STRATEGIC RESOURCES & PERFORMANCE MEETING

Thursday 14 May 2020 at 11.00 am
Virtual Meeting by Tele-Conference

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 4th March 2020

3 Update report Nottinghamshire Police April 2020

4 Police and Crime Plan 2018-2021 – Theme 3 2019-2020 Delivery Plan – Tackling Crime and Anti-Social Behaviour

5 Capital Report Final Outturn 2019-2020

6 Revenue Report for Period 12 Quarter 4 2019-2020 – Provisional Outturn

7 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

- 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@nottscc.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 4TH MARCH 2020

COMMENCING AT 10.00 AM

MEMBERSHIP

(A – denotes absence)

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

OTHERS PRESENT

Katherine Cant – Nottinghamshire Victim CARE
Claire Good – Nottinghamshire Police
Noel McMenamin – Democratic Services, Nottinghamshire County Council

1. APOLOGIES FOR ABSENCE

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

2. MINUTES OF THE PREVIOUS MEETING HELD ON 6 NOVEMBER 2019

Agreed.

3. NOTTINGHAMSHIRE VICTIM CARE SERVICE ANNUAL UPDATE - PRESENTATION

The meeting received a presentation from Katherine Cant, Head of Service, Victim CARE, providing details of the organisation's performance and activity in 2019.

The presentation, at Appendix 1 to these minutes, gave details on the numbers and types of referrals dealt with, levels and types of enhanced support delivered, instances of restorative justice actions, the operation of Community Points and an overview of challenges in delivering the Service.

Several points were raised during discussion following the presentation:

- It was confirmed that Community Point referrals from Black, Asian and Minority Ethnic (BAME) communities was low, and that there was a lack of breakdown information by ethnicity with standard referrals. Enhanced referrals did have more information, however;

- further outreach work would be required to build trust with BAME organisations, including Churches. The OPCC Chief Executive undertook to provide details of an upcoming multi-faith event which could provide a positive engagement opportunity for Victim CARE;

- The relatively low uptake and completion of Restorative Justice (RJ) actions remained a persistent issue, With changes at senior management level within HMP Nottingham imminent, it was worth redoubling engagement efforts with the Prison at this time to embed RJ contacts and process;

- The Chief Constable also undertook to explore practical actions, such as having a Victim CARE presence co-located with Inspector Stanley, the Nottinghamshire Police lead for RJ, which could facilitate closer collaborative working on RJ;

- It was explained that, while a majority of hate crime referrals involved race and religion, a sizeable minority involved homophobic hate incidents;

- It was confirmed that the Action Fraud initiative was engaging more successfully with vulnerable people.

The meeting thanked Ms Cant for her presentation.

RESOLVED 2020/001

To note the presentation.

4. PERFORMANCE AND COMPLIANCE WITH VICTIMS CODE

The meeting considered the report, which provided an overview of the Force's compliance and performance with the Victims Code of Practice (VCOP) over the previous 12 months. The report covered actions to integrate fully VCOP into systems and work practices, training, provision of information to victims and outcomes of compliance audits.

While the number of crimes requiring VCOP, including harassment and stalking, had increased by one-third since 2016, performance and compliance remained broadly consistent. The Chief Constable was clear that the Force was fully aware of its responsibilities under the Code, and was committed to delivering its provisions.

RESOLVED 2020/002

To note the report.

5. DOMESTIC HOMICIDE REVIEW (DHR) AND SERIOUS CRIME REVIEW (SCR) UPDATE

The meeting considered the report, which provided an annual update on Domestic Homicide Reviews and Serious Case Reviews, now known as Child Safeguarding Practice Reviews.

In the brief discussion which followed, it was explained that 1200 frontline officers and staff had received training in recognising coercive/control behaviour, and that Child Safeguarding Safeguarding Practice Reviews now included wider environmental context to inform their consideration. It was confirmed that scrutiny of the process came via the Crime and Drugs Partnership and Safer Nottinghamshire Board.

RESOLVED 2020/003

To note the report.

6. NOTTINGHAMSHIRE POLICE RESPONSE TO HATE CRIME

The meeting considered the report, which updated the meeting on the Force's response to reports of hate crime.

During discussion, several issues were raised and points made:

- A lot of outreach and intervention work had taken place following the recent murder in Nottingham City, and this had helped de-escalate tensions in the affected community;

- The Force had a satisfaction rating among victims of 85% on its handling of hate crime, the majority of which were race/religion -related;

- The number of hate crime incidents (2321) was very marginally up on the previous year's figure of 2315. There had been an increase in reported transgender-related hate crime, which was considered a positive development, indicating increased confidence in the Transgender community to report crimes.

RESOLVED 2020/004

To note the report.

7. INDEPENDENT INQUIRY INTO CHILD SEXUAL ABUSE (IICSA) – UPDATE ON THE OPCC MANAGEMENT RESPONSE TO THE IICSA INVESTIGATION

The meeting considered the report, which provided an update on the OPCC management response following the IICSA investigation into Children in Care of Nottinghamshire Councils. The Response Plan at Appendix A to the report provided detail on recommendations relevant both to OPCC and the Force.

During discussion the following points were raised:

- Overall, solid progress had been made on actions highlighted in the Response Plan. The inaugural meeting of the Safeguarding Scrutiny Board, which was to provide safeguarding oversight for adults, was to take place on 6 March 2020, while a raft of auditing actions were ongoing;

- The budget for 2020-2021 included mainstream funding for the 'non-recent' child abuse investigation team, in line with resourcing recommendations. Some e-referrals were still being received, but it was thought that the great majority of referrals were now in process;

- The Public Protection Unit was comprised of a strong cohort of experienced older and mid-service officers, with the relevant skills-set for dealing with sexual crimes;

- Independent Sexual Violence Advisors were now co-locating and working closely with the Force;

- Therapeutic support issues were being addressed, with buy-in and resourcing from local authorities;

- Complications in dealing with elderly or infirm victims and defendants were being closely monitored to ensure that undue delays were avoided;

- The third IICSA report, on Lambeth Borough Council, was expected in August/September 2020.

RESOLVED 2020/005

To note the report.

8. NOTTINGHAMSHIRE POLICE'S RESPONSE TO THE IICSA INVESTIGATION

The meeting considered the report, which provided an update on Nottinghamshire Police's response to the IICSA report.

It was agreed that discussion of the previous item had covered the substantive issues in this report, and so the report was noted without further comment.

RESOLVED 2020/006

To note the update

9. POLICE AND CRIME COMMISSIONER'S UPDATE REPORT TO DECEMBER 2019

The meeting considered the report, which updated the meeting on progress in delivery against the Police and Crime Plan 2018-2021, as reported to the Police and Crime Panel on 6 February 2020, without substantive discussion.

RESOLVED 2020/007

To note the update report.

10. UPDATE TO POLICE AND CRIME DELIVERY PLAN

The meeting considered the report, which detailed how the Police and Crime Commissioner intended responding to the annual Police and Crime Needs Assessment 2019, stakeholder consultation undertaken in 2019 and further additions to the draft Police and Crime Delivery Plan 2020-2021.

It was explained that the Police and Crime Delivery Plan would be finalised and published in March 2020.

RESOLVED 2020/008

1) That the report be noted;

2) That the Chief Constable agree to implementing the strategic activities contained in Appendix A to the report and listed within each of the 4 strategic themes.

11. POLICE AND CRIME DELIVERY PLAN (2019-2020) – THEME 2 – HELPING AND SUPPORTING VICTIMS

The meeting considered the report, which provided a progress report on the strategic activities undertaken across policing and community safety functions since April 2019 in respect of Theme 2 of the Police and Crime Delivery Plan – Helping and Supporting Victims.

The meeting was advised that the Theme 2 element of the Delivery Plan would be informed by the upcoming multi-faith engagement event.

RESOLVED 2020/009

That the report be noted.

12. PERFORMANCE AND INSIGHT REPORT - UPDATE TO DECEMBER 2019

The meeting considered the report, which provided a summary of key performance headlines for Nottinghamshire Police in the 12 months to December 2019.

During discussion, the following issues were raised and points made:

- While overall crime showed a small increase, there had been reductions in the numbers of burglaries, robberies, car-related crimes and sexual offences, and weapons recovery rates had increased;

- Targeted interventions had helped reduce the incidence of knife crime, bucking the national trend;

- The Missing from Home and Mental Health Teams had secured very positive, cost-effective outcomes for citizens. The benefits of interventions from these interventions had in turn a positive impact on suicide and violence against the person rates;

- Having medical expertise within the Street Triage team meant that professional medical assessments and interventions could be made very quickly, again improving outcomes for citizens;

- Additional Home Office funding had been secured, leading to the roll-out of 100 tazers for frontline officers;

- Nottinghamshire was currently ranked eighth in England for overall performance in respect of successful prosecutions in Magistrates' Courts;

- It was acknowledged that timeliness for resolving PSD complaints had deteriorated in 2019, partly through local remote work not being captured onto the relevant systems, and partly as a result of time lags for older cases working through the criminal justice system.

RESOLVED 2020/010

That the report be noted.

13. CAPITAL REPORT FOR PERIOD 9 QUARTER 3 2019-2020

The meeting noted the report, which provided an update on the financial out-turn position for capital as at 31 December 2019 (Period 9, Quarter 3), without substantive discussion.

RESOLVED 2020/011

That the verbal update be noted.

14. REVENUE REPORT FOR PERIOD 9 QUARTER 3 2019-2020

The meeting noted the report, which provided an update on the financial out-turn position for revenue as at 31 December 2019 (Period 9, Quarter 3), without substantive discussion.

RESOLVED 2020/012

That the report be noted.

15. CHIEF CONSTABLE'S UPDATE REPORT

The meeting considered the report, which updated the meeting on significant events and work that had taken place since November 2019.

The Chief Constable drew the meeting's attention to the following:

- The Street Triage Team had expanded its hours of operation since January 2020, with a dedicated day vehicle available, in addition to long-standing evening provision;

- The Force had received positive feedback for its support of communities following the recent major flooding incidents in several parts of Nottinghamshire;

- Drones were increasingly being deployed to good effect across a range of policing operations in Nottinghamshire;

- There had been several successful prosecutions in respect of serious domestic violence incidents.

RESOLVED 2020/013

That the update, and Chief Constable's comments, be noted.

16. REGIONAL COLLABORATION UPDATE (VERBAL)

The meeting was informed that there was no further substantive update to report since the last meeting, pending the publication of the Mackie Report.

RESOLVED 2020/014

That the verbal update be noted.

17 WORK PROGRAMME

RESOLVED 2020/015

That, subject to agreeing that the July 2020 meeting take place on 17 July 2020 and to including the Code of Ethics for consideration at its September 2020 meeting, the contents of the work programme be noted. The next meeting was scheduled for 14 May 2020, where Theme 3 – Crime and Anti-social Behaviour would be considered.

The meeting closed at 11.05am

CHAIR

Nottinghamshire Victim CARE
Cope And Recovery Empowerment

Service Update: March 2020

Katherine Cant
Head of Service

Nottinghamshire POLICE & CRIME COMMISSIONER

catch 22

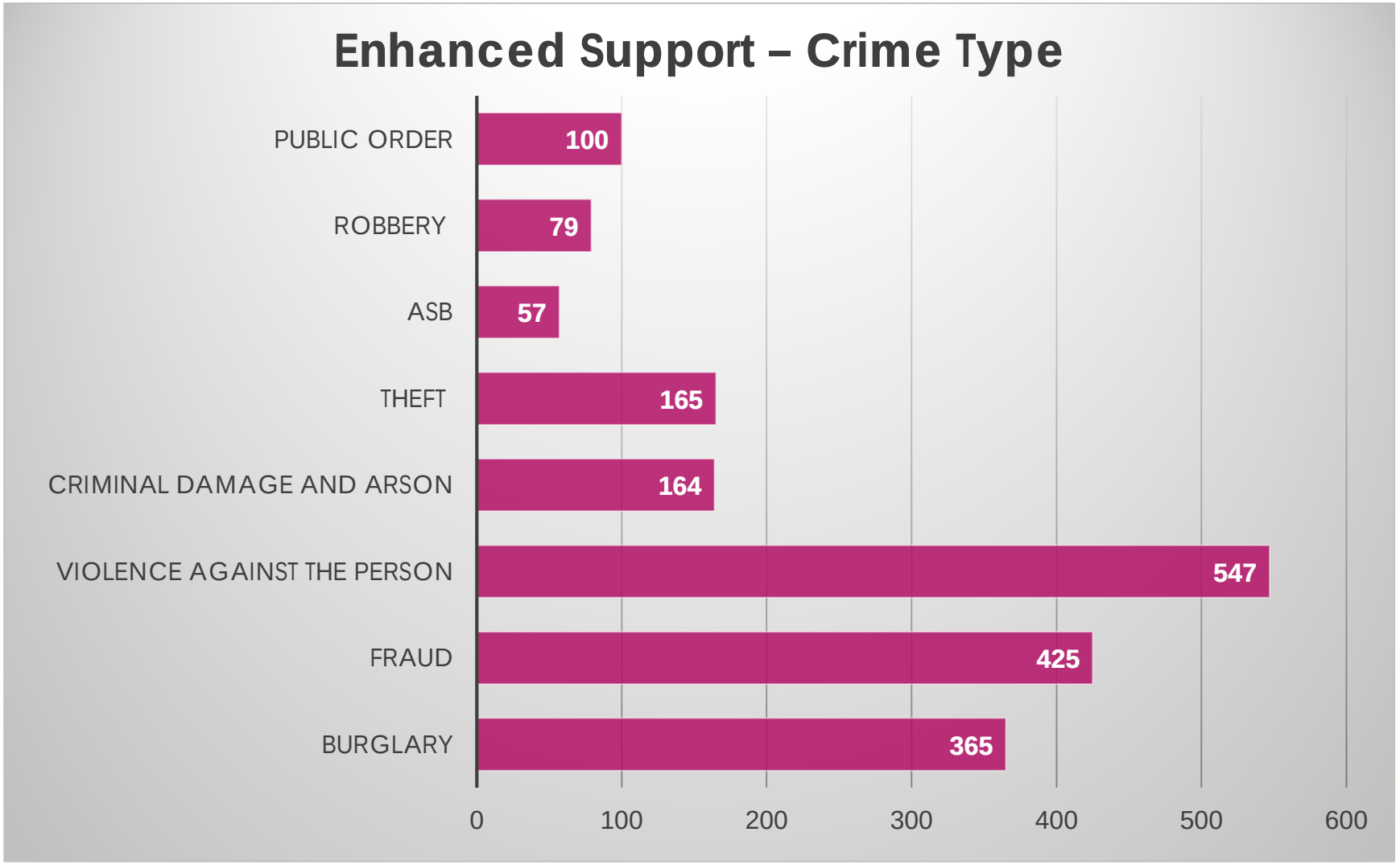
Referrals - January-December 2019

- 10986 total referrals into Victim CARE
- 249 of these were Self Referrals
- 4116 of these received standard support
- 1508 of these received enhanced support
- 572 referrals for Hate Crime
- 522 of our referrals were Under 18
- 2353 referrals were vulnerable victims

Nottinghamshire POLICE & CRIME COMMISSIONER

Nottinghamshire Victim CARE Cope And Recovery Empowerment

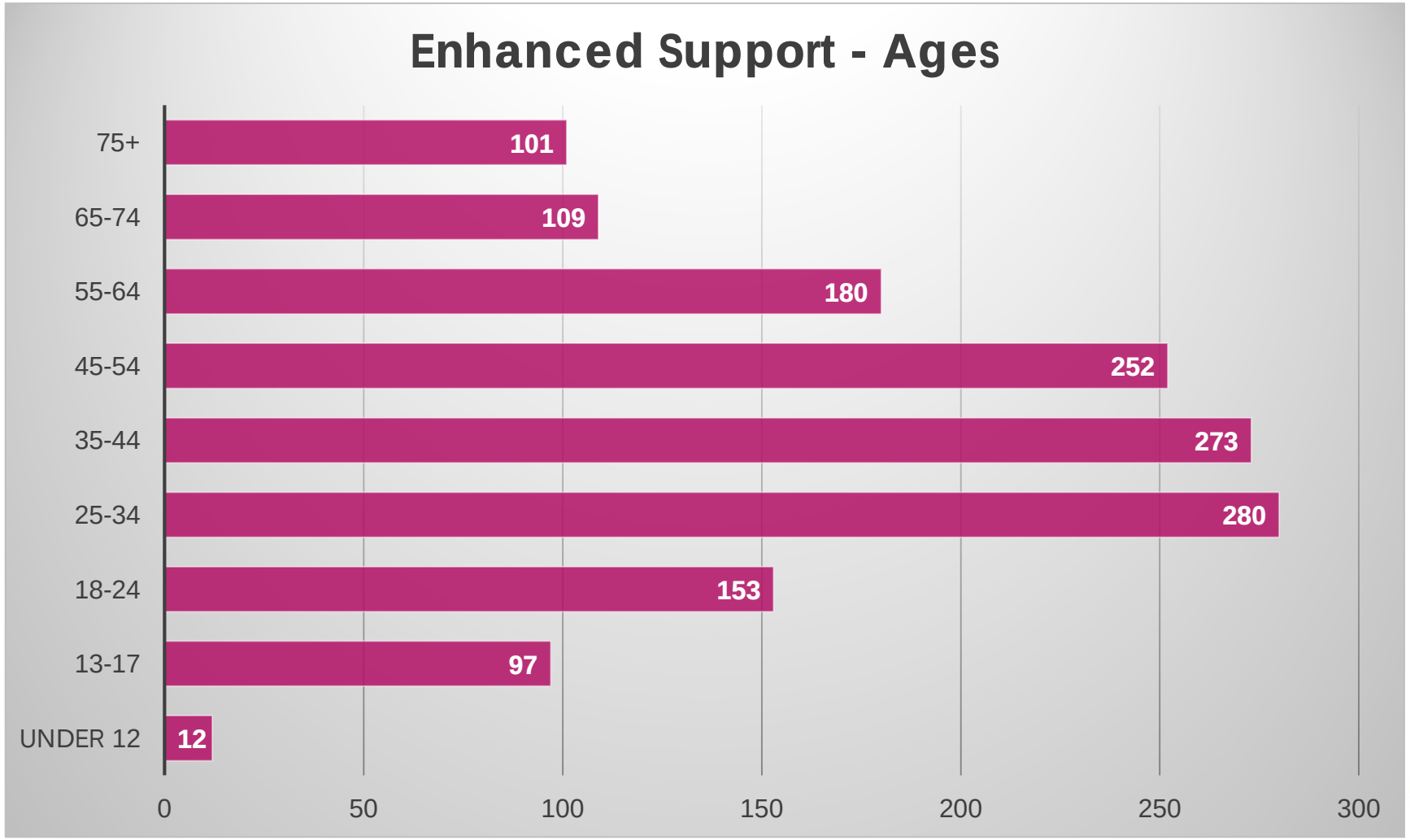
Enhanced Cases - January-December 2019



Nottinghamshire POLICE & CRIME COMMISSIONER

Nottinghamshire Victim CARE Cope And Recovery Empowerment

Enhanced Cases - January-December 2019



Nottinghamshire POLICE & CRIME COMMISSIONER

Nottinghamshire Victim CARE Cope And Recovery Empowerment

Support Provided – Enhanced cases[1]

- 1073 instances of Advocacy provided
- 6324 emotional support sessions provided
- 392 home and community visits undertaken
- 726 target hardening items provided
- £57,850 of Criminal Injuries Compensation awarded for applications we supported

[1]From January-December 2019

Nottinghamshire POLICE & CRIME COMMISSIONER

Nottinghamshire Victim CARE Cope And Recovery Empowerment

Outcomes – Enhanced Support

Following our support, over the last quarter:

- 88% reported improved health and wellbeing
- 86% reported feeling better able to cope
- 83% reported feeling safer

Nottinghamshire POLICE & CRIME COMMISSIONER

Nottinghamshire Victim CARE Cope And Recovery Empowerment

Case Study – Enhanced Support

The IP's finances had been misused by family members over several years, with the IP estimating that they had taken several hundreds of thousands of pounds.

