

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 19 MARCH 2014
AT MANSFIELD DISTRICT COUNCIL, CIVIC CENTRE,
CHESTERFIELD ROAD SOUTH, MANSFIELD
NOTTINGHAMSHIRE, NG19 7BH
COMMENCING AT 10.30 AM**

MEMBERSHIP

(A – denotes absence)

- Paddy Tipping – Police and Crime Commissioner
Chris Cutland – Deputy Police and Crime Commissioner
Kevin Dennis – Chief Executive, OPCC
Jim Molloy – Interim Chief Finance Officer, OPCC
A Chris Eyre – Chief Constable, Nottinghamshire Police
A Sue Fish – Deputy Chief Constable, Nottinghamshire Police
A Steve Jupp – Assistant Chief Constable, Nottinghamshire Police
Simon Torr – Assistant Chief Constable, Nottinghamshire Police
Margaret Monckton – ACO Resources, Nottinghamshire Police

OTHERS PRESENT

- Ruth Marlow – Chief Executive, Mansfield District Council
Detective Superintendent Jackie Alexander – Nottinghamshire Police
Sara Allmond – Democratic Services, Notts. County Council
Sallie Blair – Better Times
Lisa Pearson – Office Manager, OPCC

PART A

PRESENTATION FROM MANSFIELD PARTNERSHIP AGAINST CRIME

Presentation by Ruth Marlow

Ruth Marlow, Chair of the Strategic Group gave a presentation on the work of the Mansfield Partnership Against Crime (MPAC).

The 2013-14 priorities for MPAC were violent crime, domestic abuse, anti-social behaviour, hate crime, substance misuse (drugs and alcohol) and youth issues.

There had been variable success in meeting these targets with successes in some areas and challenges in others. The overall trend was in the right direction.

For the priorities within the Partnership Plan for 2014/15 the county-wide strategic assessment was used to identify them. The key challenges identified were:-

- Fear of Crime and Disorder
- Domestic Abuse and Sexual Violence
- Hate Crime
- Youth Issues
- Child Poverty
- Violent Crimes
- Substance Misuse

For each priority there were plans in place to tackle the challenges.

There were a number of key issues identified. There would be a focus on the three Partnership Plus areas as this involved all partners working together towards reducing crime and disorder in that area over a long term basis. There would be positive activities for young people to keep them occupied. Mansfield's Night Time Economy was a Partnership Plus area. It was an important area for the Mansfield economy, for the image of the area and for the ability to attract jobs. It was important that Mansfield was seen as welcoming, safe and prosperous. Mansfield Town Centre was currently working towards a Purple Flag for the night time economy.

There was recognition of the high levels of domestic violence and this was part of the strategy. A new DV Officer had recently been appointed and had just taken up their post. Serious and organised crime had become a specific issue recently.

Reducing hate crime was an identified issue, and there was work being under taken by the Holocaust Centre which was being funded by the wider Strategic Partnership.

It had been noted that the levels of sentences received from the courts meant that it was difficult to prevent re-offending.

There had been a number of good successes in relation to reducing anti-social behaviour. It was very important to continue this work as a large proportion of the public were concerned about anti-social behaviour and not all of it was criminal.

In relation to reducing substance misuse there had been work around "white powder" as this had been identified as an issue in Mansfield. This had been fed into the Partnership and had resulted in the Licensing Policy Statement being amended to include the view that premises who tolerated or did not deal with white powder would not be considered to be good premises.

A number of current operations were explained to provide examples of the current work taking place in conjunction with Nottinghamshire Police, such as the Nights of Action.

