stolen property recovered from the area. The victim was cared for with compassion.

- 3.11 I was pleased to see that following the hard work completed on an investigation in to a serial Domestic Violence offender, the judge classed the offender as a dangerous individual as he continued to display an inability to have a relationship with women that are not violent and an unacceptable attitude towards women who do not conform to his will.

The offender has been jailed for 13½ years following an attack on his partner which resulted in four broken ribs, a broken nose, broken eye socket two black eyes, a cut to her head and damage to her teeth. The 38 year old also smashed the woman's phone in the incident which occurred on 22 April at his former flat in Gedling.

Officers were alerted to the incident after the victim sent pictures of her injuries to a friend. The offender initially denied the offences but later admitted causing GBH with intent, false imprisonment and criminal damage on the first day of trial. His sentence includes three years which were part of an extended sentence due to past offences.

- 3.12 A 51-year old man has been jailed for five years after pleading guilty to sexual offences against children. The offender was sentenced at Nottingham Crown on Wednesday 20 November 2019. He was given five years in prison and he has been ordered to sign the sex offenders register for life.

He pleaded guilty to attempting to incite a child to engage in sexual activity, incite sexual activity with a child to engage in sexual activity, distribution of category A indecent videos of children, possession of Category A indecent images of children, possession of Category B indecent images of children, Possession of Category C indecent images of children.

This sentence gives the victims some comfort that the offender has now been locked up.

- 3.13 A man was arrested on 2nd Jan 2019 after stabbing his wife approximately 30 times. He was convicted of her attempted murder at Nottingham Crown Court in July and in December was sentenced to life with a minimum of 9 years, 10 days before parole.

In the previous five years Nottinghamshire Police have brought charges against three people with manslaughter in relation to crimes in the city of Nottingham.

- 3.14 As part of our Fraud department, wwithin the Economic & Cyber Crime Unit, I continue to see good results from all of their efforts. The CCU currently have 281 on-going fraud investigation distributed between 21 fraud officers, cyber officers and fraud protect officers.

The Financial Investigation team of ECCU, a team of 15, has over 400 current enquiries running. They recently concluded an investigation spanning seven years which led to the recovery of more than £170,000 from business linked criminality.

Protect officers currently have 12 outstanding visits made up of 2 Action Frauds and 10 SARS (Suspicious activity reports). Since November 2018 protect officers have carried out 386 Op Signature visits, to advise vulnerable victims of on-going fraud, including safeguarding advice. Business are also including as part of these visits to formulate strategic to combat fraud.

Since the Banking Protocol was launched in Nottinghamshire in May 2007 its success can be evidenced as follows:

- 410 calls received
- 22 arrests
- 111 safeguarding concerns
- £1,106,610 – total value of financial harm prevention

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

4.1 In January I was pleased to see the operational launch of a new drone team.

The drones are part of a Blue Light collaboration between Nottinghamshire Police and Nottinghamshire Fire and Rescue Service and will be used to assist both agencies in a number of vital tasks. The dedicated drone vehicle is resourced by trained Police drone Pilots and will provide 24/7 coverage for both Police and Fire colleagues. They will be able to call upon the tactic via the Police control room Chief Inspector who will be assess all requests and direct the drone vehicle to spontaneous incidents where authorised.

Within their first day the team saw good results, in relation to an aggravated burglary. Officers were called to an address in Fairham Road at around 8.30pm on Monday 6 January. Two men were arrested nearby after a short foot chase, with one of the men having been arrested after Police Dog Quantum had tracked him through gardens. The clip of footage captured by our drone showed our police officers and dog searching an area for one of the suspects.

The drone team also has a diary function allowing for planned operations to be supported by an additional drone unit without it impacting on the service being provided by the dedicated car to our frontline officers.

During training, officers have learned how to fly in various environments including day and night-time conditions, enabling 24 hour a day capability.

These arrests demonstrate the value of introducing drones into our work and I look forward to seeing the benefits that this technology will have for our officers, aiding them in a number of areas of business.