The IP had been restricted by the suspects from leaving the house and spending any of their money, and the suspects were taking out multiple loans in the IP's name. The suspects also told neighbours and the bank that the IP lacked mental capacity, justifying their control of their finances.

Over time, the IP became gradually aware of the scale of their activity, and the negative impact it had had on their bank accounts and credit. The IP contacted the Police and was referred to Victim CARE.

Our Caseworker supported the IP through the emotional difficulty of coming to terms with what had happened. They then advocated on behalf of the IP to the Police.

Unfortunately the case against the suspects had to be filed by the Police due to difficulty in gaining all the right evidence. Despite this our Caseworker sought to find some justice for the IP by taking the case to the Financial Ombudsman, and by complaining directly to the bank, relentlessly following this up for over a year.

After some time, the IP was finally informed that due to the advocacy of our Caseworker they would be receiving the entire amount back.

The IP was shocked at this, but incredibly happy – having disbelieved that they would have a good outcome for so long.

Nottinghamshire POLICE & CRIME COMMISSIONER

Nottinghamshire Victim CARE Cope And Recovery Empowerment

Feedback– Enhanced Support

'I hope that you don't mind me contacting you. I write to thank Jane Macadam for the invaluable support that she provided to us during a time of dreadful anxiety and emotional turmoil. Jane's gentle intervention helped us to deal with the feelings of depression and worthlessness we experienced as the targets in a three-year period of homophobic hate abuse.

Jane's initial sessions of telephone support were reassuring and calming. Subsequently, a face-to-face visit was arranged. It is difficult to consider allowing a stranger into your home when you feel vulnerable, anxious, paranoid and under attack - but Jane didn't feel like an intruder. She immediately projected a relaxed, friendly and comforting sense that our feelings were being considered seriously and that we were not time-wasters.

We are extremely grateful for the support we received from Jane. Without it, I dread to consider what may have happened to our combined mental health. It was as if we were stuck in a dark tunnel - but we now have a feeling of optimism and empowerment, which we most definitely attribute to Jane's sterling support.'

Email feedback from Service User

Nottinghamshire POLICE & CRIME COMMISSIONER

Nottinghamshire Victim CARE Cope And Recovery Empowerment

Restorative Justice – January-December 2019

- 235 referrals to our Practitioner
- 89 were interested in pursuing RJ
- 6 Restorative Interventions (conference/letter/shuttle)
- 57 cases closed due to no offender apprehended
- 116 closed due to victim withdrawing

Nottinghamshire POLICE & CRIME COMMISSIONER

Nottinghamshire Victim CARE Cope And Recovery Empowerment

Case Study - Restorative Justice

The IP's family member was killed during a road traffic collision. The Offender was sentenced to prison as a result.

The case was referred to us by Nottinghamshire Police as the IP had expressed an interest in Restorative Justice (RJ) during the investigation.

We initially met with the IP and spoke to them about what they hoped to get from RJ. We explained what would happen throughout the process, and whether they would be happy to potentially meet the Offender face to face – to which they said they would.

We then met with the Offender, who stated they were also willing to meet with the IP face to face. They also went into some detail about their feelings around the offence and what they hoped would come from the conference. We established if they were happy for us to feedback any of their comments to the IP in our next meeting.

Subsequently, we met with both IP and Offender separately several times to get them ready for the meeting; preparing them for any difficult emotions or conversation points and what they'd want to say – each time passing messages, with their consent, between them both – building their confidence, and a sense of trust.

Through these preparation sessions, both parties have gotten to the stage where they are ready to meet, with a conferenced booked in the prison. Offender and IP are both a bit nervous, but also really pleased to be meeting, hopeful that some good can come from the process.

Nottinghamshire POLICE & CRIME COMMISSIONER

Nottinghamshire Victim CARE Cope And Recovery Empowerment

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 participating in RJ conference

“It’s not as hard as you think it would be, it the wait that’s the hardest part. Since taking part in Restorative Justice my anxiety has reduced and I feel that a weight has been lifted from my shoulders. If someone asked me if about Restorative Justice I would tell them there is a million positives and I can’t think of any negatives’’

Offender participating in RJ conference

Nottinghamshire POLICE & CRIME COMMISSIONER

Nottinghamshire Victim CARE Cope And Recovery Empowerment

Community Points – in 2019

- 34 organizations signed up as Community Points
- Over 5 more organizations currently applying
- 67 referrals over the past year
- 8 Successful applications to the grant scheme –with combined awards totalling over £15,000
- Positive initial feedback on work undertaken – impact report to be released in June 2020, to coincide with press release

Nottinghamshire POLICE & CRIME COMMISSIONER

Nottinghamshire Victim CARE Cope And Recovery Empowerment

Community Points – plans for 2020

- Expand the grant scheme – encourage more to apply
- Simplifying application process
- Improve representation among the points
- Explore preventative role in communities
- Capacity building in smaller organizations
- Host another event to encourage networking

Nottinghamshire POLICE & CRIME COMMISSIONER

Nottinghamshire Victim CARE Cope And Recovery Empowerment

For Information	
Public	
Report to:	**Strategic Resources & Performance**
Date of Meeting:	**14 May 2020**
Report of:	**Chief Constable Guildford**
Report Author:	**Rachel Richardson**
E-mail:	**Rachel.richardson7868@nottinghamshire.pnn.police.uk**
Other Contacts:	
Agenda Item:	**03**

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

Update report Nottinghamshire Police April 2020

1. Purpose of the Report

1.1 The purpose of the report is to provide the Police and Crime Commissioner with details of Nottinghamshire Police's activities linked to the Police and Crime Plan.

2. Recommendations

2.1 It is recommended that the Police and Crime Commissioner notes the contents of this report and the on-going work undertaken by Nottinghamshire Police.

3. Reasons for Recommendations

3.1 To ensure the Police and Crime Commissioner is aware of the latest activity being undertaken by Nottinghamshire Police in relation to the following areas:

- Performance and Insight
- End of year crime stats
- Officer recruitment/uplift
- COVID 19 and Business continuity
- EMSOU
- EMCJS
- EMSCU
- EMCHRS L&D
- EMLPS
- Rural crime-strategy delivery for 2020/21
- IOM
- HQ build update
- Bridewell build update

4. Summary of Key Points

4.1 Performance and Insight

Details the Performance & Insight report, showing the progress against PCP targets/measures can be found in appendix 1.

4.2 End of year crime stats

Crime in Nottinghamshire has fallen over the past year thanks to hard-working officers and staff as well as a proactive approach to target key areas of threat, which is shown in year-end figures.

Against many regional and national increases reported on in December 2019 and despite changes to crime recording rules, year-end data shows overall crime has decreased by 0.5% between the end of March 2019 and March 2020, alongside significant reductions in several key categories of crime.

Knife Crime is down by -13.6%, Stop Searches are up by over 100% and Prosecutions of Drug Dealers are up by over 100. The force nearly doubled the number of firearms it pro-actively recovered last year with its relentless focus upon organised criminality.

Burglary fell by 2.9%, theft by 10.1%, robbery by -3%, and Vehicle Crime by 4.2% while recorded Rape offences reduced by -12.9%.

Violence with Injury offences fell -13.4% (-1,846 offences) in 2019-20, while all Victim-Based Crime reduced by 2.6% (-2,471 offences).

At the same time, possession of weapons offences increased by 14.4% (150 offences); officers are pro-actively targeting offenders and removing a greater numbers of weapons from our streets.

The introduction of dedicated teams to tackle robbery, burglary and knife crime are having a continued positive impact on the acquisitive crime figures.

4.3 Officer recruitment/uplift

Operation Uplift for phase one has been completed and Nottinghamshire Police have recruited an additional 107 officers, bringing the total number of new recruits to 282 officers in the 2019-2020 financial year. In March 2020, we recruited 72 new officers, of which 13.8% were from visible BAME backgrounds. As a result of Covid-19, we are pressing ahead with student training, which is being conducted in the main, remotely, to ensure safe, social distancing. This has received praise from the college of policing.

We will continue with phase 2 of Operation Uplift. The challenge of Covid-19 and lockdown has caused issues with our desired positive action strategy, and in efforts to overcome this, we have created online 'webinars'.

Phase 3 is our medium to longer term plan, which will involve utilising our more diverse police cadet programme, university and higher education programmes, plus other initiatives such as 'Inspire to Achieve'.

It is important to note, that Operation Uplift equally applies to police staff – and therefore we can jointly tackle issues of disproportionality and improvements of wokrforce skills into the organisation through this approach.

BAME representation for the force increased to 5.73%. The BAME breakdown is Officers 5.58%, PCSO's 4.97%, Staff 5.85% and Specials 7.64%. It is worthy of note acknowledging the gains made in our grassroots structures, namely the police cadet programme, in which BAME representation has risen from 6% to 22% within the last 12 months. It is believed that this improvement is as a result of more bases in diverse areas, together with improved community engagement. This will assist in future recruitment programmes.

We are supporting the College of Policing in the pilot of 'virtual search', and have firmly embedded a local Inspector and Sergeant into core training to ensure the best possible learning experience, whilst maintaining standards. This approach has seen a reduction in Regulation 12 and 13's during the Uplift Programme.

We are now commencing our recruitment of 150 extra officers in 2020/21.

4.4 Covid-19 and Business continuity

Operation Bion is the Nottinghamshire Police response to Coronavirus.

Nottinghamshire Police chair the Local Resilience Forum and the SCG (Strategic Co-ordinating Group)

A full command structure is in place, which is led by ACC Meynell with support from all the Chief Officers 7 days a week.

Daily meetings take place to review activity and plans for the next day, as well as holding twice weekly gold meetings to look at longer term issues involving wider stakeholders.

Staff are updated via regular real time communications and a daily video blog delivered by the Chief Officer Team.

Daily statistics are reviewed via the Operation Bion daily information cell report.

As of 21st April 2020:

- Total absence: (10.3%), Sick (116), isolated up 1(258).
- Covid-19 sick: (16%).
- Testing: 17 yesterday – of note Rota 3 Broxtowe have had 6 positive tests with the first returner yesterday
- EMCJS remains high (Custody 17%, Prosecutions 28%).
- Demand: down 52 at 794 incidents yesterday.
- Crime is down by approximately 20%

Some of the key issues that Nottinghamshire Police have worked on in the last 2 weeks include:

- Establishment of testing for officers using the national testing programme and so far 239 officers, staff and partners have been tested with 13 positive results.
- Enabled a large number of officers to work in an agile way from home (over 300) thus improving social distancing and maintaining business continuity and controlling sickness levels.
- Considerable work has been undertaken to acquire PPE to ensure that our people can work with the recommended levels of PPE; this will remain a challenge going forward, however we remain well placed.
- Operation Bion is our daily response to Covid-19 related issues and this involves all of our Neighbourhood Policing Officers – Nottinghamshire Police have reviewed the work that they normally do and have stopped doing some things to prioritise this work.
- Worked with partners in the LRF to set up a body storage facility in the north of the county. This will provide a contingency should the hospitals and funeral directors run out of capacity.
- All departments have reviewed their business continuity plans and have taken steps to maintain core business.
- Facilitated virtual courts within our two custody suites.
- Mobilised a cohort of 10 student officers early to provide additional resilience on the front line.
- Continue to capture all of the changes made to our operating procedures which will assist to review business benefits and identify opportunities or issues that can be taken forward when restrictions are lifted.
- Our approach to the new legislation initially followed Engage, Explain and Encourage; we were one of the later forces to use the enforcement option. We now have systems in place to issue penalty notices; 41 have been issued to date.
- Plans were put in place to respond to a number of early release prisoners, this is yet to happen but our IOM team is well placed to respond were this to happen.

- Supported a range of LRF activities including those that focus on humanitarian aid and housing for the homeless

The operational approach evolves on a daily basis in response to new data and challenges that are identified.

4.5 Regional collaboration

4.5.1 EMSOU

EMSOU continues to deliver business as usual though at a reduced rate through the current difficulties presented by Covid-19. Working practices have changed dramatically as they have in their constituent forces, however almost all areas of business continue to function at or near the same rate of effectiveness. All SOC syndicates are operational, and significant results have been generated against SOC targets in Nottinghamshire in recent weeks, including the seizure of multi-kilos of Class A drugs and several six figure cash seizures.

The ROCU network is playing an important part in understanding the way in which criminal networks are exploiting the current situation and changing their business practices to adapt. In fraud and cybercrime, EMSOU is coordinating the regional Protect effort, which has been combined across both threat areas.

The ROCU network is also monitoring the status of all ROCUs in the ability to deliver specialist capabilities, particularly those considered to be network critical. Plans are in place to support critical functions, removing anything approaching a single point of failure via pre designed, collaborative mutual assistance.

EMSOU are capturing learning from the current challenges to assist in strengthening business continuity plans for the future. They are also finding examples of how processes can be streamlined and work more efficiently, which might not have been tried without the requirement to minimise social contact and travel.

4.5.2 EMCJS

Compliance with Victims Code of Practice.

During late 2019, Nottinghamshire Criminal Justice Witness Care Unit (WCU) took part in the compliance monitoring process undertaken by the OPCC.

The dip sampling process identified 100% compliance across all areas which covered the work undertaken by WCU. Regular dip samples continue to monitor those same performance criteria and despite the current Covid-19 additional work, the compliance rate continues to sit at 100%. Alternative trial solutions are being reviewed at the moment and the WCU staff continues to keep contact with the victims of crime to ensure that they engage with the process, are updated as

required and available to take part in whatever trial solution is proposed. Each full time member of staff in the unit will be handling between 1500 and 2000 witnesses at any one time, pro rata for those on part time hours.

File Quality and Timeliness

Despite the Covid-19 situation and its impact on the CJS we continue to engage with partners to seek a solution to the current delays in first hearings (other than remands) and the Not Guilty trials in both courts. Despite nearly 40% of the File Prep team being shielded at this present time we are encouraged to hear that technology to allow those individuals to work effectively from home will soon be delivered which will assist them in contributing to the current workload. We continue to address file quality and timeliness and work closely with operational colleagues to improve force performance. This includes the ability to provide remand files via alternative digital solutions and we are adapting to seek solutions which will involve the submission of digital media and third party material rather than providing via discs. Whilst some solutions may initially prove to be crude and rushed, we see this as an opportunity to look for improved and more efficient ways of working in the future. Some processes will no doubt be developed further and remain in place post Covid-19.

4.5.3 EMSCU

EMSCU continue to support the New Custody Build project during this time, ensuring the financial viability of the primary provider is kept under review and there is evidence in payment of its supply chain during lockdown.

EMSCU are supporting the project team for Joint Force HQs in a similar way to the above ensuring current financial assessments of bidding organisations are taking place prior to contract award.

By using the EMSCU ICT VAR Framework forces across the UK have been able to implement Covid-19 technology initiatives at pace with direct access to the supply market availability through the top UK ICT Resellers. This has enabled forces to deliver business continuity plans and overcome the technology supply challenge whilst still achieving best value.

EMSCU have been recognised for collaboration, innovation and market development and have reached the finals for two National Government Opportunities (GO) Excellence in Public Procurement Awards, which celebrate the very best achievements and successes in procurement from all aspects of the Public Sector.

4.5.4 EMCHRS Learning & Development

From 1st April 2020 a revised structure commenced. In order to manage the increase in L&D Delivery, each force has a nominated Learning and Development

Lead. Supt Verma and Insp Foy are performing this role for Nottinghamshire Police and ensuring there is a link in to the Regional Collaboration. EMCHRS Learning and Development continue to provide National and Regional strategic oversight of Learning and Development and are working closely with the National Police Uplift Programme. They provide digital design support, compliance, which is linked to national bodies such as College of Policing and the Skills Funding Agency, and Planning and Administration.

During the Covid-19 response the Learning and Development Teams across Nottinghamshire continue to provide Learning and Development activity. The main priority has been to ensure there is a continued stream of new officer recruits. Slight amendments to the curriculum have been made to ensure that the intakes have been posted operationally, sooner than normal. EMCHRS L&D have worked with delivery teams to ensure virtual classrooms are in place where this is deemed necessary.

4.5.5 EMLPS

Nottinghamshire was the first Force in the East Midlands Region to obtain one of the new Stalking Protection Orders that came in to force in late January 2020. Nottinghamshire has maximised its use of these orders to help protect victims of stalking, including setting up a pioneering multi-agency approach with partners including Nottinghamshire Health Care NHS Trust, Nottinghamshire's Woman's Aid, JUNO/WAIS, Probation Service and MAPPA.

4.6 Rural crime-strategy delivery for 2020/21

Since taking over the lead in October 2019 Chief Inspector Rogers has developed links with key stakeholders from the National Farmers Union, Country Landowners and National Game Keepers Associations as well as some of the larger landowning estates Welbeck, Thoresby and Clumber Park.

Chief Inspector Rogers has also undertaken as series of 'farmhouse kitchen' meetings in both the North and South of Nottinghamshire. Farmers and landowners have talked about what matters to them, and explained directly about the detrimental financial but also emotional impact of rural crime and how this is affecting their lives.

The Rural Crime Partnership Delivery group continues to meet quarterly with the November 2019 meeting being well attended. The group consisting of partners, rural associations and public representatives were given an update on the Neighbourhood Policing Plan, Operation Uplift, and how the introduction of Reacher teams to neighbourhood policing will enable proactive targeting of the crime that matters locally. The group also had a presentation on the new Police & Fire Drone, explaining how deployments would be managed and how we would use the tactic to support the combatting of crime in rural areas. From this group it is acknowledged

that there remain frustrations with the use of 101 to report crimes, and anecdotal evidence that crime is going unreported for this reason. The opportunity was taken to explain and demonstrate the online reporting tool.

