

STRATEGIC RESOURCES & PERFORMANCE MEETING

Wednesday 4 March 2020 at 10.00 am
Chappell Room, Gedling Borough Council Civic Centre
Arnot Hill Park, Arnold
Nottingham NG5 6LU

Membership

Paddy Tipping – Police and Crime Commissioner
Kevin Dennis – Chief Executive, OPCC
Charlie Radford – Chief Finance Officer, OPCC
Craig Guildford – Chief Constable, Notts Police
Rachel Barber – Deputy Chief Constable, Notts Police
Mark Kimberley – Head of Finance, Notts Police

A G E N D A

- 1 Apologies for absence
- 2 Minutes of the previous meeting held on 6th November 2019
- 3 Nottinghamshire Victim CARE Service Annual Update - Presentation
- 4 Performance and Compliance with Victims Code
- 5 Domestic Homicide Review (DHR) and Serious Crime Review (SCR) Update
- 6 Nottinghamshire Police Response to Hate Crime
- 7 Independent Inquiry into Child Sexual Abuse (IICSA) – Update on the OPCC Management Response to the IICSA Investigation
- 8 Nottinghamshire Police's Response to the IICSA Investigation
- 9 Police and Crime Commissioner's Update Report to December 2019

- 10 Update to Police and Crime Delivery Plan
- 11 Police and Crime Delivery Plan (2019-2020) – Theme 2 – Helping and Supporting Victims
- 12 Performance and Insight Report – Update to December 2019
- 13 Capital Report for Period 9 Quarter 3 2019-2020
- 14 Finance Report for Period 9 Quarter 3 2019-2020
- 15 Chief Constable's Update Report
- 16 Regional Collaboration Update (verbal)
- 17 Work Programme

NOTES

- Members of the **public are welcome to attend** to observe this meeting
- For **further information** on this agenda, please contact the Office of the Police and Crime Commissioner on 0115 8445998 or email nopcc@nottinghamshire.pnn.police.uk
- A **declaration of interest** could involve a private or financial matter which could be seen as having an influence on the decision being taken, such as having a family member who would be directly affected by the decision being taken, or being involved with the organisation the decision relates to. Contact the Democratic Services Officer: noel.mcmenamein@nottsc.gov.uk for clarification or advice prior to the meeting.

NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER

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

MINUTES OF THE MEETING OF THE NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER STRATEGIC RESOURCES AND PERFORMANCE MEETING HELD ON WEDNESDAY 6TH NOVEMBER 2019

COMMENCING AT 11.15 AM

MEMBERSHIP

(A – denotes absence)

- Paddy Tipping - Police and Crime Commissioner
- Kevin Dennis - Chief Executive, OPCC
- A Charlie Radford - Chief Finance Officer, OPCC
- Craig Guildford - Chief Constable, Nottinghamshire Police
- A Rachel Barber - Deputy Chief Constable, Nottinghamshire Police
- A Mark Kimberley - Head of Finance, Nottinghamshire Police

OTHERS PRESENT

Noel McMenamin – Democratic Services, Nottinghamshire County Council

1. APOLOGIES FOR ABSENCE

Apologies were received from DCC Rachel Barber, Mark Kimberley and Charlie Radford

2. MINUTES OF THE PREVIOUS MEETING HELD ON 10 JULY 2019

Agreed.

3. FORCE PUBLIC PROTECTION AND SAFEGUARDING REPORT

The meeting considered the report, which provided an update in relation to domestic abuse, rape and serious sexual offences, child abuse, vulnerability and safeguarding, Force involvement in IICSA Inquiry follow-up and HMICFRS PEEL inspection.

Several points were made during discussion:

- Both Multi-Agency Risk Assessment Conference (MARAC) and the Multi-Agency Safeguarding Hub (MASH) arrangements were working well, with good relations between partners, despite capacity challenges. It was likely that pressures on capacity would increase going forward;
- Some partners had expressed concern about triage meetings no longer taking place, but revised arrangements had bedded in well;
- The increase in recorded Forced Marriage Prevention Orders was attributed to front-line Police and civilian staff being more attuned and responsive to wider issues brought to their attention through domestic violence incidents, and occurred within a range of nationalities;

- It was confirmed that Nottinghamshire Police adhered to Police national guidelines in respect of the actions of ‘paedophile hunters’;
- Child safeguarding cases involving sexual abuse had declined but the reporting of child safeguarding cases overall had increased, and included neglect, mental abuse and non-sexual physical abuse;
- The view was expressed that Child Protection capacity within the Force was at full strength and at the appropriate level;
- The Police and Crime Commissioner requested that the Force’s IICSA Action Plan be shared at a future Strategic Resources and Performance meeting.

RESOLVED 2019/032

To note the report, and to consider the Force’s IICSA Action Plan and progress against actions and recommendations at a future meeting.

4. TACKLING MODERN SLAVERY AND HUMAN TRAFFICKING IN NOTTINGHAMSHIRE

The meeting considered the report, which provided an overview of the Force’s approach to tackling modern slavery and human trafficking, and progress in relation to delivering the HMICFRS recommendations in its 2017 report ‘Stolen Freedom – The Policing Response to Modern Slavery and Human Trafficking’.

During discussion, the following points were raised:

- The Team delivering the Force response to these issues was highly commended for its achievements to date, which reflected positively on the Force’s reputation;
- Organised crime involvement in human trafficking was addressed at regional level. However, in view of recent tragic events in Essex, it was likely that this area of Police work would come under increased scrutiny in the future.

RESOLVED 2019/033

To note the report.

5. CYBER-ENABLED CRIME AND KEEPING PEOPLE SAFE ON-LINE

The meeting considered the report, which updated the meeting on the Force capacity and capabilities, as well as initiatives being undertaken to reduce cybercrime.

In the brief discussion which followed, it was confirmed that although the overall project was regionally managed, Force resource had been invested from Day One of the initiative, and the Team was currently at full strength

RESOLVED 2019/034

To note the report.

6. IMPROVED RESPONSE TO MISSING PERSONS

The meeting considered the report, which updated the meeting on the work and performance of the Missing from Home (MFH) Team.

During discussion, a number of issues were raised and points made:

- The Team was experienced, at capacity and tended to locate missing persons quickly. It worked closely with dedicated teams involved with modern slavery, County Lines street mental health and child abuse to share intelligence, advice and support;
- The Team enjoyed strong links with the major children's home providers. A majority of missing persons cases involved children absconding from residential homes.
- The scenario of people going missing from Adult institutions was more rare, and, unlike some other areas in the East Midlands, the incidence of people going missing from hospitals was not a significant issue.

.RESOLVED 2019/035

To note the report.

7. POLICE AND CRIME DELIVERY PLAN 2019-2020 – THEME 4 – TRANSFORMING SERVICES AND DELIVERING QUALITY POLICING

The meeting considered the report, which provided an update for the Commissioner on how the Chief Constable and partners were delivering in respect of the Police and Crime Delivery Plan.

During discussion the following points were raised:

- The view was expressed that the report provided detail on service development and policy, but had less detail and commentary on actual performance;
- Safer Streets Fund Home Office briefings were to take place on 22 and 23 January 2020 and arrangements needed firming up considerably before then – local planning meeting had already taken place;
- It was pointed out that the report erroneously referred to there being an 'additional 150 officer uplift', whereas additional officer numbers in the current financial year were 175.

RESOLVED 2019/036

To note the report

8. PERFORMANCE AND INSIGHT REPORT – UPDATE TO SEPTEMBER 2019

The meeting considered the report, which provided an update on the key performance headlines for Nottinghamshire Police in the 12 months to September 2019.

The Police and Crime Commissioner commended the report, and the following points were made in discussion:

- Numbers of Stop and Search incidents and recovery of weapons had fallen, as had vehicle crime. Robbery levels had also started to reduce. These reductions were attributed to local targeting and the sharing of soft intelligence, both within the Force and from communities;
- There had been a spike in robbery figures, but in view of a recent significant arrest of a prolific offender, it was hoped that the figures would now plateau;
- Partnership arrangements were in place for some time but to date had been largely underdeveloped. Now that data was available, it was expected that their impact would be seen in tackling anti-social behaviour;
- Current partnership performance was reported to be variable, with most success being achieved through being focussed on specific issues and locations, for example on bicycle theft in West Bridgford;
- While the severity score for certain crime and anti-social behaviour ‘hotspots’ such as the Arboretum had reduced, other areas, particularly Bingham and Trent, had seen significant increases;
- The levels of vacancies for PCSOs were in part due to a number of PCSOs being successfully recruited to the Force;
- The view was expressed that the Force was responsive to Youth Offending Team needs, and that the Force perception was that the reality in respect of first-time entrants to the criminal justice system was less stark than the statistics suggested.

RESOLVED 2019/037

To note the update

9. CAPITAL REPORT FOR PERIOD 5 QUARTER 2 – 2019-2020

The meeting considered the report, which provided an update on the financial out-turn position for capital expenditure as at 31 August 2019 (period 5, quarter 2).

The following points were made during discussion:

- Budget slippage was attributable almost entirely to the delivery of the new Custody Suite, with other projects on or under budget;
- Planning consent for the new Custody Suite was becoming considered imminently (Note: since the meeting, planning consent had been granted). It was intended to hold a further community engagement meeting, this time with the Custody Supervisor in attendance;
- Automatic Number Plate Recognition investment was commended for having led to positive outcomes for the Force;
- The Police and Crime Commissioner and Chief Constable undertook to discuss the Sexual Assault Referral Centre outside the meeting.

RESOLVED 2019/038

- 1) to note the financial out-turn position at Appendix A to the report.
- 2) to note the virement approved by the Chief Constable under delegated powers, being below £100,000, as set out in Appendix B to the report

10. REVENUE REPORT FOR PERIOD 5 QUARTER 2 – 2019-2020

The meeting considered the report, providing an update on the financial out-turn position for revenue expenditure as at 31 August 2019, without substantive discussion.

RESOLVED 2019/39

- 1) To note the report and virements approved under delegated arrangements for period 5 quarter 2 of 2019-2020 as per Appendix B to the report;
- 2) that the Police and Crime Commissioner approve the virements of greater than £100,000 as recommended by the Chief Constable and detailed at Appendix C to the report, noting that these will be reflected in the out-turn position once finally approved;
- 3) that the overspend position at Appendix D to the report be noted.

11. CHIEF CONSTABLE'S UPDATE REPORT

The meeting considered the report, which provided an update on significant events and work that had taken place since July 2019.

The following points were made during discussion:

- The roll-out of 50 state-of-the-art tazers was welcomed by the meeting, with officer training in their use currently being delivered. Their arrival was seen to improve officer safety, prevent crime and minimise harm for vulnerable residents;

- The Police and Crime Commissioner welcomed the way the report provided 'real-life' context to the Force's performance;
- The recent trend in successful prosecutions and heavy sentencing for rape and serious sexual crimes was noted and welcomed.

RESOLVED 2019/040

That the report be noted.

12. REGIONAL COLLABORATION UPDATE (VERBAL)

The following points were raised:

- The tone and content of recent correspondence received by the Police and Crime Commissioner from the Home Office Ministers of State Brandon Lewis and Kit Malthouse about regional funding to support activity in relation to serious and organised crime was considered unexpected and disappointing, and the Police and Crime Commissioner would take up the issues through the Association of Police and Crime Commissioners (APCC).
- Options were being explored to transfer funding allocated to Serious Crime to address funding shortfalls for the Police Reform and Transformation Board. If agreement could not be reached with the other regional PCCs, it was agreed that it was still important to commission somebody to provide independent assurance on the EMSOU review.

RESOLVED 2019/041

That the verbal update be noted.

13 WORK PROGRAMME

RESOLVED 2019/042

That, subject to adding Force IICSA Action Plan to the programme, the contents of the work programme be noted.

The meeting closed at 12.05pm

CHAIR

For Information	
Public	
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	
Report of:	Chief Constable Guildford
Report Author:	Chief Inspector James Woolley
E-mail:	James.woolley@nottinghamshire.pnn.police.uk
Other Contacts:	Chief Superintendent Griffin
Agenda Item:	4

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

Performance and Compliance with Victims Code

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner in relation to performance and compliance with the Victims Code (Victim Code of Practice (VCOP)) over the past 12 months.

2. Recommendations

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

3. Reasons for Recommendations

- 3.1 The above recommendation is made to ensure that the Nottinghamshire Police and Crime Commissioner (PCC) and the Strategic Resources and Performance meeting are brought up to date with Force compliance and performance relating to VCOP.

4. Summary of Key Points (this should include background information and options appraisal if applicable)

4.1 Niche – System and Process

- 4.1.1 Niche has fully integrated VCOP into the system and the use of webforms makes it simpler for officers to understand, record and use Niche to ensure compliance with the requirements of VCOP. This has enabled officers to complete VCOP requirements and referrals utilising electronic mobile devices more efficiently and transparently in the presence of victims / witnesses.
- 4.1.2 Where VCOP is applicable, the webform is mandatory for officers to complete and seek the appropriate consent and signposting of support services available to victims and witnesses.
- 4.1.3 All Victim CARE referrals made via the Police are recorded within Niche and automated to Victim CARE within 24hrs of being recorded.

- 4.1.4 It is now standard within Niche to provide victims / witnesses of hate incidents the mandated offer of Victim Care services via webforms. This exceeds the requirements of the Victim Code.
- 4.1.5 As a result of amendments and improvements to Niche webforms in 2018/2019, Nottinghamshire Police is better able to capture data in relation to the offer and acceptance of Victim Information Packs (VIPs), victim updates and finalisation updates. This provides more accurate compliance data in relation to the Victim Code and areas for continued development.
- 4.1.6 Nottinghamshire Police have developed Niche to enable officers to automatically send emails victims / witnesses directly with officer contact details, occurrence reference and signposting to support services when recording an occurrence.
- 4.1.7 Currently in development within Niche, is the ability to send automated text messages to victim / witnesses of crime.
- 4.1.8 Nottinghamshire Police continue to work on a national level with other Police Forces to review and improve Niche to provide better performance, in terms of use and requirements and its ability to provide Management Information

4.2. Training

- 4.2.1 All new officers joining Nottinghamshire Police continue to receive mandatory training on the Victim Code provided by the East Midlands Collaborative Human Resources Service Learning and Development (EMCHRS L&D).
- 4.2.2 Developments of recording the Victim Code as detailed in 4.1 have been communicated to all staff by intranet bulletins, updates and published reference guides.
- 4.2.3 Analytical work around compliance with Victim Code/VCOP is articulated at section 4.5 of this report.

4.3 Victims Information Package

- 4.3.1 The Victim Information Package (VIP) is reviewed on a regular basis with the OPCC to ensure it is up to date with Victim CARE details and wider agencies providing support.
- 4.3.2 The VIP's are accessible to the public via the Nottinghamshire Police Internet and internally are available on the Nottinghamshire Police Intranet 'Victim Code of Practice' site. Access on the internet can be found at www.nottinghamshire.police and search Victim Information Pack.
- 4.3.3 Hard copies can be accessed from Police Stations across the force area and are regularly reviewed to ensure availability.

4.4 Victim Right to Review

- 4.4.1 The Victim Right to Review is instigated when the police make a decision not to prosecute a suspect in an investigation. This scheme offers victims of crime a system of review without recourse to court proceedings. The scheme ensures a level of consistency which ensures the process is clear, accessible and fair for all victims.
- 4.4.2 The administration of the Victim Right to Review process is managed entirely within Niche, with automated workflows incorporating timeframes for officers to adhere to.
- 4.4.3 To support this, guidance is available and been communicated via intranet bulletins and stored on the Nottinghamshire Police Intranet.
- 4.4.4 The administration of the Victim Right to Review is centralised and embedded within Contact Management and all previous records have been back record converted onto Niche to provide accuracy of data and recording. This has provided a centralised process and an improved consistent approach

4.5 Compliance and Audits

- 4.5.1 The Ministry of Justice (MoJ) during 2019 provided all Police Forces with guidance in relation to completing Victim Code Audits. The guidance provided the following:
- A dip sample of not fewer than 30 cases per quarter, for each agency involved in the victim's journey to be completed.

For the Police, this encompasses the following key points to be included in future audits:

- Does the victim receive a written acknowledgement that a crime was reported?
- Is the victim assessed and, unless opting out, referred to support services, within 2 days of the crime being reported?
- Are the updates the victim receives on the next steps including arrest, charge and bail timely and of a high quality?
- Is the victim informed of the end of their CJS journey?
- Was a VPS taken?

Prior to the MoJ guidance being published, Nottinghamshire Police already had a schedule to audit the Force's compliance with the Victim Code, which provides greater scrutiny than that suggested by the MoJ guidance.

The Nottinghamshire Police Audit, was completed in September 2019 sampling 200 occurrences from the first quarter of 2019/2020. The Audit included 13 tests of compliance with the Victim Code, including those suggested by the MoJ.

The Victim Code Audit highlighted the following:

- 94% Compliance with Victim Code requirement and evidence of Victim's needs assessment completed.
- 89% Compliance of victims assessed being referred to Victim CARE services within 48 hours.
- 75% Compliance of all victim updates being completed within Victim Code requirements and as agreed with victims / witnesses.
- 73% Compliance that victims were clearly updated of the finalization of their investigation.

As a result of the Audit, the key recommendations were made and the following actions have been undertaken and / or proposed to be taken:

- 1) Advice sought from the MoJ to confirm whether verbal acknowledgement via the telephone is an acceptable method of providing the victim with crime, officer details and signposting.
 - Nottinghamshire Police are currently working with OPCC and Regional Criminal Justice Board (RCJB) colleagues to address concerns with the requirements of the MoJ Audit requirements and are in the process of writing to the MoJ to raise these concerns for guidance and clarity.
- 2) Officers and Supervisors to be instructed to ensure they are using the correct OEL's within Niche; and
- 3) Officers and Supervisors to be instructed to ensure OEL's are fully completed to the required standard.
 - Communications have gone out to all staff and officers in relation to the requirements of the Victims Code and to ensure they are correctly recorded and inputted onto Niche.
 - Niche has been updated to increase the number of mandatory fields within Victim Code OELs to improve compliance.

4.5.2 Daily Performance Management

Within Nottinghamshire Police, supervisors, officers and staff have access to Nottinghamshire Police Intranet Performance Dashboard, Daily Performance Review (DPR) which provides:

- i) VCOP non-compliance data; and

- ii) Victim Updates outstanding over 21 days.

4.5.3 Management Information Monthly/Annual Victim Code Compliance Data

Further to the Daily Performance Report, monthly and annual data is now produced and accessible from Management Information for officers and staff, upon request which includes:

- a) Numbers of VCOPs completed
- b) VCOP Completed on the right victim/witness
- c) VCOP Quality compliance percentage
- d) Number of victims who consented for Information to be shared
- e) Identification of Priority offences/victim/witnesses
- f) Frequency the victim/witness would like to be updated

	2016	2017	2018	2019
Crimes Requiring VCOP	67466	81679	88831	90520
VCOPs Completed	59637	79532	88298	81260
VCOPs completion compliance	88%	97%	94%	90%

Whilst 2019 suggests a deteriorating position, this needs to be taken in context with other operational changes.

A significant impact factor has been the Forces improved compliance with National Crime Recording Standards (NCRS), whereby identifiable crimes are recorded on Niche within 24hrs of receipt of call for service. This has seen increased crimes being recorded on initial incident details, and victim's contacted at a later date.

Further, this has impacted upon increased numbers of multiple crimes created for the same incident/victim.

To address these issues, amendments have been made within Niche and changes to working practices, though the full impact will not be felt until 2020.

Finally, in 2019, the above shows Victims Code compliance in relation to the VCOP being completed upon the correct victim. A further 5,333 VCOP's were completed for victims and witnesses who were not required under the requirements of the Victim Code. This has been included within the recommendations of the Victim Code Audit.

4.5.4 Future Victim Code Compliance Audits

For 2019 / 2020 Nottinghamshire Police will complete further Victim Code Audits to ensure quarterly sampling is completed as required by the MoJ. 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.

4.6 **Victim CARE**

- 4.6.1 Victim CARE referrals are automated on a daily basis through Management Information. Regular meetings have taken place between Nottinghamshire Police and Victim CARE to ensure timely and appropriate information sharing.
- 4.6.2 All police referrals (including those from the Witness Care Unit) are automated and sent electronically within 24 hours of consent being given.
- 4.6.3 In relation to terrorism, Nottinghamshire Police Special Branch and Victim CARE have a standardised process to identify and refer those victims / witnesses impacted by acts of terrorism who reside in the county, for which Victim CARE have specialist case workers to provide appropriate support and signposting.
- 4.6.4 Joint training utilising Police and Victim CARE staff has been delivered in 2019 to develop understanding of the Victim CARE services, Victim Code requirements, with an emphasis on Hate Crime to highlight the support available to victim/witnesses. The training has been rolled out through the use of Force Champions to assist officers who have direct contact with victims/witnesses.
- 4.6.5 Nottinghamshire Police and Victim CARE have developed an APP for officers to use on mobile electronic devices. This can be used as an aide memoire for officers and allows Officers to obtain and share Victim CARE support information directly with victims / witnesses. This has now been applied to all front line officers' mobile devices.

5. Financial Implications and Budget Provision

- 5.1 Costings associated with this report relate to implementation and use of automated text messaging to provide victims and witnesses with crime confirmation details.

6. Human Resources Implications

6.1 No Human Resources implications identified.

7. Equality Implications

7.1 None identified.

8. Risk Management

8.1 Work outlined above seeks to promote compliance with the Victim Code.

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

9.1 The Victims Code links to the themes of protecting and supporting victims and improving the trust and confidence in policing.

10. Changes in Legislation or other Legal Considerations

10.1 None.

11. Details of outcome of consultation

11.1 Not applicable.

12. Appendices

12.1 None.

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

13. Not applicable.

NB

See guidance on public access to meetings and information about meetings for guidance on non-public information and confidential information.

Public/Non Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	4th March 2020
Report of:	Chief Constable Guildford
Report Author:	DCI Clare Dean
E-mail:	clare.dean@nottinghamshire.pnn.police.uk
Other Contacts:	Detective Superintendent Andy Gowan
Agenda Item:	5

Domestic Homicide Review (DHR)/Serious Case Review (SCR) Update

1. Purpose of the Report

- 1.1 To provide members of the Police and Crime Commissioner with an updated position in relation to Domestic Homicide Reviews and Serious Case Reviews (now Child Safeguarding Practice Reviews).
- 1.2 This is an update from the previous report to this forum, dated March 2019.

2. Recommendations

- 2.1 It is recommended that the Police and Crime Commissioner notes the force's position and response to all recommendations from these reviews.

3. Reasons for Recommendations

- 3.1 To enable the Police and Crime Commissioner to fulfil their scrutiny obligations with regard to the effectiveness of Nottinghamshire Police's response to Domestic Homicide Reviews and Serious Case Reviews.

4. Summary of Key Points

- 4.1 Below is a summary of the current status of Domestic Homicide Reviews and Serious Case Reviews (now known as Safeguarding Practice Reviews) which either had an outstanding action or has been commissioned since the last report in March 2019.
- 4.2 Domestic Homicide Reviews

Operation name	Review status
AIS	<p>Review concluded. Incident happened 11/11/2017. One recommendation for the Police;</p> <ul style="list-style-type: none"> Nottinghamshire Police need to evaluate the use of voluntary attendance of a suspect for interview in respect of domestic abuse flagged crime.

	On-going (see below 4.4).
Chapaeu	Review on-going. Incident date 13/07/2018.
Hade	Review on-going. Incident date 05/11/2018.
Hanover	Review on-going. Incident date 02/08/2019.
Haslock	Review on-going. Incident date 16/08/2017. No previous police involvement.
Hedgehog	<p>Review concluded. Incident date 29/07/2015. Three recommendations for the Police:</p> <ul style="list-style-type: none"> • Consideration should always be given to creating a NICHE intelligence entry following police interaction with individuals suffering from mental health issues. • Consideration should be given to reviewing risk levels for standard / medium risk repeat victims during a 12-month period to ascertain if risk levels have been elevated and agency referrals are required. • Mandatory use of body worn footage in all domestic abuse cases <p>All now completed as per recommendation.</p>
Helios	Review completed. Incident date 29/01/2018. No police recommendations.
Helsinki	Review on-going. Incident date 29/01/2018.
Hexad	Review on-going. Incident date 28/08/2018.
Hind	<p>Review completed. Incident date 25/10/2016. All agency recommendation:</p> <ul style="list-style-type: none"> • All agencies to raise awareness of coercive and controlling behaviour <p>Completed. 1200 front line officers and staff have been trained in coercive/control behaviour in Autumn 2019.</p>
Hoff	Review on-going Incident date 30/07/2018.
Hornet	Review on-going Incident date 18/02/2018.

