

**NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER**  
Arnot Hill House, Arnot Hill Park, Arnold, Nottingham, NG5 6LU

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**MINUTES OF THE MEETING OF THE  
NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER  
STRATEGIC RESOURCES AND PERFORMANCE MEETING  
HELD ON TUESDAY 31<sup>ST</sup> MARCH 2015  
AT COUNTY HALL, WEST BRIDGFORD,  
NOTTINGHAM NG2 7QP  
COMMENCING AT 10.30 AM**

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**MEMBERSHIP**

(A – denotes absence)

- Paddy Tipping – Police and Crime Commissioner  
Chris Cutland – Deputy Police and Crime Commissioner  
Kevin Dennis – Chief Executive, OPCC  
Charlie Radford – Chief Finance Officer, OPCC  
Chris Eyre – Chief Constable, Nottinghamshire Police  
A Sue Fish – Deputy Chief Constable, Nottinghamshire Police  
A Steve Jupp – Assistant Chief Constable, Nottinghamshire Police  
A Simon Torr – Assistant Chief Constable, Nottinghamshire Police  
Paul Steeples – Finance Dept, Nottinghamshire Police

**OTHERS PRESENT**

Sara Allmond – Democratic Services, Notts. County Council  
Sallie Blair – Better Times  
Karen Sleigh, OPCC  
Helen Kane – OPCC

**APOLOGIES FOR ABSENCE**

Apologies for absence were received from DCC Sue Fish, ACC Steve Jupp and ACC Simon Torr.

**DECLARATIONS OF INTEREST**

None

**MINUTES OF THE PREVIOUS MEETING HELD ON 14 JANUARY 2015**

Agreed

## **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 2015/001**

That the report be noted.

## **WORKFORCE PLANNING**

Chris Eyre introduced the report which provided an update on the police officer and police staff numbers. There had been a tightening of budgets and there would be a 5.1% cut for 2015/16. The Force had been planning prudently for a 3.9% cut but the actual cut was greater than anticipated. There would need to be £12m additional savings over the next 5 years. There had been plans to recruit but this was not affordable next year now. In order to maintain front line officers there would be a need to reduce PCSO numbers. Every part of the organisation had or was going through a restructure as there needed to be a different work force mix.

Some back office functions such as Finance and HR were going regional. There would be a shared business services function from October. It was anticipated that by 2017 50% of the service would be delivered through collaboration.

### **RESOLVED 2015/002**

To note the report.

## **2015-16 COMMUNITY SAFETY FUNDING AWARDS**

Kevin Dennis introduced the report which detailed the small grants funding awards recently granted by the Commissioner. 53 applications had been received and 22 had been approved. Discussions were now taking place with those who had been approved.

### **RESOLVED 2015/003**

To note the report.

## **REFRESHED POLICE AND CRIME PLAN (2015-18)**

Kevin Dennis introduced the report which set out the final draft of the refreshed Police and Crime Plan for 2015-18, for approval.

The plan included prioritising rural crime, which had been identified as a high risk through the Strategic Needs Assessment.

## **RESOLVED 2015/004**

1. To approve the final version of the Refreshed Police and Crime Plan (2015-18) for publication.
2. That a monitoring report on the actions contained in the strategic framework be brought to the meeting on a six monthly basis.

## **PERFORMANCE AND INSIGHT REPORT**

Chris Eyre introduced the report and advised that there was the potential for a slight overspend for the year. He thanked Paul Steeples and the team for their hard work in driving the savings plan through. Savings of £11.8m would be required in 2015/16 and there were already plans in place and plans were being prepared to make savings of £15m to ensure that the savings would be achieved even if some could not be achieved this financial year.

Whilst in many ways it was healthy to challenge the way things were being done, the impact on employees was not healthy and it was important to work with them so they helped design the Force of the future. Change always impacted on morale. Almost every officer now retired after 30 years' service, but this was also in part due to changes to the pension scheme.