Following on from this there has been a further two barn events in December 2019 and January 2020 hosted by farmers where local police officers have demonstrated the capabilities of the drone and discussed local issues. The events have been very well received, with a third planned to take place on 18th March (postponed due to Covid-19). This would have seen Police and FRS in attendance to demonstrate the drone in operation and the support available from the FRS Animal Rescue team. This has been of huge interest due to the severe impact on farming and loss of livestock caused by recent flood events. When normality resumes the event will take place and we will take the opportunity to consult on the joint Rural Intervention Programme plans between Police and FRS.

Local officers continue to attend parish council and community meetings whenever possible, and provide updates through social media, Neighbourhood Policing Inspector blogs, vlogs and stakeholder updates.

Operational activity continues to focus on well-established and embedded operations which target hare coursing and poaching (Operation Bifocal), off-road vehicles (Operation Jericho), angling and riverside crime/ASB (Operation Traverse), and fuel theft (Operation Magna).

Fuel theft on the A1 corridor through Nottinghamshire accounts for a large proportion of the vehicle crime reported in that locality. Whilst on the surface a low harm crime, the associated damage to land and trespass continues to be a huge issue for landowners and is not underestimated. Local officers are applying problem solving methodology in an effort to resolve the issue long term, but have had some excellent results recently through targeted and proactive policing. In February 2020 we worked with the Bassetlaw, Newark and Sherwood CSP to deploy a capture HGV at hot spot locations for this crime. The capture HGV was attacked in a faultless operation and two offenders were caught red handed, arrested and charged. Later that month another team of offenders were caught through proactive response policing and they were also charged, with their equipment being seized and destroyed. These positive outcomes did lead to a marked reduction in offences, but we are not complacent and plan to continue with Operation Magna deployments as business as usual.

The Nottinghamshire Police Horsewatch Facebook page has around 3000 followers with more liveries and stables signing up across Nottinghamshire. The Horsewatch scheme enabled a multi-agency group to be convened to address the prevalence of ill-treated and deceased horses being abandoned at the roadside which has affected the equine community greatly. As a result a cross border operation with Derbyshire Police, Vets and Trading Standards took place on 14th February 2020. The teams

visited land across Nottinghamshire and Derbyshire to check horse passports and microchips and to advise horse owners of the requirements.

Neighbouring regional forces came together on a weekend in February 2020 to undertake a cross border Operation Jericho to tackle off road bikes and the associated public nuisance. This operation was undertaken with the support of the drone and off road bike team and saw vehicle seizures and warning notices being issued. The cross border support offered additional resource but also prevented the problem simply being displaced elsewhere.

Identified areas of work for the future are summarised below:

- Continue to build and increase awareness of rural crime across the organisation.
- Build trust through transparent and wide reaching communication, as some communities do not feel that rural crime is appropriately prioritised or enough resource allocated.
- Encourage the use of 101 and online crime reporting.
- Set up internal Rural and Wildlife tactical group with the specially trained officers and rural NPT's. This will formalise the governance and assist in coordinating and evaluating activity.
- Maximise the use of current and newly recruited Special Constables.
- Develop a performance monitoring framework to gain an accurate understanding of the scale and scope of rural crime. Working with regional forces to use Niche effectively to flag and report on rural crime.
- Deliver a joint Rural Intervention Programme with Nottinghamshire FRS.
- Undertake rural community engagement events on the engage to recruit agenda.

4.7 IOM Performance and roll out of AAMR

Baseline figures show that the IOM scheme is showing an average 53% reduction in Reoffending Risk Score, across the whole cohort over the past three years and for those offenders who have been successfully managed through IOM and now removed, the reduction is closer to 74%. This represents a statistically significant reduction in both severity and frequency of offending.

The Performance data from the Domestic Violence Integrated Offender Management (DVIOM) is also maintaining 2018/19's positive results with offenders selected using the Priority Perpetrator Identification Tool (PPIT). This is a selection tool for high risk DV perpetrators and is the leading academic model for selection of this type of cohort. We also use it as an additional performance indicator across this particular group. The data drawn by comparing the PPIT score at selection and then removal shows that those offenders successfully managed and removed from the DVIOM

cohort, displaying a reduction in PPIT risk of 41%. Further details are shown in appendix 2.

Alcohol Abstinence and Monitoring Requirements (AAMR) are due to go live before the end of 2020, subject to review due to Covid-19. It is planned that initial roll out will be for community sentences only.

A specific tag is being procured for offenders to wear and they may be used for IOM offenders but the impact on policing will be minimal.

4.8 HQ Build update

The development of the Shared HQ continues to go to plan. Tree and root removal work has successfully avoided creating delays to the project through completing the required tree felling prior to the start of the bird nesting season. This work will be concluded by the end of April, 2020.

Six companies have submitted tenders for the contractor work; these are presently being evaluated. At this time it is still considered realistic that the work will commence in July 2020 and that the new build will be handed over in October 2021

Work will commence in January 2022, for the refurbishment of the existing control room, it is expected that it will be complete and occupied as the new shared HQ by March 2022.

Work on the Memorial Garden is almost complete; a decision has been made to delay opening until September 2020 whilst the issues associated with Covid-19 are dealt with.

The present financial assessment is that the project will be on budget. An agreement has been drafted in relation to theLLP.

4.9 Bridewell Build update

Despite the present situation in regard to Covid-19 good progress is being made on site.

After only one month, the project is approximately 2 weeks ahead of schedule, although there are potential delays ahead if the present Covid-19 measures continue or are escalated. The progress in the programme is due to the ground workers and equipment from other sites being reallocated to Radford Road after those other sites shut down. The foundations are largely complete, the service road has been laid in hardcore, kerbs are being set out and the boundary wall with Network Rail has been demolished. There have been no issues with the works, such as unexpected obstructions or services in the ground.

The next stage of the works involves the delivery and erection of the steelwork for the front offices/interview facility and access block.

The duration and severity of the current pandemic may have an impact on the delivery of the suite which may be delayed. The project remains on budget.

There has been no adverse public reaction to the work taking place as has been the case at other sites in Nottingham and elsewhere. The contractors are avoiding public transport and are not leaving the site/service road area during working hours. The site is complying with current Covid-19 guidance and regulations.

5. Financial Implications and Budget Provision

5.1 There are no immediate financial implications relating to this report that the Commissioner is not sighted upon.

6. Human Resources Implications

6.1 There are no immediate Human Resource implications arising from this report that the Commissioner is not sighted upon.

7. Equality Implications

7.1 There are no equality implications arising from this report that the Commissioner is not sighted upon.

8. Risk Management

8.1 There are no risk management implications arising from this report that the Commissioner is not sighted upon.

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

9.1 There are no policy implications arising from this report that the Commissioner is not sighted upon.

10. Changes in Legislation or other Legal Considerations

10.1 The Chief Constable provides regular weekly updates to the Police & Crime Commissioner on Covid-19.

11. Details of outcome of consultation

11.1 Consultation is not required for this report.

12. Appendices

12.1 Appendix 1 – Performance & Insight report

12.2 Appendix 2 – IOM Performance document

NOTTINGHAMSHIRE POLICE AND CRIME PLAN

PERFORMANCE AND INSIGHT REPORT 2019/20

QUARTER 4: PERFORMANCE TO MARCH 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 in the plan.

2. Wherever possible, performance information is provided for a 12 month rolling period compared to the equivalent 12 months of the previous year, in order to provide an indication of trend. Where information provided is for an alternative period this is stated.

3. Additional insight is included in the report in order to provide context in relation to performance exceptions only.

4. Data sources for each indicator are specified at Appendix 1, including any information supplied outside of the Nottinghamshire Police Management Information team.

5. Amendments and additions have been added to this edition of the P&I report, in line with the revised Police and Crime Plan Strategic Framework (2018-21)

Performance exceptions:

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

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

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

Summary of Key Headlines and Notable Exceptions

Theme 1: Protecting Vulnerable People from Harm – Pages 3 to 5

- Nottinghamshire Police was assessed by HMICFRS as 'GOOD' at Protecting Vulnerable People as part of the 2019 PEEL inspections.
- Safeguarding referrals continue to increase each yearly quarter, largely due to improved training and better Partnership working. There were 1,523 additional referrals in the year to March 2020.
- Missing Persons Reports have seen progressive reductions each yearly quarter (see Appendix A, points 1A.2 and 1A.3 for insight).
- Recorded Modern Slavery offences have seen a marked increase (+146.8%); a positive increase due to a dedicated team and on-going training.
- CSE offences have seen progressive reductions over the last two years.

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

- The proportion of domestic abuse-related crimes that are repeats has increased by 1.0% points from 2019 to 2020. This should be viewed in the context of a 6.0% increase in recorded offences over the same period.
- Positive outcomes rates for SSO continue to decline following increases in disclosure and third party reporting. Absolute volume of positive outcomes remains stable.
- The overall satisfaction rate among domestic abuse victims has seen a month on month decline, with 'being kept informed' the main issue; the latest year to end of March 2020 has seen a slight upturn with an increase of 0.4%.

Theme 3: Tackling Crime and Anti-social Behaviour – Pages 8 to 13

- Victim-based crime has continually fallen over the two year period, although, victim-based rural crime has increased over the period with reductions being seen in urban areas.
- Average severity scores have continued to reduce Forcewide progressively over the two year period.
- Knife crime has continued to reduce, by 13.6%, in the year to March 2020.
- Alcohol related violence and ASB have seen progressive reductions over the two year period.
- Offenders successfully removed from the IOM scheme since January 2016 achieved an average reduction in reoffending risk of 73.9%

Theme 4: Transforming Services and Delivering Quality Policing – Pages 14 to 16

- Overall positive perception of the police has continued to improve in the latest 12 months to March 2020.
- PSD has continued to see an increase in the timeliness of complaint resolution, driven in part by staff abstractions the effect of data cleansing.
- Police Officer sickness rates have increased by 8% in the 12 months to March 2020. Stress/Mental Health issues remain the main category for Officer sickness.

Theme 1: Protecting Vulnerable People from Harm

Theme 1A: More Vulnerable People Safeguarded and Protected

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Change over last year Actual
1A.1	**Adult and Child Safeguarding Referrals**	Increase	**5,533**	5,837	6,401	6,739	**7,056**	**+27.5%**	**+1,523**
1A.2	**Missing persons**	Monitor	**3,426**	3,242	3,153	2,964	**2,895**	**-15.5%**	**-531**
1A.3	**Missing: No apparent risk**	Monitor	**3,038**	3,094	3,016	3,008	**3,103**	**+2.2%**	**+65**
1A.4	**Mental health-related incidents**	Monitor	**18,718**	18,708	18,456	18,416	**18,818**	**+0.5%**	**+100**

Safeguarding Referrals

Overall, there is a continuing upward trend in recording with a new peak in referrals in January 2020. The aim to increase referrals has been achieved over the last 12 months comparison, showing a 27.5% increase.
This increase provides the force and partner agencies with confidence that improvements are being made in the identification and recording of safeguarding concerns, enabling agencies to take appropriate safeguarding actions to minimise the risk of harm. Improved training and better Partnership working in relation to CSE, PPNs and Knife crime are believed to have impacted upon this positive trend.

Missing Person Reports

Missing Person reports have been in decline since May 2018, with overall reports having fallen by 15.5% (531 fewer) this year when compared to the previous year. The monthly average is currently 241 reports compared to 286 the previous year.
Missing – No Apparent Risk reports (formerly Absent Persons Reports) saw a sharp upturn during February and March 2020; with March levels of 302 being the highest since July 2018.
Please see **Appendix A, points 1A.2 and 1A.3** for a comprehensive response to the above.

Mental Health-Related Incidents

The last 12 months have seen a monthly average of 1,568 police recorded mental health reports, which is comparable to the previous year monthly average of 1,560.
Mental Health incidents have seen an increase of 0.5% in the current 12 month period to March 2020 compared to the previous 12 month period to March 2019.

Theme 1: Protecting Vulnerable People from Harm

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

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Change over last year Actual
1B.1	**Fraud Offences**	Monitor	**3,076**	3,076	3,049	3,006	**3,013**	**-2.1%**	**-63**
1B.2	**Online Crime**	Monitor	**3,589**	3,551	3,469	3,556	**3,641**	**+1.5%**	**+52**
1B.3	**Drug Trafficking and Supply Offences**	Monitor	**807**	848	897	947	**908**	**+12.5%**	**+101**
1B.4	**Police recorded Child Sexual Exploitation**	Monitor	**659**	588	575	560	**525**	**-20.3%**	**-134**
1B.5	**Police recorded Modern Slavery offences**	Monitor	**47**	53	73	102	**116**	**+146.8%**	**+69**

Information Sharing / ECINS Update

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

Please see **Appendix A, point 1B.6** for a comprehensive update.

Modern Slavery

The last 12 months has seen a significant increase in the recording of offences, with an increase of over 146%. The increase is positive and reflects the on-going training to Officers, who now have more awareness around this offence and the legislation, with an increased ability to spot signs of Modern Slavery.
There is a dedicated Modern Slavery and County Lines Team who are more interfaced within the organisation

Drug Trafficking and Supply Offences

The continued increase in drug trafficking and supply offences is largely attributed to various on-going operations, such as Op Reacher.
From January to March 2020, there have been 13 individual drugs seizures and 40 vehicles seized for no insurance/licence. The continued upturn in levels is particularly positive in light of there being only 1 x PC and 1 x PCSO on the Bestwood Reacher Team for a three week period.
The Op Reacher Teams are reporting that even with lockdown being implemented mid-March, they are still busy with Fail to Stops, Vehicle Seizures, Drugs and Weapons.
The teams have also helped to maintain good community relationships with the setting up of 'ReacherRoo' and ReacherEats', helping to deliver hot meals and food care packages via the church and to NHS staff at the City Hospital.

Online Crime

Online crime has seen a marginal increase of 52 offences in the year period up to March 2020 when compared to the year up to March 2019. Offences are mostly committed in full or in part through a computer, computer network or other computer-enabled device. These do not include fraud offences, which are captured separately. The majority of recorded online crimes are harassment offences, specifically malicious communications offences which have taken place online on forums such as Facebook and Twitter.

Fraud

Fraud offences have remained constant this quarter, compared to previous quarters. Fraud offences continue to represent a significant challenge to the police and represent a growing demand on police resources.

and able to offer advice and assistance to frontline officers.
The force continues to take a proactive approach to identifying and tackling modern slavery - seeking out offences in order to ensure that survivors are protected and offenders are brought to justice.

Child Sexual Exploitation
There are no definitive factors that can be evidenced to explain the reduction in CSE. However, a number of considerations can be given to provide possible context for the reduction:-

- Previously, CSE was a force priority area and heavily advertised; more recently CCE (Child Criminal Exploitation) has become the priority and some crimes may now be recorded as this.
- Notts has recently seen an uplift in the recruitment of new officers; there may be issues with their training and understanding of crimes linked to CSE and the use of the correct flags.
- There has been increased education and advertisement about CSE in the public domain; this could have had the potential to put some offenders off or, has made them smarter in their offending so that crimes are becoming better hidden.

Theme 2: Helping and Supporting Victims

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

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Change over last year Actual
2A.1	**Police recorded domestic abuse crimes**	Monitor	**14,259**	14,552	14,860	15,124	**15,119**	**+6.0%**	**+860**
2A.2	**Domestic abuse repeat victimisation rate**	Monitor	**33.1%**	33.5%	34.4%	34.5%	**34.1%**	**+1.0% pts**	**n/a**
2A.3	**Domestic abuse: Positive Outcome Rate**	Monitor	**14.6%**	14.6%	13.8%	13.4%	**13.7%**	**-0.9% pts**	**n/a**
2A.4	**% Domestic abuse victims satisfied (overall)**	Monitor	**90.9%**	90.0%	88.0%	88.4%	*	**n/a**	**n/a**
2A.5	**Serious sexual offences: Adult**	Monitor	**1,489**	1,504	1,447	1,466	**1,431**	**-3.9%**	**-58**
2A.6	**Serious sexual offences: Child**	Monitor	**1,401**	1,392	1,406	1,387	**1,408**	**+0.5%**	**+7**
2A.7	**Sexual Offences: Positive Outcome Rate**	Monitor	**9.2%**	9.4%	8.6%	8.6%	**7.8%**	**-1.4% pts**	**n/a**

Domestic Abuse

The force has seen an increasing trend in reported Domestic Abuse crime over the last two years due, in part, to improvements in recording and a likely increase in survivor confidence to come forward and seek support from the force and partner agencies. Domestic Abuse crimes have seen an increase of 6% in the year ending March 2020 when compared to the year ending March 2019.
The proportion of victims that are repeats has seen a small increase over the last year.

*NB: Please note that Domestic Abuse survey results are 2-3 months behind real time.

Levels of satisfaction with the police among survivors of domestic abuse had seen progressive decreases from April 2018 to October 2019. The main factor for dissatisfaction is being Kept Informed.
The Force devised an audit looking at staff keeping victims informed, this audit reviews numerous crimes for VCOP compliance and deals with non-compliance through a series of emails and later personal interventions from managers. Latest audited VCOP data for Rape and Serious Sexual offences saw marked improvements with compliance and the most recent survey results saw a 0.4% increase in satisfaction.

	OCTOBER	NOVEMEBER	DECEMBER	JANUARY	FEBRUARY	MARCH
NORTH	44%	52%	36%	59%	72%	90%
SOUTH	73%	55%	60%	75%	75%	90%

Sexual Abuse

Adult Serious Sexual Offences saw a small decrease in the year ending March 2020 when compared to the previous 12 months. Child offences saw a small increase of 7 during the same period.
The positive outcome rate has fallen by 1.4 percentage points.

Theme 2: Helping and Supporting Victims

Theme 2B: Victims Receive High Quality and Effective Support

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Change over last year Actual
2B.1	**Victims Code of Practice Compliance**	Monitor	**91.2%**	90.4%	90.0%	90.0%	**90.4%**	**-0.8%**	**n/a**
2B.2	**Victim Services: Closed Cases**	Monitor	**2,386**	-	3,526	-	TBC May 20	TBC	TBC
2B.3	**Improved cope and recover outcomes (all)**	Monitor	**78.7%**	-	80.6%	-	TBC May 20	TBC	TBC
2B.4	**% crimes resolved via community resolution**	Monitor	**10.7%**	10.5%	10.7%	10.4%	**10.0%**	**-0.7% pts**	**n/a**

Victims Code of Practice

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

Victim Services

Outcome data relating to PCC commissioned victim services is formally reported to the Ministry of Justice on a six monthly basis.
Closed cases and 'cope and recover' outcomes will be updated in May 2020.

