

# STRATEGIC RESOURCES & PERFORMANCE MEETING

Wednesday 10 March 2021 at 10.00 am  
Virtual Meeting by Microsoft Teams

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## 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 4<sup>th</sup> November 2020
- 3 Victim Care Service Update March 2021 - Presentation
- 4 Performance and Compliance with Victims Code
- 5 Domestic Homicide Review/Serious Case Review Update
- 6 Police Response to Hate Crime
- 7 Domestic Abuse Position paper – Action Plan Update
- 8 Response to IICSA Response Plans
- 9 Update on Police and Crime Delivery Plan (2021-2022)
- 10 Police and Crime Commissioner's Update Report to December 2020
- 11 Chief Constable's Update
- 12 Regional Collaboration – Verbal Update
- 13 Work Programme

## **NOTES**

- 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](mailto: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.mcmenamin@nottsc.gov.uk](mailto:noel.mcmenamin@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 4<sup>TH</sup> NOVEMBER 2020**

**COMMENCING AT 11.15 AM**

#### **MEMBERSHIP**

(A – denotes absence)

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

#### **OTHERS PRESENT**

Noel McMenamin – Democratic Services, Nottinghamshire County Council

#### **1. APOLOGIES FOR ABSENCE**

Apologies were received from the Police and Crime Commissioner Paddy Tipping, DCC Barber and Mark Kimberley. In the Police and Crime Commissioner's absence, the Chair was taken by Emma Foody, Deputy Police and Crime Commissioner.

#### **2. MINUTES OF THE PREVIOUS MEETING HELD ON 18<sup>th</sup> SEPTEMBER 2020**

These were agreed as a true record.

#### **3. PUBLIC PROTECTION AND SAFEGUARDING**

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 activity and progress following the IICSA Investigation and scrutiny issues.

A number of issues were raised and points made during a wide-ranging discussion:

- There had been an increase in domestic violence, as well as in stalking and harassment at both national and local level in the wake of the pandemic. Increases in stalking offences was strongly linked to cyber bullying. However, there had been big reductions in physical violence, rape and serious sexual assaults, in line with national reporting trends;

- There had been a large drop-off in referrals from schools, but these were starting to pick up again with increased physical contact time with pupils;
- While the Public Protection Unit (PPU) had expanded significantly, there were ongoing challenges in retaining detectives within the Unit, with promotion and opportunities at regional level attracted detectives from the Unit. However, it was useful to disseminate the public protection message throughout the Force through having had experience of working in the PPU;
- It was acknowledged that there was a careful balance to be struck in retaining focus on these less visible activities at a time when front-line officers were under ongoing pressure in respect of the unique challenges of policing during a pandemic;
- The Force was ready to work with the provisions of the Domestic Abuse Bill, but cautioned that getting cases to meet Crown Prosecution Service thresholds would be a challenge;
- Additional resource to tackle child criminal exploitation had been made available;
- It was explained that the Missing from Home Team had been reorganised and was working closely with a range of partners to identify and assess need and risk, and had proved very effective in locating at-risk children and vulnerable adults.
- Increased use of technology and 'soft' knowledge from partners had proved particularly useful tools in addressing the issue of missing persons, and numbers continued to decline.

### **RESOLVED 2020/037**

To note the report.

At this point, it was agreed to consider agenda item 13.

### **13. UPDATE ON OPCC MANAGEMENT RESPONSE TO THE IICSA INVESTIGATION**

The meeting considered the report, which provided an update on Nottinghamshire OPCC's management response following the IICSA investigation into Children in Care of Nottinghamshire Councils.

The following points were raised during discussion:

- A new sexual violence hub was to be launched in January 2021. Existing staff were being migrated into the service and feedback from survivors' groups was very positive;

- Tackling stalking was seen as a priority in reducing repeat offending, and support was expressed for having the Adult Safeguarding Board hold an oversight role for this activity. A review of stalking clinics was being considered, with a view to aligning partnership working more closely;
- Good progress had been made on the delivery of a new purpose built Sexual Abuse Referral Centre. A Project Lead was in place and design had been informed by input from sexual abuse survivors;
- Both OPCC and the Force expressed support for increased joint working on addressing HMICFRS recommendations on victim engagement and support;
- It was reported that there had been a lot of work on 'deep dives' into child and adult rape cases, and again there was strong support for joint working to align support, and to feed into plans to tackle child sexual exploitation, which was being led by Nottingham City.

#### **RESOLVED 2020/038**

To note the report.

#### **4. MODERN SLAVERY**

The meeting considered the report, which provided an update on the Nottinghamshire Police performance and response to modern slavery.

Several points were raised during discussion:

- It was agreed that national and local focus was shifting from forced labour to addressing the challenge of County Lines. A dedicated Detective Inspector was in place, and it was expected that further resource would need to be deployed;
- The approach being adopted was very much one of targeting the dealers and safeguarding the children involved;
- Nottinghamshire Police charge rates for modern slavery-related crimes remained high, which in the Chief Constable's view reflected more an ongoing focus and awareness in this area, rather than there being an increased prevalence.

#### **RESOLVED 2020/039**

To note the report.

#### **5. CYBER ENABLED CRIME AND AND KEEPING PEOPLE SAFE ONLINE**

The meeting considered the report, which provided an update on the capacity and capability of Nottinghamshire Police to tackle cyber-crime and cyber-enabled fraud offences.

The following points were raised during discussion:

- Nottinghamshire had seen a 26% rise in Action Fraud crimes reports over the past year, which was 10 percentage points higher than the national increase. However, the increase needed to be seen in the context of having increased dedicated resource, which in turn raised awareness, improved intelligence and identified more cases, leading to high positive judicial outcome levels;
- It was acknowledged that cyber investigations required a highly defined set of specialist skills which needed ongoing development to keep pace with the latest cyber crime trends;
- The collaborative pilot arrangement between Nottinghamshire Police and Vision West Nottinghamshire College to recruit an individual from within the Cyber Security Technologist cohort for a 2 year period was an exciting development, and the Chief Constable welcomed the opportunity to avail of further similar pilots in future.

#### **RESOLVED 2020/040**

To note the report.

#### **6. MISSING FROM HOME UPDATE**

The meeting considered the report, which provided an update on the performance and situational context of the Missing From Home (MFT) Team.

In view of the consideration of Missing from Home issues under the wider discussion on public protection and safeguarding at item 3 above, the report was noted without substantive further discussion.

#### **RESOLVED 2020/041**

To note the report.

#### **7. EQUALITY DIVERSITY AND HUMAN RIGHTS UPDATE**

The meeting considered the report, which provided an update on work undertaken to address Nottinghamshire Police's duties under the Equality Act 2010.

The following points were raised during discussion:

- It was reported that at the outset of the pandemic there had been a spike in hate crime incidents involving the Chinese community, but that these had receded over time. Anti-Islamic hate crime remained the most prevalent, with incidents often triggered by national or international events;

- There were strong lines of communication with victims, and victim satisfaction forms' details were followed up irrespective of the outcome of investigations;
- Mechanisms in place to help retain BAME employees included mentoring and buddying up schemes, as well as providing support with the promotions process. The demographic profile of the Force was evolving to better reflect the community it served, but it remained alive to the need to challenge unconscious bias on an ongoing basis;
- The Force's youth engagement strategy in respect of cadets and mini-Police was still being delivered online, but there would be a fuller physical presence in schools once they re-opened.

#### **RESOLVED 2020/042**

To note the report.

#### **8. POLICE AND CRIME PLAN 2018-2021 THEME ONE 2020-2021 DELIVERY PLAN – PROTECTING PEOPLE FROM HARM**

The meeting considered the report, which provided an update on delivering the strategic activities in respect of Theme One of the Police and Crime Plan.

It was confirmed that the only item where progress had stalled was for Item 10 – VRU - developing a response plan for high volume service users, where information sharing between partners was proving problematic.

A focussed analytical group and dedicated lead had been established to reinvigorate this piece of work. It was also acknowledged that the status of the item should currently be Amber, not Green.

#### **RESOLVED 2020/043**

To note the report.

#### **9. PERFORMANCE AND INSIGHT REPORT TO SEPTEMBER 2020**

The meeting considered the report, which provided an update on key performance headlines for Nottinghamshire Police over the 12-month period to September 2020.

The following points were raised during discussion:

- Overall crime had decreased very significantly during the reporting period. While Covid-19 had reduced the opportunity to commit crime, the reduction reflected a direction of travel that been established pre-Covid;
- Violent knife crime figures continued to perform well, bucking the national trend, but it was acknowledged that the Covid-19 pandemic had greatly reduced the opportunity engage with young people;

- It was also confirmed that there had been an increase in online crime during the pandemic, and that resource was been deployed accordingly to address this;
- The rise in abandoned call rates to the 101 non-emergency service were largely attributable to the effects of the pandemic in its early stages, staff turnover rates and the need to bring in a new cohort of call handlers, who were now fully trained.

#### **RESOLVED 2020/044**

To note the report.

#### **10. QUARTER 2 2020-2021 CAPITAL YEAR TO DATE POSITION**

The meeting considered the report, which updated the meeting on the forecast financial outturn position for capital for the 2020-2021 financial year.

During discussion, it was reported that progress on key capital projects had been less adversely affected by the impact of Covid-19 than had originally been feared, and that significant disposals had progressed well.

#### **RESOLVED 2020/045**

To note the report.

#### **11. QUARTER 2 2020-2021 REVENUE YEAR TO DATE POSITION**

The meeting considered the report, which updated the meeting on the forecast financial outturn position for revenue for the 2020-2021 financial year.

It was confirmed that Performance Grant was being received monthly and this had alleviated cash flow issues caused by Covid-19. It was also confirmed that during the reporting period that there were no virements greater than the £100,000 threshold to sign off.

#### **RESOLVED 2020/046**

To note the report.

#### **12. CHIEF CONSTABLE'S UPDATE REPORT NOVEMBER 2020**

The meeting considered the report, which updated the Police and Crime Commissioner on significant events and work that had taken place since the update received in March 2020.



The Chief Constable highlighted the success of the latest recruiting round in attracting applicants from the BAME community. Nottinghamshire Police had achieved the highest rate of BAME recruit of any Police Force during the reporting period.

The Chief Constable also confirmed reductions in a broad range of crimes, including burglary, robbery and theft from vehicles, which had continued to fall despite increases at regional level.

**RESOLVED 2020/047**

To note the report.

**14. REGIONAL COLLABORATION**

The meeting received a brief verbal update on regional collaboration. The view was expressed that the current charge levied from the region to Nottinghamshire Police was excessive, and that the current funding formula was to be discussed regionally in December 2020.

**RESOLVED 2020/048**

To note the verbal update.

**15. WORK PROGRAMME**

**RESOLVED 2020/049**

That the contents of the work programme be noted. The next meeting was scheduled for 10 March 2020.

The meeting closed at 12.35pm

CHAIR



## Service Update: March 2021

Katherine Cant  
Head of Service



**catch**  
**22**

# The Impact of COVID-19

- Changes to service delivery from March 2020 to present
- Home working – risk assessed at each change in guidance
- Extensive use of technology to connect
- Focus on staff wellbeing – morale has remained high
- Plans in place to return to office-base working

# Referrals: January-December 2020

- 11153 total referrals into Victim CARE
- 290 of these were Self Referrals
- 5758 of these received support from a Caseworker
- 521 referrals for Hate Crime
- 1450 referrals were vulnerable victims



# Support Provided – Enhanced Cases\*

- 2245 instances of Advocacy provided
- 8829 emotional support sessions provided
- 456 target hardening items provided
- £28,600 of Criminal Injuries Compensation awarded for applications we supported

\*From January-December 2020



# Outcomes

Following our support, over the last year:

- 87% reported improved health and wellbeing
- 73% reported feeling better able to cope
- 74% reported feeling safer
- 99%\* reported being very satisfied with the service

\*out of 1845 respondents



# Feedback— Enhanced Support

'I don't think I'd have been able to cope at all without your service, no one else was listening to me. I'm so glad that you are there for people when they need it most.'

## Service User feedback via phone

'When I described how appreciative I am of *(name supplied)*'s services, she was so humble to say it was part of her job. But I don't believe anyone would give as much effort, care and all round support that *(name supplied)* has done for me, and my partner during this horrific time.'

## Service User feedback via email

'I just want to say how grateful I am to you and your company for everything that's been done for me. I don't like to think what my mental health would be like if it wasn't for you – you don't know how much this has helped.'

## Service User feedback via phone



# Restorative Justice – January-December 2020

- 86 referrals to our Practitioners
- 67 were interested in pursuing RJ
- 8 Restorative Interventions (conference/letter/shuttle)
- 10 cases closed due to no offender caught
- 8 closed due to victim withdrawing
- 41 closed due to offender not engaging or unsuitable



# Feedback- Restorative Justice

It's helped me so much. I'm no longer dwelling on the past anymore. I think it would help others; it helps you to move on. My son had been badly affected by the incident but now he seems to be doing so much better and this is because he sees me much happier and so he feels happier

## **Victim feedback from direct intervention**

'From the very beginning I knew deep within me that I was going to have that conversation, some people close the door on. Restorative Justice supported me in finding out the answers I had been carrying for years. By doing just that, I have found a greater level of peace and I can only be thankful for that'

## **Victim feedback from direct intervention**

They have helped me so much in everything and supporting me and talking things out. My only fault is I wished it didn't have to come to an end. Both (*name supplied*) and (*name supplied*) have been amazing.

## **Victim feedback from indirect intervention**



# Community Points – in 2020

- Improved and simplified application process
- 41 organizations signed up as Community Points
- 7 organizations currently applying
- 51 referrals over the past year
- 12 successful applications to this year's grant scheme – with combined awards totalling over £18,000



# Community Points – plans for 2021

- Expand the grant scheme – more flexibility in projects and larger grants offered
- Improve representation, particularly from BAME communities among the points
- Host an event – likely remote
- Work towards building a self-sustaining network



<b>For Information</b>	
<b>Public</b>	
<b>Report to:</b>	<b>Strategic Resources and Performance Meeting</b>
<b>Date of Meeting:</b>	<b>10<sup>th</sup> March 2021</b>
<b>Report of:</b>	<b>Thematic Scrutiny – Compliance Victims Code</b>
<b>Report Author:</b>	<b>Chief Inspector James Woolley</b>
<b>E-mail:</b>	<b>James.woolley@nottinghamshire.pnn.police.uk</b>
<b>Other Contacts:</b>	<b>Detective Chief Superintendent Hooks</b>
<b>Agenda Item:</b>	<b>4</b>

\*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 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 and mandating of requirements, Nottinghamshire Police is better able to capture data in relation to the offer and acceptance of Victim Information Packs (VIPs), Victims preferred means of contact, 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 continues to develop Niche and in 2020 developed automated text messaging, building upon the automated email functionality. Officers / staff at the point of recording an occurrence can automatically send the victim / witness the officer contact details, occurrence reference and signposting to support services when recording an occurrence.
- 4.1.7 Following feedback cross referencing Victim Satisfaction data and Niche data, Niche OELS have been expanded upon to ensure clearer communication with victim / witness is recorded, along with review and assessment of the Victims Needs requirements.
- 4.1.8 In 2021, further development is in progress with hyperlinks being developed within Niche to ensure officers / staff have direct access to Victim Needs considerations and aide memoires to support.
- 4.1.9 Nottinghamshire Police continue to work on a regional and 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
- 4.1.10 Nottinghamshire Police In-house Information Services (IS) Department developed an App for front line officers / staff to use. The App provides an up to date list of an officers victims updates required and in order required. Officers / Staff can use the App to directly update victims and witnesses via their preferred means of contact and the App will update facilitate the direct update of Niche.

## **4.2. Training**

- 4.2.1 All new officers joining Nottinghamshire Police continue to receive mandatory training on the Victim Code provided by Learning and Development.
- 4.2.2 Due to the impending launch of the new Victim Code, with a go live date of 1<sup>st</sup> April 2021, the following actions have been undertaken in preparation.
- Regional Forces consulted on National Guidance provided to ensure consistency.

- All training provided to new officers / staff has been reviewed and new training packages completed and already in use.
- Training to current officers / staff, will be provided by:
  - Weekly In The Know Bulletins to all staff through February 2021
  - Senior Leadership Team (SLT) VLOG/BLOG scheduled for end of February 2021
  - Victims Code Ncalt package to be mandated, with roll out 1<sup>st</sup> March
  - All Local Area Officers including CID/PP will receive a training input in the summer led by SLT, supported by Victim Care
  - Force Intranet Site updated and simplified
  - Force website updated to communicate changes to the public

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 A new Victim Information Pack will be available from 1<sup>st</sup> April 2021 to incorporate the new Victim Code requirements.

4.3.2 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.

4.3.3 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](http://www.nottinghamshire.police) and search Victim Information Pack.

4.3.4 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 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.
- 4.4.5 The public can access information on the Victim Right to Review process from the Nottinghamshire Police website.

#### **4.5 Compliance and Audits**

4.5.1 The Ministry of Justice (MoJ) has 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?

Nottinghamshire Police have 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 October 2020 sampling 168 occurrences from Quarter 1 and Quarter 2 of 2020/2021. The Audit included 13 tests of compliance with the Victim Code, including those suggested by the MoJ.

The sample occurrences used are:

- Vehicle crime
- Burglary dwelling
- Violent crime (including weapon enabled violence)
- Domestic Violence
- Hate crime
- Sexual Offences (non-recent/historic)
- Sexual Offences (recent reports)

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.

The Victim Code Audit highlighted the following, when compared to Quarter 2 – Quarter 4 of 2019/2020 audit:

- 98% Compliance with Victim Code requirement and evidence of Victim's needs assessment completed. Improvement of 5% based on previous audit
- 100% Compliance of victims assessed being referred to Victim CARE services within 48 hours. Improvement of 10% based on previous audit
- 76% Compliance of all victim updates being completed within 21 days, unless otherwise specified by the victim. Improvement of 15% based on previous audit
- 91% Compliance that victims were clearly updated of the finalization of their investigation. Improvement of 19% based on previous audit.
- 72% compliance of the victim being offered to make a Victim Personal Statement. Improvement of 25% based on previous audit.

As a result of the Audit, an area for continued development is ensuring victims and witnesses are provided with written acknowledgement of the occurrence number, Officer details and information on support available. To improve performance Niche has been updated with automated emails/texts messaging functionality as detailed in 4.1.6.

#### 4.5.2 Team Performance Packs

In 2020 Nottinghamshire Police introduced team performance packs targeted at Departmental/Team Level. This included Victims Code Compliance and requirements. The Team Performance Packs are supported with individual data via the Daily Performance Report (DPR).

#### 4.5.3 Daily Performance Report (DPR)

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.

Work is currently being undertaken to develop DPR data and searches to enable further break down of Victims Code compliance into crime/victim types to facilitate further understanding and improvements.



#### 4.5.3 Management Information Monthly/Annual Victim Code Compliance Data

Further to the Daily Performance Report, monthly and annual data is 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	2020
Crimes Requiring VCOP	67466	81679	88831	90520	74710
VCOPs Completed	59637	79532	88298	81260	70326
VCOPs completion compliance	88%	97%	94%	90%	95%

Due to the COVID pandemic it is clear to see the impact of reduced crime recorded. Nottinghamshire Police continues to strive to comply with National Crime Recording Standards (NCRS), whereby identifiable crimes are recorded on Niche within 24hrs of receipt of call for service, and ensuring victims and witnesses continue to receive compliance with Victim s Code requirements.

Working Practices for multiple victims / occurrences were introduced for 2020, which will have supported Nottinghamshire Police objectives in complying with the Victim Code requirements.

Victims Code Audits are scheduled every 6 months and work is ongoing with regional Forces and Insight Teams to ensure learning and development continues.

#### 4.5.4 OPCC Audit Report - Mazars

In September 2020 an audit commissioned by the PCC's office was undertaken by Mazars, reviewing Nottinghamshire's Polices adequacy, effectiveness and internal controls in relation to the Victims Code.

The Overall outcome was Satisfactory.

A previous audit undertaken by Mazars identified 10 areas for improvement. At the time of the audit 7 areas for improvement had seen satisfactory improvement. The outstanding areas for improvement have now been completed.

Further recommendations were made by Mazars audit, and work is being undertaken and monitored through the Victims and Witnesses Assurance Group.

#### 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 previously been delivered, further joint training is scheduled to take place summer 2021 for all front line officers via training days.
- 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 None

#### **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 New Victims Code due to go live 1<sup>st</sup> April 2021. Refer to 4.2 for further details.

**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.

<b>Public/Non Public</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources and Performance Meeting</b>
<b>Date of Meeting:</b>	<b>10 March 2021</b>
<b>Report of:</b>	<b>Chief Constable Guildford</b>
<b>Report Author:</b>	<b>DCI Clare Dean</b>
<b>E-mail:</b>	<b>clare.dean@nottinghamshire.pnn.police.uk</b>
<b>Other Contacts:</b>	<b>Detective Superintendent Andy Gowan</b>
<b>Agenda Item:</b>	<b>05</b>

## **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 2020.

### **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 Child Safeguarding Practice Reviews) which either had an outstanding action or has been commissioned since the last report in March 2020. Of note, under the first national lockdown (March-August 20) Nottinghamshire DHR's were temporarily suspended (as per national guidance) as partners struggled to resource the reports/panel meetings. Consequently, there are fewer than normal updates.

#### **4.2 Domestic Homicide Reviews**

The below are Nottinghamshire and Nottingham City cases. In addition, the force and partners have provided information for a number of other "out of county" DHR's.

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"> <li>Nottinghamshire Police need to evaluate the use of voluntary attendance of a suspect for interview in respect of domestic abuse flagged crime.</li> </ul> <p><b>Complete (see below 4.4).</b></p>
Chapaeu	<p>Review concluded. Incident date 13/07/2018. No recommendation for the Police.</p>
Hade	<p>Review on-going. Incident date 05/11/2018.</p>
Hanover	<p>Review on-going. Incident date 02/08/2019.</p>
Harlem	<p>Review on-going. Incident date 13/11/2019.</p>
Hashtag	<p>Review on-going. Incident date 01/08/2020.</p>
Haslock	<p>Review on-going. Incident date 16/08/2017. No previous police involvement.</p>
Helios	<p>Review completed. Incident date 29/01/2018. No police recommendations.</p>
Helsinki	<p>Review completed. Incident date 29/01/2018. No police recommendations.</p> <p>Although completed it is not yet in the public domain. The Coroner's case is currently ongoing with no verdict at the time of this report.</p>
Hexad	<p>Review completed. Incident date 28/08/2018. No police recommendations.</p>
Hind	<p>Review concluded. Incident date 25/10/2016. All agency recommendation:</p> <ul style="list-style-type: none"> <li>All agencies to raise awareness of coercive and controlling behaviour</li> </ul> <p><b>Completed. 1200 front line officers and staff have been trained in coercive/control behaviour in Autumn 2019.</b></p> <p>Following concerns from the Home Office, the CSP (South</p>

	<p>Notts Community Safety Partnership) commissioned a different author to rewrite the DHR. A further police recommendation was identified:</p> <ul style="list-style-type: none"> <li>• That Nottinghamshire Police provides reassurance to the CSP that evidence led prosecutions are now considered more robustly in all domestic abuse cases.</li> </ul> <p><b>Ongoing. See 4.4</b></p>
Hoff	Review on-going Incident date 30/07/2018. No police recommendations.
Hornet	<p>Review concluded. Incident date 18/02/2018. Police recommendations:</p> <p>Recommendation One</p> <ul style="list-style-type: none"> <li>• That Nottinghamshire Police refreshes its internal and external communications to increase awareness of the Domestic Violence Disclosure Scheme.</li> </ul> <p>Recommendation Two</p> <ul style="list-style-type: none"> <li>• Nottinghamshire Police includes a DVDS trigger question within the risk assessment process to ensure that members of staff consider this option when dealing with each case of domestic abuse.</li> </ul> <p>Recommendation Three</p> <ul style="list-style-type: none"> <li>• Nottinghamshire Police increase awareness raising of the DVPN/DVPO procedure to frontline staff</li> </ul> <p><b>Ongoing see 4.4</b></p>
Highwire	Review on-going Incident date 24/04/2018.
Loam	Review on-going. Incident date 29/05/2019.
DHR Berry	Review on-going. Incident date 28/08/2020
DHR 39	Review on-going. Incident date 17/08/2020

#### 4.3 Serious Case Reviews

N	<p>Review complete. Police recommendation:</p> <ul style="list-style-type: none"> <li>• Seek assurance from Nottinghamshire Police that there is an appropriate level of awareness of learning disabilities amongst officers/staff</li> </ul> <p><b>Complete.</b> DCI Dean has provided an ILOR (impact of learning on outcomes review) in relation to the above.</p>
RN19	Review complete. No police recommendations.
TN20	Review ongoing.
SN20	Review ongoing.