Another good result was achieved on Friday 7 February, where the Thermal Camera on a smaller Mavic Dual Drone was used to locate hot spots within premises of a retail unit fire. The drone allowed Fire resources to be allocated appropriately to areas at risk by the Incident Commander. The Drone was also able to quickly identify that adjoining businesses were not at risk of fire. The fire was believed to be a deliberate ignition.

An operation was carried out by a neighbourhood team from Newark in which resources including PCSO search officers, drone team, a hired HGV unit and trailer were used to monitor acquisitive crime in the locality. Two males were seen to pull in the layby behind the HGV and between them efforts were made to syphon diesel from the vehicles. They were arrested at the scene and their equipment seized. They were also wanted by neighbouring forces so it's really pleasing to target prolific criminals through proactive investigations.

4.2 We have seen a downward trend year to date and over a rolling 12 months within the city area for key crime types such as burglary, robbery, and vehicle crime.

The force launched a new proactive Special Constables Team to help further reduce burglary in the city and county. The volunteer officers have the same powers of arrest and wear the same uniform as regular officers, enabling them to support the work of the force burglary teams. The Burglary Enforcement Specials Team (BEST) is supporting various areas of work including: providing presence in the community by conducting high-visibility patrols in key areas for burglaries; providing victim reassurance by revisiting victims, particularly the most vulnerable; obtaining follow up information and offering security advice; acting upon intelligence to disrupt residential burglary at the earliest opportunity.

Burglary levels have fallen since the introduction of the new burglary teams in April 2018, and we aim to build on this success with the addition of extra officers and use of new tactics.

Year to date burglary offences have reduced across the force by 5.4%, equating to 235 fewer offences, compared with the previous year.

Dwelling burglaries have seen a 16.6% reduction. The burglary team continue to focus their work by targeting problem areas and carry out proactive work including plain clothes patrols, deployment of burglary capture houses and acting on intelligence. In recent months the team have achieved significant prosecutions with sizeable prison sentences for 7 offenders to help reduce this crime type.

4.3 The force robbery team have worked from St Anns Police Station since May 2019 and quickly developed a strategy to identifying serial and serious offenders. They achieved significant sentences for offenders in two particular cases in November and January.

4.4 Following a firearm discharge outside a nightclub on Lower Parliament Street a significant member of a Nottingham OCG received 13 years imprisonment. The premises were also closed on application from the Licensing Team. The case was prosecuted on an evidence only basis due to lack of victim cooperation, highlighting the thorough standard of investigation.

The victim failed to co-operate and give an account or statement to the Police.

A bullet was recovered from the leg confirming that he had been shot and a firearm had been discharged.

An investigation commenced and a full CCTV scope was carried out at Intrigue Nightclub and all the businesses within that area. This CCTV enabled Officer to establish the movements of NUGENT at the time of the shooting and ANDERSON'S involvement in this case.

The main complexity was the huge undertaking of seizing and examining CCTV both in the city centre and beyond. With initially the whole team scoping and seizing evidence, then a full time officer viewing and the providing the evidence.

This was clearly a gang related crime. We also liaised extensively with West Midlands Police and the Met surrounding introducing gang evidence as part of the trial which had never been done in Nottinghamshire. This was an extensive piece of work but despite the work it was not accepted by the court on this occasion.

- 4.5 The Arboretum Working Group continues to tackle street offences and quality of life issues in Nottingham's Arboretum area. Current evidence suggests that assessed levels of severity are reducing in the area.
- 4.6 We continue to be proactive and sophisticated in developing a deeper understanding of the patterns and trends of hate crime, which direct our activity along with that of our partners. Utilising funding opportunities allowed us to increase awareness among practitioners and responders in relation to hate crime, having identified that 25% of all hate crime occurs in the city centre and during the hours of the night time economy.

We also work with colleagues in the NHS, those on public transport, particularly the tram network and those within places of worship all of which have seen development and implementation of prevention plans within these areas.

We have trained a vast number of hate crime champions internally and a good number within partner organisations. The champions have tackled hate crime, built improved community relationships and represented the force in the recruitment uplift program.

I am very pleased to see that the improvements we have made to the service we provide is reflected in a consistent and sustained increase in overall victim satisfaction, from 81% in 2018 up to 85% in 2019. In December 2019 HMICFRS confirmed our successful implementation of all national recommendations relating to hate crime.