Community Resolution

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

Theme 3: Tackling Crime and Anti-social Behaviour

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

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Change over last year Actual
3A.1	**Victim-based crime: Total**	Monitor	**93,262**	92,582	92,432	92,076	**90,797**	**-2.6%**	**-2,465**
3A.2	**Victim-based crime: Rural areas**	Monitor	**10,766**	10,768	10,983	11,388	**11,406**	**+6.0%**	**+640**
3A.3	**Victim-based crime: Urban areas**	Monitor	**81,321**	80,915	80,463	79,532	**78,351**	**-3.7%**	**-2,970**
3A.4	**Average Crime Severity: Force-wide**	Monitor	**170.33**	167.99	163.34	163.01	**159.06**	**-6.6%**	**-11.27**
3A.5	**Average Crime Severity: Priority areas**	Monitor	**173.49**	170.03	165.87	164.22	**174.67**	**+0.7%**	**+1.18**
3A.6	**Residents reporting experience of crime**	Monitor	**19.4%**	18.9%	18.1%	18.9%	**18.0%**	**-1.4% pts**	**n/a**
3A.7	**% residents feeling safe in area by day**	Monitor	**89.0%**	89.1%	89.2%	88.7%	**89.2%**	**+0.2% pts**	**n/a**
3A.8	**% residents feeling safe in area after dark**	Monitor	**59.6%**	60.5%	61.1%	61.0%	**61.5%**	**+1.9% pts**	**n/a**
3A.9	**% reporting drug use / dealing as an issue**	Reduce	**47.8**	48.1%	48.9%%	43.3%	**42.8%**	**-5.0% pts**	**n/a**

Police recorded crime

Police recorded crime decreased by 2,465 (-2.6%) offences in the 12 months up to March 2020 when compared to the 12 months to March 2019. The decrease is attributed to the reduction in crime during March 2020; correlating to the impact of Covid-19 on social interaction and lockdown measures. Self-reported experience of crime as per the Police and Crime Survey also reported a 1.4% point reduction during 2019/20, with crime prevalence in the City, in particular falling by 3.7% points. Reductions were largely observed in experience of criminal damage, burglary and vehicle crime. Police recorded crime in rural areas however, increased by 6% during 2019/20, while prevalence of crime in Bassetlaw Newark and Sherwood (as captured by the Police and Crime Survey), increased from 16.4% to 18.8%

Crime Severity

The average severity score of crimes recorded Forcewide (based on weightings via the ONS Crime Harm Index) has reduced.
Average severity scores have reduced over the Quarterly twelve month comparisons and from the last 12 months compared to the current 12 month period; this indicates a higher volume of offences being committed that have a lower severity value and likewise, an overall reduction in the more severely coded offences.
The 23 Priority Areas have seen small reductions in the year on year quarterly comparisons with a slight increase in the latest 12 month period to March 2020 when compared to the previous period to March 2019.
The area of Bilsthorpe, Lowdham and Villages has seen the highest severity score (222.81) over the past 12 months.

Resident concerns regarding drug use and dealing

Following long term increases, the proportion of residents stating that they would like to see the police and local authorities do more to tackle drug use and dealing in their area began to fall in October 2019. This follows extensive proactive work in communities to tackle drug dealing and serious organised criminality as part of Operation Reacher - which received positive feedback from communities. Despite these improvements, drug use and dealing remains the most significant crime and community safety related concern among respondents to the Police and Crime Survey.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3B: Fewer People Commit Crime and offenders are supported to rehabilitate										
		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Change over last year Actual
3B.1	Violent knife crime	Monitor	882	838	806	812	762	-13.6%	-120
3B.2	Violent knife crime: Positive outcomes	Monitor	31.0%	26.6%	24.7%	22.7%	16.7%	-14.3% pts	n/a
3B.3	Gun crime	Monitor	139	163	153	175	163	+17.3%	+24
3B.4	Possession of weapons offences	Monitor	1,055	1,162	1,221	1,263	1,205	+14.2%	+150
3B.5	Stop and Searches	Monitor	3,070	3,933	4,608	5,405	5,487	+78.7%	+2,417
3B.6	Stop and Search: Positive outcomes	Monitor	41.3%	41.8%	42.5%	42.5%	40.4%	-0.9% pts	n/a
3B.7	Alcohol-related violence	Monitor	17.7%	17.4%	16.9%	16.4%	16.0%	-1.7% pts	n/a
3B.8	Alcohol-related ASB	Monitor	9.9%	9.5%	9.5%	9.4%	8.9%	-1.0% pts	n/a

Violent Knife Crime

There has been a steady reduction in the number of violent Knife Crimes recorded between 2018 and 2020; a reduction of 13.6% year ending March 2020 compared to year ending March 2019.
The proportion resulting in a positive outcome has decreased by 14.3% pts in the year ending March 2020 compared to year ending March 2019; this is largely due to recent Knife Crimes remaining unresolved with no final outcome.

Gun Crime

Recorded gun crime rose by just over 17% in the year to March 2020 when compared to the year ending March 2019. This increase is driven in part by a series of incidents and discharges linked to two feuding groups in May/June 2019. The majority of significant

Stop Searches

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

Positive Outcomes improved steadily in 2019, although, the latest year end to March 2020 has seen a small reduction.
The increase in activity and upward trend of positive outcomes is primarily associated with targeted intelligence led operations which derive from local commanders identifying a specific crime issue in a given location that can be addressed through on-street proactive policing activity. The force continues to work with communities in our use of these powers.

Possession of Weapons

Police recorded possession of weapons offences increased by 14.2% to March 2020 compared to year ending March 2019; this reflects the continued positive proactive work of Op Reacher and the newly formed community teams in taking more weapons taken off the streets.

Alcohol-related violence and ASB

The force is working to develop an accurate picture of alcohol-related crime via use of an alcohol marker on the Niche crime recording system. The monthly rate has remained stable with Alcohol related violence seeing a steady reduction over the previous two years and Alcohol related ASB also seeing a steady downward trend over the previous two years.

discharges were linked to known nominals involved in drugs and /or organised crime. Firearms discharges increased by 5% nationally in 2018/19 to the highest levels since NABIS was formed. NABIS notes that medium sized forces are seeing an increase in recorded offences and new guns identified when compared to the traditional 'big five' forces.

Theme 3: Tackling Crime and Anti-social Behaviour

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

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Change over last year Actual
3B.9	**IOM: Offenders subject to monitoring**	Monitor	**282**	286	281	302	**317**	**+12.4%**	**+35**
3B.10	**IOM: Offenders successfully removed***	Monitor	**221**	236	271	278	**297**	**+34.4%**	**+76**
3B.11	**IOM: Reduction in average re-offending risk***	Monitor	**75.1%**	74.2%	74.0%	73.7%	**73.9%**	**-1.2 pts**	**n/a**
3B.12	**Youth Justice First Time Entrants: City**	Monitor	**159**	156	154	146	**140**	**-12.0%**	**-19**
3B.13	**Youth Justice First Time Entrants: County**	Monitor	**178**	158	137	122	**XXX**		
3B.14	**Crimes with an identified suspect (average)**	Monitor	**2,703**	2,787	2,836	2,897	**3,048**	**+12.8%**	**+345**
3B.15	**Positive outcomes: All crime**	Monitor	**14.9%**	15.4%	15.5%	15.4%	**15.4%**	**+0.5%**	**+402**
3B.16	**Positive outcomes: Victim-based crime**	Monitor	**11.8%**	12.0%	12.0%	11.8%	**11.7%**	**-0.1%**	**-356**

Integrated Offender Management (IOM) *since Jan 2016 to March 2020

Nottinghamshire is the first scheme to have developed a dynamic monitoring tool capable of measuring the long-term impact of IOM at cohort and individual offender level. The scheme has recorded 578 unique nominals on the Performance Tool since Jan 2016 and has an active managed cohort (in community or on short term sentence) of 317.
Those that have been removed from the scheme since January 2016 have seen an average reduction in reoffending risk of 73.9%. Across the whole cohort, there was an average reduction in reoffending risk of 52.9% after 12 months on the scheme.

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

Youth Justice – First Time Entrants

For the City, the yearly comparisons (12 months to Mar 19/20) show a 12% reduction in FTE's.
The County XXX awaiting data from Jackie Pickett*
The downward trajectory is in line with national trends. The Youth Justice Board highlight these reductions as positive, with more young people being diverted away from the criminal justice system by early intervention and crime prevention projects.

Identified Suspects

The number of Niche crime outcomes with a named suspect has been increasing steadily since April 2018.

DVIOM Scheme

This DVIOM scheme was launched in October 2017 with PCC funding for IDVA's, ensuring that the needs of the DV survivor are threaded through the management tactics used with the perpetrator.

The managed offenders within this scheme represent the absolute highest risk and prolific serial DV perpetrators.

Performance data from the DVIOM show offenders removed from the cohort displaying a reduction of PPIT risk of 41%.

The DV cohort has also seen a 42% drop in Risk of Reoffending Score across the scheme.

Positive Outcomes: All Crime & Victim Based Crime

Positive outcome rates for both All Crime and Victim Based Crime have remained constant over the yearly comparisons.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3C: Build Stronger and More Cohesive Communities										
		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Change over last year Actual
3C.1	**Police recorded hate occurrences**	Monitor	**2,366**	2,352	2,346	2,320	**2,351**	**-0.6%**	**-15**
3C.2	**Hate crime repeat victimisation rate**	Monitor	**16.0%**	15.8%	15.3%	14.7%	**14.4%**	**-1.6% pts**	**n/a**
3C.3	**% Hate crime victims satisfied (overall)**	Monitor	**83.0%**	84.2%	85.4%	84.0%	*	**n/a**	**n/a**
3C.4	**% feeling there is a sense of community**	Monitor	**50.7%**	50.8%	51.1%	52.6%	**54.0%**	**-3.3% pts**	**n/a**
3C.5	**% feeling different backgrounds get in well**	Monitor	**53.7%**	53.8%	53.1%	53.4%	**54.7%**	**+1% pts**	**n/a**
3C.6	**Anti-social Behaviour Incidents**	Monitor	**32,078**	31,870	31,647	31,455	**32,137**	**+0.2%**	**+59**
3C.7	**Anti-social Behaviour Incidents: % Repeats**	Monitor	**28.3%**	28.4%	28.4%	28.4%	**28.4%**	**+0.1% pts**	**n/a**
3C.8	**Alcohol-related ASB**	Monitor	**9.9%**	9.5%	9.5%	9.4%	**8.9%**	**+1.0 pts**	**n/a**

Hate Crime

Recorded Hate Crime has remained steady over the previous two years.
Repeat victims of Hate Crime have seen a gradual decline over the two year period.
Victim Satisfaction has remained at around 84% with being 'Kept Informed' the main area for improvement.
*NB: Please note that Hate Crime survey results are 2-3 months behind real time.

Community Cohesion

Findings from the Police and Crime Survey indicate that the proportion of residents feeling that there is a sense of community in the area where they live (54%) and that people from different backgrounds get on well (55%) has continued to increase steadily over the previous two years.

Anti-social Behaviour

Performance in relation to ASB remains stable, as does the number of repeat victims.
Alcohol related ASB has also seen a slight downward trend over the previous year, reducing by 308 incidents in the 12 months to March 2020, when compared with the 12 months to March 2019.
New questions introduced into the PCC's Police and Crime Survey in 2019 will continue to provide a consistent measure of self-reported experience of ASB and its impact in 2020.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4A: Further Improve Public Confidence in Policing

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Change over last year Actual
4A.1	**Police are dealing with the issues that matter**	Monitor	**40.3%**	40.3%	40.9%	42.0%	**41.7%**	**+1.4% pts**	**n/a**
4A.2	**Residents feeling the Police do a good job**	Monitor	**46.9%**	47.7%	47.9%	49.3%	**50.0%**	**+3.1% pts**	**n/a**
4A.3	**Residence reporting confidence in the police**	Monitor	**53.5%**	53.4%	53.6%	54.9%	**55.4%**	**+1.9% pts**	**n/a**
4A.4	**% residents satisfied with the police**	Monitor	**60.5%**	59.2%	60.4%	59.2%	**58.4%**	**-2.1% pts**	**n/a**
4A.5	**PSD Recorded Complaints**	Monitor	**1,004**	989	988	989	**896**	**+10.5%**	**+105**
4A.6	**PSD Recorded Complaints: Timeliness (days)**	Monitor	**55**	55	60	68	**73**	**+32.7%**	**+18**

Public Confidence in the Police

Indicators of public confidence in the police saw steady improvements during 2019/20, with the proportion of residents feeling that they had confidence in the police rising from 53% to 55% and the proportion feeling that the police were 'doing a good job' rising from 47% to 50%. These trends have been largely driven by improvements in Nottingham City, where around 59% reported having confidence in the police and 56% felt that the police were 'doing a good job'. Furthermore, of the 26% of survey respondents that had contact with the police over the previous year, 58% said that they were very or fairly satisfied with the service they received, compared to 25% that were dissatisfied.

PSD Recorded Complaints: Timeliness

The average timeliness for the resolution of PSD complaints has risen from 55 days in the year to March 2019 to 73 days in the year to March 2020. Several factors have contributed to this increase, which include:-

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

Theme 4: Transforming Services and Delivering High Quality Policing

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

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Change over last year Actual
4B.1	**Spend vs Budget: Revenue**	+/-0	**+£0.8m** overspend	-	-	+£0.5m overspend	**No Data**	-	-
4B.2	**Spend vs Budget: Capital**	+/-0	**-£8.4m** underspend	-	-£0.3m underspend	-£0.2m underspend	**No Data**	-	-
4B.3	**Revenue Efficiencies Against Plan**	£3.3m	**£2.4m**	-	-	£2.2m	**No Data**	-	-
4B.4	**Staffing vs Establishment: Officers**	Monitor	**99.8%** 1,936/1,940	99.7% 1,943/1,950	98.9% 1,939/1,960	98.2% 1,935/1,970	**101.34%** 2,006/1,980	**+1.54% pts**	**n/a**
4B.5	**Staffing vs Establishment: Staff**	Monitor	**97.5%** 1,108/1,150	97.0% 1,115/1,151	96.9% 1,157/1,123	97.0% 1,166/1,131	**98.35%** 1,118.93/1,137.67	**+0.85% pts**	**n/a**
4B.6	**Staffing vs Establishment: PCSOs**	Monitor	**91.6%** 183/200	90.3% 181/200	87.7% 175/200	84.6% 169/200	**75.53%** 151.06/200	**-16.07% pts**	**n/a**
4B.7	**Days lost to Sickness: Officers**	Monitor	**19,176**	19,710	20,311	20,733	**20,718**	**+8.0%**	**+1,542**
4B.8	**Days lost to Sickness: Staff & PCSOs**	Monitor	**14,552**	14,384	14,521	14,225	**14,426**	**-0.9%**	**-126**

Budget vs Spend: Revenue/Capital

Quarter 4 figures to end of March 2020 will be available after presentation at Force Executive Board on 4th May 2020.

Staffing: Officers/Staff/PCSOs

Police Officer staffing levels have seen a positive increase against target in the year end to March 2020.
Police staffing levels versus establishment have remained relatively stable this period.
PCSOs staffing levels have continued to fall this period against the establishment target of 200.

Sickness: Officers/Staff & PCSOs

Police Officers have seen a steady increase in the number of sickness days over the past two years, with an 8.0% increase in the 12 months to March 2020 when compared to the previous year. The primary reasons for sickness are 'psychological disorders' which account for between 25%-38% of sickness. Police Staff (inc PCSOs) have seen a small reduction of 0.9% for the same comparable period.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4C: Achieving Value for Money – Demand Management

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Change over last year Actual
4C.1	**Calls for Service: 999**	Monitor	**185,979**	186,229	189,325	190,968	**195,050**	**+4.9%**	**+9,071**
4C.2	**Abandoned Call rate: 999**	Monitor	**0.109%**	0.076%	0.057%	0.111%	**0.515%**	**+406% pts**	**n/a**
4C.3	**Calls for Service: 101**	Monitor	**432,323**	417,705	406,989	400,047	**388,671**	**-10.1%**	**-43,652**
4C.4	**Abandoned Call rate: 101**	Monitor	**5.1%**	3.5%	2.0%	2.1%	**5.1%**	**0% pts**	**n/a**
4C.5	**Response times: Grade 1 Urban**	Monitor	**77.5%**	77.9%	78.7%	79.3%	-	-	-
4C.6	**Response times: Grade 1 Rural**	Monitor	**74.9%**	74.6%	74.6%	74.2%	-	-	-
4C.7	**Response times: Grade 2**	Monitor	**50.4%**	50.9%	52.1%	52.5%	-	-	-
4C.8	**Compliance with NCRS**	Monitor	**94.0%**	94.0%	94.0%	94.0%	**94%-96%***	**0**	**0**

Calls for Service: 999 and 101

999 calls have seen successive increases over the last two years; while this has been flagged as a negative exception, this has been a Nationwide trend.
Abandoned call rates for 999 calls are extremely low.
101 calls have seen successive decreases over the last two years, mainly attributable to the cost of using the service and the Public reluctance to incur a charge.
However, the last yearly quarter figure to the end of March 2020 has seen an increase in the number of 101 abandoned calls.
Of note, the increase in volume of abandoned 999 and 101 calls is predominantly from January to March 2020; this could be reflective of the new SAFE system introduced and Control Room learning and usage.

Response Times within Target

Response times for the latest full year to March 2020 have been affected by the introduction of SAFE and are not available at this time.

Compliance with NCRS

*An estimated compliance range has been given for this period due to on-going issues with the Forces new Command and Control system.
This was introduced in January 2020 and is still not fully embedded, causing impact upon NCRS and Business Objects processes.
The issues above have been further compounded by the Covid-19 crisis, and it is unsure when reliable NCRS compliance reporting will resume.

APPENDIX A

1A.2 Missing Persons Reports

Demand has reduced in recent years due to Force investment in a dedicated Missing Team and that team being in place to work on all aspects of safeguarding which inevitably affects demand as a result.

Overall demand reduction has been seen over the last two years, whilst other forces report continued increases. National statistics show a medium risk investigation costs on average £2500. This shows a demand estimated budgetary saving of £1.3 million pounds.

Taking into account the overall demand reductions seen in previous financial years, together with the work achieved internally and externally to ensure reporting compliance with agreed procedures; demand is forecast to likely stabilise over the next four years with possible realistic reductions closer to 10% by 2023/24.

The external factors that may affect the team's ability to realise continued reductions are;

- Political – Policy decisions in local government affecting children, such as preventing children moving to different counties when taken into local authority care could increase missing cases in particular repeat missing reports for the same individuals.
- Economic - A potential recession will affect families and agencies support mechanisms that result in increased poverty and neglect which directly affect missing numbers.
- Societal – Brexits' potential effect on society and services who still feel the pressures of the austerity measures and the potential for people to move/hide to avoid perceived risk of deportation. Changes in the way people interact and contact each other is changing due to increased technology and as a result we need to prepare to develop the ways in which we communicate and contact people. Policies need to evolve to track the changes in how the public interact with each other and agencies operate.
- Technological – Other Forces in the East Midlands region are suggesting a move from COMPACT to recording missing's on Niche. This would be impactive for the team as Niche does not offer the same functionality and would increase the time taken to resolve missing's.
- Organisational - The College of Policing regularly review processes nationally and although no alterations are imminently expected, any future changes to guidelines or missing definitions could have a significant impact.
  In January 2020 internal partners set up processes to discuss those at risk of county lines. As a result 54 additional individuals were added to the 'always missing list', which is an indicator of how demand could be affected moving forwards.