In relation to the year-end performance figures, an increase of 5.8% was anticipated compared to the previous year. Recorded violent offences had increased predominately due to changes in recording standards.

Burglary was down due to good prevention measures and partnership working.

## **RESOLVED 2015/005**

To note the report

## **NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER'S CONSULTATION AND ENGAGEMENT REPORT**

Karen Sleigh introduced the report and provided a comprehensive overview of the consultation and engagement activities carried out regarding the budget proposals and in shaping the policing priorities which were detailed in the report.

## **RESOLVED 2015/006**

That the report be noted.

## **CHILDREN'S SAFEGUARDING**

Chris Eyre introduced the report and advised that in relation to the HMIC Inspection in February the Force had commented on matters of accuracy within the report but these had not been reflected in the final report. The example in the report of the child kept in a custody suite for 40 hours did not reflect the fact that during that

period the custody officers arranged for 2 doctor visits, 3 nurse visits and had provided food and water which the child did not consume. The custody officer became so concerned that an ambulance was called.

As of 1<sup>st</sup> April 2015 no children would be held in police cells under Section 136 and from October no adults would be. Section 136 was meant to be used only in exceptional circumstances but over time it became normal procedure. An action plan had been prepared with partners to ensure that there was alternative provision so Section 136 was not used and the safeguarding boards would have access to the plan to ensure independent scrutiny. The challenge would be putting resources in the appropriate place.

The work of the Public Protection unit was praised. It was a very difficult area of work. There were challenges around how to meet the technological aspects of child sexual exploitation and how to address the vulnerability of child being abused at home. Nationally there needed to be recognition that there was a technology risk.

The Jay report had identified taxis and late night food premises as risk areas for child sexual exploitation. It also referred to children missing from home or children's homes as particularly at risk. There was a need to ensure that taxi licensing was appropriate and that there was a single standard across all local authorities. The vast majority of taxi drivers presented no risk and could be a strong source of intelligence, helping us protect vulnerable people. Late night food premises could be used for grooming of victims and therefore local engagement with these types of premises was required. In relation to children missing from home, there was a strong mechanism in place. When a child went missing from a care home there was an additional level of risk. The Force reviewed missing from home cases every day and had an escalation process in place. It was important to get upstream of these types of cases to understand why they were running away to try and prevent it happening again.

Whilst there were no examples in Nottinghamshire there was a known risk regarding some ethnic minority groups in relation to female genital mutilation (FGM) and forced marriage. There was an emphasis on education to ensure that children were aware that this was unacceptable and enable early interventions to be put in place.

In relation to Operation Daybreak, 140 historical abuse victims had been identified with many victims describing utterly appalling cases in care homes. Some of the victims did not know who their attacker was. There were no records due to destruction policies in place at the time and there were also difficulties in finding witnesses as their recollections were often not as clear as the victims. Where there were named perpetrators identified the Force were trying to gather evidence. For two very serious cases enough evidence had been gathered for these cases to proceed. The majority of cases related to attacks which took place during the 70's, 80's and 90's.

Forces shared information through national coordination as both victims and carers moved around.

It was important that these investigations were dealt with thoroughly and properly. The Home Secretary had asked what was going wrong that this could have happened. This was a legitimate question that needed to be answered nationally.

**RESOLVED 2015/007**

To note the report

**FINANCE PERFORMANCE AND INSIGHT REPORT**

Paul Steeples introduced the report which provided financial performance information. The financial situation continued to be increasingly tough. Despite the big challenge the Force should be pleased with what had been delivered. The overall savings target was not going to be achieved this financial year due to some one-off savings not being realised this financial year. This would make the challenge for the next financial year harder, however some of these savings had not been made due to slippage and therefore it was expected that these would be achieved the following year. Every planned saving would have a clear action plan so it could be tracked each month. There would be tough challenges with savings as 80% of the Force budget was salaries.

**RESOLVED 2015/007**

To note the report

The meeting closed at 1.05 pm

CHAIR