

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

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**MINUTES OF THE MEETING OF THE**  
**NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER**  
**STRATEGIC RESOURCES AND PERFORMANCE MEETING**  
**HELD ON TUESDAY 13 SEPTEMBER 2016**  
**AT NOTTINGHAMSHIRE COUNTY COUNCIL, WEST BRIDGFORD,**  
**NOTTINGHAMSHIRE NG2 7QP**  
**COMMENCING AT 2.00PM**

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**MEMBERSHIP**

(A – denotes absence)

- Paddy Tipping – Police and Crime Commissioner  
A Kevin Dennis – Chief Executive, OPCC  
Charlie Radford – Chief Finance Officer, OPCC  
A Paul Dawkins – Assistant Chief Officer, Finance  
A Sue Fish – T/Chief Constable, Nottinghamshire Police  
Simon Torr – Deputy Chief Constable, Nottinghamshire Police

**OTHERS PRESENT**

Alison Fawley – Democratic Services, Notts County Council  
Mark Kimberley – Head of Finance, Nottinghamshire Police

**APOLOGIES FOR ABSENCE**

Apologies for absence were received from the T/Chief Constable.

**DECLARATIONS OF INTEREST**

None

**MINUTES OF THE PREVIOUS MEETING HELD ON 21 JUNE 2016**

Agreed

**CHIEF CONSTABLE'S UPDATE REPORT**

Simon Torr introduced the report which highlighted that a significant amount of work had been undertaken to move the Force forward in terms of crime reduction, prevention and changes to structures so that the organisation was as efficient and effective as possible for the future.

This quarter had been particularly busy and had seen a number of spontaneous and proactive intelligence led police operations to address activity and minimise the impact of crimes. These included:

- Operation Horseradish which had resulted in four people being charged with a murder;
- Black Lives Matter protest;
- Operation Kinic;
- Operation Throstle which highlighted the benefit of body worn video;
- Operation Hyacinth.

Positive community engagement had been a consistent priority and the Force had worked with the City Council and other partner agencies to provide a proportionate response.

The PROUD values continued to be integral to all activities and were closely aligned to the Code of Ethics.

Mr Torr gave an update on the work that had taken place on the seven strategic priority themes. During discussion the following points were raised:

- Nottinghamshire recorded a 6% increase in violent knife crime which was below the national average but had a higher number of possession of weapons offences. This reflected that success of the proactive work in dealing with those that carry weapons and potentially prevented violent weapons offences.
- The Force recorded an 8.5% reduction in all crime in the year to date which equated to 2,181 less crimes.
- Drop in sessions for officers and staff had taken place to increase awareness of New Psychoactive Substances legislation which had been introduced in May.
- Work continued around mental health and a community psychiatric nurse worked in the control room to supplement work done by the triage car in the evening.
- The Tri-Force Collaboration continued to provide opportunities for significant savings that would be reinvested in areas of high risk. Home Office funding had been secured for a project to provide a single Wide Area Network which would enable staff across the three forces to share information.
- Recruitment of cohort 41 which had been postponed in February 2015 would recommence and would provide additional frontline staff. Further recruitment would take place in January 2017. The Force were committed to providing a workforce that was representative of the diverse communities within Nottinghamshire and would build on the success of the Positive Action initiatives.

## **RESOLVED 2016/018**

That the contents of the report and the appendix be noted.

## **ENGAGEMENT MONITORING AND EVALUATION**

Mr Torr introduced the report and summarised the key points of the new strategy, '*Engaging with the people we serve*'. The strategy set out the principles which would support and shape bespoke engagement plans and use a variety of methods to give people a voice. The Strategy would be monitored on a quarterly basis and would be evaluated annually.

During discussion the following points were raised:

- Mr Torr confirmed that a robust audit programme would be in place so that it would be clear about what information had been received and what had been done with it. It would be more than just looking at the numbers. This was important in improving public perception of the Force doing a good job. The strategy was a work in progress and would continue to evolve over the next few years.
- Social media would be more widely used and the Force website would be changing so that it was more interactive.
- Nottinghamshire still had neighbourhood teams and although he recognised the financial challenge, Mr Torr said that it was about deploying officers in a more intelligent way.