Increased awareness and problem solving in areas of vulnerability around CSE, Self-harm, mental health, dementia related illnesses, criminal exploitation, county lines and modern day slavery via the NRM, will have an impact on future demand over the next four years.

The team is split into 2 areas of responsibility – Locate and Safeguarding.; the locate team works on current missing reports; up to the point the person is located. The substantive Locate team works a varied shift pattern to provide daily coverage. Since September 2019, the team is supplemented by officers on attachment from response teams/ restricted duties. The number of attachment officers can fluctuate, but the team operates on days, afternoons and evening shifts in line with demand, which generally peaks in the evenings. This provides greater expertise and resilience throughout the day, which has enhanced our ability to deal with spikes in demand. There would be challenges in terms of dealing with demand outside of office hours, if officers were not seconded to the team this would impact on performance and safeguarding. The seconded officers also cover shifts on the Street Triage Team when required, due to abstraction.

The Safeguard and Prevention team has increased in establishment to meet responsibilities in this area of growth. This team works with partners to reduce the risks associated with missing persons to create a cycle of safeguarding, up to the point the person moves out of the Force area or stops going missing. The team is strengthened by good working relationships with local authorities.

The Missing team is at full establishment, which has increased the team's resilience and enhanced the ability to assist with demand and safeguarding in Force.

The substantive members of the missing team are experienced and have a vast knowledge of vulnerability factors and indicators of risk. Having permanent, trained and dedicated staff provides higher performance and reliability as is evidenced with the demand figures listed.

At strength the team are able to meet current demand and have the capability and capacity to do so for the foreseeable 12 months with a workforce mix of Police Officers and Civilian staff.

Whilst continuing current working practices; we do not foresee being unable to meet future demand. We will continue to provide a high level of service to internal and external partners, whilst servicing the needs of the missing person.

1A.3 Missing No Apparent Risk

The sharp upturn in February and March 2020 is difficult to provide a conclusive answer to as monthly figures fluctuate and overall demand in this area is reduced on the previous financial year and seems to be generally stabilised. One factor considered, was the public panic caused in the build-up of COVID19. Uncertainty was experienced in Notts as this pandemic started to spread, and it is thought that reports increased slightly due to this given increased public anxiety.

There is no evidence to support this theory and it may have just been a coincidence. There were a number of reports from care placements who had changed their care plans to report children missing sooner due to the pandemic (report missing after not returned from the 1 hour exercise etc). The college of policing sent out guidance which puts the onus back on care placements and advised they should stick to their normal reporting procedures. We have sent this out where required and challenged misreporting. The numbers of such reports were not significant but did add to the demand.

1B.6 Information Sharing / ECINS Update

A training plan has been created to ensure that there is clear guidance on basic ECINS use as well as how to maintain the knife crime cohort, how to create a problem solving plan and how to make a referral to a Complex Case Panel (or local equivalent). NFRS agreed to provide training to each County NPI as well as two super-users per NPI area. This would be 'train the trainer' delivery to enable them to cascade the training to their teams. The training package addressed the issues identified from the ECINS audit and was scheduled for delivery April to June 2020 – this unfortunately, has had to be cancelled.

The creation of short 'how to' videos has also been implemented, these will be stored on the Neighbourhood portals. Any that are relevant to partners will also be shared with them to bring about corporate usage.

In relation to building confidence in the system among users and potential users, Notts has the most successful year since the start of the project.

The primary driver for this being the city MARAC process moving onto E-CINS, this has necessitated many additional agencies meaningfully interacting with the system successfully for a purpose that already existed and had a need for a system such as E-CINS to host it. This project caused partners, such as those in the health sector, who had previously been reluctant to engage with E-CINS, to adopt the system, see the benefits and then envisage further uses. Work is underway to share that process across the county.

Nottinghamshire County Council is also now making moves to engage which will likely see a significant change in the County as the many processes to which they contribute to that were previously in the queue to transition to ECINs (pending County Council movement) can now start to transfer.

ECINs was recently used to build a case for a recent successful Murder prosecution and a publicity piece for press release is in the pipeline.

Appendix 2 - IOM Performance

Performance for the Nottinghamshire IOM is particularly positive, not merely in terms of the operational quantifiable success but also from the internally developed performance product which can track in detail over time the impact and long term effect of the IOM programme down to individual offender levels. The last year has also seen the IOM team evolve that product to encompass wider agency data, and a greater level of detail around geographical spread, and more around the holistic impact of the IOM embedded Independent Domestic Violence Advisors.

FIGURE ONE:IOM PERFORMANCE TOOL DASHBOARD

Total volume of Unique Nominals recorded	**565**
Process	
Vol of Nominals recorded currently still on IOM	311
Volume of exited Nominals	289
Successful exit proportion	48.2 %
Recidivism	
Volume of Nominals who have already been in IOM since January 2016 *	34
Percentage of Nominals who have already been in IOM since January 2016*	5.8%
Entry Scores	
Average (Mean) Entry Score	337.7
Most frequently occurring (Mode) Entry Group	0-100
Mid Scores (January 2016 - March 2020 cohorts)	
Total Cohort - 2016	133
Total Cohort - 2017	156
Total Cohort - 2018	176
Average (Mean) Mid Score - 2016	149.8
Average (Mean) Mid Score - 2017	175.5
Average (Mean) Mid Score - 2018	137.4
Average (Mean) Entry Score - 2016	347
Average (Mean) Entry Score - 2017	379
Average (Mean) Entry Score - 2018	265
Variance from Entry Score (Binary) - 2016	-197
Variance from Entry Score (Binary) - 2017	-204
Variance from Entry Score (Binary) - 2018	-128
Variance from Entry Score (Proportional %) - 2016	-56.8%
Variance from Entry Score (Proportional %) - 2017	-53.7%
Variance from Entry Score (Proportional %) - 2018	-48.2%
Most frequently occurring (Mode) Mid Group - 2016	0-100 (87)
Most frequently occurring (Mode) Mid Group - 2017	0-100 (97)
Most frequently occurring (Mode) Mid Group - 2018	0-100 (126)
Exit Scores	
Average (Mean) Exit Score	88.3
Variance from Entry Score (Binary)	-249
Variance from Entry Score (Proportional %)	-73.9%
Most frequently occurring (Mode) Exit Group	0-100
Volume of nominals recorded as DVIOM	39
Volume recorded as Washout from DV	14
Operational Statistics	
Reduction Scores**	
Average (Mean) Reduction between Entry & Exit scores	-199.3

The above table clearly shows the macro breakdowns of the IOM cohort in that we see that the performance dataset is now mapping 565 individuals, representing every single offender taken onto the IOM cohort since January 2016. In raw numbers the dataset has encompassed some 565 offenders over a four year period, with 311 taken on and removed in that time period.

Performance is tracked for the IOM main cohort using a Reoffending Risk Score (RRS) which is calculated by using the IOM offence scores (Robbery =7, Burglary =5 etc.) to assess firstly Convictions over the previous five years and secondly arrests over the previous 12 month period. Those two values are then multiplied together to produce the RRS. Reducing the severity and frequency of offending and arrests is the only way this score can drop.

Baseline figures show that the IOM scheme is showing **an average 53%** reduction in Reoffending Risk Score across the whole cohort over the past three years and for those offenders who have been removed from the IOM the reduction is closer to **74%. This represents a statistically significant reduction in both severity and frequency of offending.**

IOM has also expanded with the funding of two Probation Support Officers to develop an early intervention cohort focussed on non-statutory adults at risk of being drawn into or perpetrating violence and exploitation. A need to destigmatise that particular cohort has seen it entitled 'NGThrive' and currently contains approximately 34 individuals with a 'Prevent and Deter' offer being developed.

Figure Two: Live Cohort Breakdown

LIVE IOM COHORT TOTALS	2019/2020	SEPT	OCT	NOV	DEC	JAN	FEB
	IOM GENERIC	240	208	216	220	218	232
	IOM DV	44	39	40	37	35	35
	IOM TOTAL COHORT	284	247	256	257	253	267
IOM OFFENDERS IN CUSTODY	2019/2020	SEPT	OCT	NOV	DEC	JAN	FEB
	IOM GENERIC	130	90	93	94	87	96
	IOM DV	18	20	19	21	21	21
	TOTAL NUMBER OF IOM OFFENDERS IN CUSTODY	148	110	112	115	108	117
	** Releases to the City*		*73*	*77*	*74*	*74*	*81*
	** Releases to the County North*		*37*	*35*	*39*	*33*	*35*
	NG THRIVE				*2*	*1*	*1*
* CONDITIONAL RELEASES OVER THE NEXT 90 DAYS	2019/2020	SEP-NOV	OCT-DEC	NOV-JAN	DEC-FEB	JAN-MAR	FEB-APR
	IOM GENERIC	31	21	19	22	21	20
	IOM DV	3	6	3	6	3	3
	TOTAL BEING RELEASED IN NEXT 90 DAYS	34	27	22	28	24	23
	** Releases to the City*	*22*	*18*	*18*	*18*	*17*	*17*
	** Releases to the County North*	*12*	*9*	*4*	*10*	*7*	*6*
	NG THRIVE						
	**** Not including Sudden Releases under Parole as an unknown quantity.***						
WATCHLIST FIGURE	2019/2020	SEPT	OCT	NOV	DEC	JAN	FEB
	LIVE WATCHLIST FIGURE	180	190	190	183	182	171
OVERALL TOTAL FIGURE	2018/2019	SEPT					
	TOTAL NUMBER OF OFFENDERS ON IOM AND WATCHLIST	464	437	444	440	435	438

The above figures *(Fig 2 above)* do need some explanation. IOM manage offenders both inside and outside the prison estate, and providing they are have a custodial sentence of four years or less – they remain on the ACTIVE cohort. That is to say – they are case conferenced every week and aspects of their sentence, rehabilitation and release planning are the subject of daily activity. If they receive four years or more, they are held on a 'WATCHLIST' and are re-entered onto the ACTIVE cohort within six months of their earliest release date.

DVIOM

The DVIOM scheme was launched in October 2017 with the PCC funding of embedded IOM Independent Domestic Violence Advisors (IDVA's). This ensures that the needs of the DV survivor are threaded through the management tactics used with the perpetrator.

The offenders being managed within this scheme represent the absolute highest risk and prolific serial DV perpetrators in the County.

The Performance data from the DVIOM is displaying very encouraging results with offenders selected and baselined using the Priority Perpetrator Identification Tool (PPIT). This shows those removed from the DVIOM cohort as displaying a reduction in PPIT risk of **41%.**

As a checking mechanism - The DVIOM cohort is also scored using the 'traditional' IOM RRS method and if we examine those who have come onto the DVIOM cohort since October 2017 and have then been removed we see that those 86 individuals came onto the cohort with an average RRS of 163. The average RRS at removal was 94 – representing a mean reduction in frequency and severity of offending (per DV offender) of **42%.**

It is logical to assume then, that this parity between the PPIT reduction and the RRS reduction cannot be random and the parity between the two figures may be regarded as a positive performance output.

There is also a really good qualitative performance feedback from the embedded IOM IDVA services. Data is collected through referrals, number of affected children etc., but upon closing a case an exit interview gather whether or not the DV Survivor feels safer and at less risk.

Juno Women's Aid who cover the City and Ashfield reported that in 2019 they closed 67 cases whereby the survivor had progressed to a level where they could move to a more generic level of support. In 55 of those cases the survivor reported that they felt safer and were at lower risk than when they were referred – this represents 82% of their closed cases.

IDVA CASE STUDY

Case study –'Survivor A'

IOM IDVA team received a referral for Survivor A. Survivor A is grandma of the offender – Joe

Survivor A raised Joe as her own son as both his parents were not able to look after him.

Survivor A described Joe from being a teenager was difficult to look after. Joe regularly financially, emotionally and psychologically abused Joe. Survivor A said the financial abuse got worse when he started taking drugs and was forcing her to give him money or pawn her jewellery for money.

Survivor A said she was isolated from other family members as they didn't like how Joe was treating her. Survivor A said she was living on eggshells and Joe was putting her down. Survivor A said her mental and physical health deteriorated and she was hardly going anywhere.

Survivor A said sometimes Joe would also bring his friends round to stay at Survivor A's house for a few days. The final straw was that Joe stole her charm bracelet and pawned it. Survivor A said out of all the jewellery, possessions and thousands of pounds Joe had taken, this was too far as loved ones who has died gave her some of the charms, which was irreplaceable.

Survivor A then reported this to the police and threw Joe out of her home.

I regularly gave emotional support over the phone and liaised with the IOM police officer – who also contacted Survivor A from time to time. Survivor A and I talked about safety planning, healthy relationships, her right to live free from fear, Joe choosing to do his domestic abuse behaviour – and other crimes and she deserved her own life to be happy and enjoy her retirement years.

IDVA assessed Survivor A as high risk as there was a time where Joe was escalating harassment to Survivor A.

Survivor A also supported prosecution and made a police statement for harassment. Joe has attempted to return back to Survivor A's but she has refused to let him in and reported this to IOM police officer.

For Consideration	
Public/Non Public*	**Public**
Report to:	**Police and Crime Panel**
Date of Meeting:	**14th May 2020**
Report of:	**Paddy Tipping Police Commissioner**
Report Author:	**Kevin Dennis**
E-mail:	**kevin.dennis@nottinghamshire.pnn.police.uk**
Other Contacts:	**Kevin Dennis**
Agenda Item:	**04**

POLICE AND CRIME PLAN (2018-21) – THEME 3 (2019-20 Delivery Plan): TACKLING CRIME AND ANTISOCIAL BEHAVIOUR

1. PURPOSE OF THE REPORT

1.1 The purpose of this report is to provide the Commissioner with a progress report on how the Chief Constable and partners are delivering his strategic activities in respect of **Theme 3** of his Police and Crime Plan for 2018-21 for year **2019-20**.

1.2 The report identifies an outline of the strategic activities that have been progressing across policing and community safety since **1st April 2019**.

2. RECOMMENDATIONS

2.1 Panel members to note the report and provide any feedback to the Commissioner.

3. REASONS FOR RECOMMENDATIONS

3.1 The Police and Crime Panel have requested an update on **Theme 3** in its work plan for **2019-20**.

3.2 This monitoring report provides an overview of the delivery of the activity and performance in respect of **Theme 3** of the Police and Crime Plan (2018-21) during and up to **quarter 4** of **2019-20**.

4. Summary of Key Points

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

- T1. Protecting People from Harm
- T2. Helping and Supporting Victims
- T3. Tackling Crime and Antisocial Behaviour

- T4. Transforming Services and Delivering Quality Policing

4.2 **Appendix A** provides a table summarising the progress and achievements in respect of **Theme 3** of the plan. The activities have been graded in terms of completion/progress and it will be seen that most activity is graded Green.

5. Details of outcome of consultation

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

6. Appendices

6.1 **Appendix A:** Table detailing the progress and achievements of the Commissioner's toward **Theme 3** of the Commissioner's Police and Crime Plan (2018-21).

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

- Police and Crime Plan 2018-2021 (published)

For any enquiries about this report please contact:

Kevin Dennis, Chief Executive of the Nottinghamshire Office of the Police and Crime Commissioner
Kevin.dennis@nottinghamshire.pnn.police.uk

Tel: 0115 8445998

Philip Gilbert, Head of Strategy and Assurance of the Nottinghamshire Office of the Police and Crime Commissioner

philip.gilbert11028@nottinghamshire.pnn.police.uk

Tel: 0115 8445998

APPENDIX A

POLICE AND CRIME DELIVERY PLAN (2019-20)

Working with you for a safer Nottingham and Nottinghamshire

COMMISSIONER'S STRATEGIC THEME 3 UPDATE - UPDATE (Qtr. 4)

TACKLING CRIME AND ANTISOCIAL BEHAVIOUR

V1

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

Green	Achieved or Adequate Progress being Made	Amber	Started but Inadequate Progress or Risk that it won't be achieved	Red	Unachieved or strong likely that it won't be achieved	White (NS)	Not Started but Planned to take place during later Qtr.
Number & %	14/15 (93.3%)	Number & %	1/15 (6.7%)	Number & %	0/15 (0%)		0/15 (0%)

THEME 3: TACKLING CRIME AND ANTISOCIAL BEHAVIOUR

No	Organisation	SPECIFIC DELIVERABLES OF COMMISSIONER, CHIEF CONSTABLE AND PARTNERS	RAG Status
1	Force	Continue to support targeted programmes of partnership activity to tackle serious and organised crime and maximise the use of the disruption tools and powers available	G

Update 28.3.20: The Serious and Organised Crime (SOC) department use a range of disruption tools across the full 4P spectrum (prepare, protect, prevent and pursue). Whilst there is strong focus of police led enforcement against principal and significant members of Organised Crime Groups (OCGs) who pose the greatest threat to communities, most often such action will incorporate partnership working with both statutory partners and third sector organisations. A successful disruption operation against an OCG based in Bestwood recently saw Nottinghamshire Police working in partnership with the National Crime Agency (NCA), Her Majesty Prison service, the East Midlands Specialist Operations Unit (EMSOU), the Government Agencies Intelligence Network (GAIN), Trading Standards, Her Majesty's Revenue and Custom (HMRC).

Several separate criminal investigations remain live in respect of that operation with numerous persons charged with serious offences including drugs and firearms supply. SOC have looked to bridge the gap to front line policing which saw the launch of operation Reacher in Bestwood, which is a neighbourhood policing team aligned and tasked through the SOC team. This has seen numerous initiatives involving local partners and businesses and the launch of a cadet scheme and mini police on the estate. Due to its success teams will be rolled out across all neighbourhoods as part of the national uplift in police officers. This has focused on targeting prosperity generated from OCG criminality and in recognition of the increasing level of vulnerability posed towards children and young adults, as a matter of course the SOC Task Force now engage statutory partners in social care, education and health to further safeguarding measures for those who are vulnerable and find themselves in the proximity of serious criminality. This has recently derived significant benefit in proactively tackling both county lines (operation Mop) where a criminal group were using vulnerable children to move drugs from the city and into the county. To further that proactivity, the monthly OCG Disruption Planning Meeting that has been historically internally and regionally facing is now being opened up to statutory partners. Integrated Offender Management (IOM) is also an integral member of that group, providing a link to the National Probation Service (NPS) and a mechanism for the proactive enforcement of Serious and Organised Crime Prevention Orders (SOCPO). SOC continues to be an integral member of the County SOC Board and the equivalent City Vulnerabilities and Commodities Group.