#### 4.4 Update on Domestic Homicide Recommendations

AIS - ongoing	<p><b>Recommendation –</b></p> <p><b>The force to evaluate use of Voluntary Attendance (VA) in respect of Domestic Abuse</b></p> <p>Falling arrests rates and the use of VA is a national issue for almost all forces.</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 ongoing 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>
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	<p>Following a review of the above, the force launched the arrest/voluntary interview project in October 2020. This project makes the above a forcewide process and is monitored regularly to ensure compliance.</p>
Hind	<p><b>Recommendation –</b></p> <p><b>That Nottinghamshire Police provides reassurance to the CSP that evidence led prosecutions are now considered more robustly in all domestic abuse cases.</b></p> <p>Evidence led prosecutions are part of an ongoing piece of work within Public Protection. The monitoring of such is a national problem for forces and CPS. However the force has worked with criminal justice partners to ensure that these investigations are identified. Nottinghamshire Police can now report on the number of evidence led prosecutions force wide Cases are monitored to ensure that the conversion rate to conviction is high. MI (management of information) have developed a search which enables cases where the survivor is not supportive but where other evidence exists.</p> <p>The importance of evidence led prosecutions has been reinforced by an internal communication strategy. Posters have been placed in all custody suites/PP and PHT offices. The message will be reinforced in the Domestic Abuse video clip which is part of a series of Safeguarding Matters videos on the intranet to inform officers and reinforce the importance of assessing vulnerability.</p>
Hornet	<p><b>Recommendation One</b></p> <ul style="list-style-type: none"> <li>• That Nottinghamshire Police refreshes its internal and external communications to increase awareness of the Domestic Violence Disclosure Scheme.</li> </ul> <p>Public Protection has implemented the following measures immediately and continues to work towards improving DVDS.</p> <p>Nottinghamshire Police have recently introduced a number of measures intended to improve the number of DVDS referrals in order to safeguard victims. These include</p>



internal communications on the force intranet, training to staff, a consideration for MARAC chairs as an action, inclusion in the Domestic Abuse investigation/victim booklet, promotion through the domestic abuse champions and promoted as an action for serial perpetrators on the IOM cohort /repeat victim.

#### Recommendation Two

- Nottinghamshire Police includes a DVDS trigger question within the risk assessment process to ensure that members of staff consider this option when dealing with each case of domestic abuse.

A business case to formally request the resources (required for the secondary risk assessment process which occurs in the DASU) to consider the appropriateness of the Right to Know DVDS disclosure was agreed at the July Force executive Board. Two members of staff have been recruited into the DASU to increase the numbers of DVDS. This process will provide a systematic review of every domestic abuse case assessing victims would be eligible for a DVDS across all standard/medium risk (high risk being considered at MARAC) and offer a right to know where required. This will result in a significant increase in the numbers of DVDS being completed and therefore improved safeguarding for survivors. The numbers had already significantly increased (doubled) from 2018 to 2019 and these will continue to rise as all offences are reviewed and considered for DVDS.

#### Recommendation Three

- Nottinghamshire Police increase awareness raising of the DVPN/DVPO procedure to frontline staff

DVPO/DVPNs are the last resort of positive action. Other forces are less successful at prosecutions. Typically, Nottinghamshire performs well in terms of good court conviction rates (highest in the region) – being above national average for conviction rates for ALL of the past four months. Therefore, the use of orders for non-

	<p>convictions is relatively low.</p> <p>There is an on-going piece of work around how the force manages its civil orders. A Safeguarding post has been created to look at improving the number of civil orders that the force obtains. This role will focus on all the above orders however the priority is the DVPN's. These numbers have dramatically increased as a result. We have provided training to Public Protection/Prisoner Handling teams/Superintendents/custody staff new recruits.</p> <p>There has been a change to Domestic Abuse working practices within Neighbourhood Policing Teams which allows NPT's to focus on perpetrators, bail checks, DVPN/O checks, child at risk plans etc. and actively enforce the civil orders identifying breaches and further offending.</p> <p><i>Although there are three police recommendations the DHR author comments: "On balance the overall police response to reports of domestic abuse by the victim were positive and proportionate and generally in keeping with local policy and procedures."</i></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.

<b>For Information</b>	
<b>Public</b>	<b>No</b>
<b>Report to:</b>	<b>Strategic Resources &amp; Performance</b>
<b>Date of Meeting:</b>	<b>10<sup>th</sup> March 2021</b>
<b>Report of:</b>	<b>Chief Constable Guildford</b>
<b>Report Author:</b>	<b>Ch Insp Louise Clarke</b>
<b>E-mail:</b>	<a href="mailto:Louise.clarke@nottinghanshire.pnn.police.uk">Louise.clarke@nottinghanshire.pnn.police.uk</a>
<b>Other Contacts:</b>	<b>Supt Suk Verma.</b>
<b>Agenda Item:</b>	<b>6</b>

**Hate crime update.**

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

- 1.1 To update the Strategic Resources & Performance meeting in relation to the performance and situational context of Hate Crime. This report covers: HMICFRS findings, recommendations and progress, the demand profile, risk assessment process, force and inter-agency response, and lessons learnt from other forces.

## **2. Recommendations**

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

## **3. Reasons for Recommendations**

- 3.1 To inform members of the Strategic Resources and Performance Board of the Force activity and progress.

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

### **4.1 HMICFRS Recommendations and Improvement in Service:**

The Hate crime team were last subject to HMICFRS Inspection on the 18-12-19 relating to progress on three outstanding recommendations which related to:

- Recording more hate crime intelligence to inform the police response.
- Risk management for vulnerable victims
- Incorporating risk management into the risk assessment process.

Each of these recommendations have been implemented and there are no outstanding actions. We continue to seek information from forces subject to inspections to develop this business area, identify best practice and promote organisational learning. Currently there have been no further HMICFRS inspections since our own in 2019.

- 4.2 Relevant and new information is assessed and where appropriate, translated into an action and recorded in the '4P' action plan. The plan provides the basis for a monthly performance meeting which is chaired by the Chief Inspector (Louise Clarke) who tactically leads for Hate Crime and reviewed by the Force Strategic Lead (Superintendent Suk Verma). The Policy is continually amended to reflect best practice and updates.
- 4.3 The pandemic saw a significant change in the reporting of Hate Crime with an increase of 46% in incidents reported online to a total of 129 reports in 2020. It also affected our delivery of partnership work and engagement which continued virtually creating a need to innovate in order to maintain partnership and community links.
- 4.4 To counter social distancing measures the Hate crime team instigated a communication strategy that includes quarterly bulletins for internal and external use to include performance and reporting updates, events and information to improve service delivery and victim satisfaction. Hate crime material has been translated into languages such as Cantonese and Arabic and shared amongst partners, together with holding events on line including a Hate Crime Webinar for the Polish Community delivered by Notts Police (spoken in Polish) with a reach of 1284 persons. Hate crime awareness week in October 2019 was conducted by partners and police on-line and saw record level's of engagement.
- 4.5 The total number of hate crimes recorded for 2020 are 2329, the exact same figure as recorded in 2019. Within that number we have seen a change to the strands reported with religious, disability and misogyny incidents all decreasing and an increase in racial and sexual orientation strands. As a result of lockdown and the closure of the night time economy we have seen new hot spot areas develop in neighbourhood areas, as such we have instigated 'Op Fossil' which is the umbrella name for the ongoing work between the Nottinghamshire Police Hate Crime Team and the City Council Cohesion Team to reduce the number of Hate Crime repeats across the City by 10%, a manifesto pledge which became a council target in 2019. The focus is in problem solving neighbourhood disputes that impact negatively on the individuals involved and result in repeat calls for service to our agencies (and others). This is achieved via warning letters, joint visits and days of action targeting perpetrators and supporting victims. The work is supported by a detailed communications plan feeding positive and preventative messaging, which aims to bring civil action where appropriate.
- 4.6 Victim Satisfaction remains stable and is recorded at 83% for 2020, following a 1% decline from 84% in 2019. Over the year we have improved referrals to victim services and following a review of victim satisfaction, training has been implemented for Transgender awareness and Gypsy Roma Traveller awareness to address issues raised, with the objective of improving service delivery. The team continue to contact victims after case finalisation to undertake a qualitative review of their experience, providing the organisation an opportunity to intervene if issues are not yet resolved and to offer victim care and support where appropriate.

4.7 This approach has been replicated in force under the 'Op Hampshire' initiative which is designed to improve the reporting, investigation and support of officers and staff subject to assaults and hate crimes at work. Utilising the hate crime champions, victims of hate crime are contacted providing an organisational feedback loop and an opportunity to improve wellbeing by offering support and providing an equitable service for internal and external victims of hate crime.

4.8 We continue to improve on compliance with policy with an increase in all audited areas, including hate crime risk assessment completion which has increased from 85% in 2019 to 93% in 2020 and supervisory reviews currently at 96% completion rate. All crimes are filed by nominated SPOC Insp's to maintain standards and consistency. Compliance with this process has increased by 9% in 2020 to 79%. Performance results have seen positive outcomes increase from 14.3% in 2019 to 18.3% in 2020. This represents an increase of 4%.

The conviction rate also increased by 6% to 89.9%.

4.9 The hate crime team are anticipating the lifting of the pandemic restrictions and the impact on trends and hotspots this will have. As such plans are being formulated to reinvigorate the good work accomplished under the 'no place for hate' campaign delivered in the city centre. Hate crime champion training and work with businesses and partners is already planned with this being the focus for Spring 2021.

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

5.1 It is difficult to attach a cost to the Hate Crime Team and the costs associated with this demand in terms of officer time. Any initiatives undertaken in this financial year have been supported by the EU fund and have presented as no additional cost to the force.

## **6. Human Resources Implications**

6.1 None

## **7. Equality Implications**

7.1 Equality and Diversity are recognised within our strategic and tactical approach to Hate.

## **8. Risk Management**

8.1 There are no risks highlighted in this report. Any identified risks are managed through the organisational risk register.

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

- 9.1 The policy is regularly reviewed and amended periodically according to business need.
- 9.2 This area of business is closely linked to the Police and Crime plan priorities:  
Helping and supporting victims  
Tackling crime and anti-social behaviour.

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

- 10.1 The Law commission has undertaken consultation on their report published in Sept 2020 *Hate crime laws: a consultation paper*. The report covers various aspects of hate crime legislation and details pertaining to legal issues such as definitions and aggravated offences.
- 10.2 Nottinghamshire Police submitted their comments to the review.

## **11. Details of outcome of consultation**

- 11.1 None

## **12. Appendices**

- 12.1 None

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

13. None

NB

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

<b>For Information</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources and Performance Meeting</b>
<b>Date of Meeting:</b>	<b>10 March 2021</b>
<b>Report of:</b>	<b>Domestic Abuse Position Paper 2020: Action Plan Update</b>
<b>Report Author:</b>	<b>Nicola Wade</b>
<b>E-mail:</b>	<b>nicola.wade14231@nottinghamshire.pnn.police.uk</b>
<b>Other Contacts:</b>	
<b>Agenda Item:</b>	<b>07</b>

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

## **DOMESTIC ABUSE POSITION PAPER 2020: ACTION PLAN UPDATE**

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

- 1.1 The purpose of this report is to update the Strategic Resources and Performance Committee of progress against the PCC's Action Plan for *Improving the Response to Domestic Abuse in Nottinghamshire, A Whole Systems Approach*, December 2020 ("DA Position Paper").

### **2. Recommendations**

- 2.1 That the Strategic Resources and Performance Committee note the progress of the Action Plan.

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

- 3.1 The final consultation draft of the DA Position Paper was presented to the Police and Crime Panel in September 2020. A further update on the Action Plan will be presented to the Police and Crime Panel in late March 2021.

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

- 4.1 The DA Position Paper takes a whole system approach to providing an overview of domestic abuse related activity in Nottinghamshire. It was compiled by Nottinghamshire Office of the Police and Crime Commissioner with contributions from domestic abuse strategic leads from Nottinghamshire Police, Nottingham City Council, Nottinghamshire County Council, Bassetlaw Clinical Commissioning Group and Nottingham and Nottinghamshire Clinical Commissioning Group and local commissioned domestic abuse service providers.



- 4.2 It considers the current service landscape and opportunities to improve the response to domestic abuse across five potential phases of intervention as part of a 'whole-systems approach'. These include:
- Prevention of domestic abuse, from primary through to tertiary prevention
  - Identification and discovery of domestic abuse and hidden harm
  - Immediate safeguarding and crisis care response to domestic abuse
  - Longer term recovery and rehabilitation among survivors and perpetrators respectively
  - Criminal justice outcomes
- 4.3 The Paper collates findings from a range of existing assessment and inspection reports including relevant HMICFRS reports, local authority Joint Strategic Needs Analyses and relevant academic research. It sets out recommendations for the Police and PCC in addition to areas for more systemic consideration by the wider domestic abuse partnerships in the city and county.
- 4.3 Following the presentation of the Final Consultation Draft of the DA Position Paper to the Police and Crime Panel in September 2020, the PCC published the Paper for consultation. A range of responses were received and have been incorporated into the final recommendations.
- 4.4 This paper and attachment provides an update on the action taken to date to achieve the recommendations. As outlined in no 3 above, a further update will report to the Police and Crime Panel later in March 2021.

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

- 5.1 Some of the recommendations in the Action Plan may require additional investment to achieve. Where this is the case, a business case will be developed, including an options appraisal. Local funding may be identified if appropriate and budget provision allows, subject to formal decision making. National funding opportunities (such as the Home Office's 2020 Perpetrator Funding or MoJ's 2021-2 DSVF funding) will be taken.

## **6. Human Resources Implications**

- 6.1 There are no human resource implications for the Action Plan.

## **7. Equality Implications**

- 7.1 The Paper highlights that some survivors with protected characteristics may not be currently accessing support services to the extent that demographics would suggest. The Paper includes a recommendation to work with partners to review the take up of support services across all of Nottinghamshire's communities and develop an action plan to improve access. The Action Plan reports that the PCC is currently applying for funding for specialist posts.

## **8. Risk Management**

- 8.1 Risks related to domestic abuse activity led by the PCC are managed through his standard risk management framework.

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

- 9.1 The Police and Crime Plan has strategic priorities to protect people from harm and to help and support victims. Tackling domestic abuse is a strategic priority in the Police and Crime Plan. The DA Position Paper provides an overview of all activity related to domestic abuse, including prevention and protection activity as well as provision of support.

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

- 10.1 The Domestic Abuse Bill is in the House of Lords at the time of writing and is expected to become law in spring 2021. The DA Position Paper takes note of the Bill and recommendations reflect the current understanding of its implications.

## **11. Details of outcome of consultation**

- 11.1 The final consultation draft of the DA Position Paper was published on the PCC's website in September 2020, with comments and questions invited until November 2020. In addition the Deputy PCC presented the paper to the DSVAs strategic and third sector meetings groups in the city and county, seeking feedback in and after the meetings.
- 11.2 Responses to the Consultation Draft were received from a wide range of stakeholders including public health, Crown Prosecution Service, clinical commissioning groups, community safety partnerships and third sector providers.

- 11.3 Following feedback from health agencies the Deputy PCC met with representatives from clinical commissioning groups in January 2021 to agree health agencies' involvement in the final recommendations.
- 11.4 Feedback from stakeholders has been fed into the recommendations and is reflected in the attached Action Plan. Further feedback on content is being incorporated into the narrative of the DA Position Paper, the final version of which will be published in late March 2021.
12. In addition to the recommendations which have been amended following consultation with clinical commissioning groups, the recommendation in the Consultation Draft for the PCC to develop and seek funding to pilot a Respect accredited DV perpetrator programme has been amended. The PCC successfully secured Home Office funding for a DVA perpetrator programme in November 2020. The recommendation has been updated to ensure the successful roll out and evaluation of the programme.

## **12. Appendices**

- 12.1 A separate Action Plan setting out progress against the recommendations is attached to this report.

**PCC Domestic Abuse Position Paper 2020: Improving the Response to Domestic Violence and Abuse in Nottinghamshire  
Action Plan**

**Key**

Action is complete.
Action has begun and has achieved progress expected at this stage.
Action has not yet started.
Action is sequential and not expected to begin until later in 2021.

Theme	Ref	Recommendation	Lead agencies	Status	Update January - March 2020-1
Policy context	1	The PCC to work with key stakeholders across the violence against women and girls sector to develop a whole systems Violence Against Women and Girls Strategy and Action plan for 2020-2025 by March 2021. This should include indicators of success against which performance will be tracked.	PCC City Council County Council Violence Reduction Unit CCGs		The OPCC is currently developing a VAWG strategy and action plan. Initial consultation on the vision, aims and objectives was conducted in January and February, working through city and county DSVA strategic groups and third sector forums. A draft strategy will be produced in March 2021. In addition, the OPCC has responded to the Government's national VAWG Call for Evidence.
Nature and prevalence of domestic abuse	2	The PCC to continue to work with local authority partners to co-commission professional development activity to embed coercive control, emotional abuse, economic abuse, parental abuse and technologically-assisted abuse through local training	PCC City Council County Council		This is ongoing work. The PCC continues to work with his local authority partners to co-commission this activity. Services are formally reviewed quarterly, however during Covid services are reporting weekly on pressures through the County's Operational Pressures Escalation Levels reporting and monthly on referral numbers and waiting lists to MoJ.
	3	As part of the VAWG strategy and action plan, the PCC to work with partners to take forward work to address the particular issues faced by migrants and children affected by domestic abuse, bidding for national funding if available.	PCC City Council County Council Violence Reduction Unit CCGs		This will be taken forward once the VAWG strategy has been completed.
Prevention	4	The PCC and local authority partners to continue to invest in universal and targeted education, prevention and awareness raising activities and campaigns across the city and county where there is clear evidence of impact, involving health agencies as delivery partners. Where possible, the PCC and partners to increase funding to ensure consistent city/county wide coverage	PCC City Council County Council CCGs		This is ongoing work. The PCC continues to work with his local authority partners to co-commission this activity. As there is a need for further awareness raising and campaigns during the pandemic, the PCC secured MoJ funding in 2020-1 which increased the number of social media campaigns to highlight support services available. He intends to seek further funding for 2021-2 for targeted awareness raising.
	5	The PCC to work with the Nottingham and Nottinghamshire Violence Reduction Unit to continue to fund and then evaluate initiatives to respond to children and young people who have witnessed violence with knives.	PCC Violence Reduction Unit		In 2020-1 the VRU funded Juno Women's Aid and Nottinghamshire Women's Aid to deliver targeted support to children affected by domestic abuse involving a knife. The projects began part way through 2020-1 and whilst feedback has been positive, it is too soon to evaluate them. The VRU has allocated £60,000 in 2021-2 to continue to support the initiatives and will then assess their success.
Identification	6	Nottinghamshire Police to drive further improvements in the domestic crime and incident identification rate, with a focus on spotting the signs of abuse and ensuring routine enquiry as part of interactions with potentially vulnerable groups.	Nottinghamshire Police		Over 1400 front line officers and staff received updated training on Domestic Abuse Matters in 2019/2020, with over 140 DA Champions identified. This training was delivered by Women's Aid and updated knowledge and awareness of the changing knowledge of DA including coercive control behaviour and evidence led prosecutions. Maintaining momentum, spotting the signs of domestic abuse, coercive control etc was subject to a mandatory video input, one of a series of 7 force videos on vulnerability, as part of the 'Safeguarding is Everyone's Business' delivered in early 2021. The correct recording of domestic abuse is closely scrutinised under the direction of the Crime Registrar.
	7	The PCC and City and County Councils to review front line capacity in view of any increasing identification rate. Further resource may be required.	PCC City Council County Council		The PCC continues to work with the local authorities to keep frontline capacity under review. Services are formally reviewed quarterly, however during Covid services report weekly on pressures through the County's Operational Pressures Escalation Levels reporting and monthly on referral numbers and waiting lists to MoJ. The PCC is aware that support services continue to be under pressure during the pandemic and will submit a funding bid to MoJ for additional IDVA capacity during March 2021.
	8	The PCC to work with the City and County Council and clinical commissioning groups to review the take up of support services across all of Nottinghamshire's communities and develop an action plan to improve access to support services from under-represented groups, including hidden harm in BAME and rural communities and amongst male survivors.	PCC City Council County Council CCGs		The PCC will include a strategic approach to improving access to services from under-represented groups in the VAWG Strategy. In the meantime, the PCC will apply to MoJ in March 2021 for additional funding for specialist DSVA posts for specific protected characteristics including male survivors and BAME survivors.
Safeguarding	9	Nottinghamshire Police to lead work to improve the use of domestic violence protection orders.	Nottinghamshire Police		DVPO/DVPNs are the last resort of positive action. Typically, Nottinghamshire performs well in terms of good court conviction rates – being above national average for conviction rates for ALL of the past four months, but the use of orders for non-convictions have been historically relatively low. In order to complement prosecutions a safeguarding post has been recruited to look at improving the number of civil orders that the force obtains. This role will focus on all the civil orders however the priority is DVPNs. Numbers have dramatically increased as a result. We have provided training to Public Protection/Prisoner Handling teams/Superintendents/custody staff new recruits. There has also been a change to domestic abuse working practices within Neighbourhood Policing Teams which allows NPT's to focus on perpetrators, bail checks, DVPN/O checks, child at risk plans etc. and actively enforce the civil orders identifying breaches and further offending.
	10	Nottinghamshire Police to work with co-commissioned support services to improve the rate of take up of Claire's law.	Nottinghamshire Police		Nottinghamshire Police have recently introduced a number of measures intended to improve the number of DVDS referrals in order to safeguard victims. These include internal communications on the force intranet, training to staff, a standing agenda item for MARAC chairs to consider DVDS, inclusion in the Domestic Abuse investigation/victim booklet, promotion through the domestic abuse champions and promoted as an action for serial perpetrators on the IOM cohort /repeat victim. In 2020, a business case to formally request the resources to increase to use of the Right to Know DVDS disclosure was agreed at the July Force Executive Board. Two members of staff have been recruited into the DASU. This process now provides a systematic review of every domestic abuse case assessing victims eligibility for a DVDS across all standard/medium risk (high risk being considered at MARAC) and offer a right to know where required. This has resulted in a significant increase in the numbers of DVDS being completed and therefore improved safeguarding for survivors. The numbers had already significantly increased (doubled) from 2018 to 2019 and these will continue to rise as all offences are reviewed and considered for DVDS.
	11	The PCC to work with the City and County Councils to continue to co-commission high quality evidence based support services and monitor their capacity to provide high quality helpline, MARAC and IDVA support, reviewing the level of IDVA provision as necessary. To include work with CCGs to learn from hospital based IDVA provision.	PCC City Council County Council CCGs		This is ongoing work. The PCC continues to work with his local authority partners to co-commission this activity. The PCC is aware of the pressures on services, including IDVA and will submit an expression of interest to MoJ in March 2021 for additional IDVAs.
	12	The PCC and partners to work together to ensure that the forthcoming statutory duty for domestic abuse accommodation is properly funded and does not have a negative impact on other specialist services.	PCC City Council County Council		The local authorities were notified of their 2021-2 funding for the statutory duty in February 2021. Both local authorities are agreeing commissioning priorities at the time of writing. It is not yet clear what funding will be available in future years for the duty. This will be kept under review by the PCC.
Longer term support and recovery	13	The clinical commissioning groups to review their responsibilities for domestic abuse services through their partnership arrangements with the PCC, and City and County Councils. *	CCGs PCC City Council County Council		The PCC met with the CCGs in mid January 2021 to agree a way forward. CCGs are currently consulting internally. This work will be taken forward after April 2021, when the CCGs are facing fewer Covid related pressures.