Highwire	Review on-going Incident date 24/04/2018.
Headway	<p>Review completed 2013. One recommendation for the Police;</p> <ul style="list-style-type: none"> Nottinghamshire Police should undertake an audit to establish whether restraining orders are appropriately recorded on police information systems e.g. on both the perpetrator's and the victim's records <p>Completed. All restraining orders are now linked via Niche to victims and perpetrators. In 2019 an audit was conducted on 50 restraining order cases. There was 100% compliance.</p>
Headscarf	Review completed. Incident date 05/06/2017. No recommendations for police.
Loam	Review on-going. Incident date 29/05/2019.

4.3 Serious Case Reviews

N	<p>Review complete. Police recommendation:</p> <ul style="list-style-type: none"> Seek assurance from Nottinghamshire Police that there is an appropriate level of awareness of learning disabilities amongst officers/staff <p>On-going. DCI Dean to provide an ILOR (impact of learning on outcomes review) in relation to the above.</p>
QN17	Review complete. No recommendations for police.
M	Review complete. No recommendations for police.
RN19	Review on-going.

4.4 Update on Domestic Homicide Recommendations

AIS - ongoing	<p>Recommendation –</p> <p>The force to evaluate use of Voluntary Attendance (VA) in respect of Domestic Abuse</p> <p>Falling arrests rates and the use of VA is a national issue</p>
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	<p>for almost all forces.</p> <p>The appropriateness of using VA for cases of Domestic Abuse is a recurring theme on all our force ‘vulnerability briefings’ when the requirement for positive action is reiterated.</p> <p>The force has invested in Domestic Abuse Matters training for staff. All frontline officers have received this training (completed November 2019). The full days training was delivered by commissioned services in order to equip staff to recognise and deal with all DA investigations effectively.</p> <p>The falling arrest rate and use of VA is subject of an on-going audit regime within Public Protection. The focus is on medium and low risk offences as no high risk should ever be dealt with by VA. The audit also examines the use of bail conditions for DA offences.</p> <p>The first audit was conducted in July 2019 on domestic abuse. As a result, a pilot was authorised to provide stronger supervisory input in the decision making process to arrest or voluntary interview domestic abuse perpetrators. The pilot commenced Dec 2019 in two areas, Ashfield and Broxtowe.</p> <p>The review date for the pilot is March 2020. Following this review a decision will be made whether or not to adopt the practice force-wide.</p>
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5. Financial Implications and Budget Provision

- 5.1 If financial implications arise from recommendations raised from Domestic Homicide or Serious Case Reviews, these are considered accordingly. Where an action cannot be delivered within budget provision, approval will be sought through the appropriate means.

6. Human Resources Implications

- 6.1 There are no direct HR implications as a result of this report. HR implications resulting from reviews will be managed on a case by case basis.

7. Equality Implications

- 7.1 There are no direct equality implications as a result of this report. Equality implications resulting from specific reviews will be managed on a case by case basis.

8. Risk Management

- 8.1 Some reviews may involve the completion of formal reviews of specific business areas. It is possible that some or all of these reviews will identify and evaluate significant risks, which will then be incorporated into the Force's risk management process.

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

- 9.1 Any policy implications will be subject to current policy development process.

10. Changes in Legislation or other Legal Considerations

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

11. Details of outcome of consultation

- 11.1 All Domestic Review and Serious Case Review recommendations are added to the action planning system, 4Action, to ensure the force holds the corporate memory in relation to action taken to address these issues and any learning outcomes obtained by the force. These are scrutinised by the Deputy Chief Constable.

12. Appendices

12. None.

For Information	
Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	4th March 2020
Report of:	Chief Constable Guildford
Report Author:	Supt Matt McFarlane
E-mail:	matthew.mcfarlane@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	6

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

Nottinghamshire Police Response to Hate Crime

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner about the Force response to reports of Hate Crime.

2. Recommendations

- 2.1 It is recommended that the Commissioner notes the report.

3. Reasons for Recommendations

- 3.1 The reason for the recommendation is to ensure that the Police and Crime Commissioner is up-to-date on the Force's response to hate crimes including performance, support for victims and partnership response.

4. Summary of Key Points

- 4.1 The management structure for our response to hate crime is as follows:

Chief Officer Lead – ACC Steven Cooper
 Strategic Lead – Supt Matt McFarlane
 Operational Lead – Ch Insp Louise Clarke
 Hate crime officers – Paul Dickinson & Eli Todorova
 City SPOC – Insp Mark Stanley
 County SPOC – Insp Sue Wain

- 4.2 In December 2019, Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS) have confirmed that the force is meeting all current national recommendations regarding our response to hate crime. In some aspects we are being identified as potential good practice, such as our revised hate crime risk assessment.
- 4.3 The revised force policy on hate crime was developed and published on the force intranet in January 2019. It is significantly condensed from the previous version, making it much clearer and simpler to follow. It is accompanied by an interactive 'bitesize' guide, providing officers with easy access to guidance on

particular issues. It also includes changes to our processes to improve service to victims and improve consistency.

Our improvements in service delivery are being reflected in sustained and ongoing improvements to levels of overall victim satisfaction, which has increased to over 85% in 2019.

- 4.4 The hate crime officers contact hate crime victims by telephone after case finalisation to undertake a qualitative review discussion with the victim about their experience. This is not a market research type survey, but a conversation about the case, service received and any issues not yet resolved. This provides valuable feedback to improve future service delivery, which is reported into the monthly hate crime team meetings. The call also provides an opportunity to re-offer victim care and referral to any appropriate support organisations.

Good working relationships have been established by the hate crime officers with a number of local and national community organisations, who monitor hate crime and provide additional support to victims.

- 4.5 In order to ensure good data quality on Niche, the hate crime officers check records on a daily basis, ensuring correct recording, which is essential to provide the organisation with an accurate understanding of the types of hate crime that occur.
- 4.6 The hate crime strategic and operational leads provide a single point of contact (SPOC) for other agencies and the voluntary sector. This enables swift referral of any issues or concerns.
- 4.7 All hate crime reports are reviewed and finalised locally by one of the two SPOC Inspectors. This is to deliver improved consistency in the service provided to victims. The experience gained from this has been used to communicate clear standards and requirements to officers on cases, with a mechanism to ensure these are met when reviewing for finalisation.
- 4.8 The hate crime team supported the Hate Crime Awareness Week in October 2019 alongside a range of partner agencies and organisations. This included attendance at events, media and social media activity. Feedback on this was positive, with good engagement from a range of partner and voluntary sector organisations.
- 4.9 We have now trained 117 hate crime shift 'champions' as well as a substantial number of practitioners from other partner organisations (80) e.g. city council, NHS, Fire and Rescue and the voluntary sector. These 'champions' are being used as sources of local expertise and support to their teams on hate crime, to build better relationships with communities and also act as force ambassadors in the recruitment uplift programme.

- 4.10 In order to tackle issues of hate crime within Nottingham City Centre, particularly in the night time economy, we worked closely with Nottingham BID to launch the 'no place for hate' campaign which has run throughout 2019.

This is a holistic project that approaches the problems identified from different aspects to improve confidence, increase reporting, deter perpetrators and ultimately make the NTE safer and more inclusive for all of Nottingham's citizens and visitors.

The Charter and the statement it makes of no tolerance to hate crime, sends out a message to both victims and perpetrators of hate and prejudice. It tells victims that their experience will be taken seriously, they will receive support and that the city and participating venues and businesses stand with them and against hate. This, in turn, will increase confidence to report and in services as a whole. For perpetrators, it is a message that their behaviour will not be tolerated and that there will be consequences to their actions. This will be reinforced through the Exclusion Notice Scheme which is a bold and proactive mechanism to produce more positive outcomes for victims.

The experiences of those who work in the NTE are central to this project and the various elements of the project come together to equip employers to support their staff and to empower victims to report, by providing them with tools to take action. Consultation with workers in the NTE makes it clear that they would only report if they can see a positive outcome at the end and by piloting expansion of the range of enforcement options, the project aims to overcome this particular barrier.

- 4.11 Comparing hate crime reports in 2019 with 2018, the overall numbers have remained steady, at 2321 in 2019 (compared with 2315 in 2018). The most significant proportion continues to be race hate incidents.

- 4.12 The positive outcome rate for hate crime in 2019 was 14.3%.

5. Financial Implications and Budget Provision

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

6. Human Resources Implications

- 6.1 There are no HR implications relating to this report.

7. Equality Implications

- 7.1 Equality and diversity are fully recognised in our response to hate crime.

8. Risk Management

- 8.1 Any risks associated with our approach to dealing with hate crime are managed through the organisational risk register.

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

- 9.1 T2-3: This area of business is closely linked with two of the Police and Crime Plan priorities:
- Helping and supporting victims
 - Tackling crime and antisocial behaviour
- 9.2 We also continue to improve the partnership response to support victims, preventing hate crime and raising public awareness.

10. Changes in Legislation or other Legal Considerations

- 10.1 There are no changes in legislation or other legal considerations in relation to this report.

11. Details of outcome of consultation

- 11.1 This work is undertaken in close and ongoing working and consultation with partner agencies (particularly City & County Councils) as well as voluntary sector organisations.

12. Appendices

- 12.1 There are no appendices attached to this report.

For Information	
Public/Non Public*	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	4th March 2020
Report of:	Kevin Dennis
Report Author:	Helen Kane
E-mail:	nopcc@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	7

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

Update on the OPCC Management Response to the IICSA investigation

1. Purpose of the Report

- 1.1 To update the Strategic Resources and Performance Meeting on Nottinghamshire OPCC's Management Response following the IICSA investigation into Children in the Care of Nottinghamshire Councils.

2. Recommendations

- 2.1 That the Meeting note the update to the Management Response Plan from the Force and the OPCC.

3. Background

- 3.1 A management response plan was drawn up by the OPCC following publication in July 2019 of the IICSA report into Children in the Care of Nottinghamshire Councils.

4. Summary of Key Points

- 4.1 The Management Response Plan includes both the recommendations and the findings relevant to the OPCC and Nottinghamshire Police. Please refer to Appendix A for more detail.

5. Financial Implications and Budget Provision

- 5.1 There are no financial implications arising from this report.

6. Human Resources Implications

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

7. Equality Implications

7.1 There are no Equality implications arising from this report.

8. Risk Management

8.1 Not applicable.

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

9.1 Not applicable.

10. Changes in Legislation or other Legal Considerations

10.1 Not applicable.

11. Details of outcome of consultation

11.1 Not applicable.

12. Appendices

12.1 Please see Appendix A.

IICSA Report into Children in the Care of the Nottinghamshire Councils – Update to the OPCC Management Response Plan

Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
<p>Holding to account</p> <p>Inspection Findings & Recommendations</p>	<p><i>Nottinghamshire Police has shown a lack of urgency and failed to address weaknesses and recommendations made in recent inspections.</i></p> <p><i>Page 141 (para 38)</i></p>	<p>Establish a Force internal governance board to improve the oversight of adult safeguarding. OPCC to attend to maintain oversight.</p>	<p>ACC Meynell</p>	<p>January 2020</p>	<p>The first meeting of the newly formed Safeguarding Scrutiny Board is on the 6th March 2020. The meeting is chaired by the ACC Operations and provides Command oversight of Public Protection matters. It is attended by the OPCC Chief Executive.</p>
	<p><i>Ultimately an issue for Chief Constable who is responsible for controlling and directing the force, but also one for the Police and Crime Commissioner whose key role is to hold the Chief Constable to account.</i></p> <p><i>Page 24 (para 30.3)</i></p>	<p>Complete audit of all inspection actions and recommendations relating to safeguarding.</p> <p>Seek assurance and evidence through dip testing completed actions and recommendations.</p>	<p>Phil Gilbert, Head of Strategy and Assurance</p> <p>Phil Gilbert, Head of Strategy and Assurance</p>	<p>February 2020</p> <p>February 2020</p>	<p>In relation to the HMIC reports referred to by the Inquiry, the OPCC Head of Strategy and Assurance has reviewed all of these reports which are tracked via the Force’s 4Action database. All of the recommendations are recorded by the Force as fully completed and signed off by the DCC.</p> <p>It is recommended that this action remains open until HMICFRS assurance can be obtained by examination of the portal.</p>

Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
Case Audit	<p><i>Not undertaken an audit of CSA cases to improve standards</i> <i>Page 24 (para 30.3)</i></p>	<p>Force to complete annual thematic audits based on identified risks and concerns. Outcome and learning to be reported to PCC.</p>	<p>Det Supt A Gowan Head of PPU</p>	<p>4th March Strategic Resources and Performance (Report)</p>	<p>There is a series of audits processes which include both internal Police and multi-agency audit programmes.</p> <p>The Safeguarding Children’s Partnerships, both City and County, conduct audits on various themes throughout the year, on an annual basis. Relevant to this action, the County Children’s Partnership conducted an audit with regard to ‘Child Sexual Exploitation’ in December 2019 and intend an audit for ‘Harmful Sexual Behaviour’ in June 2020 and ‘Child Neglect’ in June 2021. The City Partnership conducted a ‘Child Neglect’ audit in June 2019. These findings are reported to the Safeguarding Partnership.</p> <p>Internally, the Audit and Compliance DCI from Public Protection has commissioned an internal audit regime. In 2020, audits are planned for Rape, Child Abuse, Strategy Meetings, Domestic Abuse and other sexual offences. These will occur twice a year, on a six month rolling programme. Results will be reported to the Child Centred Policing and Adults Safeguarding Scrutiny meetings, both to be chaired by the ACC and attended by the OPCC Chief Executive.</p>

Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
Resourcing of Investigation	<p><i>Senior officers in Nottinghamshire Police should have ensured that the investigation was prioritised and adequately resourced</i> Page 29 (para 44).</p> <p><i>Nottinghamshire Police has established a dedicated non-recent child abuse investigation team, which will continue beyond the life span of Equinox. It is unclear whether this will continue indefinitely or how it is to be structured.</i> Page 32 (para 51)</p>	<p>Seek assurance from CC on the mainstream funding and resourcing of 'non recent child abuse investigation team'.</p> <p>Monitor staffing levels and vacancies, abstractions, work fix, confirm establishment.</p> <p>Monitor referrals, allocation of investigating officer, timeliness of investigation, progress, etc.</p>	<p>PCC, Paddy Tipping and Kevin Dennis, CEX</p> <p>Det Supt A Gowan Head of PPU</p> <p>Det Supt A Gowan Head of PPU</p>	<p>January 2020 (Budget)</p> <p>4th March Strategic Resources and Performance (Report)</p> <p>4th March Strategic Resources and Performance (Report)</p>	<p>Next year's budget includes mainstream funding of Operation Equinox, the 'non recent' child abuse investigation team.</p> <p>There is continual scrutiny of the Public Protection establishment and staffing levels through strategic governance including the yearly ADA (Annual Department Assessment) process chaired by the Chief Constable and the monthly Tactical Workforce Planning (TWP) meeting chaired by the Deputy Chief Constable. Public Protection is well represented in Force staffing decisions and Operation Uplift.</p> <p>At an operational level, workloads are monitored weekly through management information data and monthly by the Head of Department with responsibility for performance data. This information feeds risk assessment which is then represented at Tactical Workforce Planning (TWP). Risks are well documented.</p>

Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
Force Response to IICSA	<i>We have not seen any guidance or policy specific to investigations of harmful sexual behaviour by Nottinghamshire Police. page 116 (para 70)</i>	Scrutinise Nottinghamshire Police’s policy and practice in relation to investigations of harmful sexual behaviour.	PCC, Paddy Tipping and Kevin Dennis, CEX	4 th March Strategic Resources and Performance (Report)	Nottinghamshire Police have compiled the first known Harmful Sexual Behaviour procedure. This procedure is now mainstreamed into the Police response to all sexual offence investigations. Please see separate report from Det Supt A Gowan.
	<i>Operation Daybreak- there was no specific training on providing support to complainants Page 124 (para 20)</i>	Monitor coverage of training for officers in working with victims and survivors of child sexual abuse. Attend training on working with victim support services to ensure that it is fit for purpose	Sharon Rose, Sexual Violence Engagement Manager	February / March 2020	Meetings have taken place with survivors and Insp Gareth Harding to discuss how to deliver training and issues raised by survivors. Insp Harding to provide dates when officers will be available. Sharon Rose to co-ordinate venue and survivor availability.
	<i>Interim report, we recommend a joint inspection of compliance with code of practice for Victims of Crime Page 124 (Para 24)</i>	Ensure that the Force meets its obligations under the Code of Practice for Victims of Crime 2015. This will be done by: quarterly reporting to Ministry of Justice as per the new reporting framework.	Helen Kane, Executive Support Officer	4 th March Strategic Resources and Performance (Report)	First reporting deadline to the Ministry of Justice met and feedback provided on the methodology. Please see separate Victims’ Code of Practice Compliance Report from CI James Woolley.

Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
Force Response to IICSA (continued)	<p><i>Complainants were dissatisfied with their contact with the Police during operations Daybreak, Xeres, Equinox, initial method, frequency and communication during investigation.</i></p> <p>Page 124 (para 21)</p>	<p>ISVA service to be requested to report quarterly to the OPCC / Force on cases where they know that victims have had difficulty with officer communication, particularly but not exclusively in relation to NFA decisions.</p>	<p>Nicola Wade, Head of Commissioning</p>	<p>Commence October 2019</p>	<p>This has been raised formally with Nottinghamshire Police. As a result, it has been agreed that Independent Sexual Violence Advisers (ISVAs) will work out of police stations a number of days a week. The arrangement began in early 2020 and has already helped to raise officers' understanding of the need for a victim-centred approach to communication. In addition, from 1st February, the ISVA service will include instances where it is aware of poor officer communication in its quarterly reporting to the OPCC.</p>
	<p><i>Informing complainants of no further action. Ideally this should be done in person. Evidence from complainants suggests that this does not happen in each case.</i></p> <p>Page 124 (Para 24)</p>	<p>To be reported in ISVA quarterly report. As above.</p>	<p>Nicola Wade, Head of Commissioning</p>	<p>October 2019</p>	<p>See comments immediately above.</p>
	<p><i>Operation Daybreak, there was no protocol on approaching potential victims.</i></p> <p>Page 124 (para 22)</p>	<p>Produce victim contact and 'cold calling' guidance and procedure. Including consultation with victims and survivors.</p>	<p>Supt A Gowan Head of PPU</p>	<p>February 2020</p>	<p>The Harmful Sexual Behaviour procedure includes guidance for staff on supporting victims / survivors. In addition, it is hoped that further training input, involving a group of survivors, will be delivered in the near future. Please see separate report from Det Supt A Gowan.</p>

Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
Force Response to IICSA (continued)	<p><i>Nottingham City Council and its Child Protection partners should commission an independent external evaluation of their practice concerning harmful sexual behaviour, including responses, prevention, assessment, interventions and workforce development.</i></p> <p><i>Page 142 (recommendation 2)</i></p>	<p>Commission with safeguarding partners an independent external evaluation of harmful sexual behaviour practice.</p>	<p>Supt A Gowan Head of PPU</p>	<p>Evaluation to commence in October 2019</p>	<p>Nottinghamshire Police have worked jointly with Nottingham City Council and other partners to commission the NSPCC to undertake an audit on Harmful Sexual Behaviour, which took place in November / December 2019. We await the NSPCC's findings.</p> <p>Please see separate report from Det Supt A Gowan.</p>
	<p><i>Absconding. In late 1985 and early 1986, there were reports of 400 incidents of absconding in 1985 (including to girls who had fled the home more than once).</i></p> <p><i>Page 50 (para 67)</i></p>	<p>Review Police response to absconding (missing) residential homes and foster care, schools/colleges, etc.</p>	<p>Supt A Gowan Head of PPU</p>	<p>4th November Strategic Resources and Performance Meetings</p>	<p>Information sought from Force Missing Person Lead – Supt Paul Burrows / CI Louise Clarke.</p>

Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
Force Response to IICSA (continued)	<i>While recognising there was a problem with absconding and the risk of sexual exploitation - other girls sent to us come with a history of being involved in prostitution.</i> <i>Page 51 (para 68)</i>	Monitor and scrutinise Force response to children missing / CSE through attendance at Force Child Centred Police Meeting	Kevin Dennis, CEX	Regular Attendance at Child Centred Force Meetings	Nottinghamshire Office of Police and Crime Commissioner now attends the Force's 'Child Centred' Policing meeting to improve its oversight of Children's Safeguarding. The last meeting attended by the OPCC CEX was on the 7 th January this year. At these meetings the Force reviews an impact log, to ensure it fully incorporates the Force's response to CSE, children missing and harmful sexual behaviour.
Support for Victims and Survivors	<i>Complainants have expressed concern about the level and quality of support received during council or police investigations during any criminal trial and after an investigation has concluded. Some complainants become so critical of the support that they no longer want to engage with this mechanism, while others say they received no support and had to find it for themselves.</i> <i>Page 124 (para 16)</i>	The PCC has already co-commissioned, with NHS England, a comprehensive child sexual abuse / sexual violence economic, health and social care needs assessment for Nottinghamshire. Survivors' needs will be at the heart of the needs assessment. It will include recommendations about future support and will report in October 2019.	Nicola Wade, Head of Commissioning	October 2019	The PCC and NHS England published their co-commissioned Sexual Violence Needs Assessment for Nottinghamshire in November 2019. It can be found here: https://www.nottinghamshire.pcc.police.uk/Our-Work/Supporting-Victims/Consultation-and-Research/Consultation-and-Research.aspx The Needs Assessment was produced by LimeCulture. It includes recommendations to increase the number of police referrals to the Independent Sexual Violence Adviser (ISVA) service; and to increase the size of the ISVA service so that it can meet growing demands for support. Since November, the PCC has led discussions with the local authorities, clinical commissioning groups and NHS England to take forward the LimeCulture recommendations. An action plan is under development and discussions about funding future specialist support services are well

Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
<p>Support for Victims and Survivors (continued)</p>	<p><i>Page 124 (para 16) (continued)</i></p> <p><i>Dedicated support - funding has now been secured until at least March 2020.</i></p> <p><i>Page 124 (para 17)</i></p>	<p>Carry out a review of the Survivor Support Service and Sexual Violence Engagement Manager post to inform future commissioning.</p>	<p>Nicola Wade, Head of Commissioning</p>	<p>October 2019</p>	<p>advanced. These discussions include other public sector organisations funding a greater share of specialist therapeutic support so that the PCC can move more of his funding to ISVA provision.</p> <p>In addition, the ISVA service is now partly co-located with Nottinghamshire police, which will help increase referrals.</p> <p>Finally, the PCC is also actively seeking new national funding for more ISVAs.</p> <p>The OPCC reviewed the Survivor Support Service in September / October 2019, recommending that both continue and that the temporary uplift to the Survivor Support Service in 2019 be sustained.</p> <p>The PCC chaired a meeting with senior representatives of local authorities and clinical commissioning groups in November 2019. Following this meeting it was agreed that:</p> <ul style="list-style-type: none"> • the Survivor Support Service would be funded by the PCC and City and County Councils until June 2022; and • the Sexual Violence Engagement Manager post would be funded by the PCC and City and County Councils until March 2021. <p>The funding was agreed at the uplift level – the Survivor Support Service now has 1.6FTE staff in post.</p>

Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
Support for Victims and Survivors (continued)	<p><i>Waiting lists for counselling and other treatment (particularly crisis teams) are still too long.</i></p> <p>Page 127 (para 26)</p>	<p>Continue to drive forward discussions with survivors and stakeholders to design and fund a new adult support service.</p>	<p>Nicola Wade, Head of Commissioning</p>	<p>On going</p>	<p>The PCC submitted a successful application to NHS England’s High Volume Fund in October 2019. This secured funding for:</p> <ul style="list-style-type: none"> • a mental health nurse to be embedded in specialist SVA services; • additional counselling support for survivors on waiting lists for therapy; • a support broker for adult survivors of CSA which took place whilst they were in the care of authorities; and • personal health budgets for adult survivors of CSA which took place whilst they were in the care of authorities. <p>In December 2019, following a procurement process, the PCC awarded a contract to Notts SVS Services to deliver counselling support to survivors on waiting lists for specialist SVA therapy. The contract will run until March 2021. It will help to reduce (not remove) waiting lists for support.</p> <p>Alongside this, the PCC has been driving forward discussions with local authorities, clinical commissioning groups and NHS England to develop and secure funding for a new model of support. The new model includes a hub, which was recommended by the needs assessment. It also includes specialist SVA therapy. It was co-developed with survivors, facilitated by the Sexual Violence Engagement Manager.</p>

Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
Support for Victims and Survivors (continued)	<p><i>Page 127 (para 26) (continued)</i></p> <p><i>Provision and consistency of support and counselling for those who have suffered abuse in care remains an issue. More needs to be done by the Councils and the Police. Need to continue to be receptive to complainant's needs.</i></p> <p><i>Page 137 (para 12)</i></p>	<p>Continue to champion the need for greater investment in counselling and mental therapeutic services to ensure a consistent offer across the city and county.</p>	<p>PCC Paddy Tipping, Kevin Dennis, CEX and Nicola Wade, Head of Commissioning</p>	<p>On going</p>	<p>The OPCC has costed the model and the PCC is now seeking collective agreement from local authorities and clinical commissioning groups for a joint funding approach.</p> <p>In October 2019, the PCC successfully secured £545k of new funding for counselling and other mental health support from NHSE's High Volume Fund. In addition, following publication of LimeCulture's needs assessment, the PCC has worked with survivors to co-develop a new model of support; this includes a hub and a bigger specialist therapy service. The OPCC has costed the model and the PCC is now seeking collective agreement from local authorities and clinical commissioning groups for a joint funding approach.</p>
	<p><i>Since 2015 there have been a number of prosecutions and there now appears to be greater confidence in the Force's commitment amongst complainants.</i></p> <p><i>Page 140 (para 37)</i></p>	<p>Support victims / survivors to play an active role in working with CCGs to put in place a dedicated mental health pathway.</p>	<p>Nicola Wade, Head of Commissioning and Sharon Rose, Sexual Violence Engagement Manager</p>	<p>On going</p>	<p>Survivors' involvement has been embedded in the work to secure specialist services, including access to therapeutic and mental health services.</p> <p>A CSA-SV Task and Finish Group was developed and a SV Needs Assessment commissioned – both involving significant survivor consultation.</p> <p>Survivors' requests for a 'here and now' approach to accessing therapeutic support resulted in the development of a Personal Health Budget pathway, specifically for adult survivors of child sexual abuse which took</p>

Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
Support for Victims and Survivors (continued)	<i>Page 140 (para 37)</i> <i>(continued)</i>	Invest in a purpose built new adult Sexual Abuse Referral Centre (SARC). Involve victims and survivors in the planning and design process to ensure the new facility meets their needs.	PCC Paddy Tipping and Kevin Dennis, CEX	2019/20 and 2020/21	<p>place in the care of authorities. Trialled initially by a small number of survivors, additional funding secured by the PCC from NHSE's High Volume Fund has now strengthened this pathway and secured a Personal Care Officer to deliver this work. Survivors were involved in the recruitment selection of the successful applicant.</p> <p>The PCC also secured funding for a dedicated mental health nurse to work out of specialist SVA services. Work is on-going to ensure survivor involvement in the recruitment of this post.</p> <p>Survivors were also actively involved in the procurement of the service provider of this additional resource.</p> <p>Finally, as described above, the new model for specialist SVA support arose out of the needs assessment and was co-developed with survivors.</p> <p>Victims and survivors have been actively involved in shaping the concept, location and design of new purpose-built SARC. A feasibility study has been conducted to help inform the final location of the site. Architects will be engaged later this month. A design brief based upon visits to 8 other good examples has been developed. It is hoped the new SARC will be operational within the next 12-18 months.</p>

Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
Support for Victims and Survivors (continued)		Ensure adequate provision of both police video interview suites and court live links facilities that are accessible to victims and witnesses across the county.	ACC C Meynell	2019/20 and 2020/21	<p>The current live links are designed purely for police witnesses. A facility was set up for all victims and witnesses, but for the 12 month duration it was available it was not used once. The business case and needs around live links for victims and witnesses for court need to be fully understood and developed. There is a system available to provide the court live links, but to date we have been unable to find an appropriate location to house the facility. Work is on-going to identify a suitable location which is accessible for City and County.</p> <p>A live link is included in the plans for the new Adult SARC, and we are exploring inclusion of a live link facility in the Paediatric SARC. In addition to this, we need to consider a community based option.</p>

For Information	
Public/Non Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	4 March2020
Report of:	Chief Constable Guildford
Report Author:	Detective Superintendent Andy Gowan
E-mail:	andrew.gowan@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	

Nottinghamshire Police's response to the IICSA investigation

1. Purpose of the Report

- 1.1 To update the Strategic Resources and Performance meeting on Nottinghamshire Police's response to the IICSA investigation and report.