- 4.7 In January 2020 we introduced a combined team dealing with the intrinsic links between County Lines drug dealing involving the exploitation of children and vulnerable adults. The team investigates both Modern Slavery and County Lines cases and utilises the skills of experts in both fields to reduce offending and bring offenders to justice.

The Modern Slavery Act legislation and Human Trafficking offences will be utilised in instances where children and vulnerable adults are either recruited, transferred or transported from one location to another for a criminal purpose. The team will focus on pursuing perpetrators as well as working with partners and the public, to identify and protect potential victims of both crimes.

Relationships have been established with Barnado's, The Childrens Society, Salvation Army and British Transport Police to strengthen our collective performance.

In addition a number of County Lines training and awareness sessions are being delivered internally and externally with partners. This includes developing links with agencies engaged with young people to educate and identify signs of potential exploitation.

- 4.8 The use of innovative, evidence based and problem solving approaches to reducing crime and anti-social behaviour is key to a successful local policing model.

In late 2019 the Sandy Lane area of Worksop saw an increase in youth hate related ASB with groups of twenty youths amassing on the estate and targeting Eastern European families causing nuisance and instances of criminal damage. Local resources revisited callers to gather evidence despite a reluctance to give formal statements. Patrol plans were implemented using a range of methods. Partnership meetings were held and local CCTV enhanced. The ECINS program was utilised between the Police and partner agencies and offenders identified over time, resulting in positive action being taken with parents of the young persons involved. The multi-faceted approach resulted in an action plan including community protection warnings, some children being referred to the Growth Resilience in Teens (GRIT) program, further patrolling and CCTV opportunities were maximized and victim contact was maintained.

As a result no further hate incidents relating to youth nuisance have been reported on the estate and many of the parents were cooperative and positive in the engagement to reduce offending by their children.

Layton Burroughs multi story flat complex near Mansfield town centre had become synonymous with drugs dealing, anti-social behaviour and crime following incidents involving firearms, weapons and resulting in injuries during 2018 to 2019 predominantly from rival drugs gangs. Residents were frightened to report incidents and lived in fear of being victimised.

The complex was owned and managed by a regional housing association but residents complained that their concerns had not been sufficiently dealt with.

Local officers met residents and conducted an environmental visual audit (EVA) leading to communications with the Chief Executive of the housing company. This resulted in increased housing staff at the complex and through working together with a resident action plan many of the issues were improved.

Dedicated daily patrols took place and officers robustly tackled low level disorderly behaviour with regular use of Section 34 dispersal powers and breaches were followed by arrests. Repeat offenders were subject to Criminal Behaviour Orders banning them from the locality. Daily patrols also took place using partner resources such as Neighbourhood Wardens and evidence recorded on body worn video was used.

A premises previously used by a drug dealer was repossessed upon his arrest and is now a joint housing and Police office. Elected members have also helped in rebuilding trust and confidence in the community by arranging public meetings, community events and assisting in communicating key messages.

The Operation Scorpion tactic is used in the area twice a week and has been supported by the dog section and other specialist teams. Arrests for possession and dealing of controlled drugs were initially a daily occurrence but there is far less criminality in the area. Residents have reported a complete change and are feeling much safer.

- 4.9 Over the past 15 months, we have been running Operation Relentless. Operation Relentless is a plain clothes operation for the City Centre. Working from intelligence from within the force as well as partner agencies our staff work a shift pattern to manage demand. Opportunities are given to all officers at Byron House to undertake an attachment to develop their stop search abilities and also to demonstrate the benefits of proactive police work.

Operation Relentless was designed to deal with the drug issue in particular around Mamba at its inception however it has now developed in the City Centres proactive team dealing with all drugs and weapon crime.

During this period, I can report that there has been 1019 drug offences, predominantly finding drugs on people; 236 people arrested for various offences, including theft, weapons and criminal damage. 41 weapons were seized, including knives, knuckle dusters or metal poles. 470 intelligence submissions were made. 38 offenders were identified from images on the basis of the local knowledge gained by officers.

- 4.10 As part of Operation Uplift we are heading towards the final stages of phase one. In March 2020 we will welcome 72 new recruits on a triple-cohort, which is the largest single intake of officers that we will have undertaken.