	14	The PCC and partners to improve understanding of the needs, experiences and service response to male survivors of domestic abuse, working with the existing male support service.	PCC City Council County Council CCGs		The PCC is aware of the need to enable greater numbers of male domestic abuse survivors to access support and together with the City and County Council has consulted with the commissioned male support service about gaps in provision. He is seeking additional funding from MoJ for the male support service in March 2021.
Rehabilitation and behaviour change	15	The PCC to work with partners to put a long term DVA prevention strategy in place, as part of the Violence Against Girls Strategy and Action Plan and informed by the VRU's literature review.	PCC Nottinghamshire Police Probation, Violence Reduction Unit Local authorities CCGs		This work will follow once the VAWG strategy and action plan has been developed.
	16	The PCC to ensure the successful roll out and evaluation of the new Respect accredited DV perpetrator programme	PCC		The PCC secured funding to pilot and evaluate a new domestic abuse perpetrator programme in November 2020. Since then he has awarded contracts to Freeva (Jenkins Centre) and Equation to co-deliver the new perpetrator programme. Funding has also been awarded to Juno and Nottinghamshire Women's Aid to provide support to the partners of the perpetrators in the programme. Notts Police agreed referral criteria for the programme and an evaluation specification is being developed.
	17	The PCC, Nottinghamshire Police, CRC and commissioned support services to consider expansion to build on the success of the DVA IOM Scheme.	PCC Nottinghamshire Police Probation		The wider IOM scheme is currently being reviewed in the light of the Government's new Neighbourhood IOM strategy, with partner views being sought on cohort priorities. The PCC's view is that IOM needs to maintain its focus on DVA, however there should be a way of achieving a balance between safeguarding, risk and volume.
Criminal Justice System	18	Improve oversight and scrutiny of the appropriate use of 'release under investigation' and pre-charge bail pending legislative/ guidance changes.	PCC Nottinghamshire Police		"RUI" is subject to the Improving Investigations Meeting chaired by the Head of Crime. It is also the subject of performance packs and force scrutiny. Notts Police is awaiting the potential changes to the Bail Act and the implications of RUI before establishing the next steps. These changes are currently in nationwide consultation by the Home Office.
	19	Ensure ongoing monitoring of domestic abuse satisfaction rates and support action to maintain strong levels of survivor satisfaction with police, particularly via improvements in follow up and feedback.	PCC Nottinghamshire Police		Feedback from victim satisfaction is shared with the Head Of Public Protection on a weekly, monthly and yearly basis. The weekly based feedback allows officers to be praised on positive feedback, whilst allowing supervisors to address service recovery when feedback is not positive. Victim satisfaction levels remain challenging but static in terms of keeping victim informed. Numerous efforts have been deployed to reinforce the importance of updates, including the introduction of Victim Code of Practice ("VCOP") compliance in teams performance packs. However, VCOP compliance does not seemingly always keep victims satisfied in these surveys. A business case is currently being developed to consider additional resources being invested for keeping victims informed for domestic abuse.
	20	Work with HM Courts and criminal justice partners to ensure access to justice and sufficient specialist DV provision across the city and county.	PCC Nottinghamshire Police Crown Prosecution Service		Nottinghamshire Police and the PCC have agreed a pilot "DA Partnership Car" initiative which aims to improve criminal justice outcomes. The pilot is based on a model which has been successful elsewhere in the country. It will run from April 2021-March 2022 and will be evaluated against identified measures of success.
	21	Police and CPS to explore opportunities to improve use and understanding of evidence-led prosecutions alongside appropriate training, messaging and sharing of best practice.	PCC Nottinghamshire Police Crown Prosecution Service		Evidence led prosecutions are part of an ongoing piece of work within Public Protection. The monitoring of such is a national problem for forces and CPS. However, in 2020, the force worked with criminal justice partners to ensure that these investigations are now identified and can be quantified. Nottinghamshire Police can now report on the number of evidence led prosecutions force wide. In terms of identifying missed opportunities, MI (management of information) have developed a search string which enables cases to be identified where the survivor is not supportive but where other evidence like officer statements, other witnesses and body worn video exist. These are dip tested as part of the Improving Investigations group chaired by the Head of Crime. The importance of evidence led prosecutions has been reinforced by an internal communication strategy. Posters have been placed in all custody suites/PP and PHT offices. The message has been reinforced in the Domestic Abuse video clip which is part of a series of 'Safeguarding is Everyone's Business' videos on the intranet to inform officers and reinforce the importance of assessing vulnerability.
Covid 19	22	The PCC work with local authorities and Nottinghamshire Police to ensure that critical specialist support services can continue safely throughout and after the pandemic.	PCC City Council County Council Nottinghamshire Police		This is ongoing work. The PCC continues to work with his local authority partners to co-commission this activity. The PCC is submitting a funding application to MoJ for additional frontline support.
	23	The PCC to work with Nottinghamshire Police, local authorities and commissioned support services to identify and implement lessons learnt from Covid-19.	PCC City Council County Council Nottinghamshire Police CCGs		This is ongoing work. The PCC continues to work with his local authority partners to identify and implement lessons learnt. This is informing his March funding bid to MoJ for additional support.

<b>For Information</b>	
<b>Public/Non Public</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources and Performance Meeting</b>
<b>Date of Meeting:</b>	<b>10<sup>th</sup> March 2021</b>
<b>Report of:</b>	<b>Chief Constable Guildford</b>
<b>Report Author:</b>	<b>Detective Superintendent Andy Gowan</b>
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<b>Other Contacts:</b>	
<b>Agenda Item:</b>	<b>08</b>

## **Force & Police response to IICSA Response Plans**

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

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

### **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 respect to recommendation two, Nottinghamshire Police has worked jointly with Nottingham City Council and other partners on the NSPCC commissioned audit on Harmful Sexual Behaviour (HSB). This was commenced at the HSB partnership event on 26th November 2019.

- 4.3 The output from this commissioning was delayed due to the pandemic but was presented on 4th November 2020 at the 'HSB Audit Dissemination Event'

attended by many key Partners including Nottinghamshire Police. This event considered the findings of this audit collectively as a Partnership, identifying areas of strength and areas for development in our local response. An action plan was subsequently drawn up.

4.4 This action plan, owned by Nottingham City Council, has internal Local Authority governance and cross authority Partnership governance via the joint City and County Safeguarding Children Partnership Strategic Leadership Group (SLG). This group last received an update report on the delivery of this plan on 4th November 2020.

4.5 In addition to the IICSA report recommendations, Nottinghamshire Police and the OPCC adopted a learning culture from the inquiry and action plans were drawn up in response to matters arising from the IICSA hearing and report.

4.6 Nottinghamshire Police's action plan included

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 IICSA report recommendation 2 (update provided in 4.2-4.4).

4.7 Our investigative lead of Operation Equinox has met with Hydrant to identify good practice across the country in relation to HSB. Although some pockets of practice were found, Nottinghamshire subsequently 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 (action 1 and 3).

4.8 Operation Equinox staff, in addition to this new HSB procedure, have been trained on the awareness of and response to adverse childhood experiences

(ACEs) and trauma informed practice. The Violence Reduction Unit is also working across the county to embed these themes, amongst others. 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 survivor and although this has been delayed due to the pandemic, will hopefully be delivered in the near future (action 4).

- 4.9 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 (action 2)
- 4.10 The newly formed Safeguarding Adults Scrutiny Board, chaired by the ACC Operations, provides command oversight of public protection matters, including the delivery of this plan.
- 4.11 The OPCC action plan, alongside updates, is shown in appendix A for ease of the report.

## **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 Appendix A. OPCC IICSA action plan





Appendix 1 - OPCC IICSA action plan

Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
Case Audit	<i>Not undertaken an audit of CSA cases to improve standards</i>  <i>Page 24 (para 30.3)</i>	Force to complete annual thematic audits based on identified risks and concerns. Outcome and learning to be reported to PCC.	Head of Public Protection	4 <sup>th</sup> March 2020 Strategic Resources and Performance  (Report)	There is a series of audits processes which include both internal Police and multi-agency audit programs.  The Safeguarding Children's Partnerships, both City and County, conduct audits on various themes throughout the year on an annual basis. Audits in 2019 included child sexual exploitation, child neglect and harmful sexual behaviour in 2020. The findings are reported to the Safeguarding Partnership.  In 2020 a large audit was conducted by Nottinghamshire Police alongside CREST Advisory on child abuse, rape and domestic abuse. This audit analysed demand, investigation standards and the victim journey. A number of recommendations are managed by the Head of Public Protection.  The Head of Crime has commissioned a systematic audit regime which includes audits of vulnerability, sexual offences, harassment and domestic abuse.
Resourcing of Investigation	<i>Senior officers in Nottinghamshire Police should have ensured that the investigation was prioritised and adequately resourced</i>  <i>Page 29 (para 44).</i>  <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> <i>Page 32 (para 51)</i>	Monitor staffing levels and vacancies, abstractions, work fix, confirm establishment.  Monitor referrals, allocation of investigating officer, timeliness of investigation, progress, etc.	Head of Public Protection  Head of Public Protection	4 <sup>th</sup> March 2020 Strategic Resources and Performance  (Report)  4 <sup>th</sup> March 2020 Strategic Resources and Performance  (Report)	There is continual scrutiny of 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 Deputy Chief Constable. Public Protection is well represented in force staffing decisions and Operation Uplift.  At an operational level, workloads are monitored weekly through management information data and monthly by the Head of Department performance data. Any risks are well documented.  A newly introduced performance pack for timeliness, workloads and victim codes of practice compliance is presented at the force operational performance meeting (OPR).
Force Response to IICSA (continued)	<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>  <i>Page 50 (para 67)</i>	Review Police response to absconding (missing) residential homes and foster care, schools/colleges etc.	Head of Public Protection	4 <sup>th</sup> November 2020 Strategic Resources and Performance Meetings	The force missing team provide a wide range of prevention activity which is seen as a leading light nationally.  Three staff are now dedicated to children in care (CIC). These posts are jointly funded by the Local Authorities. Together with agencies these officers are involved in trying to prevent CIC going missing. They work closely with the missing team to disrupt activities that may put our vulnerable children in care at risk and work jointly to problem solve. These officers act as the link to all agencies surrounding the young person and work creatively to keep young people safe.
Holding to account	<i>Nottinghamshire Police has shown a lack of urgency and failed to address weaknesses and recommendations made in recent inspections.</i>  <i>Page 141 (para 38)</i>	Establish a Force internal governance board to improve the oversight of adult safeguarding. OPCC to attend to maintain oversight.	ACC Operations	January 2020	The Safeguarding Adults Scrutiny Board meeting was first held on 6 <sup>th</sup> March 2020. It is now held quarterly and is attended by the OPCC.
Support for Victims and Survivors	<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> <i>Page 140 (para 37)</i>	Criminal Justice Support  Force to champion and encourage the greater use of court intermediaries to improve communication between court and vulnerable victims  Champion and support the work of the East Midlands Criminal Justice	ACC Operations	2019/20 and 2020/21	Intermediaries are accessed through a national scheme. We ensure that if a victim/witness has an intermediary this continues throughout the criminal justice process. Work continues to ensure that officers and staff maximise the use of intermediaries.  This is predominantly an issue for the Courts. However the police attended a multi-agency meeting designed to identify the contributory factors in the delays in Court proceedings. The COVID pandemic has placed a heavy strain on court listings in 2020.

		<p>Service and Regional Criminal Justice Board to seek a solution to the reduction in Crown Court sittings, late cancellations and cases being delayed, which has a negative impact on victims and witnesses.</p>	ACC Operations	2019/20 and 2020/21	<p>Work is also underway to develop out of court disposals (OCD), which will reduce the demands on court listings.</p>
		<p>Ensure adequate provision of both police video interview suites and court live links facilities that are accessible to victims and witnesses across the county.</p>	ACC Operations	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 is not used heavily. Agencies that support victims are of the opinion that most victims wish to attend court and as such do not advocate the systematic use of live links.</p>

<b>For Consideration</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources and Performance Meeting</b>
<b>Date of Meeting:</b>	<b>10 March 2020</b>
<b>Report of:</b>	<b>Paddy Tipping Police Commissioner</b>
<b>Report Author:</b>	<b>Kevin Dennis</b>
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<b>Agenda Item:</b>	<b>09</b>

## UPDATE TO POLICE AND CRIME DELIVERY PLAN (2021-22)

### 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 (2020), stakeholder consultation undertaken in 2020 and further additions made to his draft Police and Crime Delivery Plan (2021-22).

### 2. RECOMMENDATIONS

- 2.1 That Members discuss and note the content of the report.
- 2.2 The PCC to approve the new delivery plan.
- 2.3 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 7<sup>th</sup> February 2018, the Commissioner presented his new Police and Crime Plan for 2018-21<sup>a</sup> 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 (2021-22).
- 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.

<sup>a</sup>

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

Consultation is undertaken on the findings and new strategic activities are incorporated into the Police and Crime Delivery Plan to address key issues.

- 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 2021-22. All activities will be advanced and monitored until implementation.
- 3.5 The updated Police and Crime Delivery Plan (2021-22) was submitted to the Police and Crime Panel on 4<sup>th</sup> February 2021.

#### **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. Stakeholder consultation during 2020 has been limited due to Covid-19 restrictions.
- 5.2 The assessment highlights the main issues, risks and threats that are likely to impact upon the crime and community safety environment between 2021 and 2022.
- 5.3 The Police and Crime Needs Assessment and summary will be available for downloading from the Publications section of the Commissioner's website.<sup>b</sup>
- 5.4 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.

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<sup>b</sup> <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 2021-22.

## **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 (2021-22) to include additional strategic activities in response to feedback.

12.2 The revised Police and Crime Delivery Plan (2021-22) has been consulted upon with the Chief Constable, Deputy Chief Constable and the Police and Crime Panel considered the plan alongside the budget at their 4<sup>th</sup> February 2021 meeting.

## **13. Appendices**

13.1 **Appendix A** – New or amended activities for inclusion in the Commissioner's Draft Police and Crime Delivery Plan (2021-22)

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

- Nottinghamshire Police and Crime Plan (2018-21)
- Nottinghamshire Police and Crime Needs Assessment (2020)

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**APPENDIX A - NEW NOTTINGHAMSHIRE POLICE AND CRIME DELIVERY PLAN 2021/22 – FINAL**

1. Protecting People from Harm		2. Helping and Supporting Victims		3. Tackling Crime and ASB		4. Transforming Services	
1.	Deliver a strategic youth work programme, aimed at ensuring consistent high quality standards of youth work in Nottingham and Nottinghamshire through the development and implementation of a Youth Charter, Tailored Quality Mark and Training and Organisational Development Strategy <b>[Amended]</b>	1.	Undertake a review of Victim Care contract to inform the future delivery model, which will improve the take up of restorative justice and access to support by BAME victims. <b>[Amended]</b> .	1.	Improve youth engagement and school exclusion through school early intervention officer cadets, youth outreach and mini police. <b>[Amended]</b>	1.	Increase visibility and confidence through continuing to deliver the 'Operation Uplift' positive action recruitment strategy. <b>[Retained]</b>
2.	Promote and support initiatives through community safety/VRU funding to prevent sexual and criminal exploitation, safeguard vulnerable and older people and encourage problem solving approaches for people with complex needs. <b>[New]</b>	2.	Continue to work with local agencies to improve reporting of hate crime and access to support services among victims of hate crime. <b>(Retained)</b>	2.	Support the Nottinghamshire Road Safety Partnership in addressing community concerns and targeting the criminal use of our road network. <b>[Amended]</b>	2.	Ensure teams/individuals have the necessary specialist skills and experience to manage investigations and provide the best possible level of service. <b>[Amended]</b>
3.	Review the use of civil orders, concentrating on DVPN, stalking orders, sexual harm prevention order and violent offender orders. <b>[Retained]</b>	3.	Continue to invest in outcome-focussed domestic abuse services for victims and survivors. <b>[Retained]</b>	3.	Continue to support (through detailed intelligence profiles and funding) partnership problem solving activities at a local level. <b>[Retained]</b>	3.	Support the reunification of probation service and help to embed unpaid work in local partnership structures and focused on neighbourhood and victim's priorities and concerns. <b>[Amended]</b>
4.	Continue to provide leadership and support for Nottinghamshire's 'Violence Reduction Unit' to prevent and stop violence at the earliest opportunity. <b>[Retained]</b>	4.	Continue to manage the risk to and safeguard victims of Honour Based Abuse and maximise use of forced marriage protection orders where appropriate. <b>[Amended]</b>	4.	Respond to local neighbourhood concerns through joint operations through Reacher and Neighbourhood teams and to provide a link with intelligence and Serious and organised crime. <b>[Amended]</b>	4.	Consolidate the Community Listening Group (CLG) meeting structure and to recruit to the Independent Community Scrutiny Panel (ICSP) to improve confidence and legitimacy in Policing by the 'Black and Asian' communities. <b>[Amended]</b>
5.	Develop and implement a strategy to become a trauma informed City and County to promote understanding of the impact of trauma on victims and perpetrators, reduce the risk of re-traumatising and increase understanding of what lies behind a presenting issue. <b>[Amended]</b>	5.	Award a contract to a construction company to build a new purpose built adult 'SARC'. <b>[Amended]</b>	5.	Continue to drive reductions in serious acquisitive crime and maintain a dedicated resource in burglary reduction and robbery teams in the City and County. <b>[Amended]</b>	5.	Invest in community-led initiatives to facilitate positive relationships between BME and/or new and emerging communities and the police. <b>[Retained]</b>
6.	Consolidate and continue to part fund the 'SERAC' model to improve response to exploitation and cuckooing of vulnerable people. <b>[Amended]</b>	6.	Continue to implement IICSA enquiry recommendations and key findings to ensure lessons are learned. Taking account of any recommendations from a follow up report anticipated to be published by IICSA in the spring. <b>[Amended]</b>	6.	Roll out a refreshed substance misuse criminal justice pathway in the county and to review its impact. <b>[Amended]</b>	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. <b>[Retained]</b>
7.	Identify and develop a response plan for high volume serious violence service users – police, hospital and ambulance. <b>[Retained]</b>	7.	Establish a specialist sexual violence hub in Nottingham and Nottinghamshire, including setting up a new victim's forum and partnership governance structure. <b>[Amended]</b>	7.	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. <b>[Retained]</b>	7.	Work with partners to identify further collaboration opportunities for pooled budgets, efficiencies and improved services. <b>[Retained]</b>
8.	Continue to work in partnership to provide an effective response to missing children and persons from hospital, home and care settings. <b>[Retained]</b>	8.	Work with national partners to embed the new national fraud strategy and ensure appropriate prevent, protect, and pursue responses to victims of fraud. <b>[Retained]</b>	8.	Place a greater focus on custody diversion and extend the use of quality and timely of out of court disposals for young people and adults. <b>[Amended]</b>	8.	Continue with the current programme of collaboration with the Fire and Rescue Service, including completion of building works on the new shared HQ with a view to co-locating by the 31st March 2022. <b>[Amended]</b>
9.	Continue to pursue county lines offenders to disrupt offending, and work with partners to safeguard children who are exploited to traffic drugs. <b>[Amended]</b>	9.	Continue to strengthen links with partners to increase our protection of those most vulnerable especially the elderly of fraud and cyber dependent crime. <b>[Retained]</b>	9.	Through the Proceeds of Crime Act 2002 and Criminal Finances Act 2017, Increase the recovery of criminal assets from those who profit from the commission of crime and re-invest those proceeds into both policing and the community. <b>[Amended]</b>	9.	Continue to monitor 999 and 101 to improve performance and address inappropriate or misplaced calls for service. <b>[Amended]</b>
10.	Undertake research as part of the OPCC strategic needs assessment to improve our understanding and response to suicide. <b>[Amended]</b>	10.	Support ongoing development of the Nottinghamshire Cybercrime Strategy and continue to develop the specialist skills and capabilities required to counter this threat. <b>[Retained]</b>	10.	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. <b>[Retained]</b>	10.	Continue to invest in and promote the welfare of officers, staff and volunteers. <b>[Retained]</b>
11.	Ensure a more investigative/cyber aware approach to monitoring Registered Sex Offenders by reviewing and monitoring the use of Digital Monitoring and ESAFE within MOSOVO. <b>[New]</b>	11.	Strengthen links with regional Criminal Justice Board in order to improve the performance and efficiency of the criminal justice system for victims, witnesses and address disproportionality. <b>[Amended]</b>	11.	Continue targeting programmes and partnership activity to tackle serious and organised crime through the national strategy to prepare, prevent, protect and pursue. <b>[Amended]</b>	11.	Ensure the force achieves a balanced budget and reduces non-pay costs to grow officer numbers and increase service capacity. <b>[Retained]</b>
12.	To pilot and evaluate a domestic abuse perpetrator programme and monitor its effectiveness in safeguarding victims and changing behaviour/attitudes of offenders. <b>[New]</b>	12.	Work with Police and other Criminal Justice partners to monitor and improve compliance with the revised code of practice for Victims of Crime 2020. <b>[Amended]</b>	12.	Work in partnership with youth justice to target knife crime offenders through proactive enforcement and engagement activities to improve outcomes, including the quality and timeliness of interventions. <b>[New]</b>	12.	Embed the National Enabling Programmes and Digital Policing Strategy 2025 to modernise the management and delivery of IT services. <b>[Retained]</b>
13.	Review approaches to commissioned interventions for trained youth workers in A&E and Custody to support vulnerable young people during a moment of crisis. <b>[New]</b>	13.	In response to the PCC's report 'Improving the response to domestic abuse- a whole systems approach' to develop a violence against women and girls prevention strategy and delivery plan. <b>[Amended]</b>	13.	Promote and support initiatives through community safety and VRU funding to improve community cohesion, and youth diversion initiatives aimed at young adults aged 18-24 years. As well as trauma informed interventions for young people impacted by serious violence. <b>[New]</b>	13.	Support innovative customer-led approaches to better informing and engaging with local communities and support the transition to Single Online Home. <b>[Retained]</b>
		14.	Pilot and review a domestic abuse partnership car initiative to understand its effectiveness in supporting victims and reducing attrition rates <b>[NEW]</b>	14.	Continue to support the Safer Streets Project in Newark and explore opportunities to implement the learning and good practice in other high crime areas. <b>[New]</b>	14.	Continue to embed new talent management program in order to recognise and develop potential in our workforce. <b>[New]</b>
		15.	Promote and support initiatives through Community Safety funding initiatives to prevent hate crime and raise public awareness. <b>[New]</b>	15.	Hold a partnership event in quarter 4 of 2021-22 to review best practice in relation to ASB Community Trigger and consider what action to be taken to make improvements for victims. <b>[New]</b>	15.	Develop and implement an Equality, Diversity and Inclusion Framework to articulate how the Violence Reduction Unit and OPCC intend to work with partners to deliver fairness and equity. <b>[New]</b>



		16	Create a hate crime and anti-social behaviour restorative justice practice team focusing preventing repeat victimisation and targeting action at offenders at an early stage. <b>[New]</b>	16	Understand the medium to long term local impact of COVID-19 and associated restrictions on trends in serious violence and associated risk factors, such as poor mental health and youth unemployment, which may adversely affect children and young people. <b>[New]</b>	16	To prepare with Nottinghamshire Police and with other key partners for the PCC election in May 2021. <b>[New]</b>
				17	Collaborate with CSPs, the SNB and CDP to develop a combined Strategic Needs Assessment as part of the Serious Violence Duty to ensure synergy in assessment of need, planning and delivery countywide. <b>[New]</b>	17	To review and respond to the Home Office's review of Police and Crime Commissioners. <b>[New]</b>
				18	PCC and Force to work with regional colleagues over the deployment of ROCU uplift to support an improved response to county lines, human trafficking and other strategic threats <b>(New – after PCP)</b>		

DRAFT

<b>For Consideration</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources and Performance</b>
<b>Date of Meeting:</b>	<b>10 March 2021</b>
<b>Report of:</b>	<b>Paddy Tipping Police and Crime Commissioner</b>
<b>Report Author:</b>	<b>Kevin Dennis</b>
<b>E-mail:</b>	<b>Kevin.Dennis@nottinghamshire.pnn.Police.uk</b>
<b>Other Contacts:</b>	<b>Kevin Dennis</b>
<b>Agenda Item:</b>	<b>10</b>

## **POLICE AND CRIME COMMISSIONER'S UPDATE REPORT TO DECEMBER 2020**

### **1. PURPOSE OF THE REPORT**

This report provides the Strategic Resources and Performance meeting with an update on progress in delivering the Police and Crime Commissioner's (Commissioner) Police and Crime Plan (2018-21), in compliance with the Commissioner's statutory duties<sup>a</sup>.

The report also provides an update on key performance indicators to 31 December 2020 as shown in the Performance and Insight Report to December 2020 (appendix A), the capital and revenue forecast outturn positions for 2020/21 (appendices B and C), and a summary of key OPCC and force decisions made over the latest planning period (Appendix D).

### **2. RECOMMENDATIONS**

Strategic Resources and Performance meeting is invited scrutinise the contents of this report and seek assurance on any specific areas of concern.

The Police and Crime Panel has a statutory duty<sup>b</sup> to scrutinise performance and delivery against the ambitions of the Police and Crime Plan and of the Commissioner in fulfilling his statutory duties (Section 14 of the Policing Protocol 2011). This update report is designed to assist the Strategic Resources and Performance meeting and Police and Crime Panel in fulfilling these responsibilities.

<sup>a</sup> 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

<sup>b</sup> Police Reform and Social Responsibility Act 2011

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

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 as part of the Performance and Insight Paper which is routinely reported to the Panel and published via the Commissioner's website<sup>c</sup>. This paper provides an interim update on key performance headlines ahead of the full quarter 3 Performance and Insight report which will be presented to the panel at its March meeting.