2. Recommendations

- 2.1 It is recommended that members note the update of the IICSA response.

3. Reasons for Recommendations

- 3.1 To ensure that members of the meeting are fully sighted on the Police's response to the IICSA report.

4. Summary of Key Points

- 4.1 The IICSA report only made 2 recommendations, neither of which were for the Police, explicitly requiring the Councils to respond to the Inquiry.

- Recommendation 1. Both councils (Nottingham City/County Council) should assess potential risks posed by current and former foster carers directly provided by the council in relation to the sexual abuse of children.
- Recommendation 2. Nottingham City and **child protection partners** should commission an independent external evaluation of their practice concerning harmful sexual behaviour including responses, prevention, assessment, intervention and workforce development.

4.2 In addition to these recommendations, Nottinghamshire Police adopted a learning culture from IICSA and an action plan was drawn up in response to matters arising from the IICSA hearing and report. This action plan was

Action 1. The Head of Public Protection to link into Hydrant and the College of Policing to consider the development of a policy for the management of harmful sexual behaviour.

Action 2. Police (and recommend PCC) continue to lobby LA's to fund support for survivors.

Action 3. The Head of Public Protection to link in with Hydrant and nationally to consider the development of a "best practice" for contact with victims during these investigations.

Action 4. The Head of Public Protection will secure the support of victims/survivors to continue to develop training for officers working in this area.

Action 5. The Head of Public Protection will work with Nottingham City Council to assist in the delivery of recommendation 2.

4.3 In response to this action plan, Nottinghamshire Police have worked jointly with Nottingham City Council and other partners on the NSPCC commissioned audit on Harmful Sexual Behaviour. This was commenced at the HSB partnership event on 26th November 2019 and our subsequent completion of the partnership audit tool. We await the NSPCC's findings in 2020.

4.4 Our operational lead of Operation Equinox has met with Hydrant to identify good practice across the country in relation to HSB. Although good pockets of practice were found, Nottinghamshire have compiled the first known HSB procedure. This provides guidance to staff on identifying and investigating HSB, the use of the Brooks Traffic Light tool (as recommended by IICSA witness Professor Simon Hackett) and guidance to staff on supporting victims/survivors. This procedure is now mainstreamed into our response to all sexual offence investigations.

4.5 Operation Equinox staff, in addition to this new HSB procedure, have been trained on the awareness of and response to Adverse Childhood Experiences (ACEs). We continue to strive to receive further training input from survivors themselves. With the assistance of the OPCC, an agreement has been reached with a group of survivors, hopefully to be delivered in the near future.

4.6 Nottinghamshire Police continue to work closely with the OPCC's drive to fund support for survivors and have recently co-located ISVAs into the Public Protection department, designed to ease the pathway of support.

4.7 The newly formed Safeguarding Scrutiny Board, chaired by the ACC Operations, provides command oversight of public protection matters, including the delivery of this plan.

5. Financial Implications and Budget Provision

5.1 There are no financial implications arising from this report.

6. Human Resources Implications

6.1 There are no HR implications arising from this report.

7. Equality Implications

7.1 There are no equality implications for this report

8. Risk Management

8.1 N/A

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

9.1 N/A

10. Changes in Legislation or other Legal Considerations

10.1 N/A

11. Details of outcome of consultation

11.1 N/A

12. Appendices

12.1 N/A

For Consideration	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance
Date of Meeting:	4 March 2020
Report of:	Paddy Tipping Police and Crime Commissioner
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Agenda Item:	9

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT TO DECEMBER 2019

1. PURPOSE OF THE REPORT

- 1.1 This report provides the Strategic Resources and Performance meeting with an update on progress in delivery against the Police and Crime Commissioner's (Commissioner) Police and Crime Plan (2018-21), as reported to the Police and Crime Panel on 6 February 2020^a.
- 1.2 The report also provides a summary of performance headlines over the 1st January to 31st December 2019 period (see Performance and Insight report paper) and a summary of key OPCC and force decisions made over the current planning period (Appendix B).

2. RECOMMENDATIONS

- 2.1 SRP is invited to note and scrutinise this report which was first presented to Police and Crime Panel in February 2020. The Panel is responsible for scrutinising the seeking assurance from the Commissioner on any specific areas of concern, requesting further information where necessary and making recommendations where appropriate and within the scope of their role^b.
- 2.2 The information provided as part of the Commissioner's update report is designed to assist the Police and Crime Panel in fulfilling their duties under the Police Reform and Social Responsibility Act 2011 to provide scrutiny of and support to the Commissioner in relation to the Police and crime plan and maintain a regular check and balance on the performance of the PCC in that context (Section 14 of the Policing Protocol 2011).

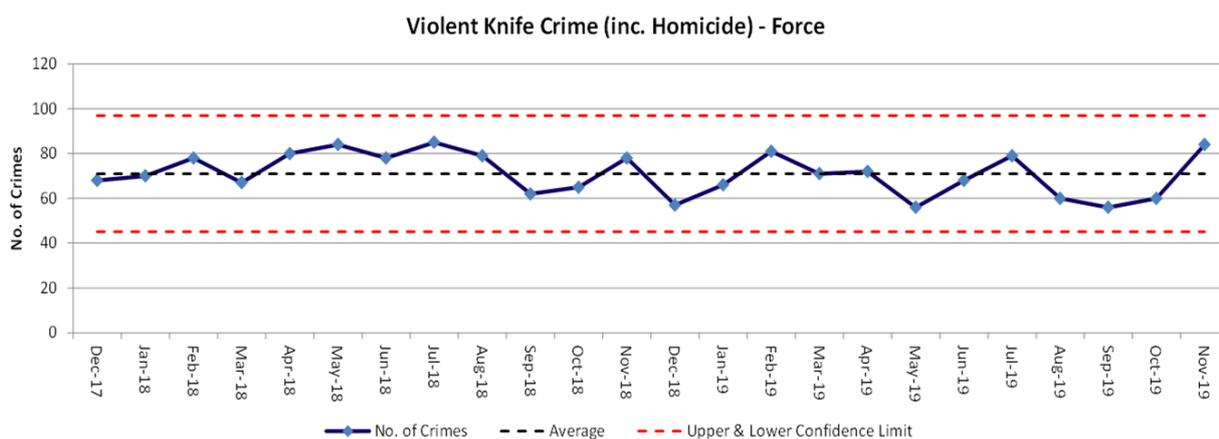
^a Section 13 of the Police Reform and Social Responsibility (PR&SR) Act 2011 requires the Commissioner to, subject to certain restrictions, provide the Panel with any information which they may reasonably require in order to carry out their functions, and any other information which the Commissioner considers appropriate

^b [Police and Crime Panels: A Guide to Scrutiny](#), Local Government Association (Updated 2016)

3. POLICE AND CRIME PLAN PERFORMANCE (2018-21)

- 3.1 The Commissioner's Police and Crime Plan (2018-21) set 57 performance indicators and 12 sub-measures across four strategic themes. These indicators are tracked by the force and OPCC on a quarterly basis, with the next comprehensive update scheduled for February 2020. The full suite of performance measures across all four themes for the current year can be viewed in the Performance section of the Commissioner's website^c.
- 3.2 Work is currently underway to refresh the reporting template for tracking Police and Crime Plan performance following engagement between the Police and Crime Panel, OPCC and force alongside learning from national examples of good and effective practice. The revised template aims to capture quarterly variation in numerical performance indicators and provide a greater degree of contextual narrative relevant to the broader Police and Crime Plan objective.
- 3.3 In addition to feedback on findings from the 2019 Police and Crime Needs Assessment and December 2019 Police and Crime Survey (reported below), Panel members are advised of the following interim performance updates:
- 3.4 **Protecting vulnerable people from harm:** Adult and child safeguarding referrals continue to increase (+26.8%) as a result of improvements in identification and referral processes. Increases in the level of domestic abuse recorded by police (+15.4%) are beginning to stabilise following improvements in recording practices and new categories introduced as specific offences under Protection of Freedoms Act 2012 in 2016. Findings from the Nottinghamshire Police and Crime Survey indicate that the likelihood of survivors reporting their experience of domestic abuse to the police has increased marginally over the last year from 71.5% to 73.5% in December 2019.
- 3.5 **Violent knife crimes** recorded by police have reduced by around 7.3% over the last year following a peak in August 2018. This has been coupled with increased police pro-activity which led to a significant increase in recorded possession of weapons offences during this period – largely attributable to Operation Reacher. Every possession of weapons offence dealt with by the police is potentially preventing the future use of a weapon in a violent offence, and therefore, the upward trend in the recording of these offences is viewed positively.

^c <https://www.nottinghamshire.pcc.police.uk/Public-Information/Performance/>



3.6 PCC Commissioned Victim Services: The OPCC continues to report on ‘cope and recover’ outcomes as part of the Ministry of Justices’ bi-annual monitoring arrangements. Around 1,840 victim service cases were closed during the April to September 2019 reporting period, of which, 80.6% reported improvements in their ability to ‘cope and recover’ from the harm that they had experienced. This represents a marginal increase on the proportion of positive outcomes recorded during the 2018/19 baseline year (78.7%).

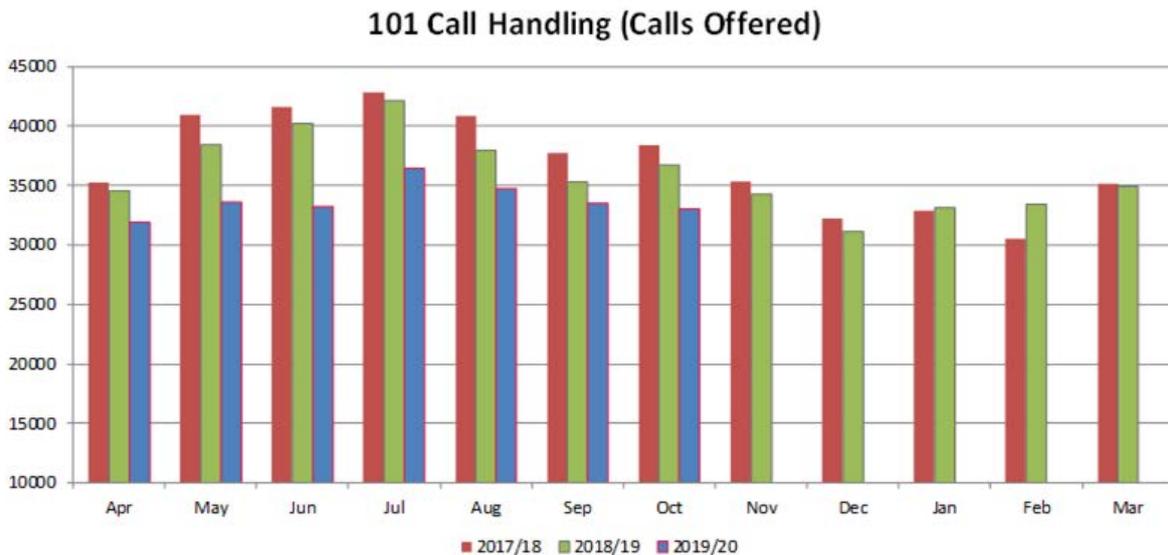
3.7 Positive outcomes rates for sexual offences have shown a further downward trend over the last year (-1.3% pts) having fallen from 9.9% in 2018 to 8.6% in 2019. This reduction should be viewed in the context of rises in third party reporting from partner agencies and reports where the victim wishes to report the offence but does not support further police action. While the proportion of serious sexual offences resulting in a positive outcome has declined, the absolute number of positive outcomes has remained relatively stable.

3.8 Recorded drug trafficking and supply offences have continued to increase trend since March 2019 impacted, in part, by greater use of stop and search and pro-active operations such as ‘Operation Reacher’ to target individuals and gangs involved in drug and weapon possession. The number of drug trafficking and supply offences recorded by police increased by 29% in 2019. Despite this, the Nottinghamshire Police and Crime Survey indicates that drug use and dealing remains a priority concern for local residents (47%), particularly in the Mansfield (60.5%) and Ashfield (60.1%) areas.

3.9 247 offenders are currently under active IOM management, either in the community or on short-term prison sentences while 254 offenders have been successfully removed from the scheme since January 2016. Together, these cohorts have achieved an average reduction in reoffending risk of 74.0% - which is over and above the level expected of a high performing scheme (45%). To date, the IOM programme has successfully planned, risk triaged and managed 280 prison releases in Nottinghamshire during 2019 and is continues to manage high

risk serial domestic violence perpetrators, MAPPA nominals, organised crime group offenders, knife crime-flagged offenders and a non-statutory early intervention cohort for knife crime. The programme is also now making use of alcohol tags, with the first being used by an offender in Bassetlaw who is successfully addressing their alcohol issues to the point of maintaining a tenancy for the first time.

3.10 101 Call handling: A recent national article^d focussing on 101 abandoned call rates highlighted significant pressures on services in some areas of the country, with abandoned call rates exceeding 20% in some police forces in 2019 and, in exceptional circumstances, waiting times exceeding three hours. Nottinghamshire by contrast, has seen significant improvements in 101 call handling performance over the last year, largely driven by improvements in the management of demand and appropriate signposting to other services at first point of contact. 101 abandonment rates have fallen from 5.9% in 2018/19 to 2.1% in 2019/20 (year to date), with around 101 calls being answered in an average 27 seconds compared to 69 seconds during 2018/19. The work has also helped to deliver a 9.9% reduction in overall 101 call volumes - equivalent to 31,000 fewer calls each year.



3.11 999 Call handling: The force also maintains one of the one of the lowest 999 abandonment rates in the country, answering calls in an average of 2 seconds with an abandonment rate 0.1%. This has been achieved despite a 3.5% increase in overall 999 call volumes over the last year and evidence^e to suggest that the force continues to have a greater number of reported incidents per head of population than other comparable force areas and the national average.

^d [David Barrett, Home Affairs Correspondent for the Daily Mail, 26 December 2019](#)

^e [HMICFRS 'Big Data' project](#)

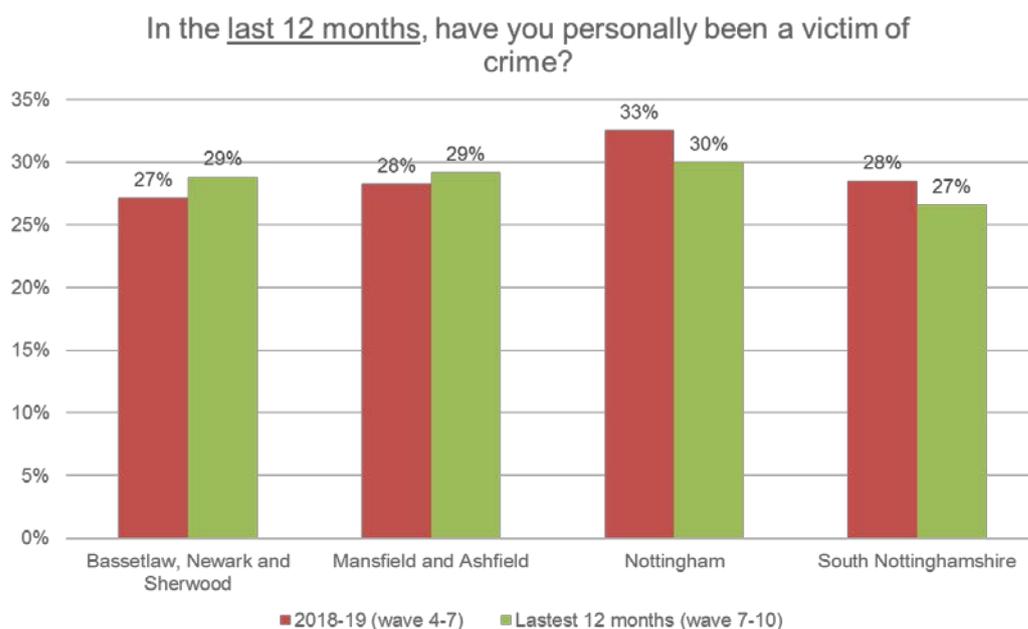
3.12 The challenge of maintaining strong performance in this area has been compounded by higher levels of staff turnover during the winter months as a number of dispatchers and call handlers have left the department to become police officers and training abstractions in preparation for the imminent launch of the new command and control platform. These factors highlight the opportunities for career progression within the department, the quality of staff recruited and a high level of efficiency and effectiveness in the recruitment, mentoring and training processes.

3.13 **Budget position:** As at October 2019, the force/OPCC are projecting a revenue overspend of £508,000 in 2019/20, which has reduced as a result of monitoring on staff pay, and a capital budget underspend of £371,000 as a result of the Northern Control Room project which was approved within the financial year. The budget is continually scrutinised and challenged with budget holders which will result in ongoing revisions throughout the year.

4. Police and Crime Survey Findings – December 2019

4.1 Fieldwork from the latest wave of the PCC's Police and Crime Survey was completed in December 2019 bringing the total number of individuals consulted during the year to 4,333. The survey achieves a robust and representative sample of responses at Community Safety Partnership level via an 'assisted self-completion' method.

4.2 Latest findings from the survey indicate that overall crime prevalence (i.e. proportion of residents affected by crime) has seen no significant change over the last year, with 28.5% of residents having experienced one or more crimes in 2019, or 18.9% when fraud and computer misuse related crimes are excluded. At Community Safety Partnership level, however, Bassetlaw, Newark and Sherwood and Mansfield and Ashfield have seen 1-2% point increases in crime prevalence, while Nottingham and South Nottinghamshire have seen equivalent reductions. This mirrors trends seen in the police recorded crime picture during 2019.



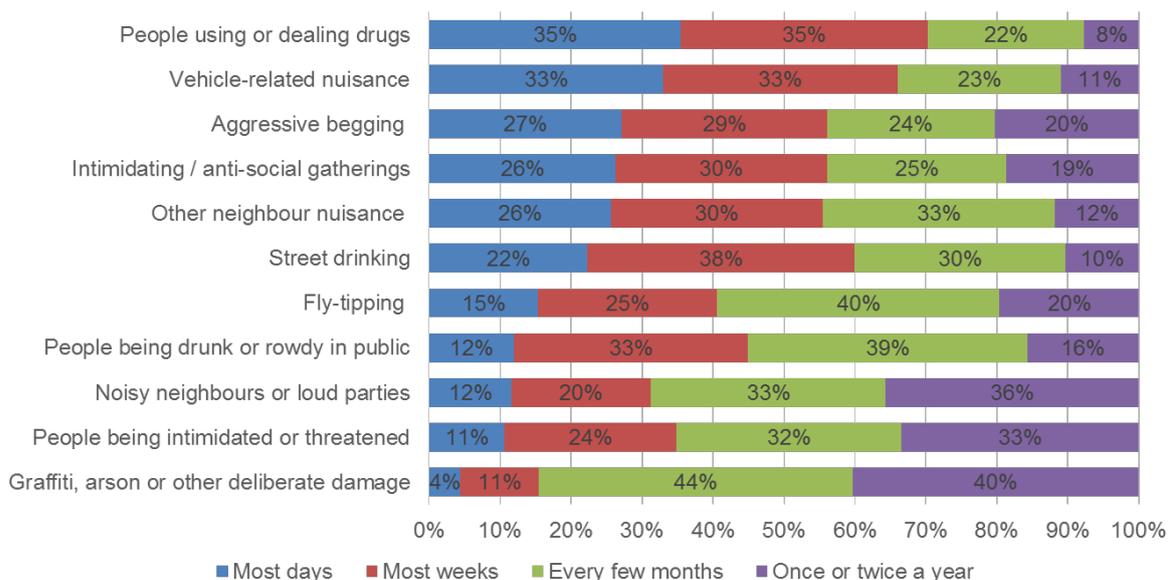
4.3 The overall proportion of PCS crime going on to be reported to the police (54.5%) remained broadly consistent with levels seen in 2018 (53.9%) and is highest in Bassetlaw, Newark and Sherwood (57%) and lowest in Nottingham (50%).

4.4 The proportion of victims of crime receiving some form of information, advice or support has risen from 40% to 44% over the last year, with the most significant rises seen among those receiving emotional support (up from 19% to 27%) or medical treatment for injuries sustained (up from 10% to 19%).

4.5 Indicators of public confidence in the police saw marginal improvements during 2019, with the proportion of residents feeling that they had confidence in the police rising from 47% to 49% and the proportion feeling that the police were ‘doing a good job’ rising from 53% to 55%. These trends have been largely driven by improvements in Nottingham City, where around 59% reported having confidence in the police and 55% felt that the police were ‘doing a good job’.

4.6 New questions were introduced into the Police and Crime Survey in December 2019 relating to the experience and impact of anti-social behaviour on residents. Initial findings from the first wave of responses indicate that noisy neighbours (29%), vehicle-related nuisance (28%) and people using or dealing drugs (26%) are prevalent experiences among local residents, however neighbourhood noise nuisance is a markedly less frequent occurrence.