During discussions the following points were raised:-

- Partnership Plus areas were well considered locally as they helped to focus resources on the areas that needed it the most, which was important as resources were scarce. It was important to access local knowledge to identify which areas needed to the resources the most. The most deprived areas had generally been that way for decades and so it would take generations to turn them around.
- Mansfield had a long history of being a welcoming community to migrants and had a well-established and integrated Polish community. In times of economic problems, populations can be less welcoming which was why the Helping Hands project had been started with primary school children to get them to empathise with migrants arriving into a new country. It also engages the parents into the debate who are often less tolerant than children.
- Mansfield was in essence the size of a small city and had a very large and vibrant night time economy including a theatre, music venues as well as bars and clubs. It had a very broad appeal. Managing this was an absolute priority. The BID was crucial to managing the night economy effectively and to bridge the gap between the day time and night time economies. The BID was very supportive of the Purple Flag bid.
- The Wardens worked closely with Nottinghamshire Police including joint tasking. The Wardens added additional services and did not substitute uniformed police officers.
- MPAC were very supportive of the Best Bar None scheme as it was felt to be a good scheme. It encouraged licensees to have excellent practices. The food hygiene regulations also raised the bar on standards.

The meeting adjourned from 11.46am to 11.52am

PART B

APOLOGIES FOR ABSENCE

Apologies for absence were received from CC Chris Eyre, DCC Sue Fish and ACC Steve Jupp.

DECLARATIONS OF INTEREST

None

MINUTES OF THE PREVIOUS MEETING HELD ON 22 JANUARY 2014

Agreed

COMPLAINTS ASSURANCE REPORT AND COMPLAINTS AND CONDUCT REPORT

Jackie Alexander introduced the Complaints and Conduct Report. Complaints had increased and were up by 19% compared to the previous year. This showed that there was an increase in confidence to report a complaint. The Force dealt with significantly more of its complaints by local resolution which showed that the IPCC trusted the force to carry out a full and fair internal investigation. The time it took to investigate a complaint was continuing to reduce. Stringent targets had been set which had not yet been met but there had been a real reduction in the amount of time taken to investigate complaints. A rapid resolution plan had been developed for lower level complaints. More complex cases would take more time to investigate the amount of time needed would be taken to ensure a thorough investigation.

Lisa Pearson introduced the report on complaints assurance, advising the meeting that the data period covered June to December 2013. Monthly visits to the Public Standards Department (PSD) were undertaken and in the most recent visits a marked improvement had been seen.

During discussions the following points were raised:-

- PSD undertook a very difficult job and worked hard to carry out investigations with integrity.
- There was currently no comparison data with other Forces. The Policing College was beginning to collect information on those officers who had been dismissed or who had left before a disciplinary hearing could take place.
- If an officer was dismissed they could appeal. This appeal would be considered by a QC making it an independent appeal process.
- 80% of complaints resulted in no outcome.

RESOLVED 2014/008

That the reports be noted

ENVIRONMENTAL MANAGEMENT PERFORMANCE

Margaret Monckton introduced the report regarding environment management performance. The carbon emissions reduction target was 30% reduction by 2015 and the Force had currently reduced its carbon emissions by 7%.

Biomass boilers would be introduced which would reduce carbon emissions. This would generate big savings.

During discussions the following points were raised:-

- All police cars had tracking technology on board to monitor how and where cars were driven. The first set of results had just been provided to the Chief Officer Team for assessment.

- The Force were working with their vehicle provider to develop a plan to work differently in future.

RESOLVED 2014/009

That the report be noted

ANNUAL HEALTH AND SAFETY REPORT 2012-2013

Margaret Monckton introduced the report regarding health and safety for 2012-13.

During discussions the following points were raised:-

- Stress was one of the main reasons given for sickness and the Federation had carried out a survey to identify the main drivers for stress. Services were available for staff including Occupational Health, Care First Helpline and line management training to enable managers to take care and support their staff. The Force had a responsibility to take stress seriously.

RESOLVED 2014/010

That the report be noted.

LEARNING AND DEVELOPMENT PROGRAMME

Margaret Monckton introduced the report which provided an update on learning and development.

The Equality, Diversity and Inclusion Training was being rolled out to all staff. This would be in the form of e-learning for staff and some workshops for line managers.

During discussions the following points were raised:-

- DV training had been rolled out a little while ago and involved mentors and experts in the field. Powerful material was also available via posters and sent out via email. A further DVD had been developed in agreement with Casey Brittle's mother. The mentors were those identified as best at handling DV cases. They would go out with teams to see how they deal with cases and provide on the job training and support.
- DV service providers were keen to provide day placements to provide officers with a better understanding and this could be taken up as part of a refresher course.