### **RESOLVED 2016/019**

That the contents of the report and the appendices be noted.

### **WORKFORCE PLANNING**

Mr Torr introduced the report which provided an update on police officer and staff numbers as at 30 June 2016.

During discussion the following points were raised:

- Recruitment would only take place if it was financially viable. A review between HR and Finance would take place quarterly to ensure projections were in line.
- New entry points to the Force and career pathways were still being debated.
- Work was ongoing to encourage people from all communities to submit applications so that the diversity of Nottinghamshire was reflected in the workforce.

### **RESOLVED 2016/020**

That the contents of the report and the appendices be noted.

### **CASE MANAGEMENT POSITION AS AT 30<sup>TH</sup> JUNE 2016**

Mr Torr introduced the report which provided a summary of current discipline investigations, grievances, UPP and sickness absence.

During discussion the following points were raised:

- Robust policies were in place to support employees particularly around mental health issues.
- The Force was supportive of those with serious health issues and looked for creative ways to enable employees to remain in work.

### **RESOLVED 2016/021**

That the contents of the report be noted.

## **PERFORMANCE AND INSIGHT REPORT**

Mr Torr introduced the report which informed the Office of the Police and Crime Commissioner of the key performance headlines for Nottinghamshire Police to March 2016.

During discussions the following points were raised:

- Satisfaction levels were not significantly different to last year. Interview questions had changed to try to get to the heart of the matter.
- Both face to face and telephone interviews were used and the Force would like more telephone interviews to take place although officers would always be deployed to sex crimes, burglary and robbery.
- The number of repeat victims was stable and there had been a reduction in the number of domestic violence reports.
- There had been a reduction in the number of sexual offences but it was felt that this may increase once the Jay Inquiry begins.
- There had been a reduction in the number of non crime related mental health patients detained in custody suites.

### **RESOLVED: 2016/022**

That the contents of the report and the appendix be noted.

## **PERIOD 3 CAPITAL MONITORING AND FORECAST REPORT 2016-17**

Mark Kimberley introduced the report which provided information on the actual expenditure against the 2016-17 Capital Programme to the end of June 2016. The report included slippage that had been approved by the Office of the Police and Crime Commissioner on 21 June 2016.

Mr Kimberley also provided information on the anticipated expenditure for the remainder of the year.

### **RESOLVED: 2016/023**

- 1) That the Period 3 forecast of £12,124m as detailed in paragraph 4.4 be approved
- 2) That the variations to the programme as detailed in paragraphs 4.5 & 4.6 be approved

## **2016-17 OUTTURN REPORT – QUARTER ONE UPDATE**

Mark Kimberley introduced the report which provided an update on the forecast outturn position against the key financial performance headlines for Nottinghamshire Police for the year ending 31 March 2017.

### **RESOLVED: 2016/024**

- 1) That the forecast outturn position for each legal entity and the net position for the Group be noted.
- 2) That the forecast position for the financial year ending March 2017 be agreed.

- 3) That the budget virements detailed in the report be approved.

### **REFRESHED POLICE AND CRIME DELIVERY PLAN (2016-18)**

The Police and Crime Commissioner introduced the report which provided the meeting with an explanation as to how he intended to deliver his seven new pledges following his re-election in May 2016 and the consequential revision to the Strategic Framework of his Police and Crime Plan (2016-18).

#### **RESOLVED: 2016/025**

- 1) That the content of the report be noted by the Chief Constable.
- 2) That the Chief Constable formally agreed to support the implementation of the strategic activities as set out on the revised Strategic Framework of the Police and Crime Plan (2016-18)

### **WORK PROGRAMME**

#### **RESOLVED 2016/026**

That the report be noted.

The meeting closed at 4.20pm

CHAIR