If you have experienced one or more types of ASB, please indicate how often this has happened

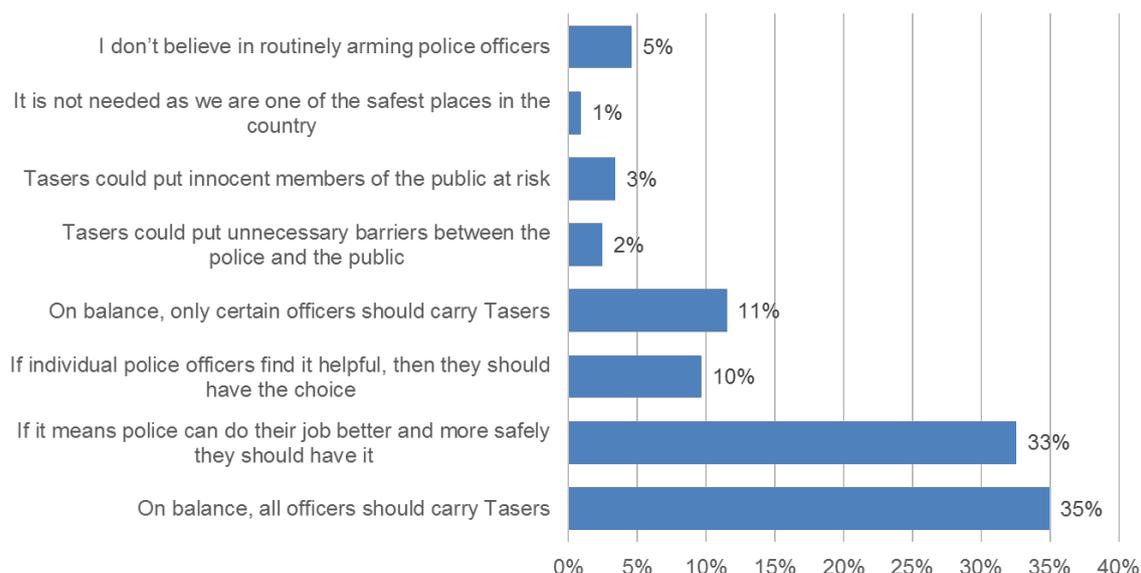


4.7 On average, impact of ASB is relatively low, with 73% stating that the ASB they had experienced had little or no effect on their quality of life, compared to 7% reporting a major impact. While 16% and 18% of ASB occurrences were reported to the Police and Local Authorities respectively, around 72% of were not formally reported to any agency. Trends in this data will be tracked over time, with further analysis being undertaken by locality, demographic characteristics and ASB type as the sample size increases.

4.8 Consistent with findings in 2018, around 27% of respondents had been in contact with Nottinghamshire Police in 2019, with the majority contacting the police to report a crime or incident (66%). While the proportion that were satisfied with the service they received (59%) saw no significant change in 2019, the proportion that were dissatisfied fell from 29% to 25% during the year.

4.9 Further questions were also added to the December 2019 survey in relation to public concern and attitudes towards police officer safety. The survey revealed that resident concern about officer safety in their area is relatively low, with 46% reporting little or no concern and 16% reporting high levels of concern. Despite this, 72% felt that police officers should be given more protection and support when carrying out their duties and 78% were supportive of the use of Tasers – with 35% feeling that all officers should be equipped with them.

Which option below best sums up your view on local officers being equipped with Tasers?



5. Activities of the Commissioner

- 5.1 The Commissioner is represented at the key thematic, partnership and force local performance boards to obtain assurance that the Force and Partners are aware of the current performance threats and taking appropriate action to address the emerging challenges. Any issues of concern are reported to the Commissioner who holds the Chief Constable to account on a weekly basis. The Commissioner also meets heads of Investigations and Intelligence and Operations on a quarterly basis to gain a deeper understanding of threats, harm and risk to performance.
- 5.2 The Commissioner continues to take steps to obtain assurances that the Chief Constable has identified the key threats to performance but more importantly that swift remedial and appropriate action is being taken to tackle the problems especially in the Priority Plus Areas in the County and High Impact Wards in the City. Key activities are reported on the Commissioner's website.^f
- 5.3 The Commissioner has maintained an active partnership and community engagement schedule throughout November and December 2019, which has included hosting of a Partnership Problem Solving Conference (12 Nov), chairing the Strategic Violence Reduction Board (13 Dec) and undertaking neighbourhood walkabouts in Beeston, Clifton, Bingham and Trent and the City Centre. The Commissioner has also engaged in events including the Nottinghamshire Knife Crime Symposium, the Integrated Care System Partnership Forum, Contextual

^f <http://www.nottinghamshire.pcc.police.uk/News-and-Events/Latest-News.aspx>

Safeguarding conference, Opportunity Nottingham conference and various local Parish Council / Safer Neighbourhood meetings.

Nottinghamshire Police and Crime Needs Assessment

5.4 The OPCC is in the process of consulting statutory and voluntary and community sector partners on headline findings from the 2019 Police and Crime Needs Assessment with a view to informing planning and commissioning intentions for 2020/21. The annual report which brings together a wide range of partnership data and stakeholder perspectives highlights that:-

- Presentation of multiple / complex need linked to offending, victimisation and risk of harm is likely to continue to rise over the coming year as a result of increasing underlying need, capacity constraints affecting key services and ongoing improvements in proactive identification and management of risk
- Police recorded victim-based crime is expected to increase over the next year driven by increased recording of violence without injury, improvements in crime recording, genuine increases in fraud, increases in police pro-activity and more reporting as a result of increased public confidence in / access to services
- Pressure on already stretched domestic abuse, sexual abuse & therapeutic support services is likely to increase further over the next year as a result of greater reporting and proactivity. The proportion of victims not supporting a criminal justice outcome is rising and positive outcomes for rape remain low
- The number of identified suspects is expected to increase over the next year as a result of increases in police proactivity / capacity, technological developments and potential changes in legislation, reporting and offender management arrangements. Maximising the appropriate use of out of court disposals and reducing re-offending are essential to minimising the impact on the CJS
- Community concern regarding drug use and dealing is increasing markedly. Investment in neighbourhood policing and local problem solving has potential to drive improvements in public trust and confidence in the north of the county and among new and emerging communities

5.5 The draft Nottinghamshire Police and Crime Needs Assessment for 2019 can be found on the Commissioner's website. The final Police and Crime Delivery Plan for 2020/21 will be reported to the Police and Crime Panel on 31 March 2020.

Nottinghamshire Violence Reduction Unit (VRU)

- 5.6 The Home Secretary confirmed a further £35m funding for 18 Violence Reduction Units nationally on 29 December 2019, with Nottinghamshire receiving a provisional £880,000 on 2020/21 subject to final Home Office approval. Nottinghamshire's [Violence Reduction Unit](#) was established in September 2019, to offer leadership and strategic coordination of a local public health approach to serious violence in partnership with the police, local government, health, community leaders and other key partners. The funding for 2020/21 will enable partners to embed and build on the projects already underway and support new

Operation Uplift

- 5.7 Work continues to recruiting new officers as part of the national programme funded by the Home Office to recruit 20,000 additional officers by March 2023. In Nottinghamshire, the service remains on track to recruit 107 new officers as part of Operation Uplift, over and above the 175 new recruits already planned. This is expected to bring the number of full time equivalent (FTE) officers to 2,087 in 2020. Chief Constable Craig Guildford said: "It's a fantastic opportunity for us to increase our Neighbourhood policing numbers and local investigators which will help reduce the risk and harm from crime, keep people safe and pursue those who choose to cause so much angst to our communities".

6. Case Study: Service Response to Stalking

- 6.1 Police and Crime Panel Members have requested the presentation of a case study for each meeting. Recent case studies have included: Prosecution File Quality Improvements; Knife Crime; Nottinghamshire Police and Crime Survey; OPCC's Sexual Violence Engagement Manager; the Nottinghamshire Victim CARE Service; Nottingham Violence Interrupters Pilot, understanding and managing police demand and Operation Reacher. For this meeting, a further case study has been prepared detailing activity and outcomes in relation to stalking.
- 6.2 Stalking is a crime in England and Wales under the Protection from Harassment Act 1997. It is described as a pattern of unwanted and persistent behaviour that is motivated by a fixation or obsession that causes a victim to suffer alarm, distress or a fear of violence. It is illegal for a person to pursue a course of conduct that they know or ought to know amounts to stalking. A court of conduct refers to two or more incident of unwanted behaviour.
- 6.3 The Police and Crime Needs Assessment for Nottinghamshire 2018-21 notes that "stalking was introduced alongside coercive control as a specific offence under the Protection of Freedoms Act 2012, with Nottinghamshire recording 48 offences in

2016/17, including 11 which were non-recent cases. Of the current cases, around half (51%) resulted in either a charge, caution or community resolution. The majority of recorded victims were female (89%). A joint inspection⁹ undertaken by HMIC and HMCPSP in 2017 found that stalking too often goes unrecorded and unrecognised by the police and prosecutors who may categorise offences as harassment and miss opportunities to take effective action.”

- 6.4 From 1 April 2018 police forces have been required to record stalking and harassment in addition to the most serious victim based offence involving the same victim. As a result the reported stalking cases have climbed and are expected to keep climbing.

Stalking reported to Nottinghamshire Police during the 2019 calendar year

	Domestic Stalking			Non-Domestic Stalking		
	Female	Male	Total	Female	Male	Total
City	92	17	109	45	7	52
Bassetlaw, Newark and Sherwood	58	1	59	15	2	17
Mansfield and Ashfield	82	4	86	32	5	37
Broxtowe, Rushcliffe and Gedling	64	2	66	41	6	47
Total	296	24	320	133	20	153

- 6.5 As a result of the 2017 HMICFRS report Nottinghamshire Police changed internal processes, introduced stalking training for officers and in January 2018 set up a monthly stalking clinic. The Stalking Clinic is a monthly multiagency meeting which agrees how to manage perpetrators. Victims and others at risk are discussed and safeguarding actions identified. The Clinic discussed 92 cases in 2018 and 2019, with around 5 cases per month discussed during 2019.
- 6.6 Attending agencies include Nottinghamshire Police, Stalking Advocates from Juno Women’s Aid, Nottinghamshire Women’s Aid and Equation, National Probation Service and MAPPA. Consultant forensic psychiatrists also attend and utilise the Stalking Risk Profile for each perpetrator discussed. This identifies the type of stalker and assesses the risk of violence, recurrence and persistence as well as the risk of psychosocial harm to the perpetrator. The completed assessment is shared where necessary including in criminal cases with CPS to improve agencies’ understanding about the risks posed by stalkers.

⁹ *Living in Fear, HMICFRS, July 2017*

6.7 DI Amy Styles-Jones, who chairs Nottinghamshire Police's stalking clinic, said:

"The clinic is innovative and sees an established group of professionals working well together to safeguard victims of stalking as well as managing perpetrators. The stalking advocacy service is key in bringing the voice of the victims to the discussions and we're starting to receive some really positive feedback about the service. It's also really pleasing to see that stalking is better understood in Nottinghamshire now than in previous years so we're making real progress to combat the issues that stalking poses".

6.8 The Suzy Lamplugh Trust^h reports that the consequences of stalking for victims can be physical, psychological, social and economic. Victims can develop anxiety, depression and agoraphobia, with 50% of victims experiencing post-traumatic stress disorder. Many victims change their behaviour to feel safer, including not going out in public, reducing social outings and moving home.

6.9 Victims and survivors of stalking from an ex intimate partner have always been supported in Nottinghamshire through commissioned domestic abuse support services delivered by Juno Women's Aid, Nottinghamshire Women's Aid and Equation. However, when the stalking clinic began in 2018 it became clear that additional support was needed, particularly for victims of non-domestic stalking. Juno and Nottinghamshire Women's Aid began supporting non domestic victims at the stalking clinics but were unable to provide any ongoing support for victims without dedicated staff. Therefore, in July 2019 the PCC began funding a formal pilot of a dedicated Stalking Advocacy Service for victims of non-domestic stalking.

6.10 The Stalking Advocacy Service is delivered by Juno Women's Aid, Nottinghamshire Women's Aid and Equation and aims to help safeguard victims of non-domestic stalking and empower them to cope better and recover by providing trauma-informed informational, practical and emotional support and advocacy including safety planning. It primarily supports survivors of non-domestic stalking aged 16 and older living in Nottingham/Nottinghamshire, however it will also support younger victims if required, while Equation is providing support to male victims and developing multi-agency training and briefings on stalking.

6.11 Dedicated staff began in July 2019 supporting police referrals only, before being formally launched on White Ribbon Day on 25 November 2019. Since July 2019 over 40 victims have been referred to the Stalking Advocacy Service, with 32 supported (all female). Victims have been supported with issues such as bail and licencing conditions to protect their safety, home and work safety planning including use of social media, emotional support and advocacy and referrals to other help such as counselling.

^h *Out of Sight Out of Mind, Two Years On, Suzy Lamplugh Trust 2018*

6.12 Feedback has been extremely positive, with victims reporting that the stalking had ceased, and that they had felt empowered both by stalking advocates and police officers to have control over decisions affecting them. Victims were very grateful for the support service and felt able to move on with their lives following help from an Advocate. Yasmin Rehman, CEO of Juno Women's Aid, which has received the highest number of referrals for support, said about the Service:

"We are delighted to be able to help protect victims of non domestic stalking and enable them to regain control over their lives. Anyone can be a victim of stalking and the new Stalking Advocacy Service provides much needed help in Nottinghamshire."

6.13 DSU Andy Gowan (Head of Public Protection, Nottinghamshire Police) said:

"I am delighted to see an improved police response to the tackling of Stalking cases and have been impressed with the commitment from the OPCC/partners and commissioned services to support a problem solving/partnership response to safeguard victims and tackle stalking perpetrators"

6.14 The PCC has provided funding worth £37,500 each to Juno Women's Aid and Nottinghamshire Women's Aid while Equation has received £9,480 to deliver support tailored to male victims and develop and deliver a series of stalking seminars for professionals. The service has been funded as a pilot until December 2020. It will be evaluated in the summer of 2020 to inform future commissioning arrangements.

6.15 To access the Stalking Advocacy Service call:

Women's Helpline: 0115 947 6490

Men's Helpline: 0115 960 5556

7. Decisions

- 7.1 The Commissioner has the sole legal authority to make a decision as the result of a discussion or based on information provided to him by the public, partner organisations, Members of staff from the Nottinghamshire Office of the Police and Crime Commissioner (NOPCC) or Chief Constable. The Commissioner's web site provides details of all significant public interest decisions.ⁱ
- 7.2 Police and Crime Panel Members have previously requested that the Commissioner provide a list of all forthcoming decisions (Forward Plan) rather than those already made. This Forward Plan of Key Decisions for the OPCC and the Force has been updated and is contained in **Appendix D**.

8. Financial Implications and Budget Provision

- 8.1 The Commissioner holds the Chief Constable to account formally at his Strategic Resources and Performance meetings (SSRP). At this meeting the Chief Constable submits a number of financial reports for scrutiny.

ⁱ <http://www.nottinghamshire.pcc.police.uk/Public-Information/Decisions/Decisions.aspx>

Nottinghamshire Police Revenue Position as at the end of October 2019 by Department

	Revised Budget £'000	Forecast Outturn £'000	FO-RB Variance £'000
Local Policing			
County	43,320	43,146	(174)
City	30,194	30,076	(118)
Contact Management	16,190	15,996	(195)
	89,705	89,218	(486)
Crime & Operational Services			
Public Protection	12,453	11,935	(518)
Operational Support	10,236	10,589	352
Intelligence	9,256	9,036	(220)
Serious & Organised Crime	7,428	6,880	(548)
Archive & Exhibits	1,078	1,106	27
Other	255	281	26
	40,706	39,826	(880)
Corporate Services			
Technical Accounting	12,449	12,479	30
Information Services	11,579	11,728	149
Estates	6,235	7,138	902
Fleet	3,281	3,528	247
People Services	1,781	1,898	116
PSD	1,575	1,557	(17)
Futures Board	872	872	0
Command	1,281	1,434	154
Corporate Development	1,075	842	(233)
Corporate Communications	833	645	(188)
Finance	671	805	134
Information Management	531	448	(83)
Other smaller budget departments	215	229	14
	42,379	43,603	1,224
Collaboration			
EMSOU Operations	13,494	13,538	44
EMCJS	9,071	9,134	63
EMSOU Services	4,169	4,325	156
MFSS	2,567	3,056	489
ESN	186	186	0
EMSCU	153	150	(3)
	29,640	30,389	749
Home Office Grants			
Knife Crime	(1,067)	(1,067)	0
ARV Uplift	(55)	(55)	0
Cyber Crime	0	(99)	(99)
	(1,122)	(1,221)	(99)
Force Total	201,308	201,816	508
OPCC	4,975	4,975	0
Group Total	206,283	206,791	508

Overspends shown as positive numbers, under-spends shown as () numbers.
No manual adjustments have been made for rounding

8.2 As at 31 October 2019, the force/OPCC are projecting a financial revenue outturn position of £206,791,000 in 2019/20, which represents a projected overspend of £508,000 against the approved net revenue budget of £206,283,000. The over spend is predominately being driven by:-

- Unexpected costs in information services for renewal of the data bundle contract and slow progress on realising the £300k efficiency saving
- An over spend on MFSS relating to the extension of early life support

8.3 An increase on estates costs in recognition that Bingham, Worksop and Holmes House sales may not be realised

8.4 As at 31 October 2019, the force/OPCC are projecting a Capital budget outturn of £8,527,000 in 2019/20 against an approved capital programme budget of £13,625,000. The under spend has increased considerably over the last quarter, largely due to variance within the Command and Control project.

Capital Outturn Position as at the end of October 2019, by Project

Project Name	Revised Budget £'000	Forecast Outturn £'000	Underspend £'000	Slippage to 2020/21 £'000
Estates				
New Custody Suite	6,430	1,587	0	(4,843)
Building Improvement, Renovation & Conversion Works	1,185	1,127	0	(58)
Hucknall EMAS	637	626	(11)	0
Custody Improvements	360	360	(0)	0
New HQ Joint Build	352	748	0	396
Northern Property Store	246	246	0	0
Bunkered Fuel Tanks	62	59	(3)	0
Automatic Gates & Barriers	52	52	0	0
Community Rehabilitation Companies Renovations	25	25	0	0
West Bridgford Police Station Relocation & Sale	442	221	0	(221)
Northern Control Room	386	16	(370)	0
Estates Total	10,178	5,067	(384)	(4,727)
Information Services				
Command & Control	1,910	1,910	0	0
Technology Services Refresh & Upgrades	1,149	1,149	0	0
ANPR Camera Project	126	126	0	0
NEP	112	109	(3)	0
SICCS Upgrade	0	0	0	0
IS Total	3,297	3,294	(3)	0
Other Projects				
Vehicle & Equipment Replacement	150	167	17	0
Overall Total	13,625	8,527	(371)	(4,727)

Overspends shown as positive numbers, under-spends shown as () numbers.
No manual adjustments have been made for rounding

8.5 The budget is continually scrutinised and challenged with budget holders which will result in ongoing revisions throughout the year. Monitoring has been exceptionally problematic this year, with proven errors in the data recoded on the financial system. While work is progressing to address these issues, it should be noted that the year to date actual spend is inaccurate at this present time. There is confidence that the budget set is robust and will be sufficient to manage capital plans during 2019/20.

8.6 **Appendices B and C** contain the full finance revenue and capital reports submitted to the Strategic Resources and Performance Board on 4th November 2019 and provide more detail regarding the provisional year end position for each.

9. Human Resources Implications

9.1 None - this is an information report.

10. Equality Implications

10.1 None

11. Risk Management

11.1 Risks to performance are identified in the main body of the report together with information on how risks are being mitigated.

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

12.1 This report provides Members with an update on performance in respect of the Police and Crime Plan.

13. Changes in Legislation or other Legal Considerations

13.1 The Commissioner publishes a horizon scanning briefing on a fortnightly basis which is widely accessed by OPCC, policing and other partner agencies nationally. The briefing captures information from a wide range of sources including emerging legislation, government publications, audits and inspections and significant consultations, statistics and research findings in order to help inform local strategic planning and decision making. The briefings can be accessed via the Commissioner's website^J.

^J <http://www.nottinghamshire.pcc.police.uk/Public-Information/Horizon-Scanning/Horizon-Scanning.aspx>

14. Details of outcome of consultation

14.1 The Chief Constable has been sent a copy of this report.

15. Appendices

- A. Nottinghamshire Police and Crime Plan Performance Report to December 2019: Sample for review
- B. Forward Plan of Key Decisions for the OPCC and the Force

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

- [Police and Crime Plan 2018-2021](#)

For any enquiries about this report please contact:

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NOTTINGHAMSHIRE POLICE AND CRIME PLAN PERFORMANCE AND INSIGHT REPORT 2019/20

QUARTER 3: PERFORMANCE TO DECEMBER 2019

Sample

Guidance notes:

1. The following performance indicators are taken from the Police and Crime Commissioner's (PCC) plan 2018-21. The information is structured according to the four strategic priority themes in the plan.
2. Wherever possible, performance information is provided for a 12 month rolling period compared to the equivalent 12 months of the previous year, in order to provide an indication of trend. Where information provided is for an alternative period this is stated.
3. Additional insight is included in the report in order to provide context in relation to performance exceptions only.
4. Data sources for each indicator are specified at appendix 1, including any information supplied outside of the Nottinghamshire Police Management Information team.
5. Amendments and additions have been added to this edition of the P&I report, in line with the revised Police and Crime Plan Strategic Framework (2018-21)

Performance exceptions:

Performance exceptions, both positive and negative, are indicated within the report by the following markers:-

- Positive exception: Significant improvement in latest quarter, or improving trend over three successive quarters
- Negative exception: Significant deterioration in latest quarter, or deteriorating trend over three successive quarters

Summary of Key Headlines and Notable Exceptions

Protecting vulnerable people from harm – Pages 3 to 4

- Nottinghamshire Police was assessed by HMICFRS as 'GOOD' at Protecting Vulnerable People as part of the 2019 PEEL inspections.
- Safeguarding referrals continue to increase quarter on quarter, largely due to improved identification, referral and recording of safeguarding concerns. 1,266 additional referrals in the year to September 2019.
- Police recorded violent knife crime displays a sporadic pattern, but has seen an overall decrease of 7.7% over the last year, largely due to reductions in knife-related robbery. Tackling knife crime remains a core priority.

Helping and supporting victims – Pages 5 to 6

- The proportion of domestic abuse-related crimes that are repeats has increased by 2.5% points over the last year. This should be viewed in the context of a 21% increase recorded offences over the same period.
- Positive outcomes rates for SSO continue to decline following increases in disclosure and third party reporting. Absolute volume of positive outcomes remains stable.

Tackling Crime and Anti-social Behaviour – Pages 7 to 10

- Nottinghamshire Police was assessed as 'REQUIRING IMPROVEMENT' in preventing and tackling crime and ASB in 2018. 2019 has seen an renewed focus on improving understanding of communities and prioritising crime prevention
- Overall prevalence of crime monitored via the Police & Crime Survey shows a stable trend over the last year, despite a marginal (+1%) increase in the county and a 3.8% decrease in the City
- 254 offenders successfully removed from the scheme since January 2016 achieved an average reduction in reoffending risk of 74%. IOM continues to be adapted to take account of the changing risk profile

Transforming Services and delivering quality policing – Pages 11 to 13

- Overall positive perception of the police remains stable despite marginal increases in the city (up 1.8% pts to 54.9%) Positive perceptions remain lowest in Bassetlaw, Newark and Sherwood (41%).
- Forecast revenue overspend has reduced to £0.603m, largely due to monitoring on staff pay.
- Forecast capital underspend has reduced to £10k as a result of variance within the Command and Control project.

Theme 1: Protecting Vulnerable People from Harm

Theme 1A: More Vulnerable People Safeguarded and Protected

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
1A.1	Adult and Child Safeguarding Referrals	Increase	5,315	5,533	5,837	6,401	6,739	26.8%	1,424
1A.2	Missing persons	Monitor	3,429	3,426	3,242	3,153	2,964	-13.6%	-465
1A.3	Missing: No apparent risk	Monitor	3,039	3,038	3,094	3,016	3,008	-1.0%	-31
1A.4	Mental health-related incidents	Monitor	18,433	18,718	18,708	18,456	18,416	-0.1%	-17

Safeguarding Referrals

Overall, there is a continuing upward trend in recording with a new peak in referrals in July 2019. August to December 2019 has seen slight decreases, but the trend remains positive. This indicator provides the force and partner agencies with the confidence that improvements are being made in the identification and recording of safeguarding concerns, enabling agencies to take appropriate safeguarding actions to minimise the risk of harm.

Missing Person Reports

Missing Person reports have seen a downward trend since May 2018. Overall, reports saw a 13.6% reduction this year (465 fewer). The monthly average is currently 247 reports. The trend for Missing – No Apparent Risk reports (formerly Absent Persons Reports) has also been downward since July 2018; however, March 2019 saw an upturn with instances now stabilising.

Mental Health-Related Incidents

The last 12 months have seen a monthly average of 1,534, this is comparable to the previous year's monthly average of 1,536 incidents. July to September 2018 and July to September 2019 both saw higher than average levels with a peak in incidents in September for both years.