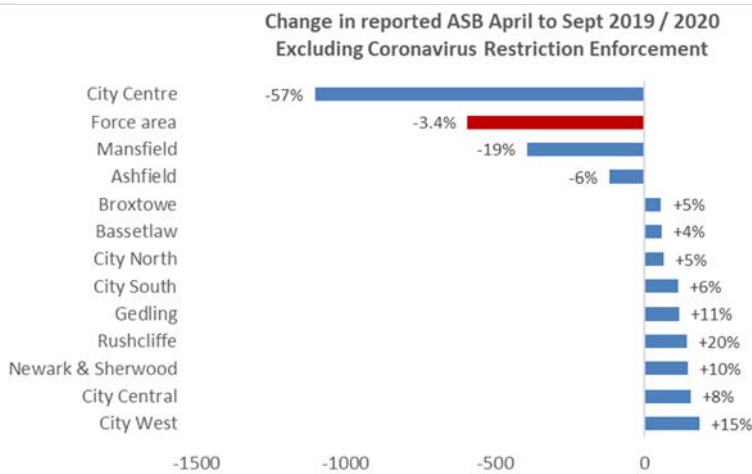
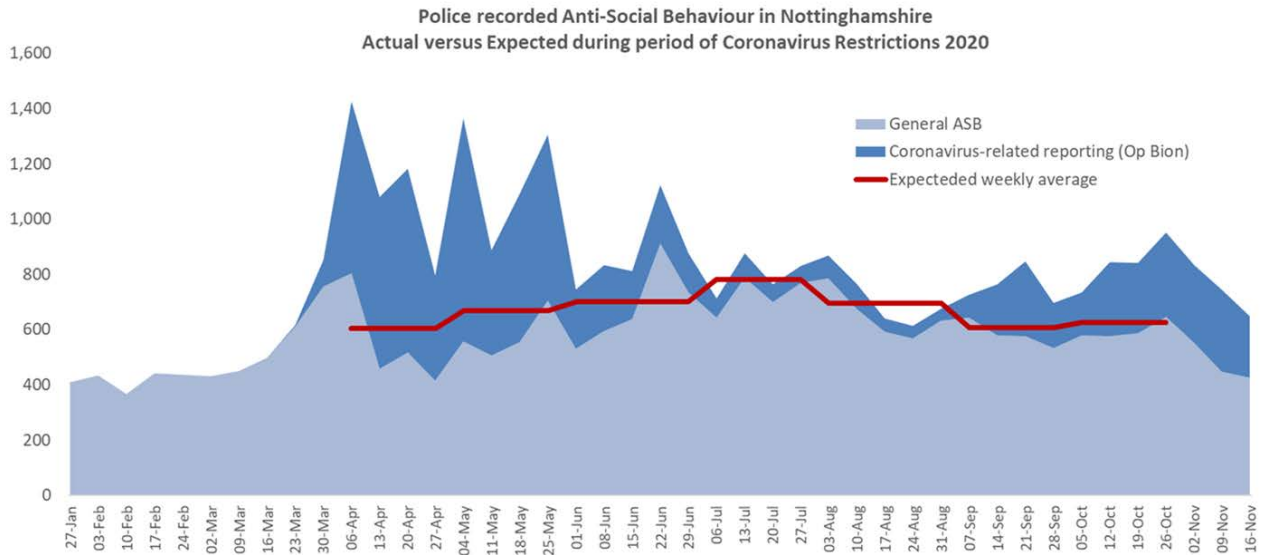
**Protecting vulnerable people from harm:** Ongoing improvements in police and partnership proactivity, training and risk management are helping to secure sustained increases in safeguarding referrals (+19%), particularly in relation to CSE, PPNs and knife crime. The work of a dedicated Missing Persons team and use of new technology to assist in tracing missing people also helped to secure a 19% reduction in missing person reports and 17% reduction in the number of individual missing people in 2020. Levels of police recorded online crime continue to rise, partly impacted by increases in online activity during the Coronavirus lockdown and rises in phishing and scam e-mails.

**Helping and supporting victims:** Force compliance with the Victim's Code of Practice remains strong following the introduction of stringent reviews across adult and child public protection since June 2020 and continued robust screening of rape and serious sexual offence compliance. Overall levels of police recorded domestic abuse fell by 5% in 2020, largely driven by reductions in night time economy-related reporting. Police and helpline statistics indicate rises in reporting as lockdown restrictions are eased. Positive 'cope and recover' outcomes among victims accessing Ministry of Justice funded support services saw a 9.6% pt deterioration in 2020, with providers reporting an increase in anxiety and complexity among service users presenting.

**Tackling crime and Anti-social Behaviour:** Police recorded crime (-18%) fell markedly during the 2020 coinciding with the period of Coronavirus Restrictions. While overall levels of police recorded anti-social behaviour increased by 43%, this was primarily driven by the enforcement of Coronavirus Restrictions (Op Bion). The overall volume of ASB incidents not linked to Coronavirus enforcement saw no significant change (-3%) in 2020, with reductions in night time economy-related ASB being off-set by more widespread increases in neighbourhood nuisance and noise complaints at a local level.

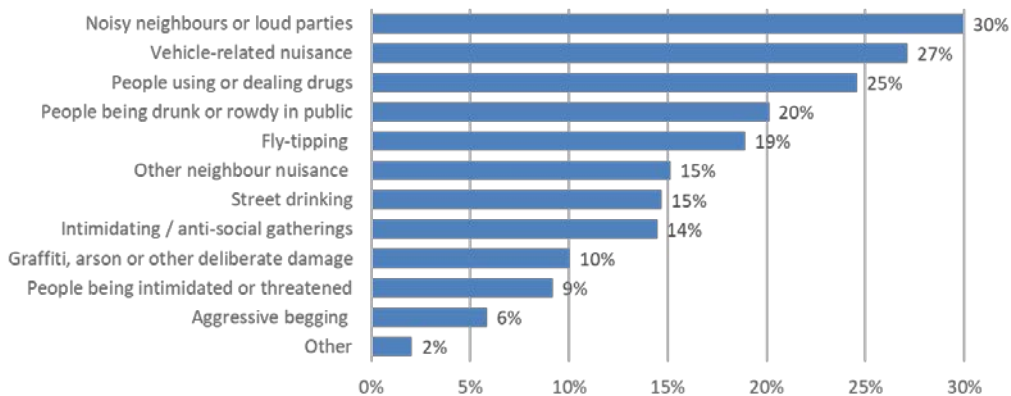
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<sup>c</sup> <https://www.nottinghamshire.pcc.police.uk/Public-Information/Performance/>



The Commissioner's quarterly Police and Crime Survey also found 'noisy neighbours' to have become the most prevalent ASB issue experienced by residents since March 2020, surpassing vehicle-related nuisance for the first time.

Which of the following types of anti-social behaviour (ASB), if any, have you personally experienced in your local neighbourhood over the last 12 months?



**3.5 Transforming services and delivering quality policing:** 2020 saw the first reductions in levels of 999 call demand in over two years (-7%), while calls to the 101 non-emergency service also continued to decline (-23%), despite removal of nominal call charges for the service in April 2020. Compliance with National Crime Recording Standards (NCRS) increased to the highest level on record during the year (97.4%).

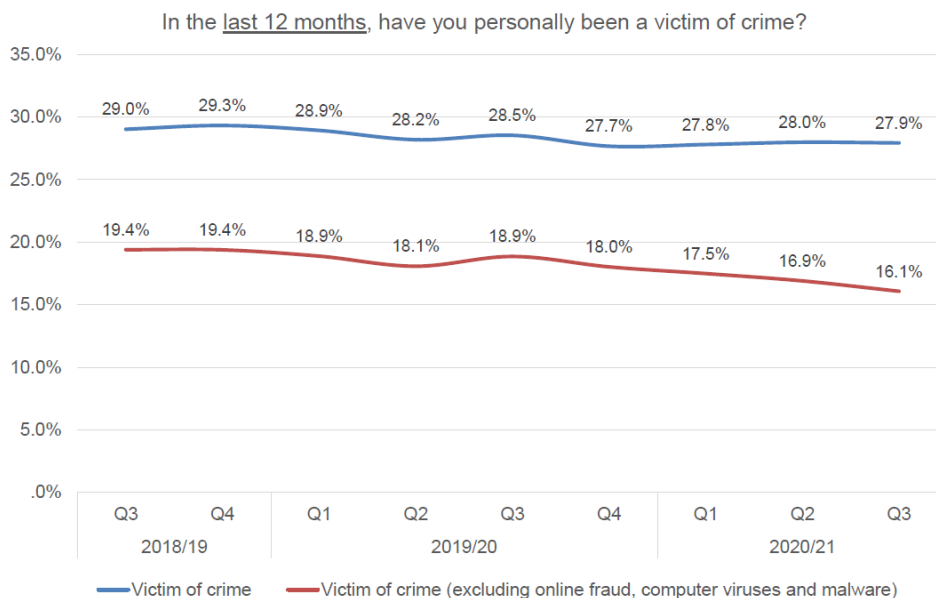
The force is now able to report on resourcing and response data recorded via the 'SAFE' Command and Control system<sup>d</sup> which was introduced in January 2020. 2020 saw reductions in the proportion of grade 1 incidents attended within the target time in both urban (-4.3% pts) and rural (-4.8% pts) areas. Since March 2020, the overall volume of Grade 1 incidents has declined while the volume of Grade 2 incidents, which are typically more time consuming, has increased.

The force and OPCC will continue to closely monitor and assess the impact that the Coronavirus Pandemic and changes in restrictions may have on levels of crime, ASB and service demand over the coming months.

**4. Nottinghamshire Police and Crime Survey to December 2020**

4.1 The latest results from the Nottinghamshire Police and Crime Survey were compiled in January 2021 based on fieldwork undertaken in November and December 2020, prior to new Coronavirus Restrictions coming into force. The survey achieved 4,300 responses from residents based on a robust and representative sample as part of fieldwork conducted throughout the year.

4.2 The survey finds further reductions in self-reported experience of crime (excl. fraud and cyber) in 2020, with overall crime prevalence having fallen from 18.9% to 16.1% over the last year. Serious acquisitive crime and criminal damage, in particular saw some of the most marked reductions.



<sup>d</sup> The 'SAFE' system replaced the Legacy system in March 2020 which was no longer compliant with Home Office requirements. SAFE provides Command and Control, telephony and Airwave radio interfaces into the control room, with all data transactions, including those from the mobile and web clients, being recorded by the system in real time. This provides the foundation for producing near real-time reports.

- 4.3 The survey also found further reductions in the proportion of residents reporting experience of drug use and dealing in their area (-0.7%) in the latest quarter along with reductions in the proportion of residents citing 'drug use and dealing' as a priority issue that they would like to see police and other agencies do more to tackle (down from 43% to 32% over the last year).
- 4.4 The proactive work of Operation Reacher teams in 2020 is believed to have had a positive impact on resident perceptions in this respect, with teams now active in all 12 Nottinghamshire policing neighbourhoods. During the 2020 calendar year, the combined Reacher Teams helped to secure 731 arrests, 405 drug seizures, 124 offensive weapon seizures, the recovery of around £409,000 in criminal cash and the seizure of 344 vehicles. The teams also issued 388 traffic warrants and generated and submitted around 770 pieces of intelligence to assist further enforcement and safeguarding.

Operation Reacher Outcomes by Policing Neighbourhood – January to December 2020

	Arrests and VA	Magistrates warrants	Traffic offences	PACE Searches	Stop and searches	Weapons seizures	Drug seizures	Cash Seized	Vehicles seized	Intel generated
Ashfield	58	21	46	12	222	11	30	£3.8k	36	90
Bassetlaw	76	12	93	22	211	4	25	£9.0k	97	65
Broxtowe	25	15	4	11	18	5	11	£9.7k	7	58
Gedling	141	38	90	59	223	34	100	£254k	58	179
Mansfield	90	19	20	11	252	13	36	£0.0k	23	39
Newark & Sher.	26	8	15	8	80	7	15	£6.7k	12	53
Nottingham	290	59	105	83	619	46	182	£117k	105	260
Rushcliffe	25	13	15	12	8	4	6	£9.0k	6	27
<b>Force wide</b>	<b>731</b>	<b>185</b>	<b>388</b>	<b>218</b>	<b>1,633</b>	<b>124</b>	<b>405</b>	<b>£409k</b>	<b>344</b>	<b>771</b>

- 4.5 The Police and Crime Survey also shows improvements in the proportion of residents feeling that they have confidence in Nottinghamshire police (up from 55% in March 2020 to 60% in December 2020) and the proportion feeling that the police in their area 'do a good job' (up from 50% to 54%). Factors likely to have affected this trend include a growing police workforce, increased neighbourhood proactivity and the police and wider public sector response to the COVID crisis. The survey also highlights further long term improvements in the proportion of residents feeling informed about what the police are doing in their area (up from 19% to 26% since 2018/19)

- 4.6 The 2020 survey also found ‘noisy neighbours’ to have become one of the most commonly experienced ASB issues during the period of Coronavirus restrictions, whilst reckless and dangerous driving and speeding have become the most prevalent neighbourhood issues that residents would like to see the police and other agencies do more to tackle in their area. Positively, however, the proportion of residents stating that they have no issues of concern in their neighbourhood (12%) has been rising year on year since 2018/19.
- 4.7 The proportion of residents having had contact with the police in the last year remains stable at 25%, despite reductions in the number of residents contacting the police to report a crime or incident. The proportion of respondents reporting that they were ‘satisfied’ with the service they received from the police (58%) remains stable, while the proportion reporting dissatisfaction (23%) has fallen by 2% pts since March 2020.

## **5. Activities of the Commissioner**

The Commissioner is represented at key thematic, partnership and force performance boards to obtain assurance that the police and partners are aware of the current performance threats and taking appropriate action to address emerging issues and challenges. This is 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. The Commissioner seeks regular assurance that the Chief Constable has identified the key threats to performance and taken swift remedial action as appropriate. Key activities are reported on the Commissioner’s website.<sup>e</sup>

The Commissioner’s partnership and community engagement schedule has been significantly affected by the impact of Covid-19 lockdown restrictions since 23 March 2020, however the OPCC has sought to maintain business continuity wherever possible during this exceptional period by adapting to new ways of working. The commissioner continues to engage with partner agencies and communities in accordance with Coronavirus Restrictions and social distancing guidelines. This has included a community walkabout in Stanton Hill (5 November), activity to promote and support National Respect for shop workers week (19 November) and support for local foodbanks (Arnold, 9 December) and

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

hot meal distribution (Sai Dham Temple, 23 November). Formal partnership engagements have included the Safer Nottinghamshire Board (22 December).

Nottinghamshire’s Deputy PCC also continues to undertake a diverse range of community engagement activities which have included attendance at the African Women Empowerment Forum (11 November) and a visit to the Kirkby-in-Ashfield neighbourhood Hub (18 December). Formal partnership engagements have included the East Midlands Criminal Justice Board (22 December).

## **SAFER STREETS PROJECT**

In July 2020, the Police and Crime Commissioner was successful in securing £550k Home Office Safer Streets funding to reduce residential burglary and other acquisitive crimes in the Chatham and Northgate areas of Newark.

A Project Board has been established to oversee delivery against the following objectives and interventions:-

T1. Community Engagement to Build Capacity and Resilience	T2. Target Hardening to Prevent and Deter Crime	T3. Hot spots targeted by Police to reduce specified crimes	T4. Environmental Cleansing to make LSOAs look and feel better
<ul style="list-style-type: none"> <li>• Community Hub</li> <li>• Neighbourhood Capacity Building</li> <li>• Parking Permit Scheme</li> </ul>	<ul style="list-style-type: none"> <li>• Bicycle Property Marking &amp; Security</li> <li>• Street Lighting</li> <li>• Target Harden Chatham Court</li> <li>• Target Hardening General</li> </ul>	<ul style="list-style-type: none"> <li>• ANPR</li> <li>• Enforcement Activity</li> <li>• Re-deployable 4G CCTV</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental Improvements</li> </ul>

It is anticipated that the activities incorporated within the Newark Safer Streets project will continue via mainstream resources once the dedicated funding ceases on 31 March 2021. A sustainability plan will be in place until 31 March 2023. Outcomes from the Safer Streets project will be reported to the Police and Crime Panel in due course as part of an upcoming case study.

## **6. Decisions**

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.<sup>f</sup>

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**.

## 7. Financial Implications and Budget Provision

The Commissioner's Strategic Resources and Performance meetings (SSRP) provide a formal mechanism for holding the Chief Constable to account. At this meeting the Chief Constable submits a number of financial reports for scrutiny.

The forecast financial outturn for 2020/21 as at quarter 3 is reported to the SSRP meeting held on 10 March 2020. As at 31 December 2020, the review of revenue expenditure shows a forecasted outturn position of £1,094k overspend for Police and an on budget position within the OPCC.

At the end of Q3 the force has incurred additional costs/loss of income of £844k in relation to Covid-19 as well as £300k in relation to orders that have been delayed, the cost of which should have been incurred during 2019/20. These costs along with additional overtime spends would have resulted in a larger overspend position than that being reported, however the considerable savings on vacant staff posts have off-set much of those costs.

### Nottinghamshire Police - Forecast Revenue Position as at Q3 2020/21

Expenditure Type	Total Base £'000	Virements £'000	Revised Budget £'000	Q3 Outturn £'000	Variance Over/(Under) £'000
Employee	142,858	1,560	144,419	143,859	(559)
Pension	34,460	366	34,825	34,969	144
Agency & Contract Services	12,763	38	12,800	13,575	774
Supplies & Services	9,834	422	10,256	11,028	772
Comms & Computing	8,915	377	9,292	9,840	548
Capital Financing	8,482	1,000	9,482	9,265	(217)
Transport	6,144	2	6,146	13,925	7,779
Premises	6,118	(1)	6,117	6,657	540
Income	(13,054)	(3,729)	(16,784)	(25,471)	(8,688)
	<b>216,519</b>	<b>35</b>	<b>216,554</b>	<b>217,648</b>	<b>1,094</b>

Overspends shown as positive numbers, under-spends shown as ( ) numbers.

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

Transport costs account for the largest current area of forecast overspend (£7,779k) with the Q3 position being affected by costs associated with exit from the Venson Contract (£8,018k) which have been largely off-set by a grant from the Home Office (£6,500k). The force are already identifying savings as a result of the change, this is set to increase in the short to medium term.

Agency and Contracted Services costs show a forecast overspend position of £774k, with the force having received a £1,696k charge from the region for EMSOU collaboration. MFSS costs have, however, reduced during the year on account of a reduction in the GEN 2 costs with inflation and relative growth being £312k lower than expected.

Supplies and Service costs show a current forecast overspend position of £772k, with the majority reflecting an increase in consultant costs of £350k as a result of extensions to contracts for EMSCU resources to the end of September. This is largely off-set with income.

Income is currently forecast to increase by £8,688k in 2020/21, with £6,500k relating to income from the Home Office to off-set the Venson exit costs and £533k reflecting the income due to off-set the EMSCU charges. Other income includes EMSOU CID for officers in kind contributions (£1,684k) and the government grant for the enforcement of Coronavirus Restrictions (£536k).

The total gross Capital expenditure budget approved by the OPCC for 2020/21 was set at £34,589k. This has increased by £87k for CED (Conducted Energy Devices) purchase. A decision was made to reduce the Information Technology budget by £500k and increase the Estates budget by £500k to enable car park extension works (decision record 2020.050) Slippage of £1,169k from 2019/20 has also been added.

The review of capital expenditure shows a forecasted outturn position of £25,177k, which represents an underspend of £1,978k and anticipated slippage of £8,689k. Within the Estates projects are the three new build projects for Nottingham Custody Suite, new Joint HQ Build and the SARC (Sexual Adult Referral Centre). These three areas alone amount to a combined budget of £25,159k and amount to the majority of the slippage figure currently being forecast of £6,153k.

The multiyear custody project to deliver a new Nottingham Custody Suite at a new location within the City is now ahead of schedule. The in-year budget allocation is therefore at risk of overspending in 2020/21. A request will be

made to bring forward budget allocated to 2021/22 into the current financial year.

The multiyear Joint Force HQ build for Nottinghamshire Police and Nottinghamshire Fire and Rescue is taking place on land currently owned by Nottinghamshire Police. The project is well underway and the build contract has recently been let to Henry Brothers. It is expected that the project will generate a reasonable underspend.

A new build Sexual Assault Referral Centre (SARC) is being developed close to the existing Centre which was deemed unsuitable, in need of reparation and without scope for extension. It is expected that design and planning fees will be incurred during the current financial year with a view to the build commencing April 2021. The capital budget is therefore slightly out of alignment with the planned works with potential for slippage into 2020/21.

### Capital Projects 2020/21 As at Q3 2020/21

	Revised Budget	Out-turn	Under Spend	Slippage to 2021/22
	£'000	£'000	£'000	£'000
<b>Estates</b>				
Nottingham Custody Suite	12,400	12,957	0	557
New HQ Joint Build	11,959	5,238	(639)	(6,082)
Building Improvement, Renovation & Conversion Works	2,640	548	(1,046)	(1,046)
SARC New Build	800	171	0	(629)
Estate Improvements	567	149	(207)	(212)
Northern Control Room Conversion & Refurb.	362	10	0	(352)
Custody Improvements	166	28	0	(139)
West Bridgford Relocation	198	187	(11)	0
Hucknall EMAS	17	17	0	0
Operation Uplift - Estates	500	500	0	0
	<b>29,608</b>	<b>19,805</b>	<b>(1,903)</b>	<b>(7,901)</b>
<b>Information Services</b>				
Technology Services Refresh & Upgrades	2,573	2,573	0	0
Operation Uplift - IS	1,426	1,426	0	0
ESN	800	12	0	(788)
ANPR Camera Project	244	244	0	0
Command & Control	0	(2)	(2)	0
	<b>5,043</b>	<b>4,253</b>	<b>(2)</b>	<b>(788)</b>
<b>Other Projects</b>				
Operation Uplift - Fleet	572	572	0	0
Vehicle & Equipment Replacement	435	361	(74)	0
Operation Uplift - Other	100	100	0	0
Taser	87	87	0	0
	<b>1,194</b>	<b>1,120</b>	<b>(74)</b>	<b>0</b>
<b>Total</b>	<b>35,845</b>	<b>25,177</b>	<b>(1,978)</b>	<b>(8,689)</b>

ESN is a national programme to replace the current airwave service. The project has experienced a number of setbacks since its inception and the types of devices being deployed are yet to be determined. It is expected that the only costs to improve our firewall capability in preparation for the transition will be incurred this financial year and that the project will slip further in 2022/23 where £800k is already allocated. The overall budget is likely to increase considerably and discussions at a national level are being held as to how the project will progress.

**Appendices B and C** contain the full finance revenue and capital reports submitted to the Strategic Resources and Performance Board on 10 March 2021 and provide more detail regarding the forecast 2020/21 position as at quarter 3.

## **8. Human Resources Implications**

None - this is an information report.

## **9. Equality Implications**

None

## **10. Risk Management**

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

## **11. Policy Implications and links to the Police and Crime Plan Priorities**

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

## **12. Changes in Legislation or other Legal Considerations**

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<sup>9</sup>.

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<sup>9</sup> <http://www.nottinghamshire.pcc.police.uk/Public-Information/Horizon-Scanning/Horizon-Scanning.aspx>

### 13. Details of outcome of consultation

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

### 14. Appendices

- A. Nottinghamshire Performance and Insight report to December 2020
- B. Quarter 3 2020/21 Capital Year to Date Position
- C. Quarter 3 2020/21 Revenue Year to Date Position
- D. Forward Plan of Key Decisions for the OPCC and the Force to February 2020

### 15. 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 2020/21

QUARTER 3: PERFORMANCE TO DECEMBER 2020

**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.
2. Wherever possible, performance information is provided for a 12 month rolling period compared to the equivalent 12 months of the previous year. This provides a more stable indication of trends over time. 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 are specified at Appendix A, including details of 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)
6. This report includes findings from the PCC's quarterly Police and Crime Survey. Fieldwork for the survey was affected by Coronavirus restrictions introduced in March 2020, however the full schedule of fieldwork was completed in 2020 on account of additional waves completed in the Autumn and Winter of 2020 in full compliance with Market Research Society guidelines.

**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 Performance Headlines and Exceptions

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

- Safeguarding referrals continue to increase, largely attributed to improved training and better Partnership working in relation to CSE, PPNs and Knife crime.
- Missing Persons Reports have continued to reduce, reflective of force investment in dedicated teams, new technology and use of ‘best practice’ to gather information from forces that have been inspected. Social distancing has increased ‘attendance’ at online meeting and improved information sharing.
- Online crime has seen further increases this quarter, reflective of more online activity during COVID restrictions and national increases in phishing / scam emails.
- Police recorded Child Sexual Exploitation (CSE) offences continue to reduce, with a 16.3% reduction seen over the latest 12 month period.

### Theme 2: Helping and Supporting Victims – Pages 6 to 7

- Domestic Abuse recorded offences have seen levels drop to under 15,000 for the first time in over 2 years; possibly driven by under-reporting and lockdown measures.
- VCOP compliance has seen continued improvements again this quarter.
- Adult and Child sexual offences continue to see reductions this quarter and 15%-21% reductions against the previous 12 months.

### Theme 3: Tackling Crime and Anti-social Behaviour – Pages 8 to 11

- Recorded victim based crime in rural and urban areas has seen continued reductions this quarter and over the 12 month comparison, with notable decreases seen Apr-Jun 2020, in line with the first wave of lockdown measures.
- Alcohol ASB has seen a downward trend over the past 2 years and continues to see reductions this quarter.
- IOM has seen a notable increase in the average re-offending risk rate this quarter (71%).
- The Police and Crime Survey reflected that Community Cohesion continues to show improvements.
- ASB incidents has seen large increases in the yearly comparisons, attributable to the Covid restriction measures.
- Repeat Hate Crime victimisation rates have continued to increase.