The total of new officers in 2019-2020 will be 282, which has included 24 transferees. These transferees have included authorised firearms officers, dog handlers, custody Sergeants and Inspectors, trained investigators as well as experienced response officers. We have also welcomed new staff and officers into Learning and Development, to ensure we can support, educate and develop our new recruits effectively, and ensure that we achieve high levels of retention.

We will be seeking to take over 250 new recruits in 2020-2021, which I anticipate will be amongst our most diverse intakes. New applicants comprise of 49% female, 28% BAME and 17% LGBT from our latest campaign.

Nottinghamshire are firmly at the forefront of Operation Uplift from a national perspective, and have had numerous forces approach us for support and advice. The efforts from all supporting internal departments to ensure a smooth transition through the recruitment and selection process has been appreciated and recognised.

- 4.11 Our Citizens in Policing department continues to seek new collaboration opportunities to expand our cadet bases across Nottinghamshire. We are currently liaising with Nottinghamshire Fire & Rescue Service (NFRS) to progress this.

A new mini-police and Cadet base will be opened in February in Bestwood, to ensure a grassroots legacy for the Operation Reacher efforts. A conceptual idea of cadet expansion in line with the roll-out of the Reacher model will be presented at the next Citizens in Policing board.

All 565 mini-police participants are linked into the Ben Kinsella Knife Crime programme at the Galleries of Justice, which has been supported by external cash funding by Tesco. This programme is a national exhibition to deliver anti-knife crime workshops along with prominent educational materials around the dangers of knife crime.

4.12 Good results continue to be seen through the work of the Operation Reacher team.

The team has now been placed within Arnold, as well Bestwood and Top Valley areas of Nottingham. To support this expansion, there is a force wide recruitment process underway for completion and postings in March.

To date results include 295 arrests including interviews under caution, 515 traffic offences, 568 illegal cars and motorbikes removed; of which 47 had been reported as stolen. 58 magistrate's warrants have been served, as well as the seizure of 59 weapons, with the majority being knives or hand guns. 452 stop and stop searches were also carried out. Operation Reacher has also generated over 1000 pieces of intelligence.

The Facebook following has seen an increase of the Operation Reacher Team page to 4654. An Instagram page has also been created, which will follow good practice identified from Iceland.

The Operation Reacher team continues to work with the Citizens in Policing team with Junior Cadets and Mini Police. They are due to commence a project with the Galleries of Justice to restore an old police vehicle and police box.

4.13 On 1st August 2019 an 18 year old man was stabbed by a male known to him while at an address on the Ravensdale estate, Mansfield. The victim was stabbed through the heart and unfortunately died. The offender was located by the police at a nearby address and swiftly arrested and there followed a thorough and effective investigation. Witnesses and the public played a crucial role throughout the investigation, coordinated by a team of detectives in Worksop. The offender was charged with murder and remanded into custody pending trial, which took place in February 2020, when a jury found him guilty of murder. He was sentenced to life, with a minimum term to serve of 16 years.

5.0 Strategic Theme 4: Transforming Services and Delivering Quality Policing

- 5.1 In September 2019 the Mansfield Neighbourhood team moved from the Civic Centre into Mansfield Police Station. The close working relationships, processes and procedures already in place between police and partners was fundamental to the success of the move. The benefit of the move has been a closer working relationship between Neighbourhoods, Response and CID resulting in a more informed resource for the residents of Mansfield. It also ensured that full use was being made of the police station and allowed for sharing of other resources.

In October 2019 a team of CID detectives moved into the shared Ashfield Integrated Services hub at Kirkby, helping to provide an even more efficient and effective service to the public. The CID officers investigate complex crimes including serious assaults, robberies and burglaries and work closely alongside response and neighbourhood officers, as well as our council and community partners at the council offices in Kirkby-in-Ashfield.

From the beginning of February our neighbourhood, response and CID teams started moving into the new tri blue light service hub at Hucknall. Following an extension to the building and some internal alterations Fire and EMAS have also moved in enabling the three emergency services to work closer together and provide an even more efficient and effective service to the public.