Theme 1: Protecting Vulnerable People from Harm

Theme 1B: Improved Response to Serious and Emerging Threats to Vulnerable People

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year	
							%	Actual
1B.1	Fraud Offences	2,934	3,076	3,076	3,049	3,006	2.45%	72
1B.2	Online Crime	3,475	3,589	3,551	3,469	3,556	2.33%	81
1B.3	Drug Trafficking and Supply Offences	734	807	848	897	947	29.0%	213
1B.4	Police recorded Child Sexual Exploitation	715	659	588	575	560	-21.7%	-155
1B.5	Police recorded Modern Slavery offences	58	47	53	73	102	75.9%	44

Information Sharing / ECINS Update

The force-wide ECINS Programme supports information sharing in relation to vulnerable and complex people among over 40 stakeholder agencies. This helps to integrate processes, and remove silo working and duplication. The internal delivery board for system implementation and operational realisation continues to function well.

Principle outstanding issues for ECINS include:-

- Improving the volume of trainers and access to training as a result of increasing business need
- Facilitating system administration
- Building confidence in the system among users and potential users following slow take up during the early stages of the project.

Modern Slavery

The force continues to take a proactive approach to this type of offending - seeking out Modern Slavery offences in order to ensure that survivors are protected and offenders brought to justice. This is reflected in the upward trend from 2018 to 2019.

Drug Trafficking and Supply Offences

The upturn is attributed to various on-going operations conducted since the beginning of 2019, such as Op Reacher that has targeted various nominals and gangs and resulted in the increased recording of drug offences, weapons possession etc. Additionally, an increase in stop searches has taken place which again has resulted in more drug charges (see page 8)

Fraud

Fraud offences represent a significant challenge to the police and place a genuine demand on police resources, with investigations often complex and time consuming.

Online Crime

Online crime refers to offences where on the balance of probability, the offence was committed, in full or in part, through a computer, computer network or other computer-enabled device. The figures do not include fraud offences, which are captured separately. The majority of online crimes recorded are harassment offences, specifically malicious communications offences which have taken place online on forums such as Facebook and twitter.

Theme 2: Helping and Supporting Victims

Theme 2A: Improved reporting and response to domestic and sexual violence and abuse

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
2A.1	Police recorded domestic abuse crimes	Monitor	13,339	14,263	14,558	14,921	15,394	15.4%	2,055
2A.2	Domestic abuse repeat victimisation rate	Monitor	32.6%	33.1%	33.5%	34.4%	34.5%	1.8% pts	n/a
2A.3	Domestic abuse: Pos. Outcome Rate	Monitor	15.8%	14.6%	14.6%	13.8%	13.4%	-2.4% pts	-52
2A.4	% Domestic abuse victims satisfied (overall)	Monitor	92.2%	90.9%	90.0%	88.0%	n/a	n/a	n/a
2A.5	Serious sexual offences: Adult	Monitor	1,497	1,489	1,504	1,447	1,466	-2.1%	-31
2A.6	Serious sexual offences: Child	Monitor	1,426	1,401	1,392	1,406	1,387	-2.74%	-39
2A.7	Sexual Offences: Pos. Outcome Rate	Monitor	9.9%	9.2%	9.4%	8.6%	8.6%	-1.3% pts	-61

Domestic Abuse

The force has seen an increasing trend in reported Domestic Abuse crime over the last two years, due in part to increasing survivor confidence to come forward and seek support from the force and partner agencies. The proportion of victims that are repeats has seen a small increase over the last year.

Sexual Abuse

Both Adult and Child Serious Sexual Offences saw a small decrease during 2019 when compared to the previous 12 months. The positive outcome rate has also fallen by over 3 percentage points from 2018.



Nottinghamshire

POLICE & CRIME COMMISSIONER

Appendix B: Decisions of Significant Public Interest: Forward Plan

December 2019

1.0 Business cases						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force

2.0 Contracts (above £250k)						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
2.1	March 2019	Fleet Maintenance	Procurement & award of contract	>£250K	R Adams EMSCU	Force
2.2	December 2019	Replacement back-up platform	Direct award via FW	£300K	R Adams EMSCU	Force
2.3	January 2020	Support for sexual violence and abuse survivors (High Volume Fund)	Contract award	£300K	R Adams EMSCU	Force
2.4	January 2020	Northern Control Room	Direct Award Lindums from FW		R Adams EMSCU	Force
2.5	January 2020	Servers	Direct award via FW	>£250	R Adams EMSCU	Force
2.6	January 2020	Victim CARE	Contract extension detailed in original ITT	>£620k	R Adams EMSCU	Force
2.7	February 2020	Delivery agreement for main contractor for Custody	Award via Scape FW	£15m	R Adams EMSCU	Force
2.8	February 2020	Fleet related contracts			R Adams EMSCU	Force
2.9	February 2020	Extension of ISVA and Survivor Support Service	Contract extension detailed in original ITT	£287k	R Adams EMSCU	Force
2.10	March/April 2020	New sexual violence support hub and therapy	Invitation to Tender	>£2.1m	R Adams EMSC	Force
2.11	May 2020	HQ Build Main Contractor	OJEU procurement	£16.5m	R Adams EMSCU	Force



Nottinghamshire

POLICE & CRIME COMMISSIONER

3.0 Estates, ICT and Asset Strategic Planning						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
3.1	TBC	Replacement SARC	Proposal to replace the existing adult SARC with new, more suitable premises	Business Case in course of preparation	DCI Clare Dean and Tim Wendels, Estates and Facilities	Force/OPCC
3.2	TBC	Neighbourhood Offices	Consider the outcome of consultation on the future of Neighbourhood Offices	TBC	Tim Wendels, Estates and Facilities	Force
3.3	December	Replacement body-worn video cameras	OPCC will already be aware as Charlie Radford has signed off the spend, but we are likely to commit to a spend of in excess of £900k for replacement body-worn video cameras this month (December) in order to take advantage of a significant discount offered by the supplier (Reveal Media) for buying them all up front	Excess of £900k	Supt Ted Antill	Force
3.4	Present – 6 months	National Enabling Programmes	National Enabling Programmes – the DCC has agreed a 6 month pause on this project in order to free up IS resources for other, more critical work. This will also give time for vacancies to be recruited to in the new IS structure and in the business change role(s) in corporate development.	-	Supt Ted Antill	Force



Nottinghamshire

POLICE & CRIME COMMISSIONER

4.0 Workforce Plan and Recruitment Strategies

Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
			<p>Operation Uplift – the national initiative from the government to increase officer numbers by 20,000. The largest officer recruitment in modern times. Nottinghamshire Police is in a healthy position with its recruitment pipeline allowing us to move swiftly to accommodate the additional officers. Our allocation is confirmed as 107 additional officers in the next financial year. Our initial uplift plans have been revised with our intakes adjusted following careful consideration relating to the funding received.</p> <p>The force has received significant interest from transferees and transferred scores and we have taken on a number of both within the agreed funding parameters.</p> <p>The recent recruitment followed a number of positive action events and the force received 147 external applicants comprising of 44.22% female and 21.09% BME applicants, internally the force received 25 applications 56% female and 8% BME.</p> <p>Additional costs are to be expected in addition to the recruitment of officers. For example additional assessment centre, OHU and biometric costs. Work is being undertaken at pace to both secure the relevant services and clarify costs required.</p> <p>Increased officer numbers will create opportunities for police staff roles around the Force, particularly PCSO and Control Room roles. PCSO course is planned for early in the new year.</p>			

5.0 Strategic Issues including Finance

Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
5.1	September 2019	Routine monthly monitoring reports in respect of capital and Revenue expenditure'			Mark Kimberley	Force
5.2	February 2020	Setting a precept and approving the annual capital and revenue budgets and supporting financial strategies.			Charlie Radford	OPCC



Nottinghamshire

POLICE & CRIME COMMISSIONER

6.0 Other OPCC Commissioning						
Ref	Date	Subject	Summary of Decision	Cost (£) <i>Where available</i>	Contact Officer	Report of OPCC / Force
6.1	January 2020	County domestic abuse support services	Award of contract (procurement managed by County Council as lead commissioner)	£1.4m	Nicola Wade	OPCC
6.2	February 2020	6 month extension of interim sexual violence counselling contracts	Direct Award of 4 interim contracts	£214k	Nicola Wade	OPCC
6.3	February 2020	Extension of CHISVA contract	Contract extension detailed in original ITT	>£120k	Nicola Wade	OPCC
6.4	February 2020	Grant awards to Crime and Drugs Partnership and Safer Nottinghamshire Board	Grant award to deliver community safety activity	<£1.4m	Nicola Wade	OPCC
6.5	February 2020	Partnership Agreement with Nottinghamshire Clinical Commissioning Groups	To pay for provision of a mental health nurse in sexual violence support services, support brokerage and personal health budgets (NHSE funded)	<£253k	Nicola Wade	OPCC
6.6	February/March 2020	MARAC support in city	To pay for ongoing additional MARAC support in the city	£80k	Nicola Wade	OPCC
6.7	March 2020	Community Safety Fund and Violence Reduction Unit Grants	Award of small grants to the third sector to deliver activity to deliver the Police and Crime Plan and Violence Reduction Unit objectives.	£350k	Nicola Wade	OPCC
6.8	TBC	Train the Trainer Licences	To deliver Nightlife Crew training	£15k over 3 years	Helen Kane	OPCC
6.9	March 2020	Alcohol Awareness Programme		TBC	Helen Kane	OPCC
6.10	March/April 2020	Potential commissioning of female offender work to be confirmed		<£150k	Dan Howitt	OPCC



Nottinghamshire

POLICE & CRIME COMMISSIONER

6.11	April 2020	Violence Reduction Unit	Response plan and budget allocation and potential commissioning activity included within.	£880,000	Kevin Dennis	OPCC
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For Consideration	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	4th March 2020
Report of:	Paddy Tipping Police Commissioner
Report Author:	Kevin Dennis
E-mail:	kevin.dennis@nottinghamshire.pnn.police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	10

UPDATE TO POLICE AND CRIME DELIVERY PLAN (2020-21)

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to inform members attending the Strategic Resources and Performance of how the Commissioner intends to respond to the annual Police and Crime Needs Assessment (2019), stakeholder consultation undertaken in 2019 and further additions made to his draft Police and Crime Delivery Plan (2020-21).

2. RECOMMENDATIONS

- 2.1 That Members discuss and note the content of the report.
- 2.2 The Chief Constable to agree to implementation of the strategic activities contained in **Appendix A** and listed within each of the four strategic themes.

3. REASONS FOR RECOMMENDATIONS

- 3.1 At the Panel meeting on 7th February 2018, the Commissioner presented his new Police and Crime Plan for 2018-21^a which has four strategic themes. The plan contains a Strategic Framework which details the various performance measures for each theme and also a range of specific deliverables to help achieve implementation. The Commissioner does not intend to refresh this Police and Crime Plan although revisions have been made to the Commissioner's Police and Crime Delivery Plan (2020-21).
- 3.2 At the end of each year the Commissioner's Office produces a Police and Crime Needs Assessment which helps to identify any new threats or emerging issues. Consultation is undertaken on the findings and new strategic activities are incorporated into the Police and Crime Delivery Plan to address key issues.

^a

<https://www.nottinghamshire.gov.uk/dms/Meetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/4094/Committee/504/Default.aspx>

- 3.3 Many of the specific deliverables have been completed during the year and therefore removed from the delivery plan; some activities have been amended to reflect changes to activities.
- 3.4 **Appendix A** contains a number of new or amended specific deliverables for implementation during 2020-21. All activities will be advanced and monitored until implementation.
- 3.5 The updated Police and Crime Delivery Plan (2020-21) was submitted to the Police and Crime Panel on 6th February 2020.

4. Summary of Key Points

- 4.1 The Police Reform and Social Responsibility (PR&SR) Act 2011 places a statutory duty on the Commissioner to publish a Police and Crime Plan for his policing area. Section 5(1) of the PR&SR Act 2011 requires the Commissioner to 'issue a Police and Crime Plan within the financial year in which each ordinary election is held'. In this respect, the Commissioner has chosen not to refresh his Police and Crime Plan but he has made a number of changes to his Police and Crime Delivery Plan (2020-21).

5. Summary of Police and Crime Needs Assessment and Consultation

- 5.1 The refresh of the PCC's Police and Crime Delivery Plan has been informed by the draft Nottinghamshire Police and Crime Needs Assessment which has been produced in collaboration with Police and other Partner agencies. In addition, a consultation event was held with senior Police officers and Partners on 19th December 2019 which also helped to inform the draft Delivery Plan.
- 5.2 The assessment highlights the main issues, risks and threats that are likely to impact upon the crime and community safety environment between 2020 and 2021. Soundings on the issues identified were considered by the senior Police officers and Partners and taking into account in the new draft delivery plan.
- 5.3 The Police and Crime Needs Assessment and summary will be available for downloading from the Publications section of the Commissioner's website.^b
- 5.4 Further consultation took place at a third sector stakeholder event on 17th January 2020 and a multi-faith meeting (which will be held at a date yet to be fixed in February this year); any feedback received from this event or comments from partners on the Police and Crime Needs Assessment may result in a subsequent draft being produced.
- 5.5 Should there be any changes to the current draft shown at **Appendix A** a further report will be submitted to the Police and Crime Panel.

^b <https://www.nottinghamshire.pcc.police.uk/Public-Information/Newsletters-and-Publications.aspx>

6. Financial Implications and Budget Provision

6.1 Financial implications and budget provision has been highlighted in a separate draft Budget Report 2020-21.

7. Human Resources Implications

7.1 None in relation to this report.

8. Equality Implications

8.1 None that are affected by this report.

9. Risk Management

9.1 None in relation to this report.

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

10.1 This report amends the Strategic Activities of the Commissioner's Police and Crime Plan (2018-21).

11. Changes in Legislation or other Legal Considerations

11.1 None in relation to this report.

12. Details of outcome of consultation

12.1 The Commissioner has revised his Police and Crime Delivery Plan (2020-21) to include additional strategic activities in response to consultation and stakeholder events. The Deputy Chief Constable has been consulted on this report and feedback taken into consideration.

13. Appendices

13.1 **Appendix A** – New or amended activities for inclusion in the Commissioner's Draft Police and Crime Delivery Plan (2020-21)

14. Background Papers (relevant for Strategic Resources and Performance Meeting)

- Nottinghamshire Police and Crime Plan (2018-21)
- Nottinghamshire Police and Crime Needs Assessment (2019)

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NOTTINGHAMSHIRE POLICE AND CRIME DELIVERY PLAN 2020/21 – V003

1. Protecting People from Harm		2. Helping and Supporting Victims		3. Tackling Crime and ASB		4. Transforming Services	
1.	Review and consider fully implementing the recommendations from the independent Youth Diversion review	1	Improve the take up of restorative justice and better engage victims in community resolution interventions	1	Continue to embed 'Schools and Early Intervention Officers' to improve youth engagement and minimise risk of school exclusion	1	Increase visibility and confidence through continuing to deliver the 'Operation Uplift' positive action recruitment strategy
2.	Invest in initiatives to keep young people safe on-line, with a focus on preventing exploitation, bullying and technologically-assisted harmful sexual behaviour	2	Continue to work with local agencies to improve reporting of hate crime and access to support services among victims of hate crime	2	Increase our roads policing capability to disrupt the criminal use of our road network	2	Ensure teams/individuals have the necessary specialist skills and experience to manage investigations
3.	Review the use of civil orders, concentrating on DVPN, stalking orders, sexual harm prevention order and violent offender orders	3	Continue to invest in outcome-focussed domestic abuse services for victims and survivors	3	Provide support to Nottinghamshire Road Safety Partnership in reducing road traffic casualties and addressing issues of community concern	3	Support the MOJ to implement the new 'Probation Service' model and work with the 'Preferred Delivery Partners' to ensure 'community payback' is responsive to victims and neighbourhood priorities and concerns
4	Provide guidance to staff and partners on harmful sexual behaviours	4	Invest in further provision to safeguard victims of Honour Based Abuse and maximise use of forced marriage protection orders where appropriate	4	Continue to support (through detailed intelligence profiles and funding) partnership problem solving activities in 'high severity' harm locations	4	Establish a new race and diversity listening scrutiny panel (S) to improve relationships and confidence in policing
5	Continue to provide leadership and support for Nottinghamshire's 'Violence Reduction Unit' to prevent and stop violence at the earliest opportunity	5	Seek planning permission and undertake detailed design with survivors of sexual abuse for a new purpose built 'SARC'	5	Expand Operation Reacher across the Force area to strengthen the tackling of serious and organised crime, including drug fuelled crime	5	Invest in community-led initiatives to facilitate positive relationships between BME and/or new and emerging communities and the police
6	Continue to provide leadership and commitment to delivering against the ambitions of the mental health crisis care concordat	6	Respond to IICSA enquiry recommendations and key findings to ensure lessons are learnt	6	Continue to drive reductions in serious acquisitive crime and maintain a dedicated resource in burglary reduction and robbery teams in the City and County	6	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
7	Work with partners and stakeholders to become more trauma informed and to combat adverse childhood experiences	7	Work with CCGs and other partners to develop a specialist therapeutic pathway for non-recent sexual abuse victims and survivors and respond to Lime Culture's independent needs assessment recommendations	7	Co-commission new substance misuse services and develop a substance misuse pathway for people attending voluntary attendance appointments	7	Introduce a new model and accountability arrangements for dealing with complaints against the police
8	Produce a serious violence strategic needs assessment to provide an evidence base to support future delivery and commissioning	8	Further improve monitoring and understanding of the victim journey, including experience of and satisfaction with the police and criminal justice system	8	Implement and embed a new out of court disposals framework to drive improvements in rehabilitative outcomes and engagement with treatment services	8	Work with partners to identify further collaboration opportunities for pooled budgets, efficiencies and improved services
9	Rollout the 'SERAC' model to improve response to exploitation and cuckooing subject to funding from partners	9	Work with national partners to embed the new national fraud strategy and ensure appropriate prevent, protect, and pursue responses to victims of fraud	9	Improve the response to female offenders within the criminal justice system, particularly in increasing use of out of court disposals and strengthening community support services	9	Develop a programme of collaboration with the Fire and Rescue Service, including sharing estates, vehicles and training
10	Identify and develop a response plan for high volume serious violence service users – police, hospital and ambulance	10	Continue to strengthen links with partners to increase our protection of those most vulnerable especially the elderly of fraud and cyber dependent crime.	10	Place a greater focus on custody diversion and improve the quality of out of court disposals (young people and adults)	10	Increase co-location of public services and where beneficial the sharing of information, buildings and people
11	Continue to work in partnership to provide an effective response to missing children and persons from hospital, home and care settings	11	Support ongoing development of the Nottinghamshire Cybercrime Strategy and continue to develop the specialist skills and capabilities required to counter this threat	11	Continue with the pilot of the alcohol monitoring system ('alcohol' monitoring tags) to combat domestic violence.	11	Continue to develop understanding and response to higher than average 999 and 101 call rates and address inappropriate or misplaced calls for service
12	Establish a dedicated county lines police team to safeguard children from exploitation and victimisation	12	Strengthen links with regional Criminal Justice Board in order to improve the performance and efficiency of criminal justice system for victims and witnesses	12	Increase the recovery of criminal assets from those who profit from the commission of crime and re-invest those proceeds into both policing the community,	12	Continue to invest in and promote the welfare of officers, staff and volunteers
13	Support community led early help services and problem solving approaches for people with complex needs who are perpetrators of crime and ASB	13	Ensure Police and other CJ partners are fully compliant with the 'Victims Code'	13	Continue to provide financial support to Nottingham Crime and Drugs Partnership and Safer Nottinghamshire Board to support local response to crime, substance misuse, anti-social behaviour and supporting victims	13	Ensure the force achieves a balanced budget and reduces non-pay costs to grow officer numbers and increase service capacity
14	Work with partners to ensure agencies are meeting safeguarding responsibilities under the Care Act 2014 and new duties under the Homelessness Reduction Act 2017	14	Complete a major review into Police, Local Authorities and CJ partners' response to preventing and responding to domestic violence – scope of review to be determined	14	Continue to support targeted programmes of partnership activity to tackle serious and organised crime and maximise the use of the disruption tools and powers available	14	Embed the National Enabling Programmes and Digital Policing Strategy 2025 to modernise the management and delivery of IT services
15	Undertake research to improve our understanding and response to suicide	15		15	Undertake a review into the effectiveness the ASB 'Community Trigger'	15	Support innovative customer-led approaches to better informing and engaging with local communities and support the transition to Single Online Home
16	Maximise the efficient and effective use of force resources in tackling and investigating online paedophilia	16		16	Embed College of Policing neighbourhood policing guidelines and new policing model across the area to ensure continued quality of service for communities	16	

For Consideration	
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Other Contacts:	Kevin Dennis
Agenda Item:	11

POLICE AND CRIME DELIVERY PLAN (2019-20) – THEME 2 HELPING AND SUPPORTING VICTIMS

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to provide the Commissioner with a progress report on how the Chief Constable and partners are delivering his strategic activities in respect of Theme 1 of his Police and Crime Delivery Plan (2018-21) for 2019-20.
- 1.2 The report identifies an outline of the strategic activities that have been progressing across policing and community safety since April 2019 in respect of Theme 2.

2. RECOMMENDATIONS

- 2.1 The Commissioner to discuss the progress made with the Chief Constable.

3. REASONS FOR RECOMMENDATIONS

- 3.1 The Police and Crime Panel have requested an update on Theme 2 in its work plan for 2019-20 and this report will also be submitted to the Panel meeting of 30th March 2020.
- 3.2 This monitoring report provides an overview of the delivery of the activity and performance in respect of Theme 2 of the Police and Crime Plan (2018-21) during and up to quarter 3 of 2019-20.

4. Summary of Key Points

- 4.1 On 7th February 2018, the Commissioner presented his new Police and Crime Plan (2018-21) for implementation commencing 1st April 2018. The new plan has four new themes:
 - T1. Protecting People from Harm

- T2. Helping and Supporting Victims
- T3. Tackling Crime and Antisocial Behaviour
- T4. Transforming Services and Delivering Quality Policing

4.2 On 7th February 2019 the Commissioner submitted a revised Police and Crime Delivery Plan (2019-20)^a for implementation commencing 1st April 2019.

4.3 **Appendix A** provides a table summarising the progress and achievements in respect of Theme 2 of the plan. The activities have been graded in terms of completion/progress and it will be seen that all activity is graded Green.

5. Details of outcome of consultation

5.1 The Chief Constable has been sent a copy of this report.

6. Appendices

6.1 **Appendix A:** Table detailing the progress and achievements of the Commissioner's toward Theme 2 of the Commissioner's Police and Crime Plan (2018-21).

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

- [Police and Crime Plan 2018-2021 \(published\)](#)

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^a Click this [link](#) to download the PCC's revised Police and Crime Delivery Plan (2019-20)

APPENDIX A



POLICE AND CRIME DELIVERY PLAN (2019-20)

Working with you for a safer Nottingham and Nottinghamshire

COMMISSIONER'S STRATEGIC THEME 2 UPDATE - UPDATE (Qrt 3)

V1

STATUS KEY and Results: The overall rating is therefore very good

Green	Achieved or Adequate Progress being Made	Amber	Started but Inadequate Progress or Risk that it won't be achieved	Red	Unachieved or strong likely that it won't be achieved	White (NS)	Not Started but Planned to take place during later Qrt
Number & %	14/15 (100%)	Number & %	0/15 (0%)	Number & %	0/0 (0%)		1/15 (0%)

THEME 2: HELPING AND SUPPORTING VICTIMS

No	Organisation	SPECIFIC DELIVERABLES OF COMMISSIONER, CHIEF CONSTABLE AND PARTNERS	RAG Status
1	NW/CG	Further embed the new Victim CARE model and expand the number of local community points to improve access to services	G
<p>Update January 2020</p> <p>As at the end of Quarter 2 the Victim CARE service had a total of 34 registered Community Points, with several other applications in the pipeline. Victims CARE are still exploring the options around a second Community Points event as detailed below.</p> <p>Update October 2019</p> <p>The Victim CARE service now has a total of 32 registered Community points, with several other applications in the pipeline. In the first quarter of this financial year Victim CARE awarded grants of up to £2,000 to 7 of the registered Community Points to help them engage and further support victims of crime. Following on from the successful Community Point Event which Victim CARE</p>			

facilitated in late 2018, they are currently looking at arranging a second event to further develop the working relationships between the Community Points.	
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2	NW/CG	Develop a dedicated website for victims to improve awareness of and access to available support	G
<p>Update January 2020</p> <p>The Victim CARE website is up and running with ongoing work being undertaken to tweak the content as appropriate.</p> <p>Update October 2019</p> <p>Following a successful tender for the design, development, hosting and support for a dedicated Victim CARE website in late 2018, the contract began in January 2019. In the first two quarters of this financial year work has been on-going around the design and development of this website and the creation of website content. In September a soft launch of the website took place with a view to gathering feedback and user experience so changes can be made. A more formal launch of the website will take place later in the year. The website can be viewed at www.nottsvictimcare.org.uk.</p>			

3	NW/CG	Significantly expand the offer and take up of victim-led restorative justice	G
<p>Update January 2020</p> <p>Discussions have been ongoing with the Force Restorative Justice led to explore potential avenues to further increase the offer and take up of victim-led restorative justice. There is now an agreement for a Victim CARE Restorative Justice Worker to work much more closely with the Force RJ lead. Opportunities are being provided for the Restorative Justice Worker to meet with Prisoner Handling Teams and Case Builders to increase their RJ knowledge. The Force Hate Crime Panel has identified a number of potential RJ referrals. In addition there is a commitment from SCIU and the coordinator for FLOs for the RJ Worker to attend and present to them and look at building appropriate referral pathways.</p> <p>Update October 2019</p> <p>The take up of victim led restorative justice remains a challenge. Victim CARE now have a worker embedded within the Witness Care Unit to try to increase the Restorative Justice take up rate at the court outcome stage – however early findings suggest that this process has not increased the take up of victim-led restorative justice as much as had been hoped. Discussions with the Force Restorative Justice led are on-going to ascertain a way forward to further increase the offer and take up of victim-led restorative justice</p>			

4	Force	Continue to work with local agencies to improve reporting of hate crime and access to support services among victims of hate crime	G
<p>Update: 31.1.20</p> <p>The Hate crime team are currently recruiting to replace a key member of the team. This is an opportunity to reflect on the work completed in 2019 regarding engagement with the public/private and voluntary sectors and to review data for any indications of uplifts in reporting, location trends or gaps where training is required. We continue to deliver training using the Hate Crime Shift champions and the members of the</p>			

team and will utilise the community cohesion officer to support the Neighbourhood areas with any specific engagement needs where Hate crime is identified as a factor.