### Theme 4: Transforming Services and Delivering Quality Policing – Pages 12 to 14

- The Police and Crime Survey has seen public satisfaction improvements in ‘dealing with issues that matter’ and ‘police doing a good job’.
- PSD timeliness for complaint resolution has reduced by 6 days in the past 12 months; attributable to the revised PSD practices and overhaul of the Centurion system.
- Staffing levels have seen further increases.
- Sickness levels continue to see reductions.
- NCRS compliance has further improved this quarter.



## Theme 1: Protecting Vulnerable People from Harm

### Theme 1A: More Vulnerable People Safeguarded and Protected

	Aim	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	Change over last year		
							%	Actual	
1A.1	Adult and Child Safeguarding Referrals	Increase	6,671	7,056	7,450	7,804	7,915	+18.6%	+1,244
1A.2	Missing persons	Monitor	2,964	2,895	2,712	2,542	2,473	-16.6%	-491
1A.3	Missing: No apparent risk	Monitor	3,008	3,103	2,838	2,817	2,732	-9.2%	-276
1A.4	Mental health-related incidents	Monitor	18,557	18,818	19,249	18,722	17,853	-3.8%	-704

#### Safeguarding Referrals

Overall, safeguarding referrals continue to increase in Nottinghamshire during 2019-2020, and have continued the trend in the latest quarter. Overall, referrals increased by 18.6% during the year.

This positive trend 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 falling since May 2018 following investment in a dedicated Missing Team to work collaboratively on safeguarding issues and investment in new technology in 2020 to assist in tracing missing people by processing telephone data more effectively. Saving time and resources in the search process, this represents a cost saving to the force while also increasing in performance.

The latest quarter has seen further reductions with average monthly reports falling from 247 to 206 in the last year. The MFH Team continue to gather information and learning from recently inspected forces, including for example, improving access to mental health support. Social distancing practices have also led to increased 'attendance' at (online) meetings and improved information sharing.

Reports of 'Missing with no apparent risk' increased sharply during February and March 2020 – reaching the highest monthly rate (302) since July 2018. The latest quarter, has seen continued reductions with the monthly average falling to 227.

#### Mental Health-Related Incidents

The last 12 months have seen a monthly average of 1,488 police recorded mental health reports, which is a decrease on the previous year monthly average of 1,546.

Police recorded mental health incidents had been in decline since Summer 2019, but saw marked increases between Jan – Jun 2020; most likely attributable to the emotional and mental impact of Covid-19 and lockdown measures. The latest quarter has seen a downturn in incidents, with the yearly total to December 2020 down 3.8% on the previous 12 month period.

## Theme 1: Protecting Vulnerable People from Harm

### Theme 1B: Improved Response to Serious and Emerging Threats

	Aim	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	Change over last year %	Actual
1B.1	Fraud Offences	3,015	3,006	2,879	2,849	2,923	-3.1%	-92
1B.2	Online Crime	3,675	3,641	3,813	4,053	4,107	+11.8%	+432
1B.3	Drug Trafficking and Supply Offences	930	908	959	946	934	+0.4%	+4
1B.4	Police recorded Child Sexual Exploitation	523	525	520	479	438	-16.3%	-85
1B.5	Police recorded Modern Slavery offences	102	116	132	141	138	+35.3%	+36

#### Drug Trafficking and Supply Offences

The number of recorded drug trafficking and supply offences recorded by police increased markedly in the year to June 2020 largely impacted by the proactive work of the Op Reacher team. Roll out of Op Reacher continued during 2020 to cover each of the force neighbourhood areas. Between Oct-Dec 20, the team undertook 80 drug seizures. They also, conducted 56 warrants, made 146 arrests, seized over £93k cash and seized 27 weapons, including firearms and machetes.

#### Modern Slavery

The total number of modern slavery offences recorded by police increased by 35.3% in 2020. This positive trend largely reflects on-going improvements in proactivity, training and awareness of the nature, risk, legislation and signs of slavery. The force's dedicated Modern Slavery and County Lines Team continues to take a proactive approach to identifying offences and ensuring survivors are protected and offenders are brought to justice.

#### Child Sexual Exploitation

The latest quarter has seen a further reduction in police recorded CSE, with a 16.3% decrease over the last year. There are no definitive factors that can be evidenced to explain this reduction, however, it should be noted that:-

- Increased public education and awareness raising of the risks relating to CSE is likely to have reduced opportunity and propensity to offend.
- There has been a shift in priority focus from CSE to Child Criminal Exploitation (CCE) over recent months
- There remain opportunities to drive further increases in the identification of CSE via training and experience gained by our new recruits and further proactivity in the identification of hidden harm.

#### Online crime

Online crimes represent a significant challenge to the force and a growing demand on resources. Recorded offences have further increased by 11.8% over the last year, impacted in part by increased online activity during the period of Coronavirus Restrictions. There has also been a national increase in the number of Online phishing and scam emails relating to Covid-19, Track and Trace and HMRC etc.

#### Fraud offences

Recorded fraud offences saw a slight reduction of 3.1% in the current 12 month period when compared with the previous 12 months. This reduction is due, in some part, to a change in recording practices and the addition of new Niche occurrence types. The pandemic has also affected some of the trends and patterns seen in Nottinghamshire. Reductions could also be attributed to the work of the Fraud Unit in preventing people from becoming a victim of fraud in the first instance. It should be noted that there can often be a lag in reporting fraud offences on account of the time taken for some for people to realise that they have become a victim.

## Theme 2: Helping and Supporting Victims

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

	Aim	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	Change over last year		
							%	Actual	
2A.1	Police recorded domestic abuse crimes	Monitor	15,133	15,119	15,176	15,150	● 14,347	-5.2%	-786
2A.2	Domestic abuse repeat victimisation rate	Monitor	34.5%	34.1%	33.8%	33.4%	33.6%	-0.9% pts	n/a
2A.3	Domestic abuse: Positive Outcome Rate	Monitor	13.4%	13.7%	13.2%	13.3%	13.4%	-0.0% pts	n/a
2A.4	% Domestic abuse victims satisfied (overall)	Monitor	88.0%	88.8%	87.5%*	87.5%*	87.7%*	-0.3% pts	n/a
2A.5	Serious sexual offences: Adult	Monitor	1,453	1,431	1,340	1,310	● 1,227	-15.6%	-226
2A.6	Serious sexual offences: Child	Monitor	1,379	1,408	1,233	1,144	● 1,086	-21.2%	-293
2A.7	Sexual Offences: Positive Outcome Rate	Monitor	7.3%	7.8%	8.2%	8.4%	8.2%	+0.9% pts	n/a

#### Domestic Abuse

This quarter has seen a reduction in reporting of under 15,000 offences for the first time in 2 years, and is 5.2% down when compared to the previous 12 month period. This could be due to the pandemic and under reporting of offences as victims struggle to come forward due to lockdown measures.

Other trigger factors such as pub closing times, football matches and social aspects surrounding alcohol and public order, will also have had an impact on figures.

The proportion of victims that are repeats has reduced marginally during the year while positive outcome rates remain consistent at around 13%.

Levels of satisfaction with the police among survivors of domestic abuse have reduced marginally in the latest 12 months, largely driven by reductions in satisfaction among victims with being kept informed. The Force devised an audit to review numerous crimes for VCOP compliance in keeping victims informed. This deals with non-compliance through a series of emails and later personal interventions from managers.

**\* NB: Due to Covid-19 restrictions, survey data is only current up to August 2020 based on surveys undertaken in December 20. There have been 3 new starters on the survey team who are in the process of being inducted, it is hoped that survey data will catch up in the coming months.**

#### Sexual Abuse

Both Adult and Child Serious Sexual Offences saw decreases of 15.6% and 21.2% respectively in the year ending December 2020 when compared to the previous 12 months.

Both Adult and Child offences recorded by police dropped markedly between March and May 2020 and again in Dec 20, potentially attributable to the Covid-19 lockdown / restriction measures.

The positive outcome rate has maintained at above 8% this quarter. This is in part attributable to the positive measures in place in the Public Protection unit and more robust identification and charging of suspects.

## Theme 2: Helping and Supporting Victims

### Theme 2B: Victims Receive High Quality and Effective Support Services

	Aim	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	Change over last year		
							%	Actual	
2B.1	<b>Victims Code of Practice Compliance</b>	Monitor	90.0%	90.4%	91.4%	91.7%	92.9%	+2.9% pts	n/a
	<b>Victim Services: New Referrals**</b>	Monitor	n/a	10,135	10,135	10,125	10,125*	n/a	n/a
2B.2	<b>Victim Services: Closed Cases</b>	Monitor	3,445	3,524	3,524	3,113	3,113*	-9.6%	-332
2B.3	<b>% Improved ability to cope and recover</b>	Monitor	78.1%	79.0%	79.0%	72.2%	72.7%*	-5.4% pts	n/a
2B.4	<b>% crimes resolved via community resolution</b>	Monitor	10.4%	10.0%	9.5%	8.9%	9.3%	-1.1% pts	n/a

#### Victims Code of Practice

The Victims Code Of Practice (VCOP) requires that a VCOP assessment is made and recorded for every victim of a crime, and that victim services are offered to victims as part of this assessment. In order to be VCOP compliant, every victim-based crime should have a completed VCOP recorded and the officer should record that victim services have been offered.

Improvements in compliance have been made over the past year (+2.9% points), which are likely to have been affected by continued robust screening of rape and serious sexual offence (RASSO) offences and VCOP compliance. For Adult and Child public protection compliance, stringent reviews have been put in place since June 2020. Overall, compliance in these two areas have improved as more teams have been included in the mandatory review process while maintaining high compliance.

#### Victim Services

PCC Commissioned Victim Services received around 10,125 new referrals in 2020, of which 325 were supported via new funding awarded by the Ministry of Justice during the year for additional service provision to manage changes in domestic and sexual abuse demand in wake of the Coronavirus pandemic.

Of the 3,113 assessments undertaken for closed cases during this period, 72.7% reported improvements in their ability to recover and cope with aspects of daily life as a result of the support provided. This marked a 9.6% pt reduction on the positive outcome rate in 2019, with all providers reporting an increase in anxiety and complexity among service users presenting for support during the Coronavirus lockdown. The victim impact of increased pressure on the courts and criminal justice system also remains a significant consideration.

\*Moj data reported on a 6 monthly basis

\*\* New indicator excludes existing service users

#### Community Resolution

The proportion of crimes resulting in community resolution has seen a steady downward trend in the past 12 months, with a further 1.1% point reduction in the 12 months to December 2020.

## Theme 3: Tackling Crime and Anti-social Behaviour

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

	Aim	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	Change over last year		
							%	Actual	
3A.1	Victim-based crime: Total	Monitor	91,860	90,797	83,899	80,796	75,153	-18.2%	-16,707
3A.2	Victim-based crime: Rural areas	Monitor	11,388	11,406	10,718	10,458	9,769	-14.2%	-1,619
3A.3	Victim-based crime: Urban areas	Monitor	79,532	78,351	72,279	69,315	64,848	-18.5%	-14,684
3A.4	Average Crime Severity: Force-wide	Monitor	163.01	159.06	158.23	162.07	156.71	-3.9%	-6.3
3A.5	Average Crime Severity: Priority areas	Monitor	164.22	164.99	164.52	165.69	165.24	+0.6%	+1.02
3A.6	Residents reporting experience of crime	Monitor	18.9%	18.0%	17.5%	16.9%	16.1%	-2.8% pts	n/a
3A.7	% residents feeling safe in area by day	Monitor	88.7%	89.2%	89.9%	90.1%	89.7%	+1.0% pts	n/a
3A.8	% residents feeling safe in area after dark	Monitor	61.0%	61.5%	62.7%	64.0%	63.1%	+2.1% pts	n/a
3A.9	% reporting drug use / dealing as an issue	Reduce	43.3%	42.8%	37.5%	32.1%	32.0%	-11.3% pts	n/a

#### Police recorded crime

Police recorded crime, decreased by 16,707 offences in the year to December 2020, largely impacted by decreases between April and June 2020 coinciding with the stringent Coronavirus restriction measures in place. Notable reductions were seen in robbery (-29.0%) and theft offences (-27.9%) during this period. Reductions in police recorded crime have been more pronounced in the urban areas of the force with a further 18.5% reduction in the latest 12 month period.

Findings from the Police and Crime Survey to December 2020 indicate that self-reported experience of crime (excl. fraud and cyber) fell from 18.9% to 16.1% during the year with serious acquisitive crime and criminal damage seeing the most marked reductions.

#### Crime Severity

The average crime severity score of offences recorded by police (based on weightings via the ONS Crime Harm Index) has reduced in the latest quarter. Trends in crime severity will be monitored over the coming months as rates and trends of recorded crime during lockdown restrictions become clearer.

The 23 Priority Areas have seen a slight increase in overall crime severity over the last year. Arboretum and Bingham & Trent have recorded the highest severity scores in the 12 months to Dec 20 (222.84/199.59).

#### Resident concerns regarding drug use and dealing

The proportion of residents citing drug use and dealing as an issue they would like to see the police and other partners do more to tackle in their area continued to fall throughout 2020. This coincides with extensive targeted enforcement activity linked to Operation Reacher. Reckless and dangerous driving is now the most prevalent issue of community concern highlighted as part of the Police and Crime Survey.

#### Feelings of safety

The proportion of residents reporting that they feel very or fairly safe in their area during the day and after dark has increased marginally over the previous 12 months. This may, in part, have been affected by changes in lifestyles and activity as a result of the Coronavirus restrictions in place.

## 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 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	Change over last year	
							%	Actual
3B.1	Violent knife crime	Monitor 804	762	739	768	● 721	-10.3%	-83
3B.2	Violent knife crime: Positive outcomes	Monitor 29.0%	27.3%	26.9%	26.3%	28.0%	-1.0% pts	n/a
3B.3	Gun crime	Monitor 175	163	149	165	● 151	-13.7%	-24
3B.4	Possession of weapons offences	Monitor 1,252	1,205	1,112	1,084	● 1,019	-18.6%	-233
3B.5	Stop and Searches	Monitor 5,405	5,487	5,377	5,103	4,952	-8.4%	-453
3B.6	Stop and Search: Positive outcomes	Monitor 43.3%	40.4%	39.8%	39.6%	39.3%	-4.0% pts	n/a
3B.7	Alcohol-related violence	Monitor 16.4%	16.0%	15.4%	15.6%	14.7%	-1.7% pts	n/a
3B.8	Alcohol-related ASB	Monitor 9.4%	8.9%	7.8%	7.5%	● 6.5%	-2.9% pts	n/a

#### Violent Knife Crime

There has been a steady reduction in the number of violent Knife Crimes recorded since 2018, with a further 10.3% reduction recorded in the last 12 months compared to the previous 12 months. The proportion of offences resulting in a positive outcome, however, has increased marginally by 1% over the same 12 month period.

#### Gun Crime

Police recorded gun crime has decreased by over 13% over the last year, with large monthly decreases being observed between January and May 2020 and reduced levels in December 2020, in line with national lockdowns and tighter restrictions. Nationally, there has been a downward trend in firearm discharges and incidents in December 2020.

#### Stop Searches

There has been a reduction in the number of stop searches conducted in the 12 months to December 2020. This is possibly attributable to the Covid-19 pandemic and fewer people on the roads and fewer stops conducted.

Positive Outcomes improved steadily in 2019, although, small reductions have been seen throughout 2020. The consistent level of positive outcomes is primarily associated with targeted intelligence led operations that 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 decreased by 18.6% to December 2020 compared to the previous year; this reflects the continued positive proactive work of Op Reacher and the neighbourhood community teams in taking more weapons off the streets; 55 weapons were seized in November 2020.

#### 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. The monthly rate has remained stable with alcohol-related violence continuing to see steady reductions over the previous two years. Alcohol-related ASB has also seen a steady 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 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	Change over last year		
							%	Actual	
3B.9	IOM: Offenders subject to monitoring	Monitor	302	317	385	269	258	-14.6%	-44
3B.10	IOM: Offenders successfully removed	Monitor	96	78	61	93	70	-27.1%	-26
3B.11	IOM: Reduction in average re-offending risk	Monitor	-45.1%	-45.3%	-46%	-56.3%	 -71.0%	+25.9%pts	n/a
3B.12	Youth Justice First Time Entrants: City	Monitor	146	140	109	105	114	-21.9%	-32
3B.13	Youth Justice First Time Entrants: County	Monitor	129	123	116	117	102	-21.0%	-27
3B.14	Crimes with an identified suspect (average)	Monitor	2,881	3,039	3,095	3,120	3,023	+4.9%	+142
3B.15	Positive outcomes: All crime	Monitor	15.4%	15.4%	15.6%	15.2%	15.7%	+0.3% pts	n/a
3B.16	Positive outcomes: Victim-based crime	Monitor	11.7%	11.7%	11.9%	11.8%	12.2%	+0.5% pts	n/a

#### Integrated Offender Management (IOM)

A successful year for IOM despite the difficulties of the pandemic. All normal activity has continued throughout the crisis, including home visits, statutory appointments and enforcement actions. IOM has additionally managed the emergency prison releases through COVID, and ensured that all such releases were subject at proposal to thorough checks and then monitored throughout the period of their temporary licence.

Power BI has been developed over the past few months as a performance dashboard for IOM and DVIOM and enables tracking of scheme outcomes. Further explanation is shown in **Appendix A**.

#### DVIOM Scheme

The DVIOM performance figures are mostly the same as the October submission. The PPIT score is now reflected using Power BI. The average reduction in PPIT for IOM DV offenders between entry and exit from the scheme is 7 points; equating to a 53% reduction in PPIT risk. The PPIT is used in addition to the IOM matrix to identify DV perpetrators and is the current academic leading model for this type of cohort selection.

#### Youth Justice – First Time Entrants

The City shows a 21.9% reduction of FTE during the 12 months to the end of December 2020. The County shows a 21% reduction of FTE during the 12 months to the end of December 2020.

#### Identified Suspects

The number of Niche crime outcomes with a named suspect has been increasing steadily since April 2018, with a further 4.9% increase in the past year to December 2020.

#### Positive Outcomes: All Crime & Victim Based Crime

Positive outcome rates for both All Crime and Victim Based Crime remain relatively stable.

## Theme 3: Tackling Crime and Anti-social Behaviour

### Theme 3C: Build Stronger and More Cohesive Communities

	Aim	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	Change over last year		
							%	Actual	
3C.1	Police recorded hate occurrences	Monitor	2,330	2,351	2,379	2,395	2,326	-0.2%	-4
3C.2	Hate crime repeat victimisation rate	Monitor	14.6%	14.4%	14.3%	15.4%	17.3%	+2.7% pts	n/a
3C.3	% Hate crime victims satisfied (overall)	Monitor	86.2%	84.0%	84.7%	83.8%*	85.9%	-0.3%pts	-
3C.4	% feeling there is a sense of community	Monitor	52.6%	54.0%	57.3%	59.6%	62.0%	+9.4% pts	-
3C.5	% feeling different backgrounds get on well	Monitor	53.4%	54.7%	58.1%	61.4%	64.0%	+10.6% pts	-
3C.6	Anti-social Behaviour Incidents	Monitor	31,481	32,137	39,019	41,947	45,063	+43.1%	+13,582
3C.7	Anti-social Behaviour Incidents: % Repeats	Monitor	28.4%	28.4%	26.9%	27.6%	28.3%	-0.1% pts	n/a
3C.8	Alcohol-related ASB	Monitor	9.4%	8.9%	7.8%	7.5%	6.5%	-2.9% pts	n/a

#### Hate Crime (see Appendix A)

Recorded Hate Crime has remained relatively stable over the previous two years with a marginal decrease in the past 12 months. The proportion of hate crime victims that are repeat victims has continued to increase this quarter.

Victim Satisfaction rates have remained relatively stable over the past 12 months.

**NB:** Hate Crime survey data to December 2020 is reflected in September 2020 surveys.

#### Community Cohesion

The proportion of residents feeling that their area 'has a sense of community' and that 'people from different backgrounds get on well' has increased markedly over the last year.

#### Anti-social Behaviour

Police recorded ASB increased markedly over the last year, primarily driven by the enforcement of Coronavirus restrictions since March 2020. The proportion of reports involving repeat victims remains broadly stable. Reports of alcohol related ASB have decreased over the previous year (-2.9%) mirroring trends in alcohol-related violence.

The PCC's Police and Crime Survey introduced new questions relating to experience of ASB in October 2019. Rolling 12 month data is now available for the latest two reporting periods and will be consistently tracked over time.



## Theme 4: Transforming Services and Delivering High Quality Policing

### Theme 4A: Further Improve Public Confidence in Policing

	Aim	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	Change over last year		
							%	Actual	
4A.1	Police are dealing with the issues that matter	Monitor	42.0%	41.7%	42.5%	44.0%	● 45.0%	+3.0% pts	n/a
4A.2	Residents feeling the Police do a good job	Monitor	49.3%	50.0%	51.7%	53.4%	● 54.0%	+4.7% pts	n/a
4A.3	Residents reporting confidence in the police	Monitor	54.9%	55.4%	57.8%	59.3%	59.0%	+4.4% pts	n/a
4A.4	% residents satisfied with the police	Monitor	59.2%	58.4%	57.9%	56.9%	58.0%	-1.2% pts	n/a
4A.5	PSD Recorded Complaints	Monitor	994	896	904	893	997	+0.3%	+3
4A.6	PSD Recorded Complaints: Timeliness (days)	Monitor	90.1	94.5	96.9	95.5	● 84.0	-6.8%	-6.1

#### Public Confidence in the Police

The majority of indicators of public confidence in the police are increasing – particularly since March 2020. While an increasing trend was evident prior to the emergence of the COVID-19 pandemic, it is likely that the emergence of and response to the pandemic have contributed to an acceleration of these trends since March 2020.

#### Satisfaction with Police

25% of respondents to the Nottinghamshire Police and Crime Survey reported having had contact with the police over the last year, which marks a small reduction on levels recorded during the previous year (27%).

The proportion of those respondents reporting that they were very or fairly satisfied with the service they received has remained the same over the last year (58.0%), while there has been a slight increase in the proportion stating that they were neither satisfied nor dissatisfied (up from 15.0% to 18.0%). The proportion reporting dissatisfaction with the police meanwhile has fallen marginally from 25.0% to 23.0%.

#### PSD Recorded Complaints: Timeliness

The average timeliness for the resolution of PSD complaints has reduced from 90 days to 84 days in the past 12-month period. This is due to the benefits now being seen of revised practices within PSD and a sustained overhaul of the Centurion system and historical complaints now being finalised.

## Theme 4: Transforming Services and Delivering High Quality Policing

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

	Aim	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	Change over last year	
							%	Actual
4B.4	Staffing vs Establishment: Officers	98.2% 1,935/1,970	101.34% 1,980/2,006	98.66% 2,059.01/2,087	*99.32% 2,071.81/2,087	*101.80 2,124.48/2,087	+3.6% pts	+189.48
4B.5	Staffing vs Establishment: Staff	97.0% 1,166/1,131	98.35% 1,119/1,138	99.84% 1,198.89/1,138.67	103.83% 1,186.41/1,142.67	*103.34% 1,181.86/1,143.67	+6.34% pts	+15
4B.6	Staffing vs Establishment: PCSOs	84.6% 169/200	75.53% 151/200	83.42% 166.83/200	80.85% 161.7/200	*78.46% 156.91/200	-6.14% pts	-12.09
4B.7	% Contracted days lost to Sickness: Officers	5.29% 20,733	5.24% 20,718	4.83% 19,628	4.21% 20,718	● 3.07% 15,980	-2.22% pts	-4,753
4B.8	% Contracted days lost to Sickness: Staff & PCSOs	5.10% 14,225	5.13% 14,426	4.80% 13,741	4.50% 14,426	● 4.25% 12,947	-0.85% pts	-1,278

#### Budget vs Spend: Revenue/Capital

The Q3 reports have yet to be approved by the FEB so, the latest data is not yet available. The latest position as at Q2 is as follows:-

In terms of budget vs actual spend for the second quarter (Jul-Sep) 2020/21, the Force was predicting a £209k overspend for the full year outturn ending 2020/21 for our revenue budget. The total outturn expected was £221,868k versus a budget of £221,659k.

For capital spend for the second quarter 2020/21, we spent a total of £7,996k and the full year outturn position was £25,678k versus a full year budget of £35,845k which is a difference of £10,167k which is split as slippage of £9,091k and an under-spend of £1,076k.

#### Staffing: Officers / Staff / PCSOs

\*As of 30 November 2020, officer establishment levels were showing an increase of 189 officers when compared to the previous year. The number of Police Staff has also increased over the same period (+15), while the number of PCSOs has reduced by 12.

#### Sickness: Officers / Staff & PCSOs

NB: percentage figures relate to hours lost as an average of all FTE hours.