Works are taking place at West Bridgford Fire Station to enable our response and neighbourhoods teams to move from West Bridgford Police Station to enable further collaboration. The move should take place during April 2020.

- 5.2 Work continues with the new Custody build, to replace the Bridewell. The new 50 cell custody suite on Radford Road has received full planning permission and contract negotiations are taking place to ensure we achieve the best value for money.
- 5.3 The design is complete following full planning permission for the joint Police and Fire HQ building at Sherwood Lodge. Works package 1 involving changes to the landscape are in progress and will be concluded before the end of the financial year. Works package 2 includes the refurbishment of one of the buildings on site and demolition of locker rooms and stables to create additional parking spaces. Tenders have been returned and this stage is on target for a contractor to be appointed and the works to commence in the first week of April 2020. Works package 3 involves the new build and associated infrastructure. This is currently at tender stage with a number of preferred contractors and is on target for commencement at the end of July 2020.

The project programme itself remains on target for Police and Fire occupation of the new build for the end of December 2021 with refurbishment of existing control room forming work package 4 with an expected completion date of 31st March 2022.

- 5.4 Work has commenced to develop a memorial garden to remember officers and staff who have died in service from both the Police and Fire Service. This is expected to be completed and will see an opening ceremony at the end of April 2020.
- 5.5 In April 2020 work is due to commence on the refurbishment of the old northern control room at Mansfield Police Station. This should be due for completion during the summer. The project will enable a full back up control room function together with a number of IT training rooms to maximise the utilisation and functionality of the space.
- 5.6 I have previously highlighted on the number of 999 calls we receive. This has increased by 3.5%. I was pleased to note that despite this demand, the force now has one of the lowest abandonment rates in the country and on average answers 999 calls in 2 seconds and 101 calls in 27 seconds. This is faster than similar forces to us and much better than the national average.
- 5.7 The city centre has retained its Purple Flag status through effective working with the Nottingham Business Improvement District (BID) and local authority partners. Purple Flag is an Association of Town and City Management (ATCM) accreditation scheme that recognises excellence in the management of town and city centres at night.
- 5.8 As a force, we continue to improve the quality of Neighbourhood Policing services in Nottinghamshire. To enable this, we have conducted a full review of our offer in line with College of Policing guidelines. We are focusing our efforts in four key areas:
- Developing our People
 - Engagement
 - Priority Setting
 - Problem Solving

Developing our People

In order to enhance the delivery of neighbourhood policing in Nottinghamshire we have provided a new neighbourhood policing portal on our intranet to support officers in their work. We are committed to introducing induction training for those officers at all ranks entering into neighbourhood policing and we are committed to developing an ongoing training programme for officers working within this area of policing.

Engagement

We understand that engagement with the public is key to the delivery of policing and we are supporting officers to better understand their communities by having a three stage approach to engagement. Each area has a Neighbourhood profile available to them on the portal. This provides a detailed overview of our communities and helps to identify new and emerging communities. Each area has an engagement plan developed by their local Inspector. This gives a structured approach to delivering targeted community engagement. In addition we have developed a method of capturing and evaluating the effectiveness of our engagement activity.

Priority Setting

We have developed a consistent force wide approach to setting policing priorities. Upon receipt of the quarterly OPCC policing priorities data, neighbourhood policing Inspectors convene a meeting with their council managers. These priorities will be published on the Neighbourhood pages of the force website. Monthly updates on these priorities will be provided to stakeholders and the public.

Problem Solving

To help deal with long term issues affecting our communities we have committed to providing our staff and partners with the training and guidance materials required to support them to become problem solvers. Using a highly experienced external trainer we are providing 2 day training to all neighbourhood policing officers and an additional 100 partners.

Understanding and sharing examples of 'what works' will allow us to focus on tried and tested interventions in our approach to problem solving. A new process which helps to evaluate and share good work has been devised and is being communicated to our staff.

6. Some further key results since November 2019

- 6.1 The Home Office introduced a general duty to handle complaints in a ‘reasonable and proportionate’ manner. The force is rightly expected to identify organisational learning from complaints in order to continually improve the service we provide. Therefore the OPCC will now become the review body for when matters are not resolved to the complainants’ satisfaction.