5	Force	Strengthen the response to stalking and harassment, via multi-agency stalking clinics and targeted support for victims of non-domestic stalking	G
<p>Force Update: 31.1.20</p> <p>The Stalking Steering Group (which comprises members from the OPCC, police and all relevant commissioned services has oversight of the new provision of support to survivors of non-domestic Stalking. This group is overseeing the pilot project which has seen the recruitment of two members of Juno/Women's Aid to provide Stalking Advocates across the City and County. The project went live in October 2019 with a communication package to promote the service. The responsibilities of group participants are to:</p> <ul style="list-style-type: none">•report on progress, successes, risks (delivery organisations);•represent the views of her respective organisation;•feedback from the group to respective organisations;•enact agreed actions from the group. <p>A communication package promotes the service.</p> <p>The multi-agency Stalking Clinic (which was set up early 2018) exists to review the most dangerous perpetrators and agree actions to manage risk and improve investigations. The clinic currently hears approximately 5 cases per month and performance is reported back to the Steering Group.</p> <p>NW NOPCC Update January 2020:</p> <p>The PCC has funded a specialist Stalking Advocacy Service which works closely with Nottinghamshire Police's stalking clinics to support victims of non-domestic stalking. The service began in July 2019 and was opened to all victims of non-domestic stalking on White Ribbon Day on 25 November 2019. Since July 2019 over 40 victims have been referred to the Stalking Advocacy Service, with 32 supported (all female). Victims have been supported with issues such as bail and licencing conditions to protect their safety, home and work safety planning including use of social media, emotional support and advocacy and referrals to other help such as counselling. Feedback has been extremely positive, with victims reporting that the stalking had ceased, and that they had felt empowered both by stalking advocates and police officers to have control over decisions affecting them. Victims were very grateful for the support service and felt able to move on with their lives following help from an Advocate.</p> <p>CG NOPCC Update October 2019:</p> <p>Following discussions with stakeholders, the PCC began funding a specialist non domestic stalking pilot in July 2019. The pilot will run for 18 months. It has funded two part time stalking advocates who will work within Juno and Nottinghamshire Women's Aid to deliver a range of safety planning and other support. In addition, the PCC has funded Equation to develop a new stalking card, as part of the range of widely disseminated black and red cards aimed at survivors of domestic and sexual violence, and to host some stalking seminars to brief frontline professionals on how to identify and respond to non domestic stalking.</p>			

6	NW/CG	Continue to invest in outcome-focussed domestic abuse services for victims and survivors	G
<p>Update January 2020: The PCC has continued to invest in outcomes focussed domestic abuse services and has worked with the County Council to co-commission new support contracts in the county. The new contracts will be operational from April 2020.</p> <p>Update October 2019: The PCC has continued to invest in outcomes focussed domestic abuse services, and has maintained his funding investment. A new contract for domestic abuse support in the city, co-commissioned with the City Council, began operating in April 2019. The new contract merges services such as ISVA and family support which were previously in separate contracts, thereby reducing bureaucracy. In addition, the PCC has worked with Nottinghamshire County Council to recommission county domestic abuse support services, with an invitation to tender published in September 2019.</p>			

7	Force	Invest in further provision to safeguard victims of Honour Based Abuse and maximise use of forced marriage protection orders where appropriate	G
<p>Update 31.1.20: Under the 2018 Annual Department Assessment Public Protection identified a risk in the Forces capacity to safeguard honour based abuse survivors. In 2017, HBA safeguarding consisted of a sergeant and one police staff member. HBA was subject to ADA in 2017 and the sergeant was redeployed. HBA reporting increased significantly in 2017/2018. The HBA Safeguarding Officers supported 87 cases in 2017/18. This is compared to 9 identified cases 2013/14. HBA was proactively managed with one police staff member (single person dependent).</p> <p>The 2018 ADA proposed an increase in investment of staff into this area. The bid was to increase the grade of the current post holder (to PIO level) and the recruitment of a further HBA officer in order to achieve the key tasks required in safeguarding HBA and the application for forced marriage protection orders.</p> <p>The proposal was successful and the post recruited. HBA now has two PIO members of staff who safeguard all victims of HBA and who are pro-active in applying for Forced Marriage Orders. The number of FMPO's has subsequently increased dramatically to 64 applications 2018/2019.</p>			

8	KD	Work with partners to invest in new facilities for the adult Sexual Assault Referral Centre (SARC)	G
<p>Update 3.2.20: Victims and survivors have been actively involved in shaping the concept, location and design of new purpose built SARC. A feasibility study has been conducted to help inform the final location of the site. Architects will be engaged later this month. A design brief based upon visits to 8 other good examples has been developed. It is hoped the new SARC will be operational within the next 12-18 months.</p>			

9	NW	Work with CCG partners to develop a specialist therapeutic pathway for non-recent sexual abuse victims and survivors	G
<p>Update January 2020:</p> <p>The PCC published Lime Culture's Sexual Violence Needs Assessment in November 2019. The needs assessment makes a number of recommendations, including for a new model of support. The PCC has worked with survivors to develop the new model, based on Lime Culture's recommendations and findings. In November the PCC chaired a meeting with senior officers from local authorities and clinical commissioning groups, where the needs assessment recommendations and the principles of the new model were agreed.</p> <p>In November 2020 the PCC secured over £500k from NHS England's High Volume Fund to put more support in place for survivors. The PCC's bid was informed by Lime Culture's needs assessment. The funding will support provision of a mental health nurse who will be embedded in specialist sexual violence support services; additional counselling support to help reduce waiting lists; a support broker; and personal health budgets for adult survivors of child sexual abuse which occurred whilst they were in the care of authorities.</p> <p>During December and January the PCC has further developed and costed the new sexual violence support model, which includes a hub and provision of specialist therapy. The NHS England High Volume Fund is short term, so the PCC continues to work with senior officers from other funding authorities to secure funding to co-commission the new model later in 2020.</p> <p>Update October 2019:</p> <p>In July 2019 the PCC, with NHS England, awarded a contract to Lime Culture to deliver a wide ranging sexual violence needs assessment. The needs assessment will bring together quantitative and qualitative data about sexual violence survivors' needs. A large number of focus groups and interviews with survivors, stakeholders and clinicians were held in September and the report will be published later in October. In the meantime, the OPCC has been working with commissioners and survivors to develop a new model for support, including therapy. The model will be discussed at a meeting with senior stakeholders, chaired by the PCC in November.</p>			

10	NW	Work with CCGs and other partners to enhance support for adults who were sexually abused in childhood and respond to recommendations of IICSA	G
<p>Update January 2020</p> <p>As outlined in no 9 above, the PCC chaired a meeting with senior officers from local authorities, clinical commissioning groups and NHS England in November 2019. As well as discussing the needs assessment and new model (see no 9) the meeting discussed the future of two specialist initiatives to support adult survivors of child sexual abuse who were abused whilst in institutional care: the Sexual Violence Engagement Manager and the Survivor Support Service. The PCC and City and County Councils agreed to fund the Sexual Violence Engagement Manager until March 2021 and the Survivor Support Service until June 2022.</p> <p>In addition, as outlined in no 9 above, the PCC worked with partners to successfully secure over £500k from NHS England's High Volume Fund, which will provide a support broker and personal health budgets for adults abused in childhood (whilst in the care of authorities) as well as a mental health nurse and additional counselling support to help reduce waiting lists.</p> <p>Again as outlined in no 9 above, the PCC continues to work with local authorities and clinical commissioning group partners to try to secure sustainable long term funding for a new sexual violence support model.</p> <p>On 4th March 2020 the OPCC and Force will be reporting on progress to the PCC on their response to the IICSA Nottinghamshire report.</p> <p>Update October 2019:</p> <p>The PCC has been working closely with CCGs and other partners to enhance support for adult who experienced child sexual abuse. This included leading on the development and implementation of additional support for survivors when IICSA's Nottinghamshire report was published in August 2019, co-commissioning the needs assessment mentioned above, driving forward commissioner discussions to develop a new</p>			

model and facilitating discussions about personal health budgets for survivors.

11	HK	Seek assurance that the police and criminal justice system are compliant with the 'Code of practice for victims of crime'	G
Update 11.2.20: The Ministry of Justice deadline for compliance monitoring has been met and feedback provided on the process. Please refer to the separate report by Ch Insp James Woolley for more information.			

12	NW	Further improve monitoring and understanding of the victim journey, including experience of and satisfaction with the police and criminal justice system	G
Update January 2020 Data continues to be collected on a quarterly basis from all commissioned victim support service.			
Update October 2019: The PCC now collects data from all his commissioned victim support services to gather views on victims satisfaction with the individual support services. In addition, the PCC will now be monitoring the force's compliance with the Victims' Code quarterly and the OPCC dip sampling a small number of anonymous cases and responses from different criminal justice agencies including the CPS. In addition, the PCC has gathered feedback about the force from his recent sexual violence needs assessment. This has resulted in some recommendations about how the police can improve their response to sexual violence survivors. The recommendations will be taken forward by Nottinghamshire Police later in 2019.			

13	NW	Work with police to improve understanding of the impact of serious crime on witnesses, friends and families – including access to the support services available	G
Update February 2020 The PCC's sexual violence needs assessment, which he co-commissioned with NHS England, was published in November 2019. The needs assessment highlighted the need for Nottinghamshire Police to improve and increase officer referrals to specialist sexual violence support services. Since November the PCC's commissioned Independent Sexual Violence Adviser service has been partially co-located with Nottinghamshire Police. This is already proving beneficial in raising officers' awareness of victim support services. In addition, Nottinghamshire's Violence Reduction Unit, established in August 2019, is developing a Serious Violence Joint Strategic Needs Assessment (JSNA), which will inform our local understanding of the wider public health impact of serious violence. The JSNA will be published in March 2020.			

14	HK	Explore opportunities to strengthen scrutiny of specific crime types, including the potential for the introduction of Court observer panels	G
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Update 11.2.20: 40 cases from each of the following crime types were included in the Victim Code of Practice compliance monitoring for April – June 2019: hate crime, domestic abuse, weapon enabled crime, motor vehicle crime and burglary. Going forward, recent and non-recent sexual offences will also be included.

15	KD	Strengthen links with regional Criminal Justice Board in order to improve sharing of best practice and alignment of regional outcomes and local activity	G
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Update 3.3.20: The work and involvement of the Police and Crime Commissioner across the region is being more closely aligned with the regional Criminal Justice Board. In 2019/20 the Chair of the Board was handed over to the Leicestershire Police and Crime Commissioner. Last autumn a regional seminar was held on strengthening and joining up local responses to Offender Management and Probation Reform. Nottinghamshire Office of the Police and Crime Commissioner is now an active member of the Board's regional victims and witness group who have a role in monitoring compliance against the victim code. It is intended over the next 12 months for Nottinghamshire Police and Crime Commissioner and his office to have greater involvement in the Board and championing and seeking solutions to increasing concerns about reductions in Crown Court sittings, late cancellations and cases being delayed.

For Information	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	4th March 2020
Report of:	Chief Constable Guildford
Report Author:	Suzanna Daykin-Farr
E-mail:	Suzanna.daykin@nottinghamshire.pnn.police.uk
Other Contacts:	Christopher.harris12732 @nottinghamshire.pnn.police.uk
Agenda Item:	12

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

Performance and Insight Report – update to December 2019

1. Purpose of the Report

- 1.1 The purpose of this report is to inform the Police and Crime Commissioner of the key performance headlines for Nottinghamshire Police in the 12 months to December 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 Police and Crime Commissioner is aware of current performance in line with the Police and Crime Commissioner and Force priorities, as set out in the Police and Crime Plan.

4. Summary of Key Points

- 4.1 The summary tables in the attached report (Appendix A) provide an overview of performance across the four Police and Crime Plan strategic themes. Trend information is represented as both a percentage and volume change and sparklines are included where possible to give a visual representation of the monthly trend over the last two years. Additional narrative provides context where required, particularly in respect of any performance exceptions.

5. Financial Implications and Budget Provision

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

6. Human Resources Implications

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

7. Equality Implications

7.1 There are no equality implications arising from this report.

8. Risk Management

8.1 There are no risk management implications arising from this report. Performance is monitored on a regular basis through the provision of management information for all key areas of the business, and any exceptional performance is identified, assessed and responded to through the appropriate governance structure.

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

9.1 There are no policy implications arising from this report.

10. Changes in Legislation or other Legal Considerations

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

11. Details of outcome of consultation

11.1 The figures included in this report are covered in more detail in each of the individual Performance and Insight Reports and are monitored through; Operational Performance Review, Force Performance Board, and the Force Executive Board meetings on a monthly basis.

12. Appendices

12.1 Appendix A: Performance and Insight report.



NOTTINGHAMSHIRE POLICE AND CRIME PLAN PERFORMANCE AND INSIGHT REPORT 2019/20

QUARTER 3: PERFORMANCE TO DECEMBER 2019

Guidance notes:

1. The following performance indicators are taken from the Police and Crime Commissioner's (PCC) plan 2018-21. The information is structured according to the four strategic priority themes in the plan.
2. Wherever possible, performance information is provided for a 12 month rolling period compared to the equivalent 12 months of the previous year, in order to provide an indication of trend. Where information provided is for an alternative period this is stated.
3. Additional insight is included in the report in order to provide context in relation to performance exceptions only.
4. Data sources for each indicator are specified at appendix 1, including any information supplied outside of the Nottinghamshire Police Management Information team.
5. Amendments and additions have been added to this edition of the P&I report, in line with the revised Police and Crime Plan Strategic Framework (2018-21)

Performance exceptions:

Performance exceptions, both positive and negative, are indicated within the report by the following markers:-

- Positive exception: Significant improvement in latest quarter, or improving trend over three successive quarters
- Negative exception: Significant deterioration in latest quarter, or deteriorating trend over three successive quarters

Summary of Key Headlines and Notable Exceptions

Theme 1: Protecting Vulnerable People from Harm – Pages 3 to 4

- Nottinghamshire Police was assessed by HMICFRS as 'GOOD' at Protecting Vulnerable People as part of the 2019 PEEL inspections.
- Safeguarding referrals continue to increase quarter on quarter, largely due to improved identification, referral and recording of safeguarding concerns. There were 1,424 additional referrals in the year to December 2019.
- Targeted proactive operations in 2019 have driven a significant (+29%) increase in recorded Drug Trafficking and Supply offences in 2019.

Theme 2: Helping and Supporting Victims – Pages 5 to 6

- The proportion of domestic abuse-related crimes that are repeats has increased by 1.8% points from 2018 to 2019. This should be viewed in the context of a 15.4% increase recorded offences over the same period.
- Positive outcomes rates for SSO continue to decline following increases in disclosure and third party reporting. Absolute volume of positive outcomes remains stable.
- The overall satisfaction rate among domestic abuse victims has seen a month on month decline, with 'being kept informed' the main issue.

Theme 3: Tackling Crime and Anti-social Behaviour – Pages 7 to 10

- Nottinghamshire Police was assessed as 'REQUIRING IMPROVEMENT' in preventing and tackling crime and ASB in 2018. 2019 has seen a renewed focus on improving understanding of communities and prioritising crime prevention.
- Prevalence of crime monitored via the Police & Crime Survey shows an overall stable trend despite a 3.8% decrease in the City in 2019.
- Offenders successfully removed from the IOM scheme since January 2016 achieved an average reduction in reoffending risk of 73.5%.
- Recorded violent knife crime has seen an overall decrease of 7.3% over the last year, largely due to reductions in knife-related robbery.
- While low in volume, the number recorded of gun crimes increased in 2019 reflecting national trends.
- The number of Stop Searches conducted has risen significantly over the period, mainly attributable to Operation Reacher.

Theme 4: Transforming Services and Delivering Quality Policing – Pages 11 to 13

- Overall positive perception of the police improved marginally during 2019, largely driven by increases in the city.
- PSD has seen an increase in the timeliness of complaint resolution driven in part by staff abstractions the effect of data cleansing.
- Forecast revenue overspend has reduced to £0.603m, largely due to monitoring on staff pay.
- Forecast capital underspend has reduced to £10k as a result of variance within the Command and Control project.
- Police Officer sickness rates increased by over 11% in 2019. Stress/Mental Health issues remain the main category for Officer sickness

Theme 1: Protecting Vulnerable People from Harm

Theme 1A: More Vulnerable People Safeguarded and Protected

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
1A.1	Adult and Child Safeguarding Referrals	Increase	5,315	5,533	5,837	6,401	6,739	+26.8%	+1,424
1A.2	Missing persons	Monitor	3,429	3,426	3,242	3,153	2,964	-13.6%	-465
1A.3	Missing: No apparent risk	Monitor	3,039	3,038	3,094	3,016	3,008	-1.0%	-31
1A.4	Mental health-related incidents	Monitor	18,433	18,718	18,708	18,456	18,416	-0.1%	-17

Safeguarding Referrals

Overall, there is a continuing upward trend in recording with a new peak in referrals in July 2019. August to December 2019 has seen slight decreases, but the trend remains positive. This indicator provides the force and partner agencies with confidence that improvements are being made in the identification and recording of safeguarding concerns, enabling agencies to take appropriate safeguarding actions to minimise the risk of harm. Improved training and better Partnership working in relation to CSE, PPNs and Knife crime are believed to have impacted upon this positive trend.

Missing Person Reports

Missing Person reports have been in decline since May 2018, with overall reports having fallen by 13.6% (465 fewer) this year. The monthly average is currently 247 reports. Missing – No Apparent Risk reports (formerly Absent Persons Reports) also saw downward trend between July 2018 and February 2019, but are now stabilising.

Mental Health-Related Incidents

The last 12 months have seen a monthly average of 1,534 police recorded mental health reports, which is comparable to the monthly average seen in 2018 (1,536). Data from 2018 and 2019 indicate that reported incidents typically rise during summer months, peaking in September.

Theme 1: Protecting Vulnerable People from Harm

Theme 1B: Improved Response to Serious and Emerging Threats to Vulnerable People

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year	
							%	Actual
1B.1	Fraud Offences	2,934	3,076	3,076	3,049	3,006	+2.5%	+72
1B.2	Online Crime	3,475	3,589	3,551	3,469	3,556	+2.3%	+81
1B.3	Drug Trafficking and Supply Offences	734	807	848	897	947	+29.0%	+213
1B.4	Police recorded Child Sexual Exploitation	715	659	588	575	560	-21.7%	-155
1B.5	Police recorded Modern Slavery offences	58	47	53	73	102	+75.9%	+44

Information Sharing / ECINS Update

The force-wide ECINS Programme supports information sharing in relation to vulnerable and complex people among over 40 stakeholder agencies. This helps to integrate processes, and remove silo working and duplication. The internal delivery board for system implementation and operational realisation continues to function well.

Key outstanding issues for ECINS include:-

- Improving the volume of trainers and access to training as a result of increasing business need
- Facilitating system administration
- Building confidence in the system among users and potential users following slow take up during the early stages of the project.

Drug Trafficking and Supply Offences

The 29% increase in drug trafficking and supply offences recorded in 2019 is largely attributed to various on-going operations conducted during the year such as Op Reacher. These have targeted various nominals and gangs resulting in increases in recorded drug and possession of weapon offences. Additionally, an increase in stop searches has taken place which has resulted in more drug charges (see page 8). The Operation Reacher approach will be rolled out to all 12 neighbourhood policing areas across the City and County in January 2020, each having a team (Sergeant and six officers) committed to tackling local issues and targeting those who commit crime. The teams will also help to maintain good community relationships through community engagement and partnership working.

Fraud

Fraud offences continue to represent a significant challenge to the police and represent a growing demand on police resources. Investigations often complex and time consuming.

Online Crime

Online crime refers to offences where, on the balance of probability, the offence was committed in full or in part through a computer, computer network or other computer-enabled device. These do not include fraud offences, which are captured separately. The majority of recorded online crimes are harassment offences, specifically malicious communications offences which have taken place online on forums such as Facebook and Twitter.

Modern Slavery

The force continues to take a proactive approach to identifying and tackling modern slavery - seeking out offences in order to ensure that survivors are protected and offenders are brought to justice. This is reflected in the upward trend in recorded offences seen over the last year.

Theme 2: Helping and Supporting Victims

Theme 2A: Improved Reporting and Response to Domestic and Sexual Violence and Abuse

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
2A.1	Police recorded domestic abuse crimes	Monitor	13,339	14,263	14,558	14,921	15,394	+15.4%	+2,055
2A.2	Domestic abuse repeat victimisation rate	Monitor	32.6%	33.1%	33.5%	34.4%	34.5%	+1.8% pts	n/a
2A.3	Domestic abuse: Positive Outcome Rate	Monitor	15.8%	14.6%	14.6%	13.8%	13.4%	-2.4% pts	-52
2A.4	% Domestic abuse victims satisfied (overall)	Monitor	92.2%	90.9%	90.0%	88.0%	n/a	n/a	n/a
2A.5	Serious sexual offences: Adult	Monitor	1,497	1,489	1,504	1,447	1,466	-2.1%	-31
2A.6	Serious sexual offences: Child	Monitor	1,426	1,401	1,392	1,406	1,387	-2.7%	-39
2A.7	Sexual Offences: Positive Outcome Rate	Monitor	9.9%	9.2%	9.4%	8.6%	8.6%	-1.3% pts	-61

Domestic Abuse

The force has seen an increasing trend in reported Domestic Abuse crime over the last two years due, in part, improvements in recording and a likely increase in survivor confidence to come forward and seek support from the force and partner agencies. The proportion of victims that are repeats has seen a small increase over the last year.

Levels of satisfaction with the police among survivors of domestic abuse have seen a progressive 12 month reduction since December 2018. The December 2019 review report revealed that over 22% of victims were dissatisfied with the extent to which they were kept Informed. The Force has devised an audit that looks at our staff keeping victims informed, this audit reviews numerous crimes for VCOP compliance and deals with non-compliance through a series of emails and later personal interventions from managers. Public Protection are monitoring this to see what impact it has on performance.

Sexual Abuse

Both Adult and Child Serious Sexual Offences recorded by police saw a small decrease during 2019 when compared to the previous 12 months. The positive outcome rate has also fallen by over 3 percentage points since 2018, impacted in part by increases in levels of disclosure and third party reporting. The absolute volume of positive outcomes remains broadly stable.

Theme 2: Helping and Supporting Victims

Theme 2B: Victims Receive High Quality and Effective Support

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
2B.1	Victims Code of Practice Compliance	Monitor	92.2%	91.2%	90.4%	90.0%	90.0%	-2.6%	n/a
2B.2	Victim Services: Closed Cases	Monitor	-	2,386	-	3,526	-	-	-
2B.3	Improved cope and recover outcomes (all)	Monitor	-	78.7%	-	80.6%	-	-	-
2B.4	% crimes resolved via community resolution	Monitor	10.8%	10.7%	10.5%	10.7%	10.4%	-0.4% pts	-57

Victims Code of Practice

The Victims Code Of Practice (VCOP) requires that a VCOP assessment be made and recorded for every victim of a crime, and that victim services should be offered as part of this assessment. In order to be VCOP compliant, every victim-based crime should have a completed VCOP recorded on the crime and the officer should record that victim services have been offered. There has been a slight downturn in compliance over the past 12 months when compared to the previous 12 months. This is likely to be associated with additional offences which are now required to be recorded in addition to the primary offence in cases such as harassment and stalking. In these cases, there would not be an expectation for an additional VCOP assessment to be undertaken for these linked offences.