Officer and staff sickness rates have been reducing over the previous two years and have continued to see reductions this period. The Force has followed government guidelines and implemented self-isolation, shielding and authorised absences through the Personal Assessment process. Nevertheless, absence levels have not been adversely affected by the pandemic and have dropped considerably every month since March 2020. This may be due to: greater flexibility with home working; gyms and sporting activities being restricted and the arrival of new officers increasing overall staffing numbers; changing work practices and workloads reducing leading to reductions in pressure/stress; an increased motivation and sense of duty during a time of crisis.

## Theme 4: Transforming Services and Delivering High Quality Policing

### Theme 4C: Achieving Value for Money – Demand Management

	Aim	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	Change over last year		
							%	Actual	
4C.1	Calls for Service: 999	Monitor	190,968	195,050	188,570	184,039	● 177,403	-7.1%	-13,565
4C.2	Abandoned Call rate: 999	Monitor	0.111%	0.515%	0.70%	0.86%	0.90%	+0.79% pts	n/a
4C.3	Calls for Service: 101	Monitor	816,185	752,136	698,972	666,530	● 631,628	-22.6%	-184,557
4C.4	Abandoned Call rate: 101	Monitor	1.4%	5.1%	7.4%	10.9%	7.7%	+6.3% pts	n/a
4C.5	Response times: Grade 1 Urban	Monitor	79.3%	77.2%	77.3%	76.0%	75.0%	-4.3% pts	-
4C.6	Response times: Grade 1 Rural	Monitor	74.2%	72.0%	71.1%	70.8%	● 69.4%	-4.8% pts	-
4C.7	Response times: Grade 2	Monitor	52.4%	50.7%	51.6%	50.7%	51.6%	-0.8% pts	-
4C.8	Compliance with NCRS	Monitor	94.0%	94%-96%*	96.1%	97.2%	● 97.4%	+3.4% pts	-

#### Calls for Service: 999 and 101

999 calls saw successive increases over the last two years, however, the latest year to December 2020 has seen a reduction of over 13,000 calls compared to the previous 12 months, this correlates to the reduction in crimes and incidents due to the pandemic. Abandoned call rates for 999 remain extremely low.

\*\*Calls to the 101 non-emergency service have also fallen markedly during the year (-22%) and appear to have been unaffected by removal of the nominal call charge. Abandoned call rates for the 101 service, however, have been increasing steadily, following marked decreases since 2018. The recent rise in abandoned call rates is largely attributable to the COVID-19 pandemic, turnover of staff and the impact of training new starters.

#### Response Times within Target

Response times are now available from SAFE and have been updated. Response times for Grade 1 Urban and Rural and Grade 2 have seen reductions in the current 12 month period when compared to the previous 12 month period, with Grade 1 Rural response times seeing the largest decreases quarter on quarter. There is no one reason for the decline in response times, since March 2020, there has been fewer Grade 1 incidents (that are quicker to deal with) and more Grade 2 incidents (which historically take longer to deal with), so reducing the availability of Officers. Alongside the pandemic and sickness, a reduction in response times is not unexpected.

#### Compliance with NCRS

Compliance with the National Crime Recording Standard remains strong, largely due to the robust first contact arrangements in place which are delivering compliance at 97.4%

**\*\* NB: 101 call recording has changed and now include 101 calls answered by switchboard and front counter operators, resulting in large increases across all periods.**

## APPENDIX A

### Power BI Performance Dashboard for IOM and DVIOM

A performance dashboard has been developed over the past few months to enable tracking of scheme outcomes:-

The below extract shows the Risk of Reoffending Score across offenders managed (and removed) from IOM over the past 12 months. They came onto the scheme with an average RRS of 493 and were removed with an average of 143; equating to a 71% reduction in RRS. The RRS is calculated by multiplying their conviction scores on the IOM matrix over the past 5 years by their arrest offences over the last 12 months (using the IOM matrix). This captures the fact that not every offence arrest results in a conviction but may be indicative of risk. The 'Managed RRS' vector captures data from the scoring of every offender (whether on or off) at a fixed point in time (IOM Entry plus 12 months) and is a useful measure of the offenders who remain on the cohort due to their still presenting a risk. However, they are still showing a 39% drop in RRS, which is significant.

Fig A: RRS between entry and exit from the IOM scheme:-

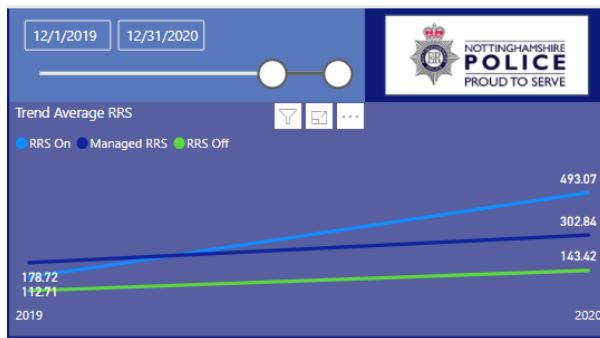
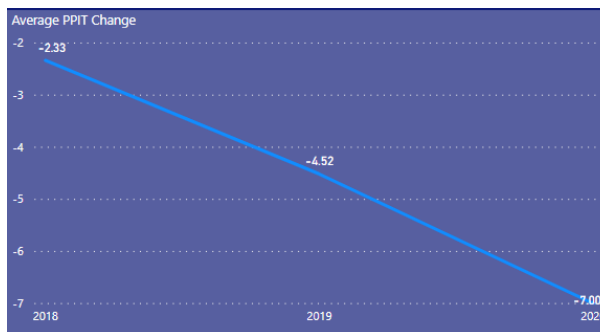


Fig B: Average PPIT reductions:-



## **Hate Crime and Repeat Victims**

Although the total number of Hate crimes recorded has remained relatively stable over the past 12 months, there have been significant changes in the type and location of hate crime due to the pandemic.

The usual hot spot locations are the City and Town centres resulting from the night-time economy, however, due to the closing of pubs/restaurants and the various lockdown measures, we have seen this trend move to neighbourhood locations as people are spending more time at home and neighbourhood disputes have increased as a result. These disputes have a habit of building gradually and usually take the route of occurring repeatedly prior to being reported and can escalate from relatively minor incidents to more serious reports including Hate behaviour/language.

As a result, the Hate crime team, together with the City council and statutory partners have deployed 'Operation Fossil' which seeks to tackle 'low risk' hate offending on the first occasion where no formal measure is enacted by the police (where no formal prosecution route is taken or the IP doesn't support it). This involves a written warning to first time offenders to prevent repeats and reduce further harm to victims. This is a staged process which, pending on partner availability and lockdown protocol will also see victims and offenders receive a multi-agency visit with a view to problem solving the underlying issues that are often present and not represented on crime reports – for example access/egress/parking issues.

<b>For Information</b>	
<b>Public</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources &amp; Performance</b>
<b>Date of Meeting:</b>	<b>10<sup>th</sup> March 2021</b>
<b>Report of:</b>	<b>Mark Kimberley</b>
<b>Report Author:</b>	<b>Tracey Morris</b>
<b>E-mail:</b>	<b>Tracey.morris@nottinghamshire.pnn.police.uk</b>
<b>Other Contacts:</b>	<b>Danny Baker</b>
<b>Agenda Item:</b>	

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

## **Quarter 3 2020/21 Capital Year to Date Position.**

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

- 1.1 The purpose of this report is to provide the forecast financial outturn position for capital for the financial year 2020/21.

### **2. Recommendations**

- 2.1 That the Force Executive Board and the Office of the Police and Crime Commissioner notes the outturn position as detailed in the report.

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

- 3.1 To update the Office of the PCC on the Force's forecast outturn position for 2020/21 as at the end of quarter 2 and also to comply with good financial management and Financial Regulations.

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

- 4.1 **Summary**  
The Capital Programme for 2020/21 to 2024/25 was presented and approved at the Police and Crime Panel meeting on 6<sup>th</sup> February 2020.
- 4.2 The total gross expenditure budget approved by the OPCC for 2020/21 was set at £34,589k; this has increased by £87k for CED (Conducted Energy Devices) purchase (decision record 2020.022). A decision was made to reduce the Information Technology budget by £500k and increase the Estates budget by £500k to enable car park extension works (decision record 2020.050) Slippage of £1,169k from 2019/20 has also been added. The programme is summarised in the table below:

	New Budget 2020/21 £'000	Slippage From 2019/20 £'000	In Year Approvals £'000	Revised Budget £'000
<b>Estates</b>	28,770	838	(500)	29,108
<b>Information Technology</b>	4,712	331	500	5,543
<b>Other Projects</b>	1,107	0	87	1,194
<b>Total</b>	<b>34,589</b>	<b>1,169</b>	<b>87</b>	<b>35,845</b>

4.3 The review of capital expenditure shows a forecasted outturn position of £25,177k. This represents an underspend of (£1,978k) and anticipated slippage of (£8,689k). A breakdown of all the projects can be found in Appendix A.

4.4 Within the Estates projects are the three new build projects for Nottingham Custody Suite, new Joint HQ Build and the SARC (Sexual Adult Referral Centre). These three areas alone amount to a combined budget of £25,159k and also amount to the majority of the slippage figure currently being forecast of (£6,153k).

- The custody project is a multiyear project to deliver a new Nottingham Custody Suite at a new location within the City, work is now ahead of schedule, and we are therefore at this point in time predicting that the budget allocated to this financial year is at risk of overspending. A request has been made that identifies budget allocated to 2021/22 and recommends that this be brought forward to the current financial year. It is expected that the project will be delivered on budget in totality, but the phasing maybe a little out of line with costs being incurred. For a multi-million pound project, over multi years this is not unusual.
- The new Joint FHQ build is a multiyear project to deliver a new headquarters supporting the needs of Nottinghamshire Police and Nottinghamshire Fire and Rescue. The build is taking place on existing land, currently owned by Nottinghamshire Police; as such the difficulties experienced with the new custody suite have been avoided with this project. The project is well underway and the build contract has recently been let to Henry Brothers. It is expected that the project will generate a reasonable underspend, to date £639k has been realised, the full amount will continue to be assessed.
- The current Topaz Centre (SARC) is unsuitable; there is no scope for extending the building to provide a seamless support package for victims. In addition, the Topaz Centre is in need of reparation and improvement from a forensic perspective and requires urgent mitigation work to bring the building up to United Kingdom Accreditation Standards (UKAS) forensic standards.
- As a result of this assessment a new build is being undertaken close to the existing Centre. During this financial year it is expected that design and planning fees will be incurred with a view to the build starting April 2021. The capital budget is therefore slightly out of alignment with the planned works, hence the potential for slippage into 2021/22.

- Other projects within the Estates area consist of building improvement, renovation & conversion works, this is an annual programme and reflects the risks identified within the building condition survey. The survey assessed each building in terms of mechanical, electrical, and fabric works that is required to keep buildings in top condition. The works have been prioritised and these form the basis for this element of the capital programme.
  - Within the plans for this financial year were replacement windows and roof for Radford Road and Oxclose Lane police stations, this work needs to be completed during summer months and due to covid this work is now delayed and will be undertaken next financial year. A full review of the longer term requirements under this project heading are taking place, however an increase in the underspend is reported this quarter to reflect our reduced estate and an expectation of the re-profiling that Estates are currently undertaking.
  - Custody improvement project. With the new building being undertaken for the city it became apparent that the facilities at Mansfield may need to be improved to ensure both suites operate to a similar standard wherever possible, this project is intended to upgrade and deliver essential works to Mansfield Custody suite. Estates have commissioned some feasibility works, but no commitments have been entered into. It is expected that Estates will develop a business case to further this project with a view to completing next financial year.
  - In July it was decided to increase the number of car parking spaces at a number of stations to accommodate the increase in officer numbers, this budget was achieved by way of a virement from Information Technology Uplift project to create an Estates uplift project, the value approved was £500k.
  - Northern Control Room. As part of the arrangements to move out of the Hucknall training centre and to minimise the capital requirements for FHQ, it was identified that a cost effective solution would be to dual purpose the northern control room into a reserve control room for the FHQ site, but routinely to be used as 3 IT classrooms for learning and development. To enable this work to be completed would mean that for a short period of time the northern control room would have to close and all resources relocated to FHQ, due to the COVID pandemic the force felt that the risk was too great and the work will be delayed until the situation is less impactful.
- 4.5 The Information Technology host of projects includes refreshing and upgrading the existing IT suite of equipment, continuation of the roll out of ANPR (Automatic Number Plate Recognition), an uplift in equipment representing the increase in officer numbers and ESN (Essential Services Network) which is a National project to replace the current airwave system and devices.
- Technology refresh is a recurring project that has been developed to provide the financial support to refresh and upgrade existing equipment that has reached end of life. The plans for this financial year include the ongoing



procurement of BWV (Body Worn Video) devices, replacement laptops, tough books and workstations, DIR (Digital Interview Recording) suites & laptops, nimble storage, Hyper V server hardware refresh, replacement multi-functional devices (printers) and archive storage expansion. Orders have now been placed with contractors to refresh a number of mobile devices within the organisation.

- Operation Uplift includes the increase in BWV and airwave devices.
- ESN is a national programme to replace the current airwave service. The project started some years ago and has seen several setbacks, progress is still fragmented and types of devices have yet to be established. It is expected that the only cost this financial year will be to improve our firewall capability in preparation. It is expected that this project will slip again, with a further £800k already allocated to 2021/22, it is expected that this budget will slip into 2022/23. The overall budget is likely to increase considerably and discussions at a national level are being held as to how the project will progress.
- Replacement of static ANPR cameras around the County is the focus of this project. Existing cameras are old and the failure rates have been increasing, a number of cameras were replaced last financial year, with the last instalment delayed due to manufacturing issues in relation to Covid-19. There is scope and plans for further cameras to be replaced this financial year.

4.6 Other projects include vehicle replacement, increase in the fleet and more recently an increase in CED (Conducted Energy Devices).

- Operation Uplift represents the impact on the force in relation to vehicles tied in with the increase in officers, costs currently attributed to this area are 11 Skoda Octavia's for operation Reacher, 3 Skoda Octavia's for additional capacity across the force. The running costs for the vehicles have been reflected in the revenue element of the Transport budget.
- Vehicle replacement is an annually recurring project that has been developed to provide the financial support to replace non-Venson vehicles that have reached end of life. There is a plan on which vehicles this will provide and progress is being made in delivering the plan which is expected to be on budget at the end of the year.
- Utilising a grant to off-set the cost of CED (taser) devices the force has now increased capacity by a further 105 devices this financial year.

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

5.1 The financial information relating to this item is contained within item 4.

## **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 of the accounts is problematic and errors in the data continue to be reported.

## **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 monthly basis.

## **12. Appendices**

12.1 Appendix A – Capital Projects

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

13. There are no background papers relevant to this report.

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

## APPENDIX A

Capital Projects

	Revised Budget	Out-turn	Under Spend	Slippage to 2021/22
	£'000	£'000	£'000	£'000
<b>Estates</b>				
Nottingham Custody Suite	12,400	12,957	0	557
New HQ Joint Build	11,959	5,238	(639)	(6,082)
Building Improvement, Renovation & Conversion Works	2,640	548	(1,046)	(1,046)
SARC New Build	800	171	0	(629)
Estate Improvements	567	149	(207)	(212)
Northern Control Room Conversion & Refurb.	362	10	0	(352)
Custody Improvements	166	28	0	(139)
West Bridgford Relocation	198	187	(11)	0
Hucknall EMAS	17	17	0	0
Operation Uplift - Estates	500	500	0	0
	<b>29,608</b>	<b>19,805</b>	<b>(1,903)</b>	<b>(7,901)</b>
<b>Information Services</b>				
Technology Services Refresh & Upgrades	2,573	2,573	0	0
Operation Uplift - IS	1,426	1,426	0	0
ESN	800	12	0	(788)
ANPR Camera Project	244	244	0	0
Command & Control	0	(2)	(2)	0
	<b>5,043</b>	<b>4,253</b>	<b>(2)</b>	<b>(788)</b>
<b>Other Projects</b>				
Operation Uplift - Fleet	572	572	0	0
Vehicle & Equipment Replacement	435	361	(74)	0
Operation Uplift - Other	100	100	0	0
Taser	87	87	0	0
	<b>1,194</b>	<b>1,120</b>	<b>(74)</b>	<b>0</b>
<b>Total</b>	<b>35,845</b>	<b>25,177</b>	<b>(1,978)</b>	<b>(8,689)</b>

<b>For Information</b>	
<b>Public</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources &amp; Performance</b>
<b>Date of Meeting:</b>	<b>10<sup>th</sup> March 2021</b>
<b>Report of:</b>	<b>Mark Kimberley</b>
<b>Report Author:</b>	<b>Tracey Morris</b>
<b>E-mail:</b>	<b>Tracey.morris@nottinghamshire.pnn.police.uk</b>
<b>Other Contacts:</b>	<b>Danny Baker</b>
<b>Agenda Item:</b>	

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

## **Quarter 3 2020/21 Revenue Year to Date Position.**

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

- 1.1 The purpose of this report is to provide the forecast financial outturn position for revenue for the financial year 2020/21.

### **2. Recommendations**

- 2.1 That the Force Executive Board and the Office of the Police and Crime Commissioner notes the outturn position as detailed in the report.

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

- 3.1 To update the Office of the PCC on the Force's forecast outturn position for 2020/21 as at the end of quarter 3 and also to comply with good financial management and Financial Regulations.

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

#### **4.1 Summary**

In the 2020/21 a budget £3m ring fenced Performance Grant in relation to the uplift of an extra 20,000 officers nationally was reported. The grant has been approved and the income is being received monthly this is to alleviate any cash flow issues that may have been caused through Covid-19.

At the end of Q3 the force has incurred additional costs/loss of income of £844k in relation to Covid-19 as well as £300k in relation to orders that have been delayed, the cost of which should have been incurred during 2019/20. These costs along with additional overtime spends would have resulted in a larger overspend position than that being reported, however the considerable savings on vacant staff posts have off-set much of those costs.

Added onto this for Q3 are the costs and income associated with the exit from the Venson Contract, a cost of £8,018k, largely off-set by a grant from the Home Office of (£6,500k). Towards the end of the financial year a further assessment of costs will take place which will result in costs being transferred to capital and

income being transferred to revenue contributions to capital, this information is being gathered. The force are already identifying savings as a result of the change, this is set to increase in the short to medium term.

- 4.2 The total net expenditure budget approved by the OPCC for 2020/21 was set at £221.6m; this is split between Police and OPCC as per the table below.

Net expenditure budget	Police £m	PCC £m	Total Base £m
Employee	142.9	0.9	<b>143.7</b>
Premises	6.1	0.0	<b>6.1</b>
Transport	6.1	0.0	<b>6.2</b>
Comms & Computing	8.9	0.0	<b>8.9</b>
Supplies & Services	9.8	-	<b>9.8</b>
Agency & Contract Services	12.9	5.6	<b>18.4</b>
Pension	34.5	0.1	<b>34.6</b>
Capital Financing	8.5	-	<b>8.5</b>
Income	(13.1)	(1.5)	<b>(14.6)</b>
<b>Grand Total</b>	<b>216.5</b>	<b>5.1</b>	<b>221.6</b>

#### 4.3 Detail

The review of revenue expenditure shows a forecasted outturn position of £1,094k overspend for Police and an on budget position within the OPCC. This report will review each of the expenditure areas relating to the Police element of the budget.

Expenditure Type	Total Base £'000	Virements £'000	Revised Budget £'000	Q3 Outturn £'000	Variance Over/(Under) £'000
Employee	142,858	1,560	144,419	143,859	(559)
Pension	34,460	366	34,825	34,969	144
Agency & Contract Services	12,763	38	12,800	13,575	774
Supplies & Services	9,834	422	10,256	11,028	772
Comms & Computing	8,915	377	9,292	9,840	548
Capital Financing	8,482	1,000	9,482	9,265	(217)
Transport	6,144	2	6,146	13,925	7,779
Premises	6,118	(1)	6,117	6,657	540
Income	(13,054)	(3,729)	(16,784)	(25,471)	(8,688)
	<b>216,519</b>	<b>35</b>	<b>216,554</b>	<b>217,648</b>	<b>1,094</b>

Employee costs; includes pay, allowances and overtime but excludes pension contributions.

The current forecast shows an underspend position of (£559k); this relates to underspend on staff pay of (£676k) representing a high number of vacant posts; an underspend on officer pay of (£143k) reflecting an increase in retirees, an adjustment to the start date of IPLDP officers and re-phasing of the fast track to detective constable cohort planned for March 2021.

Overtime is currently predicted to overspend by £596k, and is due to the costs associated with Covid-19 Enforcement; this is off-set with a grant recorded in income. Within this section are other employee expenses.

External training course costs shows an underspend position of (£249k) and is due to courses being cancelled due to Covid-19 issues, much of this will therefore be an added pressure in the 2021/22 budget as accredited training requirements are caught up. It is expected that a knock on effect will also increase spend pressures in 2022/23.

Pension costs include payments for employees along with pension's payrolls for ill health and injury pensions.

The forecast currently shows an overspend position of £144k. An accrual for £150k has been made in respect of pension remedy compensation claims, which is off-set by a saving on staff standard pension contributions reflecting the current vacant posts in the organisation.

A review of pension injury payments shows an increase in costs of £100k.

Agency and Contracted Services costs; includes collaboration charges, partnership costs and mutual aid charges.

Current forecast is an overspend position of £774k. MFSS costs have reduced; £789k of this is a reduction in the GEN 2 costs with inflation and relative growth being £312k lower than expected; also reflecting the latest forecast outturn as reported to the MFSS Management Board.

A charge from the region for EMSOU collaboration of £1,696k has been received, this will in part be off-set by income, however there will be an overall shortfall of £211k representing officer in kind payments.

Supplies and Services costs; includes all non-pay operational costs.

Current forecast is an overspend position of £772k; the majority of this reflects an increase in consultants costs of £350k as a result of extensions to contracts for EMSCU resources to the end of September, this is largely off-set with income.

An increase in insurance premiums of £310k, the contribution to the Insurance reserve will be reduced by a similar amount.

A fee of £219k was agreed by the PCC in respect of Avon and Somerset Police not on-boarding MFSS (Multi Force Shared Services) Collaboration.

£250k efficiency saving allocated here will be incurred in other areas, it is anticipated that this will be achieved in full across the force.

Communications and Computing costs includes the costs of the information technology estate incorporating call charges, software licences, upgrades, networking, airwave and postage costs.

Current forecast is an overspend position of £548k and this relates to £433k a 19% higher than budgeted increase in the Home Office charges for nationally managed projects.

£157k of orders that were delayed due to Covid-19 and now impact on the 2020/21 financial year; £124k of costs in relation to an increase for consumables and breakages, most of this relates to the airwave radios which are beyond end of life and are due to be replaced by ESN. £109k of cost has been incurred due to the increase in officer numbers, this will off-set by income from Uplift.

Costs have been off-set by income from the uplift performance grant and savings of (£557k) in relation to over 40 separate negotiated contract renewals which have delivered savings to the force. It includes an EE (£135k) re-negotiated deal providing better value for the increasing data usage and ESA £41k for licenses.

Capital Financing includes the transfers in and out of reserves, contributions to capital financing, MRP (Minimum Revenue Provision) charges and interest costs.

Current outturn position is (£217k) underspend. The MRP has been increased by £332k to reflect the shorter lifetimes of assets that have been funded by borrowing, capital receipt contributions are also expected to be lower. This is off-set by (£535k) transfer from general reserves.

A review of the Traffic Safety project shows that due to reduced income (£359k) will be required from reserves to off-set costs.

A review and removal of property stored on force premises resulted in (£147k) funding from the Property Act Fund.

Transport costs, includes the cost of running the force fleet and other travel costs.

Current forecast is an overspend position of £7,779k. As at 22<sup>nd</sup> December 2020, the force ended the contract with Venson, this resulted in a large payment to Venson largely off-set by a grant from the Home Office of (£6,500k), which is shown in income. The force are already identifying savings as a result of the change.

Premises costs include the running and upkeep costs of the estate.

The current forecast shows an overspend position of £540k. The overspend is due to retaining buildings for longer than expected, Worksop and Holmes House being the main costs at £120k. An additional £36k relates to cleaning costs due to Covid-19. As a result of the move from Venson the vehicle workshop at Chilwell now becomes part of the force estate, this has increased the costs by £45k to the end of the year.

The force is now incurring costs for regional buildings which sit within our County, these costs are being recharged back to the region £233k and show as additional income.

Income includes grants, partnership funding, fee income and seconded officers' recharges.

Currently forecast to increase by (£8,688k). (£6,500k) relates to income from the Home Office to off-set the Venson exit costs. (£533k) reflects the income due to off-set the EMSCU charges. (£1,684k) reflects the income from EMSOU CID for officers in kind contributions; (£536k) reflects the new grant for Covid-19 Enforcement; (£214k) off-sets costs of regional buildings; (£159k) additional income generated from investment interest, this is off-set by £278k loss of income for sporting events as a result of Covid-19 and a reduction in the PFI income of £317k.