Our Professional Standards Directorate is currently developing a ‘Service Recovery Hub’ within with Complaints and Misconduct Unit. This is necessary to improve customer satisfaction by resolving complaints and dissatisfaction with the service at first point of contact. This will allow customer service issues to be resolved immediately wherever possible.

- 6.2 In Newark a multi resource joint effort response relating to the recovery of a long term missing person was achieved. Despite a sad conclusion we were able to help and support the individual’s family come to terms with their loss.

Good results were achieved from the investigation into the incident where a dog was found in the river with the rock round it’s neck. I am pleased that the prosecution is being supported following excellent work carried out by the Neighbourhood Policing Inspector and their teams.

Both these incidents rightly caused local concern and I am pleased that positive outcomes were achieved where possible.

- 6.3 In 2019, the force recruited a number of apprentices into staff roles and we currently have nine apprentices working across multiple departments. National Apprenticeship week, 3-7th February 2020, saw the focus on how the force and the apprentices have benefited from joining Nottinghamshire Police.

Apprenticeships offer a valid alternative to university education allowing the apprentice a dynamic way of learning practical skills, that can enhance or build on long-term career prospects. The first scheme of apprentices was designed and developed in partnership with Vision Apprentices; the apprentice business arm of West Nottinghamshire College. Business partners at Vision Apprentices hosted the candidate selection side of the service, tailored to the needs of the force. We will be expanding the scheme in 2020/21.

- 6.4 Our Schools and Early Intervention Officers (SEIO’s) continue to lead on diverse and professional early interventions with young people across Nottinghamshire. The SEIO team has recruited two officers in 2019 to cover the vacancies in the Ashfield and City West areas. We have also very recently recruited an additional SEIO who will focus on alternative provision and colleges. This will enable us to provide a comprehensive service to some of our most vulnerable young people across Nottinghamshire.

The SEIOs have worked hard in 2019 to become integrated in their schools whilst engaging with young people across Nottinghamshire. The team have achieved some

fantastic results and made positive impacts in their settings. The SEIO programme is focused on early intervention, steering young people away from crime, and building trust and confidence between young people, local communities and the Police. I believe that key reasons for their success include: a willingness to do things differently in order to engage with young people; always presenting the SEIO role to schools and their community in a professional and positive way; showing an understanding and appreciation of diversity and cultures and developing mutual trust and understanding with all people.

- 6.5 The Mentors in Violence Prevention training (MVP) is currently being rolled out to 7 pilot schools in our force area with additional schools attending training later in the year. Officers are coordinating this pilot and are working with Nottinghamshire's Violence Reduction Unit. SEIOs are being trained and will play a key role in supporting schools and partners to deliver this programme.

The MVP Programme is a leadership and bystander programme originally developed in the United States. MVP offers excellent opportunities to discuss a range of current social issues within an educational framework where positive relationships, health and wellbeing are critical. The introduction of this bystander training within the educational setting will start to challenge the culture, beliefs and attitudes that suggest that violence is acceptable. The approach will also allow discussions on bullying, harassment, sexual violence, weapons carrying, CSE and different forms of hate crime as well as the influence of the modern media in shaping our society.

The MVP Programme places young people within realistic and relevant scenarios. The aim of these scenarios is to:

- Raise Awareness
- Challenge thinking
- Open Dialogue, and
- Inspire individual leadership

The discussions created within MVP aim to give young people a toolkit for dealing with issues and help them to build healthy relationships in our schools. The benefits of healthy relationships in our communities will lead to less violence and reduced demand on services.

- 6.6 Our Operational Support team, continue to support the filming of Police Interceptors which is due to air in autumn 2020.
- 6.7 I'm always encouraged to see our officers and staff maintaining a work life balance and progress their interests away from work. This month PC Jemma Connor-Iommi was selected to play for the UK Police Women's Football Team including international fixtures and I wish her all the best in this venture.

Another officer, Sgt Stefan Griffith has been selected as Captain, which will be his 10th season, being involved with the section. Sgt Griffin will represent British Police Rugby on

a tour to Moscow as well as participating in an International Rugby Tournament to honour the 75th Anniversary of the ending of World War II.