Victim Services

Outcome data relating to PCC commissioned victim services is formally reported to the Ministry of Justice on a six monthly basis. The latest return (September 2019) shows an increase in the number of cases included and closed by commissioned victim services and a marginal (+1.9%) increase in self-reported 'cope and recover' outcomes.

Community Resolution

The proportion of crimes resulting in community resolution has remained relatively stable over the previous year.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3A: People and communities are safer and feel safer

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
3A.1	Victim-based crime: Total	Monitor	91,648	93,262	92,582	92,432	92,076	+0.5%	+428
3A.2	Victim-based crime: Rural areas	Monitor	10,807	10,766	10,768	10,983	11,388	+5.4%	+581
3A.3	Victim-based crime: Urban areas	Monitor	79,785	81,321	80,915	80,463	79,532	-0.3%	-253
3A.4	Average Crime Severity: Force-wide	Monitor	174.14	170.33	167.99	163.34	163.01	-6.4%	-11.13
3A.5	Average Crime Severity: Priority areas	Monitor	180.12	173.49	170.03	165.87	164.22	-8.8%	-15.9
3A.6	Residents reporting experience of crime	Monitor	19.4%	19.4%	18.9%	18.1%	18.9%	-0.5 pts	n/a
3A.7	% residents feeling safe in area by day	Monitor	89.5%	89.0%	89.1%	89.2%	88.7%	-0.8 pts	n/a
3A.8	% residents feeling safe in area after dark	Monitor	60.5%	59.6%	60.5%	61.1%	61.0%	+0.5 pts	n/a
3A.9	% reporting drug use / dealing as an issue	Monitor	47.3%	47.8	48.1%	48.9%	43.3%	-4.0 pts	n/a

Police recorded crime

Police recorded crime has increased marginally during 2019, largely affected by:-

- Proactive approach to ensuring compliance with Crime Recording Standards
- Improved awareness and public confidence in relation to high harm offences such as domestic abuse and sexual offences
- Changes to crime recording legislation, specifically in relation to stalking and harassment offences
- A genuine increase in some crimes, which is corroborated by calls for service in relation to these offence types.

Crime Severity

The average severity score of crimes recorded (based on weightings via the ONS Crime Harm Index) has reduced. Average severity scores have reduced over the Quarterly twelve month comparisons and from the last 12 months compared to the current 12 month period; this indicates a higher volume of offences being committed that have a lower severity value and likewise, an overall reduction in the more severely coded offences. The 23 Priority Areas have seen a steady reduction in their overall severity score both in the yearly comparisons and Quarterly yearly totals. This reflects the reductions seen on a Force-wide level, with the Priority Areas seeing a higher reduction overall.

Resident concerns regarding drug use and dealing

Respondents stating that they would like to see the police and other agencies do more to tackle 'drug use and drug dealing' in their local area has been increasing steadily since the survey was first introduced in June 2017.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3B: Fewer People Commit Crime and offenders are supported to rehabilitate

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year	
							%	Actual
3B.1	Violent knife crime	Monitor 876	882	838	806	812	-7.3%	-64
3B.2	Violent knife crime: Positive outcomes	Monitor 27.5%	30.4%	28.4%	28.3%	27.8%	+0.3% pts	+15
3B.3	Gun crime	Monitor 126	139	163	153	175	+38.9%	+49
3B.4	Possession of weapons offences	Monitor 956	1055	1162	1221	1,263	+32.1%	+307
3B.5	Stop and Searches	Monitor 2,508	3,070	3,933	4,608	5,405	+115.5%	+2,897
3B.6	Stop and Search: Positive outcomes	Monitor 37.7%	41.3%	41.8%	42.5%	42.5%	+4.8% pts	n/a
3B.7	Alcohol-related violence	Monitor 18.7%	17.7%	17.4%	16.9%	16.4%	-2.3% pts	n/a
3B.8	Alcohol-related ASB	Monitor 9.9%	9.9%	9.5%	9.5%	9.4%	-0.5% pts	n/a

Violent Knife Crime

There has been a steady reduction in the number of violent Knife Crimes recorded between 2018 and 2019 (-7.3%), most notably in the latest six month period. The proportion resulting in a positive outcome has remained relatively stable over the previous two years

Gun Crime

Recorded gun crime rose by almost 39% in 2019 driven in part by a series of incidents and discharges linked to two feuding groups in May/June 2019. The majority of significant discharges were linked to known nominals involved in drugs and /or organised crime. Firearms discharges increased by 5% nationally in 2018/19 to the highest levels since NABIS was formed. NABIS notes that medium sized forces are seeing an increase in recorded offences and new guns identified when compared to the traditional 'big five' forces.

Stop Searches

There has been a significant increase in the number of stop searches conducted since January 2018, largely attributable to Operation Reacher. This trend is likely to continue in view of new community teams being formed in January 2020 (see page 4).

Positive Outcomes improved steadily in 2019, increasing by almost 5% pts to 42.5%. The increase in activity and positive outcomes is primarily associated with targeted intelligence led operations which derive from local commanders identifying a specific crime issue in a given location that can be addressed through on-street proactive policing activity. The force continues to work with communities in our use of these powers.

Possession of Weapons

Police recorded possession of weapons offences increased by 30% in 2019 reflecting the positive proactive work of Op Reacher in taking more weapons taken off the streets.

Alcohol-related violence and ASB

The force is working to develop an accurate picture of alcohol-related crime via use of an alcohol marker on the Niche crime recording system. Steps to improve use of the marker led to an increase in recorded alcohol-related violence between October 2017 and December 2017. The monthly rate has since remained stable. Alcohol related violence has seen a steady reduction over the previous two years. Alcohol related ASB has also seen a downward trend over the previous two years.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3B: Fewer People Commit Crime and offenders are supported to rehabilitate

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
3B.9	IOM: Offenders subject to monitoring	Monitor	288*	282	286	281	302	+4.9%	+14
3B.10	IOM: Offenders successfully removed	Monitor	184*	221	236	271	278	+51.1%	+94
3B.11	IOM: Reduction in average re-offending risk	Monitor	76.7%	75.1%	74.2%	74.0%	73.7%	-3% pts	n/a
3B.12	Youth Justice First Time Entrants: City	Monitor	156	159	156	154	*	-	-
3B.13	Youth Justice First Time Entrants: County	Monitor	196	178	158	137	122	-37.8%	-74
3B.14	Crimes with an identified suspect (average)	Monitor	2,545	2,703	2,787	2,836	2,897	+13.8%	+352
3B.15	Positive outcomes: All crime	Monitor	14.9%	14.9%	15.4%	15.5%	15.4%	+0.5%	+1,096
3B.16	Positive outcomes: Victim-based crime	Monitor	12.0%	11.8%	12.0%	12.0%	11.8%	-0.3%	-204

Integrated Offender Management (IOM)

Nottinghamshire is the first scheme to have developed a dynamic monitoring tool capable of measuring the long-term impact of IOM at cohort and individual offender level. The scheme has recorded 549 unique nominals on the Performance Tool since Jan 2016 and has an active managed cohort (in community or on short term sentence) of 253 with a further 281 IOM nominals on 4 years or more sentence. Those that have been removed from the scheme since January 2016 have seen an average reduction in reoffending risk of 73.5%. Across the whole cohort, there was an average reduction in reoffending risk of over 52% after 12 months on the scheme. The scheme successfully planned, risk triaged and managed 280 IOM prison releases in Notts in 2019.

In addition to daily management of the cohort, the scheme scores every offender who receives two years+ in Notts for IOM consideration and every member of the Knife Crime Risk cohort every three months. The scheme continues to respond to the changing profile of risk, including work with Operation Reacher to identify offenders for IOM and inclusion and to utilise IOM tactics within current covert and overt activities. * Data from Jan 2016 to December 2018

DVIOM Scheme

This DV cohort shows a 41% drop in Risk of Reoffending Score across the scheme. Those DV perpetrators who have been removed from the DVIOM scheme show a 47% drop in PPIT risk.

Youth Justice – First Time Entrants

For the City, the yearly comparisons show a stable first time entrance level of between 154 and 159. * October to December 2019 data pending. The county saw a 37% reduction in the number of FTE's in 2019. The downward trajectory is in line with national trends, with the England's average falling by 20.2% over the previous year. The Youth Justice Board highlight these reductions as positive, with more young people being diverted away from the criminal justice system by early intervention and crime prevention projects.

Identified Suspects

The number of Niche crime outcomes with a named suspect has been increasing steadily over the last year.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3C: Build Stronger and More Cohesive Communities

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
3C.1	Police recorded hate occurrences	Monitor	2,315	2,365	2,352	2,346	2,320	+0.2%	+5
3C.2	Hate crime repeat victimisation rate	Monitor	15.3%	16.0%	15.8%	15.3%	14.7%	-0.6% pts	n/a
3C.3	% Hate crime victims satisfied (overall)	Monitor	81.5%	83.0%	84.2%	85.4%	n/a	n/a	n/a
3C.4	% feeling there is a sense of community	Monitor	50.6%	50.7%	50.8%	51.1%	52.6%	+2.0% pts	n/a
3C.5	% feeling different backgrounds get in well	Monitor	54.1%	53.7%	53.8%	53.1%	53.4%	-0.7% pts	n/a
3C.6	Anti-social Behaviour Incidents	Monitor	31,968	32,078	31,870	31,647	31,455	-1.6%	-513
3C.7	Anti-social Behaviour Incidents: % Repeats	Monitor	28.5%	28.3%	28.4%	28.4%	28.4%	-0.1% pts	n/a
3C.8	Alcohol-related ASB	Monitor	9.9%	9.9%	9.5%	9.5%	9.4%	-0.5% pts	n/a

Hate Crime

Recorded Hate Crime has remained steady over the previous two years while repeat victimisation rates have fallen slightly. There has been an upturn in victim satisfaction with the police during 2019. Being 'Kept Informed' is the main area for improvement in relation to victim satisfaction.

Anti-social Behaviour

Performance in relation to ASB remains relatively stable, however, alcohol related ASB has also seen a slight downward trend over the previous year. Repeat ASB incidents have remained constant over the period. New questions introduced into the PCC's Police and Crime Survey in 2019 will provide a consistent measure of self-reported experience of ASB and its impact in 2020.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4A: Further Improve Public Confidence in Policing

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
4A.1	Police are dealing with the issues that matter	Monitor	40.2%	40.3%	40.3%	40.9%	42.0%	+2.0% pts	n/a
4A.2	Residents feeling the Police do a good job	Monitor	47.6%	46.9%	47.7%	47.9%	49.3%	+1.7% pts	n/a
4A.3	Residence reporting confidence in the police	Monitor	53.8%	53.5%	53.4%	53.6%	54.9%	+1.1% pts	n/a
4A.4	% residents satisfied with the police	Monitor	59.2%	60.5%	59.2%	60.4%	59.2%	0	0
4A.5	PSD Recorded Complaints	Monitor	946	1,004	989	988	989	+4.6%	+43
4A.6	PSD Recorded Complaints: Timeliness (days)	Monitor	53	55	55	60	68	+28.3%	+15

Public Confidence in the Police

Indicators of public confidence in the police saw marginal improvements during 2019, with the proportion of residents feeling that they had confidence in the police rising from 47% to 49% and the proportion feeling that the police were 'doing a good job' rising from 53% to 55%. These trends have been largely driven by improvements in Nottingham City, where around 59% reported having confidence in the police and 55% felt that the police were 'doing a good job'.

PSD Recorded Complaints: Timeliness

The average timeliness for the resolution of PSD complaints has risen from 53 days in 2018 to 68 days in 2019. Several factors have contributed to this increase, which include:-

- Data cleansing of information recorded on Centurion - with outstanding complaints being chased for completion. This has skewing the data.
- Rotation and abstraction of the dedicated staff who deal with complaints by way of local resolution. This has also contributed to deteriorations in timeliness.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4B: Achieving Value for Money – Budget and Workforce

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year		
							%	Actual	
4B.1	Spend vs Budget: Revenue	Monitor	-	+£0.8m overspend	-	-	-	-	
4B.2	Spend vs Budget: Capital	Monitor	-	-£8.4m underspend	-	-	-	-	
4B.3	Revenue Efficiencies Against Plan	Monitor	-	£2.4m	-	-	-	-	
4B.4	Staffing vs Establishment: Officers	Monitor	*	99.8% 1,936/1,940	99.7% 1,943/1,950	98.9% 1,939/1,960	98.2% 1,935/1,970	-1.6% pts	n/a
4B.5	Staffing vs Establishment: Staff	Monitor	*	97.5% 1,108/1,150	97.0% 1,115/1,151	96.9% 1,157/1,123	97.0% 1,166/1,131	-0.5% pts	n/a
4B.6	Staffing vs Establishment: PCSOs	Monitor	*	91.6% 183/200	90.3% 181/200	87.7% 175/200	84.6% 169/200	-7% pts	n/a
4B.7	Days lost to Sickness: Officers	Monitor	18,654	19,176	19,710	20,311	20,733	+11.2%	+2,079
4B.8	Days lost to Sickness: Staff	Monitor	15,035	14,552	14,384	14,521	14,225	-5.4%	-810

Budget vs Spend: Revenue/Capital

Financial year end reporting.

Staffing: Officers/Staff/PCSOs

There has been a small reduction in Police Officers staffing levels compared to establishment since April 2018. Police staffing levels versus establishment remained relatively stable during 2019. PCSOs staffing levels fell steadily during 2019 against the establishment target of 200. *No Data available for Q1 2018

Sickness: Officers/Staff

Police Officers have seen a steady increase in the number of sickness days over the past two years, with an 11.2% increase in the 12 months to 2019 when compared to 2018. The primary reasons for sickness are 'psychological disorders' which account for between 25%-38% of sickness. Police Staff have seen a reduction of over 5% for the same comparable period.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4C: Achieving Value for Money – Demand Management

	Aim	12 months to Dec 2018	12 months to Mar 2019	12 months to Jun 2019	12 Months to Sep 2019	12 months to Dec 2019	Change over last year	
							%	Actual
4C.1	Calls for Service: 999	183,680	185,979	186,229	189,325	190,968	+4.0%	7,288
4C.2	Abandoned Call rate: 999	0.124%	0.109%	0.076%	0.057%	0.111%	-	-
4C.3	Calls for Service: 101	429,438	432,323	417,705	406,989	400,047	-6.9%	-29,391
4C.4	Abandoned Call rate: 101	6.5%	5.1%	3.5%	2.0%	2.1%	-4.4% pts	n/a
4C.5	Response times: Grade 1 Urban	77.2%	77.5%	77.9%	78.7%	79.3%	+2.1% pts	n/a
4C.6	Response times: Grade 1 Rural	74.7%	74.9%	74.6%	74.6%	74.2%	-0.5% pts	n/a
4C.7	Response times: Grade 2	51.0%	50.4%	50.9%	52.1%	52.5%	+1.5% pts	n/a
4C.8	Compliance with NCRS	94.0%	94.0%	94.0%	94.0%	94.0%	0	0

Calls for Service: 999 and 101

999 calls have seen successive increases over the last two years; this has been a Nationwide trend. Abandoned call rates for 999 calls are extremely low. 101 calls have seen successive decreases over the last two years, mainly attributable to the cost of using the service and the Public reluctance to incur a charge. Abandoned call rates for 101 calls have seen a steady decline over the last two years.

Response Times within Target

Grade 1 Urban response times have seen a steady improvement over the period, increasing from 77.2% to 79.3% from 2018 to 2019. Grade 1 Rural response times have maintained a steady trend over the period. Grade 2 response times overall have seen a slight improvement over the period.

Compliance with NCRS

Figures taken from indicative compliance calculations based on a 'Golden Ratio' that has been previously calculated from statistically significant audit samples. Notts have adopted this method of monitoring compliance in line with Merseyside and Cheshire. The figures above show a strong level of compliance with little variance. This is testament to the robust crime management arrangements that the Force has in place.

For Information / Consideration / Comment / Decision (delete as appropriate)	
Public/Non Public*	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	4th March 2020
Report of:	Chief Constable Guildford
Report Author:	Tracey Morris
E-mail:	Tracey.morris@nottinghamshire.pnn.police.uk
Other Contacts:	Charlotte Radford
Agenda Item:	13

Capital Report for Period 9; Quarter 3 2019/20

1. Purpose of the Report

- 1.1 The purpose of this report is to provide an update on the financial outturn position for capital as at 31st December 2019 (Period 9, Quarter 3).

2. Recommendations

2.1 Recommendation 1 Outturn Position

That the Police and Crime Commissioner note the outturn position as set out in Appendix A.

Recommendation 2 Virement

That the Police and Crime Commissioner note the virement approved by the Chief Constable under delegated powers, being below £100,000, as set out in Appendix B.

2.2 Background

The Capital Programme for 2019/20 to 2023/24 was presented and approved at the Police and Crime Panel Meeting on 7th February 2019.

The current capital budget for 2019/20 is £13,625k. This is calculated as slippage from 2018/19 of £1,470k and new allocations in 2019/20 of £12,155k.

Finance in conjunction with project leads and budget holders have continued to review the outturn position (Appendix A). At the end of December 2019 the projected year end outturn is £8,688k which is an increase of £238k on Period 8.

Actual spend to the end of December 2019 is £5,518k which is an increase of £1,675k in comparison to Period 8. Please also refer to section 8 of this report.

3. Reasons for Recommendations

- 3.1 To update the Chief Officer Team and the Office of the PCC on the Force's projected outturn position for 2019/20 and also to comply with good financial management and Financial Regulations.

4. Summary of Key Points

4.1 Executive Summary

The review during Period 9 of the capital expenditure is forecasting an under spend of £195k, a decrease of £113k against the last report and anticipated slippage of £4,743k, which is a decrease of £124k against the last report.

Monitoring continues to be problematic, with proven errors in the data recorded in the financial system. Work is progressing to address these issues. There is confidence that the budget set is robust and will be sufficient to manage capital plans during 2019/20.

The table below shows the projected Force under spends and slippage against the 2019/20 budget plus virements (revised budget) as at the end of December 2019.

Outturn variances greater than £50k in comparison to the previously reported month are explained in more detail within section 4 of this report.

Data explaining the variance between original budget and revised budget can be found in Appendix A. Data explaining the virements can be found in Appendix B.

Capital Outturn Position as at the end of December 2019, by Project.

Over spends are shown as + numbers, whilst under spends are shown as () numbers. No manual adjustments have been made for rounding.

Project Name	Revised Budget £'000	Forecast Outturn £'000	Underspend £'000	Slippage to 2020/21 £'000
Estates				
New Custody Suite	6,430	1,366	0	(5,064)
Building Improvement, Renovation & Conversion Works	1,185	1,184	(2)	0
Hucknall EMAS	637	620	(0)	(17)
Custody Improvements	360	302	0	(58)
New HQ Joint Build	352	1,190	0	838
Northern Property Store	246	246	0	0
Bunkered Fuel Tanks	62	62	0	0
Automatic Gates & Barriers	52	52	(0)	0
Community Rehabilitation Companies Renovations	25	25	(1)	0
West Bridgford Police Station Relocation & Sale	442	210	(153)	(80)
Northern Control Room	386	24	0	(362)
Estates Total	10,178	5,280	(156)	(4,743)
Information Services				
Command & Control	1,771	1,771	0	0
Technology Services Refresh & Upgrades	1,337	1,337	0	0
ANPR Camera Project	126	126	0	0
NEP	64	64	0	0
SICCS Upgrade	0	0	0	0
IS Total	3,297	3,297	0	0
Other Projects				
Vehicle & Equipment Replacement	150	143	(7)	0
Overall Total	13,625	8,720	(163)	(4,743)

4.2 Estates – Under spend (£156k) and Slippage (£4,743k)

4.2.1 New HQ Joint Build - Over spend £838k

It is now anticipated that £900k from the 2020/21 capital programme will be required during 2019/20. Actual spend year to date of £955k has exceeded the approved budget of £352k; the year-end outturn is currently predicted at £1,190k. A decision record to the OPCC has been indicated over the two last month's report, due to delays in receiving updated information from Gleeds this didn't happen. This is a multi-year project and overall the project is expected to be delivered on target.

4.3 Information Services – underspend (£168k), no slippage

4.3.1 Tech Refresh

IS are confident that the budget on this project will now be spent in totality. £128k spend is currently outstanding, this project has seen a

significant drive from both IS and EMSCU to achieve this on budget result.

4.4 Other Projects – on budget

5 Financial Implications and Budget Provision

5.1 The financial information relating to this item is contained within item 4.1 and Appendix A.

6 Human Resources Implications

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

7 Equality Implications

7.1 There are no equality implications arising from this report.

8 Risk Management

8.1 It should be noted that the actual year to date figures shown within this report are not considered to be accurate at this point in time, work is progressing with our outsourced service to rectify current issues.

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

9.1 There are no policy implications arising from this report.

10 Changes in Legislation or other Legal Considerations

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

11 Details of outcome of consultation

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

12. Appendices

12.1 Appendix A – Detailed Report to December 2019.

12.2 Appendix B – Virements requiring approval.

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

NB

See guidance on public access to meetings and information about meetings for guidance on non-public information and confidential information.

Capital Position as at the end of December 2019.

The table shows the original budget, approved slippage, requested virements and outturn position. Overspends are shown as + numbers, whilst under spends are shown as () numbers. No manual adjustments have been made for rounding.

	Slippage From 2018/19	New Budget 2019/20	In Year Virements	Total Available for Project	Total Actual Spend YTD	Out-turn	Under Spend	Slippage to 2020/21
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Estates								
New Custody Suite	0	6,430	0	6,430	917	1,366	0	(5,064)
Building Improvement, Renovation & Conversion Works	0	1,250	(65)	1,185	548	1,184	(2)	0
Hucknall EMAS	637	0	0	637	606	620	(0)	(17)
Custody Improvements	260	100	0	360	289	302	0	(58)
New HQ Joint Build	0	352	0	352	955	1,190	0	838
Northern Property Store	168	0	78	246	251	246	0	0
Bunkered Fuel Tanks	76	0	(14)	62	61	62	0	0
Automatic Gates & Barriers	52	0	0	52	9	52	(0)	0
Community Rehabilitation Companies Renovations	0	25	0	25	3	25	(1)	0
West Bridgford Police Station Relocation & Sale	0	442	0	442	5	210	(153)	(80)
Northern Control Room	0	386	0	386	16	24	0	(362)
	1,193	8,985	0	10,178	3,659	5,280	(156)	(4,743)
Information Services								
Command & Control	0	2,000	(229)	1,771	497	1,771	0	0
Technology Services Refresh & Upgrades	0	1,090	247	1,337	1,209	1,337	0	0
ANPR Camera Project	106	20	0	126	9	126	0	0
NEP	112	0	(48)	64	49	64	0	0
SICCS Upgrade	59	0	(59)	0	0	0	0	0
	277	3,110	(90)	3,297	1,763	3,297	0	0
Other Projects								
Vehicle & Equipment Replacement	0	60	90	150	128	143	(7)	0
	0	60	90	150	128	143	(7)	0
Total	1,470	12,155	0	13,625	5,550	8,720	(163)	(4,743)

Virements Period 9 – 2019/20

Project	Description	Amount £
Command & Control	Further release of underspend due to procurement contract savings	-139,000
Technology Services Refresh & Upgrades	To fund DDR storage and additional Lenovo's	188,000
NEP	Purchase of Capital equipment complete and less than expected.	-48,000
Total		0

For Information / Consideration / Comment / Decision (delete as appropriate)	
Public/Non Public*	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	4th March 2020
Report of:	Chief Constable Guildford
Report Author:	Tracey Morris
E-mail:	tracey.morris@Nottinghamshire.pnn.police.uk
Other Contacts:	Mark Kimberley
Agenda Item:	14

Revenue Report for Period 9; Quarter 3 2019/20.

1. Purpose of the Report

- 1.1 The purpose of this report is to provide an update on the financial outturn position for revenue as at 31st December 2019 (Period 9, Quarter 3).

2. Recommendations

2.1 Recommendation 1

It is recommended that the contents of the report and virements approved under delegated arrangements for Period 9 2019 shown in Appendix B are noted.

2.2 Recommendation 2

That the Police and Crime Commissioner approve the virements of greater than £100k which have been recommended by the Chief Constable as set out in Appendix C. These virements will be reflected in the outturn position once fully approved. There are none in this period.

2.3 Recommendation 3

That the Police and Crime Commissioner note the overspend position and consider any action that might be required as set out in Appendix D.

2.4 Background

The net revenue budget for 2019/20 is £206,283k. This is split between the Force £201,308k and the Office of the Police and Crime Commissioner (OPCC) £4,975k.