A reduction of £343k income from the Speed Camera Partnership, due to a decision not to replace vehicles are off-set by reduced contribution to capital financing. There is also reduction in income due to Covid-19.

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

5.1 The financial information relating to this item is contained within item 4.

## **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 of the accounts is problematic and errors in the data continue to be reported.

## **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 monthly basis.

## **12. Appendices**



12.1 None

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

13. There are no background papers relevant to this report.

NB

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

## Decisions of Significant Public Interest: Forward Plan

February 2021

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 2021	Energy Suppliers	Procurement Award	>£250K	Mark Kimberley	Force
2.2	March 2021	Police Pension Service	Procurement Award	>£250K	Mark Kimberley	Force
2.3	TBC	Mansfield Custody Suite Improvements	Procurement Award	>£250K	Mark Kimberley	Force
2.4	TBC	SARC New Build	Procurement Award	>£250K	Mark Kimberley	Force
2.5	TBC	Condition Survey Phase 4	Procurement Award	>£250K	Mark Kimberley	Force
2.6	TBC	Car Park Extensions and Improvements	Procurement Award	>£250K	Mark Kimberley	Force
2.7	TBC	Server Cloud Enrolment	Procurement Award	>£250K	Mark Kimberley	Force



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<b>3.0 Estates, ICT and Asset Strategic Planning</b>						
<b>Ref</b>	<b>Date</b>	<b>Subject</b>	<b>Summary of Decision</b>	<b>Cost (£) Where available</b>	<b>Contact Officer</b>	<b>Report of OPCC / Force</b>
3.1	January/ February 2021	Sale of Bridewell Custody Suite	To agree terms for the sale and temporary leaseback of the Bridewell.	TBC	Tim Wendels, Estates and Facilities	Force
3.2	TBC	Lease of Phoenix House, Mansfield	Lease renewal.	TBC	Tim Wendels, Estates and Facilities	Force
3.3	TBC	Review of the future of Newark Police Station	The PCC will be asked to consider the future of Newark Police Station and the possible replacement with a more suitably sized alternative Station.	TBC	Tim Wendels, Estates and Facilities	Force
3.4	TBC	Lease of part of lower car park at Burntstump Country Park	Lease of car park to become Visitors' car park for the Joint Police/Fire HQ.	TBC	Tim Wendels, Estates and Facilities	Force
3.5	December	Replacement body-worn video cameras	October 2020: This project is complete and devices have been issued. Project complete and closed.	Excess of £900k	Julie Mansfield	Force
3.6	June	Refresh of the MFD Estate	The procurement for MFDs has been completed and the final contract details are being drafted. This audit resulted in a reduction in fleet and the procurement has identified significant savings to the Force. Final sites are being installed and the project will close and transition to BAU in February.	Hardware £150k support and maintenance contract £119,791.00 for 3 years or £183,651.00 for 5 years	Chief Superintendent Ian Roberts	Force



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3.7	June – 18 months	National Enabling Programmes	National Enabling Programmes. Continued hardware refresh of the end user computers will form part of this project. Hardware refresh continues and the work to complete the 250 business pilot is well underway with a full force roll out starting in spring.	-	Chief Superintendent Ian Roberts	Force
3.8	Ongoing	DEMS	In accordance with the force procurement approach, and to ensure full compliance with relevant legislation, the project team, supported by EMSCU, have chosen to utilise the Value Added Reseller (VAR) framework as the most advantageous procurement route throughout the life of the project. As a result NICE have been invited to complete a Request For Quote (RFQ). This has been marked by the team (21/10/2020), with a number of clarifications being requested prior to potentially moving towards a Tender Award. Contract awarded to SCC and formally signed 10 <sup>th</sup> February 2021.		Chief Superintendent Ian Roberts	Force



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**POLICE & CRIME COMMISSIONER**

<b>4.0 Workforce Plan and Recruitment Strategies</b>						
<b>Ref</b>	<b>Date</b>	<b>Subject</b>	<b>Summary of Decision</b>	<b>Cost (£)</b> <i>Where available</i>	<b>Contact Officer</b>	<b>Report of OPCC / Force</b>
4.1	On going	Operation Uplift	Potential additional costs. Work is being undertaken at pace to both secure the relevant services and clarify costs required, especially in consideration of COVID-19 challenges, which has required large parts of the training and assessments to be performed virtually.		Claire Salter	Force

<b>5.0 Strategic Issues including Finance</b>						
<b>Ref</b>	<b>Date</b>	<b>Subject</b>	<b>Summary of Decision</b>	<b>Cost (£)</b> <i>Where available</i>	<b>Contact Officer</b>	<b>Report of OPCC / Force</b>
5.1	Each Meeting	Routine monthly monitoring reports in respect of capital and Revenue expenditure'	Approval of viraments and additional budget		Mark Kimberley	Force
5.2	February 2021	Setting a precept and approving the annual capital and revenue budgets and supporting financial strategies	Band D precept amount set		Charlie Radford	OPCC



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<b>6.0 Other OPCC Commissioning</b>						
<b>Ref</b>	<b>Date</b>	<b>Subject</b>	<b>Summary of Decision</b>	<b>Cost (£) <i>Where available</i></b>	<b>Contact Officer</b>	<b>Report of OPCC / Force</b>
6.1	January/February 2021	Domestic Abuse perpetrator work	To make various direct awards to deliver a safe domestic abuse perpetrator programme.	Up to £172,307	Nicola Wade	OPCC
6.2	February/March 2021	Domestic Abuse perpetrator work	To commission an independent evaluation of the domestic abuse perpetrator programme.	£15k	Nicola Wade	OPCC
6.3	February 2021	Community Safety Partnerships	To award grants to the Safer Nottinghamshire Board and Crime and Drugs Partnership.	To be confirmed	Nicola Wade	OPCC
6.4	Feb / March 2021	Trauma Informed e-learning	To award, via an open tender process, a contract for the development of trauma informed e-learning for partners in the statutory and third sectors Countywide.	£60k	Natalie Baker Swift	Violence Reduction Unit (OPCC)
6.5	March 2021	Targeted Youth Outreach	To commission Nottingham Forest Community Trust in partnership with Breaking Barriers Building Bridges to deliver targeted youth outreach in Nottingham City Centre.	£60k	Natalie Baker Swift	Violence Reduction Unit (OPCC)
6.6	March 2021	Community Safety Fund/VRU	To award various small grants following an annual open application process.	>£250k	Nicola Wade	OPCC
6.7	March 2021	Specialist Mental Health Nurse	To award a contract to collocate a mental health nurse into the sexual violence support hub.	£60k	Nicola Wade	OPCC
6.8	February – August 2021	Victim CARE and restorative justice	To conduct soft market testing on restorative justice and review and recommission Nottinghamshire Victim	To be confirmed	Nicola Wade	OPCC



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			CARE service, including website			
6.9	March 2021	Independent Sexual Violence Adviser	To consider contract extension for ISVA and CHISVA services	Up to £500k	Nicola Wade	OPCC
6.10	March/April 2021	DSVA funding awards	To award grants and contracts to domestic abuse and sexual violence support services to meet additional demand arising from Covid	To be confirmed following final funding award from MoJ		
6.11	April – June 2021	Non domestic stalking support	To review and potentially recommission support for victims of non domestic stalking	To be confirmed	Nicola Wade	OPCC
6.12	By Oct 2021	Youth Violence Interventions in Custody and A&E	To award via an open tender process contracts for the delivery of youth violence interventions in Custody and A&E	TBC	Natalie Baker Swift	Violence Reduction Unit (OPCC)

<b>For Information</b>	
<b>Public</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources and Performance Meeting</b>
<b>Date of Meeting:</b>	<b>10<sup>th</sup> March 2021</b>
<b>Report of:</b>	<b>Chief Constable Craig Guildford</b>
<b>Report Author:</b>	<b>Insp Styles-Jones</b>
<b>E-mail:</b>	<b>Amy.styles-jones@nottinghamshire.pnn.police.uk</b>
<b>Other Contacts:</b>	<b>Rachel Richardson</b>
<b>Agenda Item:</b>	<b>11</b>

## **Chief Constable's Update Report March 2021**

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

- 1.1 The purpose of this report is to update the Police and Crime Commissioner of significant events and work that has taken place since the previous update in November 2020.

### **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 2020 and receives appropriate assurance regarding the work being undertaken by the Force.

### **4. Summary of Key Points**

- 4.1 Please see Appendix 1 for the full report.

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

- 5.1 Any financial implications and/or budget provision for the work outlined in the attached appendix have been accounted for through the Force financial governance process, led by the Head of Finance.

### **6. Human Resources Implications**

- 6.1 Any staffing implications relating to the areas outlined in the main report will have been considered by the People Services Department.

### **7. Equality Implications**

- 7.1 Nottinghamshire Police is working hard to become even more representative of the communities we serve and with our staff to ensure they have the



opportunity to progress and develop to make sure that this representation is reflected at all levels within the organisation.

- 7.2 Our equality objectives are engrained throughout all areas of our policing whether that be operational policing, engaging with local and diverse communities, and working closely with our partners.

## **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.

8.2 Organisational risk management takes place as part of the Force's core business and is governed through the Chief Officer Team and senior managers using a robust and transparent process.

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

9.1 There are no policy implications arising from this report.

9.2 The attached appendix provides updates on areas of business set out against each of the four Police and Crime priorities.

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

10.1 There are no legal considerations relating to this report.

## **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 2021.

Appendix 1



Chief Constable's Update Report

Strategic Resources and Performance Board

March 2021

Version 1

## 1.0 Introduction

- 1.1 Since my previous report in November 2020, a significant amount of work has taken place within Force, which must be taken in context with the emergence of COVID-19 and the impact that this has had on daily business. We have successfully shifted our focus to allow us to maintain our highly professional approach and core business whilst also dealing with changing and increasing demands on the front line. Despite the challenges that COVID-19 has presented, our officers and staff have risen to the challenge. I want to take this opportunity to thank everyone for their continued dedication during such an uncertain time and for continuing to work hard to make the communities in Nottingham and Nottinghamshire feel safe and reassured.
- 1.2 There has been a significant reduction in all crime, which is great news for the people of Nottinghamshire and looking further ahead using our own internal figures we know this picture has improved even further since November 2020. We have had significant reductions in all crime and almost every key crime type – including sexual offences, robbery, burglary and knife crime. Each of these types of crime now have teams of officers who are dedicated to investigating these crime types. Overall Nottinghamshire has had a -21.5% reduction in crime which is double the national estimate.
- 1.3 Our first virtual annual awards event was held in the form of an hour-long documentary entitled 'Notts Police: Operation 2020' which aired on Saturday 28<sup>th</sup> November 2020. The show highlighted the excellent work of our officers and staff and we opted to televise the documentary in collaboration with local company Notts TV after cancelling the annual awards ceremony we usually hold. The show was a great success, allowing our entire workforce the opportunity to view the stories that were promoted and share in the joy of the award winners. The reach of the show via the social media outlets also meant thousands of people from our local communities could also watch and learn about some of the work that goes on behind the scenes within our organisation.
- 1.4 We have had a number of excellent results from policing operations recently and I will go into more detail about some of these later in this report.
- 1.5 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.
- 1.6 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 As I have outlined in my introduction, we have had to alter the way in which we carry out our business as a result of COVID-19 so that we can continue to protect people from harm. This remains a key objective for Nottinghamshire Police as well as our partners and we continue to work with our communities to ensure that neighbourhoods in the City and County remain safe places for people to live, work and visit.
- 2.2 Since the pandemic we have had increasingly challenging times in terms of policing and maintaining our core business. Officers and staff have had to police public compliance with the rules set by the Government and Public Health England as well as facing changes in standard policing practices for things such as taking telephone statements to ensure social distancing from a custody perspective, wearing of personal protective equipment and the wearing of face coverings. Policing does not stop. Our officers and staff have worked tirelessly to continue to protect people from harm as well as having additional responsibilities during the lockdowns to ensure that people were adhering to the evolving guidance.
- 2.3 As a force we have had to deal with a significant number of COVID breaches and have issued over 200 Fixed Penalty Notices (FPNs). Of these, 17-20 have been for gatherings over 30 people and none of those have yet come to trial however a number are proceeding to trial date.

Fines can and will be issued to those who break the rules and put other people's lives in danger. We are all aware of the risks presented by the pandemic and everyone has a personal responsibility to know the rules about social gatherings and social distancing. Wherever possible Nottinghamshire Police will try to engage with people, explain what the legislation is and encourage them not to break the rules in the first instance. Where people do not comply with this, the legislation is clear and it is our job to help protect communities and slow the spread of the virus where possible through enforcement. We have received additional funding from Government and spending will include increasing our Operation Bion patrols.

- 2.4 I remain pleased with and fully supportive of the recent announcement from the Government that they plan to bring forward legislation to double the maximum sentence for those convicted of assaults on frontline staff, including police officers, firefighters and paramedics. We not only need to protect our communities from harm, but we also need to protect our officers and staff. Everyone has a right to feel safe in their job but sadly, all too often, emergency workers continue to face abuse and assaults while carrying out their duties. The change in law is absolutely the right thing to do and I am pleased that the maximum prison sentences for assaults on emergency workers will be increased to two years. This sends out the right message that this kind of abuse to officers and staff will not be tolerated and I hope that it makes people feel more secure in carrying out their duties.
- 2.5 I mentioned in my previous update report that we were taking part in the national week of action for Operation Sceptre in November 2020 and our effort to tackle knife crime was

singled out nationally as a success, with our approach being subsequently identified as best practice. We received front page and lead story coverage in Nottingham Post and on BBC East Midlands Today with a reach of almost 500,000 people viewing via Facebook during the week. Over 150 children attended online knife crime workshops hosted by the Schools and Early Intervention Officers (SEIO's). Stats below show some of the great work done during action week:

- 5 people arrested for Fail to Appear (FTA) for knife offences
- 45 weapon sweeps, with 6 knives recovered
- 121 stop searches, with 12 knives seized
- 20 people arrested for knife crime offences
- 60 weapons deposited in the amnesty bins
- 19 visits conducted under Operation Uchee with 6 people visited voluntarily handing knives over for destruction
- 39 knife crime cohort visits by Integrated Offender Managers (IOM)

2.6 In Nottinghamshire, all knife crime is showing a year to date reduction of -7.3% with a -21.8% reduction in possession offences.

We have invested over 1000 hours of overtime monthly in specific knife-crime policing activity. This is shared between our two Knife Crime Teams, Operational Support team, Integrated Offender Management as well as City and County Neighbourhoods. This is yielding good results in arrests, stop searches and weapon seizures, assisting to take items off the streets and protect people from harm. In January 2021 alone we have seized 25 drug packages, over 10 knives and 2 offensive weapons.

As well as a knife amnesty and dedicated policing operations in support of the week of action, we are working with the Violence Reduction Unit (VRU) to engage the community to an even greater extent. City and County Youth Justice Services will also be engaged in promoting and supporting the national effort. A film is being made, promoting desistance messages with a local theme, being produced in Nottingham. This film will be released to coincide with the week of action and will be run on, the already successful, #NG social media site.

Some further positive work from a proactive point of view is the recent refresh to the knife crime guidance for officers, which emphasised the need to engage the Youth Justice System in disposal decisions for offenders 15 years and under. This will ensure that disposals are proportionate and appropriate and that diversion opportunities are maximised in the first instance

2.7 Our Operational Support Department had an uplift in the Tactical Support Group (TSG) unit at the beginning of September growing from 3 to 5 teams. This uplift has now been going for some time and is working well. During COVID restrictions demand from events such as Football matches and the Night Time Economy has reduced significantly which has enabled the teams to engage in proactive work to support force priorities.

2.8 We have continued to welcome new police officers to the force despite the impact of COVID-19 as part of Operation Uplift. We are on track to recruit 227 officers in 2020/21 and plan to take on a further 218 by March 2022. We are recruiting new officers from a diverse range of cultural backgrounds to ensure that Nottinghamshire Police is more representative of the communities we serve. I was really pleased to see the force congratulated recently by the Police minister for our recruitment and the diversity of our candidate pool. The uplift posts are 110 for 2020/21 and 100 for 2021/22.

2.9 Protecting the public is at the heart of what we do. 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.

During 2020 and the pandemic, the force was proactive in utilising social media regarding domestic abuse with supermarket campaigns, silent 999 55 and online safety. To gain vital reassurance on the fluctuating reported crimes levels and to assure ourselves that victims of domestic abuse were able to seek help across the Partnership and voluntary sectors, we sought expert advice from our Women's Aid Partners. This advice helped us forge a restructure of how we support medium risk domestic abuse survivors, moving away from neighbourhood revisits and towards a more professional 'Safe and Support' provision though increased resources into our Research and Insight team. The Local Policing resources realised from this restructure were refocused on perpetrator enforcement for Domestic Violence Prevention Notice (DVPN), court bail conditions and stalking orders.

In addition, the recording of the 'voice of the child' has recently become a mandatory part of the domestic abuse risk assessment tool (DAPPN) and compliance is routinely monitored through risk assessment, investigative practice and is subject to audit scrutiny on an annual basis.

A newly introduced system now provides systematic consideration of Clare's Law for every domestic abuse incident. This has led to an increase in disclosures , 498 processed in 2019 and 605 processed in 2020. The process is delivered by two newly appointed staff members, who work alongside independent domestic violence advisors (IDVA) support.

2.10 Our Stalking Officer has increased awareness and performance in terms of the investigations of stalking obtaining 13 Stalking Protection Orders (SPO) since the introduction of the new legislation on 20<sup>th</sup> January 2020. One indefinite SPO was granted in relation to a domestic case and there are a number of SPO's pending court outcomes.

2.11 Nottinghamshire Police continue to react positively to Online Child Activist Groups (OCAG) (otherwise known as paedophile hunters). The following are examples OCAG incidents resulting in prison sentences for three men:

- Kevin Brandwood pleaded guilty to three counts of making indecent images of a child and a further count of possessing prohibited images of a child. Brandwood was a primary school caretaker and found in possession of more than 2,000 indecent images during the police investigation. None of the images related to children at the

school and as soon as offending was highlighted the school took immediate action to suspend him. Appearing at Nottingham Crown Court in February 2021 Brandwood was given an 18-month community order and made subject of a five-year Sexual Harm Prevention Order (SHPO). He must complete 30 rehabilitation requirement days and must sign the Sex Offenders' Register for five years.

- Alexander Hitch was sentenced to six months imprisonment, suspended for 18 months after Nottinghamshire Police were alerted when his IP address was used to download close to 1,000 child sexual abuse images and videos. He was arrested and his devices were seized. Officers found numerous images and videos and at court he pleaded guilty to three counts of making indecent images.
- Ryan Nahirny was sentenced in December 2020 after his home address was searched with multiple media devices seized. Thousands of indecent images of children were found on them and when being interviewed Nahirny made admissions to a number of offences. Nahirny was sentenced to 7 years imprisonment, 3 years on licence, sex offender notification for an indefinite period, SHPO for an indefinite period and a restraining order in respect of named victims and their parents.

Behind every one of these images are vulnerable children in various parts of the world who are being abused by adults. By downloading this kind of material offenders like the above are directly contributing to a cycle of abuse that can have a devastating impact on the lives of victims. Nottinghamshire Police is committed to tackling this type of crime and we will do everything we can to find those who download indecent images of children.

2.12 Detective Chief Inspector Rob Routledge recently worked as Senior Investigating Officer on Operation Marigold; the investigation into the tragic death of young Gracie Crowder. The case had a profound effect on everyone involved in the investigation due to the distressing details.

Nottinghamshire Police were called to Wharmby Avenue in Mansfield at around 6.30am on 6 March 2020 after Gracie's mother had taken Gracie to her parents' house. Gracie had suffered horrific burns whilst home with her mum. Gracie was unfortunately pronounced dead at hospital with burns covering 65% of her body. It was later revealed that Gracie's injuries were not immediately life-threatening and had she received help straight away she could very well have lived. Experts said Gracie's death would not have been immediate and Police believe that Gracie's mother used the time to clean up after herself before getting help.

Gracie's mother had told Police that she had filled a bucket of hot water to clean up after the family dog, but she left the bucket on the bathroom floor and went to put on some washing. She claimed that when she returned, Gracie was on the bathroom floor with the bucket tipped over and the floor flooded with water however Police found very little water on the floor when they arrived, growing inconsistencies when being interviewed raised concerns with Gracie's mother's story from the outset for our officers.

The case posed huge challenges because unlike other cases, there are opportunities that we can use to assist us investigate and solve crimes, like witnesses, CCTV, intelligence, passive data opportunities but in this case there was none available. There is only one person who knows exactly what happened inside that house and it was the prosecution's case that Gracie's mother was not telling the truth. DCI Routledge explained that from day one it became apparent that it was going to be an investigation where we would have to rely on a number of experts. We knew there were inconsistencies in the story, but we had to prove that what Gracie's mother said had happened couldn't possibly have happened. We employed a number of different professionals to explore the mechanics of what took place. As well as the forensic pathologist, we employed the services of a paediatric pathologist, a consultant burns specialist, a consultant paediatrician and a consultant forensic toxicologist. We put questions to a number of those experts about the version of events. The injuries pattern and the feasibility of Gracie being able to lift a bucket of water which was of equal weight if not heavier than she was. Their answers helped us to understand that this could not have been an accident. These cases are rare and gave everyone determination to find out the truth. This case meant a lot to people.

On the 8<sup>th</sup> December 2020 Following a 3 week trial at Nottingham Crown Court, Gracies' mother was found unanimously guilty and on 16<sup>th</sup> December was sentenced to life imprisonment with a minimum of 21 years to serve.

- 2.13 During the Pandemic the mental health and wellbeing of our community continues to be a challenge along with the impact of restrictions on people's lives. The Street Triage Team are made up of community psychiatric nurses working with Police Constables covering the hours of 8am until 1am every day. They provide a secondary response to local response teams to provide specialist support. The Street Triage Team also review incidents as they come into the Police, research police and health systems to provide advice or attendance as well as referrals to a more appropriate service.

Recently we have an additional psychiatric nurse funded by winter resilience money who has been looking at improving partnership working for frequent repeat presenters to assist in collaborative problem solving. The nurse has also been taking mental health related referrals received in the Multi-Agency Safeguarding Hub (MASH) and signposting appropriately to alternative services, which is an additional pathway and of great benefit to the MASH.

This new provision is vital in protecting vulnerable people from harm and gives us invaluable expertise in an area of business that naturally involves high threat, risk and harm.

- 2.14 A Digital Media Investigator post was applied for under the force's Annual Departmental Assessment –the requisite equipment and training was subsequently funded by the ATOM project. This MOSOVO post is a pilot 12 month contract to be converted into an established post if successful (as per the Sexual Exploitation Investigation Unit DMI post). The DMI attend visits and provides real time digital forensic information to guide the offender manager and triage/download product seized from the scene. They ensure compliance with SHOPO's (Sexual Harm Prevention Orders) and notification requirements,



monitor social media/contacts, locate and categorise images, assist/advise on searches/investigations and provide router downloads.

The results of this, are that the DMO has completed over 200 visits with 70 positive outcomes (which includes any breaches as well as further offending). This represents a 31% success rate for the new DMO role.

- 2.15 The MOSOVO/CSE and POLIT departments increasingly apply for Sexual Harm Prevention Orders on relevant offenders. This includes a cohort of online offenders. The force has linked in with Cumbria Police who are currently using ESAFE and report it as a success.

ESAFE is software that is installed on the offender's digital devices. Nottinghamshire Police will be promptly notified when images/content of concern is found. If the offender looks at an IIOC on the screen it will be identified by ESAFE and the force will receive an alert to that effect allowing the Offender Manager to take action with a criminal justice outcome.

Nottinghamshire Police have identified 204 nominal where risk monitoring software would assist their management. The first installation was on 5<sup>th</sup> January. Of those 204 nominals, 61 have an existing SHPO condition enabling the installation of software on their devices. To date 50 plus devices have been covered by this software. MOSOVO are working with legal services to amend the conditions on further SHPO's.

These offenders are being prioritised and currently Notts police have ESAFE installed in over 50 devices.

Due to delays with the contract the first ESAFE instalment was January 21 so the impact cannot be determined at this stage. It is anticipated that the Home Office outcomes for the next Quarter will be positive (based on results from Avon and Somerset).

On 1<sup>st</sup> March saw the first breach of SHOPO identified by the offender manager following notification from ESAFE. This will result in a positive CJ outcome.

- 2.16 Polygraph examination is used widely in the USA for intelligence and risk management purposes. It is a new technology to the UK, currently only 14 HO forces use Polygraph in managing their Registered Sex Offenders (RSO's) however this number is growing.

Although still in the early stages (funding only just received Dec 20) the project has the rooms/staff identified and training booked with a view to a go live date as soon as the training is completed (COVID dependent).