RESOLVED 2014/011

That the report be noted.

WORKFORCE PLANNING

Margaret Monckton introduced the report which provided an update on police officer and police staff numbers as at 31 January 2014.

In planning the workforce size and make up it had been assumed that all officers would leave once they had completed their 30 years' service; however the force were actually seeing greater numbers leaving than that. If this trend continued the force would lose more officers than planned.

With regard to recruitment the Force were aiming for a 2,142 as the number of officers. Recruitment was planned for next year and there could be an additional two cohorts at the end of next year if needed.

During discussions the following points were raised:-

- The Force had lost a number of experienced CID officers and these posts needed to be recruited to. Many CID officers were based in the larger local police stations so still remained local officers.
- 27.2% of officers were currently female.

RESOLVED 2014/012

That the report be noted.

DRAFT REFRESHED POLICE AND CRIME PLAN 2014-18

Kevin Dennis introduced the report which set out the draft refreshed Police and Crime Plan for 2014-18.

The Plan had been updated following consultation with partners.

During discussions the following points were raised:-

- The Force had been trialling "Street to Suite" which had proven to be expensive. The Force were now considering using support officers to drive the vehicles rather than warranted officers. The Force could not afford to re-open Worksop Custody Suite.
- In relation to co-location relating to John Robinson House there were a couple of options being considered and a revised business case was being prepared. The change would affect both the City and the north of the County and therefore it was important to ensure all views were heard and taken into account before a recommendation was made. The change would have a big impact so it was important to take the time to ensure the right decision was made.

RESOLVED 2014/013

That the refreshed Police and Crime Plan for 2014-18 be noted.

PERFORMANCE AND INSIGHT REPORT

Assistant Chief Constable Simon Torr introduced the report which set out the performance of the Force to January 2014.

It was anticipated that the overall outturn would be about the same as 2012/13 which would be a good result considering where the crime figures were in June/July – an increase in crime of 6%. Turnaround began in October on overall crime.

Burglary was still up by 10% but this is compared to an increase of 30% earlier in the year.

The Force were doing reasonably well compared to its Most Similar Forces (MSF). The City had moved up two places and was now 6th of eight.

During discussions the following point was raised:-

- There was a dilemma with Domestic Violence in that the Force were encouraging more reporting which made the figures increase. It was important to ensure the focus is not just on the figures. It was important to ensure a partnership approach and to get the response right to ensure there was a reduction in repeat victims.

RESOLVED 2014/014

That the report be noted

REVENUE BUDGET MANAGEMENT REPORT 2013-14: YEAR TO JANUARY 2014

Margaret Monckton introduced the report which showed that there was a slight overspend for the year so far with two months still to go.

During discussions the following points were raised:-

- In relation to efficiency savings, the target was £8.6m from the original plans and £7m of those had been delivered. Some had not been delivered as the plans had changed and were therefore no longer suitable. There were a number of vacancies which had generated savings.
- The savings plan for 2014/15 were currently being finalised. £12.7m savings were required in 2014/15 and plans for these were being prepared. It was recommended that the force identify more saving than required to ensure that the target could be met even if some of the plans did not happen or the timetable slipped.

- A tracker was being developed to ensure that the planned savings could be tracked to ensure that the expected savings were generated.

RESOLVED 2014/015

That the report be noted.

PERIOD 10 CAPITAL MONITORING AND FORECAST REPORT 2013-2014

RESOLVED 2014/016

- 1) That the Period 10 forecast of £7.485m be approved as set out in paragraph 4.2 of the report.
- 2) That the virement between projects as detailed in paragraph 4.7 of the report be approved.

WORK PROGRAMME

Kevin Dennis introduced the report which provided a programme of work and timetable of meetings for the Strategic Resources and Performance meeting.

RESOLVED 2014/017

That the report be noted.

The meeting closed at 12.30 pm

CHAIR