Finance in conjunction with the organisation has continued to review the outturn position. At the end of December 2019 the projected year end outturn is £206,792k, which represents an over spend of £509k against the budget, an increase of £40k against Period 8. Please also refer to section 8 of this report which identifies risk issues in respect of this report.

3. Reasons for Recommendations

- 3.1 To update the Chief Officer Team and the Office of the PCC on the Force's projected outturn position for 2019/20 and also to comply with good financial management and Financial Regulations.

4. Summary of Key Points

Executive Summary

- 4.1 The review during Period 9 of revenue expenditure is forecasting an over spend in the Force budget of £509k; and an on budget position within the OPCC. Any underspends realised within the OPCC during the year will be transferred to OPCC's commissioning reserve.

In addition to the comments in the Period 8 report the slight increase in over spend reflects ongoing reviews on pay budgets, the inclusion of grant amounts for ARV Uplift, Cyber Crime and Operation Uplift and a review of the Futures Board.

Monitoring continues to be problematic and errors in the data continue to be reported. It should be noted that outturn monitoring in relation to all pay has been completed this month, however payroll and general ledger continue to be out of balance at the present time, accuracies between departments are also irreconcilable and inconsistent, however this is unlikely to be resolved by year end and will therefore need to be addressed as part of the year end process.

The table below shows the projected Force (including externally funded and seconded officers/staff) variances against the 2019/20 budget plus approved virements (revised budget) as at the end of December 2019.

Variances greater than £10k are explained in more detail within section 4 of this report, unless there is no movement between last month's variance and this month's variance.

Data explaining the variance between original budget and revised budget can be found in Appendix A. Data explaining the virements can be found in Appendix B and Appendix C.

Nottinghamshire Police Group Position as at the end of December 2019, by Department.

Over spends are shown as + numbers, whilst under spends are shown as () numbers. No adjustments have been made for rounding.

	Revised Budget £'000	Forecast Outturn £'000	FO-RB Variance £'000
Local Policing			
County	43,195	42,540	(656)
City	29,460	28,727	(733)
Contact Management	16,166	16,050	(116)
	88,821	87,317	(1,504)
Crime & Operational Services			
Public Protection	12,465	11,966	(499)
Operational Support	10,280	11,116	836
Intelligence	9,170	8,980	(189)
Serious & Organised Crime	7,400	6,861	(539)
Archive & Exhibits	1,115	1,184	69
Other	255	476	222
	40,684	40,583	(101)
Corporate Services			
Technical Accounting	12,382	12,007	(375)
Information Services	11,595	11,332	(263)
Estates	6,287	7,148	861
Fleet	3,234	3,538	304
People Services	1,781	1,909	128
PSD	1,575	1,556	(19)
Futures Board	789	629	(160)
Command	1,263	1,481	218
Corporate Development	1,120	931	(189)
Corporate Communications	843	677	(166)
Finance	691	796	105
Information Management	531	441	(90)
Other smaller budget departments	215	238	23
	42,307	42,682	376
Collaboration			
EMSOU Operations	13,494	13,612	118
EMCJS	9,071	9,065	(6)
EMSOU Services	4,169	4,401	231
MFSS	2,567	3,029	461
ESN	186	186	0
EMSCU	153	149	(4)
	29,641	30,441	800
Home Office Grants & Partnerships			
Knife Crime	0	547	547
ARV Uplift	(107)	0	107
Cyber Crime	0	0	0
Op Uplift	0	247	247
Externally Funded Projects	(38)	0	38
	(144)	794	939
Force Total	201,308	201,817	509
OPCC	4,975	4,975	0
Group Total	206,283	206,792	509

4.2 Local Policing – under spend (£1,504k) an increase of £154k on last month.

The increase in under spend predominantly reflects the latest pay forecasts, and additional income in respect of foreign national registrations and a recharge to Mansfield District Council.

4.3 Crime and Operational Services – under spend (£101k) a reduction of £352k on last month.

The increase in under spend predominantly reflects the latest pay forecasts, this is off-set by a reduction in expected pathology fees, and a reduction in casual user spend.

4.4 Corporate Services – over spend £376k a reduction of £242k on last month.

4.4.1 Technical Accounting – under spend (£375k) an increase of £210k.

This change reflects income from NCC in respect of Brexit; income from partners in respect of the memorial garden; and a reduction in the outturn for redundancy payments.

4.4.2 Information Services – under spend (£263k) an increase of £162k

This change reflects the final release of the provision held against the departmental restructure.

4.4.3 Fleet – over spend £304k an increase of £148k

The increase in overspend is a result of purchases against Op Uplift, additional costs for damage and fuel increases.

4.4.4 Futures Board – under spend £160k

The Futures Board was designed to provide budget for a range of projects under the leadership and direction of the DCC. A review has taken place and it is proposed that the money set aside for NEP developments which have since been delayed be transferred to a reserve account to be drawn on in future years.

4.5 Collaboration and Partnerships – over spend £800k an increase of £233k

4.5.1 EMCJS – under spend (£6k) a reduction of £127k

The reduction in under spend predominantly reflects the latest pay forecasts along with paying back the regional underspend from 2018/19.

4.5.2 EMSOU Services – over spend £231k, an increase of £64k

The change in position is the result of paying back the regional underspend from 2018/19.

4.6 OPCC – on budget

The OPCC is projecting an on budget position, any underspends within the OPCC during the year will be transferred to the OPCC's reserve and OPCC's Grant and Commissioning reserve.

4.7 Grant Funding

This section of the report shows grant funded projects for 2019/20. The use of grant to match expenditure in the outturn figures are shown as income in the tables reported under item 4.1 the detail of which is shown below. The Force has plans to spend the entire grant within the areas identified for each project. The tables now show the grant allocated against the forces core budget, see item 4.1. The tables also show actual year to date spend and committed spend.

4.7.1 Op Scorpion – Grant £1,540k

The Home Office have requested a mid-period financial outturn position in a different format. The force accounts have been amended to reflect this position, which has caused some unexpected anomalies within the system.

As costs have been incurred the comparison with core budgets has been realigned, it is expected that £629k of the operational costs are covered within the forces core budget, whilst £911k of costs are new and planned as part of the operation, this will continue to be subjective mainly due to overtime costs. It is still anticipated that the project will overspend against the grant to the value of £547k. This is a reduction against the figure reported last month, due to further analysis of overtime and realignment of staff and officer salaries.

Home Office Knife Crime Surge Grant	Core	New	Total Grant	Outturn	Balance
	£'000	£'000	£'000	£'000	£'000
Location targeting: prevention & enforcement in hotspot areas	124	258	382	765	(383)
Individual targeting: intelligence & targeted activity	34	155	188	153	35
Investigative response	471	210	681	885	(204)
Equipment & technology	0	289	289	283	5
	629	911	1,540	2,087	(547)

4.7.2 ARV Uplift – Grant £263k

The ARV project is expected to spend to full grant allowance by the end of the financial year.

Home Office ARV Uplift Funding Grant	Core	New	Total Grant	Outturn	Balance
	£'000	£'000	£'000	£'000	£'000
RAPT, TST, TAPT related overtime & staffing	236	-181	55	55	0
Armoury Improvement		52	52	52	0
Glock 17 Gen 5 Pistol Set		6	6	6	0
New Shields		10	10	10	0
Mobile ANPR		34	34	34	0
Taser Uplift		33	33	33	0
1 x duty planning staff	27		27	27	0
Targetry proposals		26	26	26	0
Method of entry rig and shelter		20	20	20	0
	263	0	263	263	0

4.7.3 Cyber Crime – Grant £137k

The financial system now accurately reflects the figures in the table below. The project is on track to deliver as per the grant allocation.

Home Office Cyber Crime Grant	Core	New	Total Grant	Outturn	Balance
	£'000	£'000	£'000	£'000	£'000
Employee costs	99	3	102	102	0
Crypto currency equipment		2	2	2	0
Technology Equipment		23	23	23	0
Travel & accommodation for Cyber Team		10	10	10	0
	99	38	137	137	0

4.8 Efficiencies

The 2019/20 efficiency target in order to achieve a balanced budget is £3,300k as per the table below:

Efficiencies Target for 2019/20		
	Target £'000	Outturn* RAG Assessment
Pay & Expenses		
Ongoing staff pay savings	1,500	Green
Overtime	500	Red
	2,000	
Non Pay		
Procurement	300	Amber
Comms & Computing	300	Amber
Capital Financing	300	Red
Supplies & Services	200	Green
Income	200	Green
	1,300	
Total Savings	3,300	(2,200) Amber

*Unable to assess due to MFSS quality issues.

Savings targets/achievements are captured in the outturn summary at 4.1.

Finance is constantly reviewing all efficiency targets with the organisation to identify any possible risks or opportunities to delivering the yearend target.

5 Financial Implications and Budget Provision

5.1 The financial information relating to this item is contained within item 4.1 and Appendix A.

6 Human Resources Implications

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

7 Equality Implications

7.1 There are no equality implications arising from this report.

8 Risk Management

8.1 Monitoring continues to be problematic and errors in the data continue to be reported. It should be noted that outturn monitoring in relation to pay continues to be reviewed, however payroll and general ledger continue to be out of balance at the present time, accuracies between departments are also irreconcilable and inconsistent.

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

9.1 There are no policy implications arising from this report.

10 Changes in Legislation or other Legal Considerations

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

11 Details of outcome of consultation

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

12. Appendices

12.1 Appendix A - Revenue Report to December 2019 CIPFA format.

12.2 Appendix B - Virements approved under delegated arrangements.

12.3 Appendix C – Virements greater than £100k requiring PCC approval.

12.4 Appendix D - Outturn movements.

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

NB: See guidance on public access to meetings and information about meetings for guidance on non-public information and confidential information.

Nottinghamshire Police Group Position as at the end of December 2019, by CIPFA format.

The table shows the original budget and approved virements to represent the revised budget. Over spends are shown as + numbers, whilst under spends are shown as () numbers. No manual adjustments have been made for rounding.

	Budget £'000	Virements £'000	Revised Budget (RB) £'000	Forecast Outturn (FO) £'000	FO-RB Variance £'000
Pay & Allowances					
Police Officer	107,907	380	108,287	106,458	(1,830)
Police Staff	43,151	867	44,018	43,058	(960)
PCSO	5,723	0	5,723	5,679	(44)
	156,781	1,248	158,028	155,195	(2,834)
Overtime					
Police Officer	4,016	65	4,081	5,158	1,077
Police Staff	743	(3)	740	717	(23)
PCSO	60	99	159	151	(8)
	4,819	161	4,980	6,026	1,046
Other Employee Expenses					
Medical Retirements	4,929	0	4,929	4,482	(447)
Other Employee Expenses	2,156	13	2,169	2,195	26
	7,085	13	7,098	6,677	(421)
Total Pay & Allowances	168,685	1,421	170,106	167,898	(2,208)
Non Pay					
Collaboration Contributions	10,246	266	10,511	11,346	835
Comms & Computing	8,683	43	8,726	9,149	423
Other Supplies & Services	5,853	211	6,064	6,267	203
Premises	5,767	53	5,820	6,735	916
Transport	5,652	68	5,720	6,070	350
Capital Financing	4,335	0	4,335	4,601	266
Forensic & Investigative costs	2,090	12	2,102	2,078	(24)
Custody costs & Police Doctor	1,483	(1)	1,482	1,532	50
Partnership Payments	1,312	(185)	1,127	1,352	225
Clothing, Uniform & Laundry	527	2	529	680	151
Income	(13,325)	(1,889)	(15,214)	(15,892)	(677)
Total Non-Pay	32,623	(1,421)	31,202	33,919	2,717
OPCC	4,975	0	4,975	4,975	0
TOTAL GROUP POSITION	206,283	0	206,283	206,792	509

Nottinghamshire Police Group Position as at the end of December 2019, by Department.

The table shows the original budget and approved virements to represent the revised budget. Over spends are shown as + numbers, whilst under spends are shown as () numbers. No manual adjustments have been made for rounding.

	Budget £'000	Virements £'000	Revised Budget £'000	Forecast Outturn £'000	FO-RB Variance £'000
Local Policing					
County	43,081	115	43,195	42,540	(656)
City	29,450	10	29,460	28,727	(733)
Contact Management	16,479	(313)	16,166	16,050	(116)
	89,010	(189)	88,821	87,317	(1,504)
Crime & Operational Services					
Public Protection	12,438	27	12,465	11,966	(499)
Operational Support	10,156	124	10,280	11,116	836
Intelligence	9,191	(22)	9,170	8,980	(189)
Serious & Organised Crime	7,313	87	7,400	6,861	(539)
Archive & Exhibits	1,078	38	1,115	1,184	69
Other	(47)	302	255	476	222
	40,129	556	40,684	40,583	(101)
Corporate Services					
Technical Accounting	12,776	(394)	12,382	12,007	(375)
Information Services	11,272	324	11,595	11,332	(263)
Estates	6,235	52	6,287	7,148	861
Fleet	2,876	358	3,234	3,538	304
People Services	1,715	66	1,781	1,909	128
PSD	1,635	(61)	1,575	1,556	(19)
Futures Board	1,280	(491)	789	629	(160)
Command	1,235	28	1,263	1,481	218
Corporate Development	1,628	(508)	1,120	931	(189)
Corporate Communications	833	10	843	677	(166)
Finance	671	20	691	796	105
Information Management	0	531	531	441	(90)
Other smaller budget departments	215	0	215	238	23
	42,372	(65)	42,307	42,682	376
Collaboration					
EMSOU Operations	13,781	(286)	13,494	13,612	118
EMCJS	9,066	5	9,071	9,065	(6)
EMSOU Services	4,195	(26)	4,169	4,401	231
MFSS	2,418	150	2,567	3,029	461
ESN	186	0	186	186	0
EMSCU	153	0	153	149	(4)
	29,798	(158)	29,641	30,441	800
Home Office Grants & Partnerships					
Knife Crime	0	0	0	547	547
ARV Uplift	0	(107)	(107)	0	107
Cyber Crime	0	0	0	0	0
Op Uplift	0	0	0	247	247
Externally Funded Projects	(0)	(38)	(38)	0	38
	(0)	(144)	(144)	794	939
Force Total	201,308	(0)	201,308	201,817	509
OPCC	4,975	0	4,975	4,975	0
Group Total	206,283	(0)	206,283	206,792	509

Virements Period 9 - Approved under delegated arrangements

Expenditure Type	Description	Amount £
Other Employee Costs	ACC contingency fund used to cover Guns, Knives and Evidence Conference.	260.00
Pay & Employment Costs	ACC contingency fund used to cover Guns, Knives and Evidence Conference.	(260.00)
OVERALL MOVEMENT		-

Virements Period 9 - Requiring PCC approval.

Nothing to report this period.

Outturn Movements Period 9- 2019/20

Expenditure Type	Description	Amount £
Agency & Contract Services	Various minor changes reflecting P9 out-turn monitoring	(3,015.00)
	Revised out-turn position from MAPPA Q3	11,366.20
	Pay back 18-19 regional under spend	89,060.00
	DSNP lines re ESN (see income)	30,000.00
		127,411.20
Employee Costs	Revised out-turn position for Futures Board	(80,000.00)
	Reduced out-turn in respect of redundancy costs	(70,000.00)
	Reduced out-turn in respect of PMAB Hearings	(20,000.00)
	Various minor changes reflecting P9 out-turn monitoring	2,844.58
		(167,155.42)
Pay & Employment Costs	Increase in payroll out-turn reflected through ongoing monitoring	513,395.29
Supplies & Services	Revised out-turn position for Futures Board	(100,139.55)
	Review of Pathology Fees	(62,000.00)
	Various minor changes reflecting P9 out-turn monitoring	6,942.33
	Revised out-turn position for Command & Control Project Team	(119,506.00)
	Removal of the outturn provision in respect of the IS restructure	(150,000.00)
		(424,703.22)
Pension	Decrease in payroll out-turn reflected through ongoing monitoring	(100,904.38)
Property Related	Various minor changes reflecting P9 out-turn monitoring	134.32
	Increase in utility costs	33,250.00
		33,384.32
Transport Related	Review of repairs and hire car usage	(2,783.24)
	Review of contractor costs in line with repricing exercise	58,305.00
	Vehicles purchased for Interceptors	47,238.73
	Reduction in casual user mileage and air travel spend	(52,400.79)
		50,359.70
Income	Various minor changes reflecting P9 out-turn monitoring	4,447.55
	External Funding Income	55,504.80
	Increased rental income, partly off-set increased property related costs	(100,000.00)
	Income for NCC in respect of Brexit	(10,000.00)
	Income from Home Office in respect of DSNP (see Agency & Contract Services)	(30,000.00)
	Recharge of officer to MDC	(31,250.00)
	Reduce outturn for football income.	119,558.42
		8,260.77
OVERALL OUTTURN MOVEMENT IN P9		40,048.26
PREVIOUS OUTTURN MOVEMENT		469,037.96
TOTAL OUTTURN MOVEMENT		509,086.22

For Information	
Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	4th March 2020
Report of:	Chief Constable Craig Guildford
Report Author:	Insp Styles-Jones
E-mail:	Amy.styles-jones@nottinghamshire.pnn.police.uk
Other Contacts:	Rachel Richardson
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.

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 re-visited 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 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 he 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 supporting 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 with 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 is 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 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.

For Consideration	
Public/Non Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	4 March 2020
Report of:	The Chief Executive
Report Author:	Noel McMenamin
E-mail:	noel.mcmenamin@nottsc.gov.uk
Other Contacts:	
Agenda Item:	17

WORK PROGRAMME

1. Purpose of the Report

- 1.1 To provide a programme of work and timetable of meetings for the Strategic Resources and Performance meeting

2. Recommendations

- 2.1 To consider and make recommendations on items in the work plan and to note the timetable of meetings

3. Reasons for Recommendations

- 3.1 To enable the meeting to manage its programme of work.

4. Summary of Key Points

- 4.1 The meeting has a number of responsibilities within its terms of reference. Having a work plan ensures that it carries out its duties whilst managing the level of work at each meeting.

5. Financial Implications and Budget Provision

- 5.1 None as a direct result of this report

6. Human Resources Implications

- 6.1 None as a direct result of this report

7. Equality Implications

- 7.1 None as a direct result of this report

8. Risk Management

- 8.1 None as a direct result of this report

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

- 9.1 This report meets the requirements of the Terms of Reference of the meeting and therefore supports the work that ensures that the Police and Crime Plan is delivered.

10. Changes in Legislation or other Legal Considerations

- 10.1 None as a direct result of this report

11. Details of outcome of consultation

- 11.1 None as a direct result of this report

12. Appendices

- 12.1 Work Plan and schedule of meetings

**STRATEGIC RESOURCES AND PERFORMANCE
WORK PROGRAMME**

4 March 2020

4 March 2020			
	ITEM	Report Focus	REPORT AUTHOR
	Police and Crime Plan Priority Theme 2 • <i>Helping and Supporting Victims</i>		
	Victim Care Contract Annual Update (presentation)	Performance overview and main achievements	OPCC
	Victims Code Compliance	Performance and compliance with victims code.	Force/OPCC
	Domestic Homicide Review's Learning and Recommendations	High light main learning and progress against recommendations	Force
	Police Response to Hate Crime	Performance, support for victims and partnership response	Force
	Force and OPCC IICSA Response Plans	Progress Against Findings and Recommendations	Force/OPCC
	Strategic Items		
	Update to Police and Crime Delivery Plan		OPCC
	Police and Crime Plan –Delivery Plan Update	Theme 2 monitoring	OPCC
	Standard Items		
	Performance and Insight Report	Performance against police and crime plan	Force
	Capital Report	Monitoring against capital	Force
	Revenue Budget Outturn		Force
	Chief Constable's Update	Chief Constable's achievements and briefing	Force
	Regional Collaboration (Verbal Update)	Update on key developments and activity	Force
14 May 2020			
	ITEM	Report Focus	REPORT AUTHOR
	Police and Crime Plan Priority Theme 3 • <i>Tackling Crime and Anti-Social Behaviour</i>		

	Neighbourhood Policing – Engaging Communities and Problem Solving	Impact of uplift, changes to Policing model, Officer numbers, public engagement findings and progress on problem solving and severity model	Force
	Rural Crime Strategy and Delivery plan	Performance and key achievements against action plan,	Force
	Violence Reduction Unit, Early Intervention and Surge Funding Outcomes	Performance and key achievements against funding plans	OPCC/VRU
	Integrated Offender Management	Performance overview and changes to model. Specific focus on management of Knife crime and domestic abuse perpetrators cohorts	Force
	Strategic Items		
	Community Safety Funding: CDP, SNB and Community safety grants	Presentations from Safer Nottinghamshire Board and Nottingham Crime Reduction Partnership. Key achievements, delivery plan and resource requirements Outcome and key achievements of community safety grants	OPCC OPCC
	Police and Crime Plan –Delivery Plan Update	Theme 3 monitoring	OPCC
	Standard Items		
	Performance and Insight Report	Performance against police and crime plan	Force
	Capital Report	Monitoring against capital	Force
	Revenue and Capital Outturn	End of year budget outturn	Force
	Regional Collaboration (Verbal Update)	Update on key developments and activity	Force
	Fees and Charges	Proposed fees and charges for 2020/21	Force

15 July 2020

	ITEM	Report Focus	REPORT AUTHOR
	Chairs Meeting • <i>National Policing – Strategic</i>		

	Police Reform Transformation Programme – workforce modernisation specialist capabilities enabling digital policing business delivery. Emergency Services Network (ESN)	State of readiness, local implementation, service improvement and resource requirements.	Force
	Strategic Policing Requirement (SPR)	HMIC Inspection outcome. Local assessment against SPR	Force
	National Police Air Support (NPAS)	Future model of delivery and funding requirements.	Force
	Transforming Forensics	Regional performance and changes to business Case	Force
	Standard Items		
	Chief Constable's Update	Chief Constable's achievements and briefing	Force
	Performance and Insight Report	Performance against police and crime plan	Force
	Capital Report	Monitoring against capital	Force
	Finance Revenue Budget Outturn		Force
	Regional Collaboration (Verbal Update)	Update on key developments and activity	Force

10 September 2020

	ITEM	FREQUENCY	REPORT AUTHOR
	Police and Crime Plan Priority Theme 4 <ul style="list-style-type: none"> • <i>Transforming Services and Delivery Quality Policing</i> 		
	Estates Strategy and Rationalisation	Changes to estate. Progress against refurbishment, new build and joint head quarters (Fire and Police). Neighbourhood offices review	Force
	Health and Safety	Governance oversight, overview of incidents and learning lessons	Force
	Workforce Planning	Work Force numbers. Uplift, sickness absence, Learning and development, apprenticeship levy, discipline and grievance. BAME representation, retention and progression.	Force
	Equality, Diversity and Human Rights	Equality Act 2010 duties, positive action, training, workforce profile and engagement and consultation with BAME communities	Force
	Stop and Search	Performance overview, use, proportionality and outcome rate. Highlighting any changes to legislation or guidance	Force
	Use of Force	Performance overview, use, proportionality and outcome rate. Highlighting any changes to legislation or guidance	Force
	Health and Wellbeing	Work undertaken to improve health and wellbeing. Highlighting key achievements	Force
	Environmental management	Action to address environmental management, focusing on carbon waste recycling, fuel consumption	Force
	Strategic Items		
	Police and Crime Commissioner's Annual Report	Publication of annual report. Legal requirement	OPCC
	Force Management Statement	Briefing on Force Management Statement findings. Publication of Summary.	Force
	Police and Crime Plan –Delivery Plan Update	Monitoring theme 4	
	Standard Items		

	Performance and Insight Report	Performance against police and crime plan	Force
	Capital Report	Monitoring against capital	Force
	Finance Revenue Budget Outturn		Force
	Regional Collaboration (Verbal Update)	Update on key developments and activity	Force

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4 November 2020

	ITEM	Report Focus	REPORT AUTHOR
	Police and Crime Plan Priority Theme 1 <ul style="list-style-type: none"> • Protecting People from Harm 		
	Children and Adult Safeguard	Legal requirements, progress against HMIC recommendations, performance and criminal justice outcomes, Public Protection Unit resourcing, IICSA response and progress against force improvement plan.	Force
	Modern Slavery –	Performance and response. Highlighting key achievements	Force
	Cyber enabled Crime and Keeping People Safe Online	Performance and response. Highlighting key achievements.	Force
	Missing Persons	Demand profile, risk assessment, force and inter-agency response, progress, HMIC findings and recommendations. Lessons learnt from other forces.	Force
	Strategic Items		
	Police and Crime Plan –Delivery Plan Update	Monitoring theme 1	OPCC
	Standard Items		
	Performance and Insight Report	Performance against police and crime plan	Force
	Capital Report	Monitoring against capital	Force
	Finance Revenue Budget Outturn		Force
	Chief Constable’s Update	Chief Constable’s achievements and briefing	Force
	Regional Collaboration (Verbal Update)	Update on key developments and activity	Force