Importantly 77% (108) of RSO's examined (figures from GMP the lead force in this area) made disclosures relevant to their management not previously known to their offender managers. 25% (26) of those disclosures identified breaches their SHPO/SOPO (Orders made by the court which contain numerous bespoke prohibitions) and 38% (41) involved examinees who disclosed child contact which was previously not known to the Offender Manager. In GMP, the number of children safeguarded by means of polygraph examinations to date is conservatively estimated at 200.

Implementing this management technique within Nottinghamshire can only improve safeguarding for the most vulnerable (adults/children) in our communities.

Although Polygraph is in the early stages and the success cannot yet be reported on, it should be noted that by embracing this method of offender management, the force will be well placed to adopt High Risk DA perpetrators into the cohort of offenders following the implementation of the DA bill and the successful conclusion of the national DA Polygraph Pilot (approx. two years away).

### 3.0 Strategic Theme 2: Helping and Supporting Victims

- 3.1 Helping and supporting victims of crime remains central to our core aims and objectives. We work tirelessly to bring those responsible for criminal acts to justice and to provide appropriate support to victims and witnesses throughout our investigations.
- 3.2 COVID has affected cases being heard in the Courts. In an attempt to reduce footfall and aid COVID security in the Justice Centre since December 2020, HMCTS advised that we will see a reduction in Guilty Anticipated Pleas slots (GAP) and Not Guilty Anticipated Plea slots (NGAP). At the same time, we have been advised of a reduction in crime trial courts.

Since September 2020, the Magistrates Courts have offered and maintained an increased number of slots to facilitate Guilty Plea Courts. These did reduce at Christmas and we were able to significantly clear our backlog of cases however we continue to work with courts to ensure cases are heard in the appropriate court slots. A recent request from HMCTS has been to surrender GAP court slots in favour of the Not Guilty Court slots, which would improve our NGAP backlog reduction. We continue to review our GAP and NGAP cases ahead of demand when the COVID restrictions are lifted.

Both Magistrates and Crown Courts have seen significant increases in cases due to be heard however as ever there may be late guilty pleas, releasing trial slots.

The CJ pre-charge team continue to roll out their support to the wider force and we have now extended to almost all units including CID, Public Protection and the City Prisoner Handling Teams (PHT). This has been an excellent achievement and the improvements in performance are plain to see. When this pathway commenced, we had a CPS initial rejection rate of around 82% however over the past 12 months and since our business case received support, we have improved significantly, with our most recent quarter being just 25%, compared to a national average of 46%. Nottinghamshire are now in 5<sup>th</sup> position nationally and 2<sup>nd</sup> in the region.

- 3.3 In 2020 the Cyber Tools app was introduced in Nottinghamshire to assist front line and operational staff with cyber and digital related matters and has now been upgraded to 'CyberDigiTools', available since 3<sup>rd</sup> February 2021. The app is a collaboration between the College's Digital Intelligence and Investigation (DII) project, NPCC Cyber and Police ICT Company and enables all officers and staff to access up-to-date information from force-approved mobile devices, helping them provide a consistent and competent response to digital crime from any location at the point of need.

CyberDigiTools includes practical information and advice on dealing with digital intelligence and investigation opportunities, as well as all of the existing information on cybercrime. The enhanced app offers new guidance on legislation and topics such as online fraud, digital scene management, and general digital investigative advice to help all front-line officers and staff. The digital information in the app compliments the other learning products issued by the College of Policing in collaboration with Nottinghamshire Police and other forces.

Through our internal communications we have promoted and encouraged our frontline investigators to use CyberDigiTools.

- 3.4 As I reported previously, 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.
- 3.5 I am proud of our commitment to working in partnership to tackle stalking. In addition to the update around Stalking Protection Orders mentioned in the previous section our Public Protection staff continue to work in collaboration with partner agencies to deliver a monthly multi-agency stalking clinic, assessing, and acting on the risks posed by perpetrators in order to improve the lives of victims.
- 3.6 Following some excellent partnership working in 2019/20, Nottinghamshire Police and both Local Authorities share information of children who are subject to Child Protection Plans (CPP). The new safeguarding arrangements for children are also now in place, both in the City and County, following the introduction of Working Together 2018. Now known as the Safeguarding Children Partnerships, we are fully embedded in these arrangements, both at a strategic and tactical level. These arrangements mean that we can provide additional help and support to child who are victims of abuse.
- 3.7 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.

- 3.8 Supporting people who need our help and upholding the victim code of practice is at the heart of what we do. The following are just a couple of recent outcomes, which highlight this ongoing commitment.

Praise has been showered on the efforts of the Police divers involved in the recent tragedy in February 2021 involving a car and two occupants in the River Trent. The divers worked tirelessly in hazardous conditions and collaborated with the local boating club Newark Marina and with the Environment agency in order to recover the car and persons inside it. A note was left on one of the police vehicles for the Police, NFRS and EMAS which read "To the Multi agency teams who risked your lives – thankyou. For the victims and their families this tragedy will change their life's and you all responded with such commitment and professionalism. As a member of the public to see what you do is awe-inspiring especially in the context of COVID-19 and the stretched energy and resources you are operating in. Thankyou for your service and all that you do".

In December 2020 a member of the public decided to try and attempt to take her own life but due to the efforts of the local police was found, spoken to with care and taken to a psychiatric hospital, where she in her own words received the help she needed. She highlighted, through an email to the Chief Officer team that she believed if it wasn't for the actions of Nottingham Police that night she would not be here today and wanted to express how much she appreciated their help and that she will be forever grateful to the officers who assisted her.

In January 2021 The Chief Constable of Kent Police CC Pughsley sent a note of thanks for the magnificent support shown by Nottinghamshire Police in helping to mitigate the potentially significant impacts at the end of the EU Exit transition period. The disruption over the Christmas period as a result of the short notice closure of the French borders due to concerns over the variant of COVID 19 meant rapid and early activation of traffic management plans, and the short notice deployments of a significant number of Police and MOD personnel. Nottinghamshire police officers were praised for their commitment and professionalism in coming together to support the Kent deployment.

- 3.9 Nottinghamshire Police has worked jointly with Nottingham City Council and other partners on the NSPCC commissioned audit on Harmful Sexual Behaviour (HSB). This was commenced at the HSB partnership event on 26th November 2019. The output from this commissioning was delayed due to the pandemic but was presented on 4th November 2020 at the HSB Audit Dissemination Event attended by many key partners. The event considered the findings of the audit collectively as a partnership, identifying areas of strength and areas for development in our local response. An action plan was subsequently drawn up.

The action plan, owned by Nottingham City Council, has internal Local Authority governance and cross authority partnership governance via the joint City and County Safeguarding Children Partnership Strategic Leadership Group (SLG). In addition to the IICSA report recommendations, Nottinghamshire Police and the OPCC adopted a learning culture from the inquiry and action plans were made in response to matters arising from the IICSA hearing and report.

Our investigative lead of Operation Equinox has met with Operation Hydrant to identify good practice across the country in relation to HSB. Although some areas of practice were found, Nottinghamshire subsequently 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 and survivors. The procedure is now mainstreamed into our response to all sexual offence investigations.

Operation Equinox staff, in addition to this new HSB procedure, have been trained on the awareness of and response to adverse childhood experiences (ACEs) and trauma informed practice. The Violence Reduction Unit is also working across the County to embed these themes, amongst others. 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 and although this has been delayed due to the pandemic, will hopefully be delivered in the future.

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

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

4.1 As mentioned earlier in this report Nottinghamshire Police recorded all crime has decreased by -21.5% and knife crime by -7.3%. We continue to outperform the national and regional average following a sustained period of reduction and our knife crime team was the first dedicated knife crime team outside of London. I'm pleased to have recently announced that we are due to introduce a second knife crime team with additionality coming from the Uplift.

Drug related crime is down by -10.4%, however trafficking offences have increased, which is positive as it reflects our proactive policing of drug dealers, which has been further boosted by the introduction of Reacher teams in all 12 neighbourhood areas across Nottinghamshire.

Robbery offences are down by -37% with Nottinghamshire ahead of the national average. Our dedicated robbery teams have played a huge part in bringing this figure down, targeting repeat offenders. Whilst the COVID-19 pandemic has had an impact on figures, many of the reductions were already happening before then and we know from our own statistics that they are set to continue further.

4.2 Since October 2020 the Reacher teams performance has continued to increase with over £180,000 of criminal cash recovered and over 1300 people being stop-searched, leading to the identification of offending and intelligence gathering. The teams have submitted over 650 pieces of intelligence and have recovered over 100 weapons. We have seen a mixture of PACE searches and court warrants leading to over 360 searches, yielding over 260 drug seizures. The teams have interviewed over 600 people for offences committed and recovered over 200 motor vehicles for traffic related offences, some of which have been identified as stolen.

In addition, the teams have applied creativity and innovation in communicating and engaging with our communities particularly by using the digital platforms and the local Police Facebook accounts. This has shown an average increase of up to 450% in our engagement, assisting us to reach out to our communities.

4.3 Previously I outlined how our innovative policing tactic with regards to the use of a Police Drone, introduced in January, this is helping us to tackle crime and anti-social behaviour and has been used in the follow instances:

- 35 Deployments in the last 4 weeks = 293.39 hours
- Deployed in the water rescue with NFRS following two children falling through the ice. There was positive media circulated in relation to this
- Involved in the search for a high risk wanted offender – the caravan was located by the use of the thermal camera and officers directed to where he had been staying.
- During reduced service due to the primary drone being out of service, the lower spec drone was utilised to identify a cannabis factory in Top Valley, the conditions below on the ground perfect to allow the lower spec thermal to identify it.
- Used in Modern Slavery investigation to obtain vehicle registration numbers (VRN's) in a gated premises with no other access.

- 4.4 I can give an interim update on the attempted murder case from Halam near Newark from January 2021, which was efficiently investigated by a local CID team. Nottinghamshire Police were alerted by EMAS of an injured man and after a short period of time we were also told of a second man who was missing and later found with injuries linking him to the initial assault. The second man was arrested on suspicion of the attempt murder of the victim. He has been remanded into custody and will appear at a court hearing on 28<sup>th</sup> May, prior to a trial listed for the end of September. The case involves two professionals involved in a dispute regarding their work.
- 4.5 As a result of lockdown and the closure of the Night-Time Economy we have seen new hot spot areas develop in neighbourhood areas. As a result we have instigated 'Operation Fossil' which is the umbrella name for the ongoing work between the Nottinghamshire Police Hate Crime Team and the City Council Cohesion Team. The aim of the collaboration is to reduce the number of Hate Crime repeat cases across the City by 10%. The focus is around problem solving neighbourhood disputes that impact negatively on the individuals involved and result in repeat calls for service to our partner agencies. This is achieved via warning letters, joint visits and days of action targeting perpetrators and supporting victims. The work is supported by a detailed communications plan feeding positive and preventative messaging, which aims to bring civil action where appropriate. Conviction rate has increased this year by 6%, from 83% to 89.9%. The hate crime team are anticipating the lifting of the pandemic restrictions and the impact on trends and hotspots this will have. As such plans are being formulated to reinvigorate the good work accomplished under the 'no place for hate' campaign delivered in the city center. Hate crime champion training and work with businesses and partners is already planned with this being the focus for Spring 2021.
- 4.6 The Modern Slavery, Human Trafficking and County Lines (MSHT&CL) team was embedded into the force's Serious and Organised Crime Unit (SOCU) in March 2020, with investment in both capacity and capability since that time. The addition of a further Detective Sergeant has allowed for creation of a Modern Slavery and Human Trafficking Unit (MSHTU) separate from the County Lines (CC) team and as such Nottinghamshire Police's approach to tackling these two distinct crime types now fully aligns with the national and regional policing frameworks governing the vulnerability strand of SOC. With additional resource investment, the MSHTU is now at establishment, staffed by fully accredited detectives. The CL team is presently recruiting to establishment but with investment resource to date, it now consists of officers accredited to both level 1 and 2 of the professionalising investigation programme (PIP) and a dedicated Local Intelligence Officer (LIO). The force is also recruiting two Child Criminal Exploitation (CCE) Coordinators, representative of the City and County divisions, who will be intrinsic to CL safeguarding activity, working with Children's Social Care (CSC) and representing the department's Protect work at the multi-agency CCE Panels (CCEPs). Since October 2020 when the two separate teams were created, the MSHTU has instigated 9 large scale operations tackling criminal (drugs trafficking), labour, domestic servitude and sexual exploitation, where the combined victim and offender footprint indexes to the UK, Eastern Europe, Balkans, Middle East and Far East. Furthermore the MSHTU is now working closely with the force's



Prostitution Task Force in developing a MSHT response to 'kerb crawling,' has strengthened its partnership links with the Gangmaster and Labour Abuse Authority (GLAA), has taken the lead for investigating Organised Immigration Crime (OIC) and is now managed a number of preventative Slavery and Trafficking Risk Orders (STROs). In the same period, the CL team has undertaken disruption against a number of exporting lines and has safeguarded 14 children.

- 4.7 I hear of many good news stories every day where officers and staff continue to tackle crime and anti-social behavior. I have outlined a number of these in section 6 below to give just a sample of some of the exceptionally good work that we are doing to reduce crime and continue to keep people safe.

## 5.0 Strategic Theme 4: Transforming Services and Delivering Quality Policing

- 5.1 As part of Operation Uplift we are continuing to recruit new officers to the force. We are on track to recruit 227 officers in 2020/21 and plan to take on a further 218 by March 2022. This will take us to a total of 2,237 police officers at the year end.

Despite the pandemic, we have continued to lead the way in respect of Operation Uplift and have welcomed further cohorts throughout the year. Many other forces have halted their recruitment and training programmes but Nottinghamshire Police has pushed on. We have adapted our attestation ceremonies, holding these outdoors as well as virtually and having them filmed so that the new officers' family and friends don't miss out on the occasion.

- 5.2 The new joint Police and Fire HQ building at Sherwood Lodge is coming along nicely, the outside features of the building are now developing giving the building some real character and the internal structures are ongoing. It remains on time and under budget.
- 5.3 Work on the new, state-of-art custody Radford Road custody suite remains on time and on budget, with the first prisoners due to arrive from July 2021. The new purpose-built 50 cell facility will replace the current custody suite at the Bridewell. Once complete the new building will contain a modern, ground floor prisoner processing area leading to individual cells and interview rooms. Extensive national research has been conducted to ensure these facilities meet the needs of every potential prisoner, including those with additional requirements such as those who are deaf, disabled or living with autism. Upstairs the building will contain extensive office space for members of the Prisoner Handling Team, police officers and civilians in a number of roles from investigations to reviewing the processes and cases of each arrested person.
- 5.4 Programme Regain continues to make progress with bringing the support services back to the force which were previously outsourced via Multi-Force Shared Services (MFSS). A procurement exercise has been concluded for the replacement of the IS systems and two suppliers have been selected in respect of Finance and HR, which also include payroll, health and safety, recruitment and learning and development. Contracts with suppliers are to be completed and approved during February. The implementation work will then commence so that the force remains on target for a go live date of April 2022. Service areas continue with data cleansing activities and focus is also on planning the migration of data from the existing MFSS Oracle system. Recruitment activities for staff to run the services locally are being progressed and a selection process is underway for the small transition team. Engagement continues with IS to replace the service module provided by MFSS for areas such as reporting estates related issues.
- 5.5 The memorial garden at Police Headquarters constructed to remember officers and staff from both Police and Fire has now been open since October. As spring approaches it will be an area for staff and officers to visit in their free time or will be a place for them to visit for quiet reflection.

- 5.6 Citizens in Policing Department (CiPD) have continued with their youth engagement despite COVID-19 in a more socially distanced format. The 14 Police cadet bases are now aligned with Operation Reacher to ensure that community policing teams are embedded firmly within the youth strategy. The aim is for this to yield better relationships between Police and youths, particularly in areas where this has historically been a challenge. We are currently undertaking a recruitment drive for cadet leaders after a full audit and have had applications from all areas of the force and externally from police volunteers. Our cadet numbers stand at 215. Representation is also healthy, with over 20% of participants coming from BAME backgrounds.

The forces Mini Police programme goes from strength to strength, and 1,750 pupils are benefitting from the offering, which is an increase from 1,560 in the last financial year. Expansion has been hampered this year, due to COVID-19 restriction. Virtual technology is being used by the delivery team to support key messages and updates to participants. Representation currently stands at 48% of participants being from BAME backgrounds. Nottinghamshire currently has one of the largest number of bases and is currently working with several forces, who wish to replicate our programme within their own force areas. Work is ongoing with the Learning and Development department to develop an online Mini Police programme, allowing schools to access this from our website creating the opportunity for the scheme to be rolled out further to more schools within Nottinghamshire.

- 5.7 The city centre continues to retain 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 I am pleased to report that the planning and design stage of the new Sexual Assault Referral Centre (SARC) is now complete and we are on track for the construction of the building to commence as projected in May 2021. The new SARC will provide forensic examinations and enhanced support for those victims of horrendous crimes at the first opportunity. Key partners including survivor groups remain positively involved with the project.
- 5.9 I am excited to see us reap the efficiency benefits of the Microsoft 365 functions following the National Enabling Programme (NEP) rollout which is on track for the four phase 2 trial use cases. The Chief Officer Team will lead the way with the Force Executive Board monthly meeting from February 15<sup>th</sup>. This will be followed at two weekly intervals with CSI followed by OS for home football matches and finally Corporate Development with the Projects initiation team. Technical rollout is nearly completed to the 250 users involved, with the few that are left being part of the latter use cases.

A new Digital Learning Portal has been commissioned and will be ready for the full force rollout to support the wider organisation. Our Information Management team have begun what will be a large piece of work to look at the overall data management and cleansing

that needs to take place as we begin to look at moving from on premises storage to the cloud.

Police ICT are happy with our overall progress and we expect to get through this trial with the required permission to move towards the full force rollout later this year. An options paper with plans relating to this is being prepared for consideration by the NEP board.

5.10 We have successfully concluded from the Venson PFI contract bringing all vehicle services back in-house. Following a six week negotiation period the project is progressing with a new IT system and staffing structure to imbed and things are working well to date. We now own all our vehicles and have the staff and resources to service and maintain them ourselves. Efficiencies have already been realised as a result of this change.

## 6.0 Some further key results

- 6.1 Force Intelligence regularly monitor illicit items that are being imported into the County from overseas. In January 2021 this work identified a long running supply network that led to two suspects being charged and remanded for importation of Class A and B drugs over a number of years. As the world becomes more connected, we see more and more of this type of offending and work closely with UK Border Force to prevent items arriving into Nottinghamshire.

Force intelligence also liaise with other forces and partner organisations and in February 2021 we were made aware of a report of a child being abducted. Our strengthened partnerships identified the child had been taken onto a flight to leave the UK and we worked together to cause the aeroplane to be turned back from the runway and returned to the Heathrow terminal where the child was safely recovered and suspect arrested.

The foreign national offender team has seen their daily work and processes change with the challenges of Brexit. They have found ways to adapt and have managed to pursue and arrest eight individuals who were wanted by overseas law enforcement agencies. This includes a Polish male who had been on the run and living under an alias in the UK for 8 years and an American wanted for fraud worth hundreds of thousands of pounds and impacting on victims worldwide.

As well as close partnership working, the department develop information received from a variety of sources to take proactive action and aim to disrupt criminal activities as expeditiously as possible. In the last three months the department obtained and executed 23 search warrants and located over 16 people who were wanted for serious offences including kidnap, firearms offences and serious assault.

- 6.2 At the beginning of 2020 a Serious Organised crime investigation resulted in the successful recovery of a loaded handgun, a half kilo of cocaine and a similar amount of cutting agent in Bestwood. Two subjects were charged with possession of a firearm, possession of ammunition and possession with intent to supply cocaine. Following a thorough investigation and presentation of the case the main perpetrator pleaded guilty to all indictments and remains remanded in custody awaiting sentence.

Later in the year Serious and Organised Crime officers conducted an investigation into one his closest criminal associates culminating in the execution of three warrants in Bestwood and Broxtowe. This saw the seizure of 1 kilo of high purity cocaine with a street value of £100,000. In addition a large amount of cash and almost a kilo of adulterant was seized.

- 6.3 In April 2020 under Operation Firmitude the Serious and Organised Crime team disrupted a criminal gang from Albania who had set up several substantial cannabis grows across the Nottingham City. In total 12 subjects were charged with conspiracy to produce and supply significant quantities of Class B cannabis. The majority pleaded guilty at an early stage of proceedings and the remainder were convicted following a Crown Court trial in February 2021. We await their sentences in March.

- 6.4 Over summer 2020 there were a spate of violent robbery and weapon offences and the subsequent investigation was Operation Jettystone. Three key individuals were arrested, two of which were remanded into custody pending trial and the third, a juvenile remains on court bail pending trial in July 2021.
- 6.5 In October 2020 when supporting a local CID operation into the widespread theft of Mercedes Sprinter vans from the City and County areas, the SOC team identified a probable deposition site in the Newark area. Officers identified that a number of potentially stolen vans were about to be moved in HGV's from this location so a number of SOC officers flooded the area with response and operational support colleagues. This resulted in the successful recovery of a number of stolen vans destined to be transported abroad. Five persons were arrested and subsequently charged with conspiracy to steal over £100,000 worth of vehicles. Seven were charged with conspiracy to conceal, disguise, convert, transfer or remove criminal property. All seven men appeared at Nottingham Crown Court 30<sup>th</sup> October 2020 and were placed in custody. They continue to await their trial date.
- 6.6 In December 2020 a joint Serious and Organised Crime and Modern Slavery investigation targeted several prolific county lines. Intelligence indicated they were involved in the exploitation of vulnerable children furthering the typical county lines model of moving Class A commodity from Nottingham City and County areas to Banbury. The subsequent investigation supported by our partners led to the arrests of nine people and we are currently awaiting charge decisions. This case successfully safeguarded ten vulnerable adults and children in conjunction with Nottinghamshire and Banbury authorities.

<b>For Consideration</b>	
<b>Public/Non Public</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources &amp; Performance</b>
<b>Date of Meeting:</b>	<b>10<sup>th</sup> March 2021</b>
<b>Report of:</b>	<b>The Chief Executive</b>
<b>Report Author:</b>	<b>Noel McMenamin</b>
<b>E-mail:</b>	<a href="mailto:noel.mcmenamin@nottsc.gov.uk">noel.mcmenamin@nottsc.gov.uk</a>
<b>Other Contacts:</b>	
<b>Agenda Item:</b>	<b>13</b>

## **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



## WORK PROGRAMME

10 March 2021			(PCP 29.03.21 – T2)
ITEM	Report Focus	REPORT AUTHOR	
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	
Improving the Response to Domestic Violence	Progress against recommendations	OPCC	
Force and OPCC IICSA Response Plans	Progress Against Findings and Recommendations	Force/OPCC	
<b>Strategic Items</b>			
Police and Crime Plan Revised Performance Framework and Delivery Plan	Delivery plan 21/22. Force, OPCC and partners actions	OPCC	
<b>Standard Items</b>			
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	
19 May 2021			(PCP 07.06.21 – T3)
ITEM	Report Focus	REPORT AUTHOR	
<b>Police and Crime Plan Priority Theme 3</b> <ul style="list-style-type: none"> <li>• <i>Tackling Crime and Anti-Social Behaviour</i></li> </ul>			

	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 Operation ‘Reacher’	Force
	Rural Crime Strategy and Delivery plan	Performance and key achievements against action plan,	Force
	Integrated Offender Management	Performance overview and changes to model. Specific focus on management of domestic abuse perpetrators cohorts	Force
	<b>Strategic Items</b>		
	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
	<b>Standard Items</b>		
	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 2021/22	Force

21 July 2021

(PCP 06.09.21)

	ITEM	Report Focus	REPORT AUTHOR
	<b>Chairs Meeting</b> <ul style="list-style-type: none"> <li><i>National Policing – Strategic</i></li> </ul>		
	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
	<b>Standard Items</b>		
	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

14 September 2021

(PCP 22.11.21)

	ITEM	FREQUENCY	REPORT AUTHOR
	<b>Police and Crime Plan Priority Theme 4</b> <ul style="list-style-type: none"> <li>• <b><i>Transforming Services and Delivery Quality Policing</i></b></li> </ul>		
	Estates Strategy and Rationalisation	Changes to estate. Progress against refurbishment, new build and joint headquarters (Fire and Police).	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
	<b>Strategic Items</b>		
	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	
	<b>Standard Items</b>		

	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

DRAFT

2 November 2021

ITEM	Report Focus	REPORT AUTHOR
<b>Police and Crime Plan Priority Theme 1</b> <ul style="list-style-type: none"> <li>• <i>Protecting People from Harm</i></li> </ul>		
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. Outcome of safeguarding and Section 11 self-assessment audits	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
County lines – Safeguarding Children from exploitation and Victimisation	Demand, understanding of need and performance and Force dedicated team.	Force
Violence Reduction Unit – Key Successes and Challenges	Performance update and review of key achievements	VRU
<b>Strategic Items</b>		
Police and Crime Plan –Delivery Plan Update	Monitoring theme 1	OPCC
<b>Standard Items</b>		
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

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