The Economic and Cyber Crime Unit, continues to utilise strong partnership links with the financial sector in acquiring intelligence and evidence to target those who profit from serious and organised crime. Activity in the 2019/2020 financial year has identified available criminal assets of circa £310k and bank account forfeitures of £350k. Equally partnership working with the financial sector and the National Fraud Intelligence Bureau (NFIB) has protected multiple persons who without intervention would have been the victim of fraud and likewise provided the police with an opportunity to undertake prevent activity against those engaged in money laundering offences. The Cyber and Fraud Protect officers are increasingly developing strong links with local businesses who serve a customer base with key vulnerabilities, most often children and the elderly, in furthering protection against fraudsters. Increased use of social media to distribute prevent/protect messaging in the context of fraud and cybercrime has significantly raised our 'reach' to individuals, communities and local business. This compliments other methods, such as direct engagement with individuals and those attending events.

2	Force	Improve the partnership response to safeguarding vulnerable people against fraud and tackling high harm criminality in this area	G

Update 28.3.20: Since the last reporting period the Fraud Against the Vulnerable Multi-Agency Action Group has met on a number of occasions and work is continuing. Plans are underway to utilise ECINS as the primary means of exchanging information on cases across the partnership and this has involved training more officers and staff within the specialist teams. Collectively the partnership have supported each other in the promotion of Take 5 and Tell 2 campaigns and more recently a campaign focussed around Romance Frauds in the run up to Valentine's Day.

Dating or Romance Fraud nationally has been identified as a priority in terms of being one of the highest harm fraud types.

The Fraud and Cyber Protect Officers joined forces with Victim-Care, the Coop Bank, and Exchange Walk in the city centre on Valentines' Day as part of an awareness event which generated further positive media publicity alongside all the various posts on social media.

On average the Fraud Protect team are sent around 150 Action Fraud reports relating to Nottinghamshire victims each week. The team review the dissemination lists identifying the most vulnerable victims and contacting them via telephone. If they believe they require further help and support they will then personally arrange a protect visit or by an Op Signature trained PCSO.

During a protect visit if additional vulnerabilities are highlighted they will then make additional arrangements including signposting to Nottinghamshire victim care, submitting a PPN, making a referral to the National Fire and Rescue Service or contacting Age UK to arrange a befriending service.

The Protect Officers have also carried out multi agency visits with social workers for the most vulnerable victims in Nottinghamshire. Since November 2018 over 386 Op Signature visits have been completed.

An important part of the Fraud Protect team's role is working with communities to help highlight fraud trends and current scams in Nottinghamshire to make sure members of the public do not fall victim. These events include talks to Women's Institutes and University of the Third Age (U3A).

These groups often include the most elderly members of the community who are likely to be targeted by fraudsters. These events are sometimes supported by Nottinghamshire victim care who we work closely with.

3	Force	Support ongoing development of the Nottinghamshire Cybercrime Strategy and continue to develop the specialist skills and capabilities required to counter this threat	G

Update 28.3.20: The force's established Cybercrime team continue to develop through attendance on specialist courses coordinated by the region and regularly accessing Immersive Labs, the online skills learning platform.

In addition to the Cyber Pursue Officers being awarded Associate Membership of the Institute of Cyber Digital Investigation Portfolios, we now have other officers from within the Economic and Cyber Crime Unit who have attained this status and others who are working towards accreditation.

These officers are similarly taking advantage of the benefits of accessing immersive Labs (cyber skill experts) and providing greater resilience in countering this threat

The force continues to work collaboratively with partners and business to increase cyber capabilities and a key development has been enrolment and engagement of Nottinghamshire businesses with CYBER ALARMS. This is a cyber protect tool that will be rolled out to local companies providing them with an early warning of suspicious activity targeting their IT Network and offering an 'MOT' style health check. In both instance these businesses will be able to instigate measures to defend their network accordingly.

Nottinghamshire Police's Cyber Protect and Prevent Officers recently hosted their first free business event aimed at helping businesses minimise their risk and exposure to potential cybercrime. This was a great chance to hear from law enforcement/industry experts and ethical hacker Joe Burns about the emerging risks to businesses and how they can protect themselves against attack. The event was well attended by businesses, including small business owners, sole traders and charities.

We've also put our e-learning on NCALT for all officers to have access to, as well as putting the Cyber Tools app on all operational officers to use.

4	Force	Identify high severity 'harm spot' locations in Neighbourhood Policing Areas and produce detailed intelligence profiles to support problem solving	G

Update 28.3.20: The CEO of Mansfield District council remains the lead on behalf of the Safer Notts Board. At an SNB exceptional board meeting held on Monday the 2nd of March 2020 the commitment to strengthening the SNB and its associated priorities and governance was agreed by all representatives. Of relevance the commitment to Severity profiles developing into the key product influencing CSP priorities was agreed by all present. As was the acknowledgement that there needed to be a collective agreement to resource the production of the profiles. To this end the Chief Constable has committed to making permanent the 3 x researcher posts and the OPCC has agreed to fund an Analyst role. Further dialogue will need to take place as to what is required from other partners both in terms of human resource and data.

All CSP's have been provided with profiles in order to develop their plans although some area's have only been provided with one (two per area were promised) – this is due to the loss of two of the three researchers who have found alternative posts which limits capacity for the moment. Recruitment is underway to identify replacements.

5	Force	Maximise the efficient and effective use of force resources in tackling and investigating online paedophilia	G

Update 28.3.20: In order to tackle the escalating threat of online paedophilia the force has invested in establishing a dedicated Paedophile Online Investigation Team (POLIT). The team consists of a combination of Professionalising Investigation Programme (PIP) 1 & 2 Investigators (with PIP 1 working toward PIP 2), a dedicated intelligence officer, dedicated digital forensic examiner and a dedicated, PIP 2 Detective Sergeant. The Team is overseen by an experienced Detective Inspector.

To maximise opportunities to charge at first attempt (thus encouraging early pleas and mitigating threat, risk and harm through proportionate use of charge and remand) the team is deliberately based in the same space as the forces digital investigation unit. Complemented by the forces investment in a dedicated POLIT digital forensic examiner the force has achieved savings in the sharing of licences, equipment, skills and knowledge and achieved efficiency's in reducing examination backlogs through proportionate, intelligence led seizure and submission.

To ensure the highest risk cases are prioritised the force makes the best use of available technology by utilising both the Child Protection System (Gridcop) and ICCACOPS as means of identifying offenders. The force maintains the use of the KIRAT risk assessment tool to prioritise cases.

Where appropriate to do so, the team utilises local policing resources in the execution of arrests and searches.

6	Force	Continue to promote the Integrated Offender Management (IOM) of high risk offenders and assess the effectiveness of the approach in managing high risk domestic abuse suspects	G

Update 28.3.20: Nottinghamshire Police have worked closely with its partners in the Criminal Justice system, via a wide range of multi-agency forums, to design an advanced IOM programme to ensure that it covers this type of offending.

Domestic Abuse perpetrators are included in our IOM model, which enables the development of programmes of interventions and diversion therefore for domestic abuse.

Specialist supportive Independent domestic violence advisor (IDVA) services have also been developed and specially trained IDVA's trained to support survivors. The force has recruited two safeguarding officers to work with the victims of high risk offenders and support the IOM process.

The effectiveness of this approach is managed at the monthly IOM meeting. The number of Domestic Abuse perpetrators that IOM DA manage has been as high as 60 but currently is 45.

Figures taken from a recent Domestic Abuse IOM report demonstrates the effectiveness of this scheme: The cumulative Risk of Reoffending score (RRS) represents a 41% drop in their IOM RRS score since scheme entry. Within the same sample group the representing a 47% drop in Priority Perpetrator Identification Tool (PPIT) risk across this sample cohort. These figures show a reduction in frequency and severity of offending.

Locally there is further ongoing work with the partners to look at perpetrator programmes to specifically address DA offending.

7	Force	Consider a pilot of the alcohol monitoring system ('alcohol' monitoring tags) to combat domestic violence	G

Update 28.3.20: Integrated Offender Management (IOM) currently have seven tags. Four of these are currently being used on offenders at the moment. They have been utilised on a mixture of perpetrators including Domestic Abuse offenders, violence and others, and are proving an excellent rehabilitative tool.

An update report is scheduled for the Strategic, Review and Performance meeting in June 2020.

8	NW	Co-commission new substance misuse services and develop a substance misuse pathway for people attending voluntary attendance appointments	G

Update April 2020:

Both contracts are now operational, although some changes have had to be put in place to manage the service safely during the Covid 19 lockdown. The voluntary attendance pathway will be reconsidered when the lockdown is over.

Update October 2019:

The PCC has worked to implement the recommendations made by the independent review into substance misuse support services in 2018. This included working with the City and County Councils to re-co-commission substance misuse support services. The City's new contract, to be delivered by Framework, began in September 2019. The county's new contract has been awarded and will be launched later in 2019 and begin in April 2020. Both new contracts include a requirement to develop a substance misuse pathway for people attending voluntary attendance appointments.

9	Force	Implement and embed a new out of court disposals framework to drive improvements in rehabilitative outcomes and engagement with treatment services	G

Update 28.3.20: The Out of Court disposals (OOCD) have reduced from 6 to 4:

These are;

1. Community Resolution
2. Cannabis Warning
3. Penalty Notice for Disorder
4. Conditional Caution

Of note is that this will remove simple adult cautions and the intention being to divert suitable offenders towards rehabilitative intervention whilst ensuring victims are provided a victim lead outcome. The victim outcome is particularly relevant and a barrier to victims providing evidence therefore the intention is to improve both victims and offenders experiences and indeed future offending.

So far the interventions for Conditional Cautions (CC) will be

1. Females only CC provided by Changing Lives which is grant funded through the OPCC
2. Alcohol diversion negotiated by the Police lead to reflect the PND for D&D which has now been introduced across the force area

3. Project Nova again negotiated by the Police lead for a free two year period to work with veterans of the armed forces
4. Victim Awareness Course which is a commissioned service of a one off fee of £4000 and will deliver, for ease of description a 'speed awareness' type course for offenders of low level crime having paid a fine of £75

Timelines for delivery are now very much subject to the current health issue and being able to meet providers etc.

10	DH	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	G

Update 16.4.20: Nottinghamshire's Female Offender Working Group (FOWG) continues to develop and oversee the Female Offender Delivery Plan to address female offending and the bespoke needs of female offenders as a subgroup reporting to the Nottinghamshire Reducing Reoffending Board. In 2019/20, this has included work to improve understanding of the needs and experiences of female offending and female specific service provision at every stage of the Criminal Justice System (CJS), i.e. to:

- Increase the use of meaningful and effective Out of Court Disposals that address the underlying causes of offending
- Reduce the number of females in custody and
- Strengthen the availability, effectiveness and awareness of community provision.

Over the last year, the group has supported and overseen the work of the Women Specific Conditional Cautions pilot, undertaken an initial mapping exercise of female-specific service provision across the area and tracked relevant local and national developments and bidding opportunities.

Partner agencies with a role in addressing the needs of female offenders came together in January 2020 to share learning from local and national good practice and discuss plans and priorities relating to this agenda for the 2020/21 period. This has led to the development of a revised delivery plan for 2020/21 which will focus on:

- Broadening partner agency involvement in the agenda – particularly from health, the courts, DWP, CPS, Prisons and the Family Intervention Projects;
- Capturing and learning from women with lived experiences of the Criminal Justice System in developing local interventions
- Continuing to drive improvements in the take up of women-specific conditional cautioning – and commissioning a longer term service in Summer 2020
- Developing a new approach to problem solving and supporting the small number of female offenders with the most complex needs.

There remains a strong commitment to partnership working in the response to female offending despite limited dedicated resources and a reliance on short term funding.

11	KD	Invest in local problem-solving approaches to tackle community specific priorities such as rural crime, motorcycle noise and alcohol-related ASB	G

During the year the Commissioner agreed to provide funding for Problem Solving training for Police Officers, Police Staff and Partners in support of a recommendation arising out of the Neighbourhood Policing review to reinvigorate effective partnership working and support activity to reduce high severity crime in high harm localities and other local problems. Between December 2019 and March 2020:

- An external trainer undertook the training which was delivered in line with Neighbourhood Policing guidelines and the National Crime Prevention Plan
- Each attendee received 2 days consecutive training
- Each training event consisted of both Police officers, Police staff and partners (40 people on each course to ensure maximise attendance)

- There were 14 planned training sessions to be attended by 520 staff (400 Police officers/Police Staff and 120 partners).

In addition, the Commissioner has funding a Program Manager via the Safer Nottinghamshire Board (SNB) to help local partners and policing teams tackle areas of high severity to ensure better integration with local neighbourhood policing plans.

12	Force	Continue to improve 101 responses to low level drug dealing, ASB and noise related ASB through joint Partnership working in urban and rural areas	A

Update 28.3.20: There is no specific data on the response to low level drug dealing, ASB and noise related ASB. Response times broken down into grade 1 urban, grade 1 rural, and grade 2 overall however not into specific incident types. The only ASB figure we have regarding Theme 3 is overall volume though this does include nuisance, personal, and environmental incidents. The response to ASB noise related incidents by each local authority area is presented on the Force website. Work is commencing with the City Council for whom there is presently a different offer (the force take their phones calls and record incidents on their behalf) for them to take this provision back in house though this work is embryonic at this time.

13	Force	Provide support to Nottinghamshire Road Safety Partnership in reducing road traffic casualties and addressing issues of community concern	G

Update 28.3.20: Nottinghamshire Safety Camera Partnership (NSCP)

The Nottinghamshire Safety Camera Partnership priorities aim to reduce the numbers of those killed or seriously injured in road traffic collisions and to improve road safety through Education, Engineering and Enforcement on Nottinghamshire's Road Network.

Core Casualty Sites:
Collision and casualty Investigations and analysis is undertaken by Via Safer Highways NCC and used to monitor the impact of enforcement upon casualty reduction rates throughout the year. Any new trends or patterns are passed to NSCP to carry out enforcement. These sites are referred to as Core Casualty Routes.

In total there are approximately 75-80 enforcement sites on Core Casualty Routes throughout the county, and use a mixture of mobile and static cameras. The advantage of having mobile speed cameras are that these are able to respond immediately to any change in casualty data.

Research is being undertaken to examine what the next phase of enforcement / education might look like to make the next step change in reducing KSIs further. (i.e. Random Road Watch / Discreet Enforcement / Wider role out of DashCam via media)

Complaint Sites:

The public will express concerns at locations regarding the speed of vehicles where a safety camera van may not ordinarily deploy due to a lack of collisions involving KSIs. Likewise Neighbourhood Policing Teams may identify such sites that are of concern to the public in their area.

Mobile Safety Camera Vans will assess each complaint and location with a view to the deployability of mobile speed detection equipment to enforce speed limits and to engage with the community and address their concerns

DashCam

The NSCP have taken on responsibility for reviewing and decision making on dashboard and helmet camera submissions from the public on behalf of Nottinghamshire Police. This project will move to overtly advertising DashCam uploader to the public to maximise on the 'Observer effect', and therefore positively influence driver behaviour when on the roads due to the subconscious acknowledgement that they could be filmed by anyone, anywhere.

Driver Offender Education Courses

Where practicable and prosecution thresholds allow, a Driver Offender Education Course will be offered as an alternative to prosecution.

Governance (The NSCP sits within the Roads Policing Governance Structure)

Nottinghamshire Police:

RP Strategic Meeting – Meets annually, chaired by the ACC RP STRA Owner.
Reviews and approves the AP Strategic threat and risk assessment.

RP Tactical Meeting – Meets quarterly, chaired by the RP STRA Manager

RP Operational Meeting – meets monthly chaired by the RP Operational lead.

A Strategic threat and risk register is maintained to inform RPSTRA Owner and Manager of Key Findings and Observations that require consideration with recommendations upon which decisions may be made. These issues are updated and version controlled following all Roads Policing group meetings.

Nottinghamshire Road Safety Partnership

The Nottinghamshire Road Safety Partnership (NRSP) acts as the strategic group that coordinates the action across the partner agencies to reduce the numbers of those killed

or seriously injured on Nottinghamshire's roads, and coordinates the Education, Engineering and Enforcement activities. Update 03/10/2019 - In recent years the strategic group has been inactive but is currently being refreshed across the partners.

COVID-19 Update

Reducing casualties caused through road traffic collisions remains the focus for the Nottinghamshire Safety Camera Partnership. As such the NSCP will continue to work towards reducing casualties, which in turn reduces the impact on our NHS resources at this critical time. The partnership will continually monitor the impact of Covid-19 along with Nottinghamshire Police and resources may be redeployed to assist in other critical functions if required.

14	Force	Continue to drive reductions in serious acquisitive crime and maintain a dedicated resource in burglary reduction teams in the City and County	G

Update March 2020: The Burglary and Robbery teams and their associated processes are now well embedded within the organisation. Staffing of the Teams has been a challenge since their inception in 2018. In spite of this, performance and delivery overall has been good as shown in the table below:

Force	2019/20	2018/19	Volume Change	% Change
Robbery	**1,213**	**1,248**	**-35**	**-2.9%**
Robbery of Business Property	116	119	-3	-2.6%
Robbery of Personal Property	1,097	1,129	-32	-2.9%
Burglary	**7,662**	**7,890**	**-228**	**-3.0%**
Burglary - Residential	5,436	5,371	65	1.2%
Burglary - Business and Community	2,226	2,519	-293	-13.2%

Robbery has reduced 2.9% (-35) and burglary 3% (-228) in 2019/20 compared to the previous year.

Both teams work very closely together building on research and intelligence which reveals that offenders cross-cut across the respective crime types, ensuring resources are used efficiently. Further Burglary reductions were hampered by a considerable increase in offending across the Rushcliffe area which incurred an increase of 112 more victims of burglary. This increase has occurred in the West Bridgford ward due to three main offenders who have since been arrested.

Officers in the burglary teams work closely with partners to work efficiently targeting series of offences and effectively pursuing and deterring target offenders.

The Force Robbery team is staffed in line with established numbers and their work complements all of the work as detailed above. Good working relationships with partners has yielded some considerable successes in identifying suspects while ensuring efficient use of resources through targeted hotspot patrols.

15	Force	Embed College of Policing neighbourhood policing guidelines and new policing model across the area to ensure continued quality of service for communities	G

Update 28.3.20: The embedding of the new force approach continues. Key developments include:

1. Problem solving training delivered to approximately 400 police staff and partners. Excellent feedback and included in this training will be staff from Notts Police and partners who receive "train the trainer" inputs. This will support ongoing training of our staff without having to resort to external training.
2. Production and circulation of an NHP practitioner's guide – circulated to all practitioners.
3. Re-launch of the NH alert system with the addition of the "survey" module. This will allow the surveying of communities on a large scale to complement the OPCC survey process in order to drive the "Local policing priority setting process"
4. ECINS training is being delivered to all NPI's and identified super-users to support corporacy of usage.

Colleagues from the HMICFRS continue to act as critical friends during this process making periodic visits to review both progress and our products. Feedback to date has been positive.

For Information / Consideration / Comment / Decision (delete as appropriate)	
Public/Non Public*	
Report to:	**Strategic Resources & Performance**
Date of Meeting:	**14th May 2020**
Report of:	**Mark Kimberley – CFO**
Report Author:	**Tracey Morris**
E-mail:	**Tracey.morris@nottinghamshire.pnn.police.uk**
Other Contacts:	**Charlotte Radford**
Agenda Item:	**05**

Capital Report Final Outturn 2019/20

1. Purpose of the Report

1.1 The purpose of this report is to provide an update on the financial outturn position for capital as at 31st March 2020 (Period 12, Quarter 4).

2. Recommendations

2.1 Recommendation 1 Outturn Position
That the Police and Crime Commissioner note the final out-turn position as set out in Appendix A.

Recommendation 2 Virement
That the Police and Crime Commissioner note the virement approved by the Chief Constable under delegated powers, being below £100,000, as set out in Appendix B.

Recommendation 3 Slippage
That the Police and Crime Commissioner approve the slippage requests as set out in Appendix C.

2.2 **Background**

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

The current capital budget for 2019/20 is £14,630k. This is calculated as slippage from 2018/19 of £1,470k and new allocations in 2019/20 of £13,160k, this includes an additional £900k approved on decision record 2020.002 in relation to Joint FHQ New Build; £29k on decision record 2020.022 in relation to CED (Conducted Energy Devices) Funding and £50k on decision record 2020.023 in relation to additional vehicle purchases funded from revenue.

Finance in conjunction with project leads and budget holders have continued to review the outturn position (Appendix A). At the end of P12 2019/20 the outturn position is as follows:

Area	Budget £'000	Outturn £'000	Underspend £'000	Slippage £'000
Assets	11,087	4,907	100	6,080
Information Services	3,297	2,919	47	331
Other	246	246	0	-
Total	**14,630**	**8,072**	**147**	**6,410**

2.3 Actual spend to the end of March 2020 is £8,072k which is a decrease of £305k in comparison to Period 10, due to the prepayment of Body Worn Video equipment.

2.4 Finance has reviewed and supports all requests for slippage.

3. Reasons for Recommendations

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

4. Summary of Key Points

4.1 **Executive Summary**

The number of individual projects has reduced considerably over the last 3 years. Because of this projects are now better controlled, have better ownership and local governance arrangements. Further work has been undertaken to ensure projects are scoped and phased properly to ensure they are deliverable within the financial year meeting the expectations of the force and OPCC.

This year shows a minor total underspend against all projects of £147k, in the main this is due to commercial savings.

A slippage request of £6,410k is recommended;

- £5,200k is against the two new build projects, both multiyear projects, one which has experienced some contractual difficulties causing a delay in progress;
- £496k is due to COVID-19 issues which were totally unavoidable;
- £362k relates to lack of capacity in IS as they delivered their departmental restructure during the year;
- £290k due to contractor availability as a scheme has expanded and
- £63k to combine with new budget in 2020/21 to facilitate greater improvements to the custody suite at Mansfield.

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

Capital Outturn Position as at the end of March 2020, by Project.

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

Project Name	Revised Budget £'000	Forecast Outturn £'000	Underspend £'000	Slippage to 2020/21 £'000
Estates				
Nottingham Custody Suite	6,430	1,422	0	(5,008)
Building Improvement, Renovation & Conversion Works	1,185	895	(0)	(290)
Hucknall EMAS	674	674	0	0
Custody Improvements	360	297	0	(63)
New HQ Joint Build	1,252	1,060	0	(192)
Northern Property Store	246	246	0	0
Bunkered Fuel Tanks	62	62	0	0
Automatic Gates & Barriers	35	29	(6)	0
Community Rehabilitation Companies Renovations	25	24	(1)	0
West Bridgford Police Station Relocation & Sale	431	174	(93)	(165)
Northern Control Room	386	24	0	(362)
Estates Total	**11,087**	**4,907**	**(100)**	**(6,080)**
Information Services				
Command & Control	1,771	1,730	(41)	0
Technology Services Refresh & Upgrades	1,315	1,132	(0)	(183)
ANPR Camera Project	157	9	0	(148)
NEP	55	49	(7)	0
SICCS Upgrade	0	0	0	0
IS Total	**3,297**	**2,919**	**(47)**	**(331)**
Other Projects				
Taser	29	29	0	0
Vehicle & Equipment Replacement	217	217	(0)	0
Other Total	**246**	**246**	**(0)**	**0**
Overall Total	**14,630**	**8,072**	**(147)**	**(6,410)**

4.2 Estates – Under spend (£100k) and Slippage (£6,080k)

4.2.1 Nottingham Custody Suite – Slippage request £5,008k

Lack of clarity of information from suppliers and delays in agreeing contract terms and conditions have caused a delay in the progress of this project. This is a multi-year project and overall the project is expected to be delivered on target.

4.2.2 Building Improvement, Renovation & Conversion Works – Slippage request £290k

The slippage is requested to complete works at Ollerton, which due to an additional award to the same contractor for Armoury works, now means that Ollerton will be delayed. Works at Radford Road have developed into a larger project than anticipated which will now include the replacement of windows and roof works which are overdue. Alterations at Mansfield have been delayed due to IS being over committed. Retention monies for FHQ Kennels need to be carried forward as additional drainage works have not been finalised.

4.2.3 Custody Improvement - Slippage request £63k

The slippage is requested for changes to the Mansfield charge desk, CCTV, affray alarm, cell call system and creation of a forensic room, this

will ensure Mansfield will be working to a similar standard as the new Nottingham Custody Suite. A feasibility study is being worked on by estates and more details will be provided later in the year. It is anticipated that this slippage request along with next year's budget allocation will still be insufficient to complete all required works.

4.2.5 New HQ Joint Build – Slippage request £192k

The OPCC approved a decision notice to bring forward budget of £900k in support of early costs for this project; the balance of £192k is requested slippage to support the on-going costs of this multiyear project. A revenue contribution to capital has been completed to fund this earlier than anticipated injection of finances.

4.2.6 West Bridgford Police Station Relocation & Sale – Slippage request £165k

Delays in producing the design work have pushed the project back into 2020/21, which is now caught up in COVID-19 delays.

4.2.7 Northern Control Room – Slippage request £362k

This project has been delayed due to commitments in Information Services. This is as a result of the department not being able to provide resources due to delayed delivery of additional staffing as part of their restructure.

4.3 Information Services – Under spend (£47k) and slippage (£331k)

4.3.1 Technology Services Refresh & Upgrades – Slippage request £183k.

A number of deliveries have been delayed due to COVID-19, hence the request for slippage. Orders have been placed and were scheduled for delivery before the end of the financial year; these are now on hold pending suppliers returning to business.

4.3.2 ANPR Camera Project – Slippage request £148k

The order to Cleartone is currently pending delivery due to COVID-19. Part of this order was to be funded from the ARV Uplift Revenue grant, however as delivery has not taken place the Home Office will not accept the charge against the grant. A virement has been recommended between two other IS projects amounting to £31k to ensure the complete order can be funded from capital. This is not an increase in overall capital requirement.

4.4 Other Projects – on budget

4.4.1 Taser

The force was successful in gaining approval to purchase CED (Conducted Energy Devices) in both 2019/20 and 2020/21; this late approval has been included in the capital programme and will be funded through Home Office grants.

5 Financial Implications and Budget Provision

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

6 Human Resources Implications

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

7 Equality Implications

7.1 There are no equality implications arising from this report.

8 Risk Management

8.1 It should be noted that during the financial year, figures recorded within the general ledger have been inaccurate. As we close the year end on our capital accounting the GL figures are now considered to be accurate, this has taken a great deal of time and resources to rectify over the year. It is expected that similar issues will occur in the 2020/21 financial year.

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

9.1 There are no policy implications arising from this report.

10 Changes in Legislation or other Legal Considerations

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

11 Details of outcome of consultation

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

12. Appendices

12.1 Appendix A – Detailed Report to March 2020.

12.2 Appendix B – Virements requiring approval.

12.3 Appendix C – Projects requiring slippage approval.

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

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

Appendix A

Capital Position as at the end of March 2020.

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

	Slippage From 2018/19	New Budget 2019/20	In Year Virements	Total Available for Project	Total Actual Spend YTD	Out-turn	Under Spend	Slippage to 2020/21
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Estates								
Nottingham Custody Suite	0	6,430	0	6,430	1,422	1,422	0	(5,008)
Building Improvement, Renovation & Conversion Works	0	1,250	(65)	1,185	895	895	(0)	(290)
Hucknall EMAS	637	26	11	674	674	674	0	0
Custody Improvements	260	100	0	360	297	297	0	(63)
New HQ Joint Build	0	1,252	0	1,252	1,060	1,060	0	(192)
Northern Property Store	168	0	78	246	246	246	0	0
Bunkered Fuel Tanks	76	0	(14)	62	62	62	0	0
Automatic Gates & Barriers	52	0	(17)	35	29	29	(6)	0
Community Rehabilitation Companies Renovations	0	25	0	25	24	24	(1)	0
West Bridgford Police Station Relocation & Sale	0	442	(11)	431	174	174	(93)	(165)
Northern Control Room	0	386	0	386	24	24	0	(362)
	1,193	**9,911**	**(17)**	**11,087**	**4,907**	**4,907**	**(100)**	**(6,080)**
Information Services								
Command & Control	0	2,000	(229)	1,771	1,730	1,730	(41)	0
Technology Services Refresh & Upgrades	0	1,090	225	1,315	1,132	1,132	(0)	(183)
ANPR Camera Project	106	20	31	157	9	9	0	(148)
NEP	112	0	(57)	55	49	49	(7)	0
SICCS Upgrade	59	0	(59)	0	0	0	0	0
	277	**3,110**	**(90)**	**3,297**	**2,919**	**2,919**	**(47)**	**(331)**
Other Projects								
Taser	0	29	0	29	29	29	0	0
Vehicle & Equipment Replacement	0	110	107	217	217	217	(0)	0
	0	**139**	**107**	**246**	**246**	**246**	**(0)**	**0**
Total	**1,470**	**13,160**	**0**	**14,630**	**8,072**	**8,072**	**(147)**	**(6,410)**

For completeness at year end the table below shows those projects which carried accrual balances from 2018-19 into 2019-20.

	Slippage From 2018/19	New Budget 2019/20	In Year Virements	Total Available for Project	Total Actual Spend YTD	Out-turn	Under Spend	Slippage to 2020/21
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Estates								
Building Management System	0	0	0	0	(0)	0	0	0
Mansfield replace tea points and showers	0	0	0	0	0	0	0	0
Fixed Electrical Works	0	0	0	0	(5)	(5)	(5)	0
Queens Building	0	0	0	0	0	0	0	0
Jubilee House	0	0	0	0	0	0	0	0
Lift Replacement Mansfield Goods	0	0	0	0	(27)	(27)	(27)	0
RAF Newton Improvements	0	0	0	0	(0)	(0)	(0)	0
Mansfield Create Open Space	0	0	0	0	0	0	0	0
Oxclose Lane Lift Replacement	0	0	0	0	0	0	0	0
	0	**0**	**0**	**0**	**(32)**	**(32)**	**(32)**	**0**
Information Services								
Upgrade Audio Visual Equipment	0	0	0	0	(0)	0	0	0
Sharepoint Portal	0	0	0	0	(2)	(2)	(2)	0
	0	**0**	**0**	**0**	**(2)**	**(2)**	**(2)**	**0**
Total	**0**	**0**	**0**	**0**	**(34)**	**(34)**	**(34)**	**0**

COMBINED TABLES - TOTAL	**1,470**	**13,160**	**0**	**14,630**	**8,038**	**8,038**	**(182)**	**(6,410)**

Appendix B

Virements Period 12 – 2019/20

Project	Description	Amount £
Automatic Gates & Barriers	To fund the Drone	-17,000
Vehicle & Equipment Replacement	To fund the Drone	17,000
NEP	To fund Cleartone order for ANPR	-9,000
Technology Services Refresh & Upgrades	To fund Cleartone order for ANPR	-22,000
ANPR Camera Project	To fund Cleartone order for ANPR	31,000
Total		**0**

Appendix C

Recommendations for Slippage to 2020/21

	Total Available for Project	Total Actual Spend YTD	Out-turn	Under Spend	Slippage to 2020/21
	£'000	£'000	£'000	£'000	£'000
Estates					
Nottingham Custody Suite	6,430	1,422	1,422	0	(5,008)
Building Improvement, Renovation & Conversion Works	1,185	895	895	(0)	(290)
Custody Improvements	360	297	297	0	(63)
New HQ Joint Build	1,252	1,060	1,060	0	(192)
West Bridgford Police Station Relocation & Sale	431	174	174	(93)	(165)
Northern Control Room	386	24	24	0	(362)
	10,045	**3,872**	**3,872**	**(93)**	**(6,080)**
Information Services					
Technology Services Refresh & Upgrades	1,315	1,132	1,132	(0)	(183)
ANPR Camera Project	157	9	9	0	(148)
	1,471	**1,141**	**1,141**	**(0)**	**(331)**
Total	**11,516**	**5,013**	**5,013**	**(93)**	**(6,410)**

For Information / Consideration / Comment / Decision (delete as appropriate)	
Public/Non Public*	**Public**
Report to:	**Strategic Resources & Performance**
Date of Meeting:	**14th May 2020**
Report of:	**Mark Kimberley**
Report Author:	**Tracey Morris**
E-mail:	**tracey.morris@Nottinghamshire.pnn.police.uk**
Other Contacts:	**Mark Kimberley**
Agenda Item:	**06**

Revenue Report for Period 12; Quarter 4 2019/20 (Provisional Outturn)

1. Purpose of the Report

1.1 The purpose of this report is to provide an update on the financial outturn position for revenue as at 31st March 2020 (Period 12, Quarter 4).

2. Recommendations

2.1 **Recommendation 1**
It is recommended that the contents of the report and virements approved under delegated arrangements for Period 12 2020 shown in Appendix B are noted.

2.2 **Recommendation 2**
That the Police and Crime Commissioner approve the virements of greater than £100k which have been recommended by the Chief Constable as set out in Appendix C. These virements will be reflected in the outturn position once fully approved. There are none in this period.

2.3 **Recommendation 3**
That the Police and Crime Commissioner note the overspend position as set out in Appendix D.

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

Finance in conjunction with the organisation has continued to review the outturn position. At the end of March 2020 the year end outturn is £206,375k, which represents an over spend of £92k against the budget, a reduction of £299k against Period 10. There were no reports for Period 11. Please also refer to section 8 of this report which identifies risk issues in respect of this report.

3. Reasons for Recommendations

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

4. Summary of Key Points

Executive Summary

4.1 The final review of revenue expenditure has resulted in an over spend in the Force budget of £92k; and an on budget position within the OPCC.

The main driver for the variance between that reported in P10 and year end is due to COVID-19 issues a number of orders were placed with suppliers, with all good intention of delivery occurring before the end of the financial year, this in some circumstances did not happen, this will impact on budget pressures in 2020/21 when these deliveries will now take place.

Monitoring has been problematic throughout the year as has been reported. It should be noted that outturn monitoring in relation to all pay has been completed, however payroll and general ledger continue to be out of balance at the present time, inaccuracies between departments are also irreconcilable and inconsistent, however this remains unresolved at year end.

The table below shows the Force provisional outturn (including externally funded and seconded officers/staff) variances against the 2019/20 budget plus approved virements (revised budget) as at the end of March 2020.

Variances greater than £50k are explained in more detail within section 4 of this report, unless there is no movement between previous reported variance and this month's variance.

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

Nottinghamshire Police Group Position as at the end of March 2020, by Department.

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

	Revised Budget £'000	19/20 Actuals	FO-RB Variance £'000
Local Policing			
County	43,196	42,129	(1,067)
City	29,424	30,652	1,228
Contact Management	16,166	15,491	(675)
	88,786	**88,272**	**(514)**
Crime & Operational Services			
Public Protection	12,501	12,488	(13)
Operational Support	10,225	10,827	602
Intelligence	9,141	8,238	(903)
Serious & Organised Crime	7,428	6,791	(638)
Archive & Exhibits	1,115	1,085	(30)
Other	255	516	262
	40,665	**39,945**	**(720)**
Corporate Services			
Technical Accounting	12,343	13,492	1,149
Information Services	11,622	11,236	(387)
Estates	6,235	7,646	1,411
Fleet	3,246	3,556	310
People Services	1,781	1,910	129
PSD	1,575	1,367	(208)
Futures Board	789	427	(362)
Command	1,278	1,406	128
Corporate Development	1,121	898	(222)
Corporate Communications	843	647	(196)
Finance	691	769	78
Information Management	531	432	(99)
Other smaller budget departments	215	258	42
	42,271	**44,043**	**1,772**
Collaboration			
EMSOU Operations	13,472	12,596	(877)
EMCJS	9,071	9,783	712
EMSOU Services	4,175	4,328	153
MFSS	2,567	2,467	(100)
ESN	186	230	44
EMSCU	153	190	37
	29,624	**29,593**	**(31)**
Home Office Grants & Partnerships			
Knife Crime	0	173	173
ARV Uplift	0	(118)	(118)
Cyber Crime	0	(0)	(0)
Op Uplift	0	(507)	(507)
Externally Funded Projects	(38)	0	38
	(38)	**(453)**	**(415)**
Force Total	**201,308**	**201,400**	**92**
OPCC	**4,975**	**4,975**	**0**
Group Total	**206,283**	**206,375**	**92**

4.2 Local Policing – under spend (£514k) a reduction of £1,317k on P10 figures.

The reduction in under spend reflects the on-going issue of miscoding's relating to pay and the year end reconciliation for CNPS where balances are transferred to reserves at the end of the financial year.

4.3 Crime and Operational Services – under spend (£720k) an increase of £287k on P10 figures.

The increase in under spend reflects the on-going issue of miscoding's relating to pay. Accruals have also been created to account for the overdue ARV income from 2018/19 of £411k, the forces share of ARV income from 2016/17 of £90k and £214k in respect of Optik income from EMOpSS; this has been off-set with a cost of £217k in relation to the disaggregation of EMOpSS.

4.4 Corporate Services – over spend £1,772k an increase of £375k on P10.

4.4.1 Technical Accounting – over spend £1,149k an increase of £405k.
This change reflects re-coding on pay and an increase in transfers to reserves of £378k.

4.4.2 **Estates – over spend £1,411k an increase of £369k**
The cost of uniform for new officers has been accrued this month and an increase in the provision for dilapidation costs reflecting the rise in inflation when these works are required to be carried out.

4.4.3 **PSD – Under spend (£208k) an increase of £164k.**
This change reflects re-coding on pay.

4.5 Collaboration and Partnerships – under spend (£31k) a reduction of £427k

4.5.1 EMSOU Operations under spend (£877k) a reduction of £882k
This change reflects re-coding on pay.

4.5.2 EMCJS – over spend £712k an increase of £840k
This change reflects re-coding on pay.

4.5.3 MFSS – under spend (£100k), a reduction of £439k
The change in position reflects the release of provision for unexpected costs and a lower charge for GEN2 than was expected.

4.6 OPCC – on budget
The Office of the PCC expenditure was in line with predictions at the start of the year. During the year it was able to recharge some salary costs to grant claims resulting in an overall underspend of £0.083m at year end. Similarly some of the small grants awarded by the PCC were allocated towards grants received from Government departments, enabling the PCC to contribute to more local requests in the future.

In total £1.213m was under spent against the grants and commissioning budget for a variety of reasons such as: partners under spending against grant delivery plans, income received in advance relating to expenditure in 20/21 and unallocated budgets where projects had not been proposed to fully utilise the budget during the year.

The under spends from above will be transferred to reserves for use in future years.

4.7 Grant Funding

This section of the report shows grant funded projects for 2019/20. The use of grant to match expenditure in the outturn figures are shown as income in the tables reported under item 4.1 the detail of which is shown below.

4.7.1 Op Scorpion – Grant £1,540k

No change from last month's report. The project is on track and returns are on time to the Home Office. Although the grant has been maximised, indeed the forces core budget has supported this initiative the outturn is less than that previously reported this is due to the supply of ANPR cameras and fingerprint scanners being delayed due to COVID-19.

Home Office Knife Crime Surge Grant	Core	New	Total Grant	Outturn	Balance
	£'000	£'000	£'000	£'000	£'000
Location targeting: prevention & enforcement in hotspot areas	124	258	382	605	(223)
Individual targeting: intelligence & targeted activity	34	155	188	143	45
Investigative response	471	210	681	873	(192)
Equipment & technology	0	289	289	254	35
	629	911	1,540	1,875	(335)

4.7.2 ARV Uplift – Grant £263k

The variance in outturn of £31k was allocated to Mobile ANPR; this did not go ahead due to factory closure as a result of COVID-19 issues. The purchase will be made through capital in 2020/21.

Home Office ARV Uplift Funding Grant	Core	New	Total Grant	Outturn	Balance
	£'000	£'000	£'000	£'000	£'000
RAPT, TST, TAPT related overtime & staffing	236	(181)	55	55	0
Armoury Improvement		52	52	52	0
Glock 17 Gen 5 Pistol Set		6	6	6	0
New Shields		10	10	10	0
Mobile ANPR		34	34	3	31
Taser Uplift		33	33	33	0
1 x duty planning staff	27		27	27	0
Targetry proposals		26	26	26	0
Method of entry rig and shelter		20	20	20	0
	263	0	263	232	31

4.7.3 Cyber Crime – Grant £160k an increase of £3k.

Region has confirmed a small increase in the grant allowance, which we have utilised against employee costs. The full grant amount has been claimed.

Home Office Cyber Crime Grant	Core	New	Total Grant	Outturn	Balance
	£'000	£'000	£'000	£'000	£'000
Employee costs	99	9	108	112	0
Crypto currency equipment		2	2	2	0
Technology Equipment		20	20	22	0
Travel & accommodation for Cyber Team		10	10	5	0
Phase 3 Equipment Allocation		20	20	20	0
	99	61	160	160	0

4.8 Efficiencies

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

Efficiencies Target for 2019/20

		Target £'000	Outturn £'000	Variance £'000
Pay & Expenses				
	Ongoing staff pay savings	1,500	1,750	250
	Overtime	500	0	(500)
		2,000	**1,750**	**(250)**
Non Pay				
	Procurement	300	400	100
	Comms & Computing	300	200	(100)
	Capital Financing	300	250	(50)
	Supplies & Services	200	200	0
	Income	200	350	150
		1,300	**1,400**	**100**
Total Savings		**3,300**	**3,150**	**(150)**

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

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

5 Financial Implications and Budget Provision

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

6 Human Resources Implications

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

7 Equality Implications

7.1 There are no equality implications arising from this report.

8 Risk Management

8.1 Monitoring has been problematic and errors in the data continue to be reported. It should be noted that outturn monitoring in relation to pay has not been resolved at year end. Payroll and general ledger reporting continue to be out of balance. You will have noticed within section 4 of this report request referrals to on-going issue of miscoding's relating to pay.

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

9.1 There are no policy implications arising from this report.

10 Changes in Legislation or other Legal Considerations

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

11 Details of outcome of consultation

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

12. Appendices

12.1 Appendix A - Revenue Report to March 2020 CIPFA format.

12.2 Appendix B - Virements approved under delegated arrangements.

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

12.4 Appendix D - Outturn movements.

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

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

Nottinghamshire Police Group Position as at the end of March 2020, by CIPFA format.

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

	Budget £'000	Virements £'000	Revised Budget (RB) £'000	19/20 Actuals	FO-RB Variance £'000
Pay & Allowances					
Police Officer	107,907	380	108,287	106,727	(1,561)
Police Staff	43,151	817	43,968	41,954	(2,013)
PCSO	5,723	0	5,723	5,650	(73)
	156,781	**1,197**	**157,978**	**154,332**	**(3,647)**
Overtime					
Police Officer	4,016	70	4,086	5,764	1,678
Police Staff	743	(3)	740	749	9
PCSO	60	99	159	68	(91)
	4,819	**166**	**4,985**	**6,582**	**1,597**
Other Employee Expenses					
Medical Retirements	4,929	0	4,929	4,221	(708)
Other Employee Expenses	2,156	18	2,174	2,267	93
	7,085	**18**	**7,103**	**6,488**	**(615)**
Total Pay & Allowances	**168,685**	**1,382**	**170,067**	**167,402**	**(2,665)**
Non Pay					
Collaboration Contributions	10,246	266	10,511	10,905	394
Comms & Computing	8,683	88	8,771	8,871	101
Other Supplies & Services	5,853	208	6,060	5,441	(619)
Premises	5,767	53	5,820	7,307	1,488
Transport	5,652	85	5,738	6,047	310
Capital Financing	4,335	0	4,335	4,381	46
Forensic & Investigative costs	2,090	22	2,112	1,993	(120)
Custody costs & Police Doctor	1,483	(11)	1,472	1,525	53
Partnership Payments	1,312	(181)	1,131	1,540	409
Clothing, Uniform & Laundry	527	2	529	671	142
Income	(13,325)	(1,913)	(15,238)	(14,685)	553
Total Non-Pay	**32,623**	**(1,382)**	**31,241**	**33,999**	**2,757**
OPCC	**4,975**	**0**	**4,975**	**4,975**	**0**
TOTAL GROUP POSITION	**206,283**	**0**	**206,283**	**206,375**	**92**

Nottinghamshire Police Group Position as at the end of March 2020, by Department.

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

	Budget £'000	Virements £'000	Revised Budget £'000	19/20 Actuals	FO-RB Variance £'000
Local Policing					
County	43,081	116	43,196	42,129	(1,067)
City	29,450	(26)	29,424	30,652	1,228
Contact Management	16,479	(313)	16,166	15,491	(675)
	89,010	**(224)**	**88,786**	**88,272**	**(514)**
Crime & Operational Services					
Public Protection	12,438	63	12,501	12,488	(13)
Operational Support	10,156	70	10,225	10,827	602
Intelligence	9,191	(51)	9,141	8,238	(903)
Serious & Organised Crime	7,313	115	7,428	6,791	(638)
Archive & Exhibits	1,078	38	1,115	1,085	(30)
Other	(47)	302	255	516	262
	40,129	**536**	**40,665**	**39,945**	**(720)**
Corporate Services					
Technical Accounting	12,776	(433)	12,343	13,492	1,149
Information Services	11,272	351	11,622	11,236	(387)
Estates	6,235	0	6,235	7,646	1,411
Fleet	2,876	370	3,246	3,556	310
People Services	1,715	66	1,781	1,910	129
PSD	1,635	(61)	1,575	1,367	(208)
Futures Board	1,280	(491)	789	427	(362)
Command	1,235	43	1,278	1,406	128
Corporate Development	1,628	(507)	1,121	898	(222)
Corporate Communications	833	10	843	647	(196)
Finance	671	20	691	769	78
Information Management	0	531	531	432	(99)
Other smaller budget departments	215	0	215	258	42
	42,372	**(101)**	**42,271**	**44,043**	**1,772**
Collaboration					
EMSOU Operations	13,781	(308)	13,472	12,596	(877)
EMCJS	9,066	5	9,071	9,783	712
EMSOU Services	4,195	(21)	4,175	4,328	153
MFSS	2,418	150	2,567	2,467	(100)
ESN	186	0	186	230	44
EMSCU	153	0	153	190	37
	29,798	**(174)**	**29,624**	**29,593**	**(31)**
Home Office Grants & Partnerships					
Knife Crime	0	0	0	173	173
ARV Uplift	0	0	0	(118)	(118)
Cyber Crime	0	0	0	(0)	(0)
Op Uplift	0	0	0	(507)	(507)
Externally Funded Projects	(0)	(38)	(38)	0	38
	(0)	**(38)**	**(38)**	**(453)**	**(415)**
Force Total	**201,308**	**(0)**	**201,308**	**201,400**	**92**
OPCC	**4,975**	**0**	**4,975**	**4,975**	**0**
Group Total	**206,283**	**(0)**	**206,283**	**206,375**	**92**

Appendix B

Virements Period 12 - Approved under delegated arrangements

Expenditure Type	Description	Amount £
Comms & Computing	Purchase of OPTIK app amendment	5,167.55
	Purchase of lap Tops for Major Crime	22,000.00
Custody Costs & Police Doctor	Realignment of Budget for Public Protection	(10,000.00)
Forensic & Investigative Costs	Realignment of Budget for Public Protection	10,000.00
Other Employee Expenses	Business Benefits Course	500.00
Other Supplies & Services	Realignment of Budget for Public Protection	(6,000.00)
Other Supplies & Services	Saving on Operational Equipment within County	(2,000.00)
Pay & Employment Costs	ACC contingency fund used to cover costs of OPTIK app	(5,167.55)
	Saving on Pay within Corporate Services	(22,500.00)
Transport	Realignment of Budget for Public Protection	6,000.00
	Purchase of quad bike trailer as part of safer neighbourhoods	2,000.00
	OVERALL MOVEMENT	-

Appendix C

Virements Period 12 - Requiring PCC approval.

Nothing to report.

Outturn Movements Period 12- 2019/20

Expenditure Type	Description	Amount £
Agency & Contract Services	OPCC year end amendments	(29,601.00)
	MFSS Revised outturn position	(380,000.00)
	Regional Collaboration revised outturn position	62,162.00
	Charge for Disaggregation of EMOpSS off-set with saving on ACRO	188,823.00
		(158,616.00)
Comms & Computing	Transfer to IS Reserve for NEP - National delays -See Technical Accounting	(305,000.00)
	Reduction in cost due to delay in orders due to COVID-19	(119,698.00)
	OPCC year end amendments	65,833.00
	Additional ANPR Cameras off-set by Income	35,000.00
	Various minor changes reflecting year end out-turn.	18,107.00
		(305,758.00)
Employee	Increased costs of assessment centres and employment checks due to uplift in officers	45,832.00
	Accrual for Overtime - reflecting what has been worked, but not paid	368,632.00
	Accrual for Officer Bonus Payments	100,000.00
	Ongoing review of pay & allowances position	206,226.00
	OPCC year end amendments	109,778.00
		830,468.00
Supplies & Services	Various minor changes reflecting year end out-turn.	(42,464.36)
	Updated figures reflecting charges for Forensics, Interpreters and tax liability for Informant payments	(85,827.00)
	Increase insurance contributions to reserves	(200,270.00)
	Reallocation of costs to Departments approved from OPCC/CC Fund	(71,106.00)
	Updated figures for Legal Services	(75,042.00)
	Release of final provision on Futures Board	(298,243.00)
	Additional Operational Equipment for Uplift in officers	(141,076.00)
	CED (conducted energy device) costs transferred to capital	42,270.00
	OPCC year end amendments	742,950.00
		(128,808.36)
Pension	Release of provision against pending ill-health retirement cases.	**(300,784.00)**
Property Related	Increase in dilapidation provision	304,000.00
	Various changes reflecting utility charges for year end out-turn.	(39,033.00)
	Balance of costs for regionally occupied buildings off-set with income	28,000.00
	Refund of rates	(35,000.00)
	Reduction in charges for leased buildings	(38,000.00)
	OPCC year end amendments	36,634.00
		256,601.00
Transport Related	Various minor changes reflecting year end out-turn.	44,365.00
	Release of provision for anticipated Venson legal costs	(100,000.00)
	Capital correction to Revenue off-set with revenue contribution to capital - See Technical Accounting	(50,000.00)
	OPCC year end amendments	(2,783.00)
		(108,418.00)
Capital Financing	Reversal of Revenue contribution to Capital for FHQ - See Technical Accounting	(750,000.00)
	Updated figures for Interest Paid	(219,974.00)
		(969,974.00)
Technical Accounting	Overall additional Revenue contribution to Capital - FHQ Build	900,000.00

	Revenue contribution to Capital - additional vehicles - See Transport	50,000.00
	Revenue contribution to Capital - IT related equipment	177,738.00
	Year end reconciliation for ARIS	4,019.00
	Transfer to IS Reserve for NEP - National delays -See Comms & Computing	426,945.00
	Provision for Bad Debts	210,000.00
	Transfer from reserves to off-set balances on EF Projects	(279,754.00)
	Insurance Reserve for damage to Operation Vehicles	100,000.00
		1,588,948.00
Income	Various minor changes reflecting year end out-turn.	(79,546.00)
	OPCC year end amendments	(922,810.00)
		(1,002,356.00)

OVERALL OUTTURN MOVEMENT TO P12	**(298,697.36)**
PREVIOUS OUTTURN MOVEMENT	**391,124.84**
TOTAL OUTTURN MOVEMENT	**92,427.48**

For Consideration	
Public/Non Public	**Public**
Report to:	**Strategic Resources & Performance**
Date of Meeting:	**14 May 2020**
Report of:	**The Chief Executive**
Report Author:	**Noel McMenamin**
E-mail:	**noel.mcmenamin@nottscc.gov.uk**
Other Contacts:	
Agenda Item:	**07**

WORK PROGRAMME

1. Purpose of the Report

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

2. Recommendations

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

3. Reasons for Recommendations

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

4. Summary of Key Points

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

5. Financial Implications and Budget Provision

5.1 None as a direct result of this report

6. Human Resources Implications

6.1 None as a direct result of this report

7. Equality Implications

7.1 None as a direct result of this report

8. Risk Management

8.1 None as a direct result of this report

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

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

10. Changes in Legislation or other Legal Considerations

10.1 None as a direct result of this report

11. Details of outcome of consultation

11.1 None as a direct result of this report

12. Appendices

12.1 Work Plan and schedule of meetings

STRATEGIC RESOURCES AND PERFORMANCE
WORK PROGRAMME

14 May 2020			
	ITEM	Report Focus	**REPORT AUTHOR**
	Police and Crime Plan Priority Theme 3 • ***Tackling Crime and Anti-Social Behaviour***		
	Neighbourhood Policing – Engaging Communities and Problem Solving	Impact of uplift, changes to Policing model, Officer numbers, public engagement findings and progress on problem solving and severity model	Force
	Rural Crime Strategy and Delivery plan	Performance and key achievements against action plan,	Force
	Integrated Offender Management	Performance overview and changes to model. Specific focus on management of Knife crime and domestic abuse perpetrators cohorts	Force
	Strategic Items		
	Police and Crime Plan –Delivery Plan Update	Theme 3 monitoring	OPCC
	Standard Items		
	Performance and Insight Report	Performance against police and crime plan	Force
	Capital Report	Monitoring against capital	Force
	Revenue and Capital Outturn	End of year budget outturn	Force
	Regional Collaboration (Verbal Update)	Update on key developments and activity	Force
	Fees and Charges	Proposed fees and charges for 2020/21	Force

17 July 2020			
	ITEM	**Report Focus**	**REPORT AUTHOR**
	Chairs Meeting • ***National Policing – Strategic***		

DRAFT

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

DRAFT

10 September 2020			
	ITEM	**FREQUENCY**	**REPORT AUTHOR**
	Police and Crime Plan Priority Theme 4 • ***Transforming Services and Delivery Quality Policing***		
	Estates Strategy and Rationalisation	Changes to estate. Progress against refurbishment, new build and joint head quarters (Fire and Police). Neighbourhood offices review	Force
	Health and Safety	Governance oversight, overview of incidents and learning lessons	Force
	Workforce Planning	Work Force numbers. Uplift, sickness absence, Learning and development, apprenticeship levy, discipline and grievance. BAME representation, retention and progression.	Force
	Equality, Diversity and Human Rights	Equality Act 2010 duties, positive action, training, workforce profile and engagement and consultation with BAME communities	Force
	Stop and Search	Performance overview, use, proportionality and outcome rate. Highlighting any changes to legislation or guidance	Force
	Use of Force	Performance overview, use, proportionality and outcome rate. Highlighting any changes to legislation or guidance	Force
	Health and Wellbeing	Work undertaken to improve health and wellbeing. Highlighting key achievements	Force
	Code of Ethics		Force
	Environmental management	Action to address environmental management, focusing on carbon waste recycling, fuel consumption	Force
	Strategic Items		
	Police and Crime Commissioner's Annual Report	Publication of annual report. Legal requirement	OPCC
	Force Management Statement	Briefing on Force Management Statement findings. Publication of Summary.	Force
	Police and Crime Plan –Delivery Plan Update	Monitoring theme 4	

DRAFT

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

DRAFT

4 November 2020			
	ITEM	**Report Focus**	**REPORT AUTHOR**
	Police and Crime Plan Priority Theme 1 • ***Protecting People from Harm***		
	Children and Adult Safeguard	Legal requirements, progress against HMIC recommendations, performance and criminal justice outcomes, Public Protection Unit resourcing, IICSA response and progress against force improvement plan.	Force
	Modern Slavery –	Performance and response. Highlighting key achievements	Force
	Cyber enabled Crime and Keeping People Safe Online	Performance and response. Highlighting key achievements.	Force
	Missing Persons	Demand profile, risk assessment, force and inter-agency response, progress, HMIC findings and recommendations. Lessons learnt from other forces.	Force
	Strategic Items		
	Police and Crime Plan –Delivery Plan Update	Monitoring theme 1	OPCC
	Standard Items		
	Performance and Insight Report	Performance against police and crime plan	Force
	Capital Report	Monitoring against capital	Force
	Finance Revenue Budget Outturn		Force
	Chief Constable's Update	Chief Constable's achievements and briefing	Force
	Regional Collaboration (Verbal Update)	Update on key developments and activity	Force

DRAFT